

# Wage Determination Tables from 2015-4001 to 2015-4183

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## **Wage Determination No. : 2015-4001**

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

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

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 27

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## **Header**

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

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2024.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.90 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 2024.

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).

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

HANCOCK COUNTY: Amherst, Aurora, Dedham, Osborn, Otis

PENOBSCOT COUNTY: Alton, Argyle, Bangor, Bradford, Bradley, Brewer, Burlington, Carmel, Charleston, Clifton, Corinth, Dixmont, Eddington, Edinburg, Enfield, Etna, Exeter, Garland, Glenburn, Grand Falls, Greenbush, Greenfield, Hampden, Hermon, Holden, Howland, Hudson, Kenduskeag, Lagrange, Levant, Milford, Newburgh, Newport, Old Town, Orono, Orrington, Passadumkeag, Penobscot Indian, Stetson, Summit, Veazie

PISCATAQUIS COUNTY: Orneville

WALDO COUNTY: Winterport

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

### Wage Determination Table

| Code  | Category  | Title                               | Rate  | Note |
|-------|---|-------------------------------------|-------|------|
| 01011 | Administrative Support And Clerical Occupations | Accounting Clerk I                  | 17.58 |      |
| 01012 | Administrative Support And Clerical Occupations | Accounting Clerk II                 | 19.73 |      |
| 01013 | Administrative Support And Clerical Occupations | Accounting Clerk III                | 22.07 |      |
| 01020 | Administrative Support And Clerical Occupations | Administrative Assistant            | 27.43 |      |
| 01035 | Administrative Support And Clerical Occupations | Court Reporter                      | 20.84 |      |
| 01041 | Administrative Support And Clerical Occupations | Customer Service Representative I   | 15.39 | ***  |
| 01042 | Administrative Support And Clerical Occupations | Customer Service Representative II  | 16.79 | ***  |
| 01043 | Administrative Support And Clerical Occupations | Customer Service Representative III | 18.84 |      |
| 01051 | Administrative Support And Clerical Occupations | Data Entry Operator I               | 18.93 |      |
| 01052 | Administrative Support And Clerical Occupations | Data Entry Operator II              | 20.66 |      |
| 01060 | Administrative Support And Clerical Occupations | Dispatcher, Motor Vehicle           | 22.43 |      |
| 01070 | Administrative Support And Clerical Occupations | Document Preparation Clerk          | 16.60 | ***  |
| 01090 | Administrative Support And Clerical Occupations | Duplicating Machine Operator        | 16.60 | ***  |
| 01111 | Administrative Support And Clerical Occupations | General Clerk I                     | 15.98 | ***  |
| 01112 | Administrative Support And Clerical Occupations | General Clerk II                    | 17.44 |      |
| 01113 | Administrative Support And Clerical Occupations | General Clerk III                   | 19.57 |      |

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------------|-------------|-------------|
| 01120       | Administrative Support And Clerical Occupations | Housing Referral Assistant           | 23.24       |             |
| 01141       | Administrative Support And Clerical Occupations | Messenger Courier                    | 15.09       | ***         |
| 01191       | Administrative Support And Clerical Occupations | Order Clerk I                        | 15.59       | ***         |
| 01192       | Administrative Support And Clerical Occupations | Order Clerk II                       | 17.26       |             |
| 01261       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) I   | 17.82       |             |
| 01262       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) II  | 19.93       |             |
| 01263       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) III | 22.22       |             |
| 01270       | Administrative Support And Clerical Occupations | Production Control Clerk             | 27.57       |             |
| 01290       | Administrative Support And Clerical Occupations | Rental Clerk                         | 18.32       |             |
| 01300       | Administrative Support And Clerical Occupations | Scheduler, Maintenance               | 18.63       |             |
| 01311       | Administrative Support And Clerical Occupations | Secretary I                          | 18.63       |             |
| 01312       | Administrative Support And Clerical Occupations | Secretary II                         | 20.84       |             |
| 01313       | Administrative Support And Clerical Occupations | Secretary III                        | 23.24       |             |
| 01320       | Administrative Support And Clerical Occupations | Service Order Dispatcher             | 19.64       |             |
| 01410       | Administrative Support And Clerical Occupations | Supply Technician                    | 27.43       |             |
| 01420       | Administrative Support And Clerical Occupations | Survey Worker                        | 17.61       |             |
| 01460       | Administrative Support And Clerical Occupations | Switchboard Operator/Receptionist    | 17.74       |             |
| 01531       | Administrative Support And Clerical Occupations | Travel Clerk I                       | 16.60       | ***         |
| 01532       | Administrative Support And Clerical Occupations | Travel Clerk II                      | 18.23       |             |

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------------|-------------|-------------|
| 01533       | Administrative Support And Clerical Occupations | Travel Clerk III                     | 19.75       |             |
| 01611       | Administrative Support And Clerical Occupations | Word Processor I                     | 16.60       | ***         |
| 01612       | Administrative Support And Clerical Occupations | Word Processor II                    | 18.63       |             |
| 01613       | Administrative Support And Clerical Occupations | Word Processor III                   | 20.84       |             |
| 05005       | Automotive Service Occupations                  | Automobile Body Repairer, Fiberglass | 22.50       |             |
| 05010       | Automotive Service Occupations                  | Automotive Electrician               | 22.21       |             |
| 05040       | Automotive Service Occupations                  | Automotive Glass Installer           | 21.25       |             |
| 05070       | Automotive Service Occupations                  | Automotive Worker                    | 21.25       |             |
| 05110       | Automotive Service Occupations                  | Mobile Equipment Servicer            | 19.42       |             |
| 05130       | Automotive Service Occupations                  | Motor Equipment Metal Mechanic       | 23.12       |             |
| 05160       | Automotive Service Occupations                  | Motor Equipment Metal Worker         | 21.25       |             |
| 05190       | Automotive Service Occupations                  | Motor Vehicle Mechanic               | 23.12       |             |
| 05220       | Automotive Service Occupations                  | Motor Vehicle Mechanic Helper        | 18.22       |             |
| 05250       | Automotive Service Occupations                  | Motor Vehicle Upholstery Worker      | 20.30       |             |
| 05280       | Automotive Service Occupations                  | Motor Vehicle Wrecker                | 21.25       |             |
| 05310       | Automotive Service Occupations                  | Painter, Automotive                  | 22.21       |             |
| 05340       | Automotive Service Occupations                  | Radiator Repair Specialist           | 21.25       |             |
| 05370       | Automotive Service Occupations                  | Tire Repairer                        | 17.38       |             |
| 05400       | Automotive Service Occupations                  | Transmission Repair Specialist       | 23.12       |             |
| 07010       | Food Preparation And Service Occupations        | Baker                                | 16.67       | ***         |
| 07041       | Food Preparation And Service Occupations        | Cook I                               | 18.50       |             |
| 07042       | Food Preparation And Service Occupations        | Cook II                              | 20.24       |             |
| 07070       | Food Preparation And Service Occupations        | Dishwasher                           | 14.56       | ***         |
| 07130       | Food Preparation And Service Occupations        | Food Service Worker                  | 16.54       | ***         |
| 07210       | Food Preparation And Service Occupations        | Meat Cutter                          | 21.25       |             |

| <b>Code</b> | <b>Category</b>                              | <b>Title</b>                 | <b>Rate</b> | <b>Note</b> |
|-------------|--|------------------------------|-------------|-------------|
| 07260       | Food Preparation And Service Occupations     | Waiter/Waitress              | 16.14       | ***         |
| 09010       | Furniture Maintenance And Repair Occupations | Electrostatic Spray Painter  | 22.75       |             |
| 09040       | Furniture Maintenance And Repair Occupations | Furniture Handler            | 16.47       | ***         |
| 09080       | Furniture Maintenance And Repair Occupations | Furniture Refinisher         | 22.75       |             |
| 09090       | Furniture Maintenance And Repair Occupations | Furniture Refinisher Helper  | 18.67       |             |
| 09110       | Furniture Maintenance And Repair Occupations | Furniture Repairer, Minor    | 20.80       |             |
| 09130       | Furniture Maintenance And Repair Occupations | Upholsterer                  | 22.75       |             |
| 11030       | General Services And Support Occupations     | Cleaner, Vehicles            | 16.30       | ***         |
| 11060       | General Services And Support Occupations     | Elevator Operator            | 17.13       | ***         |
| 11090       | General Services And Support Occupations     | Gardener                     | 22.10       |             |
| 11122       | General Services And Support Occupations     | Housekeeping Aide            | 17.13       | ***         |
| 11150       | General Services And Support Occupations     | Janitor                      | 17.13       | ***         |
| 11210       | General Services And Support Occupations     | Laborer, Grounds Maintenance | 18.29       |             |
| 11240       | General Services And Support Occupations     | Maid or Houseman             | 15.32       | ***         |
| 11260       | General Services And Support Occupations     | Pruner                       | 17.18       | ***         |
| 11270       | General Services And Support Occupations     | Tractor Operator             | 20.74       |             |
| 11330       | General Services And Support Occupations     | Trail Maintenance Worker     | 18.29       |             |
| 11360       | General Services And Support Occupations     | Window Cleaner               | 18.23       |             |
| 12010       | Health Occupations                           | Ambulance Driver             | 18.85       |             |
| 12011       | Health Occupations                           | Breath Alcohol Technician    | 24.82       |             |

| <b>Code</b> | <b>Category</b>    | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|--------------------|--|-------------|-------------|
| 12012       | Health Occupations | Certified Occupational Therapist Assistant | 34.03       |             |
| 12015       | Health Occupations | Certified Physical Therapist Assistant     | 26.82       |             |
| 12020       | Health Occupations | Dental Assistant                           | 22.31       |             |
| 12025       | Health Occupations | Dental Hygienist                           | 37.91       |             |
| 12030       | Health Occupations | EKG Technician                             | 39.15       |             |
| 12035       | Health Occupations | Electroneurodiagnostic Technologist        | 39.15       |             |
| 12040       | Health Occupations | Emergency Medical Technician               | 18.85       |             |
| 12071       | Health Occupations | Licensed Practical Nurse I                 | 22.18       |             |
| 12072       | Health Occupations | Licensed Practical Nurse II                | 24.82       |             |
| 12073       | Health Occupations | Licensed Practical Nurse III               | 27.67       |             |
| 12100       | Health Occupations | Medical Assistant                          | 21.62       |             |
| 12130       | Health Occupations | Medical Laboratory Technician              | 31.64       |             |
| 12160       | Health Occupations | Medical Record Clerk                       | 18.52       |             |
| 12190       | Health Occupations | Medical Record Technician                  | 21.56       |             |
| 12195       | Health Occupations | Medical Transcriptionist                   | 22.18       |             |
| 12210       | Health Occupations | Nuclear Medicine Technologist              | 54.54       |             |
| 12221       | Health Occupations | Nursing Assistant I                        | 14.06       | ***         |
| 12222       | Health Occupations | Nursing Assistant II                       | 15.82       | ***         |
| 12223       | Health Occupations | Nursing Assistant III                      | 17.26       |             |
| 12224       | Health Occupations | Nursing Assistant IV                       | 19.36       |             |
| 12235       | Health Occupations | Optical Dispenser                          | 20.96       |             |
| 12236       | Health Occupations | Optical Technician                         | 22.18       |             |
| 12250       | Health Occupations | Pharmacy Technician                        | 17.99       |             |
| 12280       | Health Occupations | Phlebotomist                               | 18.58       |             |
| 12305       | Health Occupations | Radiologic Technologist                    | 34.05       |             |
| 12311       | Health Occupations | Registered Nurse I                         | 26.16       |             |
| 12312       | Health Occupations | Registered Nurse II                        | 32.00       |             |
| 12313       | Health Occupations | Registered Nurse II, Specialist            | 32.00       |             |
| 12314       | Health Occupations | Registered Nurse III                       | 38.71       |             |
| 12315       | Health Occupations | Registered Nurse III, Anesthetist          | 38.71       |             |
| 12316       | Health Occupations | Registered Nurse IV                        | 46.40       |             |
| 12317       | Health Occupations | Scheduler                                  | 30.75       |             |

| <b>Code</b> | <b>Category</b>                    | <b>Title</b>                           | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------|--|-------------|-------------|
| 12320       | Health Occupations                 | Substance Abuse Treatment Counselor    | 29.03       |             |
| 13011       | Information And Arts Occupations   | Exhibits Specialist I                  | 20.91       |             |
| 13012       | Information And Arts Occupations   | Exhibits Specialist II                 | 25.91       |             |
| 13013       | Information And Arts Occupations   | Exhibits Specialist III                | 31.69       |             |
| 13041       | Information And Arts Occupations   | Illustrator I                          | 20.91       |             |
| 13042       | Information And Arts Occupations   | Illustrator II                         | 25.91       |             |
| 13043       | Information And Arts Occupations   | Illustrator III                        | 31.69       |             |
| 13047       | Information And Arts Occupations   | Librarian                              | 28.69       |             |
| 13050       | Information And Arts Occupations   | Library Aide/Clerk                     | 16.58       | ***         |
| 13054       | Information And Arts Occupations   | Library Information Technology Systems | 25.91       |             |
| 13058       | Information And Arts Occupations   | Library Technician                     | 19.69       |             |
| 13061       | Information And Arts Occupations   | Media Specialist I                     | 18.69       |             |
| 13062       | Information And Arts Occupations   | Media Specialist II                    | 20.91       |             |
| 13063       | Information And Arts Occupations   | Media Specialist III                   | 23.32       |             |
| 13071       | Information And Arts Occupations   | Photographer I                         | 18.69       |             |
| 13072       | Information And Arts Occupations   | Photographer II                        | 21.27       |             |
| 13073       | Information And Arts Occupations   | Photographer III                       | 26.36       |             |
| 13074       | Information And Arts Occupations   | Photographer IV                        | 32.24       |             |
| 13075       | Information And Arts Occupations   | Photographer V                         | 39.00       |             |
| 13090       | Information And Arts Occupations   | Technical Order Library Clerk          | 20.82       |             |
| 13110       | Information And Arts Occupations   | Video Teleconference Technician        | 19.02       |             |
| 14041       | Information Technology Occupations | Computer Operator I                    | 20.37       |             |
| 14042       | Information Technology Occupations | Computer Operator II                   | 22.79       |             |
| 14043       | Information Technology Occupations | Computer Operator III                  | 25.43       |             |
| 14044       | Information Technology Occupations | Computer Operator IV                   | 28.80       |             |
| 14045       | Information Technology Occupations | Computer Operator V                    | 31.28       |             |
| 14071       | Information Technology Occupations | Computer Programmer I                  | 23.74       | see 1       |
| 14072       | Information Technology Occupations | Computer Programmer II                 | NaN         | see 1       |
| 14073       | Information Technology Occupations | Computer Programmer III                | NaN         | see 1       |

| <b>Code</b> | <b>Category</b>   | <b>Title</b>                                    | <b>Rate</b> | <b>Note</b> |
|-------------|---|---|-------------|-------------|
| 14074       | Information Technology Occupations                      | Computer Programmer IV                          | NaN         | see<br>1    |
| 14101       | Information Technology Occupations                      | Computer Systems Analyst I                      | NaN         | see<br>1    |
| 14102       | Information Technology Occupations                      | Computer Systems Analyst II                     | NaN         | see<br>1    |
| 14103       | Information Technology Occupations                      | Computer Systems Analyst III                    | NaN         | see<br>1    |
| 14150       | Information Technology Occupations                      | Peripheral Equipment Operator                   | 20.37       |             |
| 14160       | Information Technology Occupations                      | Personal Computer Support Technician            | 28.83       |             |
| 14170       | Information Technology Occupations                      | System Support Specialist                       | 31.28       |             |
| 15010       | Instructional Occupations                               | Aircrew Training Devices Instructor             | 33.10       |             |
| 15020       | Instructional Occupations                               | Aircrew Training Devices Instructor             | 40.04       |             |
| 15030       | Instructional Occupations                               | Air Crew Training Devices Instructor            | 47.99       |             |
| 15050       | Instructional Occupations                               | Computer Based Training Specialist / Instructor | 33.10       |             |
| 15060       | Instructional Occupations                               | Educational Technologist                        | 32.72       |             |
| 15070       | Instructional Occupations                               | Flight Instructor                               | 47.99       |             |
| 15080       | Instructional Occupations                               | Graphic Artist                                  | 23.41       |             |
| 15085       | Instructional Occupations                               | Maintenance Test Pilot, Fixed, Jet/Prop         | 47.99       |             |
| 15086       | Instructional Occupations                               | Maintenance Test Pilot, Rotary Wing             | 47.99       |             |
| 15088       | Instructional Occupations                               | Non-Maintenance Test/Co-Pilot                   | 47.99       |             |
| 15090       | Instructional Occupations                               | Technical Instructor                            | 25.41       |             |
| 15095       | Instructional Occupations                               | Technical Instructor/Course Developer           | 31.07       |             |
| 15110       | Instructional Occupations                               | Test Proctor                                    | 20.50       |             |
| 15120       | Instructional Occupations                               | Tutor   | 20.50       |             |
| 16010       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Assembler                                       | 16.41       | ***         |
| 16030       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Counter Attendant                               | 16.41       | ***         |

| <b>Code</b> | <b>Category</b>   | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|---|--|-------------|-------------|
| 16040       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Dry Cleaner                                | 18.75       |             |
| 16070       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Finisher, Flatwork, Machine                | 16.41       | ***         |
| 16090       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Hand                              | 16.41       | ***         |
| 16110       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Drycleaning              | 16.41       | ***         |
| 16130       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Shirts                   | 16.41       | ***         |
| 16160       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Wearing Apparel, Laundry | 16.41       | ***         |
| 16190       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Sewing Machine Operator                    | 19.53       |             |
| 16220       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Tailor                                     | 20.31       |             |
| 16250       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Washer, Machine                            | 17.19       | ***         |
| 19010       | Machine Tool Operation And Repair Occupations           | Machine-Tool Operator                      | 26.16       |             |
| 19040       | Machine Tool Operation And Repair Occupations           | Tool And Die Maker                         | 30.24       |             |
| 21020       | Materials Handling And Packing Occupations              | Forklift Operator                          | 21.37       |             |
| 21030       | Materials Handling And Packing Occupations              | Material Coordinator                       | 27.57       |             |
| 21040       | Materials Handling And Packing Occupations              | Material Expediter                         | 27.57       |             |
| 21050       | Materials Handling And Packing Occupations              | Material Handling Laborer                  | 16.76       | ***         |
| 21071       | Materials Handling And Packing Occupations              | Order Filler                               | 16.52       | ***         |
| 21080       | Materials Handling And Packing Occupations              | Production Line Worker                     | 21.37       |             |
| 21110       | Materials Handling And Packing Occupations              | Shipping Packer                            | 18.90       |             |
| 21130       | Materials Handling And Packing Occupations              | Shipping/Receiving Clerk                   | 18.90       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                                   | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 21140       | Materials Handling And Packing Occupations       | Store Worker I                                 | 16.95       | ***         |
| 21150       | Materials Handling And Packing Occupations       | Stock Clerk                                    | 20.49       |             |
| 21210       | Materials Handling And Packing Occupations       | Tools And Parts Attendant                      | 21.37       |             |
| 21410       | Materials Handling And Packing Occupations       | Warehouse Specialist                           | 21.37       |             |
| 23010       | Mechanics And Maintenance And Repair Occupations | Aerospace Structural Welder                    | 29.72       |             |
| 23019       | Mechanics And Maintenance And Repair Occupations | Aircraft Logs and Records Technician           | 25.14       |             |
| 23021       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic I                            | 28.63       |             |
| 23022       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic II                           | 29.72       |             |
| 23023       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic III                          | 30.67       |             |
| 23040       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic Helper                       | 22.56       |             |
| 23050       | Mechanics And Maintenance And Repair Occupations | Aircraft, Painter                              | 27.49       |             |
| 23060       | Mechanics And Maintenance And Repair Occupations | Aircraft Servicer                              | 25.14       |             |
| 23070       | Mechanics And Maintenance And Repair Occupations | Aircraft Survival Flight Equipment Technician  | 27.49       |             |
| 23080       | Mechanics And Maintenance And Repair Occupations | Aircraft Worker                                | 26.31       |             |
| 23091       | Mechanics And Maintenance And Repair Occupations | Aircrew Life Support Equipment (ALSE) Mechanic | 26.31       |             |
| 23092       | Mechanics And Maintenance And Repair Occupations | Aircrew Life Support Equipment (ALSE) Mechanic | 28.63       |             |
| 23110       | Mechanics And Maintenance And Repair Occupations | Appliance Mechanic                             | 26.16       |             |
| 23120       | Mechanics And Maintenance And Repair Occupations | Bicycle Repairer                               | 22.89       |             |
| 23125       | Mechanics And Maintenance And Repair Occupations | Cable Splicer                                  | 27.25       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 23130       | Mechanics And Maintenance And Repair Occupations | Carpenter, Maintenance                    | 23.98       |             |
| 23140       | Mechanics And Maintenance And Repair Occupations | Carpet Layer                              | 25.04       |             |
| 23160       | Mechanics And Maintenance And Repair Occupations | Electrician, Maintenance                  | 29.25       |             |
| 23181       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance I      | 25.30       |             |
| 23182       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance II     | 26.44       |             |
| 23183       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance III    | 27.57       |             |
| 23260       | Mechanics And Maintenance And Repair Occupations | Fabric Worker                             | 23.92       |             |
| 23290       | Mechanics And Maintenance And Repair Occupations | Fire Alarm System Mechanic                | 27.25       |             |
| 23310       | Mechanics And Maintenance And Repair Occupations | Fire Extinguisher Repairer                | 22.89       |             |
| 23311       | Mechanics And Maintenance And Repair Occupations | Fuel Distribution System Mechanic         | 27.25       |             |
| 23312       | Mechanics And Maintenance And Repair Occupations | Fuel Distribution System Operator         | 22.89       |             |
| 23370       | Mechanics And Maintenance And Repair Occupations | General Maintenance Worker                | 21.75       |             |
| 23380       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Mechanic         | 28.63       |             |
| 23381       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Servicer         | 25.14       |             |
| 23382       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Worker           | 26.31       |             |
| 23391       | Mechanics And Maintenance And Repair Occupations | Gunsmith I                                | 22.89       |             |
| 23392       | Mechanics And Maintenance And Repair Occupations | Gunsmith II                               | 25.04       |             |
| 23393       | Mechanics And Maintenance And Repair Occupations | Gunsmith III                              | 27.25       |             |
| 23410       | Mechanics And Maintenance And Repair Occupations | Heating, Ventilation And Air-Conditioning | 26.99       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 23411       | Mechanics And Maintenance And Repair Occupations | Heating, Ventilation And Air Contidioning | 27.92       |             |
| 23430       | Mechanics And Maintenance And Repair Occupations | Heavy Equipment Mechanic                  | 26.47       |             |
| 23440       | Mechanics And Maintenance And Repair Occupations | Heavy Equipment Operator                  | 23.90       |             |
| 23460       | Mechanics And Maintenance And Repair Occupations | Instrument Mechanic                       | 27.25       |             |
| 23465       | Mechanics And Maintenance And Repair Occupations | Laboratory/Shelter Mechanic               | 26.16       |             |
| 23470       | Mechanics And Maintenance And Repair Occupations | Laborer                                   | 16.76       | ***         |
| 23510       | Mechanics And Maintenance And Repair Occupations | Locksmith                                 | 26.16       |             |
| 23530       | Mechanics And Maintenance And Repair Occupations | Machinery Maintenance Mechanic            | 29.64       |             |
| 23550       | Mechanics And Maintenance And Repair Occupations | Machinist, Maintenance                    | 24.97       |             |
| 23580       | Mechanics And Maintenance And Repair Occupations | Maintenance Trades Helper                 | 18.65       |             |
| 23591       | Mechanics And Maintenance And Repair Occupations | Metrology Technician I                    | 27.25       |             |
| 23592       | Mechanics And Maintenance And Repair Occupations | Metrology Technician II                   | 28.28       |             |
| 23593       | Mechanics And Maintenance And Repair Occupations | Metrology Technician III                  | 29.19       |             |
| 23640       | Mechanics And Maintenance And Repair Occupations | Millwright                                | 27.25       |             |
| 23710       | Mechanics And Maintenance And Repair Occupations | Office Appliance Repairer                 | 25.66       |             |
| 23760       | Mechanics And Maintenance And Repair Occupations | Painter, Maintenance                      | 22.29       |             |
| 23790       | Mechanics And Maintenance And Repair Occupations | Pipefitter, Maintenance                   | 26.66       |             |
| 23810       | Mechanics And Maintenance And Repair Occupations | Plumber, Maintenance                      | 25.62       |             |
| 23820       | Mechanics And Maintenance And Repair Occupations | Pneudraulic Systems Mechanic              | 27.25       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                          | <b>Rate</b> | <b>Note</b> |
|-------------|--|---------------------------------------|-------------|-------------|
| 23850       | Mechanics And Maintenance And Repair Occupations | Rigger                                | 27.25       |             |
| 23870       | Mechanics And Maintenance And Repair Occupations | Scale Mechanic                        | 25.04       |             |
| 23890       | Mechanics And Maintenance And Repair Occupations | Sheet-Metal Worker, Maintenance       | 23.93       |             |
| 23910       | Mechanics And Maintenance And Repair Occupations | Small Engine Mechanic                 | 22.81       |             |
| 23931       | Mechanics And Maintenance And Repair Occupations | Telecommunications Mechanic I         | 31.08       |             |
| 23932       | Mechanics And Maintenance And Repair Occupations | Telecommunications Mechanic II        | 32.14       |             |
| 23950       | Mechanics And Maintenance And Repair Occupations | Telephone Lineman                     | 30.46       |             |
| 23960       | Mechanics And Maintenance And Repair Occupations | Welder, Combination, Maintenance      | 26.56       |             |
| 23965       | Mechanics And Maintenance And Repair Occupations | Well Driller                          | 27.25       |             |
| 23970       | Mechanics And Maintenance And Repair Occupations | Woodcraft Worker                      | 27.25       |             |
| 23980       | Mechanics And Maintenance And Repair Occupations | Woodworker                            | 22.89       |             |
| 24550       | Personal Needs Occupations                       | Case Manager                          | 20.61       |             |
| 24570       | Personal Needs Occupations                       | Child Care Attendant                  | 15.94       | ***         |
| 24580       | Personal Needs Occupations                       | Child Care Center Clerk               | 19.88       |             |
| 24610       | Personal Needs Occupations                       | Chore Aide                            | 16.79       | ***         |
| 24620       | Personal Needs Occupations                       | Family Readiness And Support Services | 20.61       |             |
| 24630       | Personal Needs Occupations                       | Homemaker                             | 20.61       |             |
| 25010       | Plant And System Operations Occupations          | Boiler Tender                         | 28.73       |             |
| 25040       | Plant And System Operations Occupations          | Sewage Plant Operator                 | 26.76       |             |
| 25070       | Plant And System Operations Occupations          | Stationary Engineer                   | 28.73       |             |
| 25190       | Plant And System Operations Occupations          | Ventilation Equipment Tender          | 22.65       |             |

| <b>Code</b> | <b>Category</b>                                | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 25210       | Plant And System Operations Occupations        | Water Treatment Plant Operator            | 26.76       |             |
| 27004       | Protective Service Occupations                 | Alarm Monitor                             | 23.34       |             |
| 27007       | Protective Service Occupations                 | Baggage Inspector                         | 17.25       |             |
| 27008       | Protective Service Occupations                 | Corrections Officer                       | 22.91       |             |
| 27010       | Protective Service Occupations                 | Court Security Officer                    | 22.91       |             |
| 27030       | Protective Service Occupations                 | Detection Dog Handler                     | 19.41       |             |
| 27040       | Protective Service Occupations                 | Detention Officer                         | 22.91       |             |
| 27070       | Protective Service Occupations                 | Firefighter                               | 22.91       |             |
| 27101       | Protective Service Occupations                 | Guard I                                   | 17.25       |             |
| 27102       | Protective Service Occupations                 | Guard II                                  | 19.41       |             |
| 27131       | Protective Service Occupations                 | Police Officer I                          | 27.97       |             |
| 27132       | Protective Service Occupations                 | Police Officer II                         | 31.08       |             |
| 28041       | Recreation Occupations                         | Carnival Equipment Operator               | 17.64       |             |
| 28042       | Recreation Occupations                         | Carnival Equipment Repairer               | 18.80       |             |
| 28043       | Recreation Occupations                         | Carnival Worker                           | 14.62       | ***         |
| 28210       | Recreation Occupations                         | Gate Attendant/Gate Tender                | 18.72       |             |
| 28310       | Recreation Occupations                         | Lifeguard                                 | 14.52       | ***         |
| 28350       | Recreation Occupations                         | Park Attendant                            | 20.94       |             |
| 28510       | Recreation Occupations                         | Recreation Aide/Health Facility Attendant | 15.29       | ***         |
| 28515       | Recreation Occupations                         | Recreation Specialist                     | 25.95       |             |
| 28630       | Recreation Occupations                         | Sports Official                           | 16.68       | ***         |
| 28690       | Recreation Occupations                         | Swimming Pool Operator                    | 20.57       |             |
| 29010       | Stevedoring/Longshoremen Occupational Services | Blocker And Bracer                        | 29.41       |             |
| 29020       | Stevedoring/Longshoremen Occupational Services | Hatch Tender                              | 29.41       |             |
| 29030       | Stevedoring/Longshoremen Occupational Services | Line Handler                              | 29.41       |             |
| 29041       | Stevedoring/Longshoremen Occupational Services | Stevedore I                               | 28.10       |             |
| 29042       | Stevedoring/Longshoremen Occupational Services | Stevedore II                              | 30.73       |             |
| 30010       | Technical Occupations                          | Air Traffic Control Specialist, Center    | 45.21       | see 2       |

| <b>Code</b> | <b>Category</b>       | <b>Title</b>                             | <b>Rate</b> | <b>Note</b> |
|-------------|-----------------------|--|-------------|-------------|
| 30011       | Technical Occupations | Air Traffic Control Specialist, Station  | 31.17       | see 2       |
| 30012       | Technical Occupations | Air Traffic Control Specialist, Terminal | 34.34       | see 2       |
| 30021       | Technical Occupations | Archeological Technician I               | 18.14       |             |
| 30022       | Technical Occupations | Archeological Technician II              | 20.26       |             |
| 30023       | Technical Occupations | Archeological Technician III             | 25.10       |             |
| 30030       | Technical Occupations | Cartographic Technician                  | 25.10       |             |
| 30040       | Technical Occupations | Civil Engineering Technician             | 28.80       |             |
| 30051       | Technical Occupations | Cryogenic Technician I                   | 27.80       |             |
| 30052       | Technical Occupations | Cryogenic Technician II                  | 30.71       |             |
| 30061       | Technical Occupations | Drafter/CAD Operator I                   | 18.11       |             |
| 30062       | Technical Occupations | Drafter/CAD Operator II                  | 20.26       |             |
| 30063       | Technical Occupations | Drafter/CAD Operator III                 | 22.59       |             |
| 30064       | Technical Occupations | Drafter/CAD Operator IV                  | 27.80       |             |
| 30081       | Technical Occupations | Engineering Technician I                 | 16.21       | ***         |
| 30082       | Technical Occupations | Engineering Technician II                | 18.19       |             |
| 30083       | Technical Occupations | Engineering Technician III               | 20.35       |             |
| 30084       | Technical Occupations | Engineering Technician IV                | 25.21       |             |
| 30085       | Technical Occupations | Engineering Technician V                 | 30.84       |             |
| 30086       | Technical Occupations | Engineering Technician VI                | 37.31       |             |
| 30090       | Technical Occupations | Environmental Technician                 | 25.10       |             |
| 30095       | Technical Occupations | Evidence Control Specialist              | 25.10       |             |
| 30210       | Technical Occupations | Laboratory Technician                    | 22.59       |             |
| 30221       | Technical Occupations | Latent Fingerprint Technician I          | 27.80       |             |
| 30222       | Technical Occupations | Latent Fingerprint Technician II         | 30.71       |             |
| 30240       | Technical Occupations | Mathematical Technician                  | 25.67       |             |
| 30361       | Technical Occupations | Paralegal/Legal Assistant I              | 23.05       |             |
| 30362       | Technical Occupations | Paralegal/Legal Assistant II             | 28.56       |             |
| 30363       | Technical Occupations | Paralegal/Legal Assistant III            | 34.94       |             |
| 30364       | Technical Occupations | Paralegal/Legal Assistant IV             | 42.26       |             |
| 30375       | Technical Occupations | Petroleum Supply Specialist              | 30.71       |             |
| 30390       | Technical Occupations | Photo-Optics Technician                  | 25.10       |             |
| 30395       | Technical Occupations | Radiation Control Technician             | 30.71       |             |

| <b>Code</b> | <b>Category</b>                                       | <b>Title</b>                             | <b>Rate</b> | <b>Note</b> |
|-------------|---|--|-------------|-------------|
| 30461       | Technical Occupations                                 | Technical Writer I                       | 25.10       |             |
| 30462       | Technical Occupations                                 | Technical Writer II                      | 30.71       |             |
| 30463       | Technical Occupations                                 | Technical Writer III                     | 37.15       |             |
| 30491       | Technical Occupations                                 | Unexploded Ordnance (UXO) Technician I   | 28.73       |             |
| 30492       | Technical Occupations                                 | Unexploded Ordnance (UXO) Technician II  | 34.76       |             |
| 30493       | Technical Occupations                                 | Unexploded Ordnance (UXO) Technician III | 41.67       |             |
| 30494       | Technical Occupations                                 | Unexploded (UXO) Safety Escort           | 28.73       |             |
| 30495       | Technical Occupations                                 | Unexploded (UXO) Sweep Personnel         | 28.73       |             |
| 30501       | Technical Occupations                                 | Weather Forecaster I                     | 27.80       |             |
| 30502       | Technical Occupations                                 | Weather Forecaster II                    | 33.82       |             |
| 30620       | Technical Occupations                                 | Weather Observer, Combined Upper Air Or  | 22.59       | see 2       |
| 30621       | Technical Occupations                                 | Weather Observer, Senior                 | 25.14       | see 2       |
| 31010       | Transportation/Mobile Equipment Operation Occupations | Airplane Pilot                           | 34.76       |             |
| 31020       | Transportation/Mobile Equipment Operation Occupations | Bus Aide                                 | 16.26       | ***         |
| 31030       | Transportation/Mobile Equipment Operation Occupations | Bus Driver                               | 20.54       |             |
| 31043       | Transportation/Mobile Equipment Operation Occupations | Driver Courier                           | 18.44       |             |
| 31260       | Transportation/Mobile Equipment Operation Occupations | Parking and Lot Attendant                | 15.28       | ***         |
| 31290       | Transportation/Mobile Equipment Operation Occupations | Shuttle Bus Driver                       | 16.56       | ***         |
| 31310       | Transportation/Mobile Equipment Operation Occupations | Taxi Driver                              | 13.44       | ***         |
| 31361       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Light                       | 19.65       |             |
| 31362       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Medium                      | 20.54       |             |
| 31363       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Heavy                       | 23.49       |             |

| <b>Code</b> | <b>Category</b>                                       | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|---|---------------------------------|-------------|-------------|
| 31364       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Tractor-Trailer    | 23.49       |             |
| 99020       | Miscellaneous Occupations                             | Cabin Safety Specialist         | 16.95       | ***         |
| 99030       | Miscellaneous Occupations                             | Cashier                         | 14.81       | ***         |
| 99050       | Miscellaneous Occupations                             | Desk Clerk                      | 15.57       | ***         |
| 99095       | Miscellaneous Occupations                             | Embalmer                        | 28.73       |             |
| 99130       | Miscellaneous Occupations                             | Flight Follower                 | 28.73       |             |
| 99251       | Miscellaneous Occupations                             | Laboratory Animal Caretaker I   | 20.00       |             |
| 99252       | Miscellaneous Occupations                             | Laboratory Animal Caretaker II  | 21.16       |             |
| 99260       | Miscellaneous Occupations                             | Marketing Analyst               | 32.83       |             |
| 99310       | Miscellaneous Occupations                             | Mortician                       | 28.73       |             |
| 99410       | Miscellaneous Occupations                             | Pest Controller                 | 24.24       |             |
| 99510       | Miscellaneous Occupations                             | Photofinishing Worker           | 15.10       | ***         |
| 99710       | Miscellaneous Occupations                             | Recycling Laborer               | 20.25       |             |
| 99711       | Miscellaneous Occupations                             | Recycling Specialist            | 22.87       |             |
| 99730       | Miscellaneous Occupations                             | Refuse Collector                | 19.03       |             |
| 99810       | Miscellaneous Occupations                             | Sales Clerk                     | 16.24       | ***         |
| 99820       | Miscellaneous Occupations                             | School Crossing Guard           | 16.94       | ***         |
| 99830       | Miscellaneous Occupations                             | Survey Party Chief              | 25.16       |             |
| 99831       | Miscellaneous Occupations                             | Surveying Aide                  | 17.16       | ***         |
| 99832       | Miscellaneous Occupations                             | Surveying Technician            | 22.88       |             |
| 99840       | Miscellaneous Occupations                             | Vending Machine Attendant       | 21.76       |             |
| 99841       | Miscellaneous Occupations                             | Vending Machine Repairer        | 25.37       |             |
| 99842       | Miscellaneous Occupations                             | Vending Machine Repairer Helper | 21.76       |             |

## **Footer**

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.20 per hour) or 13658 (\$12.90 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. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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: \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 per month\*

\*This rate is to be used only when compensating employees for performance on an SCA-

covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 10 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans'

Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C.

213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract.

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

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

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

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**\*\* HAZARDOUS PAY DIFFERENTIAL \*\***

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

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

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like;

minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear"

materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

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

Conformance Process:

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

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

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S.

Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).

- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

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

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

Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

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## **Wage Determination No. : 2015-4003**

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

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

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 27

Date Of Last Revision : 07/22/2024

Source : [Source Website](#)

### **Header**

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

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2024.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.90 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 2024.

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).

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

ANDROSCOGGIN COUNTY: Auburn, Greene, Leeds, Lewiston, Lisbon, Mechanic Falls, Minot, Poland, Sabattus, Turner, Wales

KENNEBEC COUNTY: Monmouth

OXFORD COUNTY: Buckfield, Hartford, Hebron, Oxford

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

### Wage Determination Table

| Code  | Category  | Title                               | Rate  | Note |
|-------|---|-------------------------------------|-------|------|
| 01011 | Administrative Support And Clerical Occupations | Accounting Clerk I                  | 17.91 |      |
| 01012 | Administrative Support And Clerical Occupations | Accounting Clerk II                 | 20.10 |      |
| 01013 | Administrative Support And Clerical Occupations | Accounting Clerk III                | 22.48 |      |
| 01020 | Administrative Support And Clerical Occupations | Administrative Assistant            | 28.90 |      |
| 01035 | Administrative Support And Clerical Occupations | Court Reporter                      | 23.25 |      |
| 01041 | Administrative Support And Clerical Occupations | Customer Service Representative I   | 16.04 | ***  |
| 01042 | Administrative Support And Clerical Occupations | Customer Service Representative II  | 17.50 |      |
| 01043 | Administrative Support And Clerical Occupations | Customer Service Representative III | 19.66 |      |
| 01051 | Administrative Support And Clerical Occupations | Data Entry Operator I               | 16.98 | ***  |

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------------|-------------|-------------|
| 01052       | Administrative Support And Clerical Occupations | Data Entry Operator II               | 18.53       |             |
| 01060       | Administrative Support And Clerical Occupations | Dispatcher, Motor Vehicle            | 24.52       |             |
| 01070       | Administrative Support And Clerical Occupations | Document Preparation Clerk           | 18.53       |             |
| 01090       | Administrative Support And Clerical Occupations | Duplicating Machine Operator         | 18.53       |             |
| 01111       | Administrative Support And Clerical Occupations | General Clerk I                      | 16.61       | ***         |
| 01112       | Administrative Support And Clerical Occupations | General Clerk II                     | 18.13       |             |
| 01113       | Administrative Support And Clerical Occupations | General Clerk III                    | 20.36       |             |
| 01120       | Administrative Support And Clerical Occupations | Housing Referral Assistant           | 25.93       |             |
| 01141       | Administrative Support And Clerical Occupations | Messenger Courier                    | 15.09       | ***         |
| 01191       | Administrative Support And Clerical Occupations | Order Clerk I                        | 17.49       |             |
| 01192       | Administrative Support And Clerical Occupations | Order Clerk II                       | 19.08       |             |
| 01261       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) I   | 20.64       |             |
| 01262       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) II  | 23.09       |             |
| 01263       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) III | 25.75       |             |
| 01270       | Administrative Support And Clerical Occupations | Production Control Clerk             | 23.88       |             |
| 01290       | Administrative Support And Clerical Occupations | Rental Clerk                         | 16.97       | ***         |
| 01300       | Administrative Support And Clerical Occupations | Scheduler, Maintenance               | 20.79       |             |
| 01311       | Administrative Support And Clerical Occupations | Secretary I                          | 20.79       |             |
| 01312       | Administrative Support And Clerical Occupations | Secretary II                         | 23.25       |             |

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------------|-------------|-------------|
| 01313       | Administrative Support And Clerical Occupations | Secretary III                        | 25.93       |             |
| 01320       | Administrative Support And Clerical Occupations | Service Order Dispatcher             | 21.92       |             |
| 01410       | Administrative Support And Clerical Occupations | Supply Technician                    | 28.90       |             |
| 01420       | Administrative Support And Clerical Occupations | Survey Worker                        | 18.20       |             |
| 01460       | Administrative Support And Clerical Occupations | Switchboard Operator/Receptionist    | 17.99       |             |
| 01531       | Administrative Support And Clerical Occupations | Travel Clerk I                       | 16.72       | ***         |
| 01532       | Administrative Support And Clerical Occupations | Travel Clerk II                      | 18.39       |             |
| 01533       | Administrative Support And Clerical Occupations | Travel Clerk III                     | 20.23       |             |
| 01611       | Administrative Support And Clerical Occupations | Word Processor I                     | 18.53       |             |
| 01612       | Administrative Support And Clerical Occupations | Word Processor II                    | 20.79       |             |
| 01613       | Administrative Support And Clerical Occupations | Word Processor III                   | 23.25       |             |
| 05005       | Automotive Service Occupations                  | Automobile Body Repairer, Fiberglass | 22.88       |             |
| 05010       | Automotive Service Occupations                  | Automotive Electrician               | 21.52       |             |
| 05040       | Automotive Service Occupations                  | Automotive Glass Installer           | 20.32       |             |
| 05070       | Automotive Service Occupations                  | Automotive Worker                    | 20.32       |             |
| 05110       | Automotive Service Occupations                  | Mobile Equipment Servicer            | 18.36       |             |
| 05130       | Automotive Service Occupations                  | Motor Equipment Metal Mechanic       | 22.55       |             |
| 05160       | Automotive Service Occupations                  | Motor Equipment Metal Worker         | 20.32       |             |
| 05190       | Automotive Service Occupations                  | Motor Vehicle Mechanic               | 22.55       |             |
| 05220       | Automotive Service Occupations                  | Motor Vehicle Mechanic Helper        | 17.42       |             |
| 05250       | Automotive Service Occupations                  | Motor Vehicle Upholstery Worker      | 19.22       |             |
| 05280       | Automotive Service Occupations                  | Motor Vehicle Wrecker                | 20.32       |             |
| 05310       | Automotive Service Occupations                  | Painter, Automotive                  | 21.52       |             |
| 05340       | Automotive Service Occupations                  | Radiator Repair Specialist           | 20.32       |             |
| 05370       | Automotive Service Occupations                  | Tire Repairer                        | 16.07       | ***         |

| <b>Code</b> | <b>Category</b>                              | <b>Title</b>                   | <b>Rate</b> | <b>Note</b> |
|-------------|--|--------------------------------|-------------|-------------|
| 05400       | Automotive Service Occupations               | Transmission Repair Specialist | 22.55       |             |
| 07010       | Food Preparation And Service Occupations     | Baker                          | 16.10       | ***         |
| 07041       | Food Preparation And Service Occupations     | Cook I                         | 18.91       |             |
| 07042       | Food Preparation And Service Occupations     | Cook II                        | 21.17       |             |
| 07070       | Food Preparation And Service Occupations     | Dishwasher                     | 14.94       | ***         |
| 07130       | Food Preparation And Service Occupations     | Food Service Worker            | 15.59       | ***         |
| 07210       | Food Preparation And Service Occupations     | Meat Cutter                    | 20.48       |             |
| 07260       | Food Preparation And Service Occupations     | Waiter/Waitress                | 16.24       | ***         |
| 09010       | Furniture Maintenance And Repair Occupations | Electrostatic Spray Painter    | 23.36       |             |
| 09040       | Furniture Maintenance And Repair Occupations | Furniture Handler              | 16.30       | ***         |
| 09080       | Furniture Maintenance And Repair Occupations | Furniture Refinisher           | 23.36       |             |
| 09090       | Furniture Maintenance And Repair Occupations | Furniture Refinisher Helper    | 18.56       |             |
| 09110       | Furniture Maintenance And Repair Occupations | Furniture Repairer, Minor      | 20.92       |             |
| 09130       | Furniture Maintenance And Repair Occupations | Upholsterer                    | 23.36       |             |
| 11030       | General Services And Support Occupations     | Cleaner, Vehicles              | 16.83       | ***         |
| 11060       | General Services And Support Occupations     | Elevator Operator              | 17.19       | ***         |
| 11090       | General Services And Support Occupations     | Gardener                       | 20.32       |             |
| 11122       | General Services And Support Occupations     | Housekeeping Aide              | 17.19       | ***         |
| 11150       | General Services And Support Occupations     | Janitor                        | 17.19       | ***         |

| <b>Code</b> | <b>Category</b>                          | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 11210       | General Services And Support Occupations | Laborer, Grounds Maintenance               | 16.79       | ***         |
| 11240       | General Services And Support Occupations | Maid or Houseman                           | 15.66       | ***         |
| 11260       | General Services And Support Occupations | Pruner                                     | 17.57       |             |
| 11270       | General Services And Support Occupations | Tractor Operator                           | 19.11       |             |
| 11330       | General Services And Support Occupations | Trail Maintenance Worker                   | 16.79       | ***         |
| 11360       | General Services And Support Occupations | Window Cleaner                             | 18.44       |             |
| 12010       | Health Occupations                       | Ambulance Driver                           | 19.97       |             |
| 12011       | Health Occupations                       | Breath Alcohol Technician                  | 25.55       |             |
| 12012       | Health Occupations                       | Certified Occupational Therapist Assistant | 34.13       |             |
| 12015       | Health Occupations                       | Certified Physical Therapist Assistant     | 32.89       |             |
| 12020       | Health Occupations                       | Dental Assistant                           | 22.96       |             |
| 12025       | Health Occupations                       | Dental Hygienist                           | 45.53       |             |
| 12030       | Health Occupations                       | EKG Technician                             | 38.65       |             |
| 12035       | Health Occupations                       | Electroneurodiagnostic Technologist        | 38.65       |             |
| 12040       | Health Occupations                       | Emergency Medical Technician               | 19.97       |             |
| 12071       | Health Occupations                       | Licensed Practical Nurse I                 | 22.80       |             |
| 12072       | Health Occupations                       | Licensed Practical Nurse II                | 25.51       |             |
| 12073       | Health Occupations                       | Licensed Practical Nurse III               | 28.44       |             |
| 12100       | Health Occupations                       | Medical Assistant                          | 21.82       |             |
| 12130       | Health Occupations                       | Medical Laboratory Technician              | 28.29       |             |
| 12160       | Health Occupations                       | Medical Record Clerk                       | 19.96       |             |
| 12190       | Health Occupations                       | Medical Record Technician                  | 22.42       |             |
| 12195       | Health Occupations                       | Medical Transcriptionist                   | 22.80       |             |
| 12210       | Health Occupations                       | Nuclear Medicine Technologist              | 56.07       |             |
| 12221       | Health Occupations                       | Nursing Assistant I                        | 15.64       | ***         |
| 12222       | Health Occupations                       | Nursing Assistant II                       | 17.58       |             |
| 12223       | Health Occupations                       | Nursing Assistant III                      | 19.18       |             |

| <b>Code</b> | <b>Category</b>                  | <b>Title</b>                           | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------|--|-------------|-------------|
| 12224       | Health Occupations               | Nursing Assistant IV                   | 21.53       |             |
| 12235       | Health Occupations               | Optical Dispenser                      | 23.23       |             |
| 12236       | Health Occupations               | Optical Technician                     | 22.80       |             |
| 12250       | Health Occupations               | Pharmacy Technician                    | 17.68       |             |
| 12280       | Health Occupations               | Phlebotomist                           | 18.38       |             |
| 12305       | Health Occupations               | Radiologic Technologist                | 35.21       |             |
| 12311       | Health Occupations               | Registered Nurse I                     | 30.12       |             |
| 12312       | Health Occupations               | Registered Nurse II                    | 36.85       |             |
| 12313       | Health Occupations               | Registered Nurse II, Specialist        | 36.85       |             |
| 12314       | Health Occupations               | Registered Nurse III                   | 44.57       |             |
| 12315       | Health Occupations               | Registered Nurse III, Anesthetist      | 44.57       |             |
| 12316       | Health Occupations               | Registered Nurse IV                    | 53.44       |             |
| 12317       | Health Occupations               | Scheduler                              | 31.61       |             |
| 12320       | Health Occupations               | Substance Abuse Treatment Counselor    | 29.01       |             |
| 13011       | Information And Arts Occupations | Exhibits Specialist I                  | 20.57       |             |
| 13012       | Information And Arts Occupations | Exhibits Specialist II                 | 25.49       |             |
| 13013       | Information And Arts Occupations | Exhibits Specialist III                | 31.18       |             |
| 13041       | Information And Arts Occupations | Illustrator I                          | 20.57       |             |
| 13042       | Information And Arts Occupations | Illustrator II                         | 25.49       |             |
| 13043       | Information And Arts Occupations | Illustrator III                        | 31.18       |             |
| 13047       | Information And Arts Occupations | Librarian                              | 28.23       |             |
| 13050       | Information And Arts Occupations | Library Aide/Clerk                     | 16.34       | ***         |
| 13054       | Information And Arts Occupations | Library Information Technology Systems | 25.49       |             |
| 13058       | Information And Arts Occupations | Library Technician                     | 20.57       |             |
| 13061       | Information And Arts Occupations | Media Specialist I                     | 18.39       |             |
| 13062       | Information And Arts Occupations | Media Specialist II                    | 20.57       |             |
| 13063       | Information And Arts Occupations | Media Specialist III                   | 22.94       |             |
| 13071       | Information And Arts Occupations | Photographer I                         | 18.39       |             |
| 13072       | Information And Arts Occupations | Photographer II                        | 20.57       |             |
| 13073       | Information And Arts Occupations | Photographer III                       | 25.49       |             |
| 13074       | Information And Arts Occupations | Photographer IV                        | 31.18       |             |
| 13075       | Information And Arts Occupations | Photographer V                         | 37.72       |             |

| <b>Code</b> | <b>Category</b>                    | <b>Title</b>                                    | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------|---|-------------|-------------|
| 13090       | Information And Arts Occupations   | Technical Order Library Clerk                   | 20.57       |             |
| 13110       | Information And Arts Occupations   | Video Teleconference Technician                 | 18.39       |             |
| 14041       | Information Technology Occupations | Computer Operator I                             | 18.27       |             |
| 14042       | Information Technology Occupations | Computer Operator II                            | 20.44       |             |
| 14043       | Information Technology Occupations | Computer Operator III                           | 22.78       |             |
| 14044       | Information Technology Occupations | Computer Operator IV                            | 25.32       |             |
| 14045       | Information Technology Occupations | Computer Operator V                             | 28.04       |             |
| 14071       | Information Technology Occupations | Computer Programmer I                           | 24.50       | see<br>1    |
| 14072       | Information Technology Occupations | Computer Programmer II                          | NaN         | see<br>1    |
| 14073       | Information Technology Occupations | Computer Programmer III                         | NaN         | see<br>1    |
| 14074       | Information Technology Occupations | Computer Programmer IV                          | NaN         | see<br>1    |
| 14101       | Information Technology Occupations | Computer Systems Analyst I                      | NaN         | see<br>1    |
| 14102       | Information Technology Occupations | Computer Systems Analyst II                     | NaN         | see<br>1    |
| 14103       | Information Technology Occupations | Computer Systems Analyst III                    | NaN         | see<br>1    |
| 14150       | Information Technology Occupations | Peripheral Equipment Operator                   | 18.27       |             |
| 14160       | Information Technology Occupations | Personal Computer Support Technician            | 25.32       |             |
| 14170       | Information Technology Occupations | System Support Specialist                       | 28.04       |             |
| 15010       | Instructional Occupations          | Aircrew Training Devices Instructor             | 35.71       |             |
| 15020       | Instructional Occupations          | Aircrew Training Devices Instructor             | 43.20       |             |
| 15030       | Instructional Occupations          | Air Crew Training Devices Instructor            | 51.79       |             |
| 15050       | Instructional Occupations          | Computer Based Training Specialist / Instructor | 34.31       |             |
| 15060       | Instructional Occupations          | Educational Technologist                        | 34.88       |             |
| 15070       | Instructional Occupations          | Flight Instructor                               | 51.79       |             |
| 15080       | Instructional Occupations          | Graphic Artist                                  | 24.66       |             |

| <b>Code</b> | <b>Category</b>   | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|---|--|-------------|-------------|
| 15085       | Instructional Occupations                               | Maintenance Test Pilot, Fixed, Jet/Prop    | 51.79       |             |
| 15086       | Instructional Occupations                               | Maintenance Test Pilot, Rotary Wing        | 51.79       |             |
| 15088       | Instructional Occupations                               | Non-Maintenance Test/Co-Pilot              | 51.79       |             |
| 15090       | Instructional Occupations                               | Technical Instructor                       | 24.10       |             |
| 15095       | Instructional Occupations                               | Technical Instructor/Course Developer      | 29.49       |             |
| 15110       | Instructional Occupations                               | Test Proctor                               | 19.45       |             |
| 15120       | Instructional Occupations                               | Tutor                                      | 19.45       |             |
| 16010       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Assembler                                  | 16.41       | ***         |
| 16030       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Counter Attendant                          | 16.41       | ***         |
| 16040       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Dry Cleaner                                | 18.75       |             |
| 16070       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Finisher, Flatwork, Machine                | 16.41       | ***         |
| 16090       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Hand                              | 16.41       | ***         |
| 16110       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Drycleaning              | 16.41       | ***         |
| 16130       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Shirts                   | 16.41       | ***         |
| 16160       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Wearing Apparel, Laundry | 16.41       | ***         |
| 16190       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Sewing Machine Operator                    | 19.53       |             |
| 16220       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Tailor                                     | 20.31       |             |
| 16250       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Washer, Machine                            | 17.19       | ***         |
| 19010       | Machine Tool Operation And Repair Occupations           | Machine-Tool Operator                      | 27.12       |             |
| 19040       | Machine Tool Operation And Repair Occupations           | Tool And Die Maker                         | 32.41       |             |
| 21020       | Materials Handling And Packing Occupations              | Forklift Operator                          | 25.63       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|--|--------------------------------------|-------------|-------------|
| 21030       | Materials Handling And Packing Occupations       | Material Coordinator                 | 23.88       |             |
| 21040       | Materials Handling And Packing Occupations       | Material Expediter                   | 23.88       |             |
| 21050       | Materials Handling And Packing Occupations       | Material Handling Laborer            | 17.59       |             |
| 21071       | Materials Handling And Packing Occupations       | Order Filler                         | 17.45       |             |
| 21080       | Materials Handling And Packing Occupations       | Production Line Worker               | 25.63       |             |
| 21110       | Materials Handling And Packing Occupations       | Shipping Packer                      | 23.01       |             |
| 21130       | Materials Handling And Packing Occupations       | Shipping/Receiving Clerk             | 23.01       |             |
| 21140       | Materials Handling And Packing Occupations       | Store Worker I                       | 18.06       |             |
| 21150       | Materials Handling And Packing Occupations       | Stock Clerk                          | 22.00       |             |
| 21210       | Materials Handling And Packing Occupations       | Tools And Parts Attendant            | 25.63       |             |
| 21410       | Materials Handling And Packing Occupations       | Warehouse Specialist                 | 25.63       |             |
| 23010       | Mechanics And Maintenance And Repair Occupations | Aerospace Structural Welder          | 29.90       |             |
| 23019       | Mechanics And Maintenance And Repair Occupations | Aircraft Logs and Records Technician | 24.29       |             |
| 23021       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic I                  | 28.50       |             |
| 23022       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic II                 | 29.90       |             |
| 23023       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic III                | 31.24       |             |
| 23040       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic Helper             | 21.55       |             |
| 23050       | Mechanics And Maintenance And Repair Occupations | Aircraft, Painter                    | 27.12       |             |
| 23060       | Mechanics And Maintenance And Repair Occupations | Aircraft Servicer                    | 24.29       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                                   | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 23070       | Mechanics And Maintenance And Repair Occupations | Aircraft Survival Flight Equipment Technician  | 27.12       |             |
| 23080       | Mechanics And Maintenance And Repair Occupations | Aircraft Worker                                | 25.66       |             |
| 23091       | Mechanics And Maintenance And Repair Occupations | Aircrew Life Support Equipment (ALSE) Mechanic | 25.66       |             |
| 23092       | Mechanics And Maintenance And Repair Occupations | Aircrew Life Support Equipment (ALSE) Mechanic | 28.50       |             |
| 23110       | Mechanics And Maintenance And Repair Occupations | Appliance Mechanic                             | 27.12       |             |
| 23120       | Mechanics And Maintenance And Repair Occupations | Bicycle Repairer                               | 22.91       |             |
| 23125       | Mechanics And Maintenance And Repair Occupations | Cable Splicer                                  | 33.47       |             |
| 23130       | Mechanics And Maintenance And Repair Occupations | Carpenter, Maintenance                         | 24.40       |             |
| 23140       | Mechanics And Maintenance And Repair Occupations | Carpet Layer                                   | 25.66       |             |
| 23160       | Mechanics And Maintenance And Repair Occupations | Electrician, Maintenance                       | 30.08       |             |
| 23181       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance I           | 25.86       |             |
| 23182       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance II          | 27.40       |             |
| 23183       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance III         | 28.83       |             |
| 23260       | Mechanics And Maintenance And Repair Occupations | Fabric Worker                                  | 24.29       |             |
| 23290       | Mechanics And Maintenance And Repair Occupations | Fire Alarm System Mechanic                     | 29.36       |             |
| 23310       | Mechanics And Maintenance And Repair Occupations | Fire Extinguisher Repairer                     | 22.91       |             |
| 23311       | Mechanics And Maintenance And Repair Occupations | Fuel Distribution System Mechanic              | 28.50       |             |
| 23312       | Mechanics And Maintenance And Repair Occupations | Fuel Distribution System Operator              | 22.91       |             |
| 23370       | Mechanics And Maintenance And Repair Occupations | General Maintenance Worker                     | 22.29       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 23380       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Mechanic         | 28.50       |             |
| 23381       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Servicer         | 24.29       |             |
| 23382       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Worker           | 25.66       |             |
| 23391       | Mechanics And Maintenance And Repair Occupations | Gunsmith I                                | 22.91       |             |
| 23392       | Mechanics And Maintenance And Repair Occupations | Gunsmith II                               | 25.66       |             |
| 23393       | Mechanics And Maintenance And Repair Occupations | Gunsmith III                              | 28.50       |             |
| 23410       | Mechanics And Maintenance And Repair Occupations | Heating, Ventilation And Air-Conditioning | 28.60       |             |
| 23411       | Mechanics And Maintenance And Repair Occupations | Heating, Ventilation And Air Contidioning | 30.00       |             |
| 23430       | Mechanics And Maintenance And Repair Occupations | Heavy Equipment Mechanic                  | 27.26       |             |
| 23440       | Mechanics And Maintenance And Repair Occupations | Heavy Equipment Operator                  | 24.52       |             |
| 23460       | Mechanics And Maintenance And Repair Occupations | Instrument Mechanic                       | 28.50       |             |
| 23465       | Mechanics And Maintenance And Repair Occupations | Laboratory/Shelter Mechanic               | 27.12       |             |
| 23470       | Mechanics And Maintenance And Repair Occupations | Laborer                                   | 15.99       | ***         |
| 23510       | Mechanics And Maintenance And Repair Occupations | Locksmith                                 | 27.12       |             |
| 23530       | Mechanics And Maintenance And Repair Occupations | Machinery Maintenance Mechanic            | 29.67       |             |
| 23550       | Mechanics And Maintenance And Repair Occupations | Machinist, Maintenance                    | 23.75       |             |
| 23580       | Mechanics And Maintenance And Repair Occupations | Maintenance Trades Helper                 | 21.55       |             |
| 23591       | Mechanics And Maintenance And Repair Occupations | Metrology Technician I                    | 28.50       |             |
| 23592       | Mechanics And Maintenance And Repair Occupations | Metrology Technician II                   | 29.90       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                     | <b>Rate</b> | <b>Note</b> |
|-------------|--|----------------------------------|-------------|-------------|
| 23593       | Mechanics And Maintenance And Repair Occupations | Metrology Technician III         | 31.24       |             |
| 23640       | Mechanics And Maintenance And Repair Occupations | Millwright                       | 28.50       |             |
| 23710       | Mechanics And Maintenance And Repair Occupations | Office Appliance Repairer        | 26.26       |             |
| 23760       | Mechanics And Maintenance And Repair Occupations | Painter, Maintenance             | 21.89       |             |
| 23790       | Mechanics And Maintenance And Repair Occupations | Pipefitter, Maintenance          | 31.34       |             |
| 23810       | Mechanics And Maintenance And Repair Occupations | Plumber, Maintenance             | 29.81       |             |
| 23820       | Mechanics And Maintenance And Repair Occupations | Pneudraulic Systems Mechanic     | 28.50       |             |
| 23850       | Mechanics And Maintenance And Repair Occupations | Rigger                           | 28.50       |             |
| 23870       | Mechanics And Maintenance And Repair Occupations | Scale Mechanic                   | 25.66       |             |
| 23890       | Mechanics And Maintenance And Repair Occupations | Sheet-Metal Worker, Maintenance  | 25.77       |             |
| 23910       | Mechanics And Maintenance And Repair Occupations | Small Engine Mechanic            | 25.66       |             |
| 23931       | Mechanics And Maintenance And Repair Occupations | Telecommunications Mechanic I    | 30.03       |             |
| 23932       | Mechanics And Maintenance And Repair Occupations | Telecommunications Mechanic II   | 31.53       |             |
| 23950       | Mechanics And Maintenance And Repair Occupations | Telephone Lineman                | 33.51       |             |
| 23960       | Mechanics And Maintenance And Repair Occupations | Welder, Combination, Maintenance | 23.58       |             |
| 23965       | Mechanics And Maintenance And Repair Occupations | Well Driller                     | 28.50       |             |
| 23970       | Mechanics And Maintenance And Repair Occupations | Woodcraft Worker                 | 28.50       |             |
| 23980       | Mechanics And Maintenance And Repair Occupations | Woodworker                       | 22.91       |             |
| 24550       | Personal Needs Occupations                       | Case Manager                     | 21.11       |             |
| 24570       | Personal Needs Occupations                       | Child Care Attendant             | 14.76       | ***         |

| <b>Code</b> | <b>Category</b>                         | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|---|---|-------------|-------------|
| 24580       | Personal Needs Occupations              | Child Care Center Clerk                   | 18.41       |             |
| 24610       | Personal Needs Occupations              | Chore Aide                                | 17.13       | ***         |
| 24620       | Personal Needs Occupations              | Family Readiness And Support Services     | 21.11       |             |
| 24630       | Personal Needs Occupations              | Homemaker                                 | 21.11       |             |
| 25010       | Plant And System Operations Occupations | Boiler Tender                             | 27.60       |             |
| 25040       | Plant And System Operations Occupations | Sewage Plant Operator                     | 26.26       |             |
| 25070       | Plant And System Operations Occupations | Stationary Engineer                       | 27.60       |             |
| 25190       | Plant And System Operations Occupations | Ventilation Equipment Tender              | 20.87       |             |
| 25210       | Plant And System Operations Occupations | Water Treatment Plant Operator            | 26.26       |             |
| 27004       | Protective Service Occupations          | Alarm Monitor                             | 21.35       |             |
| 27007       | Protective Service Occupations          | Baggage Inspector                         | 17.89       |             |
| 27008       | Protective Service Occupations          | Corrections Officer                       | 25.91       |             |
| 27010       | Protective Service Occupations          | Court Security Officer                    | 28.77       |             |
| 27030       | Protective Service Occupations          | Detection Dog Handler                     | 20.88       |             |
| 27040       | Protective Service Occupations          | Detention Officer                         | 25.91       |             |
| 27070       | Protective Service Occupations          | Firefighter                               | 28.77       |             |
| 27101       | Protective Service Occupations          | Guard I                                   | 17.89       |             |
| 27102       | Protective Service Occupations          | Guard II                                  | 20.88       |             |
| 27131       | Protective Service Occupations          | Police Officer I                          | 26.57       |             |
| 27132       | Protective Service Occupations          | Police Officer II                         | 29.52       |             |
| 28041       | Recreation Occupations                  | Carnival Equipment Operator               | 12.08       | ***         |
| 28042       | Recreation Occupations                  | Carnival Equipment Repairer               | 13.78       | ***         |
| 28043       | Recreation Occupations                  | Carnival Worker                           | 10.62       | ***         |
| 28210       | Recreation Occupations                  | Gate Attendant/Gate Tender                | 18.98       |             |
| 28310       | Recreation Occupations                  | Lifeguard                                 | 16.91       | ***         |
| 28350       | Recreation Occupations                  | Park Attendant                            | 21.23       |             |
| 28510       | Recreation Occupations                  | Recreation Aide/Health Facility Attendant | 15.50       | ***         |
| 28515       | Recreation Occupations                  | Recreation Specialist                     | 21.14       |             |
| 28630       | Recreation Occupations                  | Sports Official                           | 16.91       | ***         |

| <b>Code</b> | <b>Category</b>                                | <b>Title</b>                             | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 28690       | Recreation Occupations                         | Swimming Pool Operator                   | 24.19       |             |
| 29010       | Stevedoring/Longshoremen Occupational Services | Blocker And Bracer                       | 25.66       |             |
| 29020       | Stevedoring/Longshoremen Occupational Services | Hatch Tender                             | 25.66       |             |
| 29030       | Stevedoring/Longshoremen Occupational Services | Line Handler                             | 25.66       |             |
| 29041       | Stevedoring/Longshoremen Occupational Services | Stevedore I                              | 24.29       |             |
| 29042       | Stevedoring/Longshoremen Occupational Services | Stevedore II                             | 27.12       |             |
| 30010       | Technical Occupations                          | Air Traffic Control Specialist, Center   | 51.07       | see 2       |
| 30011       | Technical Occupations                          | Air Traffic Control Specialist, Station  | 35.22       | see 2       |
| 30012       | Technical Occupations                          | Air Traffic Control Specialist, Terminal | 38.79       | see 2       |
| 30021       | Technical Occupations                          | Archeological Technician I               | 18.52       |             |
| 30022       | Technical Occupations                          | Archeological Technician II              | 20.71       |             |
| 30023       | Technical Occupations                          | Archeological Technician III             | 25.67       |             |
| 30030       | Technical Occupations                          | Cartographic Technician                  | 25.67       |             |
| 30040       | Technical Occupations                          | Civil Engineering Technician             | 25.67       |             |
| 30051       | Technical Occupations                          | Cryogenic Technician I                   | 28.42       |             |
| 30052       | Technical Occupations                          | Cryogenic Technician II                  | 31.40       |             |
| 30061       | Technical Occupations                          | Drafter/CAD Operator I                   | 18.52       |             |
| 30062       | Technical Occupations                          | Drafter/CAD Operator II                  | 20.71       |             |
| 30063       | Technical Occupations                          | Drafter/CAD Operator III                 | 23.09       |             |
| 30064       | Technical Occupations                          | Drafter/CAD Operator IV                  | 28.42       |             |
| 30081       | Technical Occupations                          | Engineering Technician I                 | 17.04       | ***         |
| 30082       | Technical Occupations                          | Engineering Technician II                | 19.12       |             |
| 30083       | Technical Occupations                          | Engineering Technician III               | 21.40       |             |
| 30084       | Technical Occupations                          | Engineering Technician IV                | 26.51       |             |
| 30085       | Technical Occupations                          | Engineering Technician V                 | 32.43       |             |
| 30086       | Technical Occupations                          | Engineering Technician VI                | 39.23       |             |
| 30090       | Technical Occupations                          | Environmental Technician                 | 25.67       |             |
| 30095       | Technical Occupations                          | Evidence Control Specialist              | 25.67       |             |

| <b>Code</b> | <b>Category</b>                                       | <b>Title</b>                             | <b>Rate</b> | <b>Note</b> |
|-------------|---|--|-------------|-------------|
| 30210       | Technical Occupations                                 | Laboratory Technician                    | 23.09       |             |
| 30221       | Technical Occupations                                 | Latent Fingerprint Technician I          | 28.42       |             |
| 30222       | Technical Occupations                                 | Latent Fingerprint Technician II         | 31.40       |             |
| 30240       | Technical Occupations                                 | Mathematical Technician                  | 25.67       |             |
| 30361       | Technical Occupations                                 | Paralegal/Legal Assistant I              | 23.97       |             |
| 30362       | Technical Occupations                                 | Paralegal/Legal Assistant II             | 29.71       |             |
| 30363       | Technical Occupations                                 | Paralegal/Legal Assistant III            | 36.33       |             |
| 30364       | Technical Occupations                                 | Paralegal/Legal Assistant IV             | 43.95       |             |
| 30375       | Technical Occupations                                 | Petroleum Supply Specialist              | 31.40       |             |
| 30390       | Technical Occupations                                 | Photo-Optics Technician                  | 25.67       |             |
| 30395       | Technical Occupations                                 | Radiation Control Technician             | 31.40       |             |
| 30461       | Technical Occupations                                 | Technical Writer I                       | 25.67       |             |
| 30462       | Technical Occupations                                 | Technical Writer II                      | 31.40       |             |
| 30463       | Technical Occupations                                 | Technical Writer III                     | 37.98       |             |
| 30491       | Technical Occupations                                 | Unexploded Ordnance (UXO) Technician I   | 32.46       |             |
| 30492       | Technical Occupations                                 | Unexploded Ordnance (UXO) Technician II  | 39.27       |             |
| 30493       | Technical Occupations                                 | Unexploded Ordnance (UXO) Technician III | 47.07       |             |
| 30494       | Technical Occupations                                 | Unexploded (UXO) Safety Escort           | 32.46       |             |
| 30495       | Technical Occupations                                 | Unexploded (UXO) Sweep Personnel         | 32.46       |             |
| 30501       | Technical Occupations                                 | Weather Forecaster I                     | 28.42       |             |
| 30502       | Technical Occupations                                 | Weather Forecaster II                    | 34.57       |             |
| 30620       | Technical Occupations                                 | Weather Observer, Combined Upper Air Or  | 23.09       | see 2       |
| 30621       | Technical Occupations                                 | Weather Observer, Senior                 | 25.67       | see 2       |
| 31010       | Transportation/Mobile Equipment Operation Occupations | Airplane Pilot                           | 39.27       |             |
| 31020       | Transportation/Mobile Equipment Operation Occupations | Bus Aide                                 | 16.57       | ***         |
| 31030       | Transportation/Mobile Equipment Operation Occupations | Bus Driver                               | 21.33       |             |

| <b>Code</b> | <b>Category</b>                                       | <b>Title</b>                   | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------|-------------|-------------|
| 31043       | Transportation/Mobile Equipment Operation Occupations | Driver Courier                 | 18.92       |             |
| 31260       | Transportation/Mobile Equipment Operation Occupations | Parking and Lot Attendant      | 15.51       | ***         |
| 31290       | Transportation/Mobile Equipment Operation Occupations | Shuttle Bus Driver             | 17.36       |             |
| 31310       | Transportation/Mobile Equipment Operation Occupations | Taxi Driver                    | 16.41       | ***         |
| 31361       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Light             | 20.13       |             |
| 31362       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Medium            | 21.33       |             |
| 31363       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Heavy             | 23.58       |             |
| 31364       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Tractor-Trailer   | 23.58       |             |
| 99020       | Miscellaneous Occupations                             | Cabin Safety Specialist        | 19.15       |             |
| 99030       | Miscellaneous Occupations                             | Cashier                        | 14.84       | ***         |
| 99050       | Miscellaneous Occupations                             | Desk Clerk                     | 16.30       | ***         |
| 99095       | Miscellaneous Occupations                             | Embalmer                       | 32.46       |             |
| 99130       | Miscellaneous Occupations                             | Flight Follower                | 32.46       |             |
| 99251       | Miscellaneous Occupations                             | Laboratory Animal Caretaker I  | 23.38       |             |
| 99252       | Miscellaneous Occupations                             | Laboratory Animal Caretaker II | 24.87       |             |
| 99260       | Miscellaneous Occupations                             | Marketing Analyst              | 32.22       |             |
| 99310       | Miscellaneous Occupations                             | Mortician                      | 32.46       |             |
| 99410       | Miscellaneous Occupations                             | Pest Controller                | 26.35       |             |
| 99510       | Miscellaneous Occupations                             | Photofinishing Worker          | 17.06       | ***         |
| 99710       | Miscellaneous Occupations                             | Recycling Laborer              | 17.75       |             |
| 99711       | Miscellaneous Occupations                             | Recycling Specialist           | 20.20       |             |
| 99730       | Miscellaneous Occupations                             | Refuse Collector               | 16.56       | ***         |
| 99810       | Miscellaneous Occupations                             | Sales Clerk                    | 16.35       | ***         |
| 99820       | Miscellaneous Occupations                             | School Crossing Guard          | 16.84       | ***         |
| 99830       | Miscellaneous Occupations                             | Survey Party Chief             | 23.57       |             |
| 99831       | Miscellaneous Occupations                             | Surveying Aide                 | 16.05       | ***         |
| 99832       | Miscellaneous Occupations                             | Surveying Technician           | 21.42       |             |
| 99840       | Miscellaneous Occupations                             | Vending Machine Attendant      | 23.38       |             |

| <b>Code</b> | <b>Category</b>           | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------|---------------------------------|-------------|-------------|
| 99841       | Miscellaneous Occupations | Vending Machine Repairer        | 27.84       |             |
| 99842       | Miscellaneous Occupations | Vending Machine Repairer Helper | 23.38       |             |

## **Footer**

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.20 per hour) or 13658 (\$12.90 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. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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: \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 per month\*

\*This rate is to be used only when compensating employees for performance on an SCA-

covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 10 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans'

Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESSES 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)).

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## **Wage Determination No. : 2015-4005**

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

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

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 27

Date Of Last Revision : 07/22/2024

Source : [Source Website](#)

## Header

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

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2024.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.90 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 2024.

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).

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

ANDROSCOGGIN COUNTY: Durham

CUMBERLAND COUNTY: Baldwin, Cape Elizabeth, Casco, Chebeague, Cumberland, Falmouth, Freeport, Frye, Gorham, Gray, Long Island, Naples, New Gloucester, North Yarmouth, Portland, Pownal, Raymond, Scarborough, Sebago, South Portland, Standish, Westbrook, Windham, Yarmouth

YORK COUNTY: Arundel, Biddeford, Buxton, Cornish, Dayton, Hollis, Kennebunk, Kennebunkport, Limerick, Limington, Lyman, Old Orchard Beach, Saco, Waterboro

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

## Wage Determination Table

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                        | <b>Rate</b> | <b>Note</b> |
|-------------|---|-------------------------------------|-------------|-------------|
| 01011       | Administrative Support And Clerical Occupations | Accounting Clerk I                  | 18.48       |             |
| 01012       | Administrative Support And Clerical Occupations | Accounting Clerk II                 | 20.74       |             |
| 01013       | Administrative Support And Clerical Occupations | Accounting Clerk III                | 23.20       |             |
| 01020       | Administrative Support And Clerical Occupations | Administrative Assistant            | 29.26       |             |
| 01035       | Administrative Support And Clerical Occupations | Court Reporter                      | 22.57       |             |
| 01041       | Administrative Support And Clerical Occupations | Customer Service Representative I   | 16.49       | ***         |
| 01042       | Administrative Support And Clerical Occupations | Customer Service Representative II  | 17.99       |             |
| 01043       | Administrative Support And Clerical Occupations | Customer Service Representative III | 20.19       |             |
| 01051       | Administrative Support And Clerical Occupations | Data Entry Operator I               | 18.33       |             |
| 01052       | Administrative Support And Clerical Occupations | Data Entry Operator II              | 20.00       |             |
| 01060       | Administrative Support And Clerical Occupations | Dispatcher, Motor Vehicle           | 23.51       |             |
| 01070       | Administrative Support And Clerical Occupations | Document Preparation Clerk          | 19.18       |             |
| 01090       | Administrative Support And Clerical Occupations | Duplicating Machine Operator        | 19.18       |             |
| 01111       | Administrative Support And Clerical Occupations | General Clerk I                     | 17.11       | ***         |
| 01112       | Administrative Support And Clerical Occupations | General Clerk II                    | 18.67       |             |
| 01113       | Administrative Support And Clerical Occupations | General Clerk III                   | 20.95       |             |
| 01120       | Administrative Support And Clerical Occupations | Housing Referral Assistant          | 25.17       |             |
| 01141       | Administrative Support And Clerical Occupations | Messenger Courier                   | 15.38       | ***         |
| 01191       | Administrative Support And Clerical Occupations | Order Clerk I                       | 18.38       |             |

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------------|-------------|-------------|
| 01192       | Administrative Support And Clerical Occupations | Order Clerk II                       | 20.06       |             |
| 01261       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) I   | 19.94       |             |
| 01262       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) II  | 22.30       |             |
| 01263       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) III | 24.87       |             |
| 01270       | Administrative Support And Clerical Occupations | Production Control Clerk             | 24.07       |             |
| 01290       | Administrative Support And Clerical Occupations | Rental Clerk                         | 18.16       |             |
| 01300       | Administrative Support And Clerical Occupations | Scheduler, Maintenance               | 20.18       |             |
| 01311       | Administrative Support And Clerical Occupations | Secretary I                          | 20.18       |             |
| 01312       | Administrative Support And Clerical Occupations | Secretary II                         | 22.57       |             |
| 01313       | Administrative Support And Clerical Occupations | Secretary III                        | 25.17       |             |
| 01320       | Administrative Support And Clerical Occupations | Service Order Dispatcher             | 20.78       |             |
| 01410       | Administrative Support And Clerical Occupations | Supply Technician                    | 29.26       |             |
| 01420       | Administrative Support And Clerical Occupations | Survey Worker                        | 19.03       |             |
| 01460       | Administrative Support And Clerical Occupations | Switchboard Operator/Receptionist    | 18.70       |             |
| 01531       | Administrative Support And Clerical Occupations | Travel Clerk I                       | 17.98       |             |
| 01532       | Administrative Support And Clerical Occupations | Travel Clerk II                      | 20.10       |             |
| 01533       | Administrative Support And Clerical Occupations | Travel Clerk III                     | 22.07       |             |
| 01611       | Administrative Support And Clerical Occupations | Word Processor I                     | 17.98       |             |
| 01612       | Administrative Support And Clerical Occupations | Word Processor II                    | 20.18       |             |

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------------|-------------|-------------|
| 01613       | Administrative Support And Clerical Occupations | Word Processor III                   | 22.57       |             |
| 05005       | Automotive Service Occupations                  | Automobile Body Repairer, Fiberglass | 23.34       |             |
| 05010       | Automotive Service Occupations                  | Automotive Electrician               | 22.87       |             |
| 05040       | Automotive Service Occupations                  | Automotive Glass Installer           | 21.64       |             |
| 05070       | Automotive Service Occupations                  | Automotive Worker                    | 21.64       |             |
| 05110       | Automotive Service Occupations                  | Mobile Equipment Servicer            | 19.33       |             |
| 05130       | Automotive Service Occupations                  | Motor Equipment Metal Mechanic       | 24.04       |             |
| 05160       | Automotive Service Occupations                  | Motor Equipment Metal Worker         | 21.64       |             |
| 05190       | Automotive Service Occupations                  | Motor Vehicle Mechanic               | 24.04       |             |
| 05220       | Automotive Service Occupations                  | Motor Vehicle Mechanic Helper        | 18.17       |             |
| 05250       | Automotive Service Occupations                  | Motor Vehicle Upholstery Worker      | 20.48       |             |
| 05280       | Automotive Service Occupations                  | Motor Vehicle Wrecker                | 21.64       |             |
| 05310       | Automotive Service Occupations                  | Painter, Automotive                  | 22.87       |             |
| 05340       | Automotive Service Occupations                  | Radiator Repair Specialist           | 21.64       |             |
| 05370       | Automotive Service Occupations                  | Tire Repairer                        | 17.08       | ***         |
| 05400       | Automotive Service Occupations                  | Transmission Repair Specialist       | 24.04       |             |
| 07010       | Food Preparation And Service Occupations        | Baker                                | 17.85       |             |
| 07041       | Food Preparation And Service Occupations        | Cook I                               | 19.27       |             |
| 07042       | Food Preparation And Service Occupations        | Cook II                              | 21.57       |             |
| 07070       | Food Preparation And Service Occupations        | Dishwasher                           | 16.14       | ***         |
| 07130       | Food Preparation And Service Occupations        | Food Service Worker                  | 16.88       | ***         |
| 07210       | Food Preparation And Service Occupations        | Meat Cutter                          | 22.40       |             |
| 07260       | Food Preparation And Service Occupations        | Waiter/Waitress                      | 18.14       |             |
| 09010       | Furniture Maintenance And Repair Occupations    | Electrostatic Spray Painter          | 25.55       |             |
| 09040       | Furniture Maintenance And Repair Occupations    | Furniture Handler                    | 17.84       |             |

| <b>Code</b> | <b>Category</b>                              | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 09080       | Furniture Maintenance And Repair Occupations | Furniture Refinisher                       | 25.55       |             |
| 09090       | Furniture Maintenance And Repair Occupations | Furniture Refinisher Helper                | 20.30       |             |
| 09110       | Furniture Maintenance And Repair Occupations | Furniture Repairer, Minor                  | 22.88       |             |
| 09130       | Furniture Maintenance And Repair Occupations | Upholsterer                                | 25.55       |             |
| 11030       | General Services And Support Occupations     | Cleaner, Vehicles                          | 16.94       | ***         |
| 11060       | General Services And Support Occupations     | Elevator Operator                          | 17.88       |             |
| 11090       | General Services And Support Occupations     | Gardener                                   | 24.93       |             |
| 11122       | General Services And Support Occupations     | Housekeeping Aide                          | 18.03       |             |
| 11150       | General Services And Support Occupations     | Janitor                                    | 18.03       |             |
| 11210       | General Services And Support Occupations     | Laborer, Grounds Maintenance               | 20.59       |             |
| 11240       | General Services And Support Occupations     | Maid or Houseman                           | 16.47       | ***         |
| 11260       | General Services And Support Occupations     | Pruner                                     | 19.21       |             |
| 11270       | General Services And Support Occupations     | Tractor Operator                           | 23.44       |             |
| 11330       | General Services And Support Occupations     | Trail Maintenance Worker                   | 20.59       |             |
| 11360       | General Services And Support Occupations     | Window Cleaner                             | 19.33       |             |
| 12010       | Health Occupations                           | Ambulance Driver                           | 19.43       |             |
| 12011       | Health Occupations                           | Breath Alcohol Technician                  | 27.27       |             |
| 12012       | Health Occupations                           | Certified Occupational Therapist Assistant | 31.61       |             |
| 12015       | Health Occupations                           | Certified Physical Therapist Assistant     | 28.72       |             |
| 12020       | Health Occupations                           | Dental Assistant                           | 23.16       |             |
| 12025       | Health Occupations                           | Dental Hygienist                           | 39.27       |             |

| <b>Code</b> | <b>Category</b>                  | <b>Title</b>                        | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------|-------------------------------------|-------------|-------------|
| 12030       | Health Occupations               | EKG Technician                      | 37.88       |             |
| 12035       | Health Occupations               | Electroneurodiagnostic Technologist | 37.88       |             |
| 12040       | Health Occupations               | Emergency Medical Technician        | 19.43       |             |
| 12071       | Health Occupations               | Licensed Practical Nurse I          | 24.93       |             |
| 12072       | Health Occupations               | Licensed Practical Nurse II         | 27.87       |             |
| 12073       | Health Occupations               | Licensed Practical Nurse III        | 31.08       |             |
| 12100       | Health Occupations               | Medical Assistant                   | 21.97       |             |
| 12130       | Health Occupations               | Medical Laboratory Technician       | 32.26       |             |
| 12160       | Health Occupations               | Medical Record Clerk                | 18.80       |             |
| 12190       | Health Occupations               | Medical Record Technician           | 21.24       |             |
| 12195       | Health Occupations               | Medical Transcriptionist            | 24.93       |             |
| 12210       | Health Occupations               | Nuclear Medicine Technologist       | 61.26       |             |
| 12221       | Health Occupations               | Nursing Assistant I                 | 14.91       | ***         |
| 12222       | Health Occupations               | Nursing Assistant II                | 16.75       | ***         |
| 12223       | Health Occupations               | Nursing Assistant III               | 18.28       |             |
| 12224       | Health Occupations               | Nursing Assistant IV                | 20.54       |             |
| 12235       | Health Occupations               | Optical Dispenser                   | 22.99       |             |
| 12236       | Health Occupations               | Optical Technician                  | 24.93       |             |
| 12250       | Health Occupations               | Pharmacy Technician                 | 18.27       |             |
| 12280       | Health Occupations               | Phlebotomist                        | 18.94       |             |
| 12305       | Health Occupations               | Radiologic Technologist             | 32.99       |             |
| 12311       | Health Occupations               | Registered Nurse I                  | 28.08       |             |
| 12312       | Health Occupations               | Registered Nurse II                 | 34.35       |             |
| 12313       | Health Occupations               | Registered Nurse II, Specialist     | 34.35       |             |
| 12314       | Health Occupations               | Registered Nurse III                | 41.57       |             |
| 12315       | Health Occupations               | Registered Nurse III, Anesthetist   | 41.57       |             |
| 12316       | Health Occupations               | Registered Nurse IV                 | 49.81       |             |
| 12317       | Health Occupations               | Scheduler                           | 34.53       |             |
| 12320       | Health Occupations               | Substance Abuse Treatment Counselor | 27.56       |             |
| 13011       | Information And Arts Occupations | Exhibits Specialist I               | 21.07       |             |
| 13012       | Information And Arts Occupations | Exhibits Specialist II              | 26.11       |             |
| 13013       | Information And Arts Occupations | Exhibits Specialist III             | 31.94       |             |

| <b>Code</b> | <b>Category</b>                    | <b>Title</b>                           | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------|--|-------------|-------------|
| 13041       | Information And Arts Occupations   | Illustrator I                          | 21.07       |             |
| 13042       | Information And Arts Occupations   | Illustrator II                         | 26.11       |             |
| 13043       | Information And Arts Occupations   | Illustrator III                        | 31.94       |             |
| 13047       | Information And Arts Occupations   | Librarian                              | 28.91       |             |
| 13050       | Information And Arts Occupations   | Library Aide/Clerk                     | 17.48       |             |
| 13054       | Information And Arts Occupations   | Library Information Technology Systems | 26.11       |             |
| 13058       | Information And Arts Occupations   | Library Technician                     | 21.16       |             |
| 13061       | Information And Arts Occupations   | Media Specialist I                     | 18.83       |             |
| 13062       | Information And Arts Occupations   | Media Specialist II                    | 21.07       |             |
| 13063       | Information And Arts Occupations   | Media Specialist III                   | 23.49       |             |
| 13071       | Information And Arts Occupations   | Photographer I                         | 19.92       |             |
| 13072       | Information And Arts Occupations   | Photographer II                        | 22.28       |             |
| 13073       | Information And Arts Occupations   | Photographer III                       | 27.61       |             |
| 13074       | Information And Arts Occupations   | Photographer IV                        | 33.76       |             |
| 13075       | Information And Arts Occupations   | Photographer V                         | 40.85       |             |
| 13090       | Information And Arts Occupations   | Technical Order Library Clerk          | 21.94       |             |
| 13110       | Information And Arts Occupations   | Video Teleconference Technician        | 18.83       |             |
| 14041       | Information Technology Occupations | Computer Operator I                    | 20.22       |             |
| 14042       | Information Technology Occupations | Computer Operator II                   | 22.62       |             |
| 14043       | Information Technology Occupations | Computer Operator III                  | 25.22       |             |
| 14044       | Information Technology Occupations | Computer Operator IV                   | 28.03       |             |
| 14045       | Information Technology Occupations | Computer Operator V                    | 31.04       |             |
| 14071       | Information Technology Occupations | Computer Programmer I                  | 24.98       | see 1       |
| 14072       | Information Technology Occupations | Computer Programmer II                 | NaN         | see 1       |
| 14073       | Information Technology Occupations | Computer Programmer III                | NaN         | see 1       |
| 14074       | Information Technology Occupations | Computer Programmer IV                 | NaN         | see 1       |
| 14101       | Information Technology Occupations | Computer Systems Analyst I             | NaN         | see 1       |
| 14102       | Information Technology Occupations | Computer Systems Analyst II            | NaN         | see 1       |

| <b>Code</b> | <b>Category</b>   | <b>Title</b>                                    | <b>Rate</b> | <b>Note</b> |
|-------------|---|---|-------------|-------------|
| 14103       | Information Technology Occupations                      | Computer Systems Analyst III                    | NaN         | see<br>1    |
| 14150       | Information Technology Occupations                      | Peripheral Equipment Operator                   | 20.22       |             |
| 14160       | Information Technology Occupations                      | Personal Computer Support Technician            | 28.03       |             |
| 14170       | Information Technology Occupations                      | System Support Specialist                       | 33.05       |             |
| 15010       | Instructional Occupations                               | Aircrew Training Devices Instructor             | 35.24       |             |
| 15020       | Instructional Occupations                               | Aircrew Training Devices Instructor             | 42.63       |             |
| 15030       | Instructional Occupations                               | Air Crew Training Devices Instructor            | 51.10       |             |
| 15050       | Instructional Occupations                               | Computer Based Training Specialist / Instructor | 35.24       |             |
| 15060       | Instructional Occupations                               | Educational Technologist                        | 37.32       |             |
| 15070       | Instructional Occupations                               | Flight Instructor                               | 51.10       |             |
| 15080       | Instructional Occupations                               | Graphic Artist                                  | 25.86       |             |
| 15085       | Instructional Occupations                               | Maintenance Test Pilot, Fixed, Jet/Prop         | 51.10       |             |
| 15086       | Instructional Occupations                               | Maintenance Test Pilot, Rotary Wing             | 51.10       |             |
| 15088       | Instructional Occupations                               | Non-Maintenance Test/Co-Pilot                   | 51.10       |             |
| 15090       | Instructional Occupations                               | Technical Instructor                            | 26.60       |             |
| 15095       | Instructional Occupations                               | Technical Instructor/Course Developer           | 32.54       |             |
| 15110       | Instructional Occupations                               | Test Proctor                                    | 21.47       |             |
| 15120       | Instructional Occupations                               | Tutor   | 21.47       |             |
| 16010       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Assembler                                       | 16.41       | ***         |
| 16030       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Counter Attendant                               | 16.41       | ***         |
| 16040       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Dry Cleaner                                     | 18.75       |             |
| 16070       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Finisher, Flatwork, Machine                     | 16.41       | ***         |
| 16090       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Hand                                   | 16.41       | ***         |

| <b>Code</b> | <b>Category</b>   | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|---|--|-------------|-------------|
| 16110       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Drycleaning              | 16.41       | ***         |
| 16130       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Shirts                   | 16.41       | ***         |
| 16160       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Wearing Apparel, Laundry | 16.41       | ***         |
| 16190       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Sewing Machine Operator                    | 19.53       |             |
| 16220       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Tailor                                     | 20.31       |             |
| 16250       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Washer, Machine                            | 17.19       | ***         |
| 19010       | Machine Tool Operation And Repair Occupations           | Machine-Tool Operator                      | 28.22       |             |
| 19040       | Machine Tool Operation And Repair Occupations           | Tool And Die Maker                         | 33.72       |             |
| 21020       | Materials Handling And Packing Occupations              | Forklift Operator                          | 22.60       |             |
| 21030       | Materials Handling And Packing Occupations              | Material Coordinator                       | 24.07       |             |
| 21040       | Materials Handling And Packing Occupations              | Material Expediter                         | 24.07       |             |
| 21050       | Materials Handling And Packing Occupations              | Material Handling Laborer                  | 18.66       |             |
| 21071       | Materials Handling And Packing Occupations              | Order Filler                               | 18.02       |             |
| 21080       | Materials Handling And Packing Occupations              | Production Line Worker                     | 22.60       |             |
| 21110       | Materials Handling And Packing Occupations              | Shipping Packer                            | 21.33       |             |
| 21130       | Materials Handling And Packing Occupations              | Shipping/Receiving Clerk                   | 21.33       |             |
| 21140       | Materials Handling And Packing Occupations              | Store Worker I                             | 18.06       |             |
| 21150       | Materials Handling And Packing Occupations              | Stock Clerk                                | 22.00       |             |
| 21210       | Materials Handling And Packing Occupations              | Tools And Parts Attendant                  | 22.60       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                                   | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 21410       | Materials Handling And Packing Occupations       | Warehouse Specialist                           | 22.60       |             |
| 23010       | Mechanics And Maintenance And Repair Occupations | Aerospace Structural Welder                    | 32.64       |             |
| 23019       | Mechanics And Maintenance And Repair Occupations | Aircraft Logs and Records Technician           | 26.51       |             |
| 23021       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic I                            | 31.12       |             |
| 23022       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic II                           | 32.64       |             |
| 23023       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic III                          | 34.11       |             |
| 23040       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic Helper                       | 23.52       |             |
| 23050       | Mechanics And Maintenance And Repair Occupations | Aircraft, Painter                              | 29.60       |             |
| 23060       | Mechanics And Maintenance And Repair Occupations | Aircraft Servicer                              | 26.51       |             |
| 23070       | Mechanics And Maintenance And Repair Occupations | Aircraft Survival Flight Equipment Technician  | 29.60       |             |
| 23080       | Mechanics And Maintenance And Repair Occupations | Aircraft Worker                                | 28.01       |             |
| 23091       | Mechanics And Maintenance And Repair Occupations | Aircrew Life Support Equipment (ALSE) Mechanic | 28.01       |             |
| 23092       | Mechanics And Maintenance And Repair Occupations | Aircrew Life Support Equipment (ALSE) Mechanic | 31.12       |             |
| 23110       | Mechanics And Maintenance And Repair Occupations | Appliance Mechanic                             | 23.70       |             |
| 23120       | Mechanics And Maintenance And Repair Occupations | Bicycle Repairer                               | 23.85       |             |
| 23125       | Mechanics And Maintenance And Repair Occupations | Cable Splicer                                  | 36.27       |             |
| 23130       | Mechanics And Maintenance And Repair Occupations | Carpenter, Maintenance                         | 27.58       |             |
| 23140       | Mechanics And Maintenance And Repair Occupations | Carpet Layer                                   | 26.70       |             |
| 23160       | Mechanics And Maintenance And Repair Occupations | Electrician, Maintenance                       | 30.51       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 23181       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance I      | 31.60       |             |
| 23182       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance II     | 33.41       |             |
| 23183       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance III    | 35.11       |             |
| 23260       | Mechanics And Maintenance And Repair Occupations | Fabric Worker                             | 25.27       |             |
| 23290       | Mechanics And Maintenance And Repair Occupations | Fire Alarm System Mechanic                | 29.31       |             |
| 23310       | Mechanics And Maintenance And Repair Occupations | Fire Extinguisher Repairer                | 23.85       |             |
| 23311       | Mechanics And Maintenance And Repair Occupations | Fuel Distribution System Mechanic         | 30.96       |             |
| 23312       | Mechanics And Maintenance And Repair Occupations | Fuel Distribution System Operator         | 24.89       |             |
| 23370       | Mechanics And Maintenance And Repair Occupations | General Maintenance Worker                | 22.50       |             |
| 23380       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Mechanic         | 31.12       |             |
| 23381       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Servicer         | 26.51       |             |
| 23382       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Worker           | 28.01       |             |
| 23391       | Mechanics And Maintenance And Repair Occupations | Gunsmith I                                | 23.85       |             |
| 23392       | Mechanics And Maintenance And Repair Occupations | Gunsmith II                               | 26.70       |             |
| 23393       | Mechanics And Maintenance And Repair Occupations | Gunsmith III                              | 29.66       |             |
| 23410       | Mechanics And Maintenance And Repair Occupations | Heating, Ventilation And Air-Conditioning | 27.74       |             |
| 23411       | Mechanics And Maintenance And Repair Occupations | Heating, Ventilation And Air Contidioning | 29.09       |             |
| 23430       | Mechanics And Maintenance And Repair Occupations | Heavy Equipment Mechanic                  | 29.76       |             |
| 23440       | Mechanics And Maintenance And Repair Occupations | Heavy Equipment Operator                  | 26.42       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|--|---------------------------------|-------------|-------------|
| 23460       | Mechanics And Maintenance And Repair Occupations | Instrument Mechanic             | 29.66       |             |
| 23465       | Mechanics And Maintenance And Repair Occupations | Laboratory/Shelter Mechanic     | 28.22       |             |
| 23470       | Mechanics And Maintenance And Repair Occupations | Laborer                         | 18.66       |             |
| 23510       | Mechanics And Maintenance And Repair Occupations | Locksmith                       | 29.10       |             |
| 23530       | Mechanics And Maintenance And Repair Occupations | Machinery Maintenance Mechanic  | 30.08       |             |
| 23550       | Mechanics And Maintenance And Repair Occupations | Machinist, Maintenance          | 24.61       |             |
| 23580       | Mechanics And Maintenance And Repair Occupations | Maintenance Trades Helper       | 18.28       |             |
| 23591       | Mechanics And Maintenance And Repair Occupations | Metrology Technician I          | 29.66       |             |
| 23592       | Mechanics And Maintenance And Repair Occupations | Metrology Technician II         | 31.11       |             |
| 23593       | Mechanics And Maintenance And Repair Occupations | Metrology Technician III        | 32.51       |             |
| 23640       | Mechanics And Maintenance And Repair Occupations | Millwright                      | 30.02       |             |
| 23710       | Mechanics And Maintenance And Repair Occupations | Office Appliance Repairer       | 25.97       |             |
| 23760       | Mechanics And Maintenance And Repair Occupations | Painter, Maintenance            | 23.52       |             |
| 23790       | Mechanics And Maintenance And Repair Occupations | Pipefitter, Maintenance         | 32.16       |             |
| 23810       | Mechanics And Maintenance And Repair Occupations | Plumber, Maintenance            | 30.59       |             |
| 23820       | Mechanics And Maintenance And Repair Occupations | Pneudraulic Systems Mechanic    | 29.66       |             |
| 23850       | Mechanics And Maintenance And Repair Occupations | Rigger                          | 28.00       |             |
| 23870       | Mechanics And Maintenance And Repair Occupations | Scale Mechanic                  | 26.70       |             |
| 23890       | Mechanics And Maintenance And Repair Occupations | Sheet-Metal Worker, Maintenance | 24.54       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                          | <b>Rate</b> | <b>Note</b> |
|-------------|--|---------------------------------------|-------------|-------------|
| 23910       | Mechanics And Maintenance And Repair Occupations | Small Engine Mechanic                 | 22.78       |             |
| 23931       | Mechanics And Maintenance And Repair Occupations | Telecommunications Mechanic I         | 32.52       |             |
| 23932       | Mechanics And Maintenance And Repair Occupations | Telecommunications Mechanic II        | 34.11       |             |
| 23950       | Mechanics And Maintenance And Repair Occupations | Telephone Lineman                     | 31.22       |             |
| 23960       | Mechanics And Maintenance And Repair Occupations | Welder, Combination, Maintenance      | 25.09       |             |
| 23965       | Mechanics And Maintenance And Repair Occupations | Well Driller                          | 29.66       |             |
| 23970       | Mechanics And Maintenance And Repair Occupations | Woodcraft Worker                      | 29.66       |             |
| 23980       | Mechanics And Maintenance And Repair Occupations | Woodworker                            | 23.85       |             |
| 24550       | Personal Needs Occupations                       | Case Manager                          | 21.21       |             |
| 24570       | Personal Needs Occupations                       | Child Care Attendant                  | 16.51       | ***         |
| 24580       | Personal Needs Occupations                       | Child Care Center Clerk               | 20.59       |             |
| 24610       | Personal Needs Occupations                       | Chore Aide                            | 17.56       |             |
| 24620       | Personal Needs Occupations                       | Family Readiness And Support Services | 21.21       |             |
| 24630       | Personal Needs Occupations                       | Homemaker                             | 21.21       |             |
| 25010       | Plant And System Operations Occupations          | Boiler Tender                         | 30.98       |             |
| 25040       | Plant And System Operations Occupations          | Sewage Plant Operator                 | 28.29       |             |
| 25070       | Plant And System Operations Occupations          | Stationary Engineer                   | 30.98       |             |
| 25190       | Plant And System Operations Occupations          | Ventilation Equipment Tender          | 23.42       |             |
| 25210       | Plant And System Operations Occupations          | Water Treatment Plant Operator        | 28.29       |             |
| 27004       | Protective Service Occupations                   | Alarm Monitor                         | 25.84       |             |
| 27007       | Protective Service Occupations                   | Baggage Inspector                     | 18.44       |             |
| 27008       | Protective Service Occupations                   | Corrections Officer                   | 25.11       |             |
| 27010       | Protective Service Occupations                   | Court Security Officer                | 24.29       |             |

| <b>Code</b> | <b>Category</b>                                | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 27030       | Protective Service Occupations                 | Detection Dog Handler                     | 22.15       |             |
| 27040       | Protective Service Occupations                 | Detention Officer                         | 25.11       |             |
| 27070       | Protective Service Occupations                 | Firefighter                               | 23.46       |             |
| 27101       | Protective Service Occupations                 | Guard I                                   | 18.44       |             |
| 27102       | Protective Service Occupations                 | Guard II                                  | 22.15       |             |
| 27131       | Protective Service Occupations                 | Police Officer I                          | 28.93       |             |
| 27132       | Protective Service Occupations                 | Police Officer II                         | 32.14       |             |
| 28041       | Recreation Occupations                         | Carnival Equipment Operator               | 18.90       |             |
| 28042       | Recreation Occupations                         | Carnival Equipment Repairer               | 20.10       |             |
| 28043       | Recreation Occupations                         | Carnival Worker                           | 15.49       | ***         |
| 28210       | Recreation Occupations                         | Gate Attendant/Gate Tender                | 21.78       |             |
| 28310       | Recreation Occupations                         | Lifeguard                                 | 15.56       | ***         |
| 28350       | Recreation Occupations                         | Park Attendant                            | 24.37       |             |
| 28510       | Recreation Occupations                         | Recreation Aide/Health Facility Attendant | 17.79       |             |
| 28515       | Recreation Occupations                         | Recreation Specialist                     | 30.20       |             |
| 28630       | Recreation Occupations                         | Sports Official                           | 19.40       |             |
| 28690       | Recreation Occupations                         | Swimming Pool Operator                    | 22.63       |             |
| 29010       | Stevedoring/Longshoremen Occupational Services | Blocker And Bracer                        | 29.62       |             |
| 29020       | Stevedoring/Longshoremen Occupational Services | Hatch Tender                              | 29.62       |             |
| 29030       | Stevedoring/Longshoremen Occupational Services | Line Handler                              | 29.62       |             |
| 29041       | Stevedoring/Longshoremen Occupational Services | Stevedore I                               | 28.04       |             |
| 29042       | Stevedoring/Longshoremen Occupational Services | Stevedore II                              | 31.30       |             |
| 30010       | Technical Occupations                          | Air Traffic Control Specialist, Center    | 51.07       | see 2       |
| 30011       | Technical Occupations                          | Air Traffic Control Specialist, Station   | 35.22       | see 2       |
| 30012       | Technical Occupations                          | Air Traffic Control Specialist, Terminal  | 38.79       | see 2       |
| 30021       | Technical Occupations                          | Archeological Technician I                | 21.95       |             |
| 30022       | Technical Occupations                          | Archeological Technician II               | 24.55       |             |

| <b>Code</b> | <b>Category</b>       | <b>Title</b>                           | <b>Rate</b> | <b>Note</b> |
|-------------|-----------------------|--|-------------|-------------|
| 30023       | Technical Occupations | Archeological Technician III           | 30.42       |             |
| 30030       | Technical Occupations | Cartographic Technician                | 30.42       |             |
| 30040       | Technical Occupations | Civil Engineering Technician           | 33.69       |             |
| 30051       | Technical Occupations | Cryogenic Technician I                 | 33.68       |             |
| 30052       | Technical Occupations | Cryogenic Technician II                | 37.21       |             |
| 30061       | Technical Occupations | Drafter/CAD Operator I                 | 21.95       |             |
| 30062       | Technical Occupations | Drafter/CAD Operator II                | 24.55       |             |
| 30063       | Technical Occupations | Drafter/CAD Operator III               | 27.37       |             |
| 30064       | Technical Occupations | Drafter/CAD Operator IV                | 33.68       |             |
| 30081       | Technical Occupations | Engineering Technician I               | 19.05       |             |
| 30082       | Technical Occupations | Engineering Technician II              | 21.40       |             |
| 30083       | Technical Occupations | Engineering Technician III             | 23.94       |             |
| 30084       | Technical Occupations | Engineering Technician IV              | 29.66       |             |
| 30085       | Technical Occupations | Engineering Technician V               | 36.27       |             |
| 30086       | Technical Occupations | Engineering Technician VI              | 43.87       |             |
| 30090       | Technical Occupations | Environmental Technician               | 27.84       |             |
| 30095       | Technical Occupations | Evidence Control Specialist            | 30.42       |             |
| 30210       | Technical Occupations | Laboratory Technician                  | 25.97       |             |
| 30221       | Technical Occupations | Latent Fingerprint Technician I        | 33.68       |             |
| 30222       | Technical Occupations | Latent Fingerprint Technician II       | 37.21       |             |
| 30240       | Technical Occupations | Mathematical Technician                | 30.42       |             |
| 30361       | Technical Occupations | Paralegal/Legal Assistant I            | 24.33       |             |
| 30362       | Technical Occupations | Paralegal/Legal Assistant II           | 30.15       |             |
| 30363       | Technical Occupations | Paralegal/Legal Assistant III          | 36.88       |             |
| 30364       | Technical Occupations | Paralegal/Legal Assistant IV           | 44.62       |             |
| 30375       | Technical Occupations | Petroleum Supply Specialist            | 37.21       |             |
| 30390       | Technical Occupations | Photo-Optics Technician                | 30.42       |             |
| 30395       | Technical Occupations | Radiation Control Technician           | 37.21       |             |
| 30461       | Technical Occupations | Technical Writer I                     | 27.33       |             |
| 30462       | Technical Occupations | Technical Writer II                    | 33.43       |             |
| 30463       | Technical Occupations | Technical Writer III                   | 40.46       |             |
| 30491       | Technical Occupations | Unexploded Ordnance (UXO) Technician I | 32.46       |             |

| <b>Code</b> | <b>Category</b>                                       | <b>Title</b>                             | <b>Rate</b> | <b>Note</b> |
|-------------|---|--|-------------|-------------|
| 30492       | Technical Occupations                                 | Unexploded Ordnance (UXO) Technician II  | 39.27       |             |
| 30493       | Technical Occupations                                 | Unexploded Ordnance (UXO) Technician III | 47.07       |             |
| 30494       | Technical Occupations                                 | Unexploded (UXO) Safety Escort           | 32.46       |             |
| 30495       | Technical Occupations                                 | Unexploded (UXO) Sweep Personnel         | 32.46       |             |
| 30501       | Technical Occupations                                 | Weather Forecaster I                     | 33.68       |             |
| 30502       | Technical Occupations                                 | Weather Forecaster II                    | 40.96       |             |
| 30620       | Technical Occupations                                 | Weather Observer, Combined Upper Air Or  | 27.37       | see 2       |
| 30621       | Technical Occupations                                 | Weather Observer, Senior                 | 30.42       | see 2       |
| 31010       | Transportation/Mobile Equipment Operation Occupations | Airplane Pilot                           | 39.27       |             |
| 31020       | Transportation/Mobile Equipment Operation Occupations | Bus Aide                                 | 20.78       |             |
| 31030       | Transportation/Mobile Equipment Operation Occupations | Bus Driver                               | 26.65       |             |
| 31043       | Transportation/Mobile Equipment Operation Occupations | Driver Courier                           | 18.80       |             |
| 31260       | Transportation/Mobile Equipment Operation Occupations | Parking and Lot Attendant                | 15.63       | ***         |
| 31290       | Transportation/Mobile Equipment Operation Occupations | Shuttle Bus Driver                       | 17.48       |             |
| 31310       | Transportation/Mobile Equipment Operation Occupations | Taxi Driver                              | 16.45       | ***         |
| 31361       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Light                       | 20.00       |             |
| 31362       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Medium                      | 21.19       |             |
| 31363       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Heavy                       | 24.94       |             |
| 31364       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Tractor-Trailer             | 24.94       |             |
| 99020       | Miscellaneous Occupations                             | Cabin Safety Specialist                  | 19.15       |             |
| 99030       | Miscellaneous Occupations                             | Cashier                                  | 15.95       | ***         |
| 99050       | Miscellaneous Occupations                             | Desk Clerk                               | 17.23       |             |

| <b>Code</b> | <b>Category</b>           | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------|---------------------------------|-------------|-------------|
| 99095       | Miscellaneous Occupations | Embalmer                        | 34.47       |             |
| 99130       | Miscellaneous Occupations | Flight Follower                 | 32.46       |             |
| 99251       | Miscellaneous Occupations | Laboratory Animal Caretaker I   | 19.68       |             |
| 99252       | Miscellaneous Occupations | Laboratory Animal Caretaker II  | 20.92       |             |
| 99260       | Miscellaneous Occupations | Marketing Analyst               | 37.54       |             |
| 99310       | Miscellaneous Occupations | Mortician                       | 34.47       |             |
| 99410       | Miscellaneous Occupations | Pest Controller                 | 23.48       |             |
| 99510       | Miscellaneous Occupations | Photofinishing Worker           | 17.06       | ***         |
| 99710       | Miscellaneous Occupations | Recycling Laborer               | 22.12       |             |
| 99711       | Miscellaneous Occupations | Recycling Specialist            | 25.18       |             |
| 99730       | Miscellaneous Occupations | Refuse Collector                | 20.64       |             |
| 99810       | Miscellaneous Occupations | Sales Clerk                     | 17.15       | ***         |
| 99820       | Miscellaneous Occupations | School Crossing Guard           | 16.80       | ***         |
| 99830       | Miscellaneous Occupations | Survey Party Chief              | 27.85       |             |
| 99831       | Miscellaneous Occupations | Surveying Aide                  | 18.97       |             |
| 99832       | Miscellaneous Occupations | Surveying Technician            | 25.31       |             |
| 99840       | Miscellaneous Occupations | Vending Machine Attendant       | 23.38       |             |
| 99841       | Miscellaneous Occupations | Vending Machine Repairer        | 27.84       |             |
| 99842       | Miscellaneous Occupations | Vending Machine Repairer Helper | 23.38       |             |

## Footer

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.20 per hour) or 13658 (\$12.90 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. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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:** \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month **HEALTH & WELFARE EO 13706:** \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 per month\*

\*This rate is to be used only when compensating employees for performance on an SCA-

covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

**VACATION:** 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 10 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

**HOLIDAYS:** A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans'

Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

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

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

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

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

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

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

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**\*\* HAZARDOUS PAY DIFFERENTIAL \*\***

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

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

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like;

minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear"

materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

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

**Conformance Process:**

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

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

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S.

Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).

- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

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

When preparing a conformance request, the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a

classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination.

Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

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## **Wage Determination No. : 2015-4007**

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

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

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 27

Date Of Last Revision : 07/22/2024

Source : [Source Website](#)

### **Header**

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

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2024.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.90 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 2024.

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).

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

**AROOSTOOK COUNTY:** Allagash, Amity, Ashland, Bancroft, Benedicta, Big Twenty, Blaine, Bragg Tract, Bridgewater, Camp Dana, Caribou, Cary, Castle Hill, Caswell, Central, Chapman, Clayton Lake, Connor, Cox Patent, Crystal, Cyr, Dry Town, Dudley, Dyer Brook, E, Eagle Lake, Easton, Forkstown, Fort Fairfield, Fort Kent, Frenchville, Garfield, Glenwood, Grand Isle, Griswold, Guerette or Oullette, Hamlin, Hammond, Harvey Siding, Haynesville, Hersey, Hodgdon, Houlton, Island Falls, Limestone, Linneus, Littleton, Ludlow, Macwahoc, Madawaska, Mapleton, Mars Hill, Masardis, Merrill, Molunkus, Monticello, Moro, Nashville, New Canada, New Limerick, New Sweden, North Yarmouth Academy, Northern, Oakfield, Orient, Oxbow, Perham, Portage Lake, Presque Isle, Red Point or Sinclair, Reed, Seven Islands, Sherman, Silver Ridge, Smyrna, Southern Squapan, St. Croix, St. Agatha, St. Francis, St. John, Stockholm, Upper Molunkus, Van Buren, Wade, Walker or Colbath, Wallagrass, Washburn, Webbertown, Westfield, Westmanland, Weston, Winterville, Woodland

**HANCOCK COUNTY:** Bar Harbor, Blue Hill, Brooklin, Brooksville, Bucksport, Castine, Cranberry Isles, Deer Isle, East Hancock, Eastbrook, Ellsworth, Fletchers Landing, Franklin, Gouldsboro, Great Pond, Hancock, Lamoine, Long Island, Mariaville, Mount Desert, Myra, Orland, Penobscot, Sedgwick, Sorrento, Southwest Harbor, Stonington, Sullivan, Surry, Swans Island, Tremont, Trenton, Verona, Waltham, Winter Harbor

**PENOBSCOT COUNTY:** Carroll, Chester, Corinna, Dexter, Drew, East Millinocket, Grindstone, Herseytown, Hopkins Academy, Kingman, Lakeville, Lee, Lincoln, Long A, Lowell, Mattamiscontis, Mattawamkeag, Maxfield, Medway, Millinocket, Mount Chase, North Penobscot, Patten, Plymouth, Prentiss, Remaining unorganized territory, Seboeis, Soldiertown, Springfield, Stacyville, T3 Indian Purchase, T4 Indian Purchase, Veazie Gore, Webster, Whitney, Winn, Woodville

**PISCATAQUIS COUNTY:** Abbot, Atkinson, Barnard, Bear Pond, Beaver Cove, Blanchard, Bowdoin College Grant East, Bowdoin College Grant West, Bowerbank, Brownville, Chesuncook, Churchill Depot, Cove Point, Days Academy Grant, Dover- foxcroft, Eagle Lake, East Middlesex Canal, Elliotsville, Frenchtown, Greenville, Guilford, Harfords Point, Katahdin Iron Works, Kineo, Kingsbury, Lake View, Lilly Bay, Little Squaw, Lobster, Medford, Milo, Monson, Mount Katahdin, Nesourdnahunk, Northeast Carry, Packards, Parkman, Rainbow, Remaining unorganized, Ripogenus, Sangerville, Sebec, Shawtown, Shirley, Soper Mountain, Spencer Bay, Trout Brook, Wellington, Williamsburg, Willimantic

**WASHINGTON COUNTY:** Addison, Alexander, Baileyville, Baring, Beals, Beddington, Brookton, Calais, Centerville, Charlotte, Cherryfield, Codyville, Columbia Falls, Columbia, Cooper, Crawford, Cutler, Danforth, Deblois, Dennysville, Devereaux, Dyer, East Central Washington, East Machias, Eastport, Edmunds, Forest City, Forest, Fowler, Grand Lake Stream,

Harrington, Indian State, Jonesboro, Jonesport, Kossuth, Lambert Lake, Lubec, Machias, Machiasport, Marion, Marshfield, Meddybemps, Milbridge, No 14 Plantation Lunds, No 21 Plantation Big Lake, North Washington, Northfield, Pembroke, Perry, Pleasant Point, Princeton, Robbinston, Roque Bluffs, Steuben, Talmadge, Topsfield, Trescott, Vancboro, Waite, Wesley, Whiting, Whitneyville

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

### Wage Determination Table

| Code  | Category  | Title                               | Rate  | Note |
|-------|---|-------------------------------------|-------|------|
| 01011 | Administrative Support And Clerical Occupations | Accounting Clerk I                  | 17.19 | ***  |
| 01012 | Administrative Support And Clerical Occupations | Accounting Clerk II                 | 19.29 |      |
| 01013 | Administrative Support And Clerical Occupations | Accounting Clerk III                | 21.58 |      |
| 01020 | Administrative Support And Clerical Occupations | Administrative Assistant            | 27.24 |      |
| 01035 | Administrative Support And Clerical Occupations | Court Reporter                      | 21.18 |      |
| 01041 | Administrative Support And Clerical Occupations | Customer Service Representative I   | 15.65 | ***  |
| 01042 | Administrative Support And Clerical Occupations | Customer Service Representative II  | 17.08 | ***  |
| 01043 | Administrative Support And Clerical Occupations | Customer Service Representative III | 19.17 |      |
| 01051 | Administrative Support And Clerical Occupations | Data Entry Operator I               | 15.46 | ***  |
| 01052 | Administrative Support And Clerical Occupations | Data Entry Operator II              | 16.87 | ***  |
| 01060 | Administrative Support And Clerical Occupations | Dispatcher, Motor Vehicle           | 19.71 |      |
| 01070 | Administrative Support And Clerical Occupations | Document Preparation Clerk          | 16.87 | ***  |
| 01090 | Administrative Support And Clerical Occupations | Duplicating Machine Operator        | 16.87 | ***  |
| 01111 | Administrative Support And Clerical Occupations | General Clerk I                     | 15.21 | ***  |
| 01112 | Administrative Support And Clerical Occupations | General Clerk II                    | 16.60 | ***  |

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------------|-------------|-------------|
| 01113       | Administrative Support And Clerical Occupations | General Clerk III                    | 18.63       |             |
| 01120       | Administrative Support And Clerical Occupations | Housing Referral Assistant           | 23.62       |             |
| 01141       | Administrative Support And Clerical Occupations | Messenger Courier                    | 13.75       | ***         |
| 01191       | Administrative Support And Clerical Occupations | Order Clerk I                        | 15.42       | ***         |
| 01192       | Administrative Support And Clerical Occupations | Order Clerk II                       | 17.27       |             |
| 01261       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) I   | 19.05       |             |
| 01262       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) II  | 21.32       |             |
| 01263       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) III | 23.77       |             |
| 01270       | Administrative Support And Clerical Occupations | Production Control Clerk             | 26.78       |             |
| 01290       | Administrative Support And Clerical Occupations | Rental Clerk                         | 16.10       | ***         |
| 01300       | Administrative Support And Clerical Occupations | Scheduler, Maintenance               | 18.93       |             |
| 01311       | Administrative Support And Clerical Occupations | Secretary I                          | 18.93       |             |
| 01312       | Administrative Support And Clerical Occupations | Secretary II                         | 21.18       |             |
| 01313       | Administrative Support And Clerical Occupations | Secretary III                        | 23.62       |             |
| 01320       | Administrative Support And Clerical Occupations | Service Order Dispatcher             | 17.62       |             |
| 01410       | Administrative Support And Clerical Occupations | Supply Technician                    | 27.24       |             |
| 01420       | Administrative Support And Clerical Occupations | Survey Worker                        | 16.71       | ***         |
| 01460       | Administrative Support And Clerical Occupations | Switchboard Operator/Receptionist    | 17.30       |             |
| 01531       | Administrative Support And Clerical Occupations | Travel Clerk I                       | 16.57       | ***         |

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------------|-------------|-------------|
| 01532       | Administrative Support And Clerical Occupations | Travel Clerk II                      | 16.96       | ***         |
| 01533       | Administrative Support And Clerical Occupations | Travel Clerk III                     | 18.97       |             |
| 01611       | Administrative Support And Clerical Occupations | Word Processor I                     | 16.87       | ***         |
| 01612       | Administrative Support And Clerical Occupations | Word Processor II                    | 18.93       |             |
| 01613       | Administrative Support And Clerical Occupations | Word Processor III                   | 21.18       |             |
| 05005       | Automotive Service Occupations                  | Automobile Body Repairer, Fiberglass | 20.57       |             |
| 05010       | Automotive Service Occupations                  | Automotive Electrician               | 20.79       |             |
| 05040       | Automotive Service Occupations                  | Automotive Glass Installer           | 19.88       |             |
| 05070       | Automotive Service Occupations                  | Automotive Worker                    | 19.88       |             |
| 05110       | Automotive Service Occupations                  | Mobile Equipment Servicer            | 18.17       |             |
| 05130       | Automotive Service Occupations                  | Motor Equipment Metal Mechanic       | 21.64       |             |
| 05160       | Automotive Service Occupations                  | Motor Equipment Metal Worker         | 19.88       |             |
| 05190       | Automotive Service Occupations                  | Motor Vehicle Mechanic               | 21.64       |             |
| 05220       | Automotive Service Occupations                  | Motor Vehicle Mechanic Helper        | 17.06       | ***         |
| 05250       | Automotive Service Occupations                  | Motor Vehicle Upholstery Worker      | 19.00       |             |
| 05280       | Automotive Service Occupations                  | Motor Vehicle Wrecker                | 19.88       |             |
| 05310       | Automotive Service Occupations                  | Painter, Automotive                  | 20.79       |             |
| 05340       | Automotive Service Occupations                  | Radiator Repair Specialist           | 19.88       |             |
| 05370       | Automotive Service Occupations                  | Tire Repairer                        | 16.90       | ***         |
| 05400       | Automotive Service Occupations                  | Transmission Repair Specialist       | 21.64       |             |
| 07010       | Food Preparation And Service Occupations        | Baker                                | 16.61       | ***         |
| 07041       | Food Preparation And Service Occupations        | Cook I                               | 17.59       |             |
| 07042       | Food Preparation And Service Occupations        | Cook II                              | 19.24       |             |
| 07070       | Food Preparation And Service Occupations        | Dishwasher                           | 14.00       | ***         |
| 07130       | Food Preparation And Service Occupations        | Food Service Worker                  | 15.36       | ***         |

| <b>Code</b> | <b>Category</b>                              | <b>Title</b>                 | <b>Rate</b> | <b>Note</b> |
|-------------|--|------------------------------|-------------|-------------|
| 07210       | Food Preparation And Service Occupations     | Meat Cutter                  | 18.89       |             |
| 07260       | Food Preparation And Service Occupations     | Waiter/Waitress              | 16.12       | ***         |
| 09010       | Furniture Maintenance And Repair Occupations | Electrostatic Spray Painter  | 22.76       |             |
| 09040       | Furniture Maintenance And Repair Occupations | Furniture Handler            | 16.54       | ***         |
| 09080       | Furniture Maintenance And Repair Occupations | Furniture Refinisher         | 22.76       |             |
| 09090       | Furniture Maintenance And Repair Occupations | Furniture Refinisher Helper  | 18.68       |             |
| 09110       | Furniture Maintenance And Repair Occupations | Furniture Repairer, Minor    | 20.81       |             |
| 09130       | Furniture Maintenance And Repair Occupations | Upholsterer                  | 22.76       |             |
| 11030       | General Services And Support Occupations     | Cleaner, Vehicles            | 17.41       |             |
| 11060       | General Services And Support Occupations     | Elevator Operator            | 17.41       |             |
| 11090       | General Services And Support Occupations     | Gardener                     | 23.75       |             |
| 11122       | General Services And Support Occupations     | Housekeeping Aide            | 17.47       |             |
| 11150       | General Services And Support Occupations     | Janitor                      | 17.47       |             |
| 11210       | General Services And Support Occupations     | Laborer, Grounds Maintenance | 19.65       |             |
| 11240       | General Services And Support Occupations     | Maid or Houseman             | 16.32       | ***         |
| 11260       | General Services And Support Occupations     | Pruner                       | 18.46       |             |
| 11270       | General Services And Support Occupations     | Tractor Operator             | 22.28       |             |
| 11330       | General Services And Support Occupations     | Trail Maintenance Worker     | 19.65       |             |
| 11360       | General Services And Support Occupations     | Window Cleaner               | 18.59       |             |

| <b>Code</b> | <b>Category</b>    | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|--------------------|--|-------------|-------------|
| 12010       | Health Occupations | Ambulance Driver                           | 18.88       |             |
| 12011       | Health Occupations | Breath Alcohol Technician                  | 23.66       |             |
| 12012       | Health Occupations | Certified Occupational Therapist Assistant | 32.47       |             |
| 12015       | Health Occupations | Certified Physical Therapist Assistant     | 28.54       |             |
| 12020       | Health Occupations | Dental Assistant                           | 22.26       |             |
| 12025       | Health Occupations | Dental Hygienist                           | 37.11       |             |
| 12030       | Health Occupations | EKG Technician                             | 35.86       |             |
| 12035       | Health Occupations | Electroneurodiagnostic Technologist        | 35.86       |             |
| 12040       | Health Occupations | Emergency Medical Technician               | 18.88       |             |
| 12071       | Health Occupations | Licensed Practical Nurse I                 | 21.15       |             |
| 12072       | Health Occupations | Licensed Practical Nurse II                | 23.66       |             |
| 12073       | Health Occupations | Licensed Practical Nurse III               | 26.38       |             |
| 12100       | Health Occupations | Medical Assistant                          | 20.22       |             |
| 12130       | Health Occupations | Medical Laboratory Technician              | 29.06       |             |
| 12160       | Health Occupations | Medical Record Clerk                       | 17.88       |             |
| 12190       | Health Occupations | Medical Record Technician                  | 19.99       |             |
| 12195       | Health Occupations | Medical Transcriptionist                   | 21.15       |             |
| 12210       | Health Occupations | Nuclear Medicine Technologist              | 52.01       |             |
| 12221       | Health Occupations | Nursing Assistant I                        | 13.43       | ***         |
| 12222       | Health Occupations | Nursing Assistant II                       | 15.11       | ***         |
| 12223       | Health Occupations | Nursing Assistant III                      | 16.49       | ***         |
| 12224       | Health Occupations | Nursing Assistant IV                       | 18.50       |             |
| 12235       | Health Occupations | Optical Dispenser                          | 23.66       |             |
| 12236       | Health Occupations | Optical Technician                         | 21.15       |             |
| 12250       | Health Occupations | Pharmacy Technician                        | 18.07       |             |
| 12280       | Health Occupations | Phlebotomist                               | 17.51       |             |
| 12305       | Health Occupations | Radiologic Technologist                    | 31.51       |             |
| 12311       | Health Occupations | Registered Nurse I                         | 26.34       |             |
| 12312       | Health Occupations | Registered Nurse II                        | 32.21       |             |
| 12313       | Health Occupations | Registered Nurse II, Specialist            | 32.21       |             |
| 12314       | Health Occupations | Registered Nurse III                       | 38.97       |             |
| 12315       | Health Occupations | Registered Nurse III, Anesthetist          | 38.97       |             |

| <b>Code</b> | <b>Category</b>                    | <b>Title</b>                           | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------|--|-------------|-------------|
| 12316       | Health Occupations                 | Registered Nurse IV                    | 46.72       |             |
| 12317       | Health Occupations                 | Scheduler                              | 29.33       |             |
| 12320       | Health Occupations                 | Substance Abuse Treatment Counselor    | 25.57       |             |
| 13011       | Information And Arts Occupations   | Exhibits Specialist I                  | 18.31       |             |
| 13012       | Information And Arts Occupations   | Exhibits Specialist II                 | 22.69       |             |
| 13013       | Information And Arts Occupations   | Exhibits Specialist III                | 27.76       |             |
| 13041       | Information And Arts Occupations   | Illustrator I                          | 18.31       |             |
| 13042       | Information And Arts Occupations   | Illustrator II                         | 22.69       |             |
| 13043       | Information And Arts Occupations   | Illustrator III                        | 27.76       |             |
| 13047       | Information And Arts Occupations   | Librarian                              | 25.13       |             |
| 13050       | Information And Arts Occupations   | Library Aide/Clerk                     | 14.59       | ***         |
| 13054       | Information And Arts Occupations   | Library Information Technology Systems | 22.69       |             |
| 13058       | Information And Arts Occupations   | Library Technician                     | 19.12       |             |
| 13061       | Information And Arts Occupations   | Media Specialist I                     | 16.37       | ***         |
| 13062       | Information And Arts Occupations   | Media Specialist II                    | 18.31       |             |
| 13063       | Information And Arts Occupations   | Media Specialist III                   | 20.42       |             |
| 13071       | Information And Arts Occupations   | Photographer I                         | 16.37       | ***         |
| 13072       | Information And Arts Occupations   | Photographer II                        | 19.74       |             |
| 13073       | Information And Arts Occupations   | Photographer III                       | 24.42       |             |
| 13074       | Information And Arts Occupations   | Photographer IV                        | 29.89       |             |
| 13075       | Information And Arts Occupations   | Photographer V                         | 36.16       |             |
| 13090       | Information And Arts Occupations   | Technical Order Library Clerk          | 18.31       |             |
| 13110       | Information And Arts Occupations   | Video Teleconference Technician        | 17.37       |             |
| 14041       | Information Technology Occupations | Computer Operator I                    | 18.52       |             |
| 14042       | Information Technology Occupations | Computer Operator II                   | 20.72       |             |
| 14043       | Information Technology Occupations | Computer Operator III                  | 23.12       |             |
| 14044       | Information Technology Occupations | Computer Operator IV                   | 26.18       |             |
| 14045       | Information Technology Occupations | Computer Operator V                    | 28.44       |             |
| 14071       | Information Technology Occupations | Computer Programmer I                  | 25.44       | see 1       |
| 14072       | Information Technology Occupations | Computer Programmer II                 | NaN         | see 1       |

| <b>Code</b> | <b>Category</b>   | <b>Title</b>                                    | <b>Rate</b> | <b>Note</b> |
|-------------|---|---|-------------|-------------|
| 14073       | Information Technology Occupations                      | Computer Programmer III                         | NaN         | see 1       |
| 14074       | Information Technology Occupations                      | Computer Programmer IV                          | NaN         | see 1       |
| 14101       | Information Technology Occupations                      | Computer Systems Analyst I                      | NaN         | see 1       |
| 14102       | Information Technology Occupations                      | Computer Systems Analyst II                     | NaN         | see 1       |
| 14103       | Information Technology Occupations                      | Computer Systems Analyst III                    | NaN         | see 1       |
| 14150       | Information Technology Occupations                      | Peripheral Equipment Operator                   | 18.52       |             |
| 14160       | Information Technology Occupations                      | Personal Computer Support Technician            | 26.62       |             |
| 14170       | Information Technology Occupations                      | System Support Specialist                       | 29.48       |             |
| 15010       | Instructional Occupations                               | Aircrew Training Devices Instructor             | 32.51       |             |
| 15020       | Instructional Occupations                               | Aircrew Training Devices Instructor             | 39.33       |             |
| 15030       | Instructional Occupations                               | Air Crew Training Devices Instructor            | 47.14       |             |
| 15050       | Instructional Occupations                               | Computer Based Training Specialist / Instructor | 32.51       |             |
| 15060       | Instructional Occupations                               | Educational Technologist                        | 36.06       |             |
| 15070       | Instructional Occupations                               | Flight Instructor                               | 47.14       |             |
| 15080       | Instructional Occupations                               | Graphic Artist                                  | 23.72       |             |
| 15085       | Instructional Occupations                               | Maintenance Test Pilot, Fixed, Jet/Prop         | 47.14       |             |
| 15086       | Instructional Occupations                               | Maintenance Test Pilot, Rotary Wing             | 47.14       |             |
| 15088       | Instructional Occupations                               | Non-Maintenance Test/Co-Pilot                   | 47.14       |             |
| 15090       | Instructional Occupations                               | Technical Instructor                            | 24.20       |             |
| 15095       | Instructional Occupations                               | Technical Instructor/Course Developer           | 29.60       |             |
| 15110       | Instructional Occupations                               | Test Proctor                                    | 19.53       |             |
| 15120       | Instructional Occupations                               | Tutor   | 19.53       |             |
| 16010       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Assembler                                       | 16.41       | ***         |

| <b>Code</b> | <b>Category</b>   | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|---|--|-------------|-------------|
| 16030       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Counter Attendant                          | 16.41       | ***         |
| 16040       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Dry Cleaner                                | 18.75       |             |
| 16070       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Finisher, Flatwork, Machine                | 16.41       | ***         |
| 16090       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Hand                              | 16.41       | ***         |
| 16110       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Drycleaning              | 16.41       | ***         |
| 16130       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Shirts                   | 16.41       | ***         |
| 16160       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Wearing Apparel, Laundry | 16.41       | ***         |
| 16190       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Sewing Machine Operator                    | 19.53       |             |
| 16220       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Tailor                                     | 20.31       |             |
| 16250       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Washer, Machine                            | 17.19       | ***         |
| 19010       | Machine Tool Operation And Repair Occupations           | Machine-Tool Operator                      | 28.06       |             |
| 19040       | Machine Tool Operation And Repair Occupations           | Tool And Die Maker                         | 32.38       |             |
| 21020       | Materials Handling And Packing Occupations              | Forklift Operator                          | 19.44       |             |
| 21030       | Materials Handling And Packing Occupations              | Material Coordinator                       | 26.78       |             |
| 21040       | Materials Handling And Packing Occupations              | Material Expediter                         | 26.78       |             |
| 21050       | Materials Handling And Packing Occupations              | Material Handling Laborer                  | 17.17       | ***         |
| 21071       | Materials Handling And Packing Occupations              | Order Filler                               | 16.68       | ***         |
| 21080       | Materials Handling And Packing Occupations              | Production Line Worker                     | 19.44       |             |
| 21110       | Materials Handling And Packing Occupations              | Shipping Packer                            | 18.61       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                                   | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 21130       | Materials Handling And Packing Occupations       | Shipping/Receiving Clerk                       | 18.61       |             |
| 21140       | Materials Handling And Packing Occupations       | Store Worker I                                 | 16.95       | ***         |
| 21150       | Materials Handling And Packing Occupations       | Stock Clerk                                    | 20.49       |             |
| 21210       | Materials Handling And Packing Occupations       | Tools And Parts Attendant                      | 19.44       |             |
| 21410       | Materials Handling And Packing Occupations       | Warehouse Specialist                           | 19.44       |             |
| 23010       | Mechanics And Maintenance And Repair Occupations | Aerospace Structural Welder                    | 30.25       |             |
| 23019       | Mechanics And Maintenance And Repair Occupations | Aircraft Logs and Records Technician           | 25.66       |             |
| 23021       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic I                            | 29.22       |             |
| 23022       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic II                           | 30.25       |             |
| 23023       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic III                          | 31.23       |             |
| 23040       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic Helper                       | 23.03       |             |
| 23050       | Mechanics And Maintenance And Repair Occupations | Aircraft, Painter                              | 28.06       |             |
| 23060       | Mechanics And Maintenance And Repair Occupations | Aircraft Servicer                              | 25.66       |             |
| 23070       | Mechanics And Maintenance And Repair Occupations | Aircraft Survival Flight Equipment Technician  | 28.06       |             |
| 23080       | Mechanics And Maintenance And Repair Occupations | Aircraft Worker                                | 26.85       |             |
| 23091       | Mechanics And Maintenance And Repair Occupations | Aircrew Life Support Equipment (ALSE) Mechanic | 26.85       |             |
| 23092       | Mechanics And Maintenance And Repair Occupations | Aircrew Life Support Equipment (ALSE) Mechanic | 29.22       |             |
| 23110       | Mechanics And Maintenance And Repair Occupations | Appliance Mechanic                             | 28.06       |             |
| 23120       | Mechanics And Maintenance And Repair Occupations | Bicycle Repairer                               | 24.55       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                           | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 23125       | Mechanics And Maintenance And Repair Occupations | Cable Splicer                          | 41.33       |             |
| 23130       | Mechanics And Maintenance And Repair Occupations | Carpenter, Maintenance                 | 24.78       |             |
| 23140       | Mechanics And Maintenance And Repair Occupations | Carpet Layer                           | 26.85       |             |
| 23160       | Mechanics And Maintenance And Repair Occupations | Electrician, Maintenance               | 28.84       |             |
| 23181       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance I   | 32.22       |             |
| 23182       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance II  | 33.67       |             |
| 23183       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance III | 35.07       |             |
| 23260       | Mechanics And Maintenance And Repair Occupations | Fabric Worker                          | 25.66       |             |
| 23290       | Mechanics And Maintenance And Repair Occupations | Fire Alarm System Mechanic             | 29.22       |             |
| 23310       | Mechanics And Maintenance And Repair Occupations | Fire Extinguisher Repairer             | 24.55       |             |
| 23311       | Mechanics And Maintenance And Repair Occupations | Fuel Distribution System Mechanic      | 29.22       |             |
| 23312       | Mechanics And Maintenance And Repair Occupations | Fuel Distribution System Operator      | 24.55       |             |
| 23370       | Mechanics And Maintenance And Repair Occupations | General Maintenance Worker             | 20.68       |             |
| 23380       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Mechanic      | 29.22       |             |
| 23381       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Servicer      | 25.66       |             |
| 23382       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Worker        | 26.85       |             |
| 23391       | Mechanics And Maintenance And Repair Occupations | Gunsmith I                             | 24.55       |             |
| 23392       | Mechanics And Maintenance And Repair Occupations | Gunsmith II                            | 26.85       |             |
| 23393       | Mechanics And Maintenance And Repair Occupations | Gunsmith III                           | 29.22       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 23410       | Mechanics And Maintenance And Repair Occupations | Heating, Ventilation And Air-Conditioning | 26.53       |             |
| 23411       | Mechanics And Maintenance And Repair Occupations | Heating, Ventilation And Air Contidioning | 27.45       |             |
| 23430       | Mechanics And Maintenance And Repair Occupations | Heavy Equipment Mechanic                  | 24.20       |             |
| 23440       | Mechanics And Maintenance And Repair Occupations | Heavy Equipment Operator                  | 22.11       |             |
| 23460       | Mechanics And Maintenance And Repair Occupations | Instrument Mechanic                       | 29.22       |             |
| 23465       | Mechanics And Maintenance And Repair Occupations | Laboratory/Shelter Mechanic               | 28.06       |             |
| 23470       | Mechanics And Maintenance And Repair Occupations | Laborer                                   | 17.17       | ***         |
| 23510       | Mechanics And Maintenance And Repair Occupations | Locksmith                                 | 28.06       |             |
| 23530       | Mechanics And Maintenance And Repair Occupations | Machinery Maintenance Mechanic            | 29.03       |             |
| 23550       | Mechanics And Maintenance And Repair Occupations | Machinist, Maintenance                    | 23.16       |             |
| 23580       | Mechanics And Maintenance And Repair Occupations | Maintenance Trades Helper                 | 16.52       | ***         |
| 23591       | Mechanics And Maintenance And Repair Occupations | Metrology Technician I                    | 29.22       |             |
| 23592       | Mechanics And Maintenance And Repair Occupations | Metrology Technician II                   | 30.28       |             |
| 23593       | Mechanics And Maintenance And Repair Occupations | Metrology Technician III                  | 31.26       |             |
| 23640       | Mechanics And Maintenance And Repair Occupations | Millwright                                | 31.80       |             |
| 23710       | Mechanics And Maintenance And Repair Occupations | Office Appliance Repairer                 | 26.93       |             |
| 23760       | Mechanics And Maintenance And Repair Occupations | Painter, Maintenance                      | 22.56       |             |
| 23790       | Mechanics And Maintenance And Repair Occupations | Pipefitter, Maintenance                   | 29.16       |             |
| 23810       | Mechanics And Maintenance And Repair Occupations | Plumber, Maintenance                      | 28.00       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                          | <b>Rate</b> | <b>Note</b> |
|-------------|--|---------------------------------------|-------------|-------------|
| 23820       | Mechanics And Maintenance And Repair Occupations | Pneudraulic Systems Mechanic          | 29.22       |             |
| 23850       | Mechanics And Maintenance And Repair Occupations | Rigger                                | 29.22       |             |
| 23870       | Mechanics And Maintenance And Repair Occupations | Scale Mechanic                        | 26.85       |             |
| 23890       | Mechanics And Maintenance And Repair Occupations | Sheet-Metal Worker, Maintenance       | 29.22       |             |
| 23910       | Mechanics And Maintenance And Repair Occupations | Small Engine Mechanic                 | 21.81       |             |
| 23931       | Mechanics And Maintenance And Repair Occupations | Telecommunications Mechanic I         | 34.95       |             |
| 23932       | Mechanics And Maintenance And Repair Occupations | Telecommunications Mechanic II        | 36.42       |             |
| 23950       | Mechanics And Maintenance And Repair Occupations | Telephone Lineman                     | 30.46       |             |
| 23960       | Mechanics And Maintenance And Repair Occupations | Welder, Combination, Maintenance      | 21.63       |             |
| 23965       | Mechanics And Maintenance And Repair Occupations | Well Driller                          | 29.22       |             |
| 23970       | Mechanics And Maintenance And Repair Occupations | Woodcraft Worker                      | 29.22       |             |
| 23980       | Mechanics And Maintenance And Repair Occupations | Woodworker                            | 24.55       |             |
| 24550       | Personal Needs Occupations                       | Case Manager                          | 19.22       |             |
| 24570       | Personal Needs Occupations                       | Child Care Attendant                  | 16.82       | ***         |
| 24580       | Personal Needs Occupations                       | Child Care Center Clerk               | 20.98       |             |
| 24610       | Personal Needs Occupations                       | Chore Aide                            | 16.81       | ***         |
| 24620       | Personal Needs Occupations                       | Family Readiness And Support Services | 19.22       |             |
| 24630       | Personal Needs Occupations                       | Homemaker                             | 19.22       |             |
| 25010       | Plant And System Operations Occupations          | Boiler Tender                         | 27.68       |             |
| 25040       | Plant And System Operations Occupations          | Sewage Plant Operator                 | 23.23       |             |
| 25070       | Plant And System Operations Occupations          | Stationary Engineer                   | 27.68       |             |

| <b>Code</b> | <b>Category</b>                                | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 25190       | Plant And System Operations Occupations        | Ventilation Equipment Tender              | 21.82       |             |
| 25210       | Plant And System Operations Occupations        | Water Treatment Plant Operator            | 23.23       |             |
| 27004       | Protective Service Occupations                 | Alarm Monitor                             | 22.49       |             |
| 27007       | Protective Service Occupations                 | Baggage Inspector                         | 17.75       |             |
| 27008       | Protective Service Occupations                 | Corrections Officer                       | 20.91       |             |
| 27010       | Protective Service Occupations                 | Court Security Officer                    | 20.42       |             |
| 27030       | Protective Service Occupations                 | Detection Dog Handler                     | 20.13       |             |
| 27040       | Protective Service Occupations                 | Detention Officer                         | 20.91       |             |
| 27070       | Protective Service Occupations                 | Firefighter                               | 19.24       |             |
| 27101       | Protective Service Occupations                 | Guard I                                   | 17.75       |             |
| 27102       | Protective Service Occupations                 | Guard II                                  | 20.13       |             |
| 27131       | Protective Service Occupations                 | Police Officer I                          | 22.95       |             |
| 27132       | Protective Service Occupations                 | Police Officer II                         | 25.50       |             |
| 28041       | Recreation Occupations                         | Carnival Equipment Operator               | 17.45       |             |
| 28042       | Recreation Occupations                         | Carnival Equipment Repairer               | 18.60       |             |
| 28043       | Recreation Occupations                         | Carnival Worker                           | 14.46       | ***         |
| 28210       | Recreation Occupations                         | Gate Attendant/Gate Tender                | 20.57       |             |
| 28310       | Recreation Occupations                         | Lifeguard                                 | 18.33       |             |
| 28350       | Recreation Occupations                         | Park Attendant                            | 23.01       |             |
| 28510       | Recreation Occupations                         | Recreation Aide/Health Facility Attendant | 16.80       | ***         |
| 28515       | Recreation Occupations                         | Recreation Specialist                     | 28.51       |             |
| 28630       | Recreation Occupations                         | Sports Official                           | 18.33       |             |
| 28690       | Recreation Occupations                         | Swimming Pool Operator                    | 20.35       |             |
| 29010       | Stevedoring/Longshoremen Occupational Services | Blocker And Bracer                        | 23.91       |             |
| 29020       | Stevedoring/Longshoremen Occupational Services | Hatch Tender                              | 23.91       |             |
| 29030       | Stevedoring/Longshoremen Occupational Services | Line Handler                              | 23.91       |             |
| 29041       | Stevedoring/Longshoremen Occupational Services | Stevedore I                               | 22.54       |             |
| 29042       | Stevedoring/Longshoremen Occupational Services | Stevedore II                              | 24.99       |             |

| <b>Code</b> | <b>Category</b>       | <b>Title</b>                             | <b>Rate</b> | <b>Note</b> |
|-------------|-----------------------|--|-------------|-------------|
| 30010       | Technical Occupations | Air Traffic Control Specialist, Center   | 45.21       | see 2       |
| 30011       | Technical Occupations | Air Traffic Control Specialist, Station  | 31.17       | see 2       |
| 30012       | Technical Occupations | Air Traffic Control Specialist, Terminal | 34.34       | see 2       |
| 30021       | Technical Occupations | Archeological Technician I               | 19.23       |             |
| 30022       | Technical Occupations | Archeological Technician II              | 21.51       |             |
| 30023       | Technical Occupations | Archeological Technician III             | 26.65       |             |
| 30030       | Technical Occupations | Cartographic Technician                  | 26.65       |             |
| 30040       | Technical Occupations | Civil Engineering Technician             | 26.65       |             |
| 30051       | Technical Occupations | Cryogenic Technician I                   | 29.51       |             |
| 30052       | Technical Occupations | Cryogenic Technician II                  | 32.60       |             |
| 30061       | Technical Occupations | Drafter/CAD Operator I                   | 19.23       |             |
| 30062       | Technical Occupations | Drafter/CAD Operator II                  | 21.51       |             |
| 30063       | Technical Occupations | Drafter/CAD Operator III                 | 23.98       |             |
| 30064       | Technical Occupations | Drafter/CAD Operator IV                  | 29.51       |             |
| 30081       | Technical Occupations | Engineering Technician I                 | 17.13       | ***         |
| 30082       | Technical Occupations | Engineering Technician II                | 19.23       |             |
| 30083       | Technical Occupations | Engineering Technician III               | 21.51       |             |
| 30084       | Technical Occupations | Engineering Technician IV                | 26.65       |             |
| 30085       | Technical Occupations | Engineering Technician V                 | 32.60       |             |
| 30086       | Technical Occupations | Engineering Technician VI                | 39.44       |             |
| 30090       | Technical Occupations | Environmental Technician                 | 26.65       |             |
| 30095       | Technical Occupations | Evidence Control Specialist              | 26.65       |             |
| 30210       | Technical Occupations | Laboratory Technician                    | 23.98       |             |
| 30221       | Technical Occupations | Latent Fingerprint Technician I          | 29.51       |             |
| 30222       | Technical Occupations | Latent Fingerprint Technician II         | 32.60       |             |
| 30240       | Technical Occupations | Mathematical Technician                  | 26.65       |             |
| 30361       | Technical Occupations | Paralegal/Legal Assistant I              | 22.12       |             |
| 30362       | Technical Occupations | Paralegal/Legal Assistant II             | 27.41       |             |
| 30363       | Technical Occupations | Paralegal/Legal Assistant III            | 33.53       |             |
| 30364       | Technical Occupations | Paralegal/Legal Assistant IV             | 40.56       |             |
| 30375       | Technical Occupations | Petroleum Supply Specialist              | 32.60       |             |
| 30390       | Technical Occupations | Photo-Optics Technician                  | 26.65       |             |

| <b>Code</b> | <b>Category</b>  | <b>Title</b>                                | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 30395       | Technical Occupations                                    | Radiation Control Technician                | 32.60       |             |
| 30461       | Technical Occupations                                    | Technical Writer I                          | 26.65       |             |
| 30462       | Technical Occupations                                    | Technical Writer II                         | 32.60       |             |
| 30463       | Technical Occupations                                    | Technical Writer III                        | 39.44       |             |
| 30491       | Technical Occupations                                    | Unexploded Ordnance (UXO)<br>Technician I   | 28.73       |             |
| 30492       | Technical Occupations                                    | Unexploded Ordnance (UXO)<br>Technician II  | 34.76       |             |
| 30493       | Technical Occupations                                    | Unexploded Ordnance (UXO)<br>Technician III | 41.67       |             |
| 30494       | Technical Occupations                                    | Unexploded (UXO) Safety Escort              | 28.73       |             |
| 30495       | Technical Occupations                                    | Unexploded (UXO) Sweep<br>Personnel         | 28.73       |             |
| 30501       | Technical Occupations                                    | Weather Forecaster I                        | 29.51       |             |
| 30502       | Technical Occupations                                    | Weather Forecaster II                       | 35.90       |             |
| 30620       | Technical Occupations                                    | Weather Observer, Combined<br>Upper Air Or  | 23.98       | see<br>2    |
| 30621       | Technical Occupations                                    | Weather Observer, Senior                    | 26.65       | see<br>2    |
| 31010       | Transportation/Mobile Equipment<br>Operation Occupations | Airplane Pilot                              | 34.76       |             |
| 31020       | Transportation/Mobile Equipment<br>Operation Occupations | Bus Aide                                    | 14.38       | ***         |
| 31030       | Transportation/Mobile Equipment<br>Operation Occupations | Bus Driver                                  | 18.17       |             |
| 31043       | Transportation/Mobile Equipment<br>Operation Occupations | Driver Courier                              | 16.31       | ***         |
| 31260       | Transportation/Mobile Equipment<br>Operation Occupations | Parking and Lot Attendant                   | 13.51       | ***         |
| 31290       | Transportation/Mobile Equipment<br>Operation Occupations | Shuttle Bus Driver                          | 15.81       | ***         |
| 31310       | Transportation/Mobile Equipment<br>Operation Occupations | Taxi Driver                                 | 14.23       | ***         |
| 31361       | Transportation/Mobile Equipment<br>Operation Occupations | Truckdriver, Light                          | 17.38       |             |
| 31362       | Transportation/Mobile Equipment<br>Operation Occupations | Truckdriver, Medium                         | 18.17       |             |

| <b>Code</b> | <b>Category</b>                                       | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|---|---------------------------------|-------------|-------------|
| 31363       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Heavy              | 22.48       |             |
| 31364       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Tractor-Trailer    | 22.48       |             |
| 99020       | Miscellaneous Occupations                             | Cabin Safety Specialist         | 16.95       | ***         |
| 99030       | Miscellaneous Occupations                             | Cashier                         | 14.71       | ***         |
| 99050       | Miscellaneous Occupations                             | Desk Clerk                      | 16.59       | ***         |
| 99095       | Miscellaneous Occupations                             | Embalmer                        | 28.73       |             |
| 99130       | Miscellaneous Occupations                             | Flight Follower                 | 28.73       |             |
| 99251       | Miscellaneous Occupations                             | Laboratory Animal Caretaker I   | 22.83       |             |
| 99252       | Miscellaneous Occupations                             | Laboratory Animal Caretaker II  | 24.33       |             |
| 99260       | Miscellaneous Occupations                             | Marketing Analyst               | 36.01       |             |
| 99310       | Miscellaneous Occupations                             | Mortician                       | 28.73       |             |
| 99410       | Miscellaneous Occupations                             | Pest Controller                 | 24.24       |             |
| 99510       | Miscellaneous Occupations                             | Photofinishing Worker           | 15.10       | ***         |
| 99710       | Miscellaneous Occupations                             | Recycling Laborer               | 18.15       |             |
| 99711       | Miscellaneous Occupations                             | Recycling Specialist            | 20.49       |             |
| 99730       | Miscellaneous Occupations                             | Refuse Collector                | 17.06       | ***         |
| 99810       | Miscellaneous Occupations                             | Sales Clerk                     | 16.38       | ***         |
| 99820       | Miscellaneous Occupations                             | School Crossing Guard           | 18.03       |             |
| 99830       | Miscellaneous Occupations                             | Survey Party Chief              | 20.86       |             |
| 99831       | Miscellaneous Occupations                             | Surveying Aide                  | 14.22       | ***         |
| 99832       | Miscellaneous Occupations                             | Surveying Technician            | 18.96       |             |
| 99840       | Miscellaneous Occupations                             | Vending Machine Attendant       | 21.76       |             |
| 99841       | Miscellaneous Occupations                             | Vending Machine Repairer        | 25.37       |             |
| 99842       | Miscellaneous Occupations                             | Vending Machine Repairer Helper | 21.76       |             |

## Footer

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.20 per hour) or 13658 (\$12.90 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. The minimum wage requirements of Executive Order 14026 also are not currently being

enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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: \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 per month\*

\*This rate is to be used only when compensating employees for performance on an SCA-

covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 10 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans'

Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

**THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESSES 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)).

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## **Wage Determination No. : 2015-4009**

### REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

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

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 27

Date Of Last Revision : 07/22/2024

Source : [Source Website](#)

### **Header**

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

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2024.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.90 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 2024.

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).

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

ANDROSCOGGIN COUNTY: Livermore Falls, Livermore

CUMBERLAND COUNTY: Bridgton, Brunswick, Harpswell, Harrison

FRANKLIN COUNTY: Alder Stream, Avon, Beattie, Berlin, Bigelow, Carrabassett, Carthage, Chain of Ponds, Chesterville, Coburn Gore, Coplin, Dallas, Davis, Eustis, Farmington, Freeman, Gorham Gore, Industry, Jay, Jim Pond, Kibby, Kingfield, Lang, Lowelltown, Madrid, Massachusetts Gore, Merrills Strip, Mount Abram, New Sharon, New Vineyard, Perkins, Phillips, Rangeley plantation, Rangeley, Redington, Salem, Sandy River, Seven Ponds, Skinner, Stetsontown, Strong, Temple, Tim Pond, Township D, Township E, Washington, Weld, Wilton, Wyman

KENNEBEC COUNTY: Albion, Augusta, Belgrade, Benton, Chelsea, China, Clinton, Farmingdale, Fayette, Gardiner, Hallowell, Litchfield, Manchester, Mount Vernon, Oakland, Pittston, Randolph, Readfield, Rome, Sidney, Unity, Vassalboro, Vienna, Waterville, Wayne, West Gardiner, Windsor, Winslow, Winthrop

KNOX COUNTY: Appleton, Camden, Cushing, Friendship, Hope, Isle au Haut, Matinicus Isle, North Haven, Owls Head, Rockland, Rockport, South Thomaston, St. George, Thomaston, Union, Vinalhaven, Warren, Washington

LINCOLN COUNTY: Alna, Boothbay Harbor, Boothbay, Bremen, Bristol, Damariscotta, Dresden, Edgecomb, Hibberts Gore, Jefferson, Monhegan, Newcastle, Nobleboro, Somerville, South Bristol, Southport, Waldoboro, Westport, Whitefield, Wiscasset

OXFORD COUNTY: Adamstown, Albany, Andover N Surplus, Andover, Andover W Surplus, Batchelders Grant, Bethel, Bowmantown, Brownfield, Byron, C Surplus, Canton, Denmark,

Dixfield, Fryeburg, Gilead, Grafton, Greenwood, Hanover, Hiram, Lincoln, Lovell, Lower Cupsuptic, Lynchtown, Magalloway, Mason, Mexico, Milton, Newry, Norway, Oxbow, Paris, Parkertown, Parmachenee, Peru, Porter, Richardsontown, Riley, Roxbury, Rumford, Stoneham, Stow, Sumner, Sweden, Township C, Upper Cupsuptic, Upton, Waterford, West Paris, Woodstock

SAGADAHOC COUNTY: Arrowsic, Bath, Bowdoin, Bowdoinham, Georgetown, Perkins, Phippsburg, Richmond, Topsham, West Bath, Woolwich

SOMERSET COUNTY: Alder Brook, Anson, Appleton, Athens, Attean, Bald Mountain, Big Six, Big Ten, Big W, Bingham, Blake Gore, Bowtown, Bradstreet, Brassua, Brighton, Cambridge, Canaan, Caratunk, Carrying Place, Chase Stream, Comstock, Concord, Cornville, Dead River, Dennistown, Detroit, Dole Brook, East Moxie, Elm Stream, Embden, Fairfield, Flagstaff, Forysth, Hammond, Harmony, Hartland, Highland, Hobbstown, Holeb, Indian Stream, Jackman, Johnson Mountain, King and Bartlett, Lexington, Little W, Long Pond, Lower Enchanted, Madison, Mayfield, Mercer, Misery Gore, Misery, Moose River, Moscow, Moxie Gore, New Portland, Norridgewock, Palmyra, Parlin Pond, Pierce Pond, Pittsfield, Pittston Academy, Pleasant Ridge, Plymouth, Prentiss, Ripley, Rockwood Strip, Russell Pond, Sandbar Tract, Sandwich Academy, Sandy Bay, Sapling, Seboomook Lake, Skowhegan, Smithfield, Solon, Somerset/Bald Mountain, Squaretown, St. John, St. Albans, Starks, Taunton and Raynham, The Forks, Thorndike, Tomhegan, Upper Enchanted, West Forks, West Middlesex

WALDO COUNTY: Belfast, Belmont, Brooks, Burnham, Frankfort, Freedom, Isleboro, Jackson, Knox, Liberty, Lincolnville, Monroe, Montville, Morrill, Northport, Palermo, Prospect, Searsmont, Searsport, Stockton Springs, Swanville, Thorndike, Troy, Unity, Waldo

YORK COUNTY: Acton, Alfred, Newfield, North Berwick, Ogunquit, Parsonfield, Sanford, Shapleigh, Wells, York

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

### Wage Determination Table

| Code  | Category  | Title                    | Rate  | Note |
|-------|---|--------------------------|-------|------|
| 01011 | Administrative Support And Clerical Occupations | Accounting Clerk I       | 17.39 |      |
| 01012 | Administrative Support And Clerical Occupations | Accounting Clerk II      | 19.52 |      |
| 01013 | Administrative Support And Clerical Occupations | Accounting Clerk III     | 21.83 |      |
| 01020 | Administrative Support And Clerical Occupations | Administrative Assistant | 25.66 |      |
| 01035 | Administrative Support And Clerical Occupations | Court Reporter           | 21.92 |      |

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------------|-------------|-------------|
| 01041       | Administrative Support And Clerical Occupations | Customer Service Representative I    | 17.15       | ***         |
| 01042       | Administrative Support And Clerical Occupations | Customer Service Representative II   | 18.71       |             |
| 01043       | Administrative Support And Clerical Occupations | Customer Service Representative III  | 21.00       |             |
| 01051       | Administrative Support And Clerical Occupations | Data Entry Operator I                | 18.50       |             |
| 01052       | Administrative Support And Clerical Occupations | Data Entry Operator II               | 20.19       |             |
| 01060       | Administrative Support And Clerical Occupations | Dispatcher, Motor Vehicle            | 21.20       |             |
| 01070       | Administrative Support And Clerical Occupations | Document Preparation Clerk           | 17.67       |             |
| 01090       | Administrative Support And Clerical Occupations | Duplicating Machine Operator         | 17.67       |             |
| 01111       | Administrative Support And Clerical Occupations | General Clerk I                      | 15.77       | ***         |
| 01112       | Administrative Support And Clerical Occupations | General Clerk II                     | 17.21       |             |
| 01113       | Administrative Support And Clerical Occupations | General Clerk III                    | 19.31       |             |
| 01120       | Administrative Support And Clerical Occupations | Housing Referral Assistant           | 24.44       |             |
| 01141       | Administrative Support And Clerical Occupations | Messenger Courier                    | 14.23       | ***         |
| 01191       | Administrative Support And Clerical Occupations | Order Clerk I                        | 17.88       |             |
| 01192       | Administrative Support And Clerical Occupations | Order Clerk II                       | 19.50       |             |
| 01261       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) I   | 21.02       |             |
| 01262       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) II  | 23.51       |             |
| 01263       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) III | 26.21       |             |
| 01270       | Administrative Support And Clerical Occupations | Production Control Clerk             | 30.05       |             |

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------------|-------------|-------------|
| 01290       | Administrative Support And Clerical Occupations | Rental Clerk                         | 17.09       | ***         |
| 01300       | Administrative Support And Clerical Occupations | Scheduler, Maintenance               | 19.60       |             |
| 01311       | Administrative Support And Clerical Occupations | Secretary I                          | 19.60       |             |
| 01312       | Administrative Support And Clerical Occupations | Secretary II                         | 21.92       |             |
| 01313       | Administrative Support And Clerical Occupations | Secretary III                        | 24.44       |             |
| 01320       | Administrative Support And Clerical Occupations | Service Order Dispatcher             | 18.95       |             |
| 01410       | Administrative Support And Clerical Occupations | Supply Technician                    | 25.66       |             |
| 01420       | Administrative Support And Clerical Occupations | Survey Worker                        | 18.19       |             |
| 01460       | Administrative Support And Clerical Occupations | Switchboard Operator/Receptionist    | 17.35       |             |
| 01531       | Administrative Support And Clerical Occupations | Travel Clerk I                       | 17.10       | ***         |
| 01532       | Administrative Support And Clerical Occupations | Travel Clerk II                      | 18.39       |             |
| 01533       | Administrative Support And Clerical Occupations | Travel Clerk III                     | 20.23       |             |
| 01611       | Administrative Support And Clerical Occupations | Word Processor I                     | 17.45       |             |
| 01612       | Administrative Support And Clerical Occupations | Word Processor II                    | 19.60       |             |
| 01613       | Administrative Support And Clerical Occupations | Word Processor III                   | 21.92       |             |
| 05005       | Automotive Service Occupations                  | Automobile Body Repairer, Fiberglass | 22.67       |             |
| 05010       | Automotive Service Occupations                  | Automotive Electrician               | 20.98       |             |
| 05040       | Automotive Service Occupations                  | Automotive Glass Installer           | 19.86       |             |
| 05070       | Automotive Service Occupations                  | Automotive Worker                    | 19.86       |             |
| 05110       | Automotive Service Occupations                  | Mobile Equipment Servicer            | 17.74       |             |
| 05130       | Automotive Service Occupations                  | Motor Equipment Metal Mechanic       | 22.06       |             |
| 05160       | Automotive Service Occupations                  | Motor Equipment Metal Worker         | 19.86       |             |

| <b>Code</b> | <b>Category</b>                              | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|--|---------------------------------|-------------|-------------|
| 05190       | Automotive Service Occupations               | Motor Vehicle Mechanic          | 22.06       |             |
| 05220       | Automotive Service Occupations               | Motor Vehicle Mechanic Helper   | 16.68       | ***         |
| 05250       | Automotive Service Occupations               | Motor Vehicle Upholstery Worker | 18.79       |             |
| 05280       | Automotive Service Occupations               | Motor Vehicle Wrecker           | 19.86       |             |
| 05310       | Automotive Service Occupations               | Painter, Automotive             | 20.98       |             |
| 05340       | Automotive Service Occupations               | Radiator Repair Specialist      | 19.86       |             |
| 05370       | Automotive Service Occupations               | Tire Repairer                   | 16.88       | ***         |
| 05400       | Automotive Service Occupations               | Transmission Repair Specialist  | 22.06       |             |
| 07010       | Food Preparation And Service Occupations     | Baker                           | 16.75       | ***         |
| 07041       | Food Preparation And Service Occupations     | Cook I                          | 17.78       |             |
| 07042       | Food Preparation And Service Occupations     | Cook II                         | 19.90       |             |
| 07070       | Food Preparation And Service Occupations     | Dishwasher                      | 14.54       | ***         |
| 07130       | Food Preparation And Service Occupations     | Food Service Worker             | 16.00       | ***         |
| 07210       | Food Preparation And Service Occupations     | Meat Cutter                     | 18.95       |             |
| 07260       | Food Preparation And Service Occupations     | Waiter/Waitress                 | 16.20       | ***         |
| 09010       | Furniture Maintenance And Repair Occupations | Electrostatic Spray Painter     | 27.06       |             |
| 09040       | Furniture Maintenance And Repair Occupations | Furniture Handler               | 16.31       | ***         |
| 09080       | Furniture Maintenance And Repair Occupations | Furniture Refinisher            | 23.36       |             |
| 09090       | Furniture Maintenance And Repair Occupations | Furniture Refinisher Helper     | 18.56       |             |
| 09110       | Furniture Maintenance And Repair Occupations | Furniture Repairer, Minor       | 20.92       |             |
| 09130       | Furniture Maintenance And Repair Occupations | Upholsterer                     | 23.36       |             |
| 11030       | General Services And Support Occupations     | Cleaner, Vehicles               | 16.58       | ***         |

| <b>Code</b> | <b>Category</b>                          | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 11060       | General Services And Support Occupations | Elevator Operator                          | 17.44       |             |
| 11090       | General Services And Support Occupations | Gardener                                   | 21.79       |             |
| 11122       | General Services And Support Occupations | Housekeeping Aide                          | 17.81       |             |
| 11150       | General Services And Support Occupations | Janitor                                    | 17.81       |             |
| 11210       | General Services And Support Occupations | Laborer, Grounds Maintenance               | 18.00       |             |
| 11240       | General Services And Support Occupations | Maid or Houseman                           | 16.17       | ***         |
| 11260       | General Services And Support Occupations | Pruner                                     | 16.79       | ***         |
| 11270       | General Services And Support Occupations | Tractor Operator                           | 20.49       |             |
| 11330       | General Services And Support Occupations | Trail Maintenance Worker                   | 18.00       |             |
| 11360       | General Services And Support Occupations | Window Cleaner                             | 19.11       |             |
| 12010       | Health Occupations                       | Ambulance Driver                           | 18.38       |             |
| 12011       | Health Occupations                       | Breath Alcohol Technician                  | 24.76       |             |
| 12012       | Health Occupations                       | Certified Occupational Therapist Assistant | 29.41       |             |
| 12015       | Health Occupations                       | Certified Physical Therapist Assistant     | 28.71       |             |
| 12020       | Health Occupations                       | Dental Assistant                           | 22.31       |             |
| 12025       | Health Occupations                       | Dental Hygienist                           | 37.16       |             |
| 12030       | Health Occupations                       | EKG Technician                             | 34.11       |             |
| 12035       | Health Occupations                       | Electroneurodiagnostic Technologist        | 34.11       |             |
| 12040       | Health Occupations                       | Emergency Medical Technician               | 18.38       |             |
| 12071       | Health Occupations                       | Licensed Practical Nurse I                 | 22.13       |             |
| 12072       | Health Occupations                       | Licensed Practical Nurse II                | 24.76       |             |
| 12073       | Health Occupations                       | Licensed Practical Nurse III               | 27.60       |             |
| 12100       | Health Occupations                       | Medical Assistant                          | 20.69       |             |
| 12130       | Health Occupations                       | Medical Laboratory Technician              | 30.72       |             |

| <b>Code</b> | <b>Category</b>                  | <b>Title</b>                           | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------|--|-------------|-------------|
| 12160       | Health Occupations               | Medical Record Clerk                   | 20.66       |             |
| 12190       | Health Occupations               | Medical Record Technician              | 23.10       |             |
| 12195       | Health Occupations               | Medical Transcriptionist               | 22.22       |             |
| 12210       | Health Occupations               | Nuclear Medicine Technologist          | 49.47       |             |
| 12221       | Health Occupations               | Nursing Assistant I                    | 15.05       | ***         |
| 12222       | Health Occupations               | Nursing Assistant II                   | 16.94       | ***         |
| 12223       | Health Occupations               | Nursing Assistant III                  | 18.48       |             |
| 12224       | Health Occupations               | Nursing Assistant IV                   | 20.74       |             |
| 12235       | Health Occupations               | Optical Dispenser                      | 20.96       |             |
| 12236       | Health Occupations               | Optical Technician                     | 22.13       |             |
| 12250       | Health Occupations               | Pharmacy Technician                    | 17.77       |             |
| 12280       | Health Occupations               | Phlebotomist                           | 18.88       |             |
| 12305       | Health Occupations               | Radiologic Technologist                | 32.03       |             |
| 12311       | Health Occupations               | Registered Nurse I                     | 28.94       |             |
| 12312       | Health Occupations               | Registered Nurse II                    | 35.40       |             |
| 12313       | Health Occupations               | Registered Nurse II, Specialist        | 35.40       |             |
| 12314       | Health Occupations               | Registered Nurse III                   | 42.83       |             |
| 12315       | Health Occupations               | Registered Nurse III, Anesthetist      | 42.83       |             |
| 12316       | Health Occupations               | Registered Nurse IV                    | 51.34       |             |
| 12317       | Health Occupations               | Scheduler                              | 30.68       |             |
| 12320       | Health Occupations               | Substance Abuse Treatment Counselor    | 25.10       |             |
| 13011       | Information And Arts Occupations | Exhibits Specialist I                  | 21.27       |             |
| 13012       | Information And Arts Occupations | Exhibits Specialist II                 | 26.36       |             |
| 13013       | Information And Arts Occupations | Exhibits Specialist III                | 32.24       |             |
| 13041       | Information And Arts Occupations | Illustrator I                          | 21.27       |             |
| 13042       | Information And Arts Occupations | Illustrator II                         | 26.36       |             |
| 13043       | Information And Arts Occupations | Illustrator III                        | 32.24       |             |
| 13047       | Information And Arts Occupations | Librarian                              | 29.19       |             |
| 13050       | Information And Arts Occupations | Library Aide/Clerk                     | 15.70       | ***         |
| 13054       | Information And Arts Occupations | Library Information Technology Systems | 26.36       |             |
| 13058       | Information And Arts Occupations | Library Technician                     | 18.47       |             |
| 13061       | Information And Arts Occupations | Media Specialist I                     | 19.02       |             |

| <b>Code</b> | <b>Category</b>                    | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------|--------------------------------------|-------------|-------------|
| 13062       | Information And Arts Occupations   | Media Specialist II                  | 21.27       |             |
| 13063       | Information And Arts Occupations   | Media Specialist III                 | 23.72       |             |
| 13071       | Information And Arts Occupations   | Photographer I                       | 19.30       |             |
| 13072       | Information And Arts Occupations   | Photographer II                      | 21.59       |             |
| 13073       | Information And Arts Occupations   | Photographer III                     | 26.75       |             |
| 13074       | Information And Arts Occupations   | Photographer IV                      | 32.72       |             |
| 13075       | Information And Arts Occupations   | Photographer V                       | 39.59       |             |
| 13090       | Information And Arts Occupations   | Technical Order Library Clerk        | 19.71       |             |
| 13110       | Information And Arts Occupations   | Video Teleconference Technician      | 22.78       |             |
| 14041       | Information Technology Occupations | Computer Operator I                  | 22.37       |             |
| 14042       | Information Technology Occupations | Computer Operator II                 | 25.03       |             |
| 14043       | Information Technology Occupations | Computer Operator III                | 27.91       |             |
| 14044       | Information Technology Occupations | Computer Operator IV                 | 31.01       |             |
| 14045       | Information Technology Occupations | Computer Operator V                  | 34.34       |             |
| 14071       | Information Technology Occupations | Computer Programmer I                | 20.58       | see<br>1    |
| 14072       | Information Technology Occupations | Computer Programmer II               | 25.49       | see<br>1    |
| 14073       | Information Technology Occupations | Computer Programmer III              | NaN         | see<br>1    |
| 14074       | Information Technology Occupations | Computer Programmer IV               | NaN         | see<br>1    |
| 14101       | Information Technology Occupations | Computer Systems Analyst I           | NaN         | see<br>1    |
| 14102       | Information Technology Occupations | Computer Systems Analyst II          | NaN         | see<br>1    |
| 14103       | Information Technology Occupations | Computer Systems Analyst III         | NaN         | see<br>1    |
| 14150       | Information Technology Occupations | Peripheral Equipment Operator        | 22.37       |             |
| 14160       | Information Technology Occupations | Personal Computer Support Technician | 31.01       |             |
| 14170       | Information Technology Occupations | System Support Specialist            | 35.45       |             |
| 15010       | Instructional Occupations          | Aircrew Training Devices Instructor  | 32.51       |             |
| 15020       | Instructional Occupations          | Aircrew Training Devices Instructor  | 39.33       |             |

| <b>Code</b> | <b>Category</b>   | <b>Title</b>                                    | <b>Rate</b> | <b>Note</b> |
|-------------|---|---|-------------|-------------|
| 15030       | Instructional Occupations                               | Air Crew Training Devices Instructor            | 47.14       |             |
| 15050       | Instructional Occupations                               | Computer Based Training Specialist / Instructor | 32.51       |             |
| 15060       | Instructional Occupations                               | Educational Technologist                        | 34.10       |             |
| 15070       | Instructional Occupations                               | Flight Instructor                               | 47.14       |             |
| 15080       | Instructional Occupations                               | Graphic Artist                                  | 23.47       |             |
| 15085       | Instructional Occupations                               | Maintenance Test Pilot, Fixed, Jet/Prop         | 47.14       |             |
| 15086       | Instructional Occupations                               | Maintenance Test Pilot, Rotary Wing             | 47.14       |             |
| 15088       | Instructional Occupations                               | Non-Maintenance Test/Co-Pilot                   | 47.14       |             |
| 15090       | Instructional Occupations                               | Technical Instructor                            | 25.37       |             |
| 15095       | Instructional Occupations                               | Technical Instructor/Course Developer           | 31.03       |             |
| 15110       | Instructional Occupations                               | Test Proctor                                    | 20.47       |             |
| 15120       | Instructional Occupations                               | Tutor   | 20.47       |             |
| 16010       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Assembler                                       | 16.41       | ***         |
| 16030       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Counter Attendant                               | 16.41       | ***         |
| 16040       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Dry Cleaner                                     | 18.75       |             |
| 16070       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Finisher, Flatwork, Machine                     | 16.41       | ***         |
| 16090       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Hand                                   | 16.41       | ***         |
| 16110       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Drycleaning                   | 16.41       | ***         |
| 16130       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Shirts                        | 16.41       | ***         |
| 16160       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Wearing Apparel, Laundry      | 16.41       | ***         |
| 16190       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Sewing Machine Operator                         | 19.53       |             |
| 16220       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Tailor  | 20.31       |             |

| <b>Code</b> | <b>Category</b>   | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------------|-------------|-------------|
| 16250       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Washer, Machine                      | 17.19       | ***         |
| 19010       | Machine Tool Operation And Repair Occupations           | Machine-Tool Operator                | 27.92       |             |
| 19040       | Machine Tool Operation And Repair Occupations           | Tool And Die Maker                   | 33.37       |             |
| 21020       | Materials Handling And Packing Occupations              | Forklift Operator                    | 18.76       |             |
| 21030       | Materials Handling And Packing Occupations              | Material Coordinator                 | 30.05       |             |
| 21040       | Materials Handling And Packing Occupations              | Material Expediter                   | 30.05       |             |
| 21050       | Materials Handling And Packing Occupations              | Material Handling Laborer            | 18.36       |             |
| 21071       | Materials Handling And Packing Occupations              | Order Filler                         | 17.04       | ***         |
| 21080       | Materials Handling And Packing Occupations              | Production Line Worker               | 18.76       |             |
| 21110       | Materials Handling And Packing Occupations              | Shipping Packer                      | 19.77       |             |
| 21130       | Materials Handling And Packing Occupations              | Shipping/Receiving Clerk             | 19.77       |             |
| 21140       | Materials Handling And Packing Occupations              | Store Worker I                       | 18.06       |             |
| 21150       | Materials Handling And Packing Occupations              | Stock Clerk                          | 22.00       |             |
| 21210       | Materials Handling And Packing Occupations              | Tools And Parts Attendant            | 18.76       |             |
| 21410       | Materials Handling And Packing Occupations              | Warehouse Specialist                 | 18.76       |             |
| 23010       | Mechanics And Maintenance And Repair Occupations        | Aerospace Structural Welder          | 29.73       |             |
| 23019       | Mechanics And Maintenance And Repair Occupations        | Aircraft Logs and Records Technician | 24.71       |             |
| 23021       | Mechanics And Maintenance And Repair Occupations        | Aircraft Mechanic I                  | 28.41       |             |
| 23022       | Mechanics And Maintenance And Repair Occupations        | Aircraft Mechanic II                 | 29.73       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                                   | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 23023       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic III                          | 30.99       |             |
| 23040       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic Helper                       | 22.41       |             |
| 23050       | Mechanics And Maintenance And Repair Occupations | Aircraft, Painter                              | 27.05       |             |
| 23060       | Mechanics And Maintenance And Repair Occupations | Aircraft Servicer                              | 24.71       |             |
| 23070       | Mechanics And Maintenance And Repair Occupations | Aircraft Survival Flight Equipment Technician  | 27.05       |             |
| 23080       | Mechanics And Maintenance And Repair Occupations | Aircraft Worker                                | 25.86       |             |
| 23091       | Mechanics And Maintenance And Repair Occupations | Aircrew Life Support Equipment (ALSE) Mechanic | 25.86       |             |
| 23092       | Mechanics And Maintenance And Repair Occupations | Aircrew Life Support Equipment (ALSE) Mechanic | 28.41       |             |
| 23110       | Mechanics And Maintenance And Repair Occupations | Appliance Mechanic                             | 24.04       |             |
| 23120       | Mechanics And Maintenance And Repair Occupations | Bicycle Repairer                               | 23.60       |             |
| 23125       | Mechanics And Maintenance And Repair Occupations | Cable Splicer                                  | 35.23       |             |
| 23130       | Mechanics And Maintenance And Repair Occupations | Carpenter, Maintenance                         | 25.57       |             |
| 23140       | Mechanics And Maintenance And Repair Occupations | Carpet Layer                                   | 26.42       |             |
| 23160       | Mechanics And Maintenance And Repair Occupations | Electrician, Maintenance                       | 30.14       |             |
| 23181       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance I           | 34.76       |             |
| 23182       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance II          | 36.73       |             |
| 23183       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance III         | 38.62       |             |
| 23260       | Mechanics And Maintenance And Repair Occupations | Fabric Worker                                  | 25.01       |             |
| 23290       | Mechanics And Maintenance And Repair Occupations | Fire Alarm System Mechanic                     | 24.34       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 23310       | Mechanics And Maintenance And Repair Occupations | Fire Extinguisher Repairer                | 23.60       |             |
| 23311       | Mechanics And Maintenance And Repair Occupations | Fuel Distribution System Mechanic         | 30.58       |             |
| 23312       | Mechanics And Maintenance And Repair Occupations | Fuel Distribution System Operator         | 24.59       |             |
| 23370       | Mechanics And Maintenance And Repair Occupations | General Maintenance Worker                | 21.35       |             |
| 23380       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Mechanic         | 28.41       |             |
| 23381       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Servicer         | 24.71       |             |
| 23382       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Worker           | 25.86       |             |
| 23391       | Mechanics And Maintenance And Repair Occupations | Gunsmith I                                | 23.60       |             |
| 23392       | Mechanics And Maintenance And Repair Occupations | Gunsmith II                               | 26.42       |             |
| 23393       | Mechanics And Maintenance And Repair Occupations | Gunsmith III                              | 29.35       |             |
| 23410       | Mechanics And Maintenance And Repair Occupations | Heating, Ventilation And Air-Conditioning | 25.28       |             |
| 23411       | Mechanics And Maintenance And Repair Occupations | Heating, Ventilation And Air Contidioning | 26.51       |             |
| 23430       | Mechanics And Maintenance And Repair Occupations | Heavy Equipment Mechanic                  | 25.13       |             |
| 23440       | Mechanics And Maintenance And Repair Occupations | Heavy Equipment Operator                  | 23.82       |             |
| 23460       | Mechanics And Maintenance And Repair Occupations | Instrument Mechanic                       | 27.80       |             |
| 23465       | Mechanics And Maintenance And Repair Occupations | Laboratory/Shelter Mechanic               | 27.92       |             |
| 23470       | Mechanics And Maintenance And Repair Occupations | Laborer                                   | 18.36       |             |
| 23510       | Mechanics And Maintenance And Repair Occupations | Locksmith                                 | 27.92       |             |
| 23530       | Mechanics And Maintenance And Repair Occupations | Machinery Maintenance Mechanic            | 30.29       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                     | <b>Rate</b> | <b>Note</b> |
|-------------|--|----------------------------------|-------------|-------------|
| 23550       | Mechanics And Maintenance And Repair Occupations | Machinist, Maintenance           | 28.37       |             |
| 23580       | Mechanics And Maintenance And Repair Occupations | Maintenance Trades Helper        | 17.31       |             |
| 23591       | Mechanics And Maintenance And Repair Occupations | Metrology Technician I           | 27.80       |             |
| 23592       | Mechanics And Maintenance And Repair Occupations | Metrology Technician II          | 29.16       |             |
| 23593       | Mechanics And Maintenance And Repair Occupations | Metrology Technician III         | 30.47       |             |
| 23640       | Mechanics And Maintenance And Repair Occupations | Millwright                       | 31.94       |             |
| 23710       | Mechanics And Maintenance And Repair Occupations | Office Appliance Repairer        | 24.86       |             |
| 23760       | Mechanics And Maintenance And Repair Occupations | Painter, Maintenance             | 25.74       |             |
| 23790       | Mechanics And Maintenance And Repair Occupations | Pipefitter, Maintenance          | 30.94       |             |
| 23810       | Mechanics And Maintenance And Repair Occupations | Plumber, Maintenance             | 29.43       |             |
| 23820       | Mechanics And Maintenance And Repair Occupations | Pneudraulic Systems Mechanic     | 29.35       |             |
| 23850       | Mechanics And Maintenance And Repair Occupations | Rigger                           | 29.35       |             |
| 23870       | Mechanics And Maintenance And Repair Occupations | Scale Mechanic                   | 26.42       |             |
| 23890       | Mechanics And Maintenance And Repair Occupations | Sheet-Metal Worker, Maintenance  | 27.97       |             |
| 23910       | Mechanics And Maintenance And Repair Occupations | Small Engine Mechanic            | 22.00       |             |
| 23931       | Mechanics And Maintenance And Repair Occupations | Telecommunications Mechanic I    | 32.46       |             |
| 23932       | Mechanics And Maintenance And Repair Occupations | Telecommunications Mechanic II   | 34.05       |             |
| 23950       | Mechanics And Maintenance And Repair Occupations | Telephone Lineman                | 32.33       |             |
| 23960       | Mechanics And Maintenance And Repair Occupations | Welder, Combination, Maintenance | 27.25       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                          | <b>Rate</b> | <b>Note</b> |
|-------------|--|---------------------------------------|-------------|-------------|
| 23965       | Mechanics And Maintenance And Repair Occupations | Well Driller                          | 27.46       |             |
| 23970       | Mechanics And Maintenance And Repair Occupations | Woodcraft Worker                      | 29.35       |             |
| 23980       | Mechanics And Maintenance And Repair Occupations | Woodworker                            | 23.60       |             |
| 24550       | Personal Needs Occupations                       | Case Manager                          | 20.31       |             |
| 24570       | Personal Needs Occupations                       | Child Care Attendant                  | 15.68       | ***         |
| 24580       | Personal Needs Occupations                       | Child Care Center Clerk               | 19.56       |             |
| 24610       | Personal Needs Occupations                       | Chore Aide                            | 16.92       | ***         |
| 24620       | Personal Needs Occupations                       | Family Readiness And Support Services | 20.31       |             |
| 24630       | Personal Needs Occupations                       | Homemaker                             | 20.31       |             |
| 25010       | Plant And System Operations Occupations          | Boiler Tender                         | 28.07       |             |
| 25040       | Plant And System Operations Occupations          | Sewage Plant Operator                 | 24.81       |             |
| 25070       | Plant And System Operations Occupations          | Stationary Engineer                   | 28.07       |             |
| 25190       | Plant And System Operations Occupations          | Ventilation Equipment Tender          | 21.22       |             |
| 25210       | Plant And System Operations Occupations          | Water Treatment Plant Operator        | 24.81       |             |
| 27004       | Protective Service Occupations                   | Alarm Monitor                         | 23.23       |             |
| 27007       | Protective Service Occupations                   | Baggage Inspector                     | 18.87       |             |
| 27008       | Protective Service Occupations                   | Corrections Officer                   | 22.67       |             |
| 27010       | Protective Service Occupations                   | Court Security Officer                | 21.27       |             |
| 27030       | Protective Service Occupations                   | Detection Dog Handler                 | 21.11       |             |
| 27040       | Protective Service Occupations                   | Detention Officer                     | 22.67       |             |
| 27070       | Protective Service Occupations                   | Firefighter                           | 21.64       |             |
| 27101       | Protective Service Occupations                   | Guard I                               | 18.87       |             |
| 27102       | Protective Service Occupations                   | Guard II                              | 21.11       |             |
| 27131       | Protective Service Occupations                   | Police Officer I                      | 25.67       |             |
| 27132       | Protective Service Occupations                   | Police Officer II                     | 28.52       |             |
| 28041       | Recreation Occupations                           | Carnival Equipment Operator           | 17.84       |             |
| 28042       | Recreation Occupations                           | Carnival Equipment Repairer           | 18.98       |             |

| <b>Code</b> | <b>Category</b>                                | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 28043       | Recreation Occupations                         | Carnival Worker                           | 14.62       | ***         |
| 28210       | Recreation Occupations                         | Gate Attendant/Gate Tender                | 20.22       |             |
| 28310       | Recreation Occupations                         | Lifeguard                                 | 14.32       | ***         |
| 28350       | Recreation Occupations                         | Park Attendant                            | 22.62       |             |
| 28510       | Recreation Occupations                         | Recreation Aide/Health Facility Attendant | 16.50       | ***         |
| 28515       | Recreation Occupations                         | Recreation Specialist                     | 28.03       |             |
| 28630       | Recreation Occupations                         | Sports Official                           | 18.01       |             |
| 28690       | Recreation Occupations                         | Swimming Pool Operator                    | 21.24       |             |
| 29010       | Stevedoring/Longshoremen Occupational Services | Blocker And Bracer                        | 29.88       |             |
| 29020       | Stevedoring/Longshoremen Occupational Services | Hatch Tender                              | 29.88       |             |
| 29030       | Stevedoring/Longshoremen Occupational Services | Line Handler                              | 29.88       |             |
| 29041       | Stevedoring/Longshoremen Occupational Services | Stevedore I                               | 28.28       |             |
| 29042       | Stevedoring/Longshoremen Occupational Services | Stevedore II                              | 31.57       |             |
| 30010       | Technical Occupations                          | Air Traffic Control Specialist, Center    | 51.07       | see 2       |
| 30011       | Technical Occupations                          | Air Traffic Control Specialist, Station   | 35.22       | see 2       |
| 30012       | Technical Occupations                          | Air Traffic Control Specialist, Terminal  | 38.79       | see 2       |
| 30021       | Technical Occupations                          | Archeological Technician I                | 20.57       |             |
| 30022       | Technical Occupations                          | Archeological Technician II               | 23.00       |             |
| 30023       | Technical Occupations                          | Archeological Technician III              | 28.50       |             |
| 30030       | Technical Occupations                          | Cartographic Technician                   | 28.50       |             |
| 30040       | Technical Occupations                          | Civil Engineering Technician              | 32.17       |             |
| 30051       | Technical Occupations                          | Cryogenic Technician I                    | 31.56       |             |
| 30052       | Technical Occupations                          | Cryogenic Technician II                   | 34.86       |             |
| 30061       | Technical Occupations                          | Drafter/CAD Operator I                    | 20.57       |             |
| 30062       | Technical Occupations                          | Drafter/CAD Operator II                   | 23.00       |             |
| 30063       | Technical Occupations                          | Drafter/CAD Operator III                  | 25.64       |             |
| 30064       | Technical Occupations                          | Drafter/CAD Operator IV                   | 31.56       |             |

| <b>Code</b> | <b>Category</b>       | <b>Title</b>                             | <b>Rate</b> | <b>Note</b> |
|-------------|-----------------------|--|-------------|-------------|
| 30081       | Technical Occupations | Engineering Technician I                 | 19.79       |             |
| 30082       | Technical Occupations | Engineering Technician II                | 22.22       |             |
| 30083       | Technical Occupations | Engineering Technician III               | 24.85       |             |
| 30084       | Technical Occupations | Engineering Technician IV                | 30.78       |             |
| 30085       | Technical Occupations | Engineering Technician V                 | 37.65       |             |
| 30086       | Technical Occupations | Engineering Technician VI                | 45.57       |             |
| 30090       | Technical Occupations | Environmental Technician                 | 22.40       |             |
| 30095       | Technical Occupations | Evidence Control Specialist              | 28.50       |             |
| 30210       | Technical Occupations | Laboratory Technician                    | 26.33       |             |
| 30221       | Technical Occupations | Latent Fingerprint Technician I          | 31.56       |             |
| 30222       | Technical Occupations | Latent Fingerprint Technician II         | 34.86       |             |
| 30240       | Technical Occupations | Mathematical Technician                  | 30.60       |             |
| 30361       | Technical Occupations | Paralegal/Legal Assistant I              | 24.72       |             |
| 30362       | Technical Occupations | Paralegal/Legal Assistant II             | 30.63       |             |
| 30363       | Technical Occupations | Paralegal/Legal Assistant III            | 37.47       |             |
| 30364       | Technical Occupations | Paralegal/Legal Assistant IV             | 45.33       |             |
| 30375       | Technical Occupations | Petroleum Supply Specialist              | 34.86       |             |
| 30390       | Technical Occupations | Photo-Optics Technician                  | 27.73       |             |
| 30395       | Technical Occupations | Radiation Control Technician             | 34.86       |             |
| 30461       | Technical Occupations | Technical Writer I                       | 30.92       |             |
| 30462       | Technical Occupations | Technical Writer II                      | 37.83       |             |
| 30463       | Technical Occupations | Technical Writer III                     | 45.76       |             |
| 30491       | Technical Occupations | Unexploded Ordnance (UXO) Technician I   | 32.46       |             |
| 30492       | Technical Occupations | Unexploded Ordnance (UXO) Technician II  | 39.27       |             |
| 30493       | Technical Occupations | Unexploded Ordnance (UXO) Technician III | 47.07       |             |
| 30494       | Technical Occupations | Unexploded (UXO) Safety Escort           | 32.46       |             |
| 30495       | Technical Occupations | Unexploded (UXO) Sweep Personnel         | 32.46       |             |
| 30501       | Technical Occupations | Weather Forecaster I                     | 31.56       |             |
| 30502       | Technical Occupations | Weather Forecaster II                    | 38.40       |             |
| 30620       | Technical Occupations | Weather Observer, Combined Upper Air Or  | 25.64       | see 2       |

| <b>Code</b> | <b>Category</b>  | <b>Title</b>                   | <b>Rate</b> | <b>Note</b> |
|-------------|--|--------------------------------|-------------|-------------|
| 30621       | Technical Occupations                                    | Weather Observer, Senior       | 28.50       | see<br>2    |
| 31010       | Transportation/Mobile Equipment<br>Operation Occupations | Airplane Pilot                 | 39.27       |             |
| 31020       | Transportation/Mobile Equipment<br>Operation Occupations | Bus Aide                       | 14.27       | ***         |
| 31030       | Transportation/Mobile Equipment<br>Operation Occupations | Bus Driver                     | 18.31       |             |
| 31043       | Transportation/Mobile Equipment<br>Operation Occupations | Driver Courier                 | 16.83       | ***         |
| 31260       | Transportation/Mobile Equipment<br>Operation Occupations | Parking and Lot Attendant      | 13.79       | ***         |
| 31290       | Transportation/Mobile Equipment<br>Operation Occupations | Shuttle Bus Driver             | 17.91       |             |
| 31310       | Transportation/Mobile Equipment<br>Operation Occupations | Taxi Driver                    | 15.39       | ***         |
| 31361       | Transportation/Mobile Equipment<br>Operation Occupations | Truckdriver, Light             | 17.90       |             |
| 31362       | Transportation/Mobile Equipment<br>Operation Occupations | Truckdriver, Medium            | 18.90       |             |
| 31363       | Transportation/Mobile Equipment<br>Operation Occupations | Truckdriver, Heavy             | 22.94       |             |
| 31364       | Transportation/Mobile Equipment<br>Operation Occupations | Truckdriver, Tractor-Trailer   | 22.94       |             |
| 99020       | Miscellaneous Occupations                                | Cabin Safety Specialist        | 19.15       |             |
| 99030       | Miscellaneous Occupations                                | Cashier                        | 14.71       | ***         |
| 99050       | Miscellaneous Occupations                                | Desk Clerk                     | 17.14       | ***         |
| 99095       | Miscellaneous Occupations                                | Embalmer                       | 30.15       |             |
| 99130       | Miscellaneous Occupations                                | Flight Follower                | 32.46       |             |
| 99251       | Miscellaneous Occupations                                | Laboratory Animal Caretaker I  | 17.56       |             |
| 99252       | Miscellaneous Occupations                                | Laboratory Animal Caretaker II | 18.68       |             |
| 99260       | Miscellaneous Occupations                                | Marketing Analyst              | 34.14       |             |
| 99310       | Miscellaneous Occupations                                | Mortician                      | 30.15       |             |
| 99410       | Miscellaneous Occupations                                | Pest Controller                | 22.21       |             |
| 99510       | Miscellaneous Occupations                                | Photofinishing Worker          | 17.06       | ***         |
| 99710       | Miscellaneous Occupations                                | Recycling Laborer              | 20.33       |             |
| 99711       | Miscellaneous Occupations                                | Recycling Specialist           | 23.14       |             |

| <b>Code</b> | <b>Category</b>           | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------|---------------------------------|-------------|-------------|
| 99730       | Miscellaneous Occupations | Refuse Collector                | 18.96       |             |
| 99810       | Miscellaneous Occupations | Sales Clerk                     | 16.58       | ***         |
| 99820       | Miscellaneous Occupations | School Crossing Guard           | 17.32       |             |
| 99830       | Miscellaneous Occupations | Survey Party Chief              | 26.24       |             |
| 99831       | Miscellaneous Occupations | Surveying Aide                  | 17.89       |             |
| 99832       | Miscellaneous Occupations | Surveying Technician            | 23.86       |             |
| 99840       | Miscellaneous Occupations | Vending Machine Attendant       | 18.73       |             |
| 99841       | Miscellaneous Occupations | Vending Machine Repairer        | 25.00       |             |
| 99842       | Miscellaneous Occupations | Vending Machine Repairer Helper | 18.73       |             |

## Footer

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.20 per hour) or 13658 (\$12.90 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. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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: \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 per month\*

\*This rate is to be used only when compensating employees for performance on an SCA-

covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

**VACATION:** 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 10 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

**HOLIDAYS:** A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans'

Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

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

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

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

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

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

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

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**\*\* HAZARDOUS PAY DIFFERENTIAL \*\***

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

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

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like;

minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below

that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear"

materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

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

**Conformance Process:**

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

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR

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

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S.

Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).

- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

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

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

Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

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## **Wage Determination No. : 2015-4011**

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

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

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 27

Date Of Last Revision : 07/22/2024

Source : [Source Website](#)

## **Header**

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

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2024.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.90 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 2024.

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).

This wage determination applies to the following towns in York County: Eliot, Kittery

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

## **Wage Determination Table**

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                        | <b>Rate</b> | <b>Note</b> |
|-------------|---|-------------------------------------|-------------|-------------|
| 01011       | Administrative Support And Clerical Occupations | Accounting Clerk I                  | 18.76       |             |
| 01012       | Administrative Support And Clerical Occupations | Accounting Clerk II                 | 21.05       |             |
| 01013       | Administrative Support And Clerical Occupations | Accounting Clerk III                | 23.55       |             |
| 01020       | Administrative Support And Clerical Occupations | Administrative Assistant            | 32.55       |             |
| 01035       | Administrative Support And Clerical Occupations | Court Reporter                      | 22.72       |             |
| 01041       | Administrative Support And Clerical Occupations | Customer Service Representative I   | 16.96       | ***         |
| 01042       | Administrative Support And Clerical Occupations | Customer Service Representative II  | 18.51       |             |
| 01043       | Administrative Support And Clerical Occupations | Customer Service Representative III | 20.77       |             |
| 01051       | Administrative Support And Clerical Occupations | Data Entry Operator I               | 17.60       |             |
| 01052       | Administrative Support And Clerical Occupations | Data Entry Operator II              | 19.20       |             |
| 01060       | Administrative Support And Clerical Occupations | Dispatcher, Motor Vehicle           | 24.74       |             |
| 01070       | Administrative Support And Clerical Occupations | Document Preparation Clerk          | 17.81       |             |
| 01090       | Administrative Support And Clerical Occupations | Duplicating Machine Operator        | 17.81       |             |
| 01111       | Administrative Support And Clerical Occupations | General Clerk I                     | 18.18       |             |
| 01112       | Administrative Support And Clerical Occupations | General Clerk II                    | 19.84       |             |
| 01113       | Administrative Support And Clerical Occupations | General Clerk III                   | 22.26       |             |
| 01120       | Administrative Support And Clerical Occupations | Housing Referral Assistant          | 25.34       |             |
| 01141       | Administrative Support And Clerical Occupations | Messenger Courier                   | 14.74       | ***         |
| 01191       | Administrative Support And Clerical Occupations | Order Clerk I                       | 20.41       |             |

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------------|-------------|-------------|
| 01192       | Administrative Support And Clerical Occupations | Order Clerk II                       | 22.27       |             |
| 01261       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) I   | 21.10       |             |
| 01262       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) II  | 23.60       |             |
| 01263       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) III | 26.32       |             |
| 01270       | Administrative Support And Clerical Occupations | Production Control Clerk             | 35.35       |             |
| 01290       | Administrative Support And Clerical Occupations | Rental Clerk                         | 21.02       |             |
| 01300       | Administrative Support And Clerical Occupations | Scheduler, Maintenance               | 20.31       |             |
| 01311       | Administrative Support And Clerical Occupations | Secretary I                          | 20.31       |             |
| 01312       | Administrative Support And Clerical Occupations | Secretary II                         | 22.72       |             |
| 01313       | Administrative Support And Clerical Occupations | Secretary III                        | 25.34       |             |
| 01320       | Administrative Support And Clerical Occupations | Service Order Dispatcher             | 22.12       |             |
| 01410       | Administrative Support And Clerical Occupations | Supply Technician                    | 32.55       |             |
| 01420       | Administrative Support And Clerical Occupations | Survey Worker                        | 21.29       |             |
| 01460       | Administrative Support And Clerical Occupations | Switchboard Operator/Receptionist    | 17.69       |             |
| 01531       | Administrative Support And Clerical Occupations | Travel Clerk I                       | 18.10       |             |
| 01532       | Administrative Support And Clerical Occupations | Travel Clerk II                      | 18.39       |             |
| 01533       | Administrative Support And Clerical Occupations | Travel Clerk III                     | 20.23       |             |
| 01611       | Administrative Support And Clerical Occupations | Word Processor I                     | 18.10       |             |
| 01612       | Administrative Support And Clerical Occupations | Word Processor II                    | 20.31       |             |

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------------|-------------|-------------|
| 01613       | Administrative Support And Clerical Occupations | Word Processor III                   | 22.72       |             |
| 05005       | Automotive Service Occupations                  | Automobile Body Repairer, Fiberglass | 27.87       |             |
| 05010       | Automotive Service Occupations                  | Automotive Electrician               | 25.00       |             |
| 05040       | Automotive Service Occupations                  | Automotive Glass Installer           | 23.65       |             |
| 05070       | Automotive Service Occupations                  | Automotive Worker                    | 23.65       |             |
| 05110       | Automotive Service Occupations                  | Mobile Equipment Servicer            | 21.13       |             |
| 05130       | Automotive Service Occupations                  | Motor Equipment Metal Mechanic       | 26.28       |             |
| 05160       | Automotive Service Occupations                  | Motor Equipment Metal Worker         | 23.65       |             |
| 05190       | Automotive Service Occupations                  | Motor Vehicle Mechanic               | 26.28       |             |
| 05220       | Automotive Service Occupations                  | Motor Vehicle Mechanic Helper        | 19.87       |             |
| 05250       | Automotive Service Occupations                  | Motor Vehicle Upholstery Worker      | 22.39       |             |
| 05280       | Automotive Service Occupations                  | Motor Vehicle Wrecker                | 23.65       |             |
| 05310       | Automotive Service Occupations                  | Painter, Automotive                  | 25.00       |             |
| 05340       | Automotive Service Occupations                  | Radiator Repair Specialist           | 23.65       |             |
| 05370       | Automotive Service Occupations                  | Tire Repairer                        | 16.13       | ***         |
| 05400       | Automotive Service Occupations                  | Transmission Repair Specialist       | 26.28       |             |
| 07010       | Food Preparation And Service Occupations        | Baker                                | 17.48       |             |
| 07041       | Food Preparation And Service Occupations        | Cook I                               | 19.44       |             |
| 07042       | Food Preparation And Service Occupations        | Cook II                              | 21.76       |             |
| 07070       | Food Preparation And Service Occupations        | Dishwasher                           | 14.51       | ***         |
| 07130       | Food Preparation And Service Occupations        | Food Service Worker                  | 17.01       | ***         |
| 07210       | Food Preparation And Service Occupations        | Meat Cutter                          | 22.14       |             |
| 07260       | Food Preparation And Service Occupations        | Waiter/Waitress                      | 16.05       | ***         |
| 09010       | Furniture Maintenance And Repair Occupations    | Electrostatic Spray Painter          | 25.16       |             |
| 09040       | Furniture Maintenance And Repair Occupations    | Furniture Handler                    | 17.57       |             |

| <b>Code</b> | <b>Category</b>                              | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 09080       | Furniture Maintenance And Repair Occupations | Furniture Refinisher                       | 25.17       |             |
| 09090       | Furniture Maintenance And Repair Occupations | Furniture Refinisher Helper                | 19.98       |             |
| 09110       | Furniture Maintenance And Repair Occupations | Furniture Repairer, Minor                  | 22.53       |             |
| 09130       | Furniture Maintenance And Repair Occupations | Upholsterer                                | 25.17       |             |
| 11030       | General Services And Support Occupations     | Cleaner, Vehicles                          | 17.99       |             |
| 11060       | General Services And Support Occupations     | Elevator Operator                          | 19.29       |             |
| 11090       | General Services And Support Occupations     | Gardener                                   | 25.62       |             |
| 11122       | General Services And Support Occupations     | Housekeeping Aide                          | 19.29       |             |
| 11150       | General Services And Support Occupations     | Janitor                                    | 19.29       |             |
| 11210       | General Services And Support Occupations     | Laborer, Grounds Maintenance               | 21.16       |             |
| 11240       | General Services And Support Occupations     | Maid or Houseman                           | 17.09       | ***         |
| 11260       | General Services And Support Occupations     | Pruner                                     | 19.74       |             |
| 11270       | General Services And Support Occupations     | Tractor Operator                           | 24.09       |             |
| 11330       | General Services And Support Occupations     | Trail Maintenance Worker                   | 21.16       |             |
| 11360       | General Services And Support Occupations     | Window Cleaner                             | 20.68       |             |
| 12010       | Health Occupations                           | Ambulance Driver                           | 21.26       |             |
| 12011       | Health Occupations                           | Breath Alcohol Technician                  | 30.33       |             |
| 12012       | Health Occupations                           | Certified Occupational Therapist Assistant | 41.62       |             |
| 12015       | Health Occupations                           | Certified Physical Therapist Assistant     | 35.13       |             |
| 12020       | Health Occupations                           | Dental Assistant                           | 26.29       |             |
| 12025       | Health Occupations                           | Dental Hygienist                           | 44.57       |             |

| <b>Code</b> | <b>Category</b>                  | <b>Title</b>                        | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------|-------------------------------------|-------------|-------------|
| 12030       | Health Occupations               | EKG Technician                      | 42.17       |             |
| 12035       | Health Occupations               | Electroneurodiagnostic Technologist | 42.17       |             |
| 12040       | Health Occupations               | Emergency Medical Technician        | 21.26       |             |
| 12071       | Health Occupations               | Licensed Practical Nurse I          | 27.13       |             |
| 12072       | Health Occupations               | Licensed Practical Nurse II         | 30.33       |             |
| 12073       | Health Occupations               | Licensed Practical Nurse III        | 33.81       |             |
| 12100       | Health Occupations               | Medical Assistant                   | 21.92       |             |
| 12130       | Health Occupations               | Medical Laboratory Technician       | 37.00       |             |
| 12160       | Health Occupations               | Medical Record Clerk                | 22.59       |             |
| 12190       | Health Occupations               | Medical Record Technician           | 25.48       |             |
| 12195       | Health Occupations               | Medical Transcriptionist            | 27.13       |             |
| 12210       | Health Occupations               | Nuclear Medicine Technologist       | 66.67       |             |
| 12221       | Health Occupations               | Nursing Assistant I                 | 15.20       | ***         |
| 12222       | Health Occupations               | Nursing Assistant II                | 17.09       | ***         |
| 12223       | Health Occupations               | Nursing Assistant III               | 18.64       |             |
| 12224       | Health Occupations               | Nursing Assistant IV                | 20.94       |             |
| 12235       | Health Occupations               | Optical Dispenser                   | 22.93       |             |
| 12236       | Health Occupations               | Optical Technician                  | 24.90       |             |
| 12250       | Health Occupations               | Pharmacy Technician                 | 19.63       |             |
| 12280       | Health Occupations               | Phlebotomist                        | 22.19       |             |
| 12305       | Health Occupations               | Radiologic Technologist             | 39.83       |             |
| 12311       | Health Occupations               | Registered Nurse I                  | 28.18       |             |
| 12312       | Health Occupations               | Registered Nurse II                 | 34.47       |             |
| 12313       | Health Occupations               | Registered Nurse II, Specialist     | 34.47       |             |
| 12314       | Health Occupations               | Registered Nurse III                | 41.70       |             |
| 12315       | Health Occupations               | Registered Nurse III, Anesthetist   | 41.70       |             |
| 12316       | Health Occupations               | Registered Nurse IV                 | 49.98       |             |
| 12317       | Health Occupations               | Scheduler                           | 37.59       |             |
| 12320       | Health Occupations               | Substance Abuse Treatment Counselor | 30.41       |             |
| 13011       | Information And Arts Occupations | Exhibits Specialist I               | 22.66       |             |
| 13012       | Information And Arts Occupations | Exhibits Specialist II              | 28.07       |             |
| 13013       | Information And Arts Occupations | Exhibits Specialist III             | 34.34       |             |

| <b>Code</b> | <b>Category</b>                    | <b>Title</b>                           | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------|--|-------------|-------------|
| 13041       | Information And Arts Occupations   | Illustrator I                          | 22.66       |             |
| 13042       | Information And Arts Occupations   | Illustrator II                         | 28.07       |             |
| 13043       | Information And Arts Occupations   | Illustrator III                        | 34.34       |             |
| 13047       | Information And Arts Occupations   | Librarian                              | 31.09       |             |
| 13050       | Information And Arts Occupations   | Library Aide/Clerk                     | 16.28       | ***         |
| 13054       | Information And Arts Occupations   | Library Information Technology Systems | 28.07       |             |
| 13058       | Information And Arts Occupations   | Library Technician                     | 22.66       |             |
| 13061       | Information And Arts Occupations   | Media Specialist I                     | 20.26       |             |
| 13062       | Information And Arts Occupations   | Media Specialist II                    | 22.66       |             |
| 13063       | Information And Arts Occupations   | Media Specialist III                   | 25.27       |             |
| 13071       | Information And Arts Occupations   | Photographer I                         | 20.26       |             |
| 13072       | Information And Arts Occupations   | Photographer II                        | 22.66       |             |
| 13073       | Information And Arts Occupations   | Photographer III                       | 28.07       |             |
| 13074       | Information And Arts Occupations   | Photographer IV                        | 34.34       |             |
| 13075       | Information And Arts Occupations   | Photographer V                         | 41.55       |             |
| 13090       | Information And Arts Occupations   | Technical Order Library Clerk          | 20.45       |             |
| 13110       | Information And Arts Occupations   | Video Teleconference Technician        | 21.70       |             |
| 14041       | Information Technology Occupations | Computer Operator I                    | 21.91       |             |
| 14042       | Information Technology Occupations | Computer Operator II                   | 24.51       |             |
| 14043       | Information Technology Occupations | Computer Operator III                  | 27.32       |             |
| 14044       | Information Technology Occupations | Computer Operator IV                   | 30.37       |             |
| 14045       | Information Technology Occupations | Computer Operator V                    | 33.63       |             |
| 14071       | Information Technology Occupations | Computer Programmer I                  | 22.75       | see 1       |
| 14072       | Information Technology Occupations | Computer Programmer II                 | NaN         | see 1       |
| 14073       | Information Technology Occupations | Computer Programmer III                | NaN         | see 1       |
| 14074       | Information Technology Occupations | Computer Programmer IV                 | NaN         | see 1       |
| 14101       | Information Technology Occupations | Computer Systems Analyst I             | NaN         | see 1       |
| 14102       | Information Technology Occupations | Computer Systems Analyst II            | NaN         | see 1       |

| <b>Code</b> | <b>Category</b>   | <b>Title</b>                                    | <b>Rate</b> | <b>Note</b> |
|-------------|---|---|-------------|-------------|
| 14103       | Information Technology Occupations                      | Computer Systems Analyst III                    | NaN         | see<br>1    |
| 14150       | Information Technology Occupations                      | Peripheral Equipment Operator                   | 21.91       |             |
| 14160       | Information Technology Occupations                      | Personal Computer Support Technician            | 30.37       |             |
| 14170       | Information Technology Occupations                      | System Support Specialist                       | 35.34       |             |
| 15010       | Instructional Occupations                               | Aircrew Training Devices Instructor             | 36.89       |             |
| 15020       | Instructional Occupations                               | Aircrew Training Devices Instructor             | 44.64       |             |
| 15030       | Instructional Occupations                               | Air Crew Training Devices Instructor            | 53.51       |             |
| 15050       | Instructional Occupations                               | Computer Based Training Specialist / Instructor | 36.89       |             |
| 15060       | Instructional Occupations                               | Educational Technologist                        | 35.00       |             |
| 15070       | Instructional Occupations                               | Flight Instructor                               | 53.51       |             |
| 15080       | Instructional Occupations                               | Graphic Artist                                  | 31.75       |             |
| 15085       | Instructional Occupations                               | Maintenance Test Pilot, Fixed, Jet/Prop         | 53.51       |             |
| 15086       | Instructional Occupations                               | Maintenance Test Pilot, Rotary Wing             | 53.51       |             |
| 15088       | Instructional Occupations                               | Non-Maintenance Test/Co-Pilot                   | 53.51       |             |
| 15090       | Instructional Occupations                               | Technical Instructor                            | 27.47       |             |
| 15095       | Instructional Occupations                               | Technical Instructor/Course Developer           | 33.60       |             |
| 15110       | Instructional Occupations                               | Test Proctor                                    | 22.17       |             |
| 15120       | Instructional Occupations                               | Tutor   | 22.17       |             |
| 16010       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Assembler                                       | 16.41       | ***         |
| 16030       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Counter Attendant                               | 16.41       | ***         |
| 16040       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Dry Cleaner                                     | 18.75       |             |
| 16070       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Finisher, Flatwork, Machine                     | 16.41       | ***         |
| 16090       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Hand                                   | 16.41       | ***         |

| <b>Code</b> | <b>Category</b>   | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|---|--|-------------|-------------|
| 16110       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Drycleaning              | 16.41       | ***         |
| 16130       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Shirts                   | 16.41       | ***         |
| 16160       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Wearing Apparel, Laundry | 16.41       | ***         |
| 16190       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Sewing Machine Operator                    | 19.53       |             |
| 16220       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Tailor                                     | 20.31       |             |
| 16250       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Washer, Machine                            | 17.19       | ***         |
| 19010       | Machine Tool Operation And Repair Occupations           | Machine-Tool Operator                      | 28.79       |             |
| 19040       | Machine Tool Operation And Repair Occupations           | Tool And Die Maker                         | 34.41       |             |
| 21020       | Materials Handling And Packing Occupations              | Forklift Operator                          | 23.27       |             |
| 21030       | Materials Handling And Packing Occupations              | Material Coordinator                       | 35.35       |             |
| 21040       | Materials Handling And Packing Occupations              | Material Expediter                         | 35.35       |             |
| 21050       | Materials Handling And Packing Occupations              | Material Handling Laborer                  | 18.59       |             |
| 21071       | Materials Handling And Packing Occupations              | Order Filler                               | 16.97       | ***         |
| 21080       | Materials Handling And Packing Occupations              | Production Line Worker                     | 23.27       |             |
| 21110       | Materials Handling And Packing Occupations              | Shipping Packer                            | 20.42       |             |
| 21130       | Materials Handling And Packing Occupations              | Shipping/Receiving Clerk                   | 20.42       |             |
| 21140       | Materials Handling And Packing Occupations              | Store Worker I                             | 18.06       |             |
| 21150       | Materials Handling And Packing Occupations              | Stock Clerk                                | 22.00       |             |
| 21210       | Materials Handling And Packing Occupations              | Tools And Parts Attendant                  | 23.27       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                                   | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 21410       | Materials Handling And Packing Occupations       | Warehouse Specialist                           | 23.27       |             |
| 23010       | Mechanics And Maintenance And Repair Occupations | Aerospace Structural Welder                    | 36.74       |             |
| 23019       | Mechanics And Maintenance And Repair Occupations | Aircraft Logs and Records Technician           | 29.84       |             |
| 23021       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic I                            | 35.03       |             |
| 23022       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic II                           | 36.74       |             |
| 23023       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic III                          | 38.39       |             |
| 23040       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic Helper                       | 26.48       |             |
| 23050       | Mechanics And Maintenance And Repair Occupations | Aircraft, Painter                              | 33.32       |             |
| 23060       | Mechanics And Maintenance And Repair Occupations | Aircraft Servicer                              | 29.84       |             |
| 23070       | Mechanics And Maintenance And Repair Occupations | Aircraft Survival Flight Equipment Technician  | 33.32       |             |
| 23080       | Mechanics And Maintenance And Repair Occupations | Aircraft Worker                                | 31.53       |             |
| 23091       | Mechanics And Maintenance And Repair Occupations | Aircrew Life Support Equipment (ALSE) Mechanic | 31.53       |             |
| 23092       | Mechanics And Maintenance And Repair Occupations | Aircrew Life Support Equipment (ALSE) Mechanic | 35.03       |             |
| 23110       | Mechanics And Maintenance And Repair Occupations | Appliance Mechanic                             | 31.06       |             |
| 23120       | Mechanics And Maintenance And Repair Occupations | Bicycle Repairer                               | 26.26       |             |
| 23125       | Mechanics And Maintenance And Repair Occupations | Cable Splicer                                  | 43.11       |             |
| 23130       | Mechanics And Maintenance And Repair Occupations | Carpenter, Maintenance                         | 29.42       |             |
| 23140       | Mechanics And Maintenance And Repair Occupations | Carpet Layer                                   | 29.39       |             |
| 23160       | Mechanics And Maintenance And Repair Occupations | Electrician, Maintenance                       | 29.69       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 23181       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance I      | 28.86       |             |
| 23182       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance II     | 30.49       |             |
| 23183       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance III    | 32.06       |             |
| 23260       | Mechanics And Maintenance And Repair Occupations | Fabric Worker                             | 27.82       |             |
| 23290       | Mechanics And Maintenance And Repair Occupations | Fire Alarm System Mechanic                | 32.65       |             |
| 23310       | Mechanics And Maintenance And Repair Occupations | Fire Extinguisher Repairer                | 26.26       |             |
| 23311       | Mechanics And Maintenance And Repair Occupations | Fuel Distribution System Mechanic         | 32.65       |             |
| 23312       | Mechanics And Maintenance And Repair Occupations | Fuel Distribution System Operator         | 26.26       |             |
| 23370       | Mechanics And Maintenance And Repair Occupations | General Maintenance Worker                | 23.55       |             |
| 23380       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Mechanic         | 35.03       |             |
| 23381       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Servicer         | 29.84       |             |
| 23382       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Worker           | 31.53       |             |
| 23391       | Mechanics And Maintenance And Repair Occupations | Gunsmith I                                | 26.26       |             |
| 23392       | Mechanics And Maintenance And Repair Occupations | Gunsmith II                               | 29.39       |             |
| 23393       | Mechanics And Maintenance And Repair Occupations | Gunsmith III                              | 32.65       |             |
| 23410       | Mechanics And Maintenance And Repair Occupations | Heating, Ventilation And Air-Conditioning | 30.42       |             |
| 23411       | Mechanics And Maintenance And Repair Occupations | Heating, Ventilation And Air Contidioning | 31.91       |             |
| 23430       | Mechanics And Maintenance And Repair Occupations | Heavy Equipment Mechanic                  | 30.00       |             |
| 23440       | Mechanics And Maintenance And Repair Occupations | Heavy Equipment Operator                  | 27.44       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|--|---------------------------------|-------------|-------------|
| 23460       | Mechanics And Maintenance And Repair Occupations | Instrument Mechanic             | 34.48       |             |
| 23465       | Mechanics And Maintenance And Repair Occupations | Laboratory/Shelter Mechanic     | 31.06       |             |
| 23470       | Mechanics And Maintenance And Repair Occupations | Laborer                         | 18.59       |             |
| 23510       | Mechanics And Maintenance And Repair Occupations | Locksmith                       | 31.06       |             |
| 23530       | Mechanics And Maintenance And Repair Occupations | Machinery Maintenance Mechanic  | 32.08       |             |
| 23550       | Mechanics And Maintenance And Repair Occupations | Machinist, Maintenance          | 30.21       |             |
| 23580       | Mechanics And Maintenance And Repair Occupations | Maintenance Trades Helper       | 18.35       |             |
| 23591       | Mechanics And Maintenance And Repair Occupations | Metrology Technician I          | 34.48       |             |
| 23592       | Mechanics And Maintenance And Repair Occupations | Metrology Technician II         | 36.16       |             |
| 23593       | Mechanics And Maintenance And Repair Occupations | Metrology Technician III        | 37.79       |             |
| 23640       | Mechanics And Maintenance And Repair Occupations | Millwright                      | 32.65       |             |
| 23710       | Mechanics And Maintenance And Repair Occupations | Office Appliance Repairer       | 23.03       |             |
| 23760       | Mechanics And Maintenance And Repair Occupations | Painter, Maintenance            | 25.52       |             |
| 23790       | Mechanics And Maintenance And Repair Occupations | Pipefitter, Maintenance         | 32.10       |             |
| 23810       | Mechanics And Maintenance And Repair Occupations | Plumber, Maintenance            | 30.53       |             |
| 23820       | Mechanics And Maintenance And Repair Occupations | Pneudraulic Systems Mechanic    | 32.65       |             |
| 23850       | Mechanics And Maintenance And Repair Occupations | Rigger                          | 32.65       |             |
| 23870       | Mechanics And Maintenance And Repair Occupations | Scale Mechanic                  | 29.39       |             |
| 23890       | Mechanics And Maintenance And Repair Occupations | Sheet-Metal Worker, Maintenance | 29.42       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                          | <b>Rate</b> | <b>Note</b> |
|-------------|--|---------------------------------------|-------------|-------------|
| 23910       | Mechanics And Maintenance And Repair Occupations | Small Engine Mechanic                 | 27.47       |             |
| 23931       | Mechanics And Maintenance And Repair Occupations | Telecommunications Mechanic I         | 36.12       |             |
| 23932       | Mechanics And Maintenance And Repair Occupations | Telecommunications Mechanic II        | 39.68       |             |
| 23950       | Mechanics And Maintenance And Repair Occupations | Telephone Lineman                     | 37.68       |             |
| 23960       | Mechanics And Maintenance And Repair Occupations | Welder, Combination, Maintenance      | 29.42       |             |
| 23965       | Mechanics And Maintenance And Repair Occupations | Well Driller                          | 32.65       |             |
| 23970       | Mechanics And Maintenance And Repair Occupations | Woodcraft Worker                      | 32.65       |             |
| 23980       | Mechanics And Maintenance And Repair Occupations | Woodworker                            | 26.26       |             |
| 24550       | Personal Needs Occupations                       | Case Manager                          | 19.97       |             |
| 24570       | Personal Needs Occupations                       | Child Care Attendant                  | 16.21       | ***         |
| 24580       | Personal Needs Occupations                       | Child Care Center Clerk               | 20.22       |             |
| 24610       | Personal Needs Occupations                       | Chore Aide                            | 16.84       | ***         |
| 24620       | Personal Needs Occupations                       | Family Readiness And Support Services | 19.97       |             |
| 24630       | Personal Needs Occupations                       | Homemaker                             | 19.97       |             |
| 25010       | Plant And System Operations Occupations          | Boiler Tender                         | 32.23       |             |
| 25040       | Plant And System Operations Occupations          | Sewage Plant Operator                 | 30.66       |             |
| 25070       | Plant And System Operations Occupations          | Stationary Engineer                   | 32.23       |             |
| 25190       | Plant And System Operations Occupations          | Ventilation Equipment Tender          | 24.36       |             |
| 25210       | Plant And System Operations Occupations          | Water Treatment Plant Operator        | 30.66       |             |
| 27004       | Protective Service Occupations                   | Alarm Monitor                         | 25.15       |             |
| 27007       | Protective Service Occupations                   | Baggage Inspector                     | 19.26       |             |
| 27008       | Protective Service Occupations                   | Corrections Officer                   | 23.81       |             |
| 27010       | Protective Service Occupations                   | Court Security Officer                | 23.81       |             |

| <b>Code</b> | <b>Category</b>                                | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 27030       | Protective Service Occupations                 | Detection Dog Handler                     | 21.54       |             |
| 27040       | Protective Service Occupations                 | Detention Officer                         | 23.81       |             |
| 27070       | Protective Service Occupations                 | Firefighter                               | 23.81       |             |
| 27101       | Protective Service Occupations                 | Guard I                                   | 19.26       |             |
| 27102       | Protective Service Occupations                 | Guard II                                  | 21.54       |             |
| 27131       | Protective Service Occupations                 | Police Officer I                          | 26.47       |             |
| 27132       | Protective Service Occupations                 | Police Officer II                         | 29.41       |             |
| 28041       | Recreation Occupations                         | Carnival Equipment Operator               | 15.84       | ***         |
| 28042       | Recreation Occupations                         | Carnival Equipment Repairer               | 16.85       | ***         |
| 28043       | Recreation Occupations                         | Carnival Worker                           | 12.98       | ***         |
| 28210       | Recreation Occupations                         | Gate Attendant/Gate Tender                | 19.97       |             |
| 28310       | Recreation Occupations                         | Lifeguard                                 | 14.50       | ***         |
| 28350       | Recreation Occupations                         | Park Attendant                            | 22.34       |             |
| 28510       | Recreation Occupations                         | Recreation Aide/Health Facility Attendant | 16.31       | ***         |
| 28515       | Recreation Occupations                         | Recreation Specialist                     | 27.68       |             |
| 28630       | Recreation Occupations                         | Sports Official                           | 17.80       |             |
| 28690       | Recreation Occupations                         | Swimming Pool Operator                    | 20.63       |             |
| 29010       | Stevedoring/Longshoremen Occupational Services | Blocker And Bracer                        | 30.22       |             |
| 29020       | Stevedoring/Longshoremen Occupational Services | Hatch Tender                              | 30.22       |             |
| 29030       | Stevedoring/Longshoremen Occupational Services | Line Handler                              | 30.22       |             |
| 29041       | Stevedoring/Longshoremen Occupational Services | Stevedore I                               | 28.60       |             |
| 29042       | Stevedoring/Longshoremen Occupational Services | Stevedore II                              | 31.93       |             |
| 30010       | Technical Occupations                          | Air Traffic Control Specialist, Center    | 51.07       | see 2       |
| 30011       | Technical Occupations                          | Air Traffic Control Specialist, Station   | 35.22       | see 2       |
| 30012       | Technical Occupations                          | Air Traffic Control Specialist, Terminal  | 38.79       | see 2       |
| 30021       | Technical Occupations                          | Archeological Technician I                | 21.05       |             |
| 30022       | Technical Occupations                          | Archeological Technician II               | 23.56       |             |

| <b>Code</b> | <b>Category</b>       | <b>Title</b>                           | <b>Rate</b> | <b>Note</b> |
|-------------|-----------------------|--|-------------|-------------|
| 30023       | Technical Occupations | Archeological Technician III           | 29.19       |             |
| 30030       | Technical Occupations | Cartographic Technician                | 29.19       |             |
| 30040       | Technical Occupations | Civil Engineering Technician           | 31.59       |             |
| 30051       | Technical Occupations | Cryogenic Technician I                 | 32.33       |             |
| 30052       | Technical Occupations | Cryogenic Technician II                | 35.71       |             |
| 30061       | Technical Occupations | Drafter/CAD Operator I                 | 21.05       |             |
| 30062       | Technical Occupations | Drafter/CAD Operator II                | 23.56       |             |
| 30063       | Technical Occupations | Drafter/CAD Operator III               | 26.27       |             |
| 30064       | Technical Occupations | Drafter/CAD Operator IV                | 32.33       |             |
| 30081       | Technical Occupations | Engineering Technician I               | 19.95       |             |
| 30082       | Technical Occupations | Engineering Technician II              | 22.39       |             |
| 30083       | Technical Occupations | Engineering Technician III             | 25.04       |             |
| 30084       | Technical Occupations | Engineering Technician IV              | 31.03       |             |
| 30085       | Technical Occupations | Engineering Technician V               | 37.96       |             |
| 30086       | Technical Occupations | Engineering Technician VI              | 45.92       |             |
| 30090       | Technical Occupations | Environmental Technician               | 28.92       |             |
| 30095       | Technical Occupations | Evidence Control Specialist            | 29.19       |             |
| 30210       | Technical Occupations | Laboratory Technician                  | 28.90       |             |
| 30221       | Technical Occupations | Latent Fingerprint Technician I        | 32.33       |             |
| 30222       | Technical Occupations | Latent Fingerprint Technician II       | 35.71       |             |
| 30240       | Technical Occupations | Mathematical Technician                | 32.11       |             |
| 30361       | Technical Occupations | Paralegal/Legal Assistant I            | 23.53       |             |
| 30362       | Technical Occupations | Paralegal/Legal Assistant II           | 29.15       |             |
| 30363       | Technical Occupations | Paralegal/Legal Assistant III          | 35.66       |             |
| 30364       | Technical Occupations | Paralegal/Legal Assistant IV           | 43.14       |             |
| 30375       | Technical Occupations | Petroleum Supply Specialist            | 35.71       |             |
| 30390       | Technical Occupations | Photo-Optics Technician                | 28.92       |             |
| 30395       | Technical Occupations | Radiation Control Technician           | 35.71       |             |
| 30461       | Technical Occupations | Technical Writer I                     | 29.33       |             |
| 30462       | Technical Occupations | Technical Writer II                    | 35.86       |             |
| 30463       | Technical Occupations | Technical Writer III                   | 43.38       |             |
| 30491       | Technical Occupations | Unexploded Ordnance (UXO) Technician I | 32.46       |             |

| <b>Code</b> | <b>Category</b>                                       | <b>Title</b>                             | <b>Rate</b> | <b>Note</b> |
|-------------|---|--|-------------|-------------|
| 30492       | Technical Occupations                                 | Unexploded Ordnance (UXO) Technician II  | 39.27       |             |
| 30493       | Technical Occupations                                 | Unexploded Ordnance (UXO) Technician III | 47.07       |             |
| 30494       | Technical Occupations                                 | Unexploded (UXO) Safety Escort           | 32.46       |             |
| 30495       | Technical Occupations                                 | Unexploded (UXO) Sweep Personnel         | 32.46       |             |
| 30501       | Technical Occupations                                 | Weather Forecaster I                     | 35.57       |             |
| 30502       | Technical Occupations                                 | Weather Forecaster II                    | 43.26       |             |
| 30620       | Technical Occupations                                 | Weather Observer, Combined Upper Air Or  | 26.27       | see 2       |
| 30621       | Technical Occupations                                 | Weather Observer, Senior                 | 29.19       | see 2       |
| 31010       | Transportation/Mobile Equipment Operation Occupations | Airplane Pilot                           | 39.27       |             |
| 31020       | Transportation/Mobile Equipment Operation Occupations | Bus Aide                                 | 16.96       | ***         |
| 31030       | Transportation/Mobile Equipment Operation Occupations | Bus Driver                               | 21.76       |             |
| 31043       | Transportation/Mobile Equipment Operation Occupations | Driver Courier                           | 19.31       |             |
| 31260       | Transportation/Mobile Equipment Operation Occupations | Parking and Lot Attendant                | 15.08       | ***         |
| 31290       | Transportation/Mobile Equipment Operation Occupations | Shuttle Bus Driver                       | 17.41       |             |
| 31310       | Transportation/Mobile Equipment Operation Occupations | Taxi Driver                              | 15.09       | ***         |
| 31361       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Light                       | 20.54       |             |
| 31362       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Medium                      | 21.76       |             |
| 31363       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Heavy                       | 27.70       |             |
| 31364       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Tractor-Trailer             | 27.70       |             |
| 99020       | Miscellaneous Occupations                             | Cabin Safety Specialist                  | 19.15       |             |
| 99030       | Miscellaneous Occupations                             | Cashier                                  | 15.21       | ***         |
| 99050       | Miscellaneous Occupations                             | Desk Clerk                               | 17.14       | ***         |

| <b>Code</b> | <b>Category</b>           | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------|---------------------------------|-------------|-------------|
| 99095       | Miscellaneous Occupations | Embalmer                        | 32.46       |             |
| 99130       | Miscellaneous Occupations | Flight Follower                 | 32.46       |             |
| 99251       | Miscellaneous Occupations | Laboratory Animal Caretaker I   | 16.38       | ***         |
| 99252       | Miscellaneous Occupations | Laboratory Animal Caretaker II  | 17.41       |             |
| 99260       | Miscellaneous Occupations | Marketing Analyst               | 35.09       |             |
| 99310       | Miscellaneous Occupations | Mortician                       | 32.46       |             |
| 99410       | Miscellaneous Occupations | Pest Controller                 | 24.99       |             |
| 99510       | Miscellaneous Occupations | Photofinishing Worker           | 17.06       | ***         |
| 99710       | Miscellaneous Occupations | Recycling Laborer               | 22.59       |             |
| 99711       | Miscellaneous Occupations | Recycling Specialist            | 25.72       |             |
| 99730       | Miscellaneous Occupations | Refuse Collector                | 21.07       |             |
| 99810       | Miscellaneous Occupations | Sales Clerk                     | 16.27       | ***         |
| 99820       | Miscellaneous Occupations | School Crossing Guard           | 19.16       |             |
| 99830       | Miscellaneous Occupations | Survey Party Chief              | 31.65       |             |
| 99831       | Miscellaneous Occupations | Surveying Aide                  | 19.25       |             |
| 99832       | Miscellaneous Occupations | Surveying Technician            | 28.78       |             |
| 99840       | Miscellaneous Occupations | Vending Machine Attendant       | 23.38       |             |
| 99841       | Miscellaneous Occupations | Vending Machine Repairer        | 27.84       |             |
| 99842       | Miscellaneous Occupations | Vending Machine Repairer Helper | 23.38       |             |

## Footer

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.20 per hour) or 13658 (\$12.90 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. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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:** \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month **HEALTH & WELFARE EO 13706:** \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 per month\*

\*This rate is to be used only when compensating employees for performance on an SCA-

covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

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

**HOLIDAYS:** A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans'

Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

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

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

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

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

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

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

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**\*\* HAZARDOUS PAY DIFFERENTIAL \*\***

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

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

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like;

minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear"

materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

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

**Conformance Process:**

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

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

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S.

Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).

- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

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

When preparing a conformance request, the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a

classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination.

Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

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## **Wage Determination No. : 2015-4013**

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

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

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 28

Date Of Last Revision : 07/22/2024

Source : [Source Website](#)

### **Header**

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

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2024.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.90 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 2024.

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: New Hampshire

This wage determination applies to the following towns and cities in Rockingham county: Epping, Exeter, Greenland, Hampton, New Castle, Newfields, Newington, Newmarket, North Hampton, Portsmouth, Rye, Stratham

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

### Wage Determination Table

| Code  | Category  | Title                               | Rate  | Note |
|-------|---|-------------------------------------|-------|------|
| 01011 | Administrative Support And Clerical Occupations | Accounting Clerk I                  | 18.76 |      |
| 01012 | Administrative Support And Clerical Occupations | Accounting Clerk II                 | 21.05 |      |
| 01013 | Administrative Support And Clerical Occupations | Accounting Clerk III                | 23.55 |      |
| 01020 | Administrative Support And Clerical Occupations | Administrative Assistant            | 32.55 |      |
| 01035 | Administrative Support And Clerical Occupations | Court Reporter                      | 22.72 |      |
| 01041 | Administrative Support And Clerical Occupations | Customer Service Representative I   | 16.96 | ***  |
| 01042 | Administrative Support And Clerical Occupations | Customer Service Representative II  | 18.51 |      |
| 01043 | Administrative Support And Clerical Occupations | Customer Service Representative III | 20.77 |      |
| 01051 | Administrative Support And Clerical Occupations | Data Entry Operator I               | 17.60 |      |
| 01052 | Administrative Support And Clerical Occupations | Data Entry Operator II              | 19.20 |      |
| 01060 | Administrative Support And Clerical Occupations | Dispatcher, Motor Vehicle           | 24.74 |      |
| 01070 | Administrative Support And Clerical Occupations | Document Preparation Clerk          | 17.81 |      |
| 01090 | Administrative Support And Clerical Occupations | Duplicating Machine Operator        | 17.81 |      |

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------------|-------------|-------------|
| 01111       | Administrative Support And Clerical Occupations | General Clerk I                      | 18.18       |             |
| 01112       | Administrative Support And Clerical Occupations | General Clerk II                     | 19.84       |             |
| 01113       | Administrative Support And Clerical Occupations | General Clerk III                    | 22.26       |             |
| 01120       | Administrative Support And Clerical Occupations | Housing Referral Assistant           | 25.34       |             |
| 01141       | Administrative Support And Clerical Occupations | Messenger Courier                    | 14.74       | ***         |
| 01191       | Administrative Support And Clerical Occupations | Order Clerk I                        | 20.41       |             |
| 01192       | Administrative Support And Clerical Occupations | Order Clerk II                       | 22.27       |             |
| 01261       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) I   | 21.10       |             |
| 01262       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) II  | 23.60       |             |
| 01263       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) III | 26.32       |             |
| 01270       | Administrative Support And Clerical Occupations | Production Control Clerk             | 35.35       |             |
| 01290       | Administrative Support And Clerical Occupations | Rental Clerk                         | 21.02       |             |
| 01300       | Administrative Support And Clerical Occupations | Scheduler, Maintenance               | 20.31       |             |
| 01311       | Administrative Support And Clerical Occupations | Secretary I                          | 20.31       |             |
| 01312       | Administrative Support And Clerical Occupations | Secretary II                         | 22.72       |             |
| 01313       | Administrative Support And Clerical Occupations | Secretary III                        | 25.34       |             |
| 01320       | Administrative Support And Clerical Occupations | Service Order Dispatcher             | 22.12       |             |
| 01410       | Administrative Support And Clerical Occupations | Supply Technician                    | 32.55       |             |
| 01420       | Administrative Support And Clerical Occupations | Survey Worker                        | 21.29       |             |

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------------|-------------|-------------|
| 01460       | Administrative Support And Clerical Occupations | Switchboard Operator/Receptionist    | 17.69       |             |
| 01531       | Administrative Support And Clerical Occupations | Travel Clerk I                       | 18.10       |             |
| 01532       | Administrative Support And Clerical Occupations | Travel Clerk II                      | 18.39       |             |
| 01533       | Administrative Support And Clerical Occupations | Travel Clerk III                     | 20.23       |             |
| 01611       | Administrative Support And Clerical Occupations | Word Processor I                     | 18.10       |             |
| 01612       | Administrative Support And Clerical Occupations | Word Processor II                    | 20.31       |             |
| 01613       | Administrative Support And Clerical Occupations | Word Processor III                   | 22.72       |             |
| 05005       | Automotive Service Occupations                  | Automobile Body Repairer, Fiberglass | 27.87       |             |
| 05010       | Automotive Service Occupations                  | Automotive Electrician               | 25.00       |             |
| 05040       | Automotive Service Occupations                  | Automotive Glass Installer           | 23.65       |             |
| 05070       | Automotive Service Occupations                  | Automotive Worker                    | 23.65       |             |
| 05110       | Automotive Service Occupations                  | Mobile Equipment Servicer            | 21.13       |             |
| 05130       | Automotive Service Occupations                  | Motor Equipment Metal Mechanic       | 26.28       |             |
| 05160       | Automotive Service Occupations                  | Motor Equipment Metal Worker         | 23.65       |             |
| 05190       | Automotive Service Occupations                  | Motor Vehicle Mechanic               | 26.28       |             |
| 05220       | Automotive Service Occupations                  | Motor Vehicle Mechanic Helper        | 19.87       |             |
| 05250       | Automotive Service Occupations                  | Motor Vehicle Upholstery Worker      | 22.39       |             |
| 05280       | Automotive Service Occupations                  | Motor Vehicle Wrecker                | 23.65       |             |
| 05310       | Automotive Service Occupations                  | Painter, Automotive                  | 25.00       |             |
| 05340       | Automotive Service Occupations                  | Radiator Repair Specialist           | 23.65       |             |
| 05370       | Automotive Service Occupations                  | Tire Repairer                        | 16.13       | ***         |
| 05400       | Automotive Service Occupations                  | Transmission Repair Specialist       | 26.28       |             |
| 07010       | Food Preparation And Service Occupations        | Baker                                | 17.48       |             |
| 07041       | Food Preparation And Service Occupations        | Cook I                               | 19.44       |             |
| 07042       | Food Preparation And Service Occupations        | Cook II                              | 21.76       |             |

| <b>Code</b> | <b>Category</b>                              | <b>Title</b>                 | <b>Rate</b> | <b>Note</b> |
|-------------|--|------------------------------|-------------|-------------|
| 07070       | Food Preparation And Service Occupations     | Dishwasher                   | 14.51       | ***         |
| 07130       | Food Preparation And Service Occupations     | Food Service Worker          | 17.01       | ***         |
| 07210       | Food Preparation And Service Occupations     | Meat Cutter                  | 22.14       |             |
| 07260       | Food Preparation And Service Occupations     | Waiter/Waitress              | 16.05       | ***         |
| 09010       | Furniture Maintenance And Repair Occupations | Electrostatic Spray Painter  | 25.16       |             |
| 09040       | Furniture Maintenance And Repair Occupations | Furniture Handler            | 17.57       |             |
| 09080       | Furniture Maintenance And Repair Occupations | Furniture Refinisher         | 25.17       |             |
| 09090       | Furniture Maintenance And Repair Occupations | Furniture Refinisher Helper  | 19.98       |             |
| 09110       | Furniture Maintenance And Repair Occupations | Furniture Repairer, Minor    | 22.53       |             |
| 09130       | Furniture Maintenance And Repair Occupations | Upholsterer                  | 25.17       |             |
| 11030       | General Services And Support Occupations     | Cleaner, Vehicles            | 17.99       |             |
| 11060       | General Services And Support Occupations     | Elevator Operator            | 19.29       |             |
| 11090       | General Services And Support Occupations     | Gardener                     | 25.62       |             |
| 11122       | General Services And Support Occupations     | Housekeeping Aide            | 19.29       |             |
| 11150       | General Services And Support Occupations     | Janitor                      | 19.29       |             |
| 11210       | General Services And Support Occupations     | Laborer, Grounds Maintenance | 21.16       |             |
| 11240       | General Services And Support Occupations     | Maid or Houseman             | 17.09       | ***         |
| 11260       | General Services And Support Occupations     | Pruner                       | 19.74       |             |
| 11270       | General Services And Support Occupations     | Tractor Operator             | 24.09       |             |

| <b>Code</b> | <b>Category</b>                          | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 11330       | General Services And Support Occupations | Trail Maintenance Worker                   | 21.16       |             |
| 11360       | General Services And Support Occupations | Window Cleaner                             | 20.68       |             |
| 12010       | Health Occupations                       | Ambulance Driver                           | 21.26       |             |
| 12011       | Health Occupations                       | Breath Alcohol Technician                  | 30.33       |             |
| 12012       | Health Occupations                       | Certified Occupational Therapist Assistant | 41.62       |             |
| 12015       | Health Occupations                       | Certified Physical Therapist Assistant     | 35.13       |             |
| 12020       | Health Occupations                       | Dental Assistant                           | 26.29       |             |
| 12025       | Health Occupations                       | Dental Hygienist                           | 44.57       |             |
| 12030       | Health Occupations                       | EKG Technician                             | 42.17       |             |
| 12035       | Health Occupations                       | Electroneurodiagnostic Technologist        | 42.17       |             |
| 12040       | Health Occupations                       | Emergency Medical Technician               | 21.26       |             |
| 12071       | Health Occupations                       | Licensed Practical Nurse I                 | 27.13       |             |
| 12072       | Health Occupations                       | Licensed Practical Nurse II                | 30.33       |             |
| 12073       | Health Occupations                       | Licensed Practical Nurse III               | 33.81       |             |
| 12100       | Health Occupations                       | Medical Assistant                          | 21.92       |             |
| 12130       | Health Occupations                       | Medical Laboratory Technician              | 37.00       |             |
| 12160       | Health Occupations                       | Medical Record Clerk                       | 22.59       |             |
| 12190       | Health Occupations                       | Medical Record Technician                  | 25.48       |             |
| 12195       | Health Occupations                       | Medical Transcriptionist                   | 27.13       |             |
| 12210       | Health Occupations                       | Nuclear Medicine Technologist              | 66.67       |             |
| 12221       | Health Occupations                       | Nursing Assistant I                        | 15.20       | ***         |
| 12222       | Health Occupations                       | Nursing Assistant II                       | 17.09       | ***         |
| 12223       | Health Occupations                       | Nursing Assistant III                      | 18.64       |             |
| 12224       | Health Occupations                       | Nursing Assistant IV                       | 20.94       |             |
| 12235       | Health Occupations                       | Optical Dispenser                          | 22.93       |             |
| 12236       | Health Occupations                       | Optical Technician                         | 24.90       |             |
| 12250       | Health Occupations                       | Pharmacy Technician                        | 19.63       |             |
| 12280       | Health Occupations                       | Phlebotomist                               | 22.19       |             |
| 12305       | Health Occupations                       | Radiologic Technologist                    | 39.83       |             |
| 12311       | Health Occupations                       | Registered Nurse I                         | 28.18       |             |

| <b>Code</b> | <b>Category</b>                    | <b>Title</b>                           | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------|--|-------------|-------------|
| 12312       | Health Occupations                 | Registered Nurse II                    | 34.47       |             |
| 12313       | Health Occupations                 | Registered Nurse II, Specialist        | 34.47       |             |
| 12314       | Health Occupations                 | Registered Nurse III                   | 41.70       |             |
| 12315       | Health Occupations                 | Registered Nurse III, Anesthetist      | 41.70       |             |
| 12316       | Health Occupations                 | Registered Nurse IV                    | 49.98       |             |
| 12317       | Health Occupations                 | Scheduler                              | 37.59       |             |
| 12320       | Health Occupations                 | Substance Abuse Treatment Counselor    | 30.41       |             |
| 13011       | Information And Arts Occupations   | Exhibits Specialist I                  | 22.66       |             |
| 13012       | Information And Arts Occupations   | Exhibits Specialist II                 | 28.07       |             |
| 13013       | Information And Arts Occupations   | Exhibits Specialist III                | 34.34       |             |
| 13041       | Information And Arts Occupations   | Illustrator I                          | 22.66       |             |
| 13042       | Information And Arts Occupations   | Illustrator II                         | 28.07       |             |
| 13043       | Information And Arts Occupations   | Illustrator III                        | 34.34       |             |
| 13047       | Information And Arts Occupations   | Librarian                              | 31.09       |             |
| 13050       | Information And Arts Occupations   | Library Aide/Clerk                     | 16.28       | ***         |
| 13054       | Information And Arts Occupations   | Library Information Technology Systems | 28.07       |             |
| 13058       | Information And Arts Occupations   | Library Technician                     | 22.66       |             |
| 13061       | Information And Arts Occupations   | Media Specialist I                     | 20.26       |             |
| 13062       | Information And Arts Occupations   | Media Specialist II                    | 22.66       |             |
| 13063       | Information And Arts Occupations   | Media Specialist III                   | 25.27       |             |
| 13071       | Information And Arts Occupations   | Photographer I                         | 20.26       |             |
| 13072       | Information And Arts Occupations   | Photographer II                        | 22.66       |             |
| 13073       | Information And Arts Occupations   | Photographer III                       | 28.07       |             |
| 13074       | Information And Arts Occupations   | Photographer IV                        | 34.34       |             |
| 13075       | Information And Arts Occupations   | Photographer V                         | 41.55       |             |
| 13090       | Information And Arts Occupations   | Technical Order Library Clerk          | 20.45       |             |
| 13110       | Information And Arts Occupations   | Video Teleconference Technician        | 21.70       |             |
| 14041       | Information Technology Occupations | Computer Operator I                    | 21.91       |             |
| 14042       | Information Technology Occupations | Computer Operator II                   | 24.51       |             |
| 14043       | Information Technology Occupations | Computer Operator III                  | 27.32       |             |
| 14044       | Information Technology Occupations | Computer Operator IV                   | 30.37       |             |
| 14045       | Information Technology Occupations | Computer Operator V                    | 33.63       |             |

| <b>Code</b> | <b>Category</b>                    | <b>Title</b>                                    | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------|---|-------------|-------------|
| 14071       | Information Technology Occupations | Computer Programmer I                           | 22.75       | see 1       |
| 14072       | Information Technology Occupations | Computer Programmer II                          | NaN         | see 1       |
| 14073       | Information Technology Occupations | Computer Programmer III                         | NaN         | see 1       |
| 14074       | Information Technology Occupations | Computer Programmer IV                          | NaN         | see 1       |
| 14101       | Information Technology Occupations | Computer Systems Analyst I                      | NaN         | see 1       |
| 14102       | Information Technology Occupations | Computer Systems Analyst II                     | NaN         | see 1       |
| 14103       | Information Technology Occupations | Computer Systems Analyst III                    | NaN         | see 1       |
| 14150       | Information Technology Occupations | Peripheral Equipment Operator                   | 21.91       |             |
| 14160       | Information Technology Occupations | Personal Computer Support Technician            | 30.37       |             |
| 14170       | Information Technology Occupations | System Support Specialist                       | 35.34       |             |
| 15010       | Instructional Occupations          | Aircrew Training Devices Instructor             | 36.89       |             |
| 15020       | Instructional Occupations          | Aircrew Training Devices Instructor             | 44.64       |             |
| 15030       | Instructional Occupations          | Air Crew Training Devices Instructor            | 53.51       |             |
| 15050       | Instructional Occupations          | Computer Based Training Specialist / Instructor | 36.89       |             |
| 15060       | Instructional Occupations          | Educational Technologist                        | 35.00       |             |
| 15070       | Instructional Occupations          | Flight Instructor                               | 53.51       |             |
| 15080       | Instructional Occupations          | Graphic Artist                                  | 31.75       |             |
| 15085       | Instructional Occupations          | Maintenance Test Pilot, Fixed, Jet/Prop         | 53.51       |             |
| 15086       | Instructional Occupations          | Maintenance Test Pilot, Rotary Wing             | 53.51       |             |
| 15088       | Instructional Occupations          | Non-Maintenance Test/Co-Pilot                   | 53.51       |             |
| 15090       | Instructional Occupations          | Technical Instructor                            | 27.47       |             |
| 15095       | Instructional Occupations          | Technical Instructor/Course Developer           | 33.60       |             |

| <b>Code</b> | <b>Category</b>   | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|---|--|-------------|-------------|
| 15110       | Instructional Occupations                               | Test Proctor                               | 22.17       |             |
| 15120       | Instructional Occupations                               | Tutor                                      | 22.17       |             |
| 16010       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Assembler                                  | 16.41       | ***         |
| 16030       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Counter Attendant                          | 16.41       | ***         |
| 16040       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Dry Cleaner                                | 18.75       |             |
| 16070       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Finisher, Flatwork, Machine                | 16.41       | ***         |
| 16090       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Hand                              | 16.41       | ***         |
| 16110       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Drycleaning              | 16.41       | ***         |
| 16130       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Shirts                   | 16.41       | ***         |
| 16160       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Wearing Apparel, Laundry | 16.41       | ***         |
| 16190       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Sewing Machine Operator                    | 19.53       |             |
| 16220       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Tailor                                     | 20.31       |             |
| 16250       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Washer, Machine                            | 17.19       | ***         |
| 19010       | Machine Tool Operation And Repair Occupations           | Machine-Tool Operator                      | 28.79       |             |
| 19040       | Machine Tool Operation And Repair Occupations           | Tool And Die Maker                         | 34.41       |             |
| 21020       | Materials Handling And Packing Occupations              | Forklift Operator                          | 23.27       |             |
| 21030       | Materials Handling And Packing Occupations              | Material Coordinator                       | 35.35       |             |
| 21040       | Materials Handling And Packing Occupations              | Material Expediter                         | 35.35       |             |
| 21050       | Materials Handling And Packing Occupations              | Material Handling Laborer                  | 18.59       |             |
| 21071       | Materials Handling And Packing Occupations              | Order Filler                               | 16.97       | ***         |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                                   | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 21080       | Materials Handling And Packing Occupations       | Production Line Worker                         | 23.27       |             |
| 21110       | Materials Handling And Packing Occupations       | Shipping Packer                                | 20.42       |             |
| 21130       | Materials Handling And Packing Occupations       | Shipping/Receiving Clerk                       | 20.42       |             |
| 21140       | Materials Handling And Packing Occupations       | Store Worker I                                 | 18.06       |             |
| 21150       | Materials Handling And Packing Occupations       | Stock Clerk                                    | 22.00       |             |
| 21210       | Materials Handling And Packing Occupations       | Tools And Parts Attendant                      | 23.27       |             |
| 21410       | Materials Handling And Packing Occupations       | Warehouse Specialist                           | 23.27       |             |
| 23010       | Mechanics And Maintenance And Repair Occupations | Aerospace Structural Welder                    | 36.74       |             |
| 23019       | Mechanics And Maintenance And Repair Occupations | Aircraft Logs and Records Technician           | 29.84       |             |
| 23021       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic I                            | 35.03       |             |
| 23022       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic II                           | 36.74       |             |
| 23023       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic III                          | 38.39       |             |
| 23040       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic Helper                       | 26.48       |             |
| 23050       | Mechanics And Maintenance And Repair Occupations | Aircraft, Painter                              | 33.32       |             |
| 23060       | Mechanics And Maintenance And Repair Occupations | Aircraft Servicer                              | 29.84       |             |
| 23070       | Mechanics And Maintenance And Repair Occupations | Aircraft Survival Flight Equipment Technician  | 33.32       |             |
| 23080       | Mechanics And Maintenance And Repair Occupations | Aircraft Worker                                | 31.53       |             |
| 23091       | Mechanics And Maintenance And Repair Occupations | Aircrew Life Support Equipment (ALSE) Mechanic | 31.53       |             |
| 23092       | Mechanics And Maintenance And Repair Occupations | Aircrew Life Support Equipment (ALSE) Mechanic | 35.03       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                           | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 23110       | Mechanics And Maintenance And Repair Occupations | Appliance Mechanic                     | 31.06       |             |
| 23120       | Mechanics And Maintenance And Repair Occupations | Bicycle Repairer                       | 26.26       |             |
| 23125       | Mechanics And Maintenance And Repair Occupations | Cable Splicer                          | 43.11       |             |
| 23130       | Mechanics And Maintenance And Repair Occupations | Carpenter, Maintenance                 | 29.42       |             |
| 23140       | Mechanics And Maintenance And Repair Occupations | Carpet Layer                           | 29.39       |             |
| 23160       | Mechanics And Maintenance And Repair Occupations | Electrician, Maintenance               | 29.69       |             |
| 23181       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance I   | 28.86       |             |
| 23182       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance II  | 30.49       |             |
| 23183       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance III | 32.06       |             |
| 23260       | Mechanics And Maintenance And Repair Occupations | Fabric Worker                          | 27.82       |             |
| 23290       | Mechanics And Maintenance And Repair Occupations | Fire Alarm System Mechanic             | 32.65       |             |
| 23310       | Mechanics And Maintenance And Repair Occupations | Fire Extinguisher Repairer             | 26.26       |             |
| 23311       | Mechanics And Maintenance And Repair Occupations | Fuel Distribution System Mechanic      | 32.65       |             |
| 23312       | Mechanics And Maintenance And Repair Occupations | Fuel Distribution System Operator      | 26.26       |             |
| 23370       | Mechanics And Maintenance And Repair Occupations | General Maintenance Worker             | 23.55       |             |
| 23380       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Mechanic      | 35.03       |             |
| 23381       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Servicer      | 29.84       |             |
| 23382       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Worker        | 31.53       |             |
| 23391       | Mechanics And Maintenance And Repair Occupations | Gunsmith I                             | 26.26       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 23392       | Mechanics And Maintenance And Repair Occupations | Gunsmith II                               | 29.39       |             |
| 23393       | Mechanics And Maintenance And Repair Occupations | Gunsmith III                              | 32.65       |             |
| 23410       | Mechanics And Maintenance And Repair Occupations | Heating, Ventilation And Air-Conditioning | 30.42       |             |
| 23411       | Mechanics And Maintenance And Repair Occupations | Heating, Ventilation And Air Contidioning | 31.91       |             |
| 23430       | Mechanics And Maintenance And Repair Occupations | Heavy Equipment Mechanic                  | 30.00       |             |
| 23440       | Mechanics And Maintenance And Repair Occupations | Heavy Equipment Operator                  | 27.44       |             |
| 23460       | Mechanics And Maintenance And Repair Occupations | Instrument Mechanic                       | 34.48       |             |
| 23465       | Mechanics And Maintenance And Repair Occupations | Laboratory/Shelter Mechanic               | 31.06       |             |
| 23470       | Mechanics And Maintenance And Repair Occupations | Laborer                                   | 18.59       |             |
| 23510       | Mechanics And Maintenance And Repair Occupations | Locksmith                                 | 31.06       |             |
| 23530       | Mechanics And Maintenance And Repair Occupations | Machinery Maintenance Mechanic            | 32.08       |             |
| 23550       | Mechanics And Maintenance And Repair Occupations | Machinist, Maintenance                    | 30.21       |             |
| 23580       | Mechanics And Maintenance And Repair Occupations | Maintenance Trades Helper                 | 18.35       |             |
| 23591       | Mechanics And Maintenance And Repair Occupations | Metrology Technician I                    | 34.48       |             |
| 23592       | Mechanics And Maintenance And Repair Occupations | Metrology Technician II                   | 36.16       |             |
| 23593       | Mechanics And Maintenance And Repair Occupations | Metrology Technician III                  | 37.79       |             |
| 23640       | Mechanics And Maintenance And Repair Occupations | Millwright                                | 32.65       |             |
| 23710       | Mechanics And Maintenance And Repair Occupations | Office Appliance Repairer                 | 23.03       |             |
| 23760       | Mechanics And Maintenance And Repair Occupations | Painter, Maintenance                      | 25.52       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                          | <b>Rate</b> | <b>Note</b> |
|-------------|--|---------------------------------------|-------------|-------------|
| 23790       | Mechanics And Maintenance And Repair Occupations | Pipefitter, Maintenance               | 32.10       |             |
| 23810       | Mechanics And Maintenance And Repair Occupations | Plumber, Maintenance                  | 30.53       |             |
| 23820       | Mechanics And Maintenance And Repair Occupations | Pneudraulic Systems Mechanic          | 32.65       |             |
| 23850       | Mechanics And Maintenance And Repair Occupations | Rigger                                | 32.65       |             |
| 23870       | Mechanics And Maintenance And Repair Occupations | Scale Mechanic                        | 29.39       |             |
| 23890       | Mechanics And Maintenance And Repair Occupations | Sheet-Metal Worker, Maintenance       | 29.42       |             |
| 23910       | Mechanics And Maintenance And Repair Occupations | Small Engine Mechanic                 | 27.47       |             |
| 23931       | Mechanics And Maintenance And Repair Occupations | Telecommunications Mechanic I         | 36.12       |             |
| 23932       | Mechanics And Maintenance And Repair Occupations | Telecommunications Mechanic II        | 39.68       |             |
| 23950       | Mechanics And Maintenance And Repair Occupations | Telephone Lineman                     | 37.68       |             |
| 23960       | Mechanics And Maintenance And Repair Occupations | Welder, Combination, Maintenance      | 29.42       |             |
| 23965       | Mechanics And Maintenance And Repair Occupations | Well Driller                          | 32.65       |             |
| 23970       | Mechanics And Maintenance And Repair Occupations | Woodcraft Worker                      | 32.65       |             |
| 23980       | Mechanics And Maintenance And Repair Occupations | Woodworker                            | 26.26       |             |
| 24550       | Personal Needs Occupations                       | Case Manager                          | 19.97       |             |
| 24570       | Personal Needs Occupations                       | Child Care Attendant                  | 16.21       | ***         |
| 24580       | Personal Needs Occupations                       | Child Care Center Clerk               | 20.22       |             |
| 24610       | Personal Needs Occupations                       | Chore Aide                            | 16.84       | ***         |
| 24620       | Personal Needs Occupations                       | Family Readiness And Support Services | 19.97       |             |
| 24630       | Personal Needs Occupations                       | Homemaker                             | 19.97       |             |
| 25010       | Plant And System Operations Occupations          | Boiler Tender                         | 32.23       |             |

| <b>Code</b> | <b>Category</b>                                | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 25040       | Plant And System Operations Occupations        | Sewage Plant Operator                     | 30.66       |             |
| 25070       | Plant And System Operations Occupations        | Stationary Engineer                       | 32.23       |             |
| 25190       | Plant And System Operations Occupations        | Ventilation Equipment Tender              | 24.36       |             |
| 25210       | Plant And System Operations Occupations        | Water Treatment Plant Operator            | 30.66       |             |
| 27004       | Protective Service Occupations                 | Alarm Monitor                             | 25.15       |             |
| 27007       | Protective Service Occupations                 | Baggage Inspector                         | 19.26       |             |
| 27008       | Protective Service Occupations                 | Corrections Officer                       | 23.81       |             |
| 27010       | Protective Service Occupations                 | Court Security Officer                    | 23.81       |             |
| 27030       | Protective Service Occupations                 | Detection Dog Handler                     | 21.54       |             |
| 27040       | Protective Service Occupations                 | Detention Officer                         | 23.81       |             |
| 27070       | Protective Service Occupations                 | Firefighter                               | 23.81       |             |
| 27101       | Protective Service Occupations                 | Guard I                                   | 19.26       |             |
| 27102       | Protective Service Occupations                 | Guard II                                  | 21.54       |             |
| 27131       | Protective Service Occupations                 | Police Officer I                          | 26.47       |             |
| 27132       | Protective Service Occupations                 | Police Officer II                         | 29.41       |             |
| 28041       | Recreation Occupations                         | Carnival Equipment Operator               | 15.84       | ***         |
| 28042       | Recreation Occupations                         | Carnival Equipment Repairer               | 16.85       | ***         |
| 28043       | Recreation Occupations                         | Carnival Worker                           | 12.98       | ***         |
| 28210       | Recreation Occupations                         | Gate Attendant/Gate Tender                | 19.97       |             |
| 28310       | Recreation Occupations                         | Lifeguard                                 | 14.50       | ***         |
| 28350       | Recreation Occupations                         | Park Attendant                            | 22.34       |             |
| 28510       | Recreation Occupations                         | Recreation Aide/Health Facility Attendant | 16.31       | ***         |
| 28515       | Recreation Occupations                         | Recreation Specialist                     | 27.68       |             |
| 28630       | Recreation Occupations                         | Sports Official                           | 17.80       |             |
| 28690       | Recreation Occupations                         | Swimming Pool Operator                    | 20.63       |             |
| 29010       | Stevedoring/Longshoremen Occupational Services | Blocker And Bracer                        | 30.22       |             |
| 29020       | Stevedoring/Longshoremen Occupational Services | Hatch Tender                              | 30.22       |             |
| 29030       | Stevedoring/Longshoremen Occupational Services | Line Handler                              | 30.22       |             |

| <b>Code</b> | <b>Category</b>                                | <b>Title</b>                             | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 29041       | Stevedoring/Longshoremen Occupational Services | Stevedore I                              | 28.60       |             |
| 29042       | Stevedoring/Longshoremen Occupational Services | Stevedore II                             | 31.93       |             |
| 30010       | Technical Occupations                          | Air Traffic Control Specialist, Center   | 51.07       | see 2       |
| 30011       | Technical Occupations                          | Air Traffic Control Specialist, Station  | 35.22       | see 2       |
| 30012       | Technical Occupations                          | Air Traffic Control Specialist, Terminal | 38.79       | see 2       |
| 30021       | Technical Occupations                          | Archeological Technician I               | 21.05       |             |
| 30022       | Technical Occupations                          | Archeological Technician II              | 23.56       |             |
| 30023       | Technical Occupations                          | Archeological Technician III             | 29.19       |             |
| 30030       | Technical Occupations                          | Cartographic Technician                  | 29.19       |             |
| 30040       | Technical Occupations                          | Civil Engineering Technician             | 31.59       |             |
| 30051       | Technical Occupations                          | Cryogenic Technician I                   | 32.33       |             |
| 30052       | Technical Occupations                          | Cryogenic Technician II                  | 35.71       |             |
| 30061       | Technical Occupations                          | Drafter/CAD Operator I                   | 21.05       |             |
| 30062       | Technical Occupations                          | Drafter/CAD Operator II                  | 23.56       |             |
| 30063       | Technical Occupations                          | Drafter/CAD Operator III                 | 26.27       |             |
| 30064       | Technical Occupations                          | Drafter/CAD Operator IV                  | 32.33       |             |
| 30081       | Technical Occupations                          | Engineering Technician I                 | 19.95       |             |
| 30082       | Technical Occupations                          | Engineering Technician II                | 22.39       |             |
| 30083       | Technical Occupations                          | Engineering Technician III               | 25.04       |             |
| 30084       | Technical Occupations                          | Engineering Technician IV                | 31.03       |             |
| 30085       | Technical Occupations                          | Engineering Technician V                 | 37.96       |             |
| 30086       | Technical Occupations                          | Engineering Technician VI                | 45.92       |             |
| 30090       | Technical Occupations                          | Environmental Technician                 | 28.92       |             |
| 30095       | Technical Occupations                          | Evidence Control Specialist              | 29.19       |             |
| 30210       | Technical Occupations                          | Laboratory Technician                    | 28.90       |             |
| 30221       | Technical Occupations                          | Latent Fingerprint Technician I          | 32.33       |             |
| 30222       | Technical Occupations                          | Latent Fingerprint Technician II         | 35.71       |             |
| 30240       | Technical Occupations                          | Mathematical Technician                  | 32.11       |             |
| 30361       | Technical Occupations                          | Paralegal/Legal Assistant I              | 23.53       |             |
| 30362       | Technical Occupations                          | Paralegal/Legal Assistant II             | 29.15       |             |

| <b>Code</b> | <b>Category</b>                                       | <b>Title</b>                             | <b>Rate</b> | <b>Note</b> |
|-------------|---|--|-------------|-------------|
| 30363       | Technical Occupations                                 | Paralegal/Legal Assistant III            | 35.66       |             |
| 30364       | Technical Occupations                                 | Paralegal/Legal Assistant IV             | 43.14       |             |
| 30375       | Technical Occupations                                 | Petroleum Supply Specialist              | 35.71       |             |
| 30390       | Technical Occupations                                 | Photo-Optics Technician                  | 28.92       |             |
| 30395       | Technical Occupations                                 | Radiation Control Technician             | 35.71       |             |
| 30461       | Technical Occupations                                 | Technical Writer I                       | 29.33       |             |
| 30462       | Technical Occupations                                 | Technical Writer II                      | 35.86       |             |
| 30463       | Technical Occupations                                 | Technical Writer III                     | 43.38       |             |
| 30491       | Technical Occupations                                 | Unexploded Ordnance (UXO) Technician I   | 32.46       |             |
| 30492       | Technical Occupations                                 | Unexploded Ordnance (UXO) Technician II  | 39.27       |             |
| 30493       | Technical Occupations                                 | Unexploded Ordnance (UXO) Technician III | 47.07       |             |
| 30494       | Technical Occupations                                 | Unexploded (UXO) Safety Escort           | 32.46       |             |
| 30495       | Technical Occupations                                 | Unexploded (UXO) Sweep Personnel         | 32.46       |             |
| 30501       | Technical Occupations                                 | Weather Forecaster I                     | 35.57       |             |
| 30502       | Technical Occupations                                 | Weather Forecaster II                    | 43.26       |             |
| 30620       | Technical Occupations                                 | Weather Observer, Combined Upper Air Or  | 26.27       | see 2       |
| 30621       | Technical Occupations                                 | Weather Observer, Senior                 | 29.19       | see 2       |
| 31010       | Transportation/Mobile Equipment Operation Occupations | Airplane Pilot                           | 39.27       |             |
| 31020       | Transportation/Mobile Equipment Operation Occupations | Bus Aide                                 | 16.96       | ***         |
| 31030       | Transportation/Mobile Equipment Operation Occupations | Bus Driver                               | 21.76       |             |
| 31043       | Transportation/Mobile Equipment Operation Occupations | Driver Courier                           | 19.31       |             |
| 31260       | Transportation/Mobile Equipment Operation Occupations | Parking and Lot Attendant                | 15.08       | ***         |
| 31290       | Transportation/Mobile Equipment Operation Occupations | Shuttle Bus Driver                       | 17.41       |             |
| 31310       | Transportation/Mobile Equipment Operation Occupations | Taxi Driver                              | 15.09       | ***         |

| <b>Code</b> | <b>Category</b>                                       | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|---|---------------------------------|-------------|-------------|
| 31361       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Light              | 20.54       |             |
| 31362       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Medium             | 21.76       |             |
| 31363       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Heavy              | 27.70       |             |
| 31364       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Tractor-Trailer    | 27.70       |             |
| 99020       | Miscellaneous Occupations                             | Cabin Safety Specialist         | 19.15       |             |
| 99030       | Miscellaneous Occupations                             | Cashier                         | 15.21       | ***         |
| 99050       | Miscellaneous Occupations                             | Desk Clerk                      | 17.14       | ***         |
| 99095       | Miscellaneous Occupations                             | Embalmer                        | 32.46       |             |
| 99130       | Miscellaneous Occupations                             | Flight Follower                 | 32.46       |             |
| 99251       | Miscellaneous Occupations                             | Laboratory Animal Caretaker I   | 16.38       | ***         |
| 99252       | Miscellaneous Occupations                             | Laboratory Animal Caretaker II  | 17.41       |             |
| 99260       | Miscellaneous Occupations                             | Marketing Analyst               | 35.09       |             |
| 99310       | Miscellaneous Occupations                             | Mortician                       | 32.46       |             |
| 99410       | Miscellaneous Occupations                             | Pest Controller                 | 24.99       |             |
| 99510       | Miscellaneous Occupations                             | Photofinishing Worker           | 17.06       | ***         |
| 99710       | Miscellaneous Occupations                             | Recycling Laborer               | 22.59       |             |
| 99711       | Miscellaneous Occupations                             | Recycling Specialist            | 25.72       |             |
| 99730       | Miscellaneous Occupations                             | Refuse Collector                | 21.07       |             |
| 99810       | Miscellaneous Occupations                             | Sales Clerk                     | 16.27       | ***         |
| 99820       | Miscellaneous Occupations                             | School Crossing Guard           | 19.16       |             |
| 99830       | Miscellaneous Occupations                             | Survey Party Chief              | 31.65       |             |
| 99831       | Miscellaneous Occupations                             | Surveying Aide                  | 19.25       |             |
| 99832       | Miscellaneous Occupations                             | Surveying Technician            | 28.78       |             |
| 99840       | Miscellaneous Occupations                             | Vending Machine Attendant       | 23.38       |             |
| 99841       | Miscellaneous Occupations                             | Vending Machine Repairer        | 27.84       |             |
| 99842       | Miscellaneous Occupations                             | Vending Machine Repairer Helper | 23.38       |             |

## Footer

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.20 per hour) or 13658 (\$12.90 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. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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: \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 per month\*

\*This rate is to be used only when compensating employees for performance on an SCA-

covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

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

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans'

Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

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

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

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

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

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

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

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**\*\* HAZARDOUS PAY DIFFERENTIAL \*\***

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

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

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like;

minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

#### \*\* UNIFORM ALLOWANCE \*\*

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of ""wash and wear""

materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

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

**Conformance Process:**

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

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR

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

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S.

Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

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

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

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

Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

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## **Wage Determination No. : 2015-4015**

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

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

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 28

Date Of Last Revision : 07/22/2024

Source : [Source Website](#)

## Header

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

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2024.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.90 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 2024.

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: Maine

This wage determination is applicable to the following towns in YORK COUNTY: Berwick, Lebanon, South Berwick

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

## Wage Determination Table

| Code  | Category  | Title                             | Rate  | Note |
|-------|---|-----------------------------------|-------|------|
| 01011 | Administrative Support And Clerical Occupations | Accounting Clerk I                | 18.09 |      |
| 01012 | Administrative Support And Clerical Occupations | Accounting Clerk II               | 20.30 |      |
| 01013 | Administrative Support And Clerical Occupations | Accounting Clerk III              | 22.71 |      |
| 01020 | Administrative Support And Clerical Occupations | Administrative Assistant          | 30.53 |      |
| 01035 | Administrative Support And Clerical Occupations | Court Reporter                    | 22.66 |      |
| 01041 | Administrative Support And Clerical Occupations | Customer Service Representative I | 17.01 | ***  |

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------------|-------------|-------------|
| 01042       | Administrative Support And Clerical Occupations | Customer Service Representative II   | 18.56       |             |
| 01043       | Administrative Support And Clerical Occupations | Customer Service Representative III  | 20.83       |             |
| 01051       | Administrative Support And Clerical Occupations | Data Entry Operator I                | 16.83       | ***         |
| 01052       | Administrative Support And Clerical Occupations | Data Entry Operator II               | 18.36       |             |
| 01060       | Administrative Support And Clerical Occupations | Dispatcher, Motor Vehicle            | 20.78       |             |
| 01070       | Administrative Support And Clerical Occupations | Document Preparation Clerk           | 18.04       |             |
| 01090       | Administrative Support And Clerical Occupations | Duplicating Machine Operator         | 18.04       |             |
| 01111       | Administrative Support And Clerical Occupations | General Clerk I                      | 17.62       |             |
| 01112       | Administrative Support And Clerical Occupations | General Clerk II                     | 19.23       |             |
| 01113       | Administrative Support And Clerical Occupations | General Clerk III                    | 21.58       |             |
| 01120       | Administrative Support And Clerical Occupations | Housing Referral Assistant           | 25.27       |             |
| 01141       | Administrative Support And Clerical Occupations | Messenger Courier                    | 14.71       | ***         |
| 01191       | Administrative Support And Clerical Occupations | Order Clerk I                        | 18.84       |             |
| 01192       | Administrative Support And Clerical Occupations | Order Clerk II                       | 21.40       |             |
| 01261       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) I   | 20.38       |             |
| 01262       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) II  | 22.80       |             |
| 01263       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) III | 25.42       |             |
| 01270       | Administrative Support And Clerical Occupations | Production Control Clerk             | 26.44       |             |
| 01290       | Administrative Support And Clerical Occupations | Rental Clerk                         | 19.17       |             |

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------------|-------------|-------------|
| 01300       | Administrative Support And Clerical Occupations | Scheduler, Maintenance               | 20.25       |             |
| 01311       | Administrative Support And Clerical Occupations | Secretary I                          | 20.25       |             |
| 01312       | Administrative Support And Clerical Occupations | Secretary II                         | 22.66       |             |
| 01313       | Administrative Support And Clerical Occupations | Secretary III                        | 25.27       |             |
| 01320       | Administrative Support And Clerical Occupations | Service Order Dispatcher             | 18.58       |             |
| 01410       | Administrative Support And Clerical Occupations | Supply Technician                    | 30.53       |             |
| 01420       | Administrative Support And Clerical Occupations | Survey Worker                        | 21.92       |             |
| 01460       | Administrative Support And Clerical Occupations | Switchboard Operator/Receptionist    | 17.90       |             |
| 01531       | Administrative Support And Clerical Occupations | Travel Clerk I                       | 17.66       |             |
| 01532       | Administrative Support And Clerical Occupations | Travel Clerk II                      | 18.39       |             |
| 01533       | Administrative Support And Clerical Occupations | Travel Clerk III                     | 20.23       |             |
| 01611       | Administrative Support And Clerical Occupations | Word Processor I                     | 18.04       |             |
| 01612       | Administrative Support And Clerical Occupations | Word Processor II                    | 20.25       |             |
| 01613       | Administrative Support And Clerical Occupations | Word Processor III                   | 22.66       |             |
| 05005       | Automotive Service Occupations                  | Automobile Body Repairer, Fiberglass | 24.81       |             |
| 05010       | Automotive Service Occupations                  | Automotive Electrician               | 21.99       |             |
| 05040       | Automotive Service Occupations                  | Automotive Glass Installer           | 20.81       |             |
| 05070       | Automotive Service Occupations                  | Automotive Worker                    | 20.81       |             |
| 05110       | Automotive Service Occupations                  | Mobile Equipment Servicer            | 18.59       |             |
| 05130       | Automotive Service Occupations                  | Motor Equipment Metal Mechanic       | 23.12       |             |
| 05160       | Automotive Service Occupations                  | Motor Equipment Metal Worker         | 20.81       |             |
| 05190       | Automotive Service Occupations                  | Motor Vehicle Mechanic               | 23.12       |             |

| <b>Code</b> | <b>Category</b>                              | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|--|---------------------------------|-------------|-------------|
| 05220       | Automotive Service Occupations               | Motor Vehicle Mechanic Helper   | 17.48       |             |
| 05250       | Automotive Service Occupations               | Motor Vehicle Upholstery Worker | 19.70       |             |
| 05280       | Automotive Service Occupations               | Motor Vehicle Wrecker           | 20.81       |             |
| 05310       | Automotive Service Occupations               | Painter, Automotive             | 21.99       |             |
| 05340       | Automotive Service Occupations               | Radiator Repair Specialist      | 20.81       |             |
| 05370       | Automotive Service Occupations               | Tire Repairer                   | 17.58       |             |
| 05400       | Automotive Service Occupations               | Transmission Repair Specialist  | 23.12       |             |
| 07010       | Food Preparation And Service Occupations     | Baker                           | 16.90       | ***         |
| 07041       | Food Preparation And Service Occupations     | Cook I                          | 18.96       |             |
| 07042       | Food Preparation And Service Occupations     | Cook II                         | 21.23       |             |
| 07070       | Food Preparation And Service Occupations     | Dishwasher                      | 14.03       | ***         |
| 07130       | Food Preparation And Service Occupations     | Food Service Worker             | 16.32       | ***         |
| 07210       | Food Preparation And Service Occupations     | Meat Cutter                     | 22.53       |             |
| 07260       | Food Preparation And Service Occupations     | Waiter/Waitress                 | 14.65       | ***         |
| 09010       | Furniture Maintenance And Repair Occupations | Electrostatic Spray Painter     | 23.98       |             |
| 09040       | Furniture Maintenance And Repair Occupations | Furniture Handler               | 15.74       | ***         |
| 09080       | Furniture Maintenance And Repair Occupations | Furniture Refinisher            | 22.54       |             |
| 09090       | Furniture Maintenance And Repair Occupations | Furniture Refinisher Helper     | 17.91       |             |
| 09110       | Furniture Maintenance And Repair Occupations | Furniture Repairer, Minor       | 20.19       |             |
| 09130       | Furniture Maintenance And Repair Occupations | Upholsterer                     | 22.54       |             |
| 11030       | General Services And Support Occupations     | Cleaner, Vehicles               | 16.82       | ***         |
| 11060       | General Services And Support Occupations     | Elevator Operator               | 17.18       | ***         |

| <b>Code</b> | <b>Category</b>                          | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 11090       | General Services And Support Occupations | Gardener                                   | 22.67       |             |
| 11122       | General Services And Support Occupations | Housekeeping Aide                          | 18.13       |             |
| 11150       | General Services And Support Occupations | Janitor                                    | 18.13       |             |
| 11210       | General Services And Support Occupations | Laborer, Grounds Maintenance               | 18.72       |             |
| 11240       | General Services And Support Occupations | Maid or Houseman                           | 16.03       | ***         |
| 11260       | General Services And Support Occupations | Pruner                                     | 17.46       |             |
| 11270       | General Services And Support Occupations | Tractor Operator                           | 21.31       |             |
| 11330       | General Services And Support Occupations | Trail Maintenance Worker                   | 18.72       |             |
| 11360       | General Services And Support Occupations | Window Cleaner                             | 19.44       |             |
| 12010       | Health Occupations                       | Ambulance Driver                           | 20.57       |             |
| 12011       | Health Occupations                       | Breath Alcohol Technician                  | 28.59       |             |
| 12012       | Health Occupations                       | Certified Occupational Therapist Assistant | 39.23       |             |
| 12015       | Health Occupations                       | Certified Physical Therapist Assistant     | 35.77       |             |
| 12020       | Health Occupations                       | Dental Assistant                           | 23.13       |             |
| 12025       | Health Occupations                       | Dental Hygienist                           | 44.34       |             |
| 12030       | Health Occupations                       | EKG Technician                             | 43.32       |             |
| 12035       | Health Occupations                       | Electroneurodiagnostic Technologist        | 43.32       |             |
| 12040       | Health Occupations                       | Emergency Medical Technician               | 20.57       |             |
| 12071       | Health Occupations                       | Licensed Practical Nurse I                 | 25.56       |             |
| 12072       | Health Occupations                       | Licensed Practical Nurse II                | 28.59       |             |
| 12073       | Health Occupations                       | Licensed Practical Nurse III               | 31.87       |             |
| 12100       | Health Occupations                       | Medical Assistant                          | 21.38       |             |
| 12130       | Health Occupations                       | Medical Laboratory Technician              | 30.69       |             |
| 12160       | Health Occupations                       | Medical Record Clerk                       | 18.02       |             |
| 12190       | Health Occupations                       | Medical Record Technician                  | 30.47       |             |

| <b>Code</b> | <b>Category</b>                  | <b>Title</b>                           | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------|--|-------------|-------------|
| 12195       | Health Occupations               | Medical Transcriptionist               | 25.56       |             |
| 12210       | Health Occupations               | Nuclear Medicine Technologist          | 62.83       |             |
| 12221       | Health Occupations               | Nursing Assistant I                    | 14.54       | ***         |
| 12222       | Health Occupations               | Nursing Assistant II                   | 16.35       | ***         |
| 12223       | Health Occupations               | Nursing Assistant III                  | 17.84       |             |
| 12224       | Health Occupations               | Nursing Assistant IV                   | 20.04       |             |
| 12235       | Health Occupations               | Optical Dispenser                      | 21.84       |             |
| 12236       | Health Occupations               | Optical Technician                     | 25.56       |             |
| 12250       | Health Occupations               | Pharmacy Technician                    | 19.79       |             |
| 12280       | Health Occupations               | Phlebotomist                           | 22.29       |             |
| 12305       | Health Occupations               | Radiologic Technologist                | 36.16       |             |
| 12311       | Health Occupations               | Registered Nurse I                     | 29.74       |             |
| 12312       | Health Occupations               | Registered Nurse II                    | 36.38       |             |
| 12313       | Health Occupations               | Registered Nurse II, Specialist        | 36.38       |             |
| 12314       | Health Occupations               | Registered Nurse III                   | 44.00       |             |
| 12315       | Health Occupations               | Registered Nurse III, Anesthetist      | 44.00       |             |
| 12316       | Health Occupations               | Registered Nurse IV                    | 52.75       |             |
| 12317       | Health Occupations               | Scheduler                              | 35.43       |             |
| 12320       | Health Occupations               | Substance Abuse Treatment Counselor    | 27.55       |             |
| 13011       | Information And Arts Occupations | Exhibits Specialist I                  | 22.87       |             |
| 13012       | Information And Arts Occupations | Exhibits Specialist II                 | 28.34       |             |
| 13013       | Information And Arts Occupations | Exhibits Specialist III                | 34.66       |             |
| 13041       | Information And Arts Occupations | Illustrator I                          | 22.87       |             |
| 13042       | Information And Arts Occupations | Illustrator II                         | 28.34       |             |
| 13043       | Information And Arts Occupations | Illustrator III                        | 34.66       |             |
| 13047       | Information And Arts Occupations | Librarian                              | 31.38       |             |
| 13050       | Information And Arts Occupations | Library Aide/Clerk                     | 16.09       | ***         |
| 13054       | Information And Arts Occupations | Library Information Technology Systems | 28.34       |             |
| 13058       | Information And Arts Occupations | Library Technician                     | 20.59       |             |
| 13061       | Information And Arts Occupations | Media Specialist I                     | 20.45       |             |
| 13062       | Information And Arts Occupations | Media Specialist II                    | 22.87       |             |
| 13063       | Information And Arts Occupations | Media Specialist III                   | 25.50       |             |

| <b>Code</b> | <b>Category</b>                    | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------|--------------------------------------|-------------|-------------|
| 13071       | Information And Arts Occupations   | Photographer I                       | 20.45       |             |
| 13072       | Information And Arts Occupations   | Photographer II                      | 22.87       |             |
| 13073       | Information And Arts Occupations   | Photographer III                     | 28.34       |             |
| 13074       | Information And Arts Occupations   | Photographer IV                      | 34.66       |             |
| 13075       | Information And Arts Occupations   | Photographer V                       | 41.93       |             |
| 13090       | Information And Arts Occupations   | Technical Order Library Clerk        | 20.65       |             |
| 13110       | Information And Arts Occupations   | Video Teleconference Technician      | 20.45       |             |
| 14041       | Information Technology Occupations | Computer Operator I                  | 20.08       |             |
| 14042       | Information Technology Occupations | Computer Operator II                 | 22.46       |             |
| 14043       | Information Technology Occupations | Computer Operator III                | 25.05       |             |
| 14044       | Information Technology Occupations | Computer Operator IV                 | 27.83       |             |
| 14045       | Information Technology Occupations | Computer Operator V                  | 30.83       |             |
| 14071       | Information Technology Occupations | Computer Programmer I                | 22.52       | see<br>1    |
| 14072       | Information Technology Occupations | Computer Programmer II               | NaN         | see<br>1    |
| 14073       | Information Technology Occupations | Computer Programmer III              | NaN         | see<br>1    |
| 14074       | Information Technology Occupations | Computer Programmer IV               | NaN         | see<br>1    |
| 14101       | Information Technology Occupations | Computer Systems Analyst I           | NaN         | see<br>1    |
| 14102       | Information Technology Occupations | Computer Systems Analyst II          | NaN         | see<br>1    |
| 14103       | Information Technology Occupations | Computer Systems Analyst III         | NaN         | see<br>1    |
| 14150       | Information Technology Occupations | Peripheral Equipment Operator        | 20.08       |             |
| 14160       | Information Technology Occupations | Personal Computer Support Technician | 28.47       |             |
| 14170       | Information Technology Occupations | System Support Specialist            | 31.53       |             |
| 15010       | Instructional Occupations          | Aircrew Training Devices Instructor  | 37.36       |             |
| 15020       | Instructional Occupations          | Aircrew Training Devices Instructor  | 45.95       |             |
| 15030       | Instructional Occupations          | Air Crew Training Devices Instructor | 54.21       |             |

| <b>Code</b> | <b>Category</b>   | <b>Title</b>                                    | <b>Rate</b> | <b>Note</b> |
|-------------|---|---|-------------|-------------|
| 15050       | Instructional Occupations                               | Computer Based Training Specialist / Instructor | 37.36       |             |
| 15060       | Instructional Occupations                               | Educational Technologist                        | 34.08       |             |
| 15070       | Instructional Occupations                               | Flight Instructor                               | 54.21       |             |
| 15080       | Instructional Occupations                               | Graphic Artist                                  | 25.05       |             |
| 15085       | Instructional Occupations                               | Maintenance Test Pilot, Fixed, Jet/Prop         | 54.21       |             |
| 15086       | Instructional Occupations                               | Maintenance Test Pilot, Rotary Wing             | 54.21       |             |
| 15088       | Instructional Occupations                               | Non-Maintenance Test/Co-Pilot                   | 54.21       |             |
| 15090       | Instructional Occupations                               | Technical Instructor                            | 28.13       |             |
| 15095       | Instructional Occupations                               | Technical Instructor/Course Developer           | 34.41       |             |
| 15110       | Instructional Occupations                               | Test Proctor                                    | 22.71       |             |
| 15120       | Instructional Occupations                               | Tutor   | 22.71       |             |
| 16010       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Assembler                                       | 16.41       | ***         |
| 16030       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Counter Attendant                               | 16.41       | ***         |
| 16040       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Dry Cleaner                                     | 18.75       |             |
| 16070       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Finisher, Flatwork, Machine                     | 16.41       | ***         |
| 16090       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Hand                                   | 16.41       | ***         |
| 16110       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Drycleaning                   | 16.41       | ***         |
| 16130       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Shirts                        | 16.41       | ***         |
| 16160       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Wearing Apparel, Laundry      | 16.41       | ***         |
| 16190       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Sewing Machine Operator                         | 19.53       |             |
| 16220       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Tailor  | 20.31       |             |
| 16250       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Washer, Machine                                 | 17.19       | ***         |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|--|--------------------------------------|-------------|-------------|
| 19010       | Machine Tool Operation And Repair Occupations    | Machine-Tool Operator                | 25.90       |             |
| 19040       | Machine Tool Operation And Repair Occupations    | Tool And Die Maker                   | 30.96       |             |
| 21020       | Materials Handling And Packing Occupations       | Forklift Operator                    | 18.38       |             |
| 21030       | Materials Handling And Packing Occupations       | Material Coordinator                 | 26.44       |             |
| 21040       | Materials Handling And Packing Occupations       | Material Expediter                   | 26.44       |             |
| 21050       | Materials Handling And Packing Occupations       | Material Handling Laborer            | 17.41       |             |
| 21071       | Materials Handling And Packing Occupations       | Order Filler                         | 16.74       | ***         |
| 21080       | Materials Handling And Packing Occupations       | Production Line Worker               | 18.38       |             |
| 21110       | Materials Handling And Packing Occupations       | Shipping Packer                      | 19.78       |             |
| 21130       | Materials Handling And Packing Occupations       | Shipping/Receiving Clerk             | 19.78       |             |
| 21140       | Materials Handling And Packing Occupations       | Store Worker I                       | 18.06       |             |
| 21150       | Materials Handling And Packing Occupations       | Stock Clerk                          | 22.00       |             |
| 21210       | Materials Handling And Packing Occupations       | Tools And Parts Attendant            | 18.38       |             |
| 21410       | Materials Handling And Packing Occupations       | Warehouse Specialist                 | 18.38       |             |
| 23010       | Mechanics And Maintenance And Repair Occupations | Aerospace Structural Welder          | 28.56       |             |
| 23019       | Mechanics And Maintenance And Repair Occupations | Aircraft Logs and Records Technician | 23.20       |             |
| 23021       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic I                  | 27.23       |             |
| 23022       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic II                 | 28.56       |             |
| 23023       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic III                | 29.85       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                                   | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 23040       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic Helper                       | 20.59       |             |
| 23050       | Mechanics And Maintenance And Repair Occupations | Aircraft, Painter                              | 25.90       |             |
| 23060       | Mechanics And Maintenance And Repair Occupations | Aircraft Servicer                              | 23.20       |             |
| 23070       | Mechanics And Maintenance And Repair Occupations | Aircraft Survival Flight Equipment Technician  | 25.90       |             |
| 23080       | Mechanics And Maintenance And Repair Occupations | Aircraft Worker                                | 24.51       |             |
| 23091       | Mechanics And Maintenance And Repair Occupations | Aircrew Life Support Equipment (ALSE) Mechanic | 24.51       |             |
| 23092       | Mechanics And Maintenance And Repair Occupations | Aircrew Life Support Equipment (ALSE) Mechanic | 27.23       |             |
| 23110       | Mechanics And Maintenance And Repair Occupations | Appliance Mechanic                             | 25.90       |             |
| 23120       | Mechanics And Maintenance And Repair Occupations | Bicycle Repairer                               | 21.90       |             |
| 23125       | Mechanics And Maintenance And Repair Occupations | Cable Splicer                                  | 27.23       |             |
| 23130       | Mechanics And Maintenance And Repair Occupations | Carpenter, Maintenance                         | 25.49       |             |
| 23140       | Mechanics And Maintenance And Repair Occupations | Carpet Layer                                   | 24.51       |             |
| 23160       | Mechanics And Maintenance And Repair Occupations | Electrician, Maintenance                       | 28.46       |             |
| 23181       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance I           | 25.23       |             |
| 23182       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance II          | 26.66       |             |
| 23183       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance III         | 28.03       |             |
| 23260       | Mechanics And Maintenance And Repair Occupations | Fabric Worker                                  | 23.20       |             |
| 23290       | Mechanics And Maintenance And Repair Occupations | Fire Alarm System Mechanic                     | 27.23       |             |
| 23310       | Mechanics And Maintenance And Repair Occupations | Fire Extinguisher Repairer                     | 21.90       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 23311       | Mechanics And Maintenance And Repair Occupations | Fuel Distribution System Mechanic         | 27.23       |             |
| 23312       | Mechanics And Maintenance And Repair Occupations | Fuel Distribution System Operator         | 21.90       |             |
| 23370       | Mechanics And Maintenance And Repair Occupations | General Maintenance Worker                | 22.61       |             |
| 23380       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Mechanic         | 27.23       |             |
| 23381       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Servicer         | 23.20       |             |
| 23382       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Worker           | 24.51       |             |
| 23391       | Mechanics And Maintenance And Repair Occupations | Gunsmith I                                | 21.90       |             |
| 23392       | Mechanics And Maintenance And Repair Occupations | Gunsmith II                               | 24.51       |             |
| 23393       | Mechanics And Maintenance And Repair Occupations | Gunsmith III                              | 27.23       |             |
| 23410       | Mechanics And Maintenance And Repair Occupations | Heating, Ventilation And Air-Conditioning | 29.66       |             |
| 23411       | Mechanics And Maintenance And Repair Occupations | Heating, Ventilation And Air Contidioning | 31.11       |             |
| 23430       | Mechanics And Maintenance And Repair Occupations | Heavy Equipment Mechanic                  | 27.58       |             |
| 23440       | Mechanics And Maintenance And Repair Occupations | Heavy Equipment Operator                  | 25.00       |             |
| 23460       | Mechanics And Maintenance And Repair Occupations | Instrument Mechanic                       | 27.23       |             |
| 23465       | Mechanics And Maintenance And Repair Occupations | Laboratory/Shelter Mechanic               | 25.90       |             |
| 23470       | Mechanics And Maintenance And Repair Occupations | Laborer                                   | 17.41       |             |
| 23510       | Mechanics And Maintenance And Repair Occupations | Locksmith                                 | 25.90       |             |
| 23530       | Mechanics And Maintenance And Repair Occupations | Machinery Maintenance Mechanic            | 28.73       |             |
| 23550       | Mechanics And Maintenance And Repair Occupations | Machinist, Maintenance                    | 26.64       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                     | <b>Rate</b> | <b>Note</b> |
|-------------|--|----------------------------------|-------------|-------------|
| 23580       | Mechanics And Maintenance And Repair Occupations | Maintenance Trades Helper        | 18.15       |             |
| 23591       | Mechanics And Maintenance And Repair Occupations | Metrology Technician I           | 27.23       |             |
| 23592       | Mechanics And Maintenance And Repair Occupations | Metrology Technician II          | 28.56       |             |
| 23593       | Mechanics And Maintenance And Repair Occupations | Metrology Technician III         | 29.85       |             |
| 23640       | Mechanics And Maintenance And Repair Occupations | Millwright                       | 27.23       |             |
| 23710       | Mechanics And Maintenance And Repair Occupations | Office Appliance Repairer        | 25.18       |             |
| 23760       | Mechanics And Maintenance And Repair Occupations | Painter, Maintenance             | 19.18       |             |
| 23790       | Mechanics And Maintenance And Repair Occupations | Pipefitter, Maintenance          | 30.10       |             |
| 23810       | Mechanics And Maintenance And Repair Occupations | Plumber, Maintenance             | 28.63       |             |
| 23820       | Mechanics And Maintenance And Repair Occupations | Pneudraulic Systems Mechanic     | 27.23       |             |
| 23850       | Mechanics And Maintenance And Repair Occupations | Rigger                           | 27.23       |             |
| 23870       | Mechanics And Maintenance And Repair Occupations | Scale Mechanic                   | 24.51       |             |
| 23890       | Mechanics And Maintenance And Repair Occupations | Sheet-Metal Worker, Maintenance  | 27.23       |             |
| 23910       | Mechanics And Maintenance And Repair Occupations | Small Engine Mechanic            | 24.51       |             |
| 23931       | Mechanics And Maintenance And Repair Occupations | Telecommunications Mechanic I    | 34.31       |             |
| 23932       | Mechanics And Maintenance And Repair Occupations | Telecommunications Mechanic II   | 35.97       |             |
| 23950       | Mechanics And Maintenance And Repair Occupations | Telephone Lineman                | 27.69       |             |
| 23960       | Mechanics And Maintenance And Repair Occupations | Welder, Combination, Maintenance | 24.56       |             |
| 23965       | Mechanics And Maintenance And Repair Occupations | Well Driller                     | 27.23       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                          | <b>Rate</b> | <b>Note</b> |
|-------------|--|---------------------------------------|-------------|-------------|
| 23970       | Mechanics And Maintenance And Repair Occupations | Woodcraft Worker                      | 27.23       |             |
| 23980       | Mechanics And Maintenance And Repair Occupations | Woodworker                            | 21.90       |             |
| 24550       | Personal Needs Occupations                       | Case Manager                          | 18.00       |             |
| 24570       | Personal Needs Occupations                       | Child Care Attendant                  | 15.25       | ***         |
| 24580       | Personal Needs Occupations                       | Child Care Center Clerk               | 19.00       |             |
| 24610       | Personal Needs Occupations                       | Chore Aide                            | 16.29       | ***         |
| 24620       | Personal Needs Occupations                       | Family Readiness And Support Services | 18.00       |             |
| 24630       | Personal Needs Occupations                       | Homemaker                             | 18.00       |             |
| 25010       | Plant And System Operations Occupations          | Boiler Tender                         | 29.98       |             |
| 25040       | Plant And System Operations Occupations          | Sewage Plant Operator                 | 28.52       |             |
| 25070       | Plant And System Operations Occupations          | Stationary Engineer                   | 29.98       |             |
| 25190       | Plant And System Operations Occupations          | Ventilation Equipment Tender          | 22.66       |             |
| 25210       | Plant And System Operations Occupations          | Water Treatment Plant Operator        | 28.52       |             |
| 27004       | Protective Service Occupations                   | Alarm Monitor                         | 23.32       |             |
| 27007       | Protective Service Occupations                   | Baggage Inspector                     | 17.59       |             |
| 27008       | Protective Service Occupations                   | Corrections Officer                   | 24.16       |             |
| 27010       | Protective Service Occupations                   | Court Security Officer                | 24.16       |             |
| 27030       | Protective Service Occupations                   | Detection Dog Handler                 | 19.68       |             |
| 27040       | Protective Service Occupations                   | Detention Officer                     | 24.16       |             |
| 27070       | Protective Service Occupations                   | Firefighter                           | 24.16       |             |
| 27101       | Protective Service Occupations                   | Guard I                               | 17.59       |             |
| 27102       | Protective Service Occupations                   | Guard II                              | 19.68       |             |
| 27131       | Protective Service Occupations                   | Police Officer I                      | 26.70       |             |
| 27132       | Protective Service Occupations                   | Police Officer II                     | 29.68       |             |
| 28041       | Recreation Occupations                           | Carnival Equipment Operator           | 14.82       | ***         |
| 28042       | Recreation Occupations                           | Carnival Equipment Repairer           | 15.76       | ***         |
| 28043       | Recreation Occupations                           | Carnival Worker                       | 12.14       | ***         |
| 28210       | Recreation Occupations                           | Gate Attendant/Gate Tender            | 17.86       |             |

| <b>Code</b> | <b>Category</b>                                | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 28310       | Recreation Occupations                         | Lifeguard                                 | 15.90       | ***         |
| 28350       | Recreation Occupations                         | Park Attendant                            | 19.97       |             |
| 28510       | Recreation Occupations                         | Recreation Aide/Health Facility Attendant | 14.57       | ***         |
| 28515       | Recreation Occupations                         | Recreation Specialist                     | 24.75       |             |
| 28630       | Recreation Occupations                         | Sports Official                           | 15.90       | ***         |
| 28690       | Recreation Occupations                         | Swimming Pool Operator                    | 20.57       |             |
| 29010       | Stevedoring/Longshoremen Occupational Services | Blocker And Bracer                        | 24.51       |             |
| 29020       | Stevedoring/Longshoremen Occupational Services | Hatch Tender                              | 24.51       |             |
| 29030       | Stevedoring/Longshoremen Occupational Services | Line Handler                              | 24.51       |             |
| 29041       | Stevedoring/Longshoremen Occupational Services | Stevedore I                               | 23.20       |             |
| 29042       | Stevedoring/Longshoremen Occupational Services | Stevedore II                              | 25.90       |             |
| 30010       | Technical Occupations                          | Air Traffic Control Specialist, Center    | 51.07       | see 2       |
| 30011       | Technical Occupations                          | Air Traffic Control Specialist, Station   | 35.22       | see 2       |
| 30012       | Technical Occupations                          | Air Traffic Control Specialist, Terminal  | 38.79       | see 2       |
| 30021       | Technical Occupations                          | Archeological Technician I                | 20.15       |             |
| 30022       | Technical Occupations                          | Archeological Technician II               | 22.53       |             |
| 30023       | Technical Occupations                          | Archeological Technician III              | 27.91       |             |
| 30030       | Technical Occupations                          | Cartographic Technician                   | 27.91       |             |
| 30040       | Technical Occupations                          | Civil Engineering Technician              | 27.91       |             |
| 30051       | Technical Occupations                          | Cryogenic Technician I                    | 30.91       |             |
| 30052       | Technical Occupations                          | Cryogenic Technician II                   | 34.14       |             |
| 30061       | Technical Occupations                          | Drafter/CAD Operator I                    | 20.15       |             |
| 30062       | Technical Occupations                          | Drafter/CAD Operator II                   | 22.53       |             |
| 30063       | Technical Occupations                          | Drafter/CAD Operator III                  | 25.11       |             |
| 30064       | Technical Occupations                          | Drafter/CAD Operator IV                   | 30.91       |             |
| 30081       | Technical Occupations                          | Engineering Technician I                  | 17.94       |             |
| 30082       | Technical Occupations                          | Engineering Technician II                 | 20.15       |             |

| <b>Code</b> | <b>Category</b>       | <b>Title</b>                             | <b>Rate</b> | <b>Note</b> |
|-------------|-----------------------|--|-------------|-------------|
| 30083       | Technical Occupations | Engineering Technician III               | 22.53       |             |
| 30084       | Technical Occupations | Engineering Technician IV                | 27.91       |             |
| 30085       | Technical Occupations | Engineering Technician V                 | 34.14       |             |
| 30086       | Technical Occupations | Engineering Technician VI                | 41.32       |             |
| 30090       | Technical Occupations | Environmental Technician                 | 27.91       |             |
| 30095       | Technical Occupations | Evidence Control Specialist              | 27.91       |             |
| 30210       | Technical Occupations | Laboratory Technician                    | 25.11       |             |
| 30221       | Technical Occupations | Latent Fingerprint Technician I          | 30.91       |             |
| 30222       | Technical Occupations | Latent Fingerprint Technician II         | 34.14       |             |
| 30240       | Technical Occupations | Mathematical Technician                  | 27.91       |             |
| 30361       | Technical Occupations | Paralegal/Legal Assistant I              | 22.60       |             |
| 30362       | Technical Occupations | Paralegal/Legal Assistant II             | 28.00       |             |
| 30363       | Technical Occupations | Paralegal/Legal Assistant III            | 34.25       |             |
| 30364       | Technical Occupations | Paralegal/Legal Assistant IV             | 41.43       |             |
| 30375       | Technical Occupations | Petroleum Supply Specialist              | 34.14       |             |
| 30390       | Technical Occupations | Photo-Optics Technician                  | 27.91       |             |
| 30395       | Technical Occupations | Radiation Control Technician             | 34.14       |             |
| 30461       | Technical Occupations | Technical Writer I                       | 27.91       |             |
| 30462       | Technical Occupations | Technical Writer II                      | 34.14       |             |
| 30463       | Technical Occupations | Technical Writer III                     | 41.32       |             |
| 30491       | Technical Occupations | Unexploded Ordnance (UXO) Technician I   | 32.46       |             |
| 30492       | Technical Occupations | Unexploded Ordnance (UXO) Technician II  | 39.27       |             |
| 30493       | Technical Occupations | Unexploded Ordnance (UXO) Technician III | 47.07       |             |
| 30494       | Technical Occupations | Unexploded (UXO) Safety Escort           | 32.46       |             |
| 30495       | Technical Occupations | Unexploded (UXO) Sweep Personnel         | 32.46       |             |
| 30501       | Technical Occupations | Weather Forecaster I                     | 30.91       |             |
| 30502       | Technical Occupations | Weather Forecaster II                    | 37.61       |             |
| 30620       | Technical Occupations | Weather Observer, Combined Upper Air Or  | 25.11       | see 2       |
| 30621       | Technical Occupations | Weather Observer, Senior                 | 27.91       | see 2       |

| <b>Code</b> | <b>Category</b>                                       | <b>Title</b>                   | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------|-------------|-------------|
| 31010       | Transportation/Mobile Equipment Operation Occupations | Airplane Pilot                 | 39.27       |             |
| 31020       | Transportation/Mobile Equipment Operation Occupations | Bus Aide                       | 16.44       | ***         |
| 31030       | Transportation/Mobile Equipment Operation Occupations | Bus Driver                     | 21.57       |             |
| 31043       | Transportation/Mobile Equipment Operation Occupations | Driver Courier                 | 18.33       |             |
| 31260       | Transportation/Mobile Equipment Operation Occupations | Parking and Lot Attendant      | 15.33       | ***         |
| 31290       | Transportation/Mobile Equipment Operation Occupations | Shuttle Bus Driver             | 19.11       |             |
| 31310       | Transportation/Mobile Equipment Operation Occupations | Taxi Driver                    | 15.02       | ***         |
| 31361       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Light             | 19.50       |             |
| 31362       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Medium            | 20.66       |             |
| 31363       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Heavy             | 26.54       |             |
| 31364       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Tractor-Trailer   | 26.54       |             |
| 99020       | Miscellaneous Occupations                             | Cabin Safety Specialist        | 19.15       |             |
| 99030       | Miscellaneous Occupations                             | Cashier                        | 13.88       | ***         |
| 99050       | Miscellaneous Occupations                             | Desk Clerk                     | 16.12       | ***         |
| 99095       | Miscellaneous Occupations                             | Embalmer                       | 32.46       |             |
| 99130       | Miscellaneous Occupations                             | Flight Follower                | 32.46       |             |
| 99251       | Miscellaneous Occupations                             | Laboratory Animal Caretaker I  | 18.00       |             |
| 99252       | Miscellaneous Occupations                             | Laboratory Animal Caretaker II | 19.15       |             |
| 99260       | Miscellaneous Occupations                             | Marketing Analyst              | 29.45       |             |
| 99310       | Miscellaneous Occupations                             | Mortician                      | 32.46       |             |
| 99410       | Miscellaneous Occupations                             | Pest Controller                | 26.35       |             |
| 99510       | Miscellaneous Occupations                             | Photofinishing Worker          | 17.06       | ***         |
| 99710       | Miscellaneous Occupations                             | Recycling Laborer              | 19.81       |             |
| 99711       | Miscellaneous Occupations                             | Recycling Specialist           | 22.55       |             |
| 99730       | Miscellaneous Occupations                             | Refuse Collector               | 18.47       |             |

| <b>Code</b> | <b>Category</b>           | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------|---------------------------------|-------------|-------------|
| 99810       | Miscellaneous Occupations | Sales Clerk                     | 16.35       | ***         |
| 99820       | Miscellaneous Occupations | School Crossing Guard           | 19.16       |             |
| 99830       | Miscellaneous Occupations | Survey Party Chief              | 23.57       |             |
| 99831       | Miscellaneous Occupations | Surveying Aide                  | 16.05       | ***         |
| 99832       | Miscellaneous Occupations | Surveying Technician            | 21.42       |             |
| 99840       | Miscellaneous Occupations | Vending Machine Attendant       | 23.38       |             |
| 99841       | Miscellaneous Occupations | Vending Machine Repairer        | 27.84       |             |
| 99842       | Miscellaneous Occupations | Vending Machine Repairer Helper | 23.38       |             |

## Footer

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.20 per hour) or 13658 (\$12.90 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. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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: \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 per month\*

\*This rate is to be used only when compensating employees for performance on an SCA-

covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

**VACATION:** 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 10 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

**HOLIDAYS:** A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans'

Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

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

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

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

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

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

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

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**\*\* HAZARDOUS PAY DIFFERENTIAL \*\***

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

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

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like;

minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below

that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear"

materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

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

**Conformance Process:**

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

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR

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

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S.

Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).

- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

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

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

Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

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## **Wage Determination No. : 2015-4017**

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

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

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 28

Date Of Last Revision : 07/22/2024

Source : [Source Website](#)

## **Header**

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

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2024.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.90 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 2024.

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: New Hampshire

This wage determination is applicable to the following cities and towns in STRAFFORD COUNTY: Barrington, Dover, Durham, Farmington, Lee, Madbury, Middleton, Milton, New Durham, Rochester, Rollinsford, Somersworth, Strafford

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

## **Wage Determination Table**

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                        | <b>Rate</b> | <b>Note</b> |
|-------------|---|-------------------------------------|-------------|-------------|
| 01011       | Administrative Support And Clerical Occupations | Accounting Clerk I                  | 18.09       |             |
| 01012       | Administrative Support And Clerical Occupations | Accounting Clerk II                 | 20.30       |             |
| 01013       | Administrative Support And Clerical Occupations | Accounting Clerk III                | 22.71       |             |
| 01020       | Administrative Support And Clerical Occupations | Administrative Assistant            | 30.53       |             |
| 01035       | Administrative Support And Clerical Occupations | Court Reporter                      | 22.66       |             |
| 01041       | Administrative Support And Clerical Occupations | Customer Service Representative I   | 17.01       | ***         |
| 01042       | Administrative Support And Clerical Occupations | Customer Service Representative II  | 18.56       |             |
| 01043       | Administrative Support And Clerical Occupations | Customer Service Representative III | 20.83       |             |
| 01051       | Administrative Support And Clerical Occupations | Data Entry Operator I               | 16.83       | ***         |
| 01052       | Administrative Support And Clerical Occupations | Data Entry Operator II              | 18.36       |             |
| 01060       | Administrative Support And Clerical Occupations | Dispatcher, Motor Vehicle           | 20.78       |             |
| 01070       | Administrative Support And Clerical Occupations | Document Preparation Clerk          | 18.04       |             |
| 01090       | Administrative Support And Clerical Occupations | Duplicating Machine Operator        | 18.04       |             |
| 01111       | Administrative Support And Clerical Occupations | General Clerk I                     | 17.62       |             |
| 01112       | Administrative Support And Clerical Occupations | General Clerk II                    | 19.23       |             |
| 01113       | Administrative Support And Clerical Occupations | General Clerk III                   | 21.58       |             |
| 01120       | Administrative Support And Clerical Occupations | Housing Referral Assistant          | 25.27       |             |
| 01141       | Administrative Support And Clerical Occupations | Messenger Courier                   | 14.71       | ***         |
| 01191       | Administrative Support And Clerical Occupations | Order Clerk I                       | 19.61       |             |

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------------|-------------|-------------|
| 01192       | Administrative Support And Clerical Occupations | Order Clerk II                       | 21.40       |             |
| 01261       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) I   | 20.38       |             |
| 01262       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) II  | 22.80       |             |
| 01263       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) III | 25.42       |             |
| 01270       | Administrative Support And Clerical Occupations | Production Control Clerk             | 26.44       |             |
| 01290       | Administrative Support And Clerical Occupations | Rental Clerk                         | 19.17       |             |
| 01300       | Administrative Support And Clerical Occupations | Scheduler, Maintenance               | 20.25       |             |
| 01311       | Administrative Support And Clerical Occupations | Secretary I                          | 20.25       |             |
| 01312       | Administrative Support And Clerical Occupations | Secretary II                         | 22.66       |             |
| 01313       | Administrative Support And Clerical Occupations | Secretary III                        | 25.27       |             |
| 01320       | Administrative Support And Clerical Occupations | Service Order Dispatcher             | 18.58       |             |
| 01410       | Administrative Support And Clerical Occupations | Supply Technician                    | 30.53       |             |
| 01420       | Administrative Support And Clerical Occupations | Survey Worker                        | 22.29       |             |
| 01460       | Administrative Support And Clerical Occupations | Switchboard Operator/Receptionist    | 17.90       |             |
| 01531       | Administrative Support And Clerical Occupations | Travel Clerk I                       | 17.66       |             |
| 01532       | Administrative Support And Clerical Occupations | Travel Clerk II                      | 18.39       |             |
| 01533       | Administrative Support And Clerical Occupations | Travel Clerk III                     | 20.23       |             |
| 01611       | Administrative Support And Clerical Occupations | Word Processor I                     | 18.04       |             |
| 01612       | Administrative Support And Clerical Occupations | Word Processor II                    | 20.25       |             |

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------------|-------------|-------------|
| 01613       | Administrative Support And Clerical Occupations | Word Processor III                   | 22.66       |             |
| 05005       | Automotive Service Occupations                  | Automobile Body Repairer, Fiberglass | 24.81       |             |
| 05010       | Automotive Service Occupations                  | Automotive Electrician               | 21.99       |             |
| 05040       | Automotive Service Occupations                  | Automotive Glass Installer           | 20.81       |             |
| 05070       | Automotive Service Occupations                  | Automotive Worker                    | 20.81       |             |
| 05110       | Automotive Service Occupations                  | Mobile Equipment Servicer            | 18.59       |             |
| 05130       | Automotive Service Occupations                  | Motor Equipment Metal Mechanic       | 23.12       |             |
| 05160       | Automotive Service Occupations                  | Motor Equipment Metal Worker         | 20.81       |             |
| 05190       | Automotive Service Occupations                  | Motor Vehicle Mechanic               | 23.12       |             |
| 05220       | Automotive Service Occupations                  | Motor Vehicle Mechanic Helper        | 17.48       |             |
| 05250       | Automotive Service Occupations                  | Motor Vehicle Upholstery Worker      | 19.70       |             |
| 05280       | Automotive Service Occupations                  | Motor Vehicle Wrecker                | 20.81       |             |
| 05310       | Automotive Service Occupations                  | Painter, Automotive                  | 21.99       |             |
| 05340       | Automotive Service Occupations                  | Radiator Repair Specialist           | 20.81       |             |
| 05370       | Automotive Service Occupations                  | Tire Repairer                        | 17.58       |             |
| 05400       | Automotive Service Occupations                  | Transmission Repair Specialist       | 23.12       |             |
| 07010       | Food Preparation And Service Occupations        | Baker                                | 16.90       | ***         |
| 07041       | Food Preparation And Service Occupations        | Cook I                               | 18.96       |             |
| 07042       | Food Preparation And Service Occupations        | Cook II                              | 21.23       |             |
| 07070       | Food Preparation And Service Occupations        | Dishwasher                           | 14.03       | ***         |
| 07130       | Food Preparation And Service Occupations        | Food Service Worker                  | 16.32       | ***         |
| 07210       | Food Preparation And Service Occupations        | Meat Cutter                          | 22.53       |             |
| 07260       | Food Preparation And Service Occupations        | Waiter/Waitress                      | 14.65       | ***         |
| 09010       | Furniture Maintenance And Repair Occupations    | Electrostatic Spray Painter          | 22.54       |             |
| 09040       | Furniture Maintenance And Repair Occupations    | Furniture Handler                    | 15.74       | ***         |

| <b>Code</b> | <b>Category</b>                              | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 09080       | Furniture Maintenance And Repair Occupations | Furniture Refinisher                       | 22.54       |             |
| 09090       | Furniture Maintenance And Repair Occupations | Furniture Refinisher Helper                | 17.91       |             |
| 09110       | Furniture Maintenance And Repair Occupations | Furniture Repairer, Minor                  | 20.19       |             |
| 09130       | Furniture Maintenance And Repair Occupations | Upholsterer                                | 22.54       |             |
| 11030       | General Services And Support Occupations     | Cleaner, Vehicles                          | 16.82       | ***         |
| 11060       | General Services And Support Occupations     | Elevator Operator                          | 17.18       | ***         |
| 11090       | General Services And Support Occupations     | Gardener                                   | 22.67       |             |
| 11122       | General Services And Support Occupations     | Housekeeping Aide                          | 18.13       |             |
| 11150       | General Services And Support Occupations     | Janitor                                    | 18.13       |             |
| 11210       | General Services And Support Occupations     | Laborer, Grounds Maintenance               | 18.72       |             |
| 11240       | General Services And Support Occupations     | Maid or Houseman                           | 16.03       | ***         |
| 11260       | General Services And Support Occupations     | Pruner                                     | 17.46       |             |
| 11270       | General Services And Support Occupations     | Tractor Operator                           | 21.31       |             |
| 11330       | General Services And Support Occupations     | Trail Maintenance Worker                   | 18.72       |             |
| 11360       | General Services And Support Occupations     | Window Cleaner                             | 19.44       |             |
| 12010       | Health Occupations                           | Ambulance Driver                           | 24.27       |             |
| 12011       | Health Occupations                           | Breath Alcohol Technician                  | 28.59       |             |
| 12012       | Health Occupations                           | Certified Occupational Therapist Assistant | 39.23       |             |
| 12015       | Health Occupations                           | Certified Physical Therapist Assistant     | 35.77       |             |
| 12020       | Health Occupations                           | Dental Assistant                           | 23.13       |             |
| 12025       | Health Occupations                           | Dental Hygienist                           | 44.34       |             |

| <b>Code</b> | <b>Category</b>                  | <b>Title</b>                        | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------|-------------------------------------|-------------|-------------|
| 12030       | Health Occupations               | EKG Technician                      | 43.32       |             |
| 12035       | Health Occupations               | Electroneurodiagnostic Technologist | 43.32       |             |
| 12040       | Health Occupations               | Emergency Medical Technician        | 24.27       |             |
| 12071       | Health Occupations               | Licensed Practical Nurse I          | 25.56       |             |
| 12072       | Health Occupations               | Licensed Practical Nurse II         | 28.59       |             |
| 12073       | Health Occupations               | Licensed Practical Nurse III        | 31.87       |             |
| 12100       | Health Occupations               | Medical Assistant                   | 21.38       |             |
| 12130       | Health Occupations               | Medical Laboratory Technician       | 30.95       |             |
| 12160       | Health Occupations               | Medical Record Clerk                | 17.93       |             |
| 12190       | Health Occupations               | Medical Record Technician           | 30.47       |             |
| 12195       | Health Occupations               | Medical Transcriptionist            | 25.56       |             |
| 12210       | Health Occupations               | Nuclear Medicine Technologist       | 62.83       |             |
| 12221       | Health Occupations               | Nursing Assistant I                 | 14.54       | ***         |
| 12222       | Health Occupations               | Nursing Assistant II                | 16.35       | ***         |
| 12223       | Health Occupations               | Nursing Assistant III               | 17.84       |             |
| 12224       | Health Occupations               | Nursing Assistant IV                | 20.04       |             |
| 12235       | Health Occupations               | Optical Dispenser                   | 21.84       |             |
| 12236       | Health Occupations               | Optical Technician                  | 25.56       |             |
| 12250       | Health Occupations               | Pharmacy Technician                 | 19.79       |             |
| 12280       | Health Occupations               | Phlebotomist                        | 22.29       |             |
| 12305       | Health Occupations               | Radiologic Technologist             | 36.16       |             |
| 12311       | Health Occupations               | Registered Nurse I                  | 29.74       |             |
| 12312       | Health Occupations               | Registered Nurse II                 | 36.38       |             |
| 12313       | Health Occupations               | Registered Nurse II, Specialist     | 36.38       |             |
| 12314       | Health Occupations               | Registered Nurse III                | 44.00       |             |
| 12315       | Health Occupations               | Registered Nurse III, Anesthetist   | 44.00       |             |
| 12316       | Health Occupations               | Registered Nurse IV                 | 52.75       |             |
| 12317       | Health Occupations               | Scheduler                           | 35.43       |             |
| 12320       | Health Occupations               | Substance Abuse Treatment Counselor | 27.55       |             |
| 13011       | Information And Arts Occupations | Exhibits Specialist I               | 22.87       |             |
| 13012       | Information And Arts Occupations | Exhibits Specialist II              | 28.34       |             |
| 13013       | Information And Arts Occupations | Exhibits Specialist III             | 34.66       |             |

| <b>Code</b> | <b>Category</b>                    | <b>Title</b>                           | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------|--|-------------|-------------|
| 13041       | Information And Arts Occupations   | Illustrator I                          | 22.87       |             |
| 13042       | Information And Arts Occupations   | Illustrator II                         | 28.34       |             |
| 13043       | Information And Arts Occupations   | Illustrator III                        | 34.66       |             |
| 13047       | Information And Arts Occupations   | Librarian                              | 31.38       |             |
| 13050       | Information And Arts Occupations   | Library Aide/Clerk                     | 16.09       | ***         |
| 13054       | Information And Arts Occupations   | Library Information Technology Systems | 28.34       |             |
| 13058       | Information And Arts Occupations   | Library Technician                     | 20.81       |             |
| 13061       | Information And Arts Occupations   | Media Specialist I                     | 20.45       |             |
| 13062       | Information And Arts Occupations   | Media Specialist II                    | 22.87       |             |
| 13063       | Information And Arts Occupations   | Media Specialist III                   | 25.50       |             |
| 13071       | Information And Arts Occupations   | Photographer I                         | 20.45       |             |
| 13072       | Information And Arts Occupations   | Photographer II                        | 22.87       |             |
| 13073       | Information And Arts Occupations   | Photographer III                       | 28.34       |             |
| 13074       | Information And Arts Occupations   | Photographer IV                        | 34.66       |             |
| 13075       | Information And Arts Occupations   | Photographer V                         | 41.93       |             |
| 13090       | Information And Arts Occupations   | Technical Order Library Clerk          | 20.65       |             |
| 13110       | Information And Arts Occupations   | Video Teleconference Technician        | 20.45       |             |
| 14041       | Information Technology Occupations | Computer Operator I                    | 20.09       |             |
| 14042       | Information Technology Occupations | Computer Operator II                   | 22.47       |             |
| 14043       | Information Technology Occupations | Computer Operator III                  | 25.06       |             |
| 14044       | Information Technology Occupations | Computer Operator IV                   | 27.83       |             |
| 14045       | Information Technology Occupations | Computer Operator V                    | 30.83       |             |
| 14071       | Information Technology Occupations | Computer Programmer I                  | 23.32       | see 1       |
| 14072       | Information Technology Occupations | Computer Programmer II                 | NaN         | see 1       |
| 14073       | Information Technology Occupations | Computer Programmer III                | NaN         | see 1       |
| 14074       | Information Technology Occupations | Computer Programmer IV                 | NaN         | see 1       |
| 14101       | Information Technology Occupations | Computer Systems Analyst I             | NaN         | see 1       |
| 14102       | Information Technology Occupations | Computer Systems Analyst II            | NaN         | see 1       |

| <b>Code</b> | <b>Category</b>   | <b>Title</b>                                    | <b>Rate</b> | <b>Note</b> |
|-------------|---|---|-------------|-------------|
| 14103       | Information Technology Occupations                      | Computer Systems Analyst III                    | NaN         | see<br>1    |
| 14150       | Information Technology Occupations                      | Peripheral Equipment Operator                   | 20.09       |             |
| 14160       | Information Technology Occupations                      | Personal Computer Support Technician            | 27.86       |             |
| 14170       | Information Technology Occupations                      | System Support Specialist                       | 31.53       |             |
| 15010       | Instructional Occupations                               | Aircrew Training Devices Instructor             | 37.98       |             |
| 15020       | Instructional Occupations                               | Aircrew Training Devices Instructor             | 45.95       |             |
| 15030       | Instructional Occupations                               | Air Crew Training Devices Instructor            | 55.07       |             |
| 15050       | Instructional Occupations                               | Computer Based Training Specialist / Instructor | 37.98       |             |
| 15060       | Instructional Occupations                               | Educational Technologist                        | 38.75       |             |
| 15070       | Instructional Occupations                               | Flight Instructor                               | 55.07       |             |
| 15080       | Instructional Occupations                               | Graphic Artist                                  | 25.05       |             |
| 15085       | Instructional Occupations                               | Maintenance Test Pilot, Fixed, Jet/Prop         | 55.07       |             |
| 15086       | Instructional Occupations                               | Maintenance Test Pilot, Rotary Wing             | 55.07       |             |
| 15088       | Instructional Occupations                               | Non-Maintenance Test/Co-Pilot                   | 55.07       |             |
| 15090       | Instructional Occupations                               | Technical Instructor                            | 28.13       |             |
| 15095       | Instructional Occupations                               | Technical Instructor/Course Developer           | 34.41       |             |
| 15110       | Instructional Occupations                               | Test Proctor                                    | 22.71       |             |
| 15120       | Instructional Occupations                               | Tutor   | 22.71       |             |
| 16010       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Assembler                                       | 16.41       | ***         |
| 16030       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Counter Attendant                               | 16.41       | ***         |
| 16040       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Dry Cleaner                                     | 18.75       |             |
| 16070       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Finisher, Flatwork, Machine                     | 16.41       | ***         |
| 16090       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Hand                                   | 16.41       | ***         |

| <b>Code</b> | <b>Category</b>   | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|---|--|-------------|-------------|
| 16110       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Drycleaning              | 16.41       | ***         |
| 16130       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Shirts                   | 16.41       | ***         |
| 16160       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Wearing Apparel, Laundry | 16.41       | ***         |
| 16190       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Sewing Machine Operator                    | 19.53       |             |
| 16220       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Tailor                                     | 20.31       |             |
| 16250       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Washer, Machine                            | 17.19       | ***         |
| 19010       | Machine Tool Operation And Repair Occupations           | Machine-Tool Operator                      | 25.90       |             |
| 19040       | Machine Tool Operation And Repair Occupations           | Tool And Die Maker                         | 30.96       |             |
| 21020       | Materials Handling And Packing Occupations              | Forklift Operator                          | 18.38       |             |
| 21030       | Materials Handling And Packing Occupations              | Material Coordinator                       | 26.44       |             |
| 21040       | Materials Handling And Packing Occupations              | Material Expediter                         | 26.44       |             |
| 21050       | Materials Handling And Packing Occupations              | Material Handling Laborer                  | 17.41       |             |
| 21071       | Materials Handling And Packing Occupations              | Order Filler                               | 16.74       | ***         |
| 21080       | Materials Handling And Packing Occupations              | Production Line Worker                     | 18.38       |             |
| 21110       | Materials Handling And Packing Occupations              | Shipping Packer                            | 19.78       |             |
| 21130       | Materials Handling And Packing Occupations              | Shipping/Receiving Clerk                   | 19.78       |             |
| 21140       | Materials Handling And Packing Occupations              | Store Worker I                             | 18.06       |             |
| 21150       | Materials Handling And Packing Occupations              | Stock Clerk                                | 22.00       |             |
| 21210       | Materials Handling And Packing Occupations              | Tools And Parts Attendant                  | 18.38       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                                   | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 21410       | Materials Handling And Packing Occupations       | Warehouse Specialist                           | 18.38       |             |
| 23010       | Mechanics And Maintenance And Repair Occupations | Aerospace Structural Welder                    | 28.56       |             |
| 23019       | Mechanics And Maintenance And Repair Occupations | Aircraft Logs and Records Technician           | 23.20       |             |
| 23021       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic I                            | 27.23       |             |
| 23022       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic II                           | 28.56       |             |
| 23023       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic III                          | 29.85       |             |
| 23040       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic Helper                       | 20.59       |             |
| 23050       | Mechanics And Maintenance And Repair Occupations | Aircraft, Painter                              | 25.90       |             |
| 23060       | Mechanics And Maintenance And Repair Occupations | Aircraft Servicer                              | 23.20       |             |
| 23070       | Mechanics And Maintenance And Repair Occupations | Aircraft Survival Flight Equipment Technician  | 25.90       |             |
| 23080       | Mechanics And Maintenance And Repair Occupations | Aircraft Worker                                | 24.51       |             |
| 23091       | Mechanics And Maintenance And Repair Occupations | Aircrew Life Support Equipment (ALSE) Mechanic | 24.51       |             |
| 23092       | Mechanics And Maintenance And Repair Occupations | Aircrew Life Support Equipment (ALSE) Mechanic | 27.23       |             |
| 23110       | Mechanics And Maintenance And Repair Occupations | Appliance Mechanic                             | 25.90       |             |
| 23120       | Mechanics And Maintenance And Repair Occupations | Bicycle Repairer                               | 21.90       |             |
| 23125       | Mechanics And Maintenance And Repair Occupations | Cable Splicer                                  | 28.05       |             |
| 23130       | Mechanics And Maintenance And Repair Occupations | Carpenter, Maintenance                         | 25.49       |             |
| 23140       | Mechanics And Maintenance And Repair Occupations | Carpet Layer                                   | 24.51       |             |
| 23160       | Mechanics And Maintenance And Repair Occupations | Electrician, Maintenance                       | 28.46       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 23181       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance I      | 25.23       |             |
| 23182       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance II     | 26.66       |             |
| 23183       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance III    | 28.03       |             |
| 23260       | Mechanics And Maintenance And Repair Occupations | Fabric Worker                             | 23.20       |             |
| 23290       | Mechanics And Maintenance And Repair Occupations | Fire Alarm System Mechanic                | 27.23       |             |
| 23310       | Mechanics And Maintenance And Repair Occupations | Fire Extinguisher Repairer                | 21.90       |             |
| 23311       | Mechanics And Maintenance And Repair Occupations | Fuel Distribution System Mechanic         | 27.23       |             |
| 23312       | Mechanics And Maintenance And Repair Occupations | Fuel Distribution System Operator         | 21.90       |             |
| 23370       | Mechanics And Maintenance And Repair Occupations | General Maintenance Worker                | 22.61       |             |
| 23380       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Mechanic         | 27.23       |             |
| 23381       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Servicer         | 23.20       |             |
| 23382       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Worker           | 24.51       |             |
| 23391       | Mechanics And Maintenance And Repair Occupations | Gunsmith I                                | 21.90       |             |
| 23392       | Mechanics And Maintenance And Repair Occupations | Gunsmith II                               | 24.51       |             |
| 23393       | Mechanics And Maintenance And Repair Occupations | Gunsmith III                              | 27.23       |             |
| 23410       | Mechanics And Maintenance And Repair Occupations | Heating, Ventilation And Air-Conditioning | 29.66       |             |
| 23411       | Mechanics And Maintenance And Repair Occupations | Heating, Ventilation And Air Contidioning | 31.11       |             |
| 23430       | Mechanics And Maintenance And Repair Occupations | Heavy Equipment Mechanic                  | 27.58       |             |
| 23440       | Mechanics And Maintenance And Repair Occupations | Heavy Equipment Operator                  | 25.00       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|--|---------------------------------|-------------|-------------|
| 23460       | Mechanics And Maintenance And Repair Occupations | Instrument Mechanic             | 27.23       |             |
| 23465       | Mechanics And Maintenance And Repair Occupations | Laboratory/Shelter Mechanic     | 25.90       |             |
| 23470       | Mechanics And Maintenance And Repair Occupations | Laborer                         | 17.41       |             |
| 23510       | Mechanics And Maintenance And Repair Occupations | Locksmith                       | 25.90       |             |
| 23530       | Mechanics And Maintenance And Repair Occupations | Machinery Maintenance Mechanic  | 28.73       |             |
| 23550       | Mechanics And Maintenance And Repair Occupations | Machinist, Maintenance          | 26.64       |             |
| 23580       | Mechanics And Maintenance And Repair Occupations | Maintenance Trades Helper       | 17.69       |             |
| 23591       | Mechanics And Maintenance And Repair Occupations | Metrology Technician I          | 27.23       |             |
| 23592       | Mechanics And Maintenance And Repair Occupations | Metrology Technician II         | 28.56       |             |
| 23593       | Mechanics And Maintenance And Repair Occupations | Metrology Technician III        | 29.85       |             |
| 23640       | Mechanics And Maintenance And Repair Occupations | Millwright                      | 28.25       |             |
| 23710       | Mechanics And Maintenance And Repair Occupations | Office Appliance Repairer       | 25.18       |             |
| 23760       | Mechanics And Maintenance And Repair Occupations | Painter, Maintenance            | 19.18       |             |
| 23790       | Mechanics And Maintenance And Repair Occupations | Pipefitter, Maintenance         | 30.10       |             |
| 23810       | Mechanics And Maintenance And Repair Occupations | Plumber, Maintenance            | 28.63       |             |
| 23820       | Mechanics And Maintenance And Repair Occupations | Pneudraulic Systems Mechanic    | 27.23       |             |
| 23850       | Mechanics And Maintenance And Repair Occupations | Rigger                          | 27.23       |             |
| 23870       | Mechanics And Maintenance And Repair Occupations | Scale Mechanic                  | 24.51       |             |
| 23890       | Mechanics And Maintenance And Repair Occupations | Sheet-Metal Worker, Maintenance | 27.23       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                          | <b>Rate</b> | <b>Note</b> |
|-------------|--|---------------------------------------|-------------|-------------|
| 23910       | Mechanics And Maintenance And Repair Occupations | Small Engine Mechanic                 | 24.51       |             |
| 23931       | Mechanics And Maintenance And Repair Occupations | Telecommunications Mechanic I         | 34.31       |             |
| 23932       | Mechanics And Maintenance And Repair Occupations | Telecommunications Mechanic II        | 36.07       |             |
| 23950       | Mechanics And Maintenance And Repair Occupations | Telephone Lineman                     | 28.31       |             |
| 23960       | Mechanics And Maintenance And Repair Occupations | Welder, Combination, Maintenance      | 24.56       |             |
| 23965       | Mechanics And Maintenance And Repair Occupations | Well Driller                          | 27.23       |             |
| 23970       | Mechanics And Maintenance And Repair Occupations | Woodcraft Worker                      | 27.23       |             |
| 23980       | Mechanics And Maintenance And Repair Occupations | Woodworker                            | 21.90       |             |
| 24550       | Personal Needs Occupations                       | Case Manager                          | 18.00       |             |
| 24570       | Personal Needs Occupations                       | Child Care Attendant                  | 15.25       | ***         |
| 24580       | Personal Needs Occupations                       | Child Care Center Clerk               | 19.00       |             |
| 24610       | Personal Needs Occupations                       | Chore Aide                            | 16.29       | ***         |
| 24620       | Personal Needs Occupations                       | Family Readiness And Support Services | 18.00       |             |
| 24630       | Personal Needs Occupations                       | Homemaker                             | 18.00       |             |
| 25010       | Plant And System Operations Occupations          | Boiler Tender                         | 29.98       |             |
| 25040       | Plant And System Operations Occupations          | Sewage Plant Operator                 | 28.52       |             |
| 25070       | Plant And System Operations Occupations          | Stationary Engineer                   | 29.98       |             |
| 25190       | Plant And System Operations Occupations          | Ventilation Equipment Tender          | 22.66       |             |
| 25210       | Plant And System Operations Occupations          | Water Treatment Plant Operator        | 28.52       |             |
| 27004       | Protective Service Occupations                   | Alarm Monitor                         | 23.32       |             |
| 27007       | Protective Service Occupations                   | Baggage Inspector                     | 17.59       |             |
| 27008       | Protective Service Occupations                   | Corrections Officer                   | 24.16       |             |
| 27010       | Protective Service Occupations                   | Court Security Officer                | 24.16       |             |

| <b>Code</b> | <b>Category</b>                                | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 27030       | Protective Service Occupations                 | Detection Dog Handler                     | 19.68       |             |
| 27040       | Protective Service Occupations                 | Detention Officer                         | 24.16       |             |
| 27070       | Protective Service Occupations                 | Firefighter                               | 24.16       |             |
| 27101       | Protective Service Occupations                 | Guard I                                   | 17.59       |             |
| 27102       | Protective Service Occupations                 | Guard II                                  | 19.68       |             |
| 27131       | Protective Service Occupations                 | Police Officer I                          | 26.70       |             |
| 27132       | Protective Service Occupations                 | Police Officer II                         | 29.68       |             |
| 28041       | Recreation Occupations                         | Carnival Equipment Operator               | 14.82       | ***         |
| 28042       | Recreation Occupations                         | Carnival Equipment Repairer               | 15.76       | ***         |
| 28043       | Recreation Occupations                         | Carnival Worker                           | 12.14       | ***         |
| 28210       | Recreation Occupations                         | Gate Attendant/Gate Tender                | 17.86       |             |
| 28310       | Recreation Occupations                         | Lifeguard                                 | 15.90       | ***         |
| 28350       | Recreation Occupations                         | Park Attendant                            | 19.97       |             |
| 28510       | Recreation Occupations                         | Recreation Aide/Health Facility Attendant | 14.57       | ***         |
| 28515       | Recreation Occupations                         | Recreation Specialist                     | 24.75       |             |
| 28630       | Recreation Occupations                         | Sports Official                           | 15.90       | ***         |
| 28690       | Recreation Occupations                         | Swimming Pool Operator                    | 19.40       |             |
| 29010       | Stevedoring/Longshoremen Occupational Services | Blocker And Bracer                        | 24.51       |             |
| 29020       | Stevedoring/Longshoremen Occupational Services | Hatch Tender                              | 24.51       |             |
| 29030       | Stevedoring/Longshoremen Occupational Services | Line Handler                              | 24.51       |             |
| 29041       | Stevedoring/Longshoremen Occupational Services | Stevedore I                               | 23.20       |             |
| 29042       | Stevedoring/Longshoremen Occupational Services | Stevedore II                              | 25.90       |             |
| 30010       | Technical Occupations                          | Air Traffic Control Specialist, Center    | 51.07       | see 2       |
| 30011       | Technical Occupations                          | Air Traffic Control Specialist, Station   | 35.22       | see 2       |
| 30012       | Technical Occupations                          | Air Traffic Control Specialist, Terminal  | 38.79       | see 2       |
| 30021       | Technical Occupations                          | Archeological Technician I                | 20.15       |             |
| 30022       | Technical Occupations                          | Archeological Technician II               | 22.53       |             |

| <b>Code</b> | <b>Category</b>       | <b>Title</b>                           | <b>Rate</b> | <b>Note</b> |
|-------------|-----------------------|--|-------------|-------------|
| 30023       | Technical Occupations | Archeological Technician III           | 27.91       |             |
| 30030       | Technical Occupations | Cartographic Technician                | 27.91       |             |
| 30040       | Technical Occupations | Civil Engineering Technician           | 27.91       |             |
| 30051       | Technical Occupations | Cryogenic Technician I                 | 30.91       |             |
| 30052       | Technical Occupations | Cryogenic Technician II                | 34.14       |             |
| 30061       | Technical Occupations | Drafter/CAD Operator I                 | 20.15       |             |
| 30062       | Technical Occupations | Drafter/CAD Operator II                | 22.53       |             |
| 30063       | Technical Occupations | Drafter/CAD Operator III               | 25.11       |             |
| 30064       | Technical Occupations | Drafter/CAD Operator IV                | 30.91       |             |
| 30081       | Technical Occupations | Engineering Technician I               | 17.94       |             |
| 30082       | Technical Occupations | Engineering Technician II              | 20.15       |             |
| 30083       | Technical Occupations | Engineering Technician III             | 22.53       |             |
| 30084       | Technical Occupations | Engineering Technician IV              | 27.91       |             |
| 30085       | Technical Occupations | Engineering Technician V               | 34.14       |             |
| 30086       | Technical Occupations | Engineering Technician VI              | 41.32       |             |
| 30090       | Technical Occupations | Environmental Technician               | 27.91       |             |
| 30095       | Technical Occupations | Evidence Control Specialist            | 27.91       |             |
| 30210       | Technical Occupations | Laboratory Technician                  | 25.11       |             |
| 30221       | Technical Occupations | Latent Fingerprint Technician I        | 30.91       |             |
| 30222       | Technical Occupations | Latent Fingerprint Technician II       | 34.14       |             |
| 30240       | Technical Occupations | Mathematical Technician                | 27.91       |             |
| 30361       | Technical Occupations | Paralegal/Legal Assistant I            | 22.60       |             |
| 30362       | Technical Occupations | Paralegal/Legal Assistant II           | 28.00       |             |
| 30363       | Technical Occupations | Paralegal/Legal Assistant III          | 34.25       |             |
| 30364       | Technical Occupations | Paralegal/Legal Assistant IV           | 41.43       |             |
| 30375       | Technical Occupations | Petroleum Supply Specialist            | 34.14       |             |
| 30390       | Technical Occupations | Photo-Optics Technician                | 27.91       |             |
| 30395       | Technical Occupations | Radiation Control Technician           | 34.14       |             |
| 30461       | Technical Occupations | Technical Writer I                     | 27.91       |             |
| 30462       | Technical Occupations | Technical Writer II                    | 34.14       |             |
| 30463       | Technical Occupations | Technical Writer III                   | 41.32       |             |
| 30491       | Technical Occupations | Unexploded Ordnance (UXO) Technician I | 32.46       |             |

| <b>Code</b> | <b>Category</b>                                       | <b>Title</b>                             | <b>Rate</b> | <b>Note</b> |
|-------------|---|--|-------------|-------------|
| 30492       | Technical Occupations                                 | Unexploded Ordnance (UXO) Technician II  | 39.27       |             |
| 30493       | Technical Occupations                                 | Unexploded Ordnance (UXO) Technician III | 47.07       |             |
| 30494       | Technical Occupations                                 | Unexploded (UXO) Safety Escort           | 32.46       |             |
| 30495       | Technical Occupations                                 | Unexploded (UXO) Sweep Personnel         | 32.46       |             |
| 30501       | Technical Occupations                                 | Weather Forecaster I                     | 30.91       |             |
| 30502       | Technical Occupations                                 | Weather Forecaster II                    | 37.61       |             |
| 30620       | Technical Occupations                                 | Weather Observer, Combined Upper Air Or  | 25.11       | see 2       |
| 30621       | Technical Occupations                                 | Weather Observer, Senior                 | 27.91       | see 2       |
| 31010       | Transportation/Mobile Equipment Operation Occupations | Airplane Pilot                           | 39.27       |             |
| 31020       | Transportation/Mobile Equipment Operation Occupations | Bus Aide                                 | 16.44       | ***         |
| 31030       | Transportation/Mobile Equipment Operation Occupations | Bus Driver                               | 21.57       |             |
| 31043       | Transportation/Mobile Equipment Operation Occupations | Driver Courier                           | 18.33       |             |
| 31260       | Transportation/Mobile Equipment Operation Occupations | Parking and Lot Attendant                | 15.33       | ***         |
| 31290       | Transportation/Mobile Equipment Operation Occupations | Shuttle Bus Driver                       | 19.11       |             |
| 31310       | Transportation/Mobile Equipment Operation Occupations | Taxi Driver                              | 15.51       | ***         |
| 31361       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Light                       | 19.50       |             |
| 31362       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Medium                      | 20.66       |             |
| 31363       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Heavy                       | 26.54       |             |
| 31364       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Tractor-Trailer             | 26.54       |             |
| 99020       | Miscellaneous Occupations                             | Cabin Safety Specialist                  | 19.15       |             |
| 99030       | Miscellaneous Occupations                             | Cashier                                  | 13.88       | ***         |
| 99050       | Miscellaneous Occupations                             | Desk Clerk                               | 16.12       | ***         |

| <b>Code</b> | <b>Category</b>           | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------|---------------------------------|-------------|-------------|
| 99095       | Miscellaneous Occupations | Embalmer                        | 32.46       |             |
| 99130       | Miscellaneous Occupations | Flight Follower                 | 32.46       |             |
| 99251       | Miscellaneous Occupations | Laboratory Animal Caretaker I   | 18.00       |             |
| 99252       | Miscellaneous Occupations | Laboratory Animal Caretaker II  | 19.15       |             |
| 99260       | Miscellaneous Occupations | Marketing Analyst               | 29.45       |             |
| 99310       | Miscellaneous Occupations | Mortician                       | 32.46       |             |
| 99410       | Miscellaneous Occupations | Pest Controller                 | 26.35       |             |
| 99510       | Miscellaneous Occupations | Photofinishing Worker           | 17.06       | ***         |
| 99710       | Miscellaneous Occupations | Recycling Laborer               | 19.81       |             |
| 99711       | Miscellaneous Occupations | Recycling Specialist            | 22.55       |             |
| 99730       | Miscellaneous Occupations | Refuse Collector                | 18.47       |             |
| 99810       | Miscellaneous Occupations | Sales Clerk                     | 16.35       | ***         |
| 99820       | Miscellaneous Occupations | School Crossing Guard           | 19.16       |             |
| 99830       | Miscellaneous Occupations | Survey Party Chief              | 23.55       |             |
| 99831       | Miscellaneous Occupations | Surveying Aide                  | 14.32       | ***         |
| 99832       | Miscellaneous Occupations | Surveying Technician            | 21.42       |             |
| 99840       | Miscellaneous Occupations | Vending Machine Attendant       | 23.38       |             |
| 99841       | Miscellaneous Occupations | Vending Machine Repairer        | 27.84       |             |
| 99842       | Miscellaneous Occupations | Vending Machine Repairer Helper | 23.38       |             |

## **Footer**

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.20 per hour) or 13658 (\$12.90 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. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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:** \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month **HEALTH & WELFARE EO 13706:** \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 per month\*

\*This rate is to be used only when compensating employees for performance on an SCA-

covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

**VACATION:** 1 week paid vacation after 1 year of service with a contractor or successor; 2 weeks after 2 years; and 3 weeks after 10 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

**HOLIDAYS:** A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans'

Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

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

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

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

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

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

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

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**\*\* HAZARDOUS PAY DIFFERENTIAL \*\***

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

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

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like;

minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear"

materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

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

**Conformance Process:**

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

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

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S.

Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).

- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

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

When preparing a conformance request, the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a

classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination.

Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

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## **Wage Determination No. : 2015-4019**

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

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

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 27

Date Of Last Revision : 07/22/2024

Source : [Source Website](#)

### **Header**

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

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2024.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.90 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 2024.

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).

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

HILLSBOROUGH COUNTY: Bedford, Goffstown, Manchester, New Boston, Weare

MERRIMACK COUNTY: Allentown, Dunbarton, Hooksett, Pembroke

ROCKINGHAM COUNTY: Auburn, Candia

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

### **Wage Determination Table**

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                        | <b>Rate</b> | <b>Note</b> |
|-------------|---|-------------------------------------|-------------|-------------|
| 01011       | Administrative Support And Clerical Occupations | Accounting Clerk I                  | 18.75       |             |
| 01012       | Administrative Support And Clerical Occupations | Accounting Clerk II                 | 21.05       |             |
| 01013       | Administrative Support And Clerical Occupations | Accounting Clerk III                | 23.54       |             |
| 01020       | Administrative Support And Clerical Occupations | Administrative Assistant            | 32.66       |             |
| 01035       | Administrative Support And Clerical Occupations | Court Reporter                      | 22.55       |             |
| 01041       | Administrative Support And Clerical Occupations | Customer Service Representative I   | 16.68       | ***         |
| 01042       | Administrative Support And Clerical Occupations | Customer Service Representative II  | 18.21       |             |
| 01043       | Administrative Support And Clerical Occupations | Customer Service Representative III | 20.43       |             |
| 01051       | Administrative Support And Clerical Occupations | Data Entry Operator I               | 16.84       | ***         |
| 01052       | Administrative Support And Clerical Occupations | Data Entry Operator II              | 18.38       |             |
| 01060       | Administrative Support And Clerical Occupations | Dispatcher, Motor Vehicle           | 24.40       |             |
| 01070       | Administrative Support And Clerical Occupations | Document Preparation Clerk          | 15.15       | ***         |

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------------|-------------|-------------|
| 01090       | Administrative Support And Clerical Occupations | Duplicating Machine Operator         | 15.15       | ***         |
| 01111       | Administrative Support And Clerical Occupations | General Clerk I                      | 18.55       |             |
| 01112       | Administrative Support And Clerical Occupations | General Clerk II                     | 20.25       |             |
| 01113       | Administrative Support And Clerical Occupations | General Clerk III                    | 22.72       |             |
| 01120       | Administrative Support And Clerical Occupations | Housing Referral Assistant           | 25.13       |             |
| 01141       | Administrative Support And Clerical Occupations | Messenger Courier                    | 15.84       | ***         |
| 01191       | Administrative Support And Clerical Occupations | Order Clerk I                        | 20.43       |             |
| 01192       | Administrative Support And Clerical Occupations | Order Clerk II                       | 22.29       |             |
| 01261       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) I   | 20.63       |             |
| 01262       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) II  | 23.08       |             |
| 01263       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) III | 25.74       |             |
| 01270       | Administrative Support And Clerical Occupations | Production Control Clerk             | 30.25       |             |
| 01290       | Administrative Support And Clerical Occupations | Rental Clerk                         | 20.06       |             |
| 01300       | Administrative Support And Clerical Occupations | Scheduler, Maintenance               | 20.16       |             |
| 01311       | Administrative Support And Clerical Occupations | Secretary I                          | 20.16       |             |
| 01312       | Administrative Support And Clerical Occupations | Secretary II                         | 22.55       |             |
| 01313       | Administrative Support And Clerical Occupations | Secretary III                        | 25.13       |             |
| 01320       | Administrative Support And Clerical Occupations | Service Order Dispatcher             | 21.81       |             |
| 01410       | Administrative Support And Clerical Occupations | Supply Technician                    | 32.66       |             |

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------------|-------------|-------------|
| 01420       | Administrative Support And Clerical Occupations | Survey Worker                        | 19.96       |             |
| 01460       | Administrative Support And Clerical Occupations | Switchboard Operator/Receptionist    | 17.39       |             |
| 01531       | Administrative Support And Clerical Occupations | Travel Clerk I                       | 18.00       |             |
| 01532       | Administrative Support And Clerical Occupations | Travel Clerk II                      | 19.29       |             |
| 01533       | Administrative Support And Clerical Occupations | Travel Clerk III                     | 21.45       |             |
| 01611       | Administrative Support And Clerical Occupations | Word Processor I                     | 17.95       |             |
| 01612       | Administrative Support And Clerical Occupations | Word Processor II                    | 20.16       |             |
| 01613       | Administrative Support And Clerical Occupations | Word Processor III                   | 22.55       |             |
| 05005       | Automotive Service Occupations                  | Automobile Body Repairer, Fiberglass | 25.74       |             |
| 05010       | Automotive Service Occupations                  | Automotive Electrician               | 25.06       |             |
| 05040       | Automotive Service Occupations                  | Automotive Glass Installer           | 23.88       |             |
| 05070       | Automotive Service Occupations                  | Automotive Worker                    | 23.88       |             |
| 05110       | Automotive Service Occupations                  | Mobile Equipment Servicer            | 21.34       |             |
| 05130       | Automotive Service Occupations                  | Motor Equipment Metal Mechanic       | 26.26       |             |
| 05160       | Automotive Service Occupations                  | Motor Equipment Metal Worker         | 23.88       |             |
| 05190       | Automotive Service Occupations                  | Motor Vehicle Mechanic               | 26.26       |             |
| 05220       | Automotive Service Occupations                  | Motor Vehicle Mechanic Helper        | 19.97       |             |
| 05250       | Automotive Service Occupations                  | Motor Vehicle Upholstery Worker      | 22.61       |             |
| 05280       | Automotive Service Occupations                  | Motor Vehicle Wrecker                | 23.88       |             |
| 05310       | Automotive Service Occupations                  | Painter, Automotive                  | 25.06       |             |
| 05340       | Automotive Service Occupations                  | Radiator Repair Specialist           | 23.88       |             |
| 05370       | Automotive Service Occupations                  | Tire Repairer                        | 15.25       | ***         |
| 05400       | Automotive Service Occupations                  | Transmission Repair Specialist       | 26.26       |             |
| 07010       | Food Preparation And Service Occupations        | Baker                                | 17.14       | ***         |
| 07041       | Food Preparation And Service Occupations        | Cook I                               | 18.88       |             |

| <b>Code</b> | <b>Category</b>                              | <b>Title</b>                 | <b>Rate</b> | <b>Note</b> |
|-------------|--|------------------------------|-------------|-------------|
| 07042       | Food Preparation And Service Occupations     | Cook II                      | 21.13       |             |
| 07070       | Food Preparation And Service Occupations     | Dishwasher                   | 14.18       | ***         |
| 07130       | Food Preparation And Service Occupations     | Food Service Worker          | 16.40       | ***         |
| 07210       | Food Preparation And Service Occupations     | Meat Cutter                  | 22.31       |             |
| 07260       | Food Preparation And Service Occupations     | Waiter/Waitress              | 13.20       | ***         |
| 09010       | Furniture Maintenance And Repair Occupations | Electrostatic Spray Painter  | 22.94       |             |
| 09040       | Furniture Maintenance And Repair Occupations | Furniture Handler            | 15.96       | ***         |
| 09080       | Furniture Maintenance And Repair Occupations | Furniture Refinisher         | 22.94       |             |
| 09090       | Furniture Maintenance And Repair Occupations | Furniture Refinisher Helper  | 18.28       |             |
| 09110       | Furniture Maintenance And Repair Occupations | Furniture Repairer, Minor    | 20.69       |             |
| 09130       | Furniture Maintenance And Repair Occupations | Upholsterer                  | 22.94       |             |
| 11030       | General Services And Support Occupations     | Cleaner, Vehicles            | 17.51       |             |
| 11060       | General Services And Support Occupations     | Elevator Operator            | 17.34       |             |
| 11090       | General Services And Support Occupations     | Gardener                     | 23.78       |             |
| 11122       | General Services And Support Occupations     | Housekeeping Aide            | 16.91       | ***         |
| 11150       | General Services And Support Occupations     | Janitor                      | 16.91       | ***         |
| 11210       | General Services And Support Occupations     | Laborer, Grounds Maintenance | 19.42       |             |
| 11240       | General Services And Support Occupations     | Maid or Houseman             | 15.82       | ***         |
| 11260       | General Services And Support Occupations     | Pruner                       | 18.17       |             |

| <b>Code</b> | <b>Category</b>                          | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 11270       | General Services And Support Occupations | Tractor Operator                           | 22.24       |             |
| 11330       | General Services And Support Occupations | Trail Maintenance Worker                   | 19.42       |             |
| 11360       | General Services And Support Occupations | Window Cleaner                             | 18.28       |             |
| 12010       | Health Occupations                       | Ambulance Driver                           | 21.08       |             |
| 12011       | Health Occupations                       | Breath Alcohol Technician                  | 30.45       |             |
| 12012       | Health Occupations                       | Certified Occupational Therapist Assistant | 41.79       |             |
| 12015       | Health Occupations                       | Certified Physical Therapist Assistant     | 33.58       |             |
| 12020       | Health Occupations                       | Dental Assistant                           | 27.13       |             |
| 12025       | Health Occupations                       | Dental Hygienist                           | 44.41       |             |
| 12030       | Health Occupations                       | EKG Technician                             | 41.58       |             |
| 12035       | Health Occupations                       | Electroneurodiagnostic Technologist        | 41.58       |             |
| 12040       | Health Occupations                       | Emergency Medical Technician               | 21.08       |             |
| 12071       | Health Occupations                       | Licensed Practical Nurse I                 | 27.23       |             |
| 12072       | Health Occupations                       | Licensed Practical Nurse II                | 30.45       |             |
| 12073       | Health Occupations                       | Licensed Practical Nurse III               | 33.95       |             |
| 12100       | Health Occupations                       | Medical Assistant                          | 22.36       |             |
| 12130       | Health Occupations                       | Medical Laboratory Technician              | 33.49       |             |
| 12160       | Health Occupations                       | Medical Record Clerk                       | 20.95       |             |
| 12190       | Health Occupations                       | Medical Record Technician                  | 23.43       |             |
| 12195       | Health Occupations                       | Medical Transcriptionist                   | 27.23       |             |
| 12210       | Health Occupations                       | Nuclear Medicine Technologist              | 66.92       |             |
| 12221       | Health Occupations                       | Nursing Assistant I                        | 14.62       | ***         |
| 12222       | Health Occupations                       | Nursing Assistant II                       | 16.43       | ***         |
| 12223       | Health Occupations                       | Nursing Assistant III                      | 17.93       |             |
| 12224       | Health Occupations                       | Nursing Assistant IV                       | 20.14       |             |
| 12235       | Health Occupations                       | Optical Dispenser                          | 25.14       |             |
| 12236       | Health Occupations                       | Optical Technician                         | 27.23       |             |
| 12250       | Health Occupations                       | Pharmacy Technician                        | 17.77       |             |
| 12280       | Health Occupations                       | Phlebotomist                               | 21.38       |             |

| <b>Code</b> | <b>Category</b>                    | <b>Title</b>                           | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------|--|-------------|-------------|
| 12305       | Health Occupations                 | Radiologic Technologist                | 39.37       |             |
| 12311       | Health Occupations                 | Registered Nurse I                     | 27.25       |             |
| 12312       | Health Occupations                 | Registered Nurse II                    | 33.34       |             |
| 12313       | Health Occupations                 | Registered Nurse II, Specialist        | 33.34       |             |
| 12314       | Health Occupations                 | Registered Nurse III                   | 40.33       |             |
| 12315       | Health Occupations                 | Registered Nurse III, Anesthetist      | 40.33       |             |
| 12316       | Health Occupations                 | Registered Nurse IV                    | 48.34       |             |
| 12317       | Health Occupations                 | Scheduler                              | 37.74       |             |
| 12320       | Health Occupations                 | Substance Abuse Treatment Counselor    | 26.76       |             |
| 13011       | Information And Arts Occupations   | Exhibits Specialist I                  | 23.32       |             |
| 13012       | Information And Arts Occupations   | Exhibits Specialist II                 | 28.90       |             |
| 13013       | Information And Arts Occupations   | Exhibits Specialist III                | 35.35       |             |
| 13041       | Information And Arts Occupations   | Illustrator I                          | 23.32       |             |
| 13042       | Information And Arts Occupations   | Illustrator II                         | 28.90       |             |
| 13043       | Information And Arts Occupations   | Illustrator III                        | 35.35       |             |
| 13047       | Information And Arts Occupations   | Librarian                              | 32.00       |             |
| 13050       | Information And Arts Occupations   | Library Aide/Clerk                     | 16.50       | ***         |
| 13054       | Information And Arts Occupations   | Library Information Technology Systems | 28.90       |             |
| 13058       | Information And Arts Occupations   | Library Technician                     | 22.32       |             |
| 13061       | Information And Arts Occupations   | Media Specialist I                     | 20.85       |             |
| 13062       | Information And Arts Occupations   | Media Specialist II                    | 23.32       |             |
| 13063       | Information And Arts Occupations   | Media Specialist III                   | 26.01       |             |
| 13071       | Information And Arts Occupations   | Photographer I                         | 20.85       |             |
| 13072       | Information And Arts Occupations   | Photographer II                        | 23.32       |             |
| 13073       | Information And Arts Occupations   | Photographer III                       | 28.90       |             |
| 13074       | Information And Arts Occupations   | Photographer IV                        | 35.35       |             |
| 13075       | Information And Arts Occupations   | Photographer V                         | 42.76       |             |
| 13090       | Information And Arts Occupations   | Technical Order Library Clerk          | 20.72       |             |
| 13110       | Information And Arts Occupations   | Video Teleconference Technician        | 24.28       |             |
| 14041       | Information Technology Occupations | Computer Operator I                    | 21.30       |             |
| 14042       | Information Technology Occupations | Computer Operator II                   | 23.82       |             |
| 14043       | Information Technology Occupations | Computer Operator III                  | 26.57       |             |

| <b>Code</b> | <b>Category</b>                    | <b>Title</b>                                    | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------|---|-------------|-------------|
| 14044       | Information Technology Occupations | Computer Operator IV                            | 29.52       |             |
| 14045       | Information Technology Occupations | Computer Operator V                             | 32.69       |             |
| 14071       | Information Technology Occupations | Computer Programmer I                           | 23.63       | see<br>1    |
| 14072       | Information Technology Occupations | Computer Programmer II                          | NaN         | see<br>1    |
| 14073       | Information Technology Occupations | Computer Programmer III                         | NaN         | see<br>1    |
| 14074       | Information Technology Occupations | Computer Programmer IV                          | NaN         | see<br>1    |
| 14101       | Information Technology Occupations | Computer Systems Analyst I                      | NaN         | see<br>1    |
| 14102       | Information Technology Occupations | Computer Systems Analyst II                     | NaN         | see<br>1    |
| 14103       | Information Technology Occupations | Computer Systems Analyst III                    | NaN         | see<br>1    |
| 14150       | Information Technology Occupations | Peripheral Equipment Operator                   | 21.30       |             |
| 14160       | Information Technology Occupations | Personal Computer Support Technician            | 29.52       |             |
| 14170       | Information Technology Occupations | System Support Specialist                       | 33.41       |             |
| 15010       | Instructional Occupations          | Aircrew Training Devices Instructor             | 34.80       |             |
| 15020       | Instructional Occupations          | Aircrew Training Devices Instructor             | 42.11       |             |
| 15030       | Instructional Occupations          | Air Crew Training Devices Instructor            | 50.48       |             |
| 15050       | Instructional Occupations          | Computer Based Training Specialist / Instructor | 34.80       |             |
| 15060       | Instructional Occupations          | Educational Technologist                        | 30.82       |             |
| 15070       | Instructional Occupations          | Flight Instructor                               | 50.48       |             |
| 15080       | Instructional Occupations          | Graphic Artist                                  | 28.46       |             |
| 15085       | Instructional Occupations          | Maintenance Test Pilot, Fixed, Jet/Prop         | 50.48       |             |
| 15086       | Instructional Occupations          | Maintenance Test Pilot, Rotary Wing             | 50.48       |             |
| 15088       | Instructional Occupations          | Non-Maintenance Test/Co-Pilot                   | 50.48       |             |
| 15090       | Instructional Occupations          | Technical Instructor                            | 27.19       |             |

| <b>Code</b> | <b>Category</b>   | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|---|--|-------------|-------------|
| 15095       | Instructional Occupations                               | Technical Instructor/Course Developer      | 33.26       |             |
| 15110       | Instructional Occupations                               | Test Proctor                               | 21.93       |             |
| 15120       | Instructional Occupations                               | Tutor                                      | 21.93       |             |
| 16010       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Assembler                                  | 17.31       |             |
| 16030       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Counter Attendant                          | 17.31       |             |
| 16040       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Dry Cleaner                                | 19.77       |             |
| 16070       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Finisher, Flatwork, Machine                | 17.31       |             |
| 16090       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Hand                              | 17.31       |             |
| 16110       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Drycleaning              | 17.31       |             |
| 16130       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Shirts                   | 17.31       |             |
| 16160       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Wearing Apparel, Laundry | 17.31       |             |
| 16190       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Sewing Machine Operator                    | 20.60       |             |
| 16220       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Tailor                                     | 21.42       |             |
| 16250       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Washer, Machine                            | 18.13       |             |
| 19010       | Machine Tool Operation And Repair Occupations           | Machine-Tool Operator                      | 29.06       |             |
| 19040       | Machine Tool Operation And Repair Occupations           | Tool And Die Maker                         | 34.22       |             |
| 21020       | Materials Handling And Packing Occupations              | Forklift Operator                          | 19.50       |             |
| 21030       | Materials Handling And Packing Occupations              | Material Coordinator                       | 30.25       |             |
| 21040       | Materials Handling And Packing Occupations              | Material Expediter                         | 30.25       |             |
| 21050       | Materials Handling And Packing Occupations              | Material Handling Laborer                  | 18.37       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                                   | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 21071       | Materials Handling And Packing Occupations       | Order Filler                                   | 16.74       | ***         |
| 21080       | Materials Handling And Packing Occupations       | Production Line Worker                         | 19.50       |             |
| 21110       | Materials Handling And Packing Occupations       | Shipping Packer                                | 19.21       |             |
| 21130       | Materials Handling And Packing Occupations       | Shipping/Receiving Clerk                       | 19.21       |             |
| 21140       | Materials Handling And Packing Occupations       | Store Worker I                                 | 17.21       |             |
| 21150       | Materials Handling And Packing Occupations       | Stock Clerk                                    | 20.88       |             |
| 21210       | Materials Handling And Packing Occupations       | Tools And Parts Attendant                      | 19.50       |             |
| 21410       | Materials Handling And Packing Occupations       | Warehouse Specialist                           | 19.50       |             |
| 23010       | Mechanics And Maintenance And Repair Occupations | Aerospace Structural Welder                    | 35.82       |             |
| 23019       | Mechanics And Maintenance And Repair Occupations | Aircraft Logs and Records Technician           | 29.57       |             |
| 23021       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic I                            | 34.34       |             |
| 23022       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic II                           | 35.82       |             |
| 23023       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic III                          | 37.26       |             |
| 23040       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic Helper                       | 26.10       |             |
| 23050       | Mechanics And Maintenance And Repair Occupations | Aircraft, Painter                              | 32.77       |             |
| 23060       | Mechanics And Maintenance And Repair Occupations | Aircraft Servicer                              | 29.57       |             |
| 23070       | Mechanics And Maintenance And Repair Occupations | Aircraft Survival Flight Equipment Technician  | 32.77       |             |
| 23080       | Mechanics And Maintenance And Repair Occupations | Aircraft Worker                                | 31.23       |             |
| 23091       | Mechanics And Maintenance And Repair Occupations | Aircrew Life Support Equipment (ALSE) Mechanic | 31.23       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                                   | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 23092       | Mechanics And Maintenance And Repair Occupations | Aircrew Life Support Equipment (ALSE) Mechanic | 34.34       |             |
| 23110       | Mechanics And Maintenance And Repair Occupations | Appliance Mechanic                             | 26.58       |             |
| 23120       | Mechanics And Maintenance And Repair Occupations | Bicycle Repairer                               | 25.20       |             |
| 23125       | Mechanics And Maintenance And Repair Occupations | Cable Splicer                                  | 44.67       |             |
| 23130       | Mechanics And Maintenance And Repair Occupations | Carpenter, Maintenance                         | 26.39       |             |
| 23140       | Mechanics And Maintenance And Repair Occupations | Carpet Layer                                   | 28.20       |             |
| 23160       | Mechanics And Maintenance And Repair Occupations | Electrician, Maintenance                       | 30.14       |             |
| 23181       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance I           | 27.87       |             |
| 23182       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance II          | 29.24       |             |
| 23183       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance III         | 30.64       |             |
| 23260       | Mechanics And Maintenance And Repair Occupations | Fabric Worker                                  | 26.69       |             |
| 23290       | Mechanics And Maintenance And Repair Occupations | Fire Alarm System Mechanic                     | 31.38       |             |
| 23310       | Mechanics And Maintenance And Repair Occupations | Fire Extinguisher Repairer                     | 25.20       |             |
| 23311       | Mechanics And Maintenance And Repair Occupations | Fuel Distribution System Mechanic              | 31.53       |             |
| 23312       | Mechanics And Maintenance And Repair Occupations | Fuel Distribution System Operator              | 25.62       |             |
| 23370       | Mechanics And Maintenance And Repair Occupations | General Maintenance Worker                     | 22.95       |             |
| 23380       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Mechanic              | 34.34       |             |
| 23381       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Servicer              | 29.57       |             |
| 23382       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Worker                | 31.23       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 23391       | Mechanics And Maintenance And Repair Occupations | Gunsmith I                                | 25.20       |             |
| 23392       | Mechanics And Maintenance And Repair Occupations | Gunsmith II                               | 28.20       |             |
| 23393       | Mechanics And Maintenance And Repair Occupations | Gunsmith III                              | 31.01       |             |
| 23410       | Mechanics And Maintenance And Repair Occupations | Heating, Ventilation And Air-Conditioning | 29.69       |             |
| 23411       | Mechanics And Maintenance And Repair Occupations | Heating, Ventilation And Air Contidioning | 30.97       |             |
| 23430       | Mechanics And Maintenance And Repair Occupations | Heavy Equipment Mechanic                  | 30.89       |             |
| 23440       | Mechanics And Maintenance And Repair Occupations | Heavy Equipment Operator                  | 28.96       |             |
| 23460       | Mechanics And Maintenance And Repair Occupations | Instrument Mechanic                       | 31.01       |             |
| 23465       | Mechanics And Maintenance And Repair Occupations | Laboratory/Shelter Mechanic               | 29.59       |             |
| 23470       | Mechanics And Maintenance And Repair Occupations | Laborer                                   | 18.37       |             |
| 23510       | Mechanics And Maintenance And Repair Occupations | Locksmith                                 | 29.59       |             |
| 23530       | Mechanics And Maintenance And Repair Occupations | Machinery Maintenance Mechanic            | 27.21       |             |
| 23550       | Mechanics And Maintenance And Repair Occupations | Machinist, Maintenance                    | 32.18       |             |
| 23580       | Mechanics And Maintenance And Repair Occupations | Maintenance Trades Helper                 | 17.74       |             |
| 23591       | Mechanics And Maintenance And Repair Occupations | Metrology Technician I                    | 31.01       |             |
| 23592       | Mechanics And Maintenance And Repair Occupations | Metrology Technician II                   | 32.34       |             |
| 23593       | Mechanics And Maintenance And Repair Occupations | Metrology Technician III                  | 33.64       |             |
| 23640       | Mechanics And Maintenance And Repair Occupations | Millwright                                | 31.01       |             |
| 23710       | Mechanics And Maintenance And Repair Occupations | Office Appliance Repairer                 | 28.00       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                          | <b>Rate</b> | <b>Note</b> |
|-------------|--|---------------------------------------|-------------|-------------|
| 23760       | Mechanics And Maintenance And Repair Occupations | Painter, Maintenance                  | 23.17       |             |
| 23790       | Mechanics And Maintenance And Repair Occupations | Pipefitter, Maintenance               | 30.71       |             |
| 23810       | Mechanics And Maintenance And Repair Occupations | Plumber, Maintenance                  | 29.30       |             |
| 23820       | Mechanics And Maintenance And Repair Occupations | Pneudraulic Systems Mechanic          | 31.01       |             |
| 23850       | Mechanics And Maintenance And Repair Occupations | Rigger                                | 31.01       |             |
| 23870       | Mechanics And Maintenance And Repair Occupations | Scale Mechanic                        | 28.20       |             |
| 23890       | Mechanics And Maintenance And Repair Occupations | Sheet-Metal Worker, Maintenance       | 28.60       |             |
| 23910       | Mechanics And Maintenance And Repair Occupations | Small Engine Mechanic                 | 23.51       |             |
| 23931       | Mechanics And Maintenance And Repair Occupations | Telecommunications Mechanic I         | 38.53       |             |
| 23932       | Mechanics And Maintenance And Repair Occupations | Telecommunications Mechanic II        | 40.19       |             |
| 23950       | Mechanics And Maintenance And Repair Occupations | Telephone Lineman                     | 34.25       |             |
| 23960       | Mechanics And Maintenance And Repair Occupations | Welder, Combination, Maintenance      | 31.61       |             |
| 23965       | Mechanics And Maintenance And Repair Occupations | Well Driller                          | 30.46       |             |
| 23970       | Mechanics And Maintenance And Repair Occupations | Woodcraft Worker                      | 31.01       |             |
| 23980       | Mechanics And Maintenance And Repair Occupations | Woodworker                            | 25.20       |             |
| 24550       | Personal Needs Occupations                       | Case Manager                          | 19.03       |             |
| 24570       | Personal Needs Occupations                       | Child Care Attendant                  | 13.76       | ***         |
| 24580       | Personal Needs Occupations                       | Child Care Center Clerk               | 17.15       | ***         |
| 24610       | Personal Needs Occupations                       | Chore Aide                            | 16.68       | ***         |
| 24620       | Personal Needs Occupations                       | Family Readiness And Support Services | 19.03       |             |
| 24630       | Personal Needs Occupations                       | Homemaker                             | 19.03       |             |

| <b>Code</b> | <b>Category</b>                                | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 25010       | Plant And System Operations Occupations        | Boiler Tender                             | 29.30       |             |
| 25040       | Plant And System Operations Occupations        | Sewage Plant Operator                     | 27.96       |             |
| 25070       | Plant And System Operations Occupations        | Stationary Engineer                       | 29.30       |             |
| 25190       | Plant And System Operations Occupations        | Ventilation Equipment Tender              | 22.27       |             |
| 25210       | Plant And System Operations Occupations        | Water Treatment Plant Operator            | 27.96       |             |
| 27004       | Protective Service Occupations                 | Alarm Monitor                             | 23.92       |             |
| 27007       | Protective Service Occupations                 | Baggage Inspector                         | 18.68       |             |
| 27008       | Protective Service Occupations                 | Corrections Officer                       | 25.91       |             |
| 27010       | Protective Service Occupations                 | Court Security Officer                    | 27.38       |             |
| 27030       | Protective Service Occupations                 | Detection Dog Handler                     | 20.89       |             |
| 27040       | Protective Service Occupations                 | Detention Officer                         | 25.91       |             |
| 27070       | Protective Service Occupations                 | Firefighter                               | 29.02       |             |
| 27101       | Protective Service Occupations                 | Guard I                                   | 18.68       |             |
| 27102       | Protective Service Occupations                 | Guard II                                  | 20.89       |             |
| 27131       | Protective Service Occupations                 | Police Officer I                          | 27.95       |             |
| 27132       | Protective Service Occupations                 | Police Officer II                         | 31.06       |             |
| 28041       | Recreation Occupations                         | Carnival Equipment Operator               | 14.23       | ***         |
| 28042       | Recreation Occupations                         | Carnival Equipment Repairer               | 15.21       | ***         |
| 28043       | Recreation Occupations                         | Carnival Worker                           | 11.61       | ***         |
| 28210       | Recreation Occupations                         | Gate Attendant/Gate Tender                | 20.33       |             |
| 28310       | Recreation Occupations                         | Lifeguard                                 | 16.48       | ***         |
| 28350       | Recreation Occupations                         | Park Attendant                            | 22.74       |             |
| 28510       | Recreation Occupations                         | Recreation Aide/Health Facility Attendant | 16.60       | ***         |
| 28515       | Recreation Occupations                         | Recreation Specialist                     | 28.17       |             |
| 28630       | Recreation Occupations                         | Sports Official                           | 18.11       |             |
| 28690       | Recreation Occupations                         | Swimming Pool Operator                    | 19.40       |             |
| 29010       | Stevedoring/Longshoremen Occupational Services | Blocker And Bracer                        | 28.20       |             |
| 29020       | Stevedoring/Longshoremen Occupational Services | Hatch Tender                              | 28.20       |             |

| <b>Code</b> | <b>Category</b>                                   | <b>Title</b>                                | <b>Rate</b> | <b>Note</b> |
|-------------|---|---|-------------|-------------|
| 29030       | Stevedoring/Longshoremen<br>Occupational Services | Line Handler                                | 28.20       |             |
| 29041       | Stevedoring/Longshoremen<br>Occupational Services | Stevedore I                                 | 26.69       |             |
| 29042       | Stevedoring/Longshoremen<br>Occupational Services | Stevedore II                                | 29.59       |             |
| 30010       | Technical Occupations                             | Air Traffic Control Specialist,<br>Center   | 51.07       | see<br>2    |
| 30011       | Technical Occupations                             | Air Traffic Control Specialist,<br>Station  | 35.22       | see<br>2    |
| 30012       | Technical Occupations                             | Air Traffic Control Specialist,<br>Terminal | 38.79       | see<br>2    |
| 30021       | Technical Occupations                             | Archeological Technician I                  | 19.43       |             |
| 30022       | Technical Occupations                             | Archeological Technician II                 | 21.73       |             |
| 30023       | Technical Occupations                             | Archeological Technician III                | 26.93       |             |
| 30030       | Technical Occupations                             | Cartographic Technician                     | 26.93       |             |
| 30040       | Technical Occupations                             | Civil Engineering Technician                | 27.26       |             |
| 30051       | Technical Occupations                             | Cryogenic Technician I                      | 29.82       |             |
| 30052       | Technical Occupations                             | Cryogenic Technician II                     | 32.94       |             |
| 30061       | Technical Occupations                             | Drafter/CAD Operator I                      | 19.43       |             |
| 30062       | Technical Occupations                             | Drafter/CAD Operator II                     | 21.73       |             |
| 30063       | Technical Occupations                             | Drafter/CAD Operator III                    | 24.23       |             |
| 30064       | Technical Occupations                             | Drafter/CAD Operator IV                     | 29.82       |             |
| 30081       | Technical Occupations                             | Engineering Technician I                    | 20.38       |             |
| 30082       | Technical Occupations                             | Engineering Technician II                   | 22.87       |             |
| 30083       | Technical Occupations                             | Engineering Technician III                  | 25.58       |             |
| 30084       | Technical Occupations                             | Engineering Technician IV                   | 31.69       |             |
| 30085       | Technical Occupations                             | Engineering Technician V                    | 38.77       |             |
| 30086       | Technical Occupations                             | Engineering Technician VI                   | 46.90       |             |
| 30090       | Technical Occupations                             | Environmental Technician                    | 26.93       |             |
| 30095       | Technical Occupations                             | Evidence Control Specialist                 | 26.93       |             |
| 30210       | Technical Occupations                             | Laboratory Technician                       | 24.82       |             |
| 30221       | Technical Occupations                             | Latent Fingerprint Technician I             | 29.82       |             |
| 30222       | Technical Occupations                             | Latent Fingerprint Technician II            | 32.94       |             |
| 30240       | Technical Occupations                             | Mathematical Technician                     | 26.93       |             |

| <b>Code</b> | <b>Category</b>                                       | <b>Title</b>                             | <b>Rate</b> | <b>Note</b> |
|-------------|---|--|-------------|-------------|
| 30361       | Technical Occupations                                 | Paralegal/Legal Assistant I              | 23.31       |             |
| 30362       | Technical Occupations                                 | Paralegal/Legal Assistant II             | 28.88       |             |
| 30363       | Technical Occupations                                 | Paralegal/Legal Assistant III            | 35.33       |             |
| 30364       | Technical Occupations                                 | Paralegal/Legal Assistant IV             | 42.74       |             |
| 30375       | Technical Occupations                                 | Petroleum Supply Specialist              | 32.94       |             |
| 30390       | Technical Occupations                                 | Photo-Optics Technician                  | 26.93       |             |
| 30395       | Technical Occupations                                 | Radiation Control Technician             | 32.94       |             |
| 30461       | Technical Occupations                                 | Technical Writer I                       | 26.86       |             |
| 30462       | Technical Occupations                                 | Technical Writer II                      | 32.85       |             |
| 30463       | Technical Occupations                                 | Technical Writer III                     | 39.74       |             |
| 30491       | Technical Occupations                                 | Unexploded Ordnance (UXO) Technician I   | 32.46       |             |
| 30492       | Technical Occupations                                 | Unexploded Ordnance (UXO) Technician II  | 39.27       |             |
| 30493       | Technical Occupations                                 | Unexploded Ordnance (UXO) Technician III | 47.07       |             |
| 30494       | Technical Occupations                                 | Unexploded (UXO) Safety Escort           | 32.46       |             |
| 30495       | Technical Occupations                                 | Unexploded (UXO) Sweep Personnel         | 32.46       |             |
| 30501       | Technical Occupations                                 | Weather Forecaster I                     | 29.82       |             |
| 30502       | Technical Occupations                                 | Weather Forecaster II                    | 36.27       |             |
| 30620       | Technical Occupations                                 | Weather Observer, Combined Upper Air Or  | 24.23       | see 2       |
| 30621       | Technical Occupations                                 | Weather Observer, Senior                 | 26.93       | see 2       |
| 31010       | Transportation/Mobile Equipment Operation Occupations | Airplane Pilot                           | 39.27       |             |
| 31020       | Transportation/Mobile Equipment Operation Occupations | Bus Aide                                 | 16.87       | ***         |
| 31030       | Transportation/Mobile Equipment Operation Occupations | Bus Driver                               | 22.28       |             |
| 31043       | Transportation/Mobile Equipment Operation Occupations | Driver Courier                           | 19.33       |             |
| 31260       | Transportation/Mobile Equipment Operation Occupations | Parking and Lot Attendant                | 15.41       | ***         |
| 31290       | Transportation/Mobile Equipment Operation Occupations | Shuttle Bus Driver                       | 18.18       |             |

| <b>Code</b> | <b>Category</b>                                       | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|---|---------------------------------|-------------|-------------|
| 31310       | Transportation/Mobile Equipment Operation Occupations | Taxi Driver                     | 13.09       | ***         |
| 31361       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Light              | 20.66       |             |
| 31362       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Medium             | 21.88       |             |
| 31363       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Heavy              | 27.33       |             |
| 31364       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Tractor-Trailer    | 27.33       |             |
| 99020       | Miscellaneous Occupations                             | Cabin Safety Specialist         | 19.15       |             |
| 99030       | Miscellaneous Occupations                             | Cashier                         | 14.05       | ***         |
| 99050       | Miscellaneous Occupations                             | Desk Clerk                      | 16.59       | ***         |
| 99095       | Miscellaneous Occupations                             | Embalmer                        | 32.46       |             |
| 99130       | Miscellaneous Occupations                             | Flight Follower                 | 32.46       |             |
| 99251       | Miscellaneous Occupations                             | Laboratory Animal Caretaker I   | 16.86       | ***         |
| 99252       | Miscellaneous Occupations                             | Laboratory Animal Caretaker II  | 18.03       |             |
| 99260       | Miscellaneous Occupations                             | Marketing Analyst               | 34.28       |             |
| 99310       | Miscellaneous Occupations                             | Mortician                       | 32.46       |             |
| 99410       | Miscellaneous Occupations                             | Pest Controller                 | 25.20       |             |
| 99510       | Miscellaneous Occupations                             | Photofinishing Worker           | 17.06       | ***         |
| 99710       | Miscellaneous Occupations                             | Recycling Laborer               | 18.86       |             |
| 99711       | Miscellaneous Occupations                             | Recycling Specialist            | 21.60       |             |
| 99730       | Miscellaneous Occupations                             | Refuse Collector                | 17.64       |             |
| 99810       | Miscellaneous Occupations                             | Sales Clerk                     | 15.86       | ***         |
| 99820       | Miscellaneous Occupations                             | School Crossing Guard           | 19.49       |             |
| 99830       | Miscellaneous Occupations                             | Survey Party Chief              | 30.76       |             |
| 99831       | Miscellaneous Occupations                             | Surveying Aide                  | 18.72       |             |
| 99832       | Miscellaneous Occupations                             | Surveying Technician            | 27.97       |             |
| 99840       | Miscellaneous Occupations                             | Vending Machine Attendant       | 22.26       |             |
| 99841       | Miscellaneous Occupations                             | Vending Machine Repairer        | 26.62       |             |
| 99842       | Miscellaneous Occupations                             | Vending Machine Repairer Helper | 22.26       |             |

**Footer**

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.20 per hour) or 13658 (\$12.90 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. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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: \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 per month\*

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

VACATION: 1 week paid vacation after 1 year of service with a contractor or successor; 2 weeks after 2 years; and 3 weeks after 10 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans'

Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

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

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

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

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

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

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

2) **AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:** If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**\*\* HAZARDOUS PAY DIFFERENTIAL \*\***

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

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

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like;

minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of ""wash and wear""

materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the

contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

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

**Conformance Process:**

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

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

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S.

Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

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

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

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

Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

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## **Wage Determination No. : 2015-4021**

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

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

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 28

Date Of Last Revision : 07/22/2024

Source : [Source Website](#)

## Header

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

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2024.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.90 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 2024.

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).

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

CARROLL COUNTY: Albany, Bartlett, Chatham, Conway-intervale-kearsarge, Eaton, Effingham, Freedom, Hale's Location, Hart's Location, Jackson, Madison, Ossipee, Sandwich, Tamworth, Wakefield

COOS COUNTY: Atkinson and Gilmanton Academy, Beans grant, Beans purchase, Berlin, Cambridge, Carroll, Chandlers purchase, Clarksville, Colebrook, College, Columbia, Crawford's purchase, Cutts, Dalton, Dixs, Dixville, Dummer, Errol, Ervings Grant, Greens grant, Jefferson, Kilkenny, Lancaster, Low and Burbanks grant, Martins location, Milan, Millsfield, Northumberland-groveton, Odell, Pinkhams grant, Pittsburg, Randolph, Sargents purchase, Shelborne, Stark, Stewartstown, Stratford, Success, Thompson and Meserves purchase, Wentworth location, Whitefield

GRAFTON COUNTY: Bath, Benton, Bethlehem, Easton, Franconia, Haverhill, Landaff, Lisbon, Littleton, Livermore, Lyman, Monroe, Sugar Hill, Warren

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

## Wage Determination Table

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                        | <b>Rate</b> | <b>Note</b> |
|-------------|---|-------------------------------------|-------------|-------------|
| 01011       | Administrative Support And Clerical Occupations | Accounting Clerk I                  | 17.27       |             |
| 01012       | Administrative Support And Clerical Occupations | Accounting Clerk II                 | 19.38       |             |
| 01013       | Administrative Support And Clerical Occupations | Accounting Clerk III                | 21.68       |             |
| 01020       | Administrative Support And Clerical Occupations | Administrative Assistant            | 29.03       |             |
| 01035       | Administrative Support And Clerical Occupations | Court Reporter                      | 20.71       |             |
| 01041       | Administrative Support And Clerical Occupations | Customer Service Representative I   | 16.06       | ***         |
| 01042       | Administrative Support And Clerical Occupations | Customer Service Representative II  | 17.52       |             |
| 01043       | Administrative Support And Clerical Occupations | Customer Service Representative III | 19.67       |             |
| 01051       | Administrative Support And Clerical Occupations | Data Entry Operator I               | 14.67       | ***         |
| 01052       | Administrative Support And Clerical Occupations | Data Entry Operator II              | 16.02       | ***         |
| 01060       | Administrative Support And Clerical Occupations | Dispatcher, Motor Vehicle           | 20.73       |             |
| 01070       | Administrative Support And Clerical Occupations | Document Preparation Clerk          | 16.49       | ***         |
| 01090       | Administrative Support And Clerical Occupations | Duplicating Machine Operator        | 16.49       | ***         |
| 01111       | Administrative Support And Clerical Occupations | General Clerk I                     | 16.82       | ***         |
| 01112       | Administrative Support And Clerical Occupations | General Clerk II                    | 18.36       |             |
| 01113       | Administrative Support And Clerical Occupations | General Clerk III                   | 20.60       |             |
| 01120       | Administrative Support And Clerical Occupations | Housing Referral Assistant          | 23.09       |             |
| 01141       | Administrative Support And Clerical Occupations | Messenger Courier                   | 13.44       | ***         |
| 01191       | Administrative Support And Clerical Occupations | Order Clerk I                       | 14.54       | ***         |

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------------|-------------|-------------|
| 01192       | Administrative Support And Clerical Occupations | Order Clerk II                       | 15.86       | ***         |
| 01261       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) I   | 18.52       |             |
| 01262       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) II  | 20.71       |             |
| 01263       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) III | 23.09       |             |
| 01270       | Administrative Support And Clerical Occupations | Production Control Clerk             | 27.56       |             |
| 01290       | Administrative Support And Clerical Occupations | Rental Clerk                         | 19.14       |             |
| 01300       | Administrative Support And Clerical Occupations | Scheduler, Maintenance               | 18.52       |             |
| 01311       | Administrative Support And Clerical Occupations | Secretary I                          | 18.52       |             |
| 01312       | Administrative Support And Clerical Occupations | Secretary II                         | 20.71       |             |
| 01313       | Administrative Support And Clerical Occupations | Secretary III                        | 23.09       |             |
| 01320       | Administrative Support And Clerical Occupations | Service Order Dispatcher             | 18.53       |             |
| 01410       | Administrative Support And Clerical Occupations | Supply Technician                    | 29.03       |             |
| 01420       | Administrative Support And Clerical Occupations | Survey Worker                        | 19.01       |             |
| 01460       | Administrative Support And Clerical Occupations | Switchboard Operator/Receptionist    | 17.34       |             |
| 01531       | Administrative Support And Clerical Occupations | Travel Clerk I                       | 17.07       | ***         |
| 01532       | Administrative Support And Clerical Occupations | Travel Clerk II                      | 18.39       |             |
| 01533       | Administrative Support And Clerical Occupations | Travel Clerk III                     | 19.81       |             |
| 01611       | Administrative Support And Clerical Occupations | Word Processor I                     | 16.49       | ***         |
| 01612       | Administrative Support And Clerical Occupations | Word Processor II                    | 18.52       |             |

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------------|-------------|-------------|
| 01613       | Administrative Support And Clerical Occupations | Word Processor III                   | 20.71       |             |
| 05005       | Automotive Service Occupations                  | Automobile Body Repairer, Fiberglass | 22.34       |             |
| 05010       | Automotive Service Occupations                  | Automotive Electrician               | 22.10       |             |
| 05040       | Automotive Service Occupations                  | Automotive Glass Installer           | 21.06       |             |
| 05070       | Automotive Service Occupations                  | Automotive Worker                    | 21.06       |             |
| 05110       | Automotive Service Occupations                  | Mobile Equipment Servicer            | 18.82       |             |
| 05130       | Automotive Service Occupations                  | Motor Equipment Metal Mechanic       | 23.16       |             |
| 05160       | Automotive Service Occupations                  | Motor Equipment Metal Worker         | 21.06       |             |
| 05190       | Automotive Service Occupations                  | Motor Vehicle Mechanic               | 23.16       |             |
| 05220       | Automotive Service Occupations                  | Motor Vehicle Mechanic Helper        | 17.61       |             |
| 05250       | Automotive Service Occupations                  | Motor Vehicle Upholstery Worker      | 19.94       |             |
| 05280       | Automotive Service Occupations                  | Motor Vehicle Wrecker                | 21.06       |             |
| 05310       | Automotive Service Occupations                  | Painter, Automotive                  | 22.10       |             |
| 05340       | Automotive Service Occupations                  | Radiator Repair Specialist           | 21.06       |             |
| 05370       | Automotive Service Occupations                  | Tire Repairer                        | 18.82       |             |
| 05400       | Automotive Service Occupations                  | Transmission Repair Specialist       | 23.16       |             |
| 07010       | Food Preparation And Service Occupations        | Baker                                | 15.96       | ***         |
| 07041       | Food Preparation And Service Occupations        | Cook I                               | 18.41       |             |
| 07042       | Food Preparation And Service Occupations        | Cook II                              | 20.61       |             |
| 07070       | Food Preparation And Service Occupations        | Dishwasher                           | 13.03       | ***         |
| 07130       | Food Preparation And Service Occupations        | Food Service Worker                  | 15.21       | ***         |
| 07210       | Food Preparation And Service Occupations        | Meat Cutter                          | 20.81       |             |
| 07260       | Food Preparation And Service Occupations        | Waiter/Waitress                      | 14.85       | ***         |
| 09010       | Furniture Maintenance And Repair Occupations    | Electrostatic Spray Painter          | 25.97       |             |
| 09040       | Furniture Maintenance And Repair Occupations    | Furniture Handler                    | 18.27       |             |

| <b>Code</b> | <b>Category</b>                              | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 09080       | Furniture Maintenance And Repair Occupations | Furniture Refinisher                       | 26.27       |             |
| 09090       | Furniture Maintenance And Repair Occupations | Furniture Refinisher Helper                | 20.93       |             |
| 09110       | Furniture Maintenance And Repair Occupations | Furniture Repairer, Minor                  | 23.70       |             |
| 09130       | Furniture Maintenance And Repair Occupations | Upholsterer                                | 26.27       |             |
| 11030       | General Services And Support Occupations     | Cleaner, Vehicles                          | 16.62       | ***         |
| 11060       | General Services And Support Occupations     | Elevator Operator                          | 16.62       | ***         |
| 11090       | General Services And Support Occupations     | Gardener                                   | 22.47       |             |
| 11122       | General Services And Support Occupations     | Housekeeping Aide                          | 18.08       |             |
| 11150       | General Services And Support Occupations     | Janitor                                    | 18.08       |             |
| 11210       | General Services And Support Occupations     | Laborer, Grounds Maintenance               | 18.35       |             |
| 11240       | General Services And Support Occupations     | Maid or Houseman                           | 16.36       | ***         |
| 11260       | General Services And Support Occupations     | Pruner                                     | 17.16       | ***         |
| 11270       | General Services And Support Occupations     | Tractor Operator                           | 21.02       |             |
| 11330       | General Services And Support Occupations     | Trail Maintenance Worker                   | 18.35       |             |
| 11360       | General Services And Support Occupations     | Window Cleaner                             | 19.33       |             |
| 12010       | Health Occupations                           | Ambulance Driver                           | 18.48       |             |
| 12011       | Health Occupations                           | Breath Alcohol Technician                  | 27.36       |             |
| 12012       | Health Occupations                           | Certified Occupational Therapist Assistant | 37.54       |             |
| 12015       | Health Occupations                           | Certified Physical Therapist Assistant     | 37.54       |             |
| 12020       | Health Occupations                           | Dental Assistant                           | 25.28       |             |
| 12025       | Health Occupations                           | Dental Hygienist                           | 41.20       |             |

| <b>Code</b> | <b>Category</b>                  | <b>Title</b>                        | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------|-------------------------------------|-------------|-------------|
| 12030       | Health Occupations               | EKG Technician                      | 41.47       |             |
| 12035       | Health Occupations               | Electroneurodiagnostic Technologist | 41.47       |             |
| 12040       | Health Occupations               | Emergency Medical Technician        | 18.48       |             |
| 12071       | Health Occupations               | Licensed Practical Nurse I          | 24.46       |             |
| 12072       | Health Occupations               | Licensed Practical Nurse II         | 27.36       |             |
| 12073       | Health Occupations               | Licensed Practical Nurse III        | 30.51       |             |
| 12100       | Health Occupations               | Medical Assistant                   | 21.35       |             |
| 12130       | Health Occupations               | Medical Laboratory Technician       | 34.34       |             |
| 12160       | Health Occupations               | Medical Record Clerk                | 18.65       |             |
| 12190       | Health Occupations               | Medical Record Technician           | 22.11       |             |
| 12195       | Health Occupations               | Medical Transcriptionist            | 24.46       |             |
| 12210       | Health Occupations               | Nuclear Medicine Technologist       | 60.13       |             |
| 12221       | Health Occupations               | Nursing Assistant I                 | 14.52       | ***         |
| 12222       | Health Occupations               | Nursing Assistant II                | 16.32       | ***         |
| 12223       | Health Occupations               | Nursing Assistant III               | 17.81       |             |
| 12224       | Health Occupations               | Nursing Assistant IV                | 20.00       |             |
| 12235       | Health Occupations               | Optical Dispenser                   | 27.36       |             |
| 12236       | Health Occupations               | Optical Technician                  | 24.46       |             |
| 12250       | Health Occupations               | Pharmacy Technician                 | 18.78       |             |
| 12280       | Health Occupations               | Phlebotomist                        | 24.46       |             |
| 12305       | Health Occupations               | Radiologic Technologist             | 36.08       |             |
| 12311       | Health Occupations               | Registered Nurse I                  | 27.98       |             |
| 12312       | Health Occupations               | Registered Nurse II                 | 34.21       |             |
| 12313       | Health Occupations               | Registered Nurse II, Specialist     | 34.21       |             |
| 12314       | Health Occupations               | Registered Nurse III                | 41.39       |             |
| 12315       | Health Occupations               | Registered Nurse III, Anesthetist   | 41.39       |             |
| 12316       | Health Occupations               | Registered Nurse IV                 | 49.62       |             |
| 12317       | Health Occupations               | Scheduler                           | 33.90       |             |
| 12320       | Health Occupations               | Substance Abuse Treatment Counselor | 23.93       |             |
| 13011       | Information And Arts Occupations | Exhibits Specialist I               | 16.93       | ***         |
| 13012       | Information And Arts Occupations | Exhibits Specialist II              | 20.98       |             |
| 13013       | Information And Arts Occupations | Exhibits Specialist III             | 25.66       |             |

| <b>Code</b> | <b>Category</b>                    | <b>Title</b>                           | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------|--|-------------|-------------|
| 13041       | Information And Arts Occupations   | Illustrator I                          | 16.93       | ***         |
| 13042       | Information And Arts Occupations   | Illustrator II                         | 20.98       |             |
| 13043       | Information And Arts Occupations   | Illustrator III                        | 25.66       |             |
| 13047       | Information And Arts Occupations   | Librarian                              | 23.23       |             |
| 13050       | Information And Arts Occupations   | Library Aide/Clerk                     | 14.99       | ***         |
| 13054       | Information And Arts Occupations   | Library Information Technology Systems | 20.98       |             |
| 13058       | Information And Arts Occupations   | Library Technician                     | 15.94       | ***         |
| 13061       | Information And Arts Occupations   | Media Specialist I                     | 15.13       | ***         |
| 13062       | Information And Arts Occupations   | Media Specialist II                    | 16.93       | ***         |
| 13063       | Information And Arts Occupations   | Media Specialist III                   | 18.88       |             |
| 13071       | Information And Arts Occupations   | Photographer I                         | 15.13       | ***         |
| 13072       | Information And Arts Occupations   | Photographer II                        | 16.93       | ***         |
| 13073       | Information And Arts Occupations   | Photographer III                       | 20.98       |             |
| 13074       | Information And Arts Occupations   | Photographer IV                        | 25.66       |             |
| 13075       | Information And Arts Occupations   | Photographer V                         | 31.04       |             |
| 13090       | Information And Arts Occupations   | Technical Order Library Clerk          | 18.82       |             |
| 13110       | Information And Arts Occupations   | Video Teleconference Technician        | 18.04       |             |
| 14041       | Information Technology Occupations | Computer Operator I                    | 16.60       | ***         |
| 14042       | Information Technology Occupations | Computer Operator II                   | 18.57       |             |
| 14043       | Information Technology Occupations | Computer Operator III                  | 20.71       |             |
| 14044       | Information Technology Occupations | Computer Operator IV                   | 23.00       |             |
| 14045       | Information Technology Occupations | Computer Operator V                    | 25.48       |             |
| 14071       | Information Technology Occupations | Computer Programmer I                  | 20.16       | see 1       |
| 14072       | Information Technology Occupations | Computer Programmer II                 | 24.47       | see 1       |
| 14073       | Information Technology Occupations | Computer Programmer III                | NaN         | see 1       |
| 14074       | Information Technology Occupations | Computer Programmer IV                 | NaN         | see 1       |
| 14101       | Information Technology Occupations | Computer Systems Analyst I             | NaN         | see 1       |
| 14102       | Information Technology Occupations | Computer Systems Analyst II            | NaN         | see 1       |

| <b>Code</b> | <b>Category</b>   | <b>Title</b>                                    | <b>Rate</b> | <b>Note</b> |
|-------------|---|---|-------------|-------------|
| 14103       | Information Technology Occupations                      | Computer Systems Analyst III                    | NaN         | see<br>1    |
| 14150       | Information Technology Occupations                      | Peripheral Equipment Operator                   | 16.60       | ***         |
| 14160       | Information Technology Occupations                      | Personal Computer Support Technician            | 23.03       |             |
| 14170       | Information Technology Occupations                      | System Support Specialist                       | 25.48       |             |
| 15010       | Instructional Occupations                               | Aircrew Training Devices Instructor             | 32.57       |             |
| 15020       | Instructional Occupations                               | Aircrew Training Devices Instructor             | 39.40       |             |
| 15030       | Instructional Occupations                               | Air Crew Training Devices Instructor            | 47.22       |             |
| 15050       | Instructional Occupations                               | Computer Based Training Specialist / Instructor | 32.57       |             |
| 15060       | Instructional Occupations                               | Educational Technologist                        | 31.14       |             |
| 15070       | Instructional Occupations                               | Flight Instructor                               | 47.22       |             |
| 15080       | Instructional Occupations                               | Graphic Artist                                  | 24.99       |             |
| 15085       | Instructional Occupations                               | Maintenance Test Pilot, Fixed, Jet/Prop         | 47.22       |             |
| 15086       | Instructional Occupations                               | Maintenance Test Pilot, Rotary Wing             | 47.22       |             |
| 15088       | Instructional Occupations                               | Non-Maintenance Test/Co-Pilot                   | 47.22       |             |
| 15090       | Instructional Occupations                               | Technical Instructor                            | 20.43       |             |
| 15095       | Instructional Occupations                               | Technical Instructor/Course Developer           | 24.99       |             |
| 15110       | Instructional Occupations                               | Test Proctor                                    | 16.48       | ***         |
| 15120       | Instructional Occupations                               | Tutor   | 16.48       | ***         |
| 16010       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Assembler                                       | 17.31       |             |
| 16030       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Counter Attendant                               | 17.31       |             |
| 16040       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Dry Cleaner                                     | 19.77       |             |
| 16070       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Finisher, Flatwork, Machine                     | 17.31       |             |
| 16090       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Hand                                   | 17.31       |             |

| <b>Code</b> | <b>Category</b>   | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|---|--|-------------|-------------|
| 16110       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Drycleaning              | 17.31       |             |
| 16130       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Shirts                   | 17.31       |             |
| 16160       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Wearing Apparel, Laundry | 17.31       |             |
| 16190       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Sewing Machine Operator                    | 20.60       |             |
| 16220       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Tailor                                     | 21.42       |             |
| 16250       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Washer, Machine                            | 18.13       |             |
| 19010       | Machine Tool Operation And Repair Occupations           | Machine-Tool Operator                      | 26.27       |             |
| 19040       | Machine Tool Operation And Repair Occupations           | Tool And Die Maker                         | 30.92       |             |
| 21020       | Materials Handling And Packing Occupations              | Forklift Operator                          | 21.07       |             |
| 21030       | Materials Handling And Packing Occupations              | Material Coordinator                       | 27.56       |             |
| 21040       | Materials Handling And Packing Occupations              | Material Expediter                         | 27.56       |             |
| 21050       | Materials Handling And Packing Occupations              | Material Handling Laborer                  | 17.45       |             |
| 21071       | Materials Handling And Packing Occupations              | Order Filler                               | 16.64       | ***         |
| 21080       | Materials Handling And Packing Occupations              | Production Line Worker                     | 21.07       |             |
| 21110       | Materials Handling And Packing Occupations              | Shipping Packer                            | 19.07       |             |
| 21130       | Materials Handling And Packing Occupations              | Shipping/Receiving Clerk                   | 19.07       |             |
| 21140       | Materials Handling And Packing Occupations              | Store Worker I                             | 17.21       |             |
| 21150       | Materials Handling And Packing Occupations              | Stock Clerk                                | 20.88       |             |
| 21210       | Materials Handling And Packing Occupations              | Tools And Parts Attendant                  | 21.07       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                                   | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 21410       | Materials Handling And Packing Occupations       | Warehouse Specialist                           | 21.07       |             |
| 23010       | Mechanics And Maintenance And Repair Occupations | Aerospace Structural Welder                    | 28.71       |             |
| 23019       | Mechanics And Maintenance And Repair Occupations | Aircraft Logs and Records Technician           | 23.70       |             |
| 23021       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic I                            | 27.52       |             |
| 23022       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic II                           | 28.71       |             |
| 23023       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic III                          | 29.87       |             |
| 23040       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic Helper                       | 20.93       |             |
| 23050       | Mechanics And Maintenance And Repair Occupations | Aircraft, Painter                              | 26.27       |             |
| 23060       | Mechanics And Maintenance And Repair Occupations | Aircraft Servicer                              | 23.70       |             |
| 23070       | Mechanics And Maintenance And Repair Occupations | Aircraft Survival Flight Equipment Technician  | 26.27       |             |
| 23080       | Mechanics And Maintenance And Repair Occupations | Aircraft Worker                                | 25.04       |             |
| 23091       | Mechanics And Maintenance And Repair Occupations | Aircrew Life Support Equipment (ALSE) Mechanic | 25.04       |             |
| 23092       | Mechanics And Maintenance And Repair Occupations | Aircrew Life Support Equipment (ALSE) Mechanic | 27.52       |             |
| 23110       | Mechanics And Maintenance And Repair Occupations | Appliance Mechanic                             | 26.27       |             |
| 23120       | Mechanics And Maintenance And Repair Occupations | Bicycle Repairer                               | 21.76       |             |
| 23125       | Mechanics And Maintenance And Repair Occupations | Cable Splicer                                  | 33.95       |             |
| 23130       | Mechanics And Maintenance And Repair Occupations | Carpenter, Maintenance                         | 25.19       |             |
| 23140       | Mechanics And Maintenance And Repair Occupations | Carpet Layer                                   | 25.04       |             |
| 23160       | Mechanics And Maintenance And Repair Occupations | Electrician, Maintenance                       | 28.77       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 23181       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance I      | 25.04       |             |
| 23182       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance II     | 26.27       |             |
| 23183       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance III    | 27.52       |             |
| 23260       | Mechanics And Maintenance And Repair Occupations | Fabric Worker                             | 23.70       |             |
| 23290       | Mechanics And Maintenance And Repair Occupations | Fire Alarm System Mechanic                | 27.52       |             |
| 23310       | Mechanics And Maintenance And Repair Occupations | Fire Extinguisher Repairer                | 22.37       |             |
| 23311       | Mechanics And Maintenance And Repair Occupations | Fuel Distribution System Mechanic         | 27.52       |             |
| 23312       | Mechanics And Maintenance And Repair Occupations | Fuel Distribution System Operator         | 22.37       |             |
| 23370       | Mechanics And Maintenance And Repair Occupations | General Maintenance Worker                | 20.89       |             |
| 23380       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Mechanic         | 27.52       |             |
| 23381       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Servicer         | 23.70       |             |
| 23382       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Worker           | 25.04       |             |
| 23391       | Mechanics And Maintenance And Repair Occupations | Gunsmith I                                | 22.37       |             |
| 23392       | Mechanics And Maintenance And Repair Occupations | Gunsmith II                               | 25.04       |             |
| 23393       | Mechanics And Maintenance And Repair Occupations | Gunsmith III                              | 27.52       |             |
| 23410       | Mechanics And Maintenance And Repair Occupations | Heating, Ventilation And Air-Conditioning | 30.85       |             |
| 23411       | Mechanics And Maintenance And Repair Occupations | Heating, Ventilation And Air Contidioning | 32.18       |             |
| 23430       | Mechanics And Maintenance And Repair Occupations | Heavy Equipment Mechanic                  | 28.24       |             |
| 23440       | Mechanics And Maintenance And Repair Occupations | Heavy Equipment Operator                  | 25.24       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|--|---------------------------------|-------------|-------------|
| 23460       | Mechanics And Maintenance And Repair Occupations | Instrument Mechanic             | 27.52       |             |
| 23465       | Mechanics And Maintenance And Repair Occupations | Laboratory/Shelter Mechanic     | 26.27       |             |
| 23470       | Mechanics And Maintenance And Repair Occupations | Laborer                         | 17.45       |             |
| 23510       | Mechanics And Maintenance And Repair Occupations | Locksmith                       | 26.27       |             |
| 23530       | Mechanics And Maintenance And Repair Occupations | Machinery Maintenance Mechanic  | 24.60       |             |
| 23550       | Mechanics And Maintenance And Repair Occupations | Machinist, Maintenance          | 25.00       |             |
| 23580       | Mechanics And Maintenance And Repair Occupations | Maintenance Trades Helper       | 19.27       |             |
| 23591       | Mechanics And Maintenance And Repair Occupations | Metrology Technician I          | 27.52       |             |
| 23592       | Mechanics And Maintenance And Repair Occupations | Metrology Technician II         | 28.71       |             |
| 23593       | Mechanics And Maintenance And Repair Occupations | Metrology Technician III        | 29.87       |             |
| 23640       | Mechanics And Maintenance And Repair Occupations | Millwright                      | 27.57       |             |
| 23710       | Mechanics And Maintenance And Repair Occupations | Office Appliance Repairer       | 26.27       |             |
| 23760       | Mechanics And Maintenance And Repair Occupations | Painter, Maintenance            | 21.74       |             |
| 23790       | Mechanics And Maintenance And Repair Occupations | Pipefitter, Maintenance         | 29.66       |             |
| 23810       | Mechanics And Maintenance And Repair Occupations | Plumber, Maintenance            | 28.30       |             |
| 23820       | Mechanics And Maintenance And Repair Occupations | Pneudraulic Systems Mechanic    | 27.52       |             |
| 23850       | Mechanics And Maintenance And Repair Occupations | Rigger                          | 27.52       |             |
| 23870       | Mechanics And Maintenance And Repair Occupations | Scale Mechanic                  | 25.04       |             |
| 23890       | Mechanics And Maintenance And Repair Occupations | Sheet-Metal Worker, Maintenance | 27.52       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                          | <b>Rate</b> | <b>Note</b> |
|-------------|--|---------------------------------------|-------------|-------------|
| 23910       | Mechanics And Maintenance And Repair Occupations | Small Engine Mechanic                 | 24.35       |             |
| 23931       | Mechanics And Maintenance And Repair Occupations | Telecommunications Mechanic I         | 35.21       |             |
| 23932       | Mechanics And Maintenance And Repair Occupations | Telecommunications Mechanic II        | 36.71       |             |
| 23950       | Mechanics And Maintenance And Repair Occupations | Telephone Lineman                     | 31.14       |             |
| 23960       | Mechanics And Maintenance And Repair Occupations | Welder, Combination, Maintenance      | 23.63       |             |
| 23965       | Mechanics And Maintenance And Repair Occupations | Well Driller                          | 27.52       |             |
| 23970       | Mechanics And Maintenance And Repair Occupations | Woodcraft Worker                      | 27.52       |             |
| 23980       | Mechanics And Maintenance And Repair Occupations | Woodworker                            | 22.37       |             |
| 24550       | Personal Needs Occupations                       | Case Manager                          | 16.74       | ***         |
| 24570       | Personal Needs Occupations                       | Child Care Attendant                  | 13.77       | ***         |
| 24580       | Personal Needs Occupations                       | Child Care Center Clerk               | 16.98       | ***         |
| 24610       | Personal Needs Occupations                       | Chore Aide                            | 15.82       | ***         |
| 24620       | Personal Needs Occupations                       | Family Readiness And Support Services | 16.74       | ***         |
| 24630       | Personal Needs Occupations                       | Homemaker                             | 16.74       | ***         |
| 25010       | Plant And System Operations Occupations          | Boiler Tender                         | 25.45       |             |
| 25040       | Plant And System Operations Occupations          | Sewage Plant Operator                 | 23.73       |             |
| 25070       | Plant And System Operations Occupations          | Stationary Engineer                   | 25.45       |             |
| 25190       | Plant And System Operations Occupations          | Ventilation Equipment Tender          | 18.90       |             |
| 25210       | Plant And System Operations Occupations          | Water Treatment Plant Operator        | 23.73       |             |
| 27004       | Protective Service Occupations                   | Alarm Monitor                         | 22.83       |             |
| 27007       | Protective Service Occupations                   | Baggage Inspector                     | 17.26       |             |
| 27008       | Protective Service Occupations                   | Corrections Officer                   | 29.30       |             |
| 27010       | Protective Service Occupations                   | Court Security Officer                | 25.72       |             |

| <b>Code</b> | <b>Category</b>                                | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 27030       | Protective Service Occupations                 | Detection Dog Handler                     | 19.31       |             |
| 27040       | Protective Service Occupations                 | Detention Officer                         | 29.30       |             |
| 27070       | Protective Service Occupations                 | Firefighter                               | 22.85       |             |
| 27101       | Protective Service Occupations                 | Guard I                                   | 17.26       |             |
| 27102       | Protective Service Occupations                 | Guard II                                  | 19.31       |             |
| 27131       | Protective Service Occupations                 | Police Officer I                          | 25.98       |             |
| 27132       | Protective Service Occupations                 | Police Officer II                         | 28.87       |             |
| 28041       | Recreation Occupations                         | Carnival Equipment Operator               | 15.47       | ***         |
| 28042       | Recreation Occupations                         | Carnival Equipment Repairer               | 16.53       | ***         |
| 28043       | Recreation Occupations                         | Carnival Worker                           | 12.49       | ***         |
| 28210       | Recreation Occupations                         | Gate Attendant/Gate Tender                | 19.67       |             |
| 28310       | Recreation Occupations                         | Lifeguard                                 | 16.82       | ***         |
| 28350       | Recreation Occupations                         | Park Attendant                            | 21.99       |             |
| 28510       | Recreation Occupations                         | Recreation Aide/Health Facility Attendant | 16.06       | ***         |
| 28515       | Recreation Occupations                         | Recreation Specialist                     | 26.16       |             |
| 28630       | Recreation Occupations                         | Sports Official                           | 17.52       |             |
| 28690       | Recreation Occupations                         | Swimming Pool Operator                    | 21.34       |             |
| 29010       | Stevedoring/Longshoremen Occupational Services | Blocker And Bracer                        | 25.04       |             |
| 29020       | Stevedoring/Longshoremen Occupational Services | Hatch Tender                              | 25.04       |             |
| 29030       | Stevedoring/Longshoremen Occupational Services | Line Handler                              | 25.04       |             |
| 29041       | Stevedoring/Longshoremen Occupational Services | Stevedore I                               | 23.70       |             |
| 29042       | Stevedoring/Longshoremen Occupational Services | Stevedore II                              | 26.27       |             |
| 30010       | Technical Occupations                          | Air Traffic Control Specialist, Center    | 47.37       | see 2       |
| 30011       | Technical Occupations                          | Air Traffic Control Specialist, Station   | 32.66       | see 2       |
| 30012       | Technical Occupations                          | Air Traffic Control Specialist, Terminal  | 35.97       | see 2       |
| 30021       | Technical Occupations                          | Archeological Technician I                | 17.71       |             |
| 30022       | Technical Occupations                          | Archeological Technician II               | 19.81       |             |

| <b>Code</b> | <b>Category</b>       | <b>Title</b>                           | <b>Rate</b> | <b>Note</b> |
|-------------|-----------------------|--|-------------|-------------|
| 30023       | Technical Occupations | Archeological Technician III           | 24.55       |             |
| 30030       | Technical Occupations | Cartographic Technician                | 24.55       |             |
| 30040       | Technical Occupations | Civil Engineering Technician           | 25.22       |             |
| 30051       | Technical Occupations | Cryogenic Technician I                 | 23.36       |             |
| 30052       | Technical Occupations | Cryogenic Technician II                | 25.81       |             |
| 30061       | Technical Occupations | Drafter/CAD Operator I                 | 17.71       |             |
| 30062       | Technical Occupations | Drafter/CAD Operator II                | 19.81       |             |
| 30063       | Technical Occupations | Drafter/CAD Operator III               | 22.09       |             |
| 30064       | Technical Occupations | Drafter/CAD Operator IV                | 27.17       |             |
| 30081       | Technical Occupations | Engineering Technician I               | 15.12       | ***         |
| 30082       | Technical Occupations | Engineering Technician II              | 16.97       | ***         |
| 30083       | Technical Occupations | Engineering Technician III             | 21.45       |             |
| 30084       | Technical Occupations | Engineering Technician IV              | 23.52       |             |
| 30085       | Technical Occupations | Engineering Technician V               | 28.77       |             |
| 30086       | Technical Occupations | Engineering Technician VI              | 34.81       |             |
| 30090       | Technical Occupations | Environmental Technician               | 18.38       |             |
| 30095       | Technical Occupations | Evidence Control Specialist            | 19.18       |             |
| 30210       | Technical Occupations | Laboratory Technician                  | 22.09       |             |
| 30221       | Technical Occupations | Latent Fingerprint Technician I        | 23.36       |             |
| 30222       | Technical Occupations | Latent Fingerprint Technician II       | 25.81       |             |
| 30240       | Technical Occupations | Mathematical Technician                | 24.55       |             |
| 30361       | Technical Occupations | Paralegal/Legal Assistant I            | 22.37       |             |
| 30362       | Technical Occupations | Paralegal/Legal Assistant II           | 27.72       |             |
| 30363       | Technical Occupations | Paralegal/Legal Assistant III          | 33.90       |             |
| 30364       | Technical Occupations | Paralegal/Legal Assistant IV           | 41.03       |             |
| 30375       | Technical Occupations | Petroleum Supply Specialist            | 23.46       |             |
| 30390       | Technical Occupations | Photo-Optics Technician                | 24.55       |             |
| 30395       | Technical Occupations | Radiation Control Technician           | 23.46       |             |
| 30461       | Technical Occupations | Technical Writer I                     | 23.62       |             |
| 30462       | Technical Occupations | Technical Writer II                    | 28.90       |             |
| 30463       | Technical Occupations | Technical Writer III                   | 34.96       |             |
| 30491       | Technical Occupations | Unexploded Ordnance (UXO) Technician I | 30.11       |             |

| <b>Code</b> | <b>Category</b>                                       | <b>Title</b>                             | <b>Rate</b> | <b>Note</b> |
|-------------|---|--|-------------|-------------|
| 30492       | Technical Occupations                                 | Unexploded Ordnance (UXO) Technician II  | 36.42       |             |
| 30493       | Technical Occupations                                 | Unexploded Ordnance (UXO) Technician III | 43.66       |             |
| 30494       | Technical Occupations                                 | Unexploded (UXO) Safety Escort           | 30.11       |             |
| 30495       | Technical Occupations                                 | Unexploded (UXO) Sweep Personnel         | 30.11       |             |
| 30501       | Technical Occupations                                 | Weather Forecaster I                     | 27.17       |             |
| 30502       | Technical Occupations                                 | Weather Forecaster II                    | 33.05       |             |
| 30620       | Technical Occupations                                 | Weather Observer, Combined Upper Air Or  | 22.09       | see 2       |
| 30621       | Technical Occupations                                 | Weather Observer, Senior                 | 24.55       | see 2       |
| 31010       | Transportation/Mobile Equipment Operation Occupations | Airplane Pilot                           | 36.42       |             |
| 31020       | Transportation/Mobile Equipment Operation Occupations | Bus Aide                                 | 15.86       | ***         |
| 31030       | Transportation/Mobile Equipment Operation Occupations | Bus Driver                               | 20.57       |             |
| 31043       | Transportation/Mobile Equipment Operation Occupations | Driver Courier                           | 18.17       |             |
| 31260       | Transportation/Mobile Equipment Operation Occupations | Parking and Lot Attendant                | 14.67       | ***         |
| 31290       | Transportation/Mobile Equipment Operation Occupations | Shuttle Bus Driver                       | 16.03       | ***         |
| 31310       | Transportation/Mobile Equipment Operation Occupations | Taxi Driver                              | 14.86       | ***         |
| 31361       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Light                       | 19.39       |             |
| 31362       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Medium                      | 20.57       |             |
| 31363       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Heavy                       | 24.29       |             |
| 31364       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Tractor-Trailer             | 24.29       |             |
| 99020       | Miscellaneous Occupations                             | Cabin Safety Specialist                  | 17.75       |             |
| 99030       | Miscellaneous Occupations                             | Cashier                                  | 13.82       | ***         |
| 99050       | Miscellaneous Occupations                             | Desk Clerk                               | 16.25       | ***         |

| <b>Code</b> | <b>Category</b>           | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------|---------------------------------|-------------|-------------|
| 99095       | Miscellaneous Occupations | Embalmer                        | 31.45       |             |
| 99130       | Miscellaneous Occupations | Flight Follower                 | 30.11       |             |
| 99251       | Miscellaneous Occupations | Laboratory Animal Caretaker I   | 22.26       |             |
| 99252       | Miscellaneous Occupations | Laboratory Animal Caretaker II  | 23.79       |             |
| 99260       | Miscellaneous Occupations | Marketing Analyst               | 28.90       |             |
| 99310       | Miscellaneous Occupations | Mortician                       | 31.45       |             |
| 99410       | Miscellaneous Occupations | Pest Controller                 | 25.20       |             |
| 99510       | Miscellaneous Occupations | Photofinishing Worker           | 16.53       | ***         |
| 99710       | Miscellaneous Occupations | Recycling Laborer               | 19.75       |             |
| 99711       | Miscellaneous Occupations | Recycling Specialist            | 22.62       |             |
| 99730       | Miscellaneous Occupations | Refuse Collector                | 18.47       |             |
| 99810       | Miscellaneous Occupations | Sales Clerk                     | 16.14       | ***         |
| 99820       | Miscellaneous Occupations | School Crossing Guard           | 18.18       |             |
| 99830       | Miscellaneous Occupations | Survey Party Chief              | 21.85       |             |
| 99831       | Miscellaneous Occupations | Surveying Aide                  | 13.28       | ***         |
| 99832       | Miscellaneous Occupations | Surveying Technician            | 19.87       |             |
| 99840       | Miscellaneous Occupations | Vending Machine Attendant       | 22.26       |             |
| 99841       | Miscellaneous Occupations | Vending Machine Repairer        | 26.62       |             |
| 99842       | Miscellaneous Occupations | Vending Machine Repairer Helper | 22.26       |             |

## Footer

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.20 per hour) or 13658 (\$12.90 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. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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:** \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month **HEALTH & WELFARE EO 13706:** \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 per month\*

\*This rate is to be used only when compensating employees for performance on an SCA-

covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

**VACATION:** 1 week paid vacation after 1 year of service with a contractor or successor; 2 weeks after 2 years; and 3 weeks after 10 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

**HOLIDAYS:** A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans'

Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

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

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

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

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

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

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

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**\*\* HAZARDOUS PAY DIFFERENTIAL \*\***

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

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

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like;

minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear"

materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

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

**Conformance Process:**

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

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

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S.

Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).

- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

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

When preparing a conformance request, the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a

classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination.

Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

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## **Wage Determination No. : 2015-4023**

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

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

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 28

Date Of Last Revision : 07/22/2024

Source : [Source Website](#)

### **Header**

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

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2024.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.90 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 2024.

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).

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

BELKNAP COUNTY: Alton, Barnstead, Belmont, Center Harbor, Gilford, Gilmanton, Laconia, Meredith, Tilton

CARROLL COUNTY: Brookfield, Moultonborough, Tuftonboro, Wolfeboro

HILLSBOROUGH COUNTY: Deering, Hillsborough, Windsor

MERRIMACK COUNTY: Boscawen, Bow, Canterbury, Chichester, Concord, Epsom, Franklin, Henniker, Hopkinton, Loudon, Northfield, Pittsfield, Salisbury, Webster

ROCKINGHAM COUNTY: Deerfield, Northwood, Nottingham, Raymond

SULLIVAN COUNTY: Washington

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

### **Wage Determination Table**

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                        | <b>Rate</b> | <b>Note</b> |
|-------------|---|-------------------------------------|-------------|-------------|
| 01011       | Administrative Support And Clerical Occupations | Accounting Clerk I                  | 17.41       |             |
| 01012       | Administrative Support And Clerical Occupations | Accounting Clerk II                 | 19.53       |             |
| 01013       | Administrative Support And Clerical Occupations | Accounting Clerk III                | 21.85       |             |
| 01020       | Administrative Support And Clerical Occupations | Administrative Assistant            | 26.63       |             |
| 01035       | Administrative Support And Clerical Occupations | Court Reporter                      | 23.71       |             |
| 01041       | Administrative Support And Clerical Occupations | Customer Service Representative I   | 17.30       |             |
| 01042       | Administrative Support And Clerical Occupations | Customer Service Representative II  | 18.88       |             |
| 01043       | Administrative Support And Clerical Occupations | Customer Service Representative III | 21.19       |             |

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------------|-------------|-------------|
| 01051       | Administrative Support And Clerical Occupations | Data Entry Operator I                | 16.93       | ***         |
| 01052       | Administrative Support And Clerical Occupations | Data Entry Operator II               | 18.47       |             |
| 01060       | Administrative Support And Clerical Occupations | Dispatcher, Motor Vehicle            | 24.02       |             |
| 01070       | Administrative Support And Clerical Occupations | Document Preparation Clerk           | 18.89       |             |
| 01090       | Administrative Support And Clerical Occupations | Duplicating Machine Operator         | 18.89       |             |
| 01111       | Administrative Support And Clerical Occupations | General Clerk I                      | 17.24       |             |
| 01112       | Administrative Support And Clerical Occupations | General Clerk II                     | 18.81       |             |
| 01113       | Administrative Support And Clerical Occupations | General Clerk III                    | 21.11       |             |
| 01120       | Administrative Support And Clerical Occupations | Housing Referral Assistant           | 26.45       |             |
| 01141       | Administrative Support And Clerical Occupations | Messenger Courier                    | 15.29       | ***         |
| 01191       | Administrative Support And Clerical Occupations | Order Clerk I                        | 17.69       |             |
| 01192       | Administrative Support And Clerical Occupations | Order Clerk II                       | 19.29       |             |
| 01261       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) I   | 20.07       |             |
| 01262       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) II  | 22.45       |             |
| 01263       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) III | 25.04       |             |
| 01270       | Administrative Support And Clerical Occupations | Production Control Clerk             | 27.29       |             |
| 01290       | Administrative Support And Clerical Occupations | Rental Clerk                         | 21.77       |             |
| 01300       | Administrative Support And Clerical Occupations | Scheduler, Maintenance               | 21.20       |             |
| 01311       | Administrative Support And Clerical Occupations | Secretary I                          | 21.20       |             |

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------------|-------------|-------------|
| 01312       | Administrative Support And Clerical Occupations | Secretary II                         | 23.71       |             |
| 01313       | Administrative Support And Clerical Occupations | Secretary III                        | 26.45       |             |
| 01320       | Administrative Support And Clerical Occupations | Service Order Dispatcher             | 21.47       |             |
| 01410       | Administrative Support And Clerical Occupations | Supply Technician                    | 26.63       |             |
| 01420       | Administrative Support And Clerical Occupations | Survey Worker                        | 19.86       |             |
| 01460       | Administrative Support And Clerical Occupations | Switchboard Operator/Receptionist    | 17.67       |             |
| 01531       | Administrative Support And Clerical Occupations | Travel Clerk I                       | 18.89       |             |
| 01532       | Administrative Support And Clerical Occupations | Travel Clerk II                      | 21.10       |             |
| 01533       | Administrative Support And Clerical Occupations | Travel Clerk III                     | 22.75       |             |
| 01611       | Administrative Support And Clerical Occupations | Word Processor I                     | 18.89       |             |
| 01612       | Administrative Support And Clerical Occupations | Word Processor II                    | 21.20       |             |
| 01613       | Administrative Support And Clerical Occupations | Word Processor III                   | 23.71       |             |
| 05005       | Automotive Service Occupations                  | Automobile Body Repairer, Fiberglass | 23.35       |             |
| 05010       | Automotive Service Occupations                  | Automotive Electrician               | 23.94       |             |
| 05040       | Automotive Service Occupations                  | Automotive Glass Installer           | 23.00       |             |
| 05070       | Automotive Service Occupations                  | Automotive Worker                    | 23.00       |             |
| 05110       | Automotive Service Occupations                  | Mobile Equipment Servicer            | 20.56       |             |
| 05130       | Automotive Service Occupations                  | Motor Equipment Metal Mechanic       | 25.00       |             |
| 05160       | Automotive Service Occupations                  | Motor Equipment Metal Worker         | 23.00       |             |
| 05190       | Automotive Service Occupations                  | Motor Vehicle Mechanic               | 25.00       |             |
| 05220       | Automotive Service Occupations                  | Motor Vehicle Mechanic Helper        | 19.13       |             |
| 05250       | Automotive Service Occupations                  | Motor Vehicle Upholstery Worker      | 21.77       |             |
| 05280       | Automotive Service Occupations                  | Motor Vehicle Wrecker                | 23.00       |             |
| 05310       | Automotive Service Occupations                  | Painter, Automotive                  | 23.94       |             |

| <b>Code</b> | <b>Category</b>                              | <b>Title</b>                   | <b>Rate</b> | <b>Note</b> |
|-------------|--|--------------------------------|-------------|-------------|
| 05340       | Automotive Service Occupations               | Radiator Repair Specialist     | 23.00       |             |
| 05370       | Automotive Service Occupations               | Tire Repairer                  | 20.56       |             |
| 05400       | Automotive Service Occupations               | Transmission Repair Specialist | 25.00       |             |
| 07010       | Food Preparation And Service Occupations     | Baker                          | 15.96       | ***         |
| 07041       | Food Preparation And Service Occupations     | Cook I                         | 18.48       |             |
| 07042       | Food Preparation And Service Occupations     | Cook II                        | 20.68       |             |
| 07070       | Food Preparation And Service Occupations     | Dishwasher                     | 12.55       | ***         |
| 07130       | Food Preparation And Service Occupations     | Food Service Worker            | 16.38       | ***         |
| 07210       | Food Preparation And Service Occupations     | Meat Cutter                    | 22.22       |             |
| 07260       | Food Preparation And Service Occupations     | Waiter/Waitress                | 12.08       | ***         |
| 09010       | Furniture Maintenance And Repair Occupations | Electrostatic Spray Painter    | 22.84       |             |
| 09040       | Furniture Maintenance And Repair Occupations | Furniture Handler              | 15.82       | ***         |
| 09080       | Furniture Maintenance And Repair Occupations | Furniture Refinisher           | 22.84       |             |
| 09090       | Furniture Maintenance And Repair Occupations | Furniture Refinisher Helper    | 18.25       |             |
| 09110       | Furniture Maintenance And Repair Occupations | Furniture Repairer, Minor      | 20.77       |             |
| 09130       | Furniture Maintenance And Repair Occupations | Upholsterer                    | 22.84       |             |
| 11030       | General Services And Support Occupations     | Cleaner, Vehicles              | 17.35       |             |
| 11060       | General Services And Support Occupations     | Elevator Operator              | 17.29       |             |
| 11090       | General Services And Support Occupations     | Gardener                       | 23.45       |             |
| 11122       | General Services And Support Occupations     | Housekeeping Aide              | 17.29       |             |

| <b>Code</b> | <b>Category</b>                          | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 11150       | General Services And Support Occupations | Janitor                                    | 17.29       |             |
| 11210       | General Services And Support Occupations | Laborer, Grounds Maintenance               | 18.92       |             |
| 11240       | General Services And Support Occupations | Maid or Houseman                           | 16.15       | ***         |
| 11260       | General Services And Support Occupations | Pruner                                     | 17.75       |             |
| 11270       | General Services And Support Occupations | Tractor Operator                           | 21.82       |             |
| 11330       | General Services And Support Occupations | Trail Maintenance Worker                   | 18.92       |             |
| 11360       | General Services And Support Occupations | Window Cleaner                             | 18.69       |             |
| 12010       | Health Occupations                       | Ambulance Driver                           | 20.33       |             |
| 12011       | Health Occupations                       | Breath Alcohol Technician                  | 29.06       |             |
| 12012       | Health Occupations                       | Certified Occupational Therapist Assistant | 39.88       |             |
| 12015       | Health Occupations                       | Certified Physical Therapist Assistant     | 33.52       |             |
| 12020       | Health Occupations                       | Dental Assistant                           | 26.70       |             |
| 12025       | Health Occupations                       | Dental Hygienist                           | 43.34       |             |
| 12030       | Health Occupations                       | EKG Technician                             | 44.03       |             |
| 12035       | Health Occupations                       | Electroneurodiagnostic Technologist        | 44.03       |             |
| 12040       | Health Occupations                       | Emergency Medical Technician               | 20.33       |             |
| 12071       | Health Occupations                       | Licensed Practical Nurse I                 | 25.98       |             |
| 12072       | Health Occupations                       | Licensed Practical Nurse II                | 29.06       |             |
| 12073       | Health Occupations                       | Licensed Practical Nurse III               | 32.40       |             |
| 12100       | Health Occupations                       | Medical Assistant                          | 21.87       |             |
| 12130       | Health Occupations                       | Medical Laboratory Technician              | 32.19       |             |
| 12160       | Health Occupations                       | Medical Record Clerk                       | 19.10       |             |
| 12190       | Health Occupations                       | Medical Record Technician                  | 21.35       |             |
| 12195       | Health Occupations                       | Medical Transcriptionist                   | 25.98       |             |
| 12210       | Health Occupations                       | Nuclear Medicine Technologist              | 63.87       |             |
| 12221       | Health Occupations                       | Nursing Assistant I                        | 14.78       | ***         |

| <b>Code</b> | <b>Category</b>                  | <b>Title</b>                           | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------|--|-------------|-------------|
| 12222       | Health Occupations               | Nursing Assistant II                   | 16.62       | ***         |
| 12223       | Health Occupations               | Nursing Assistant III                  | 18.14       |             |
| 12224       | Health Occupations               | Nursing Assistant IV                   | 20.37       |             |
| 12235       | Health Occupations               | Optical Dispenser                      | 23.58       |             |
| 12236       | Health Occupations               | Optical Technician                     | 25.98       |             |
| 12250       | Health Occupations               | Pharmacy Technician                    | 18.51       |             |
| 12280       | Health Occupations               | Phlebotomist                           | 19.87       |             |
| 12305       | Health Occupations               | Radiologic Technologist                | 32.61       |             |
| 12311       | Health Occupations               | Registered Nurse I                     | 27.48       |             |
| 12312       | Health Occupations               | Registered Nurse II                    | 33.62       |             |
| 12313       | Health Occupations               | Registered Nurse II, Specialist        | 33.62       |             |
| 12314       | Health Occupations               | Registered Nurse III                   | 40.67       |             |
| 12315       | Health Occupations               | Registered Nurse III, Anesthetist      | 40.67       |             |
| 12316       | Health Occupations               | Registered Nurse IV                    | 48.75       |             |
| 12317       | Health Occupations               | Scheduler                              | 36.01       |             |
| 12320       | Health Occupations               | Substance Abuse Treatment Counselor    | 25.49       |             |
| 13011       | Information And Arts Occupations | Exhibits Specialist I                  | 21.04       |             |
| 13012       | Information And Arts Occupations | Exhibits Specialist II                 | 26.07       |             |
| 13013       | Information And Arts Occupations | Exhibits Specialist III                | 31.89       |             |
| 13041       | Information And Arts Occupations | Illustrator I                          | 21.04       |             |
| 13042       | Information And Arts Occupations | Illustrator II                         | 26.07       |             |
| 13043       | Information And Arts Occupations | Illustrator III                        | 31.89       |             |
| 13047       | Information And Arts Occupations | Librarian                              | 28.87       |             |
| 13050       | Information And Arts Occupations | Library Aide/Clerk                     | 17.09       | ***         |
| 13054       | Information And Arts Occupations | Library Information Technology Systems | 26.07       |             |
| 13058       | Information And Arts Occupations | Library Technician                     | 21.70       |             |
| 13061       | Information And Arts Occupations | Media Specialist I                     | 18.81       |             |
| 13062       | Information And Arts Occupations | Media Specialist II                    | 21.04       |             |
| 13063       | Information And Arts Occupations | Media Specialist III                   | 23.46       |             |
| 13071       | Information And Arts Occupations | Photographer I                         | 18.81       |             |
| 13072       | Information And Arts Occupations | Photographer II                        | 21.04       |             |
| 13073       | Information And Arts Occupations | Photographer III                       | 26.07       |             |

| <b>Code</b> | <b>Category</b>                    | <b>Title</b>                                    | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------|---|-------------|-------------|
| 13074       | Information And Arts Occupations   | Photographer IV                                 | 31.89       |             |
| 13075       | Information And Arts Occupations   | Photographer V                                  | 38.58       |             |
| 13090       | Information And Arts Occupations   | Technical Order Library Clerk                   | 21.45       |             |
| 13110       | Information And Arts Occupations   | Video Teleconference Technician                 | 18.81       |             |
| 14041       | Information Technology Occupations | Computer Operator I                             | 19.44       |             |
| 14042       | Information Technology Occupations | Computer Operator II                            | 21.75       |             |
| 14043       | Information Technology Occupations | Computer Operator III                           | 24.25       |             |
| 14044       | Information Technology Occupations | Computer Operator IV                            | 26.95       |             |
| 14045       | Information Technology Occupations | Computer Operator V                             | 29.84       |             |
| 14071       | Information Technology Occupations | Computer Programmer I                           | 22.26       | see<br>1    |
| 14072       | Information Technology Occupations | Computer Programmer II                          | 27.59       | see<br>1    |
| 14073       | Information Technology Occupations | Computer Programmer III                         | NaN         | see<br>1    |
| 14074       | Information Technology Occupations | Computer Programmer IV                          | NaN         | see<br>1    |
| 14101       | Information Technology Occupations | Computer Systems Analyst I                      | NaN         | see<br>1    |
| 14102       | Information Technology Occupations | Computer Systems Analyst II                     | NaN         | see<br>1    |
| 14103       | Information Technology Occupations | Computer Systems Analyst III                    | NaN         | see<br>1    |
| 14150       | Information Technology Occupations | Peripheral Equipment Operator                   | 19.44       |             |
| 14160       | Information Technology Occupations | Personal Computer Support Technician            | 26.95       |             |
| 14170       | Information Technology Occupations | System Support Specialist                       | 29.84       |             |
| 15010       | Instructional Occupations          | Aircrew Training Devices Instructor             | 37.56       |             |
| 15020       | Instructional Occupations          | Aircrew Training Devices Instructor             | 45.44       |             |
| 15030       | Instructional Occupations          | Air Crew Training Devices Instructor            | 54.46       |             |
| 15050       | Instructional Occupations          | Computer Based Training Specialist / Instructor | 37.56       |             |
| 15060       | Instructional Occupations          | Educational Technologist                        | 37.01       |             |
| 15070       | Instructional Occupations          | Flight Instructor                               | 54.46       |             |

| <b>Code</b> | <b>Category</b>   | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|---|--|-------------|-------------|
| 15080       | Instructional Occupations                               | Graphic Artist                             | 26.78       |             |
| 15085       | Instructional Occupations                               | Maintenance Test Pilot, Fixed, Jet/Prop    | 54.46       |             |
| 15086       | Instructional Occupations                               | Maintenance Test Pilot, Rotary Wing        | 54.46       |             |
| 15088       | Instructional Occupations                               | Non-Maintenance Test/Co-Pilot              | 54.46       |             |
| 15090       | Instructional Occupations                               | Technical Instructor                       | 24.75       |             |
| 15095       | Instructional Occupations                               | Technical Instructor/Course Developer      | 30.28       |             |
| 15110       | Instructional Occupations                               | Test Proctor                               | 19.98       |             |
| 15120       | Instructional Occupations                               | Tutor                                      | 19.98       |             |
| 16010       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Assembler                                  | 17.31       |             |
| 16030       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Counter Attendant                          | 17.31       |             |
| 16040       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Dry Cleaner                                | 19.77       |             |
| 16070       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Finisher, Flatwork, Machine                | 17.31       |             |
| 16090       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Hand                              | 17.31       |             |
| 16110       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Drycleaning              | 17.31       |             |
| 16130       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Shirts                   | 17.31       |             |
| 16160       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Wearing Apparel, Laundry | 17.31       |             |
| 16190       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Sewing Machine Operator                    | 20.60       |             |
| 16220       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Tailor                                     | 21.42       |             |
| 16250       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Washer, Machine                            | 18.13       |             |
| 19010       | Machine Tool Operation And Repair Occupations           | Machine-Tool Operator                      | 27.18       |             |
| 19040       | Machine Tool Operation And Repair Occupations           | Tool And Die Maker                         | 31.46       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|--|--------------------------------------|-------------|-------------|
| 21020       | Materials Handling And Packing Occupations       | Forklift Operator                    | 23.42       |             |
| 21030       | Materials Handling And Packing Occupations       | Material Coordinator                 | 27.29       |             |
| 21040       | Materials Handling And Packing Occupations       | Material Expediter                   | 27.29       |             |
| 21050       | Materials Handling And Packing Occupations       | Material Handling Laborer            | 17.98       |             |
| 21071       | Materials Handling And Packing Occupations       | Order Filler                         | 16.79       | ***         |
| 21080       | Materials Handling And Packing Occupations       | Production Line Worker               | 23.42       |             |
| 21110       | Materials Handling And Packing Occupations       | Shipping Packer                      | 18.56       |             |
| 21130       | Materials Handling And Packing Occupations       | Shipping/Receiving Clerk             | 18.56       |             |
| 21140       | Materials Handling And Packing Occupations       | Store Worker I                       | 16.36       | ***         |
| 21150       | Materials Handling And Packing Occupations       | Stock Clerk                          | 19.76       |             |
| 21210       | Materials Handling And Packing Occupations       | Tools And Parts Attendant            | 23.42       |             |
| 21410       | Materials Handling And Packing Occupations       | Warehouse Specialist                 | 23.42       |             |
| 23010       | Mechanics And Maintenance And Repair Occupations | Aerospace Structural Welder          | 32.64       |             |
| 23019       | Mechanics And Maintenance And Repair Occupations | Aircraft Logs and Records Technician | 27.42       |             |
| 23021       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic I                  | 31.48       |             |
| 23022       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic II                 | 32.64       |             |
| 23023       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic III                | 33.77       |             |
| 23040       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic Helper             | 24.09       |             |
| 23050       | Mechanics And Maintenance And Repair Occupations | Aircraft, Painter                    | 30.15       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                                   | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 23060       | Mechanics And Maintenance And Repair Occupations | Aircraft Servicer                              | 27.42       |             |
| 23070       | Mechanics And Maintenance And Repair Occupations | Aircraft Survival Flight Equipment Technician  | 30.15       |             |
| 23080       | Mechanics And Maintenance And Repair Occupations | Aircraft Worker                                | 28.95       |             |
| 23091       | Mechanics And Maintenance And Repair Occupations | Aircrew Life Support Equipment (ALSE) Mechanic | 28.95       |             |
| 23092       | Mechanics And Maintenance And Repair Occupations | Aircrew Life Support Equipment (ALSE) Mechanic | 31.48       |             |
| 23110       | Mechanics And Maintenance And Repair Occupations | Appliance Mechanic                             | 26.75       |             |
| 23120       | Mechanics And Maintenance And Repair Occupations | Bicycle Repairer                               | 24.82       |             |
| 23125       | Mechanics And Maintenance And Repair Occupations | Cable Splicer                                  | 45.20       |             |
| 23130       | Mechanics And Maintenance And Repair Occupations | Carpenter, Maintenance                         | 26.58       |             |
| 23140       | Mechanics And Maintenance And Repair Occupations | Carpet Layer                                   | 27.77       |             |
| 23160       | Mechanics And Maintenance And Repair Occupations | Electrician, Maintenance                       | 28.11       |             |
| 23181       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance I           | 27.77       |             |
| 23182       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance II          | 28.91       |             |
| 23183       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance III         | 30.19       |             |
| 23260       | Mechanics And Maintenance And Repair Occupations | Fabric Worker                                  | 26.29       |             |
| 23290       | Mechanics And Maintenance And Repair Occupations | Fire Alarm System Mechanic                     | 26.02       |             |
| 23310       | Mechanics And Maintenance And Repair Occupations | Fire Extinguisher Repairer                     | 24.82       |             |
| 23311       | Mechanics And Maintenance And Repair Occupations | Fuel Distribution System Mechanic              | 31.99       |             |
| 23312       | Mechanics And Maintenance And Repair Occupations | Fuel Distribution System Operator              | 26.31       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 23370       | Mechanics And Maintenance And Repair Occupations | General Maintenance Worker                | 22.25       |             |
| 23380       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Mechanic         | 31.48       |             |
| 23381       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Servicer         | 27.42       |             |
| 23382       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Worker           | 28.95       |             |
| 23391       | Mechanics And Maintenance And Repair Occupations | Gunsmith I                                | 24.82       |             |
| 23392       | Mechanics And Maintenance And Repair Occupations | Gunsmith II                               | 27.77       |             |
| 23393       | Mechanics And Maintenance And Repair Occupations | Gunsmith III                              | 30.19       |             |
| 23410       | Mechanics And Maintenance And Repair Occupations | Heating, Ventilation And Air-Conditioning | 29.67       |             |
| 23411       | Mechanics And Maintenance And Repair Occupations | Heating, Ventilation And Air Contidioning | 30.76       |             |
| 23430       | Mechanics And Maintenance And Repair Occupations | Heavy Equipment Mechanic                  | 27.57       |             |
| 23440       | Mechanics And Maintenance And Repair Occupations | Heavy Equipment Operator                  | 27.57       |             |
| 23460       | Mechanics And Maintenance And Repair Occupations | Instrument Mechanic                       | 30.19       |             |
| 23465       | Mechanics And Maintenance And Repair Occupations | Laboratory/Shelter Mechanic               | 28.91       |             |
| 23470       | Mechanics And Maintenance And Repair Occupations | Laborer                                   | 17.98       |             |
| 23510       | Mechanics And Maintenance And Repair Occupations | Locksmith                                 | 28.91       |             |
| 23530       | Mechanics And Maintenance And Repair Occupations | Machinery Maintenance Mechanic            | 29.03       |             |
| 23550       | Mechanics And Maintenance And Repair Occupations | Machinist, Maintenance                    | 24.51       |             |
| 23580       | Mechanics And Maintenance And Repair Occupations | Maintenance Trades Helper                 | 17.79       |             |
| 23591       | Mechanics And Maintenance And Repair Occupations | Metrology Technician I                    | 30.19       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                     | <b>Rate</b> | <b>Note</b> |
|-------------|--|----------------------------------|-------------|-------------|
| 23592       | Mechanics And Maintenance And Repair Occupations | Metrology Technician II          | 31.29       |             |
| 23593       | Mechanics And Maintenance And Repair Occupations | Metrology Technician III         | 32.39       |             |
| 23640       | Mechanics And Maintenance And Repair Occupations | Millwright                       | 30.19       |             |
| 23710       | Mechanics And Maintenance And Repair Occupations | Office Appliance Repairer        | 28.91       |             |
| 23760       | Mechanics And Maintenance And Repair Occupations | Painter, Maintenance             | 23.53       |             |
| 23790       | Mechanics And Maintenance And Repair Occupations | Pipefitter, Maintenance          | 26.97       |             |
| 23810       | Mechanics And Maintenance And Repair Occupations | Plumber, Maintenance             | 25.83       |             |
| 23820       | Mechanics And Maintenance And Repair Occupations | Pneudraulic Systems Mechanic     | 30.19       |             |
| 23850       | Mechanics And Maintenance And Repair Occupations | Rigger                           | 30.19       |             |
| 23870       | Mechanics And Maintenance And Repair Occupations | Scale Mechanic                   | 27.77       |             |
| 23890       | Mechanics And Maintenance And Repair Occupations | Sheet-Metal Worker, Maintenance  | 26.02       |             |
| 23910       | Mechanics And Maintenance And Repair Occupations | Small Engine Mechanic            | 26.10       |             |
| 23931       | Mechanics And Maintenance And Repair Occupations | Telecommunications Mechanic I    | 31.44       |             |
| 23932       | Mechanics And Maintenance And Repair Occupations | Telecommunications Mechanic II   | 32.79       |             |
| 23950       | Mechanics And Maintenance And Repair Occupations | Telephone Lineman                | 35.46       |             |
| 23960       | Mechanics And Maintenance And Repair Occupations | Welder, Combination, Maintenance | 25.26       |             |
| 23965       | Mechanics And Maintenance And Repair Occupations | Well Driller                     | 30.19       |             |
| 23970       | Mechanics And Maintenance And Repair Occupations | Woodcraft Worker                 | 30.19       |             |
| 23980       | Mechanics And Maintenance And Repair Occupations | Woodworker                       | 24.82       |             |

| <b>Code</b> | <b>Category</b>                         | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|---|---|-------------|-------------|
| 24550       | Personal Needs Occupations              | Case Manager                              | 18.73       |             |
| 24570       | Personal Needs Occupations              | Child Care Attendant                      | 13.57       | ***         |
| 24580       | Personal Needs Occupations              | Child Care Center Clerk                   | 16.92       | ***         |
| 24610       | Personal Needs Occupations              | Chore Aide                                | 14.73       | ***         |
| 24620       | Personal Needs Occupations              | Family Readiness And Support Services     | 18.73       |             |
| 24630       | Personal Needs Occupations              | Homemaker                                 | 18.73       |             |
| 25010       | Plant And System Operations Occupations | Boiler Tender                             | 26.02       |             |
| 25040       | Plant And System Operations Occupations | Sewage Plant Operator                     | 24.26       |             |
| 25070       | Plant And System Operations Occupations | Stationary Engineer                       | 26.02       |             |
| 25190       | Plant And System Operations Occupations | Ventilation Equipment Tender              | 19.79       |             |
| 25210       | Plant And System Operations Occupations | Water Treatment Plant Operator            | 24.26       |             |
| 27004       | Protective Service Occupations          | Alarm Monitor                             | 24.55       |             |
| 27007       | Protective Service Occupations          | Baggage Inspector                         | 19.25       |             |
| 27008       | Protective Service Occupations          | Corrections Officer                       | 27.36       |             |
| 27010       | Protective Service Occupations          | Court Security Officer                    | 25.08       |             |
| 27030       | Protective Service Occupations          | Detection Dog Handler                     | 21.53       |             |
| 27040       | Protective Service Occupations          | Detention Officer                         | 27.36       |             |
| 27070       | Protective Service Occupations          | Firefighter                               | 22.80       |             |
| 27101       | Protective Service Occupations          | Guard I                                   | 19.25       |             |
| 27102       | Protective Service Occupations          | Guard II                                  | 21.53       |             |
| 27131       | Protective Service Occupations          | Police Officer I                          | 27.86       |             |
| 27132       | Protective Service Occupations          | Police Officer II                         | 30.95       |             |
| 28041       | Recreation Occupations                  | Carnival Equipment Operator               | 15.00       | ***         |
| 28042       | Recreation Occupations                  | Carnival Equipment Repairer               | 16.13       | ***         |
| 28043       | Recreation Occupations                  | Carnival Worker                           | 12.21       | ***         |
| 28210       | Recreation Occupations                  | Gate Attendant/Gate Tender                | 20.24       |             |
| 28310       | Recreation Occupations                  | Lifeguard                                 | 18.04       |             |
| 28350       | Recreation Occupations                  | Park Attendant                            | 22.64       |             |
| 28510       | Recreation Occupations                  | Recreation Aide/Health Facility Attendant | 16.53       | ***         |

| <b>Code</b> | <b>Category</b>                                | <b>Title</b>                             | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 28515       | Recreation Occupations                         | Recreation Specialist                    | 28.05       |             |
| 28630       | Recreation Occupations                         | Sports Official                          | 18.04       |             |
| 28690       | Recreation Occupations                         | Swimming Pool Operator                   | 19.10       |             |
| 29010       | Stevedoring/Longshoremen Occupational Services | Blocker And Bracer                       | 27.77       |             |
| 29020       | Stevedoring/Longshoremen Occupational Services | Hatch Tender                             | 27.77       |             |
| 29030       | Stevedoring/Longshoremen Occupational Services | Line Handler                             | 27.77       |             |
| 29041       | Stevedoring/Longshoremen Occupational Services | Stevedore I                              | 26.29       |             |
| 29042       | Stevedoring/Longshoremen Occupational Services | Stevedore II                             | 28.91       |             |
| 30010       | Technical Occupations                          | Air Traffic Control Specialist, Center   | 51.07       | see 2       |
| 30011       | Technical Occupations                          | Air Traffic Control Specialist, Station  | 35.22       | see 2       |
| 30012       | Technical Occupations                          | Air Traffic Control Specialist, Terminal | 38.79       | see 2       |
| 30021       | Technical Occupations                          | Archeological Technician I               | 21.15       |             |
| 30022       | Technical Occupations                          | Archeological Technician II              | 23.67       |             |
| 30023       | Technical Occupations                          | Archeological Technician III             | 29.32       |             |
| 30030       | Technical Occupations                          | Cartographic Technician                  | 29.32       |             |
| 30040       | Technical Occupations                          | Civil Engineering Technician             | 29.32       |             |
| 30051       | Technical Occupations                          | Cryogenic Technician I                   | 32.47       |             |
| 30052       | Technical Occupations                          | Cryogenic Technician II                  | 35.87       |             |
| 30061       | Technical Occupations                          | Drafter/CAD Operator I                   | 21.15       |             |
| 30062       | Technical Occupations                          | Drafter/CAD Operator II                  | 23.67       |             |
| 30063       | Technical Occupations                          | Drafter/CAD Operator III                 | 26.39       |             |
| 30064       | Technical Occupations                          | Drafter/CAD Operator IV                  | 32.47       |             |
| 30081       | Technical Occupations                          | Engineering Technician I                 | 19.84       |             |
| 30082       | Technical Occupations                          | Engineering Technician II                | 22.26       |             |
| 30083       | Technical Occupations                          | Engineering Technician III               | 24.90       |             |
| 30084       | Technical Occupations                          | Engineering Technician IV                | 30.85       |             |
| 30085       | Technical Occupations                          | Engineering Technician V                 | 37.74       |             |
| 30086       | Technical Occupations                          | Engineering Technician VI                | 45.65       |             |

| <b>Code</b> | <b>Category</b>                                       | <b>Title</b>                             | <b>Rate</b> | <b>Note</b> |
|-------------|---|--|-------------|-------------|
| 30090       | Technical Occupations                                 | Environmental Technician                 | 27.09       |             |
| 30095       | Technical Occupations                                 | Evidence Control Specialist              | 29.32       |             |
| 30210       | Technical Occupations                                 | Laboratory Technician                    | 26.39       |             |
| 30221       | Technical Occupations                                 | Latent Fingerprint Technician I          | 32.47       |             |
| 30222       | Technical Occupations                                 | Latent Fingerprint Technician II         | 35.87       |             |
| 30240       | Technical Occupations                                 | Mathematical Technician                  | 29.32       |             |
| 30361       | Technical Occupations                                 | Paralegal/Legal Assistant I              | 23.79       |             |
| 30362       | Technical Occupations                                 | Paralegal/Legal Assistant II             | 29.48       |             |
| 30363       | Technical Occupations                                 | Paralegal/Legal Assistant III            | 36.05       |             |
| 30364       | Technical Occupations                                 | Paralegal/Legal Assistant IV             | 43.62       |             |
| 30375       | Technical Occupations                                 | Petroleum Supply Specialist              | 35.87       |             |
| 30390       | Technical Occupations                                 | Photo-Optics Technician                  | 29.32       |             |
| 30395       | Technical Occupations                                 | Radiation Control Technician             | 35.87       |             |
| 30461       | Technical Occupations                                 | Technical Writer I                       | 29.32       |             |
| 30462       | Technical Occupations                                 | Technical Writer II                      | 35.87       |             |
| 30463       | Technical Occupations                                 | Technical Writer III                     | 43.40       |             |
| 30491       | Technical Occupations                                 | Unexploded Ordnance (UXO) Technician I   | 32.46       |             |
| 30492       | Technical Occupations                                 | Unexploded Ordnance (UXO) Technician II  | 39.27       |             |
| 30493       | Technical Occupations                                 | Unexploded Ordnance (UXO) Technician III | 47.07       |             |
| 30494       | Technical Occupations                                 | Unexploded (UXO) Safety Escort           | 32.46       |             |
| 30495       | Technical Occupations                                 | Unexploded (UXO) Sweep Personnel         | 32.46       |             |
| 30501       | Technical Occupations                                 | Weather Forecaster I                     | 32.47       |             |
| 30502       | Technical Occupations                                 | Weather Forecaster II                    | 39.50       |             |
| 30620       | Technical Occupations                                 | Weather Observer, Combined Upper Air Or  | 26.39       | see 2       |
| 30621       | Technical Occupations                                 | Weather Observer, Senior                 | 29.32       | see 2       |
| 31010       | Transportation/Mobile Equipment Operation Occupations | Airplane Pilot                           | 39.27       |             |
| 31020       | Transportation/Mobile Equipment Operation Occupations | Bus Aide                                 | 17.98       |             |

| <b>Code</b> | <b>Category</b>                                       | <b>Title</b>                   | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------|-------------|-------------|
| 31030       | Transportation/Mobile Equipment Operation Occupations | Bus Driver                     | 23.60       |             |
| 31043       | Transportation/Mobile Equipment Operation Occupations | Driver Courier                 | 16.95       | ***         |
| 31260       | Transportation/Mobile Equipment Operation Occupations | Parking and Lot Attendant      | 13.97       | ***         |
| 31290       | Transportation/Mobile Equipment Operation Occupations | Shuttle Bus Driver             | 14.84       | ***         |
| 31310       | Transportation/Mobile Equipment Operation Occupations | Taxi Driver                    | 13.82       | ***         |
| 31361       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Light             | 17.70       |             |
| 31362       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Medium            | 18.82       |             |
| 31363       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Heavy             | 26.40       |             |
| 31364       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Tractor-Trailer   | 26.40       |             |
| 99020       | Miscellaneous Occupations                             | Cabin Safety Specialist        | 19.15       |             |
| 99030       | Miscellaneous Occupations                             | Cashier                        | 13.75       | ***         |
| 99050       | Miscellaneous Occupations                             | Desk Clerk                     | 15.71       | ***         |
| 99095       | Miscellaneous Occupations                             | Embalmer                       | 32.46       |             |
| 99130       | Miscellaneous Occupations                             | Flight Follower                | 32.46       |             |
| 99251       | Miscellaneous Occupations                             | Laboratory Animal Caretaker I  | 15.98       | ***         |
| 99252       | Miscellaneous Occupations                             | Laboratory Animal Caretaker II | 17.18       | ***         |
| 99260       | Miscellaneous Occupations                             | Marketing Analyst              | 35.20       |             |
| 99310       | Miscellaneous Occupations                             | Mortician                      | 32.46       |             |
| 99410       | Miscellaneous Occupations                             | Pest Controller                | 24.05       |             |
| 99510       | Miscellaneous Occupations                             | Photofinishing Worker          | 17.06       | ***         |
| 99710       | Miscellaneous Occupations                             | Recycling Laborer              | 19.55       |             |
| 99711       | Miscellaneous Occupations                             | Recycling Specialist           | 22.54       |             |
| 99730       | Miscellaneous Occupations                             | Refuse Collector               | 18.34       |             |
| 99810       | Miscellaneous Occupations                             | Sales Clerk                    | 15.76       | ***         |
| 99820       | Miscellaneous Occupations                             | School Crossing Guard          | 17.80       |             |
| 99830       | Miscellaneous Occupations                             | Survey Party Chief             | 28.09       |             |
| 99831       | Miscellaneous Occupations                             | Surveying Aide                 | 17.10       | ***         |

| <b>Code</b> | <b>Category</b>           | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------|---------------------------------|-------------|-------------|
| 99832       | Miscellaneous Occupations | Surveying Technician            | 25.55       |             |
| 99840       | Miscellaneous Occupations | Vending Machine Attendant       | 21.13       |             |
| 99841       | Miscellaneous Occupations | Vending Machine Repairer        | 25.41       |             |
| 99842       | Miscellaneous Occupations | Vending Machine Repairer Helper | 21.13       |             |

## **Footer**

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.20 per hour) or 13658 (\$12.90 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. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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:** \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month **HEALTH & WELFARE EO 13706:** \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 per month\*

\*This rate is to be used only when compensating employees for performance on an SCA-

covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

**VACATION:** 1 week paid vacation after 1 year of service with a contractor or successor; 2 weeks after 2 years; and 3 weeks after 10 years. Length of service includes the whole span of

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

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans'

Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

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

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

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

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

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

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

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**\*\* HAZARDOUS PAY DIFFERENTIAL \*\***

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

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

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like;

minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all

contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of ""wash and wear""

materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

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

**Conformance Process:**

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

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

The process for preparing a conformance request is as follows:

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

2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S.

Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

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

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

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

Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

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## **Wage Determination No. : 2015-4025**

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

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

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 28

Date Of Last Revision : 07/22/2024

Source : [Source Website](#)

**Header**

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

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2024.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.90 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 2024.

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).

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

BELKNAP COUNTY: New Hampton, Sanbornton

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

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

SULLIVAN COUNTY: Acworth, Charlestown, Claremont, Cornish, Croydon, Goshen, Grantham, Langdon, Lempster, Newport, Plainfield, Springfield, Sunapee, Unity

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

**Wage Determination Table**

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                        | <b>Rate</b> | <b>Note</b> |
|-------------|---|-------------------------------------|-------------|-------------|
| 01011       | Administrative Support And Clerical Occupations | Accounting Clerk I                  | 18.05       |             |
| 01012       | Administrative Support And Clerical Occupations | Accounting Clerk II                 | 20.26       |             |
| 01013       | Administrative Support And Clerical Occupations | Accounting Clerk III                | 22.66       |             |
| 01020       | Administrative Support And Clerical Occupations | Administrative Assistant            | 32.68       |             |
| 01035       | Administrative Support And Clerical Occupations | Court Reporter                      | 22.12       |             |
| 01041       | Administrative Support And Clerical Occupations | Customer Service Representative I   | 16.42       | ***         |
| 01042       | Administrative Support And Clerical Occupations | Customer Service Representative II  | 17.92       |             |
| 01043       | Administrative Support And Clerical Occupations | Customer Service Representative III | 20.13       |             |
| 01051       | Administrative Support And Clerical Occupations | Data Entry Operator I               | 18.05       |             |
| 01052       | Administrative Support And Clerical Occupations | Data Entry Operator II              | 19.69       |             |
| 01060       | Administrative Support And Clerical Occupations | Dispatcher, Motor Vehicle           | 23.04       |             |
| 01070       | Administrative Support And Clerical Occupations | Document Preparation Clerk          | 17.62       |             |
| 01090       | Administrative Support And Clerical Occupations | Duplicating Machine Operator        | 17.62       |             |
| 01111       | Administrative Support And Clerical Occupations | General Clerk I                     | 18.06       |             |
| 01112       | Administrative Support And Clerical Occupations | General Clerk II                    | 19.70       |             |
| 01113       | Administrative Support And Clerical Occupations | General Clerk III                   | 22.11       |             |

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------------|-------------|-------------|
| 01120       | Administrative Support And Clerical Occupations | Housing Referral Assistant           | 24.67       |             |
| 01141       | Administrative Support And Clerical Occupations | Messenger Courier                    | 14.35       | ***         |
| 01191       | Administrative Support And Clerical Occupations | Order Clerk I                        | 18.90       |             |
| 01192       | Administrative Support And Clerical Occupations | Order Clerk II                       | 20.62       |             |
| 01261       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) I   | 19.74       |             |
| 01262       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) II  | 22.09       |             |
| 01263       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) III | 24.63       |             |
| 01270       | Administrative Support And Clerical Occupations | Production Control Clerk             | 27.60       |             |
| 01290       | Administrative Support And Clerical Occupations | Rental Clerk                         | 20.48       |             |
| 01300       | Administrative Support And Clerical Occupations | Scheduler, Maintenance               | 19.78       |             |
| 01311       | Administrative Support And Clerical Occupations | Secretary I                          | 19.78       |             |
| 01312       | Administrative Support And Clerical Occupations | Secretary II                         | 22.12       |             |
| 01313       | Administrative Support And Clerical Occupations | Secretary III                        | 24.67       |             |
| 01320       | Administrative Support And Clerical Occupations | Service Order Dispatcher             | 20.60       |             |
| 01410       | Administrative Support And Clerical Occupations | Supply Technician                    | 32.68       |             |
| 01420       | Administrative Support And Clerical Occupations | Survey Worker                        | 21.10       |             |
| 01460       | Administrative Support And Clerical Occupations | Switchboard Operator/Receptionist    | 17.54       |             |
| 01531       | Administrative Support And Clerical Occupations | Travel Clerk I                       | 21.64       |             |
| 01532       | Administrative Support And Clerical Occupations | Travel Clerk II                      | 23.40       |             |

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------------|-------------|-------------|
| 01533       | Administrative Support And Clerical Occupations | Travel Clerk III                     | 25.23       |             |
| 01611       | Administrative Support And Clerical Occupations | Word Processor I                     | 17.62       |             |
| 01612       | Administrative Support And Clerical Occupations | Word Processor II                    | 19.78       |             |
| 01613       | Administrative Support And Clerical Occupations | Word Processor III                   | 22.12       |             |
| 05005       | Automotive Service Occupations                  | Automobile Body Repairer, Fiberglass | 23.19       |             |
| 05010       | Automotive Service Occupations                  | Automotive Electrician               | 22.03       |             |
| 05040       | Automotive Service Occupations                  | Automotive Glass Installer           | 21.17       |             |
| 05070       | Automotive Service Occupations                  | Automotive Worker                    | 21.17       |             |
| 05110       | Automotive Service Occupations                  | Mobile Equipment Servicer            | 19.10       |             |
| 05130       | Automotive Service Occupations                  | Motor Equipment Metal Mechanic       | 22.95       |             |
| 05160       | Automotive Service Occupations                  | Motor Equipment Metal Worker         | 21.17       |             |
| 05190       | Automotive Service Occupations                  | Motor Vehicle Mechanic               | 22.95       |             |
| 05220       | Automotive Service Occupations                  | Motor Vehicle Mechanic Helper        | 17.82       |             |
| 05250       | Automotive Service Occupations                  | Motor Vehicle Upholstery Worker      | 20.20       |             |
| 05280       | Automotive Service Occupations                  | Motor Vehicle Wrecker                | 21.17       |             |
| 05310       | Automotive Service Occupations                  | Painter, Automotive                  | 22.03       |             |
| 05340       | Automotive Service Occupations                  | Radiator Repair Specialist           | 21.17       |             |
| 05370       | Automotive Service Occupations                  | Tire Repairer                        | 17.35       |             |
| 05400       | Automotive Service Occupations                  | Transmission Repair Specialist       | 22.95       |             |
| 07010       | Food Preparation And Service Occupations        | Baker                                | 16.93       | ***         |
| 07041       | Food Preparation And Service Occupations        | Cook I                               | 18.95       |             |
| 07042       | Food Preparation And Service Occupations        | Cook II                              | 21.01       |             |
| 07070       | Food Preparation And Service Occupations        | Dishwasher                           | 13.64       | ***         |
| 07130       | Food Preparation And Service Occupations        | Food Service Worker                  | 16.52       | ***         |
| 07210       | Food Preparation And Service Occupations        | Meat Cutter                          | 21.99       |             |

| <b>Code</b> | <b>Category</b>                              | <b>Title</b>                 | <b>Rate</b> | <b>Note</b> |
|-------------|--|------------------------------|-------------|-------------|
| 07260       | Food Preparation And Service Occupations     | Waiter/Waitress              | 13.52       | ***         |
| 09010       | Furniture Maintenance And Repair Occupations | Electrostatic Spray Painter  | 22.50       |             |
| 09040       | Furniture Maintenance And Repair Occupations | Furniture Handler            | 15.76       | ***         |
| 09080       | Furniture Maintenance And Repair Occupations | Furniture Refinisher         | 22.50       |             |
| 09090       | Furniture Maintenance And Repair Occupations | Furniture Refinisher Helper  | 18.21       |             |
| 09110       | Furniture Maintenance And Repair Occupations | Furniture Repairer, Minor    | 20.63       |             |
| 09130       | Furniture Maintenance And Repair Occupations | Upholsterer                  | 22.50       |             |
| 11030       | General Services And Support Occupations     | Cleaner, Vehicles            | 16.40       | ***         |
| 11060       | General Services And Support Occupations     | Elevator Operator            | 18.14       |             |
| 11090       | General Services And Support Occupations     | Gardener                     | 22.68       |             |
| 11122       | General Services And Support Occupations     | Housekeeping Aide            | 18.14       |             |
| 11150       | General Services And Support Occupations     | Janitor                      | 18.14       |             |
| 11210       | General Services And Support Occupations     | Laborer, Grounds Maintenance | 18.32       |             |
| 11240       | General Services And Support Occupations     | Maid or Houseman             | 16.50       | ***         |
| 11260       | General Services And Support Occupations     | Pruner                       | 17.04       | ***         |
| 11270       | General Services And Support Occupations     | Tractor Operator             | 21.16       |             |
| 11330       | General Services And Support Occupations     | Trail Maintenance Worker     | 18.32       |             |
| 11360       | General Services And Support Occupations     | Window Cleaner               | 19.51       |             |
| 12010       | Health Occupations                           | Ambulance Driver             | 20.33       |             |
| 12011       | Health Occupations                           | Breath Alcohol Technician    | 28.16       |             |

| <b>Code</b> | <b>Category</b>    | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|--------------------|--|-------------|-------------|
| 12012       | Health Occupations | Certified Occupational Therapist Assistant | 38.23       |             |
| 12015       | Health Occupations | Certified Physical Therapist Assistant     | 30.64       |             |
| 12020       | Health Occupations | Dental Assistant                           | 26.26       |             |
| 12025       | Health Occupations | Dental Hygienist                           | 44.14       |             |
| 12030       | Health Occupations | EKG Technician                             | 37.09       |             |
| 12035       | Health Occupations | Electroneurodiagnostic Technologist        | 37.09       |             |
| 12040       | Health Occupations | Emergency Medical Technician               | 20.33       |             |
| 12071       | Health Occupations | Licensed Practical Nurse I                 | 25.17       |             |
| 12072       | Health Occupations | Licensed Practical Nurse II                | 28.16       |             |
| 12073       | Health Occupations | Licensed Practical Nurse III               | 31.40       |             |
| 12100       | Health Occupations | Medical Assistant                          | 21.63       |             |
| 12130       | Health Occupations | Medical Laboratory Technician              | 38.17       |             |
| 12160       | Health Occupations | Medical Record Clerk                       | 20.07       |             |
| 12190       | Health Occupations | Medical Record Technician                  | 22.45       |             |
| 12195       | Health Occupations | Medical Transcriptionist                   | 25.17       |             |
| 12210       | Health Occupations | Nuclear Medicine Technologist              | 61.88       |             |
| 12221       | Health Occupations | Nursing Assistant I                        | 15.04       | ***         |
| 12222       | Health Occupations | Nursing Assistant II                       | 16.91       | ***         |
| 12223       | Health Occupations | Nursing Assistant III                      | 18.44       |             |
| 12224       | Health Occupations | Nursing Assistant IV                       | 20.71       |             |
| 12235       | Health Occupations | Optical Dispenser                          | 22.74       |             |
| 12236       | Health Occupations | Optical Technician                         | 25.17       |             |
| 12250       | Health Occupations | Pharmacy Technician                        | 21.44       |             |
| 12280       | Health Occupations | Phlebotomist                               | 19.57       |             |
| 12305       | Health Occupations | Radiologic Technologist                    | 37.66       |             |
| 12311       | Health Occupations | Registered Nurse I                         | 28.73       |             |
| 12312       | Health Occupations | Registered Nurse II                        | 35.14       |             |
| 12313       | Health Occupations | Registered Nurse II, Specialist            | 35.14       |             |
| 12314       | Health Occupations | Registered Nurse III                       | 42.51       |             |
| 12315       | Health Occupations | Registered Nurse III, Anesthetist          | 42.51       |             |
| 12316       | Health Occupations | Registered Nurse IV                        | 50.95       |             |
| 12317       | Health Occupations | Scheduler                                  | 34.89       |             |

| <b>Code</b> | <b>Category</b>                    | <b>Title</b>                           | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------|--|-------------|-------------|
| 12320       | Health Occupations                 | Substance Abuse Treatment Counselor    | 27.70       |             |
| 13011       | Information And Arts Occupations   | Exhibits Specialist I                  | 22.64       |             |
| 13012       | Information And Arts Occupations   | Exhibits Specialist II                 | 28.06       |             |
| 13013       | Information And Arts Occupations   | Exhibits Specialist III                | 34.32       |             |
| 13041       | Information And Arts Occupations   | Illustrator I                          | 22.64       |             |
| 13042       | Information And Arts Occupations   | Illustrator II                         | 28.06       |             |
| 13043       | Information And Arts Occupations   | Illustrator III                        | 34.32       |             |
| 13047       | Information And Arts Occupations   | Librarian                              | 31.07       |             |
| 13050       | Information And Arts Occupations   | Library Aide/Clerk                     | 16.34       | ***         |
| 13054       | Information And Arts Occupations   | Library Information Technology Systems | 28.06       |             |
| 13058       | Information And Arts Occupations   | Library Technician                     | 20.20       |             |
| 13061       | Information And Arts Occupations   | Media Specialist I                     | 20.24       |             |
| 13062       | Information And Arts Occupations   | Media Specialist II                    | 22.64       |             |
| 13063       | Information And Arts Occupations   | Media Specialist III                   | 25.25       |             |
| 13071       | Information And Arts Occupations   | Photographer I                         | 20.24       |             |
| 13072       | Information And Arts Occupations   | Photographer II                        | 22.64       |             |
| 13073       | Information And Arts Occupations   | Photographer III                       | 28.06       |             |
| 13074       | Information And Arts Occupations   | Photographer IV                        | 34.32       |             |
| 13075       | Information And Arts Occupations   | Photographer V                         | 41.52       |             |
| 13090       | Information And Arts Occupations   | Technical Order Library Clerk          | 20.52       |             |
| 13110       | Information And Arts Occupations   | Video Teleconference Technician        | 20.24       |             |
| 14041       | Information Technology Occupations | Computer Operator I                    | 20.09       |             |
| 14042       | Information Technology Occupations | Computer Operator II                   | 22.47       |             |
| 14043       | Information Technology Occupations | Computer Operator III                  | 25.06       |             |
| 14044       | Information Technology Occupations | Computer Operator IV                   | 27.83       |             |
| 14045       | Information Technology Occupations | Computer Operator V                    | 30.83       |             |
| 14071       | Information Technology Occupations | Computer Programmer I                  | 22.12       | see 1       |
| 14072       | Information Technology Occupations | Computer Programmer II                 | 27.41       | see 1       |
| 14073       | Information Technology Occupations | Computer Programmer III                | NaN         | see 1       |

| <b>Code</b> | <b>Category</b>   | <b>Title</b>                                    | <b>Rate</b> | <b>Note</b> |
|-------------|---|---|-------------|-------------|
| 14074       | Information Technology Occupations                      | Computer Programmer IV                          | NaN         | see<br>1    |
| 14101       | Information Technology Occupations                      | Computer Systems Analyst I                      | NaN         | see<br>1    |
| 14102       | Information Technology Occupations                      | Computer Systems Analyst II                     | NaN         | see<br>1    |
| 14103       | Information Technology Occupations                      | Computer Systems Analyst III                    | NaN         | see<br>1    |
| 14150       | Information Technology Occupations                      | Peripheral Equipment Operator                   | 20.09       |             |
| 14160       | Information Technology Occupations                      | Personal Computer Support Technician            | 27.86       |             |
| 14170       | Information Technology Occupations                      | System Support Specialist                       | 32.09       |             |
| 15010       | Instructional Occupations                               | Aircrew Training Devices Instructor             | 37.35       |             |
| 15020       | Instructional Occupations                               | Aircrew Training Devices Instructor             | 45.19       |             |
| 15030       | Instructional Occupations                               | Air Crew Training Devices Instructor            | 54.18       |             |
| 15050       | Instructional Occupations                               | Computer Based Training Specialist / Instructor | 37.35       |             |
| 15060       | Instructional Occupations                               | Educational Technologist                        | 36.92       |             |
| 15070       | Instructional Occupations                               | Flight Instructor                               | 54.18       |             |
| 15080       | Instructional Occupations                               | Graphic Artist                                  | 28.73       |             |
| 15085       | Instructional Occupations                               | Maintenance Test Pilot, Fixed, Jet/Prop         | 54.18       |             |
| 15086       | Instructional Occupations                               | Maintenance Test Pilot, Rotary Wing             | 54.18       |             |
| 15088       | Instructional Occupations                               | Non-Maintenance Test/Co-Pilot                   | 54.18       |             |
| 15090       | Instructional Occupations                               | Technical Instructor                            | 27.21       |             |
| 15095       | Instructional Occupations                               | Technical Instructor/Course Developer           | 33.28       |             |
| 15110       | Instructional Occupations                               | Test Proctor                                    | 21.97       |             |
| 15120       | Instructional Occupations                               | Tutor   | 21.97       |             |
| 16010       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Assembler                                       | 17.31       |             |
| 16030       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Counter Attendant                               | 17.31       |             |

| <b>Code</b> | <b>Category</b>   | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|---|--|-------------|-------------|
| 16040       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Dry Cleaner                                | 19.77       |             |
| 16070       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Finisher, Flatwork, Machine                | 17.31       |             |
| 16090       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Hand                              | 17.31       |             |
| 16110       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Drycleaning              | 17.31       |             |
| 16130       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Shirts                   | 17.31       |             |
| 16160       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Wearing Apparel, Laundry | 17.31       |             |
| 16190       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Sewing Machine Operator                    | 20.60       |             |
| 16220       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Tailor                                     | 21.42       |             |
| 16250       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Washer, Machine                            | 18.13       |             |
| 19010       | Machine Tool Operation And Repair Occupations           | Machine-Tool Operator                      | 26.57       |             |
| 19040       | Machine Tool Operation And Repair Occupations           | Tool And Die Maker                         | 30.67       |             |
| 21020       | Materials Handling And Packing Occupations              | Forklift Operator                          | 19.50       |             |
| 21030       | Materials Handling And Packing Occupations              | Material Coordinator                       | 27.60       |             |
| 21040       | Materials Handling And Packing Occupations              | Material Expediter                         | 27.60       |             |
| 21050       | Materials Handling And Packing Occupations              | Material Handling Laborer                  | 18.02       |             |
| 21071       | Materials Handling And Packing Occupations              | Order Filler                               | 16.75       | ***         |
| 21080       | Materials Handling And Packing Occupations              | Production Line Worker                     | 19.50       |             |
| 21110       | Materials Handling And Packing Occupations              | Shipping Packer                            | 19.46       |             |
| 21130       | Materials Handling And Packing Occupations              | Shipping/Receiving Clerk                   | 19.46       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                                   | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 21140       | Materials Handling And Packing Occupations       | Store Worker I                                 | 16.38       | ***         |
| 21150       | Materials Handling And Packing Occupations       | Stock Clerk                                    | 20.17       |             |
| 21210       | Materials Handling And Packing Occupations       | Tools And Parts Attendant                      | 19.50       |             |
| 21410       | Materials Handling And Packing Occupations       | Warehouse Specialist                           | 19.50       |             |
| 23010       | Mechanics And Maintenance And Repair Occupations | Aerospace Structural Welder                    | 30.60       |             |
| 23019       | Mechanics And Maintenance And Repair Occupations | Aircraft Logs and Records Technician           | 25.98       |             |
| 23021       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic I                            | 29.53       |             |
| 23022       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic II                           | 30.60       |             |
| 23023       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic III                          | 31.66       |             |
| 23040       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic Helper                       | 22.93       |             |
| 23050       | Mechanics And Maintenance And Repair Occupations | Aircraft, Painter                              | 28.33       |             |
| 23060       | Mechanics And Maintenance And Repair Occupations | Aircraft Servicer                              | 25.98       |             |
| 23070       | Mechanics And Maintenance And Repair Occupations | Aircraft Survival Flight Equipment Technician  | 28.33       |             |
| 23080       | Mechanics And Maintenance And Repair Occupations | Aircraft Worker                                | 27.24       |             |
| 23091       | Mechanics And Maintenance And Repair Occupations | Aircrew Life Support Equipment (ALSE) Mechanic | 27.24       |             |
| 23092       | Mechanics And Maintenance And Repair Occupations | Aircrew Life Support Equipment (ALSE) Mechanic | 29.53       |             |
| 23110       | Mechanics And Maintenance And Repair Occupations | Appliance Mechanic                             | 26.85       |             |
| 23120       | Mechanics And Maintenance And Repair Occupations | Bicycle Repairer                               | 23.90       |             |
| 23125       | Mechanics And Maintenance And Repair Occupations | Cable Splicer                                  | 41.09       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 23130       | Mechanics And Maintenance And Repair Occupations | Carpenter, Maintenance                    | 25.62       |             |
| 23140       | Mechanics And Maintenance And Repair Occupations | Carpet Layer                              | 27.24       |             |
| 23160       | Mechanics And Maintenance And Repair Occupations | Electrician, Maintenance                  | 28.87       |             |
| 23181       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance I      | 27.24       |             |
| 23182       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance II     | 28.33       |             |
| 23183       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance III    | 29.53       |             |
| 23260       | Mechanics And Maintenance And Repair Occupations | Fabric Worker                             | 25.98       |             |
| 23290       | Mechanics And Maintenance And Repair Occupations | Fire Alarm System Mechanic                | 29.53       |             |
| 23310       | Mechanics And Maintenance And Repair Occupations | Fire Extinguisher Repairer                | 24.57       |             |
| 23311       | Mechanics And Maintenance And Repair Occupations | Fuel Distribution System Mechanic         | 29.53       |             |
| 23312       | Mechanics And Maintenance And Repair Occupations | Fuel Distribution System Operator         | 24.57       |             |
| 23370       | Mechanics And Maintenance And Repair Occupations | General Maintenance Worker                | 22.42       |             |
| 23380       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Mechanic         | 29.53       |             |
| 23381       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Servicer         | 25.98       |             |
| 23382       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Worker           | 27.24       |             |
| 23391       | Mechanics And Maintenance And Repair Occupations | Gunsmith I                                | 24.57       |             |
| 23392       | Mechanics And Maintenance And Repair Occupations | Gunsmith II                               | 27.24       |             |
| 23393       | Mechanics And Maintenance And Repair Occupations | Gunsmith III                              | 29.53       |             |
| 23410       | Mechanics And Maintenance And Repair Occupations | Heating, Ventilation And Air-Conditioning | 29.83       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 23411       | Mechanics And Maintenance And Repair Occupations | Heating, Ventilation And Air Contidioning | 30.92       |             |
| 23430       | Mechanics And Maintenance And Repair Occupations | Heavy Equipment Mechanic                  | 28.11       |             |
| 23440       | Mechanics And Maintenance And Repair Occupations | Heavy Equipment Operator                  | 26.76       |             |
| 23460       | Mechanics And Maintenance And Repair Occupations | Instrument Mechanic                       | 29.53       |             |
| 23465       | Mechanics And Maintenance And Repair Occupations | Laboratory/Shelter Mechanic               | 28.33       |             |
| 23470       | Mechanics And Maintenance And Repair Occupations | Laborer                                   | 18.02       |             |
| 23510       | Mechanics And Maintenance And Repair Occupations | Locksmith                                 | 28.33       |             |
| 23530       | Mechanics And Maintenance And Repair Occupations | Machinery Maintenance Mechanic            | 28.30       |             |
| 23550       | Mechanics And Maintenance And Repair Occupations | Machinist, Maintenance                    | 24.25       |             |
| 23580       | Mechanics And Maintenance And Repair Occupations | Maintenance Trades Helper                 | 19.00       |             |
| 23591       | Mechanics And Maintenance And Repair Occupations | Metrology Technician I                    | 29.53       |             |
| 23592       | Mechanics And Maintenance And Repair Occupations | Metrology Technician II                   | 30.60       |             |
| 23593       | Mechanics And Maintenance And Repair Occupations | Metrology Technician III                  | 31.66       |             |
| 23640       | Mechanics And Maintenance And Repair Occupations | Millwright                                | 29.53       |             |
| 23710       | Mechanics And Maintenance And Repair Occupations | Office Appliance Repairer                 | 24.90       |             |
| 23760       | Mechanics And Maintenance And Repair Occupations | Painter, Maintenance                      | 22.29       |             |
| 23790       | Mechanics And Maintenance And Repair Occupations | Pipefitter, Maintenance                   | 29.05       |             |
| 23810       | Mechanics And Maintenance And Repair Occupations | Plumber, Maintenance                      | 27.87       |             |
| 23820       | Mechanics And Maintenance And Repair Occupations | Pneudraulic Systems Mechanic              | 29.53       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                          | <b>Rate</b> | <b>Note</b> |
|-------------|--|---------------------------------------|-------------|-------------|
| 23850       | Mechanics And Maintenance And Repair Occupations | Rigger                                | 29.53       |             |
| 23870       | Mechanics And Maintenance And Repair Occupations | Scale Mechanic                        | 27.24       |             |
| 23890       | Mechanics And Maintenance And Repair Occupations | Sheet-Metal Worker, Maintenance       | 24.36       |             |
| 23910       | Mechanics And Maintenance And Repair Occupations | Small Engine Mechanic                 | 24.63       |             |
| 23931       | Mechanics And Maintenance And Repair Occupations | Telecommunications Mechanic I         | 36.53       |             |
| 23932       | Mechanics And Maintenance And Repair Occupations | Telecommunications Mechanic II        | 37.86       |             |
| 23950       | Mechanics And Maintenance And Repair Occupations | Telephone Lineman                     | 38.99       |             |
| 23960       | Mechanics And Maintenance And Repair Occupations | Welder, Combination, Maintenance      | 23.89       |             |
| 23965       | Mechanics And Maintenance And Repair Occupations | Well Driller                          | 29.53       |             |
| 23970       | Mechanics And Maintenance And Repair Occupations | Woodcraft Worker                      | 29.53       |             |
| 23980       | Mechanics And Maintenance And Repair Occupations | Woodworker                            | 24.57       |             |
| 24550       | Personal Needs Occupations                       | Case Manager                          | 19.51       |             |
| 24570       | Personal Needs Occupations                       | Child Care Attendant                  | 15.33       | ***         |
| 24580       | Personal Needs Occupations                       | Child Care Center Clerk               | 19.11       |             |
| 24610       | Personal Needs Occupations                       | Chore Aide                            | 16.47       | ***         |
| 24620       | Personal Needs Occupations                       | Family Readiness And Support Services | 19.51       |             |
| 24630       | Personal Needs Occupations                       | Homemaker                             | 19.51       |             |
| 25010       | Plant And System Operations Occupations          | Boiler Tender                         | 28.83       |             |
| 25040       | Plant And System Operations Occupations          | Sewage Plant Operator                 | 26.85       |             |
| 25070       | Plant And System Operations Occupations          | Stationary Engineer                   | 28.83       |             |
| 25190       | Plant And System Operations Occupations          | Ventilation Equipment Tender          | 22.40       |             |

| <b>Code</b> | <b>Category</b>                                | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 25210       | Plant And System Operations Occupations        | Water Treatment Plant Operator            | 26.85       |             |
| 27004       | Protective Service Occupations                 | Alarm Monitor                             | 24.78       |             |
| 27007       | Protective Service Occupations                 | Baggage Inspector                         | 18.57       |             |
| 27008       | Protective Service Occupations                 | Corrections Officer                       | 21.41       |             |
| 27010       | Protective Service Occupations                 | Court Security Officer                    | 20.36       |             |
| 27030       | Protective Service Occupations                 | Detection Dog Handler                     | 20.77       |             |
| 27040       | Protective Service Occupations                 | Detention Officer                         | 21.41       |             |
| 27070       | Protective Service Occupations                 | Firefighter                               | 19.14       |             |
| 27101       | Protective Service Occupations                 | Guard I                                   | 18.57       |             |
| 27102       | Protective Service Occupations                 | Guard II                                  | 20.77       |             |
| 27131       | Protective Service Occupations                 | Police Officer I                          | 25.72       |             |
| 27132       | Protective Service Occupations                 | Police Officer II                         | 28.59       |             |
| 28041       | Recreation Occupations                         | Carnival Equipment Operator               | 16.47       | ***         |
| 28042       | Recreation Occupations                         | Carnival Equipment Repairer               | 17.64       |             |
| 28043       | Recreation Occupations                         | Carnival Worker                           | 13.26       | ***         |
| 28210       | Recreation Occupations                         | Gate Attendant/Gate Tender                | 19.19       |             |
| 28310       | Recreation Occupations                         | Lifeguard                                 | 15.09       | ***         |
| 28350       | Recreation Occupations                         | Park Attendant                            | 21.46       |             |
| 28510       | Recreation Occupations                         | Recreation Aide/Health Facility Attendant | 15.67       | ***         |
| 28515       | Recreation Occupations                         | Recreation Specialist                     | 26.59       |             |
| 28630       | Recreation Occupations                         | Sports Official                           | 17.10       | ***         |
| 28690       | Recreation Occupations                         | Swimming Pool Operator                    | 21.34       |             |
| 29010       | Stevedoring/Longshoremen Occupational Services | Blocker And Bracer                        | 28.40       |             |
| 29020       | Stevedoring/Longshoremen Occupational Services | Hatch Tender                              | 28.40       |             |
| 29030       | Stevedoring/Longshoremen Occupational Services | Line Handler                              | 28.40       |             |
| 29041       | Stevedoring/Longshoremen Occupational Services | Stevedore I                               | 27.09       |             |
| 29042       | Stevedoring/Longshoremen Occupational Services | Stevedore II                              | 29.54       |             |
| 30010       | Technical Occupations                          | Air Traffic Control Specialist, Center    | 51.07       | see 2       |

| <b>Code</b> | <b>Category</b>       | <b>Title</b>                             | <b>Rate</b> | <b>Note</b> |
|-------------|-----------------------|--|-------------|-------------|
| 30011       | Technical Occupations | Air Traffic Control Specialist, Station  | 35.22       | see 2       |
| 30012       | Technical Occupations | Air Traffic Control Specialist, Terminal | 38.79       | see 2       |
| 30021       | Technical Occupations | Archeological Technician I               | 20.12       |             |
| 30022       | Technical Occupations | Archeological Technician II              | 22.51       |             |
| 30023       | Technical Occupations | Archeological Technician III             | 27.89       |             |
| 30030       | Technical Occupations | Cartographic Technician                  | 27.89       |             |
| 30040       | Technical Occupations | Civil Engineering Technician             | 27.89       |             |
| 30051       | Technical Occupations | Cryogenic Technician I                   | 30.88       |             |
| 30052       | Technical Occupations | Cryogenic Technician II                  | 34.11       |             |
| 30061       | Technical Occupations | Drafter/CAD Operator I                   | 20.12       |             |
| 30062       | Technical Occupations | Drafter/CAD Operator II                  | 22.51       |             |
| 30063       | Technical Occupations | Drafter/CAD Operator III                 | 25.10       |             |
| 30064       | Technical Occupations | Drafter/CAD Operator IV                  | 30.88       |             |
| 30081       | Technical Occupations | Engineering Technician I                 | 18.86       |             |
| 30082       | Technical Occupations | Engineering Technician II                | 21.18       |             |
| 30083       | Technical Occupations | Engineering Technician III               | 24.45       |             |
| 30084       | Technical Occupations | Engineering Technician IV                | 29.35       |             |
| 30085       | Technical Occupations | Engineering Technician V                 | 35.90       |             |
| 30086       | Technical Occupations | Engineering Technician VI                | 43.43       |             |
| 30090       | Technical Occupations | Environmental Technician                 | 27.89       |             |
| 30095       | Technical Occupations | Evidence Control Specialist              | 27.89       |             |
| 30210       | Technical Occupations | Laboratory Technician                    | 25.10       |             |
| 30221       | Technical Occupations | Latent Fingerprint Technician I          | 30.88       |             |
| 30222       | Technical Occupations | Latent Fingerprint Technician II         | 34.11       |             |
| 30240       | Technical Occupations | Mathematical Technician                  | 27.89       |             |
| 30361       | Technical Occupations | Paralegal/Legal Assistant I              | 24.03       |             |
| 30362       | Technical Occupations | Paralegal/Legal Assistant II             | 29.77       |             |
| 30363       | Technical Occupations | Paralegal/Legal Assistant III            | 36.42       |             |
| 30364       | Technical Occupations | Paralegal/Legal Assistant IV             | 44.06       |             |
| 30375       | Technical Occupations | Petroleum Supply Specialist              | 34.11       |             |
| 30390       | Technical Occupations | Photo-Optics Technician                  | 27.89       |             |
| 30395       | Technical Occupations | Radiation Control Technician             | 34.11       |             |

| <b>Code</b> | <b>Category</b>                                       | <b>Title</b>                             | <b>Rate</b> | <b>Note</b> |
|-------------|---|--|-------------|-------------|
| 30461       | Technical Occupations                                 | Technical Writer I                       | 27.89       |             |
| 30462       | Technical Occupations                                 | Technical Writer II                      | 34.11       |             |
| 30463       | Technical Occupations                                 | Technical Writer III                     | 41.27       |             |
| 30491       | Technical Occupations                                 | Unexploded Ordnance (UXO) Technician I   | 32.46       |             |
| 30492       | Technical Occupations                                 | Unexploded Ordnance (UXO) Technician II  | 39.27       |             |
| 30493       | Technical Occupations                                 | Unexploded Ordnance (UXO) Technician III | 47.07       |             |
| 30494       | Technical Occupations                                 | Unexploded (UXO) Safety Escort           | 32.46       |             |
| 30495       | Technical Occupations                                 | Unexploded (UXO) Sweep Personnel         | 32.46       |             |
| 30501       | Technical Occupations                                 | Weather Forecaster I                     | 30.88       |             |
| 30502       | Technical Occupations                                 | Weather Forecaster II                    | 37.57       |             |
| 30620       | Technical Occupations                                 | Weather Observer, Combined Upper Air Or  | 25.10       | see 2       |
| 30621       | Technical Occupations                                 | Weather Observer, Senior                 | 27.89       | see 2       |
| 31010       | Transportation/Mobile Equipment Operation Occupations | Airplane Pilot                           | 39.27       |             |
| 31020       | Transportation/Mobile Equipment Operation Occupations | Bus Aide                                 | 15.68       | ***         |
| 31030       | Transportation/Mobile Equipment Operation Occupations | Bus Driver                               | 21.85       |             |
| 31043       | Transportation/Mobile Equipment Operation Occupations | Driver Courier                           | 16.97       | ***         |
| 31260       | Transportation/Mobile Equipment Operation Occupations | Parking and Lot Attendant                | 14.41       | ***         |
| 31290       | Transportation/Mobile Equipment Operation Occupations | Shuttle Bus Driver                       | 16.03       | ***         |
| 31310       | Transportation/Mobile Equipment Operation Occupations | Taxi Driver                              | 16.35       | ***         |
| 31361       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Light                       | 17.68       |             |
| 31362       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Medium                      | 18.81       |             |
| 31363       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Heavy                       | 25.00       |             |

| <b>Code</b> | <b>Category</b>                                       | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|---|---------------------------------|-------------|-------------|
| 31364       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Tractor-Trailer    | 25.00       |             |
| 99020       | Miscellaneous Occupations                             | Cabin Safety Specialist         | 19.15       |             |
| 99030       | Miscellaneous Occupations                             | Cashier                         | 14.10       | ***         |
| 99050       | Miscellaneous Occupations                             | Desk Clerk                      | 16.35       | ***         |
| 99095       | Miscellaneous Occupations                             | Embalmer                        | 32.46       |             |
| 99130       | Miscellaneous Occupations                             | Flight Follower                 | 32.46       |             |
| 99251       | Miscellaneous Occupations                             | Laboratory Animal Caretaker I   | 16.38       | ***         |
| 99252       | Miscellaneous Occupations                             | Laboratory Animal Caretaker II  | 17.41       |             |
| 99260       | Miscellaneous Occupations                             | Marketing Analyst               | 30.73       |             |
| 99310       | Miscellaneous Occupations                             | Mortician                       | 32.46       |             |
| 99410       | Miscellaneous Occupations                             | Pest Controller                 | 24.50       |             |
| 99510       | Miscellaneous Occupations                             | Photofinishing Worker           | 17.06       | ***         |
| 99710       | Miscellaneous Occupations                             | Recycling Laborer               | 18.94       |             |
| 99711       | Miscellaneous Occupations                             | Recycling Specialist            | 21.88       |             |
| 99730       | Miscellaneous Occupations                             | Refuse Collector                | 17.61       |             |
| 99810       | Miscellaneous Occupations                             | Sales Clerk                     | 15.84       | ***         |
| 99820       | Miscellaneous Occupations                             | School Crossing Guard           | 18.26       |             |
| 99830       | Miscellaneous Occupations                             | Survey Party Chief              | 23.55       |             |
| 99831       | Miscellaneous Occupations                             | Surveying Aide                  | 14.34       | ***         |
| 99832       | Miscellaneous Occupations                             | Surveying Technician            | 21.42       |             |
| 99840       | Miscellaneous Occupations                             | Vending Machine Attendant       | 21.62       |             |
| 99841       | Miscellaneous Occupations                             | Vending Machine Repairer        | 25.68       |             |
| 99842       | Miscellaneous Occupations                             | Vending Machine Repairer Helper | 21.62       |             |

## **Footer**

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.20 per hour) or 13658 (\$12.90 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. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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: \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 per month\*

\*This rate is to be used only when compensating employees for performance on an SCA-

covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 1 week paid vacation after 1 year of service with a contractor or successor; 2 weeks after 2 years; and 3 weeks after 10 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans'

Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C.

213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract.

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

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

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

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

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

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**\*\* HAZARDOUS PAY DIFFERENTIAL \*\***

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

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

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like;

minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear"

materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

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

Conformance Process:

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

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

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S.

Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).

- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

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

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

Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

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## **Wage Determination No. : 2015-4027**

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

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

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 28

Date Of Last Revision : 07/22/2024

Source : [Source Website](#)

### **Header**

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

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2024.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.90 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 2024.

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).

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

**CHESHIRE COUNTY:** Alstead, Chesterfield, Dublin, Fitzwilliam, Gilsum, Harrisville, Hinsdale, Jaffrey, Keene, Marlboro, Marlow, Nelson, Richmond, Rindge, Roxbury, Stoddard, Sullivan, Surry, Swanzey, Troy, Walpole, Westmoreland, Winchester

**HILLSBOROUGH COUNTY:** Antrim, Bennington, Frankestown, Hancock, New Ipswich, Peterborough, Sharon

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

### Wage Determination Table

| Code  | Category  | Title                               | Rate  | Note |
|-------|---|-------------------------------------|-------|------|
| 01011 | Administrative Support And Clerical Occupations | Accounting Clerk I                  | 18.05 |      |
| 01012 | Administrative Support And Clerical Occupations | Accounting Clerk II                 | 20.26 |      |
| 01013 | Administrative Support And Clerical Occupations | Accounting Clerk III                | 22.66 |      |
| 01020 | Administrative Support And Clerical Occupations | Administrative Assistant            | 32.68 |      |
| 01035 | Administrative Support And Clerical Occupations | Court Reporter                      | 22.12 |      |
| 01041 | Administrative Support And Clerical Occupations | Customer Service Representative I   | 16.42 | ***  |
| 01042 | Administrative Support And Clerical Occupations | Customer Service Representative II  | 18.17 |      |
| 01043 | Administrative Support And Clerical Occupations | Customer Service Representative III | 20.13 |      |
| 01051 | Administrative Support And Clerical Occupations | Data Entry Operator I               | 18.05 |      |

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------------|-------------|-------------|
| 01052       | Administrative Support And Clerical Occupations | Data Entry Operator II               | 19.69       |             |
| 01060       | Administrative Support And Clerical Occupations | Dispatcher, Motor Vehicle            | 23.04       |             |
| 01070       | Administrative Support And Clerical Occupations | Document Preparation Clerk           | 17.62       |             |
| 01090       | Administrative Support And Clerical Occupations | Duplicating Machine Operator         | 17.62       |             |
| 01111       | Administrative Support And Clerical Occupations | General Clerk I                      | 18.06       |             |
| 01112       | Administrative Support And Clerical Occupations | General Clerk II                     | 19.70       |             |
| 01113       | Administrative Support And Clerical Occupations | General Clerk III                    | 22.11       |             |
| 01120       | Administrative Support And Clerical Occupations | Housing Referral Assistant           | 24.67       |             |
| 01141       | Administrative Support And Clerical Occupations | Messenger Courier                    | 14.35       | ***         |
| 01191       | Administrative Support And Clerical Occupations | Order Clerk I                        | 18.90       |             |
| 01192       | Administrative Support And Clerical Occupations | Order Clerk II                       | 20.62       |             |
| 01261       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) I   | 19.74       |             |
| 01262       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) II  | 22.09       |             |
| 01263       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) III | 24.63       |             |
| 01270       | Administrative Support And Clerical Occupations | Production Control Clerk             | 27.60       |             |
| 01290       | Administrative Support And Clerical Occupations | Rental Clerk                         | 20.48       |             |
| 01300       | Administrative Support And Clerical Occupations | Scheduler, Maintenance               | 19.78       |             |
| 01311       | Administrative Support And Clerical Occupations | Secretary I                          | 19.78       |             |
| 01312       | Administrative Support And Clerical Occupations | Secretary II                         | 22.12       |             |

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------------|-------------|-------------|
| 01313       | Administrative Support And Clerical Occupations | Secretary III                        | 24.67       |             |
| 01320       | Administrative Support And Clerical Occupations | Service Order Dispatcher             | 20.60       |             |
| 01410       | Administrative Support And Clerical Occupations | Supply Technician                    | 32.68       |             |
| 01420       | Administrative Support And Clerical Occupations | Survey Worker                        | 21.10       |             |
| 01460       | Administrative Support And Clerical Occupations | Switchboard Operator/Receptionist    | 17.54       |             |
| 01531       | Administrative Support And Clerical Occupations | Travel Clerk I                       | 21.64       |             |
| 01532       | Administrative Support And Clerical Occupations | Travel Clerk II                      | 23.40       |             |
| 01533       | Administrative Support And Clerical Occupations | Travel Clerk III                     | 25.23       |             |
| 01611       | Administrative Support And Clerical Occupations | Word Processor I                     | 17.62       |             |
| 01612       | Administrative Support And Clerical Occupations | Word Processor II                    | 19.78       |             |
| 01613       | Administrative Support And Clerical Occupations | Word Processor III                   | 22.12       |             |
| 05005       | Automotive Service Occupations                  | Automobile Body Repairer, Fiberglass | 23.19       |             |
| 05010       | Automotive Service Occupations                  | Automotive Electrician               | 22.03       |             |
| 05040       | Automotive Service Occupations                  | Automotive Glass Installer           | 21.17       |             |
| 05070       | Automotive Service Occupations                  | Automotive Worker                    | 21.17       |             |
| 05110       | Automotive Service Occupations                  | Mobile Equipment Servicer            | 19.10       |             |
| 05130       | Automotive Service Occupations                  | Motor Equipment Metal Mechanic       | 22.95       |             |
| 05160       | Automotive Service Occupations                  | Motor Equipment Metal Worker         | 21.17       |             |
| 05190       | Automotive Service Occupations                  | Motor Vehicle Mechanic               | 22.95       |             |
| 05220       | Automotive Service Occupations                  | Motor Vehicle Mechanic Helper        | 17.82       |             |
| 05250       | Automotive Service Occupations                  | Motor Vehicle Upholstery Worker      | 20.20       |             |
| 05280       | Automotive Service Occupations                  | Motor Vehicle Wrecker                | 21.17       |             |
| 05310       | Automotive Service Occupations                  | Painter, Automotive                  | 22.03       |             |
| 05340       | Automotive Service Occupations                  | Radiator Repair Specialist           | 21.17       |             |
| 05370       | Automotive Service Occupations                  | Tire Repairer                        | 16.81       | ***         |

| <b>Code</b> | <b>Category</b>                              | <b>Title</b>                   | <b>Rate</b> | <b>Note</b> |
|-------------|--|--------------------------------|-------------|-------------|
| 05400       | Automotive Service Occupations               | Transmission Repair Specialist | 22.95       |             |
| 07010       | Food Preparation And Service Occupations     | Baker                          | 16.93       | ***         |
| 07041       | Food Preparation And Service Occupations     | Cook I                         | 18.95       |             |
| 07042       | Food Preparation And Service Occupations     | Cook II                        | 21.01       |             |
| 07070       | Food Preparation And Service Occupations     | Dishwasher                     | 13.64       | ***         |
| 07130       | Food Preparation And Service Occupations     | Food Service Worker            | 16.52       | ***         |
| 07210       | Food Preparation And Service Occupations     | Meat Cutter                    | 21.88       |             |
| 07260       | Food Preparation And Service Occupations     | Waiter/Waitress                | 13.95       | ***         |
| 09010       | Furniture Maintenance And Repair Occupations | Electrostatic Spray Painter    | 22.50       |             |
| 09040       | Furniture Maintenance And Repair Occupations | Furniture Handler              | 15.76       | ***         |
| 09080       | Furniture Maintenance And Repair Occupations | Furniture Refinisher           | 22.50       |             |
| 09090       | Furniture Maintenance And Repair Occupations | Furniture Refinisher Helper    | 18.21       |             |
| 09110       | Furniture Maintenance And Repair Occupations | Furniture Repairer, Minor      | 20.63       |             |
| 09130       | Furniture Maintenance And Repair Occupations | Upholsterer                    | 22.50       |             |
| 11030       | General Services And Support Occupations     | Cleaner, Vehicles              | 16.40       | ***         |
| 11060       | General Services And Support Occupations     | Elevator Operator              | 18.14       |             |
| 11090       | General Services And Support Occupations     | Gardener                       | 22.68       |             |
| 11122       | General Services And Support Occupations     | Housekeeping Aide              | 18.14       |             |
| 11150       | General Services And Support Occupations     | Janitor                        | 18.14       |             |

| <b>Code</b> | <b>Category</b>                          | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 11210       | General Services And Support Occupations | Laborer, Grounds Maintenance               | 18.32       |             |
| 11240       | General Services And Support Occupations | Maid or Houseman                           | 16.50       | ***         |
| 11260       | General Services And Support Occupations | Pruner                                     | 17.04       | ***         |
| 11270       | General Services And Support Occupations | Tractor Operator                           | 21.16       |             |
| 11330       | General Services And Support Occupations | Trail Maintenance Worker                   | 18.32       |             |
| 11360       | General Services And Support Occupations | Window Cleaner                             | 19.51       |             |
| 12010       | Health Occupations                       | Ambulance Driver                           | 19.62       |             |
| 12011       | Health Occupations                       | Breath Alcohol Technician                  | 28.16       |             |
| 12012       | Health Occupations                       | Certified Occupational Therapist Assistant | 38.23       |             |
| 12015       | Health Occupations                       | Certified Physical Therapist Assistant     | 30.64       |             |
| 12020       | Health Occupations                       | Dental Assistant                           | 26.26       |             |
| 12025       | Health Occupations                       | Dental Hygienist                           | 44.14       |             |
| 12030       | Health Occupations                       | EKG Technician                             | 37.09       |             |
| 12035       | Health Occupations                       | Electroneurodiagnostic Technologist        | 37.09       |             |
| 12040       | Health Occupations                       | Emergency Medical Technician               | 19.62       |             |
| 12071       | Health Occupations                       | Licensed Practical Nurse I                 | 25.17       |             |
| 12072       | Health Occupations                       | Licensed Practical Nurse II                | 28.16       |             |
| 12073       | Health Occupations                       | Licensed Practical Nurse III               | 31.40       |             |
| 12100       | Health Occupations                       | Medical Assistant                          | 21.72       |             |
| 12130       | Health Occupations                       | Medical Laboratory Technician              | 34.05       |             |
| 12160       | Health Occupations                       | Medical Record Clerk                       | 19.73       |             |
| 12190       | Health Occupations                       | Medical Record Technician                  | 22.45       |             |
| 12195       | Health Occupations                       | Medical Transcriptionist                   | 25.17       |             |
| 12210       | Health Occupations                       | Nuclear Medicine Technologist              | 61.88       |             |
| 12221       | Health Occupations                       | Nursing Assistant I                        | 15.04       | ***         |
| 12222       | Health Occupations                       | Nursing Assistant II                       | 16.91       | ***         |
| 12223       | Health Occupations                       | Nursing Assistant III                      | 18.44       |             |

| <b>Code</b> | <b>Category</b>                  | <b>Title</b>                           | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------|--|-------------|-------------|
| 12224       | Health Occupations               | Nursing Assistant IV                   | 20.71       |             |
| 12235       | Health Occupations               | Optical Dispenser                      | 22.74       |             |
| 12236       | Health Occupations               | Optical Technician                     | 25.17       |             |
| 12250       | Health Occupations               | Pharmacy Technician                    | 21.44       |             |
| 12280       | Health Occupations               | Phlebotomist                           | 19.57       |             |
| 12305       | Health Occupations               | Radiologic Technologist                | 36.81       |             |
| 12311       | Health Occupations               | Registered Nurse I                     | 28.73       |             |
| 12312       | Health Occupations               | Registered Nurse II                    | 35.14       |             |
| 12313       | Health Occupations               | Registered Nurse II, Specialist        | 35.14       |             |
| 12314       | Health Occupations               | Registered Nurse III                   | 42.51       |             |
| 12315       | Health Occupations               | Registered Nurse III, Anesthetist      | 42.51       |             |
| 12316       | Health Occupations               | Registered Nurse IV                    | 50.95       |             |
| 12317       | Health Occupations               | Scheduler                              | 34.89       |             |
| 12320       | Health Occupations               | Substance Abuse Treatment Counselor    | 26.54       |             |
| 13011       | Information And Arts Occupations | Exhibits Specialist I                  | 22.64       |             |
| 13012       | Information And Arts Occupations | Exhibits Specialist II                 | 28.06       |             |
| 13013       | Information And Arts Occupations | Exhibits Specialist III                | 34.32       |             |
| 13041       | Information And Arts Occupations | Illustrator I                          | 22.64       |             |
| 13042       | Information And Arts Occupations | Illustrator II                         | 28.06       |             |
| 13043       | Information And Arts Occupations | Illustrator III                        | 34.32       |             |
| 13047       | Information And Arts Occupations | Librarian                              | 31.07       |             |
| 13050       | Information And Arts Occupations | Library Aide/Clerk                     | 16.34       | ***         |
| 13054       | Information And Arts Occupations | Library Information Technology Systems | 28.06       |             |
| 13058       | Information And Arts Occupations | Library Technician                     | 20.20       |             |
| 13061       | Information And Arts Occupations | Media Specialist I                     | 20.24       |             |
| 13062       | Information And Arts Occupations | Media Specialist II                    | 22.64       |             |
| 13063       | Information And Arts Occupations | Media Specialist III                   | 25.25       |             |
| 13071       | Information And Arts Occupations | Photographer I                         | 20.24       |             |
| 13072       | Information And Arts Occupations | Photographer II                        | 22.64       |             |
| 13073       | Information And Arts Occupations | Photographer III                       | 28.06       |             |
| 13074       | Information And Arts Occupations | Photographer IV                        | 34.32       |             |
| 13075       | Information And Arts Occupations | Photographer V                         | 41.52       |             |

| <b>Code</b> | <b>Category</b>                    | <b>Title</b>                                    | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------|---|-------------|-------------|
| 13090       | Information And Arts Occupations   | Technical Order Library Clerk                   | 20.52       |             |
| 13110       | Information And Arts Occupations   | Video Teleconference Technician                 | 20.24       |             |
| 14041       | Information Technology Occupations | Computer Operator I                             | 20.09       |             |
| 14042       | Information Technology Occupations | Computer Operator II                            | 22.47       |             |
| 14043       | Information Technology Occupations | Computer Operator III                           | 25.06       |             |
| 14044       | Information Technology Occupations | Computer Operator IV                            | 27.83       |             |
| 14045       | Information Technology Occupations | Computer Operator V                             | 30.83       |             |
| 14071       | Information Technology Occupations | Computer Programmer I                           | 22.12       | see<br>1    |
| 14072       | Information Technology Occupations | Computer Programmer II                          | 27.41       | see<br>1    |
| 14073       | Information Technology Occupations | Computer Programmer III                         | NaN         | see<br>1    |
| 14074       | Information Technology Occupations | Computer Programmer IV                          | NaN         | see<br>1    |
| 14101       | Information Technology Occupations | Computer Systems Analyst I                      | NaN         | see<br>1    |
| 14102       | Information Technology Occupations | Computer Systems Analyst II                     | NaN         | see<br>1    |
| 14103       | Information Technology Occupations | Computer Systems Analyst III                    | NaN         | see<br>1    |
| 14150       | Information Technology Occupations | Peripheral Equipment Operator                   | 20.09       |             |
| 14160       | Information Technology Occupations | Personal Computer Support Technician            | 27.86       |             |
| 14170       | Information Technology Occupations | System Support Specialist                       | 30.83       |             |
| 15010       | Instructional Occupations          | Aircrew Training Devices Instructor             | 37.35       |             |
| 15020       | Instructional Occupations          | Aircrew Training Devices Instructor             | 45.19       |             |
| 15030       | Instructional Occupations          | Air Crew Training Devices Instructor            | 54.18       |             |
| 15050       | Instructional Occupations          | Computer Based Training Specialist / Instructor | 37.35       |             |
| 15060       | Instructional Occupations          | Educational Technologist                        | 36.92       |             |
| 15070       | Instructional Occupations          | Flight Instructor                               | 54.18       |             |
| 15080       | Instructional Occupations          | Graphic Artist                                  | 28.09       |             |

| <b>Code</b> | <b>Category</b>   | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|---|--|-------------|-------------|
| 15085       | Instructional Occupations                               | Maintenance Test Pilot, Fixed, Jet/Prop    | 54.18       |             |
| 15086       | Instructional Occupations                               | Maintenance Test Pilot, Rotary Wing        | 54.18       |             |
| 15088       | Instructional Occupations                               | Non-Maintenance Test/Co-Pilot              | 54.18       |             |
| 15090       | Instructional Occupations                               | Technical Instructor                       | 26.10       |             |
| 15095       | Instructional Occupations                               | Technical Instructor/Course Developer      | 31.93       |             |
| 15110       | Instructional Occupations                               | Test Proctor                               | 21.08       |             |
| 15120       | Instructional Occupations                               | Tutor                                      | 21.08       |             |
| 16010       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Assembler                                  | 17.31       |             |
| 16030       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Counter Attendant                          | 17.31       |             |
| 16040       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Dry Cleaner                                | 19.77       |             |
| 16070       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Finisher, Flatwork, Machine                | 17.31       |             |
| 16090       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Hand                              | 17.31       |             |
| 16110       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Drycleaning              | 17.31       |             |
| 16130       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Shirts                   | 17.31       |             |
| 16160       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Wearing Apparel, Laundry | 17.31       |             |
| 16190       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Sewing Machine Operator                    | 20.60       |             |
| 16220       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Tailor                                     | 21.42       |             |
| 16250       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Washer, Machine                            | 18.13       |             |
| 19010       | Machine Tool Operation And Repair Occupations           | Machine-Tool Operator                      | 26.57       |             |
| 19040       | Machine Tool Operation And Repair Occupations           | Tool And Die Maker                         | 30.67       |             |
| 21020       | Materials Handling And Packing Occupations              | Forklift Operator                          | 19.50       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|--|--------------------------------------|-------------|-------------|
| 21030       | Materials Handling And Packing Occupations       | Material Coordinator                 | 27.60       |             |
| 21040       | Materials Handling And Packing Occupations       | Material Expediter                   | 27.60       |             |
| 21050       | Materials Handling And Packing Occupations       | Material Handling Laborer            | 18.02       |             |
| 21071       | Materials Handling And Packing Occupations       | Order Filler                         | 16.75       | ***         |
| 21080       | Materials Handling And Packing Occupations       | Production Line Worker               | 19.50       |             |
| 21110       | Materials Handling And Packing Occupations       | Shipping Packer                      | 19.46       |             |
| 21130       | Materials Handling And Packing Occupations       | Shipping/Receiving Clerk             | 19.46       |             |
| 21140       | Materials Handling And Packing Occupations       | Store Worker I                       | 16.38       | ***         |
| 21150       | Materials Handling And Packing Occupations       | Stock Clerk                          | 20.17       |             |
| 21210       | Materials Handling And Packing Occupations       | Tools And Parts Attendant            | 19.50       |             |
| 21410       | Materials Handling And Packing Occupations       | Warehouse Specialist                 | 19.50       |             |
| 23010       | Mechanics And Maintenance And Repair Occupations | Aerospace Structural Welder          | 30.60       |             |
| 23019       | Mechanics And Maintenance And Repair Occupations | Aircraft Logs and Records Technician | 25.98       |             |
| 23021       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic I                  | 29.53       |             |
| 23022       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic II                 | 30.60       |             |
| 23023       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic III                | 31.66       |             |
| 23040       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic Helper             | 22.93       |             |
| 23050       | Mechanics And Maintenance And Repair Occupations | Aircraft, Painter                    | 28.33       |             |
| 23060       | Mechanics And Maintenance And Repair Occupations | Aircraft Servicer                    | 25.98       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                                   | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 23070       | Mechanics And Maintenance And Repair Occupations | Aircraft Survival Flight Equipment Technician  | 28.33       |             |
| 23080       | Mechanics And Maintenance And Repair Occupations | Aircraft Worker                                | 27.24       |             |
| 23091       | Mechanics And Maintenance And Repair Occupations | Aircrew Life Support Equipment (ALSE) Mechanic | 27.24       |             |
| 23092       | Mechanics And Maintenance And Repair Occupations | Aircrew Life Support Equipment (ALSE) Mechanic | 29.53       |             |
| 23110       | Mechanics And Maintenance And Repair Occupations | Appliance Mechanic                             | 26.85       |             |
| 23120       | Mechanics And Maintenance And Repair Occupations | Bicycle Repairer                               | 23.90       |             |
| 23125       | Mechanics And Maintenance And Repair Occupations | Cable Splicer                                  | 33.95       |             |
| 23130       | Mechanics And Maintenance And Repair Occupations | Carpenter, Maintenance                         | 25.62       |             |
| 23140       | Mechanics And Maintenance And Repair Occupations | Carpet Layer                                   | 27.24       |             |
| 23160       | Mechanics And Maintenance And Repair Occupations | Electrician, Maintenance                       | 28.87       |             |
| 23181       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance I           | 27.24       |             |
| 23182       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance II          | 28.33       |             |
| 23183       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance III         | 29.53       |             |
| 23260       | Mechanics And Maintenance And Repair Occupations | Fabric Worker                                  | 25.98       |             |
| 23290       | Mechanics And Maintenance And Repair Occupations | Fire Alarm System Mechanic                     | 29.53       |             |
| 23310       | Mechanics And Maintenance And Repair Occupations | Fire Extinguisher Repairer                     | 24.57       |             |
| 23311       | Mechanics And Maintenance And Repair Occupations | Fuel Distribution System Mechanic              | 29.53       |             |
| 23312       | Mechanics And Maintenance And Repair Occupations | Fuel Distribution System Operator              | 24.57       |             |
| 23370       | Mechanics And Maintenance And Repair Occupations | General Maintenance Worker                     | 22.42       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 23380       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Mechanic         | 29.53       |             |
| 23381       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Servicer         | 25.98       |             |
| 23382       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Worker           | 27.24       |             |
| 23391       | Mechanics And Maintenance And Repair Occupations | Gunsmith I                                | 24.57       |             |
| 23392       | Mechanics And Maintenance And Repair Occupations | Gunsmith II                               | 27.24       |             |
| 23393       | Mechanics And Maintenance And Repair Occupations | Gunsmith III                              | 29.53       |             |
| 23410       | Mechanics And Maintenance And Repair Occupations | Heating, Ventilation And Air-Conditioning | 29.83       |             |
| 23411       | Mechanics And Maintenance And Repair Occupations | Heating, Ventilation And Air Contidioning | 30.92       |             |
| 23430       | Mechanics And Maintenance And Repair Occupations | Heavy Equipment Mechanic                  | 28.11       |             |
| 23440       | Mechanics And Maintenance And Repair Occupations | Heavy Equipment Operator                  | 26.76       |             |
| 23460       | Mechanics And Maintenance And Repair Occupations | Instrument Mechanic                       | 29.53       |             |
| 23465       | Mechanics And Maintenance And Repair Occupations | Laboratory/Shelter Mechanic               | 28.33       |             |
| 23470       | Mechanics And Maintenance And Repair Occupations | Laborer                                   | 18.02       |             |
| 23510       | Mechanics And Maintenance And Repair Occupations | Locksmith                                 | 28.33       |             |
| 23530       | Mechanics And Maintenance And Repair Occupations | Machinery Maintenance Mechanic            | 28.30       |             |
| 23550       | Mechanics And Maintenance And Repair Occupations | Machinist, Maintenance                    | 24.25       |             |
| 23580       | Mechanics And Maintenance And Repair Occupations | Maintenance Trades Helper                 | 19.00       |             |
| 23591       | Mechanics And Maintenance And Repair Occupations | Metrology Technician I                    | 29.53       |             |
| 23592       | Mechanics And Maintenance And Repair Occupations | Metrology Technician II                   | 30.60       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                     | <b>Rate</b> | <b>Note</b> |
|-------------|--|----------------------------------|-------------|-------------|
| 23593       | Mechanics And Maintenance And Repair Occupations | Metrology Technician III         | 31.66       |             |
| 23640       | Mechanics And Maintenance And Repair Occupations | Millwright                       | 29.53       |             |
| 23710       | Mechanics And Maintenance And Repair Occupations | Office Appliance Repairer        | 24.90       |             |
| 23760       | Mechanics And Maintenance And Repair Occupations | Painter, Maintenance             | 22.29       |             |
| 23790       | Mechanics And Maintenance And Repair Occupations | Pipefitter, Maintenance          | 29.14       |             |
| 23810       | Mechanics And Maintenance And Repair Occupations | Plumber, Maintenance             | 27.96       |             |
| 23820       | Mechanics And Maintenance And Repair Occupations | Pneudraulic Systems Mechanic     | 29.53       |             |
| 23850       | Mechanics And Maintenance And Repair Occupations | Rigger                           | 29.53       |             |
| 23870       | Mechanics And Maintenance And Repair Occupations | Scale Mechanic                   | 27.24       |             |
| 23890       | Mechanics And Maintenance And Repair Occupations | Sheet-Metal Worker, Maintenance  | 24.88       |             |
| 23910       | Mechanics And Maintenance And Repair Occupations | Small Engine Mechanic            | 24.63       |             |
| 23931       | Mechanics And Maintenance And Repair Occupations | Telecommunications Mechanic I    | 36.53       |             |
| 23932       | Mechanics And Maintenance And Repair Occupations | Telecommunications Mechanic II   | 37.86       |             |
| 23950       | Mechanics And Maintenance And Repair Occupations | Telephone Lineman                | 37.68       |             |
| 23960       | Mechanics And Maintenance And Repair Occupations | Welder, Combination, Maintenance | 23.89       |             |
| 23965       | Mechanics And Maintenance And Repair Occupations | Well Driller                     | 29.53       |             |
| 23970       | Mechanics And Maintenance And Repair Occupations | Woodcraft Worker                 | 29.53       |             |
| 23980       | Mechanics And Maintenance And Repair Occupations | Woodworker                       | 24.57       |             |
| 24550       | Personal Needs Occupations                       | Case Manager                     | 19.51       |             |
| 24570       | Personal Needs Occupations                       | Child Care Attendant             | 15.33       | ***         |

| <b>Code</b> | <b>Category</b>                         | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|---|---|-------------|-------------|
| 24580       | Personal Needs Occupations              | Child Care Center Clerk                   | 19.11       |             |
| 24610       | Personal Needs Occupations              | Chore Aide                                | 16.47       | ***         |
| 24620       | Personal Needs Occupations              | Family Readiness And Support Services     | 19.51       |             |
| 24630       | Personal Needs Occupations              | Homemaker                                 | 19.51       |             |
| 25010       | Plant And System Operations Occupations | Boiler Tender                             | 28.83       |             |
| 25040       | Plant And System Operations Occupations | Sewage Plant Operator                     | 26.85       |             |
| 25070       | Plant And System Operations Occupations | Stationary Engineer                       | 28.83       |             |
| 25190       | Plant And System Operations Occupations | Ventilation Equipment Tender              | 22.40       |             |
| 25210       | Plant And System Operations Occupations | Water Treatment Plant Operator            | 26.85       |             |
| 27004       | Protective Service Occupations          | Alarm Monitor                             | 24.78       |             |
| 27007       | Protective Service Occupations          | Baggage Inspector                         | 18.57       |             |
| 27008       | Protective Service Occupations          | Corrections Officer                       | 21.41       |             |
| 27010       | Protective Service Occupations          | Court Security Officer                    | 20.36       |             |
| 27030       | Protective Service Occupations          | Detection Dog Handler                     | 20.77       |             |
| 27040       | Protective Service Occupations          | Detention Officer                         | 21.41       |             |
| 27070       | Protective Service Occupations          | Firefighter                               | 19.14       |             |
| 27101       | Protective Service Occupations          | Guard I                                   | 18.57       |             |
| 27102       | Protective Service Occupations          | Guard II                                  | 20.77       |             |
| 27131       | Protective Service Occupations          | Police Officer I                          | 25.72       |             |
| 27132       | Protective Service Occupations          | Police Officer II                         | 28.59       |             |
| 28041       | Recreation Occupations                  | Carnival Equipment Operator               | 16.47       | ***         |
| 28042       | Recreation Occupations                  | Carnival Equipment Repairer               | 17.64       |             |
| 28043       | Recreation Occupations                  | Carnival Worker                           | 13.26       | ***         |
| 28210       | Recreation Occupations                  | Gate Attendant/Gate Tender                | 19.19       |             |
| 28310       | Recreation Occupations                  | Lifeguard                                 | 17.10       | ***         |
| 28350       | Recreation Occupations                  | Park Attendant                            | 21.46       |             |
| 28510       | Recreation Occupations                  | Recreation Aide/Health Facility Attendant | 15.67       | ***         |
| 28515       | Recreation Occupations                  | Recreation Specialist                     | 26.59       |             |
| 28630       | Recreation Occupations                  | Sports Official                           | 17.10       | ***         |

| <b>Code</b> | <b>Category</b>                                | <b>Title</b>                             | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 28690       | Recreation Occupations                         | Swimming Pool Operator                   | 21.34       |             |
| 29010       | Stevedoring/Longshoremen Occupational Services | Blocker And Bracer                       | 28.40       |             |
| 29020       | Stevedoring/Longshoremen Occupational Services | Hatch Tender                             | 28.40       |             |
| 29030       | Stevedoring/Longshoremen Occupational Services | Line Handler                             | 28.40       |             |
| 29041       | Stevedoring/Longshoremen Occupational Services | Stevedore I                              | 27.09       |             |
| 29042       | Stevedoring/Longshoremen Occupational Services | Stevedore II                             | 29.54       |             |
| 30010       | Technical Occupations                          | Air Traffic Control Specialist, Center   | 51.07       | see 2       |
| 30011       | Technical Occupations                          | Air Traffic Control Specialist, Station  | 35.22       | see 2       |
| 30012       | Technical Occupations                          | Air Traffic Control Specialist, Terminal | 38.79       | see 2       |
| 30021       | Technical Occupations                          | Archeological Technician I               | 20.12       |             |
| 30022       | Technical Occupations                          | Archeological Technician II              | 22.51       |             |
| 30023       | Technical Occupations                          | Archeological Technician III             | 27.89       |             |
| 30030       | Technical Occupations                          | Cartographic Technician                  | 27.89       |             |
| 30040       | Technical Occupations                          | Civil Engineering Technician             | 27.89       |             |
| 30051       | Technical Occupations                          | Cryogenic Technician I                   | 30.88       |             |
| 30052       | Technical Occupations                          | Cryogenic Technician II                  | 34.11       |             |
| 30061       | Technical Occupations                          | Drafter/CAD Operator I                   | 20.12       |             |
| 30062       | Technical Occupations                          | Drafter/CAD Operator II                  | 22.51       |             |
| 30063       | Technical Occupations                          | Drafter/CAD Operator III                 | 25.10       |             |
| 30064       | Technical Occupations                          | Drafter/CAD Operator IV                  | 30.88       |             |
| 30081       | Technical Occupations                          | Engineering Technician I                 | 18.86       |             |
| 30082       | Technical Occupations                          | Engineering Technician II                | 21.18       |             |
| 30083       | Technical Occupations                          | Engineering Technician III               | 24.45       |             |
| 30084       | Technical Occupations                          | Engineering Technician IV                | 29.35       |             |
| 30085       | Technical Occupations                          | Engineering Technician V                 | 35.90       |             |
| 30086       | Technical Occupations                          | Engineering Technician VI                | 43.43       |             |
| 30090       | Technical Occupations                          | Environmental Technician                 | 27.89       |             |
| 30095       | Technical Occupations                          | Evidence Control Specialist              | 27.89       |             |

| <b>Code</b> | <b>Category</b>                                       | <b>Title</b>                             | <b>Rate</b> | <b>Note</b> |
|-------------|---|--|-------------|-------------|
| 30210       | Technical Occupations                                 | Laboratory Technician                    | 25.10       |             |
| 30221       | Technical Occupations                                 | Latent Fingerprint Technician I          | 30.88       |             |
| 30222       | Technical Occupations                                 | Latent Fingerprint Technician II         | 34.11       |             |
| 30240       | Technical Occupations                                 | Mathematical Technician                  | 27.89       |             |
| 30361       | Technical Occupations                                 | Paralegal/Legal Assistant I              | 24.03       |             |
| 30362       | Technical Occupations                                 | Paralegal/Legal Assistant II             | 29.77       |             |
| 30363       | Technical Occupations                                 | Paralegal/Legal Assistant III            | 36.42       |             |
| 30364       | Technical Occupations                                 | Paralegal/Legal Assistant IV             | 44.06       |             |
| 30375       | Technical Occupations                                 | Petroleum Supply Specialist              | 34.11       |             |
| 30390       | Technical Occupations                                 | Photo-Optics Technician                  | 27.89       |             |
| 30395       | Technical Occupations                                 | Radiation Control Technician             | 34.11       |             |
| 30461       | Technical Occupations                                 | Technical Writer I                       | 27.89       |             |
| 30462       | Technical Occupations                                 | Technical Writer II                      | 34.11       |             |
| 30463       | Technical Occupations                                 | Technical Writer III                     | 41.27       |             |
| 30491       | Technical Occupations                                 | Unexploded Ordnance (UXO) Technician I   | 32.46       |             |
| 30492       | Technical Occupations                                 | Unexploded Ordnance (UXO) Technician II  | 39.27       |             |
| 30493       | Technical Occupations                                 | Unexploded Ordnance (UXO) Technician III | 47.07       |             |
| 30494       | Technical Occupations                                 | Unexploded (UXO) Safety Escort           | 32.46       |             |
| 30495       | Technical Occupations                                 | Unexploded (UXO) Sweep Personnel         | 32.46       |             |
| 30501       | Technical Occupations                                 | Weather Forecaster I                     | 30.88       |             |
| 30502       | Technical Occupations                                 | Weather Forecaster II                    | 37.57       |             |
| 30620       | Technical Occupations                                 | Weather Observer, Combined Upper Air Or  | 25.10       | see 2       |
| 30621       | Technical Occupations                                 | Weather Observer, Senior                 | 27.89       | see 2       |
| 31010       | Transportation/Mobile Equipment Operation Occupations | Airplane Pilot                           | 39.27       |             |
| 31020       | Transportation/Mobile Equipment Operation Occupations | Bus Aide                                 | 15.68       | ***         |
| 31030       | Transportation/Mobile Equipment Operation Occupations | Bus Driver                               | 21.85       |             |

| <b>Code</b> | <b>Category</b>                                       | <b>Title</b>                   | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------|-------------|-------------|
| 31043       | Transportation/Mobile Equipment Operation Occupations | Driver Courier                 | 17.41       |             |
| 31260       | Transportation/Mobile Equipment Operation Occupations | Parking and Lot Attendant      | 14.41       | ***         |
| 31290       | Transportation/Mobile Equipment Operation Occupations | Shuttle Bus Driver             | 17.57       |             |
| 31310       | Transportation/Mobile Equipment Operation Occupations | Taxi Driver                    | 14.86       | ***         |
| 31361       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Light             | 18.66       |             |
| 31362       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Medium            | 19.73       |             |
| 31363       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Heavy             | 25.00       |             |
| 31364       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Tractor-Trailer   | 25.00       |             |
| 99020       | Miscellaneous Occupations                             | Cabin Safety Specialist        | 19.15       |             |
| 99030       | Miscellaneous Occupations                             | Cashier                        | 14.10       | ***         |
| 99050       | Miscellaneous Occupations                             | Desk Clerk                     | 16.35       | ***         |
| 99095       | Miscellaneous Occupations                             | Embalmer                       | 32.46       |             |
| 99130       | Miscellaneous Occupations                             | Flight Follower                | 32.46       |             |
| 99251       | Miscellaneous Occupations                             | Laboratory Animal Caretaker I  | 16.38       | ***         |
| 99252       | Miscellaneous Occupations                             | Laboratory Animal Caretaker II | 17.41       |             |
| 99260       | Miscellaneous Occupations                             | Marketing Analyst              | 30.72       |             |
| 99310       | Miscellaneous Occupations                             | Mortician                      | 32.46       |             |
| 99410       | Miscellaneous Occupations                             | Pest Controller                | 24.50       |             |
| 99510       | Miscellaneous Occupations                             | Photofinishing Worker          | 17.06       | ***         |
| 99710       | Miscellaneous Occupations                             | Recycling Laborer              | 19.00       |             |
| 99711       | Miscellaneous Occupations                             | Recycling Specialist           | 21.93       |             |
| 99730       | Miscellaneous Occupations                             | Refuse Collector               | 17.61       |             |
| 99810       | Miscellaneous Occupations                             | Sales Clerk                    | 15.84       | ***         |
| 99820       | Miscellaneous Occupations                             | School Crossing Guard          | 18.26       |             |
| 99830       | Miscellaneous Occupations                             | Survey Party Chief             | 23.55       |             |
| 99831       | Miscellaneous Occupations                             | Surveying Aide                 | 14.34       | ***         |
| 99832       | Miscellaneous Occupations                             | Surveying Technician           | 21.42       |             |
| 99840       | Miscellaneous Occupations                             | Vending Machine Attendant      | 21.62       |             |

| <b>Code</b> | <b>Category</b>           | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------|---------------------------------|-------------|-------------|
| 99841       | Miscellaneous Occupations | Vending Machine Repairer        | 25.68       |             |
| 99842       | Miscellaneous Occupations | Vending Machine Repairer Helper | 21.62       |             |

## **Footer**

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.20 per hour) or 13658 (\$12.90 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. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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: \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 per month\*

\*This rate is to be used only when compensating employees for performance on an SCA-

covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 1 week paid vacation after 1 year of service with a contractor or successor; 2 weeks after 2 years; and 3 weeks after 10 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans'

Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

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

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

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

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

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

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

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**\*\* HAZARDOUS PAY DIFFERENTIAL \*\***

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

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

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like;

minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of ""wash and wear""

materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

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

**Conformance Process:**

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

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR

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

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted

to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S.

Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

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

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

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

Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

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## **Wage Determination No. : 2015-4029**

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

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

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 27

Date Of Last Revision : 07/22/2024

Source : [Source Website](#)

## Header

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

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2024.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.90 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 2024.

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).

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

Massachusetts: ESSEX COUNTY: Amesbury, Georgetown, Groveland, Haverhill, Merrimac, Newburyport, North Andover, Salisbury, West Newbury

New Hampshire: ROCKINGHAM COUNTY: Atkinson, Danville, East Kingston, Hampstead, Kingston, Newton, Plaistow, Sandown, Seabrook

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

## Wage Determination Table

| Code  | Category  | Title               | Rate  | Note |
|-------|---|---------------------|-------|------|
| 01011 | Administrative Support And Clerical Occupations | Accounting Clerk I  | 21.80 |      |
| 01012 | Administrative Support And Clerical Occupations | Accounting Clerk II | 24.46 |      |

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                        | <b>Rate</b> | <b>Note</b> |
|-------------|---|-------------------------------------|-------------|-------------|
| 01013       | Administrative Support And Clerical Occupations | Accounting Clerk III                | 27.36       |             |
| 01020       | Administrative Support And Clerical Occupations | Administrative Assistant            | 37.16       |             |
| 01035       | Administrative Support And Clerical Occupations | Court Reporter                      | 27.78       |             |
| 01041       | Administrative Support And Clerical Occupations | Customer Service Representative I   | 18.94       |             |
| 01042       | Administrative Support And Clerical Occupations | Customer Service Representative II  | 20.66       |             |
| 01043       | Administrative Support And Clerical Occupations | Customer Service Representative III | 23.19       |             |
| 01051       | Administrative Support And Clerical Occupations | Data Entry Operator I               | 21.02       |             |
| 01052       | Administrative Support And Clerical Occupations | Data Entry Operator II              | 22.94       |             |
| 01060       | Administrative Support And Clerical Occupations | Dispatcher, Motor Vehicle           | 25.30       |             |
| 01070       | Administrative Support And Clerical Occupations | Document Preparation Clerk          | 22.60       |             |
| 01090       | Administrative Support And Clerical Occupations | Duplicating Machine Operator        | 22.60       |             |
| 01111       | Administrative Support And Clerical Occupations | General Clerk I                     | 19.28       |             |
| 01112       | Administrative Support And Clerical Occupations | General Clerk II                    | 21.04       |             |
| 01113       | Administrative Support And Clerical Occupations | General Clerk III                   | 23.61       |             |
| 01120       | Administrative Support And Clerical Occupations | Housing Referral Assistant          | 28.21       |             |
| 01141       | Administrative Support And Clerical Occupations | Messenger Courier                   | 20.01       |             |
| 01191       | Administrative Support And Clerical Occupations | Order Clerk I                       | 22.88       |             |
| 01192       | Administrative Support And Clerical Occupations | Order Clerk II                      | 24.97       |             |
| 01261       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) I  | 22.63       |             |

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------------|-------------|-------------|
| 01262       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) II  | 25.31       |             |
| 01263       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) III | 28.22       |             |
| 01270       | Administrative Support And Clerical Occupations | Production Control Clerk             | 28.85       |             |
| 01290       | Administrative Support And Clerical Occupations | Rental Clerk                         | 21.07       |             |
| 01300       | Administrative Support And Clerical Occupations | Scheduler, Maintenance               | 22.62       |             |
| 01311       | Administrative Support And Clerical Occupations | Secretary I                          | 22.62       |             |
| 01312       | Administrative Support And Clerical Occupations | Secretary II                         | 25.30       |             |
| 01313       | Administrative Support And Clerical Occupations | Secretary III                        | 28.21       |             |
| 01320       | Administrative Support And Clerical Occupations | Service Order Dispatcher             | 22.62       |             |
| 01410       | Administrative Support And Clerical Occupations | Supply Technician                    | 37.16       |             |
| 01420       | Administrative Support And Clerical Occupations | Survey Worker                        | 24.15       |             |
| 01460       | Administrative Support And Clerical Occupations | Switchboard Operator/Receptionist    | 19.00       |             |
| 01531       | Administrative Support And Clerical Occupations | Travel Clerk I                       | 21.53       |             |
| 01532       | Administrative Support And Clerical Occupations | Travel Clerk II                      | 23.20       |             |
| 01533       | Administrative Support And Clerical Occupations | Travel Clerk III                     | 24.99       |             |
| 01611       | Administrative Support And Clerical Occupations | Word Processor I                     | 20.65       |             |
| 01612       | Administrative Support And Clerical Occupations | Word Processor II                    | 23.17       |             |
| 01613       | Administrative Support And Clerical Occupations | Word Processor III                   | 25.92       |             |
| 05005       | Automotive Service Occupations                  | Automobile Body Repairer, Fiberglass | 29.81       |             |

| <b>Code</b> | <b>Category</b>                              | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|--|---------------------------------|-------------|-------------|
| 05010       | Automotive Service Occupations               | Automotive Electrician          | 23.05       |             |
| 05040       | Automotive Service Occupations               | Automotive Glass Installer      | 22.03       |             |
| 05070       | Automotive Service Occupations               | Automotive Worker               | 22.03       |             |
| 05110       | Automotive Service Occupations               | Mobile Equipment Servicer       | 19.96       |             |
| 05130       | Automotive Service Occupations               | Motor Equipment Metal Mechanic  | 24.06       |             |
| 05160       | Automotive Service Occupations               | Motor Equipment Metal Worker    | 22.03       |             |
| 05190       | Automotive Service Occupations               | Motor Vehicle Mechanic          | 24.06       |             |
| 05220       | Automotive Service Occupations               | Motor Vehicle Mechanic Helper   | 18.77       |             |
| 05250       | Automotive Service Occupations               | Motor Vehicle Upholstery Worker | 21.01       |             |
| 05280       | Automotive Service Occupations               | Motor Vehicle Wrecker           | 22.03       |             |
| 05310       | Automotive Service Occupations               | Painter, Automotive             | 23.05       |             |
| 05340       | Automotive Service Occupations               | Radiator Repair Specialist      | 22.03       |             |
| 05370       | Automotive Service Occupations               | Tire Repairer                   | 17.29       |             |
| 05400       | Automotive Service Occupations               | Transmission Repair Specialist  | 24.06       |             |
| 07010       | Food Preparation And Service Occupations     | Baker                           | 18.37       |             |
| 07041       | Food Preparation And Service Occupations     | Cook I                          | 22.81       |             |
| 07042       | Food Preparation And Service Occupations     | Cook II                         | 25.17       |             |
| 07070       | Food Preparation And Service Occupations     | Dishwasher                      | 17.56       |             |
| 07130       | Food Preparation And Service Occupations     | Food Service Worker             | 17.65       |             |
| 07210       | Food Preparation And Service Occupations     | Meat Cutter                     | 23.47       |             |
| 07260       | Food Preparation And Service Occupations     | Waiter/Waitress                 | 16.98       | ***         |
| 09010       | Furniture Maintenance And Repair Occupations | Electrostatic Spray Painter     | 23.31       |             |
| 09040       | Furniture Maintenance And Repair Occupations | Furniture Handler               | 18.25       |             |
| 09080       | Furniture Maintenance And Repair Occupations | Furniture Refinisher            | 26.04       |             |
| 09090       | Furniture Maintenance And Repair Occupations | Furniture Refinisher Helper     | 21.20       |             |

| <b>Code</b> | <b>Category</b>                              | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 09110       | Furniture Maintenance And Repair Occupations | Furniture Repairer, Minor                  | 23.73       |             |
| 09130       | Furniture Maintenance And Repair Occupations | Upholsterer                                | 23.12       |             |
| 11030       | General Services And Support Occupations     | Cleaner, Vehicles                          | 17.82       |             |
| 11060       | General Services And Support Occupations     | Elevator Operator                          | 18.04       |             |
| 11090       | General Services And Support Occupations     | Gardener                                   | 27.82       |             |
| 11122       | General Services And Support Occupations     | Housekeeping Aide                          | 19.20       |             |
| 11150       | General Services And Support Occupations     | Janitor                                    | 19.20       |             |
| 11210       | General Services And Support Occupations     | Laborer, Grounds Maintenance               | 22.51       |             |
| 11240       | General Services And Support Occupations     | Maid or Houseman                           | 18.60       |             |
| 11260       | General Services And Support Occupations     | Pruner                                     | 20.87       |             |
| 11270       | General Services And Support Occupations     | Tractor Operator                           | 26.15       |             |
| 11330       | General Services And Support Occupations     | Trail Maintenance Worker                   | 22.51       |             |
| 11360       | General Services And Support Occupations     | Window Cleaner                             | 20.71       |             |
| 12010       | Health Occupations                           | Ambulance Driver                           | 22.46       |             |
| 12011       | Health Occupations                           | Breath Alcohol Technician                  | 31.11       |             |
| 12012       | Health Occupations                           | Certified Occupational Therapist Assistant | 36.24       |             |
| 12015       | Health Occupations                           | Certified Physical Therapist Assistant     | 37.07       |             |
| 12020       | Health Occupations                           | Dental Assistant                           | 29.22       |             |
| 12025       | Health Occupations                           | Dental Hygienist                           | 50.31       |             |
| 12030       | Health Occupations                           | EKG Technician                             | 44.61       |             |
| 12035       | Health Occupations                           | Electroneurodiagnostic Technologist        | 44.61       |             |
| 12040       | Health Occupations                           | Emergency Medical Technician               | 22.46       |             |

| <b>Code</b> | <b>Category</b>                  | <b>Title</b>                        | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------|-------------------------------------|-------------|-------------|
| 12071       | Health Occupations               | Licensed Practical Nurse I          | 27.82       |             |
| 12072       | Health Occupations               | Licensed Practical Nurse II         | 31.11       |             |
| 12073       | Health Occupations               | Licensed Practical Nurse III        | 34.68       |             |
| 12100       | Health Occupations               | Medical Assistant                   | 23.06       |             |
| 12130       | Health Occupations               | Medical Laboratory Technician       | 31.64       |             |
| 12160       | Health Occupations               | Medical Record Clerk                | 23.95       |             |
| 12190       | Health Occupations               | Medical Record Technician           | 28.22       |             |
| 12195       | Health Occupations               | Medical Transcriptionist            | 21.48       |             |
| 12210       | Health Occupations               | Nuclear Medicine Technologist       | 49.93       |             |
| 12221       | Health Occupations               | Nursing Assistant I                 | 15.38       | ***         |
| 12222       | Health Occupations               | Nursing Assistant II                | 17.29       |             |
| 12223       | Health Occupations               | Nursing Assistant III               | 18.86       |             |
| 12224       | Health Occupations               | Nursing Assistant IV                | 21.19       |             |
| 12235       | Health Occupations               | Optical Dispenser                   | 30.70       |             |
| 12236       | Health Occupations               | Optical Technician                  | 23.89       |             |
| 12250       | Health Occupations               | Pharmacy Technician                 | 22.05       |             |
| 12280       | Health Occupations               | Phlebotomist                        | 23.28       |             |
| 12305       | Health Occupations               | Radiologic Technologist             | 43.96       |             |
| 12311       | Health Occupations               | Registered Nurse I                  | 31.18       |             |
| 12312       | Health Occupations               | Registered Nurse II                 | 40.19       |             |
| 12313       | Health Occupations               | Registered Nurse II, Specialist     | 40.19       |             |
| 12314       | Health Occupations               | Registered Nurse III                | 48.63       |             |
| 12315       | Health Occupations               | Registered Nurse III, Anesthetist   | 48.63       |             |
| 12316       | Health Occupations               | Registered Nurse IV                 | 58.29       |             |
| 12317       | Health Occupations               | Scheduler                           | 38.56       |             |
| 12320       | Health Occupations               | Substance Abuse Treatment Counselor | 27.67       |             |
| 13011       | Information And Arts Occupations | Exhibits Specialist I               | 22.17       |             |
| 13012       | Information And Arts Occupations | Exhibits Specialist II              | 27.46       |             |
| 13013       | Information And Arts Occupations | Exhibits Specialist III             | 33.59       |             |
| 13041       | Information And Arts Occupations | Illustrator I                       | 24.09       |             |
| 13042       | Information And Arts Occupations | Illustrator II                      | 29.83       |             |
| 13043       | Information And Arts Occupations | Illustrator III                     | 36.50       |             |
| 13047       | Information And Arts Occupations | Librarian                           | 37.64       |             |

| <b>Code</b> | <b>Category</b>                    | <b>Title</b>                           | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------|--|-------------|-------------|
| 13050       | Information And Arts Occupations   | Library Aide/Clerk                     | 21.19       |             |
| 13054       | Information And Arts Occupations   | Library Information Technology Systems | 33.99       |             |
| 13058       | Information And Arts Occupations   | Library Technician                     | 24.30       |             |
| 13061       | Information And Arts Occupations   | Media Specialist I                     | 24.53       |             |
| 13062       | Information And Arts Occupations   | Media Specialist II                    | 27.43       |             |
| 13063       | Information And Arts Occupations   | Media Specialist III                   | 30.58       |             |
| 13071       | Information And Arts Occupations   | Photographer I                         | 21.97       |             |
| 13072       | Information And Arts Occupations   | Photographer II                        | 24.57       |             |
| 13073       | Information And Arts Occupations   | Photographer III                       | 30.44       |             |
| 13074       | Information And Arts Occupations   | Photographer IV                        | 37.24       |             |
| 13075       | Information And Arts Occupations   | Photographer V                         | 45.05       |             |
| 13090       | Information And Arts Occupations   | Technical Order Library Clerk          | 26.60       |             |
| 13110       | Information And Arts Occupations   | Video Teleconference Technician        | 29.82       |             |
| 14041       | Information Technology Occupations | Computer Operator I                    | 27.14       |             |
| 14042       | Information Technology Occupations | Computer Operator II                   | 30.35       |             |
| 14043       | Information Technology Occupations | Computer Operator III                  | 33.85       |             |
| 14044       | Information Technology Occupations | Computer Operator IV                   | 37.61       |             |
| 14045       | Information Technology Occupations | Computer Operator V                    | 41.65       |             |
| 14071       | Information Technology Occupations | Computer Programmer I                  | NaN         | see 1       |
| 14072       | Information Technology Occupations | Computer Programmer II                 | NaN         | see 1       |
| 14073       | Information Technology Occupations | Computer Programmer III                | NaN         | see 1       |
| 14074       | Information Technology Occupations | Computer Programmer IV                 | NaN         | see 1       |
| 14101       | Information Technology Occupations | Computer Systems Analyst I             | NaN         | see 1       |
| 14102       | Information Technology Occupations | Computer Systems Analyst II            | NaN         | see 1       |
| 14103       | Information Technology Occupations | Computer Systems Analyst III           | NaN         | see 1       |
| 14150       | Information Technology Occupations | Peripheral Equipment Operator          | 27.14       |             |
| 14160       | Information Technology Occupations | Personal Computer Support Technician   | 37.61       |             |

| <b>Code</b> | <b>Category</b>   | <b>Title</b>                                    | <b>Rate</b> | <b>Note</b> |
|-------------|---|---|-------------|-------------|
| 14170       | Information Technology Occupations                      | System Support Specialist                       | 49.12       |             |
| 15010       | Instructional Occupations                               | Aircrew Training Devices Instructor             | 37.31       |             |
| 15020       | Instructional Occupations                               | Aircrew Training Devices Instructor             | 45.14       |             |
| 15030       | Instructional Occupations                               | Air Crew Training Devices Instructor            | 54.10       |             |
| 15050       | Instructional Occupations                               | Computer Based Training Specialist / Instructor | 37.31       |             |
| 15060       | Instructional Occupations                               | Educational Technologist                        | 41.87       |             |
| 15070       | Instructional Occupations                               | Flight Instructor                               | 54.10       |             |
| 15080       | Instructional Occupations                               | Graphic Artist                                  | 35.24       |             |
| 15085       | Instructional Occupations                               | Maintenance Test Pilot, Fixed, Jet/Prop         | 54.10       |             |
| 15086       | Instructional Occupations                               | Maintenance Test Pilot, Rotary Wing             | 54.10       |             |
| 15088       | Instructional Occupations                               | Non-Maintenance Test/Co-Pilot                   | 54.10       |             |
| 15090       | Instructional Occupations                               | Technical Instructor                            | 30.03       |             |
| 15095       | Instructional Occupations                               | Technical Instructor/Course Developer           | 36.73       |             |
| 15110       | Instructional Occupations                               | Test Proctor                                    | 24.23       |             |
| 15120       | Instructional Occupations                               | Tutor   | 24.23       |             |
| 16010       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Assembler                                       | 17.31       |             |
| 16030       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Counter Attendant                               | 17.31       |             |
| 16040       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Dry Cleaner                                     | 19.77       |             |
| 16070       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Finisher, Flatwork, Machine                     | 17.31       |             |
| 16090       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Hand                                   | 17.31       |             |
| 16110       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Drycleaning                   | 17.31       |             |
| 16130       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Shirts                        | 17.31       |             |

| <b>Code</b> | <b>Category</b>   | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|---|--|-------------|-------------|
| 16160       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Wearing Apparel, Laundry | 17.31       |             |
| 16190       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Sewing Machine Operator                    | 20.60       |             |
| 16220       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Tailor                                     | 21.42       |             |
| 16250       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Washer, Machine                            | 18.13       |             |
| 19010       | Machine Tool Operation And Repair Occupations           | Machine-Tool Operator                      | 30.69       |             |
| 19040       | Machine Tool Operation And Repair Occupations           | Tool And Die Maker                         | 35.87       |             |
| 21020       | Materials Handling And Packing Occupations              | Forklift Operator                          | 23.16       |             |
| 21030       | Materials Handling And Packing Occupations              | Material Coordinator                       | 28.85       |             |
| 21040       | Materials Handling And Packing Occupations              | Material Expediter                         | 28.85       |             |
| 21050       | Materials Handling And Packing Occupations              | Material Handling Laborer                  | 21.14       |             |
| 21071       | Materials Handling And Packing Occupations              | Order Filler                               | 18.06       |             |
| 21080       | Materials Handling And Packing Occupations              | Production Line Worker                     | 23.16       |             |
| 21110       | Materials Handling And Packing Occupations              | Shipping Packer                            | 22.44       |             |
| 21130       | Materials Handling And Packing Occupations              | Shipping/Receiving Clerk                   | 22.44       |             |
| 21140       | Materials Handling And Packing Occupations              | Store Worker I                             | 17.09       | ***         |
| 21150       | Materials Handling And Packing Occupations              | Stock Clerk                                | 21.47       |             |
| 21210       | Materials Handling And Packing Occupations              | Tools And Parts Attendant                  | 23.16       |             |
| 21410       | Materials Handling And Packing Occupations              | Warehouse Specialist                       | 23.16       |             |
| 23010       | Mechanics And Maintenance And Repair Occupations        | Aerospace Structural Welder                | 42.05       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                                   | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 23019       | Mechanics And Maintenance And Repair Occupations | Aircraft Logs and Records Technician           | 35.30       |             |
| 23021       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic I                            | 40.42       |             |
| 23022       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic II                           | 42.05       |             |
| 23023       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic III                          | 43.73       |             |
| 23040       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic Helper                       | 31.53       |             |
| 23050       | Mechanics And Maintenance And Repair Occupations | Aircraft, Painter                              | 38.72       |             |
| 23060       | Mechanics And Maintenance And Repair Occupations | Aircraft Servicer                              | 35.30       |             |
| 23070       | Mechanics And Maintenance And Repair Occupations | Aircraft Survival Flight Equipment Technician  | 38.72       |             |
| 23080       | Mechanics And Maintenance And Repair Occupations | Aircraft Worker                                | 37.02       |             |
| 23091       | Mechanics And Maintenance And Repair Occupations | Aircrew Life Support Equipment (ALSE) Mechanic | 37.02       |             |
| 23092       | Mechanics And Maintenance And Repair Occupations | Aircrew Life Support Equipment (ALSE) Mechanic | 40.42       |             |
| 23110       | Mechanics And Maintenance And Repair Occupations | Appliance Mechanic                             | 28.72       |             |
| 23120       | Mechanics And Maintenance And Repair Occupations | Bicycle Repairer                               | 21.20       |             |
| 23125       | Mechanics And Maintenance And Repair Occupations | Cable Splicer                                  | 49.93       |             |
| 23130       | Mechanics And Maintenance And Repair Occupations | Carpenter, Maintenance                         | 33.94       |             |
| 23140       | Mechanics And Maintenance And Repair Occupations | Carpet Layer                                   | 34.99       |             |
| 23160       | Mechanics And Maintenance And Repair Occupations | Electrician, Maintenance                       | 39.17       |             |
| 23181       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance I           | 32.91       |             |
| 23182       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance II          | 34.44       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 23183       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance III    | 35.95       |             |
| 23260       | Mechanics And Maintenance And Repair Occupations | Fabric Worker                             | 32.27       |             |
| 23290       | Mechanics And Maintenance And Repair Occupations | Fire Alarm System Mechanic                | 35.08       |             |
| 23310       | Mechanics And Maintenance And Repair Occupations | Fire Extinguisher Repairer                | 30.66       |             |
| 23311       | Mechanics And Maintenance And Repair Occupations | Fuel Distribution System Mechanic         | 39.89       |             |
| 23312       | Mechanics And Maintenance And Repair Occupations | Fuel Distribution System Operator         | 33.10       |             |
| 23370       | Mechanics And Maintenance And Repair Occupations | General Maintenance Worker                | 27.15       |             |
| 23380       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Mechanic         | 40.42       |             |
| 23381       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Servicer         | 35.30       |             |
| 23382       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Worker           | 37.02       |             |
| 23391       | Mechanics And Maintenance And Repair Occupations | Gunsmith I                                | 30.66       |             |
| 23392       | Mechanics And Maintenance And Repair Occupations | Gunsmith II                               | 33.84       |             |
| 23393       | Mechanics And Maintenance And Repair Occupations | Gunsmith III                              | 36.95       |             |
| 23410       | Mechanics And Maintenance And Repair Occupations | Heating, Ventilation And Air-Conditioning | 36.42       |             |
| 23411       | Mechanics And Maintenance And Repair Occupations | Heating, Ventilation And Air Contidioning | 37.89       |             |
| 23430       | Mechanics And Maintenance And Repair Occupations | Heavy Equipment Mechanic                  | 37.32       |             |
| 23440       | Mechanics And Maintenance And Repair Occupations | Heavy Equipment Operator                  | 33.20       |             |
| 23460       | Mechanics And Maintenance And Repair Occupations | Instrument Mechanic                       | 32.46       |             |
| 23465       | Mechanics And Maintenance And Repair Occupations | Laboratory/Shelter Mechanic               | 35.40       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|--|---------------------------------|-------------|-------------|
| 23470       | Mechanics And Maintenance And Repair Occupations | Laborer                         | 21.14       |             |
| 23510       | Mechanics And Maintenance And Repair Occupations | Locksmith                       | 29.43       |             |
| 23530       | Mechanics And Maintenance And Repair Occupations | Machinery Maintenance Mechanic  | 34.80       |             |
| 23550       | Mechanics And Maintenance And Repair Occupations | Machinist, Maintenance          | 29.64       |             |
| 23580       | Mechanics And Maintenance And Repair Occupations | Maintenance Trades Helper       | 21.81       |             |
| 23591       | Mechanics And Maintenance And Repair Occupations | Metrology Technician I          | 32.46       |             |
| 23592       | Mechanics And Maintenance And Repair Occupations | Metrology Technician II         | 33.77       |             |
| 23593       | Mechanics And Maintenance And Repair Occupations | Metrology Technician III        | 35.12       |             |
| 23640       | Mechanics And Maintenance And Repair Occupations | Millwright                      | 34.24       |             |
| 23710       | Mechanics And Maintenance And Repair Occupations | Office Appliance Repairer       | 26.96       |             |
| 23760       | Mechanics And Maintenance And Repair Occupations | Painter, Maintenance            | 27.67       |             |
| 23790       | Mechanics And Maintenance And Repair Occupations | Pipefitter, Maintenance         | 43.19       |             |
| 23810       | Mechanics And Maintenance And Repair Occupations | Plumber, Maintenance            | 41.37       |             |
| 23820       | Mechanics And Maintenance And Repair Occupations | Pneudraulic Systems Mechanic    | 36.95       |             |
| 23850       | Mechanics And Maintenance And Repair Occupations | Rigger                          | 37.97       |             |
| 23870       | Mechanics And Maintenance And Repair Occupations | Scale Mechanic                  | 33.84       |             |
| 23890       | Mechanics And Maintenance And Repair Occupations | Sheet-Metal Worker, Maintenance | 35.54       |             |
| 23910       | Mechanics And Maintenance And Repair Occupations | Small Engine Mechanic           | 27.48       |             |
| 23931       | Mechanics And Maintenance And Repair Occupations | Telecommunications Mechanic I   | 36.97       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                          | <b>Rate</b> | <b>Note</b> |
|-------------|--|---------------------------------------|-------------|-------------|
| 23932       | Mechanics And Maintenance And Repair Occupations | Telecommunications Mechanic II        | 38.46       |             |
| 23950       | Mechanics And Maintenance And Repair Occupations | Telephone Lineman                     | 47.65       |             |
| 23960       | Mechanics And Maintenance And Repair Occupations | Welder, Combination, Maintenance      | 28.57       |             |
| 23965       | Mechanics And Maintenance And Repair Occupations | Well Driller                          | 37.42       |             |
| 23970       | Mechanics And Maintenance And Repair Occupations | Woodcraft Worker                      | 36.95       |             |
| 23980       | Mechanics And Maintenance And Repair Occupations | Woodworker                            | 30.66       |             |
| 24550       | Personal Needs Occupations                       | Case Manager                          | 20.21       |             |
| 24570       | Personal Needs Occupations                       | Child Care Attendant                  | 18.19       |             |
| 24580       | Personal Needs Occupations                       | Child Care Center Clerk               | 22.68       |             |
| 24610       | Personal Needs Occupations                       | Chore Aide                            | 18.00       |             |
| 24620       | Personal Needs Occupations                       | Family Readiness And Support Services | 20.21       |             |
| 24630       | Personal Needs Occupations                       | Homemaker                             | 21.25       |             |
| 25010       | Plant And System Operations Occupations          | Boiler Tender                         | 37.68       |             |
| 25040       | Plant And System Operations Occupations          | Sewage Plant Operator                 | 31.91       |             |
| 25070       | Plant And System Operations Occupations          | Stationary Engineer                   | 37.68       |             |
| 25190       | Plant And System Operations Occupations          | Ventilation Equipment Tender          | 29.39       |             |
| 25210       | Plant And System Operations Occupations          | Water Treatment Plant Operator        | 31.91       |             |
| 27004       | Protective Service Occupations                   | Alarm Monitor                         | 27.73       |             |
| 27007       | Protective Service Occupations                   | Baggage Inspector                     | 19.84       |             |
| 27008       | Protective Service Occupations                   | Corrections Officer                   | 39.37       |             |
| 27010       | Protective Service Occupations                   | Court Security Officer                | 37.27       |             |
| 27030       | Protective Service Occupations                   | Detection Dog Handler                 | 22.94       |             |
| 27040       | Protective Service Occupations                   | Detention Officer                     | 39.37       |             |
| 27070       | Protective Service Occupations                   | Firefighter                           | 34.73       |             |
| 27101       | Protective Service Occupations                   | Guard I                               | 19.84       |             |

| <b>Code</b> | <b>Category</b>                                | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 27102       | Protective Service Occupations                 | Guard II                                  | 22.94       |             |
| 27131       | Protective Service Occupations                 | Police Officer I                          | 33.25       |             |
| 27132       | Protective Service Occupations                 | Police Officer II                         | 36.96       |             |
| 28041       | Recreation Occupations                         | Carnival Equipment Operator               | 20.21       |             |
| 28042       | Recreation Occupations                         | Carnival Equipment Repairer               | 21.50       |             |
| 28043       | Recreation Occupations                         | Carnival Worker                           | 16.13       | ***         |
| 28210       | Recreation Occupations                         | Gate Attendant/Gate Tender                | 21.92       |             |
| 28310       | Recreation Occupations                         | Lifeguard                                 | 17.00       | ***         |
| 28350       | Recreation Occupations                         | Park Attendant                            | 24.52       |             |
| 28510       | Recreation Occupations                         | Recreation Aide/Health Facility Attendant | 17.90       |             |
| 28515       | Recreation Occupations                         | Recreation Specialist                     | 30.38       |             |
| 28630       | Recreation Occupations                         | Sports Official                           | 19.53       |             |
| 28690       | Recreation Occupations                         | Swimming Pool Operator                    | 23.73       |             |
| 29010       | Stevedoring/Longshoremen Occupational Services | Blocker And Bracer                        | 36.09       |             |
| 29020       | Stevedoring/Longshoremen Occupational Services | Hatch Tender                              | 36.09       |             |
| 29030       | Stevedoring/Longshoremen Occupational Services | Line Handler                              | 36.09       |             |
| 29041       | Stevedoring/Longshoremen Occupational Services | Stevedore I                               | 34.41       |             |
| 29042       | Stevedoring/Longshoremen Occupational Services | Stevedore II                              | 37.75       |             |
| 30010       | Technical Occupations                          | Air Traffic Control Specialist, Center    | 51.07       | see 2       |
| 30011       | Technical Occupations                          | Air Traffic Control Specialist, Station   | 35.22       | see 2       |
| 30012       | Technical Occupations                          | Air Traffic Control Specialist, Terminal  | 38.79       | see 2       |
| 30021       | Technical Occupations                          | Archeological Technician I                | 22.53       |             |
| 30022       | Technical Occupations                          | Archeological Technician II               | 25.20       |             |
| 30023       | Technical Occupations                          | Archeological Technician III              | 31.23       |             |
| 30030       | Technical Occupations                          | Cartographic Technician                   | 31.23       |             |
| 30040       | Technical Occupations                          | Civil Engineering Technician              | 31.25       |             |
| 30051       | Technical Occupations                          | Cryogenic Technician I                    | 34.39       |             |

| <b>Code</b> | <b>Category</b>       | <b>Title</b>                                | <b>Rate</b> | <b>Note</b> |
|-------------|-----------------------|---|-------------|-------------|
| 30052       | Technical Occupations | Cryogenic Technician II                     | 37.97       |             |
| 30061       | Technical Occupations | Drafter/CAD Operator I                      | 22.53       |             |
| 30062       | Technical Occupations | Drafter/CAD Operator II                     | 25.20       |             |
| 30063       | Technical Occupations | Drafter/CAD Operator III                    | 28.10       |             |
| 30064       | Technical Occupations | Drafter/CAD Operator IV                     | 34.58       |             |
| 30081       | Technical Occupations | Engineering Technician I                    | 20.27       |             |
| 30082       | Technical Occupations | Engineering Technician II                   | 22.74       |             |
| 30083       | Technical Occupations | Engineering Technician III                  | 25.44       |             |
| 30084       | Technical Occupations | Engineering Technician IV                   | 31.52       |             |
| 30085       | Technical Occupations | Engineering Technician V                    | 38.56       |             |
| 30086       | Technical Occupations | Engineering Technician VI                   | 46.65       |             |
| 30090       | Technical Occupations | Environmental Technician                    | 29.28       |             |
| 30095       | Technical Occupations | Evidence Control Specialist                 | 31.05       |             |
| 30210       | Technical Occupations | Laboratory Technician                       | 29.60       |             |
| 30221       | Technical Occupations | Latent Fingerprint Technician I             | 35.78       |             |
| 30222       | Technical Occupations | Latent Fingerprint Technician II            | 39.51       |             |
| 30240       | Technical Occupations | Mathematical Technician                     | 39.51       |             |
| 30361       | Technical Occupations | Paralegal/Legal Assistant I                 | 22.87       |             |
| 30362       | Technical Occupations | Paralegal/Legal Assistant II                | 28.33       |             |
| 30363       | Technical Occupations | Paralegal/Legal Assistant III               | 34.66       |             |
| 30364       | Technical Occupations | Paralegal/Legal Assistant IV                | 41.93       |             |
| 30375       | Technical Occupations | Petroleum Supply Specialist                 | 37.97       |             |
| 30390       | Technical Occupations | Photo-Optics Technician                     | 31.23       |             |
| 30395       | Technical Occupations | Radiation Control Technician                | 37.97       |             |
| 30461       | Technical Occupations | Technical Writer I                          | 33.39       |             |
| 30462       | Technical Occupations | Technical Writer II                         | 40.83       |             |
| 30463       | Technical Occupations | Technical Writer III                        | 49.40       |             |
| 30491       | Technical Occupations | Unexploded Ordnance (UXO)<br>Technician I   | 32.46       |             |
| 30492       | Technical Occupations | Unexploded Ordnance (UXO)<br>Technician II  | 39.27       |             |
| 30493       | Technical Occupations | Unexploded Ordnance (UXO)<br>Technician III | 47.07       |             |
| 30494       | Technical Occupations | Unexploded (UXO) Safety Escort              | 32.46       |             |

| <b>Code</b> | <b>Category</b>                                       | <b>Title</b>                            | <b>Rate</b> | <b>Note</b> |
|-------------|---|---|-------------|-------------|
| 30495       | Technical Occupations                                 | Unexploded (UXO) Sweep Personnel        | 32.46       |             |
| 30501       | Technical Occupations                                 | Weather Forecaster I                    | 34.58       |             |
| 30502       | Technical Occupations                                 | Weather Forecaster II                   | 42.06       |             |
| 30620       | Technical Occupations                                 | Weather Observer, Combined Upper Air Or | 28.10       | see 2       |
| 30621       | Technical Occupations                                 | Weather Observer, Senior                | 31.23       | see 2       |
| 31010       | Transportation/Mobile Equipment Operation Occupations | Airplane Pilot                          | 39.27       |             |
| 31020       | Transportation/Mobile Equipment Operation Occupations | Bus Aide                                | 22.33       |             |
| 31030       | Transportation/Mobile Equipment Operation Occupations | Bus Driver                              | 29.03       |             |
| 31043       | Transportation/Mobile Equipment Operation Occupations | Driver Courier                          | 21.04       |             |
| 31260       | Transportation/Mobile Equipment Operation Occupations | Parking and Lot Attendant               | 17.10       | ***         |
| 31290       | Transportation/Mobile Equipment Operation Occupations | Shuttle Bus Driver                      | 19.46       |             |
| 31310       | Transportation/Mobile Equipment Operation Occupations | Taxi Driver                             | 16.57       | ***         |
| 31361       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Light                      | 22.38       |             |
| 31362       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Medium                     | 23.55       |             |
| 31363       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Heavy                      | 28.81       |             |
| 31364       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Tractor-Trailer            | 28.81       |             |
| 99020       | Miscellaneous Occupations                             | Cabin Safety Specialist                 | 19.15       |             |
| 99030       | Miscellaneous Occupations                             | Cashier                                 | 16.42       | ***         |
| 99050       | Miscellaneous Occupations                             | Desk Clerk                              | 18.01       |             |
| 99095       | Miscellaneous Occupations                             | Embalmer                                | 39.85       |             |
| 99130       | Miscellaneous Occupations                             | Flight Follower                         | 32.46       |             |
| 99251       | Miscellaneous Occupations                             | Laboratory Animal Caretaker I           | 21.50       |             |
| 99252       | Miscellaneous Occupations                             | Laboratory Animal Caretaker II          | 22.87       |             |

| <b>Code</b> | <b>Category</b>           | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------|---------------------------------|-------------|-------------|
| 99260       | Miscellaneous Occupations | Marketing Analyst               | 39.73       |             |
| 99310       | Miscellaneous Occupations | Mortician                       | 39.85       |             |
| 99410       | Miscellaneous Occupations | Pest Controller                 | 23.66       |             |
| 99510       | Miscellaneous Occupations | Photofinishing Worker           | 20.42       |             |
| 99710       | Miscellaneous Occupations | Recycling Laborer               | 28.69       |             |
| 99711       | Miscellaneous Occupations | Recycling Specialist            | 33.32       |             |
| 99730       | Miscellaneous Occupations | Refuse Collector                | 26.46       |             |
| 99810       | Miscellaneous Occupations | Sales Clerk                     | 17.39       |             |
| 99820       | Miscellaneous Occupations | School Crossing Guard           | 18.03       |             |
| 99830       | Miscellaneous Occupations | Survey Party Chief              | 31.86       |             |
| 99831       | Miscellaneous Occupations | Surveying Aide                  | 21.08       |             |
| 99832       | Miscellaneous Occupations | Surveying Technician            | 28.97       |             |
| 99840       | Miscellaneous Occupations | Vending Machine Attendant       | 24.22       |             |
| 99841       | Miscellaneous Occupations | Vending Machine Repairer        | 28.69       |             |
| 99842       | Miscellaneous Occupations | Vending Machine Repairer Helper | 24.22       |             |

## Footer

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.20 per hour) or 13658 (\$12.90 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. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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: \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 per month\*

\*This rate is to be used only when compensating employees for performance on an SCA-

covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

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

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans'

Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESSES 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)).

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## **Wage Determination No. : 2015-4031**

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

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

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 28

Date Of Last Revision : 07/22/2024

Source : [Source Website](#)

### **Header**

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

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2024.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.90 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 2024.

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: New Hampshire

This wage determination is applicable to the following towns in ROCKINGHAM COUNTY:  
Fremont, Hampton Falls, Kensington, South Hampton

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

**Wage Determination Table**

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                        | <b>Rate</b> | <b>Note</b> |
|-------------|---|-------------------------------------|-------------|-------------|
| 01011       | Administrative Support And Clerical Occupations | Accounting Clerk I                  | 21.80       |             |
| 01012       | Administrative Support And Clerical Occupations | Accounting Clerk II                 | 24.46       |             |
| 01013       | Administrative Support And Clerical Occupations | Accounting Clerk III                | 27.36       |             |
| 01020       | Administrative Support And Clerical Occupations | Administrative Assistant            | 37.16       |             |
| 01035       | Administrative Support And Clerical Occupations | Court Reporter                      | 25.74       |             |
| 01041       | Administrative Support And Clerical Occupations | Customer Service Representative I   | 18.94       |             |
| 01042       | Administrative Support And Clerical Occupations | Customer Service Representative II  | 20.66       |             |
| 01043       | Administrative Support And Clerical Occupations | Customer Service Representative III | 23.19       |             |
| 01051       | Administrative Support And Clerical Occupations | Data Entry Operator I               | 21.01       |             |
| 01052       | Administrative Support And Clerical Occupations | Data Entry Operator II              | 22.91       |             |
| 01060       | Administrative Support And Clerical Occupations | Dispatcher, Motor Vehicle           | 25.30       |             |
| 01070       | Administrative Support And Clerical Occupations | Document Preparation Clerk          | 22.60       |             |
| 01090       | Administrative Support And Clerical Occupations | Duplicating Machine Operator        | 22.60       |             |

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------------|-------------|-------------|
| 01111       | Administrative Support And Clerical Occupations | General Clerk I                      | 19.28       |             |
| 01112       | Administrative Support And Clerical Occupations | General Clerk II                     | 21.04       |             |
| 01113       | Administrative Support And Clerical Occupations | General Clerk III                    | 23.61       |             |
| 01120       | Administrative Support And Clerical Occupations | Housing Referral Assistant           | 28.21       |             |
| 01141       | Administrative Support And Clerical Occupations | Messenger Courier                    | 20.01       |             |
| 01191       | Administrative Support And Clerical Occupations | Order Clerk I                        | 22.88       |             |
| 01192       | Administrative Support And Clerical Occupations | Order Clerk II                       | 24.97       |             |
| 01261       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) I   | 22.63       |             |
| 01262       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) II  | 25.31       |             |
| 01263       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) III | 28.22       |             |
| 01270       | Administrative Support And Clerical Occupations | Production Control Clerk             | 28.85       |             |
| 01290       | Administrative Support And Clerical Occupations | Rental Clerk                         | 21.07       |             |
| 01300       | Administrative Support And Clerical Occupations | Scheduler, Maintenance               | 22.62       |             |
| 01311       | Administrative Support And Clerical Occupations | Secretary I                          | 22.62       |             |
| 01312       | Administrative Support And Clerical Occupations | Secretary II                         | 25.30       |             |
| 01313       | Administrative Support And Clerical Occupations | Secretary III                        | 28.21       |             |
| 01320       | Administrative Support And Clerical Occupations | Service Order Dispatcher             | 22.62       |             |
| 01410       | Administrative Support And Clerical Occupations | Supply Technician                    | 37.16       |             |
| 01420       | Administrative Support And Clerical Occupations | Survey Worker                        | 24.15       |             |

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------------|-------------|-------------|
| 01460       | Administrative Support And Clerical Occupations | Switchboard Operator/Receptionist    | 19.00       |             |
| 01531       | Administrative Support And Clerical Occupations | Travel Clerk I                       | 21.53       |             |
| 01532       | Administrative Support And Clerical Occupations | Travel Clerk II                      | 23.20       |             |
| 01533       | Administrative Support And Clerical Occupations | Travel Clerk III                     | 24.99       |             |
| 01611       | Administrative Support And Clerical Occupations | Word Processor I                     | 20.65       |             |
| 01612       | Administrative Support And Clerical Occupations | Word Processor II                    | 23.17       |             |
| 01613       | Administrative Support And Clerical Occupations | Word Processor III                   | 25.92       |             |
| 05005       | Automotive Service Occupations                  | Automobile Body Repairer, Fiberglass | 29.81       |             |
| 05010       | Automotive Service Occupations                  | Automotive Electrician               | 23.05       |             |
| 05040       | Automotive Service Occupations                  | Automotive Glass Installer           | 22.03       |             |
| 05070       | Automotive Service Occupations                  | Automotive Worker                    | 22.03       |             |
| 05110       | Automotive Service Occupations                  | Mobile Equipment Servicer            | 19.96       |             |
| 05130       | Automotive Service Occupations                  | Motor Equipment Metal Mechanic       | 24.06       |             |
| 05160       | Automotive Service Occupations                  | Motor Equipment Metal Worker         | 22.03       |             |
| 05190       | Automotive Service Occupations                  | Motor Vehicle Mechanic               | 24.06       |             |
| 05220       | Automotive Service Occupations                  | Motor Vehicle Mechanic Helper        | 18.77       |             |
| 05250       | Automotive Service Occupations                  | Motor Vehicle Upholstery Worker      | 21.01       |             |
| 05280       | Automotive Service Occupations                  | Motor Vehicle Wrecker                | 22.03       |             |
| 05310       | Automotive Service Occupations                  | Painter, Automotive                  | 23.05       |             |
| 05340       | Automotive Service Occupations                  | Radiator Repair Specialist           | 22.03       |             |
| 05370       | Automotive Service Occupations                  | Tire Repairer                        | 17.29       |             |
| 05400       | Automotive Service Occupations                  | Transmission Repair Specialist       | 24.06       |             |
| 07010       | Food Preparation And Service Occupations        | Baker                                | 18.37       |             |
| 07041       | Food Preparation And Service Occupations        | Cook I                               | 22.81       |             |
| 07042       | Food Preparation And Service Occupations        | Cook II                              | 25.17       |             |

| <b>Code</b> | <b>Category</b>                              | <b>Title</b>                 | <b>Rate</b> | <b>Note</b> |
|-------------|--|------------------------------|-------------|-------------|
| 07070       | Food Preparation And Service Occupations     | Dishwasher                   | 17.56       |             |
| 07130       | Food Preparation And Service Occupations     | Food Service Worker          | 17.65       |             |
| 07210       | Food Preparation And Service Occupations     | Meat Cutter                  | 23.47       |             |
| 07260       | Food Preparation And Service Occupations     | Waiter/Waitress              | 16.98       | ***         |
| 09010       | Furniture Maintenance And Repair Occupations | Electrostatic Spray Painter  | 23.31       |             |
| 09040       | Furniture Maintenance And Repair Occupations | Furniture Handler            | 18.25       |             |
| 09080       | Furniture Maintenance And Repair Occupations | Furniture Refinisher         | 26.04       |             |
| 09090       | Furniture Maintenance And Repair Occupations | Furniture Refinisher Helper  | 21.20       |             |
| 09110       | Furniture Maintenance And Repair Occupations | Furniture Repairer, Minor    | 23.73       |             |
| 09130       | Furniture Maintenance And Repair Occupations | Upholsterer                  | 23.12       |             |
| 11030       | General Services And Support Occupations     | Cleaner, Vehicles            | 17.82       |             |
| 11060       | General Services And Support Occupations     | Elevator Operator            | 18.04       |             |
| 11090       | General Services And Support Occupations     | Gardener                     | 27.82       |             |
| 11122       | General Services And Support Occupations     | Housekeeping Aide            | 19.20       |             |
| 11150       | General Services And Support Occupations     | Janitor                      | 19.20       |             |
| 11210       | General Services And Support Occupations     | Laborer, Grounds Maintenance | 22.51       |             |
| 11240       | General Services And Support Occupations     | Maid or Houseman             | 18.60       |             |
| 11260       | General Services And Support Occupations     | Pruner                       | 20.87       |             |
| 11270       | General Services And Support Occupations     | Tractor Operator             | 26.15       |             |

| <b>Code</b> | <b>Category</b>                          | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 11330       | General Services And Support Occupations | Trail Maintenance Worker                   | 22.51       |             |
| 11360       | General Services And Support Occupations | Window Cleaner                             | 20.71       |             |
| 12010       | Health Occupations                       | Ambulance Driver                           | 22.36       |             |
| 12011       | Health Occupations                       | Breath Alcohol Technician                  | 31.11       |             |
| 12012       | Health Occupations                       | Certified Occupational Therapist Assistant | 36.24       |             |
| 12015       | Health Occupations                       | Certified Physical Therapist Assistant     | 37.07       |             |
| 12020       | Health Occupations                       | Dental Assistant                           | 29.22       |             |
| 12025       | Health Occupations                       | Dental Hygienist                           | 49.29       |             |
| 12030       | Health Occupations                       | EKG Technician                             | 44.61       |             |
| 12035       | Health Occupations                       | Electroneurodiagnostic Technologist        | 44.61       |             |
| 12040       | Health Occupations                       | Emergency Medical Technician               | 22.36       |             |
| 12071       | Health Occupations                       | Licensed Practical Nurse I                 | 27.82       |             |
| 12072       | Health Occupations                       | Licensed Practical Nurse II                | 31.11       |             |
| 12073       | Health Occupations                       | Licensed Practical Nurse III               | 34.68       |             |
| 12100       | Health Occupations                       | Medical Assistant                          | 23.06       |             |
| 12130       | Health Occupations                       | Medical Laboratory Technician              | 31.64       |             |
| 12160       | Health Occupations                       | Medical Record Clerk                       | 23.86       |             |
| 12190       | Health Occupations                       | Medical Record Technician                  | 28.22       |             |
| 12195       | Health Occupations                       | Medical Transcriptionist                   | 21.48       |             |
| 12210       | Health Occupations                       | Nuclear Medicine Technologist              | 49.93       |             |
| 12221       | Health Occupations                       | Nursing Assistant I                        | 15.38       | ***         |
| 12222       | Health Occupations                       | Nursing Assistant II                       | 17.29       |             |
| 12223       | Health Occupations                       | Nursing Assistant III                      | 18.86       |             |
| 12224       | Health Occupations                       | Nursing Assistant IV                       | 21.19       |             |
| 12235       | Health Occupations                       | Optical Dispenser                          | 30.70       |             |
| 12236       | Health Occupations                       | Optical Technician                         | 23.89       |             |
| 12250       | Health Occupations                       | Pharmacy Technician                        | 21.82       |             |
| 12280       | Health Occupations                       | Phlebotomist                               | 23.28       |             |
| 12305       | Health Occupations                       | Radiologic Technologist                    | 43.96       |             |
| 12311       | Health Occupations                       | Registered Nurse I                         | 27.20       |             |

| <b>Code</b> | <b>Category</b>                    | <b>Title</b>                           | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------|--|-------------|-------------|
| 12312       | Health Occupations                 | Registered Nurse II                    | 33.28       |             |
| 12313       | Health Occupations                 | Registered Nurse II, Specialist        | 33.28       |             |
| 12314       | Health Occupations                 | Registered Nurse III                   | 40.26       |             |
| 12315       | Health Occupations                 | Registered Nurse III, Anesthetist      | 40.26       |             |
| 12316       | Health Occupations                 | Registered Nurse IV                    | 48.25       |             |
| 12317       | Health Occupations                 | Scheduler                              | 38.56       |             |
| 12320       | Health Occupations                 | Substance Abuse Treatment Counselor    | 27.67       |             |
| 13011       | Information And Arts Occupations   | Exhibits Specialist I                  | 21.49       |             |
| 13012       | Information And Arts Occupations   | Exhibits Specialist II                 | 26.63       |             |
| 13013       | Information And Arts Occupations   | Exhibits Specialist III                | 32.58       |             |
| 13041       | Information And Arts Occupations   | Illustrator I                          | 23.81       |             |
| 13042       | Information And Arts Occupations   | Illustrator II                         | 29.50       |             |
| 13043       | Information And Arts Occupations   | Illustrator III                        | 36.09       |             |
| 13047       | Information And Arts Occupations   | Librarian                              | 37.64       |             |
| 13050       | Information And Arts Occupations   | Library Aide/Clerk                     | 19.95       |             |
| 13054       | Information And Arts Occupations   | Library Information Technology Systems | 33.99       |             |
| 13058       | Information And Arts Occupations   | Library Technician                     | 24.30       |             |
| 13061       | Information And Arts Occupations   | Media Specialist I                     | 24.53       |             |
| 13062       | Information And Arts Occupations   | Media Specialist II                    | 27.43       |             |
| 13063       | Information And Arts Occupations   | Media Specialist III                   | 30.58       |             |
| 13071       | Information And Arts Occupations   | Photographer I                         | 21.97       |             |
| 13072       | Information And Arts Occupations   | Photographer II                        | 24.57       |             |
| 13073       | Information And Arts Occupations   | Photographer III                       | 30.44       |             |
| 13074       | Information And Arts Occupations   | Photographer IV                        | 37.24       |             |
| 13075       | Information And Arts Occupations   | Photographer V                         | 45.05       |             |
| 13090       | Information And Arts Occupations   | Technical Order Library Clerk          | 26.60       |             |
| 13110       | Information And Arts Occupations   | Video Teleconference Technician        | 29.04       |             |
| 14041       | Information Technology Occupations | Computer Operator I                    | 24.31       |             |
| 14042       | Information Technology Occupations | Computer Operator II                   | 27.19       |             |
| 14043       | Information Technology Occupations | Computer Operator III                  | 30.33       |             |
| 14044       | Information Technology Occupations | Computer Operator IV                   | 33.67       |             |
| 14045       | Information Technology Occupations | Computer Operator V                    | 37.30       |             |

| <b>Code</b> | <b>Category</b>                    | <b>Title</b>                                    | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------|---|-------------|-------------|
| 14071       | Information Technology Occupations | Computer Programmer I                           | NaN         | see 1       |
| 14072       | Information Technology Occupations | Computer Programmer II                          | NaN         | see 1       |
| 14073       | Information Technology Occupations | Computer Programmer III                         | NaN         | see 1       |
| 14074       | Information Technology Occupations | Computer Programmer IV                          | NaN         | see 1       |
| 14101       | Information Technology Occupations | Computer Systems Analyst I                      | NaN         | see 1       |
| 14102       | Information Technology Occupations | Computer Systems Analyst II                     | NaN         | see 1       |
| 14103       | Information Technology Occupations | Computer Systems Analyst III                    | NaN         | see 1       |
| 14150       | Information Technology Occupations | Peripheral Equipment Operator                   | 24.31       |             |
| 14160       | Information Technology Occupations | Personal Computer Support Technician            | 33.72       |             |
| 14170       | Information Technology Occupations | System Support Specialist                       | 49.12       |             |
| 15010       | Instructional Occupations          | Aircrew Training Devices Instructor             | 37.31       |             |
| 15020       | Instructional Occupations          | Aircrew Training Devices Instructor             | 45.14       |             |
| 15030       | Instructional Occupations          | Air Crew Training Devices Instructor            | 54.10       |             |
| 15050       | Instructional Occupations          | Computer Based Training Specialist / Instructor | 37.31       |             |
| 15060       | Instructional Occupations          | Educational Technologist                        | 41.87       |             |
| 15070       | Instructional Occupations          | Flight Instructor                               | 54.10       |             |
| 15080       | Instructional Occupations          | Graphic Artist                                  | 35.24       |             |
| 15085       | Instructional Occupations          | Maintenance Test Pilot, Fixed, Jet/Prop         | 54.10       |             |
| 15086       | Instructional Occupations          | Maintenance Test Pilot, Rotary Wing             | 54.10       |             |
| 15088       | Instructional Occupations          | Non-Maintenance Test/Co-Pilot                   | 54.10       |             |
| 15090       | Instructional Occupations          | Technical Instructor                            | 30.03       |             |
| 15095       | Instructional Occupations          | Technical Instructor/Course Developer           | 36.73       |             |

| <b>Code</b> | <b>Category</b>   | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|---|--|-------------|-------------|
| 15110       | Instructional Occupations                               | Test Proctor                               | 24.23       |             |
| 15120       | Instructional Occupations                               | Tutor                                      | 24.23       |             |
| 16010       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Assembler                                  | 17.31       |             |
| 16030       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Counter Attendant                          | 17.31       |             |
| 16040       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Dry Cleaner                                | 19.77       |             |
| 16070       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Finisher, Flatwork, Machine                | 17.31       |             |
| 16090       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Hand                              | 17.31       |             |
| 16110       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Drycleaning              | 17.31       |             |
| 16130       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Shirts                   | 17.31       |             |
| 16160       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Wearing Apparel, Laundry | 17.31       |             |
| 16190       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Sewing Machine Operator                    | 20.60       |             |
| 16220       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Tailor                                     | 21.42       |             |
| 16250       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Washer, Machine                            | 18.13       |             |
| 19010       | Machine Tool Operation And Repair Occupations           | Machine-Tool Operator                      | 30.69       |             |
| 19040       | Machine Tool Operation And Repair Occupations           | Tool And Die Maker                         | 35.87       |             |
| 21020       | Materials Handling And Packing Occupations              | Forklift Operator                          | 23.16       |             |
| 21030       | Materials Handling And Packing Occupations              | Material Coordinator                       | 28.85       |             |
| 21040       | Materials Handling And Packing Occupations              | Material Expediter                         | 28.85       |             |
| 21050       | Materials Handling And Packing Occupations              | Material Handling Laborer                  | 21.14       |             |
| 21071       | Materials Handling And Packing Occupations              | Order Filler                               | 17.89       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                                   | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 21080       | Materials Handling And Packing Occupations       | Production Line Worker                         | 23.16       |             |
| 21110       | Materials Handling And Packing Occupations       | Shipping Packer                                | 22.44       |             |
| 21130       | Materials Handling And Packing Occupations       | Shipping/Receiving Clerk                       | 22.44       |             |
| 21140       | Materials Handling And Packing Occupations       | Store Worker I                                 | 17.09       | ***         |
| 21150       | Materials Handling And Packing Occupations       | Stock Clerk                                    | 21.47       |             |
| 21210       | Materials Handling And Packing Occupations       | Tools And Parts Attendant                      | 23.16       |             |
| 21410       | Materials Handling And Packing Occupations       | Warehouse Specialist                           | 23.16       |             |
| 23010       | Mechanics And Maintenance And Repair Occupations | Aerospace Structural Welder                    | 42.05       |             |
| 23019       | Mechanics And Maintenance And Repair Occupations | Aircraft Logs and Records Technician           | 35.30       |             |
| 23021       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic I                            | 40.42       |             |
| 23022       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic II                           | 42.05       |             |
| 23023       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic III                          | 43.73       |             |
| 23040       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic Helper                       | 31.53       |             |
| 23050       | Mechanics And Maintenance And Repair Occupations | Aircraft, Painter                              | 38.72       |             |
| 23060       | Mechanics And Maintenance And Repair Occupations | Aircraft Servicer                              | 35.30       |             |
| 23070       | Mechanics And Maintenance And Repair Occupations | Aircraft Survival Flight Equipment Technician  | 38.72       |             |
| 23080       | Mechanics And Maintenance And Repair Occupations | Aircraft Worker                                | 37.02       |             |
| 23091       | Mechanics And Maintenance And Repair Occupations | Aircrew Life Support Equipment (ALSE) Mechanic | 37.02       |             |
| 23092       | Mechanics And Maintenance And Repair Occupations | Aircrew Life Support Equipment (ALSE) Mechanic | 40.42       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                           | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 23110       | Mechanics And Maintenance And Repair Occupations | Appliance Mechanic                     | 28.72       |             |
| 23120       | Mechanics And Maintenance And Repair Occupations | Bicycle Repairer                       | 19.79       |             |
| 23125       | Mechanics And Maintenance And Repair Occupations | Cable Splicer                          | 49.93       |             |
| 23130       | Mechanics And Maintenance And Repair Occupations | Carpenter, Maintenance                 | 33.94       |             |
| 23140       | Mechanics And Maintenance And Repair Occupations | Carpet Layer                           | 32.56       |             |
| 23160       | Mechanics And Maintenance And Repair Occupations | Electrician, Maintenance               | 39.17       |             |
| 23181       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance I   | 32.91       |             |
| 23182       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance II  | 34.44       |             |
| 23183       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance III | 35.95       |             |
| 23260       | Mechanics And Maintenance And Repair Occupations | Fabric Worker                          | 32.27       |             |
| 23290       | Mechanics And Maintenance And Repair Occupations | Fire Alarm System Mechanic             | 35.08       |             |
| 23310       | Mechanics And Maintenance And Repair Occupations | Fire Extinguisher Repairer             | 30.66       |             |
| 23311       | Mechanics And Maintenance And Repair Occupations | Fuel Distribution System Mechanic      | 37.22       |             |
| 23312       | Mechanics And Maintenance And Repair Occupations | Fuel Distribution System Operator      | 33.10       |             |
| 23370       | Mechanics And Maintenance And Repair Occupations | General Maintenance Worker             | 27.15       |             |
| 23380       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Mechanic      | 40.42       |             |
| 23381       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Servicer      | 35.30       |             |
| 23382       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Worker        | 37.02       |             |
| 23391       | Mechanics And Maintenance And Repair Occupations | Gunsmith I                             | 30.66       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 23392       | Mechanics And Maintenance And Repair Occupations | Gunsmith II                               | 33.84       |             |
| 23393       | Mechanics And Maintenance And Repair Occupations | Gunsmith III                              | 36.95       |             |
| 23410       | Mechanics And Maintenance And Repair Occupations | Heating, Ventilation And Air-Conditioning | 36.42       |             |
| 23411       | Mechanics And Maintenance And Repair Occupations | Heating, Ventilation And Air Contidioning | 37.89       |             |
| 23430       | Mechanics And Maintenance And Repair Occupations | Heavy Equipment Mechanic                  | 37.32       |             |
| 23440       | Mechanics And Maintenance And Repair Occupations | Heavy Equipment Operator                  | 33.20       |             |
| 23460       | Mechanics And Maintenance And Repair Occupations | Instrument Mechanic                       | 32.46       |             |
| 23465       | Mechanics And Maintenance And Repair Occupations | Laboratory/Shelter Mechanic               | 35.40       |             |
| 23470       | Mechanics And Maintenance And Repair Occupations | Laborer                                   | 21.14       |             |
| 23510       | Mechanics And Maintenance And Repair Occupations | Locksmith                                 | 29.43       |             |
| 23530       | Mechanics And Maintenance And Repair Occupations | Machinery Maintenance Mechanic            | 34.80       |             |
| 23550       | Mechanics And Maintenance And Repair Occupations | Machinist, Maintenance                    | 29.64       |             |
| 23580       | Mechanics And Maintenance And Repair Occupations | Maintenance Trades Helper                 | 20.08       |             |
| 23591       | Mechanics And Maintenance And Repair Occupations | Metrology Technician I                    | 32.46       |             |
| 23592       | Mechanics And Maintenance And Repair Occupations | Metrology Technician II                   | 33.77       |             |
| 23593       | Mechanics And Maintenance And Repair Occupations | Metrology Technician III                  | 35.12       |             |
| 23640       | Mechanics And Maintenance And Repair Occupations | Millwright                                | 34.24       |             |
| 23710       | Mechanics And Maintenance And Repair Occupations | Office Appliance Repairer                 | 26.96       |             |
| 23760       | Mechanics And Maintenance And Repair Occupations | Painter, Maintenance                      | 26.04       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                          | <b>Rate</b> | <b>Note</b> |
|-------------|--|---------------------------------------|-------------|-------------|
| 23790       | Mechanics And Maintenance And Repair Occupations | Pipefitter, Maintenance               | 43.19       |             |
| 23810       | Mechanics And Maintenance And Repair Occupations | Plumber, Maintenance                  | 41.37       |             |
| 23820       | Mechanics And Maintenance And Repair Occupations | Pneudraulic Systems Mechanic          | 36.95       |             |
| 23850       | Mechanics And Maintenance And Repair Occupations | Rigger                                | 37.97       |             |
| 23870       | Mechanics And Maintenance And Repair Occupations | Scale Mechanic                        | 33.84       |             |
| 23890       | Mechanics And Maintenance And Repair Occupations | Sheet-Metal Worker, Maintenance       | 35.54       |             |
| 23910       | Mechanics And Maintenance And Repair Occupations | Small Engine Mechanic                 | 26.31       |             |
| 23931       | Mechanics And Maintenance And Repair Occupations | Telecommunications Mechanic I         | 36.97       |             |
| 23932       | Mechanics And Maintenance And Repair Occupations | Telecommunications Mechanic II        | 38.46       |             |
| 23950       | Mechanics And Maintenance And Repair Occupations | Telephone Lineman                     | 47.65       |             |
| 23960       | Mechanics And Maintenance And Repair Occupations | Welder, Combination, Maintenance      | 28.57       |             |
| 23965       | Mechanics And Maintenance And Repair Occupations | Well Driller                          | 37.42       |             |
| 23970       | Mechanics And Maintenance And Repair Occupations | Woodcraft Worker                      | 36.95       |             |
| 23980       | Mechanics And Maintenance And Repair Occupations | Woodworker                            | 30.66       |             |
| 24550       | Personal Needs Occupations                       | Case Manager                          | 20.21       |             |
| 24570       | Personal Needs Occupations                       | Child Care Attendant                  | 18.11       |             |
| 24580       | Personal Needs Occupations                       | Child Care Center Clerk               | 22.58       |             |
| 24610       | Personal Needs Occupations                       | Chore Aide                            | 18.00       |             |
| 24620       | Personal Needs Occupations                       | Family Readiness And Support Services | 20.21       |             |
| 24630       | Personal Needs Occupations                       | Homemaker                             | 20.21       |             |
| 25010       | Plant And System Operations Occupations          | Boiler Tender                         | 37.68       |             |

| <b>Code</b> | <b>Category</b>                                | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 25040       | Plant And System Operations Occupations        | Sewage Plant Operator                     | 31.91       |             |
| 25070       | Plant And System Operations Occupations        | Stationary Engineer                       | 37.68       |             |
| 25190       | Plant And System Operations Occupations        | Ventilation Equipment Tender              | 29.39       |             |
| 25210       | Plant And System Operations Occupations        | Water Treatment Plant Operator            | 31.91       |             |
| 27004       | Protective Service Occupations                 | Alarm Monitor                             | 27.73       |             |
| 27007       | Protective Service Occupations                 | Baggage Inspector                         | 19.84       |             |
| 27008       | Protective Service Occupations                 | Corrections Officer                       | 34.49       |             |
| 27010       | Protective Service Occupations                 | Court Security Officer                    | 34.96       |             |
| 27030       | Protective Service Occupations                 | Detection Dog Handler                     | 22.19       |             |
| 27040       | Protective Service Occupations                 | Detention Officer                         | 34.49       |             |
| 27070       | Protective Service Occupations                 | Firefighter                               | 34.01       |             |
| 27101       | Protective Service Occupations                 | Guard I                                   | 19.84       |             |
| 27102       | Protective Service Occupations                 | Guard II                                  | 22.19       |             |
| 27131       | Protective Service Occupations                 | Police Officer I                          | 33.25       |             |
| 27132       | Protective Service Occupations                 | Police Officer II                         | 36.96       |             |
| 28041       | Recreation Occupations                         | Carnival Equipment Operator               | 20.21       |             |
| 28042       | Recreation Occupations                         | Carnival Equipment Repairer               | 21.50       |             |
| 28043       | Recreation Occupations                         | Carnival Worker                           | 16.13       | ***         |
| 28210       | Recreation Occupations                         | Gate Attendant/Gate Tender                | 21.92       |             |
| 28310       | Recreation Occupations                         | Lifeguard                                 | 17.00       | ***         |
| 28350       | Recreation Occupations                         | Park Attendant                            | 24.52       |             |
| 28510       | Recreation Occupations                         | Recreation Aide/Health Facility Attendant | 17.90       |             |
| 28515       | Recreation Occupations                         | Recreation Specialist                     | 30.38       |             |
| 28630       | Recreation Occupations                         | Sports Official                           | 19.53       |             |
| 28690       | Recreation Occupations                         | Swimming Pool Operator                    | 23.73       |             |
| 29010       | Stevedoring/Longshoremen Occupational Services | Blocker And Bracer                        | 36.09       |             |
| 29020       | Stevedoring/Longshoremen Occupational Services | Hatch Tender                              | 36.09       |             |
| 29030       | Stevedoring/Longshoremen Occupational Services | Line Handler                              | 36.09       |             |

| <b>Code</b> | <b>Category</b>                                | <b>Title</b>                             | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 29041       | Stevedoring/Longshoremen Occupational Services | Stevedore I                              | 34.41       |             |
| 29042       | Stevedoring/Longshoremen Occupational Services | Stevedore II                             | 37.75       |             |
| 30010       | Technical Occupations                          | Air Traffic Control Specialist, Center   | 51.07       | see 2       |
| 30011       | Technical Occupations                          | Air Traffic Control Specialist, Station  | 35.22       | see 2       |
| 30012       | Technical Occupations                          | Air Traffic Control Specialist, Terminal | 38.79       | see 2       |
| 30021       | Technical Occupations                          | Archeological Technician I               | 22.41       |             |
| 30022       | Technical Occupations                          | Archeological Technician II              | 25.06       |             |
| 30023       | Technical Occupations                          | Archeological Technician III             | 31.05       |             |
| 30030       | Technical Occupations                          | Cartographic Technician                  | 31.05       |             |
| 30040       | Technical Occupations                          | Civil Engineering Technician             | 31.25       |             |
| 30051       | Technical Occupations                          | Cryogenic Technician I                   | 34.39       |             |
| 30052       | Technical Occupations                          | Cryogenic Technician II                  | 37.97       |             |
| 30061       | Technical Occupations                          | Drafter/CAD Operator I                   | 22.41       |             |
| 30062       | Technical Occupations                          | Drafter/CAD Operator II                  | 25.06       |             |
| 30063       | Technical Occupations                          | Drafter/CAD Operator III                 | 27.94       |             |
| 30064       | Technical Occupations                          | Drafter/CAD Operator IV                  | 34.39       |             |
| 30081       | Technical Occupations                          | Engineering Technician I                 | 20.27       |             |
| 30082       | Technical Occupations                          | Engineering Technician II                | 22.74       |             |
| 30083       | Technical Occupations                          | Engineering Technician III               | 25.44       |             |
| 30084       | Technical Occupations                          | Engineering Technician IV                | 31.52       |             |
| 30085       | Technical Occupations                          | Engineering Technician V                 | 38.56       |             |
| 30086       | Technical Occupations                          | Engineering Technician VI                | 46.65       |             |
| 30090       | Technical Occupations                          | Environmental Technician                 | 29.28       |             |
| 30095       | Technical Occupations                          | Evidence Control Specialist              | 31.05       |             |
| 30210       | Technical Occupations                          | Laboratory Technician                    | 29.60       |             |
| 30221       | Technical Occupations                          | Latent Fingerprint Technician I          | 35.78       |             |
| 30222       | Technical Occupations                          | Latent Fingerprint Technician II         | 39.51       |             |
| 30240       | Technical Occupations                          | Mathematical Technician                  | 39.51       |             |
| 30361       | Technical Occupations                          | Paralegal/Legal Assistant I              | 22.87       |             |
| 30362       | Technical Occupations                          | Paralegal/Legal Assistant II             | 28.33       |             |

| <b>Code</b> | <b>Category</b>                                       | <b>Title</b>                             | <b>Rate</b> | <b>Note</b> |
|-------------|---|--|-------------|-------------|
| 30363       | Technical Occupations                                 | Paralegal/Legal Assistant III            | 34.66       |             |
| 30364       | Technical Occupations                                 | Paralegal/Legal Assistant IV             | 41.93       |             |
| 30375       | Technical Occupations                                 | Petroleum Supply Specialist              | 37.97       |             |
| 30390       | Technical Occupations                                 | Photo-Optics Technician                  | 31.05       |             |
| 30395       | Technical Occupations                                 | Radiation Control Technician             | 37.97       |             |
| 30461       | Technical Occupations                                 | Technical Writer I                       | 33.39       |             |
| 30462       | Technical Occupations                                 | Technical Writer II                      | 40.83       |             |
| 30463       | Technical Occupations                                 | Technical Writer III                     | 49.40       |             |
| 30491       | Technical Occupations                                 | Unexploded Ordnance (UXO) Technician I   | 32.46       |             |
| 30492       | Technical Occupations                                 | Unexploded Ordnance (UXO) Technician II  | 39.27       |             |
| 30493       | Technical Occupations                                 | Unexploded Ordnance (UXO) Technician III | 47.07       |             |
| 30494       | Technical Occupations                                 | Unexploded (UXO) Safety Escort           | 32.46       |             |
| 30495       | Technical Occupations                                 | Unexploded (UXO) Sweep Personnel         | 32.46       |             |
| 30501       | Technical Occupations                                 | Weather Forecaster I                     | 34.39       |             |
| 30502       | Technical Occupations                                 | Weather Forecaster II                    | 41.82       |             |
| 30620       | Technical Occupations                                 | Weather Observer, Combined Upper Air Or  | 27.94       | see 2       |
| 30621       | Technical Occupations                                 | Weather Observer, Senior                 | 31.05       | see 2       |
| 31010       | Transportation/Mobile Equipment Operation Occupations | Airplane Pilot                           | 39.27       |             |
| 31020       | Transportation/Mobile Equipment Operation Occupations | Bus Aide                                 | 22.33       |             |
| 31030       | Transportation/Mobile Equipment Operation Occupations | Bus Driver                               | 29.03       |             |
| 31043       | Transportation/Mobile Equipment Operation Occupations | Driver Courier                           | 20.70       |             |
| 31260       | Transportation/Mobile Equipment Operation Occupations | Parking and Lot Attendant                | 17.10       | ***         |
| 31290       | Transportation/Mobile Equipment Operation Occupations | Shuttle Bus Driver                       | 19.46       |             |
| 31310       | Transportation/Mobile Equipment Operation Occupations | Taxi Driver                              | 16.57       | ***         |

| <b>Code</b> | <b>Category</b>                                       | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|---|---------------------------------|-------------|-------------|
| 31361       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Light              | 22.02       |             |
| 31362       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Medium             | 23.17       |             |
| 31363       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Heavy              | 28.81       |             |
| 31364       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Tractor-Trailer    | 28.81       |             |
| 99020       | Miscellaneous Occupations                             | Cabin Safety Specialist         | 19.15       |             |
| 99030       | Miscellaneous Occupations                             | Cashier                         | 16.42       | ***         |
| 99050       | Miscellaneous Occupations                             | Desk Clerk                      | 18.01       |             |
| 99095       | Miscellaneous Occupations                             | Embalmer                        | 36.37       |             |
| 99130       | Miscellaneous Occupations                             | Flight Follower                 | 32.46       |             |
| 99251       | Miscellaneous Occupations                             | Laboratory Animal Caretaker I   | 21.50       |             |
| 99252       | Miscellaneous Occupations                             | Laboratory Animal Caretaker II  | 22.87       |             |
| 99260       | Miscellaneous Occupations                             | Marketing Analyst               | 39.73       |             |
| 99310       | Miscellaneous Occupations                             | Mortician                       | 36.37       |             |
| 99410       | Miscellaneous Occupations                             | Pest Controller                 | 23.66       |             |
| 99510       | Miscellaneous Occupations                             | Photofinishing Worker           | 20.42       |             |
| 99710       | Miscellaneous Occupations                             | Recycling Laborer               | 28.69       |             |
| 99711       | Miscellaneous Occupations                             | Recycling Specialist            | 33.32       |             |
| 99730       | Miscellaneous Occupations                             | Refuse Collector                | 26.46       |             |
| 99810       | Miscellaneous Occupations                             | Sales Clerk                     | 17.39       |             |
| 99820       | Miscellaneous Occupations                             | School Crossing Guard           | 18.03       |             |
| 99830       | Miscellaneous Occupations                             | Survey Party Chief              | 31.83       |             |
| 99831       | Miscellaneous Occupations                             | Surveying Aide                  | 19.36       |             |
| 99832       | Miscellaneous Occupations                             | Surveying Technician            | 28.97       |             |
| 99840       | Miscellaneous Occupations                             | Vending Machine Attendant       | 22.31       |             |
| 99841       | Miscellaneous Occupations                             | Vending Machine Repairer        | 26.55       |             |
| 99842       | Miscellaneous Occupations                             | Vending Machine Repairer Helper | 22.31       |             |

## Footer

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.20 per hour) or 13658 (\$12.90 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. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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: \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 per month\*

\*This rate is to be used only when compensating employees for performance on an SCA-

covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 1 week paid vacation after 1 year of service with a contractor or successor; 2 weeks after 2 years; and 3 weeks after 10 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans'

Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

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

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

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

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

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

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

2) **AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:** If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**\*\* HAZARDOUS PAY DIFFERENTIAL \*\***

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

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

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like;

minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

#### \*\* UNIFORM ALLOWANCE \*\*

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of ""wash and wear""

materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

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

**Conformance Process:**

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

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR

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

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S.

Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

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

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

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

Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

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## **Wage Determination No. : 2015-4033**

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

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

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 29

Date Of Last Revision : 07/22/2024

Source : [Source Website](#)

## Header

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

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2024.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.90 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 2024.

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).

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

Massachusetts: ESSEX COUNTY: Essex, Lawrence, Methuen

New Hampshire: ROCKINGHAM COUNTY: Salem

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

## Wage Determination Table

| Code  | Category  | Title                    | Rate  | Note |
|-------|---|--------------------------|-------|------|
| 01011 | Administrative Support And Clerical Occupations | Accounting Clerk I       | 21.80 |      |
| 01012 | Administrative Support And Clerical Occupations | Accounting Clerk II      | 24.46 |      |
| 01013 | Administrative Support And Clerical Occupations | Accounting Clerk III     | 27.36 |      |
| 01020 | Administrative Support And Clerical Occupations | Administrative Assistant | 37.16 |      |
| 01035 | Administrative Support And Clerical Occupations | Court Reporter           | 27.98 |      |

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------------|-------------|-------------|
| 01041       | Administrative Support And Clerical Occupations | Customer Service Representative I    | 18.94       |             |
| 01042       | Administrative Support And Clerical Occupations | Customer Service Representative II   | 20.66       |             |
| 01043       | Administrative Support And Clerical Occupations | Customer Service Representative III  | 23.19       |             |
| 01051       | Administrative Support And Clerical Occupations | Data Entry Operator I                | 21.02       |             |
| 01052       | Administrative Support And Clerical Occupations | Data Entry Operator II               | 22.94       |             |
| 01060       | Administrative Support And Clerical Occupations | Dispatcher, Motor Vehicle            | 25.30       |             |
| 01070       | Administrative Support And Clerical Occupations | Document Preparation Clerk           | 22.60       |             |
| 01090       | Administrative Support And Clerical Occupations | Duplicating Machine Operator         | 22.60       |             |
| 01111       | Administrative Support And Clerical Occupations | General Clerk I                      | 19.28       |             |
| 01112       | Administrative Support And Clerical Occupations | General Clerk II                     | 21.04       |             |
| 01113       | Administrative Support And Clerical Occupations | General Clerk III                    | 23.61       |             |
| 01120       | Administrative Support And Clerical Occupations | Housing Referral Assistant           | 28.21       |             |
| 01141       | Administrative Support And Clerical Occupations | Messenger Courier                    | 20.01       |             |
| 01191       | Administrative Support And Clerical Occupations | Order Clerk I                        | 22.88       |             |
| 01192       | Administrative Support And Clerical Occupations | Order Clerk II                       | 24.97       |             |
| 01261       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) I   | 22.63       |             |
| 01262       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) II  | 25.31       |             |
| 01263       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) III | 28.22       |             |
| 01270       | Administrative Support And Clerical Occupations | Production Control Clerk             | 28.85       |             |

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------------|-------------|-------------|
| 01290       | Administrative Support And Clerical Occupations | Rental Clerk                         | 21.07       |             |
| 01300       | Administrative Support And Clerical Occupations | Scheduler, Maintenance               | 22.62       |             |
| 01311       | Administrative Support And Clerical Occupations | Secretary I                          | 22.62       |             |
| 01312       | Administrative Support And Clerical Occupations | Secretary II                         | 25.30       |             |
| 01313       | Administrative Support And Clerical Occupations | Secretary III                        | 28.21       |             |
| 01320       | Administrative Support And Clerical Occupations | Service Order Dispatcher             | 22.62       |             |
| 01410       | Administrative Support And Clerical Occupations | Supply Technician                    | 37.16       |             |
| 01420       | Administrative Support And Clerical Occupations | Survey Worker                        | 24.15       |             |
| 01460       | Administrative Support And Clerical Occupations | Switchboard Operator/Receptionist    | 19.00       |             |
| 01531       | Administrative Support And Clerical Occupations | Travel Clerk I                       | 21.53       |             |
| 01532       | Administrative Support And Clerical Occupations | Travel Clerk II                      | 23.20       |             |
| 01533       | Administrative Support And Clerical Occupations | Travel Clerk III                     | 24.99       |             |
| 01611       | Administrative Support And Clerical Occupations | Word Processor I                     | 20.65       |             |
| 01612       | Administrative Support And Clerical Occupations | Word Processor II                    | 23.17       |             |
| 01613       | Administrative Support And Clerical Occupations | Word Processor III                   | 25.92       |             |
| 05005       | Automotive Service Occupations                  | Automobile Body Repairer, Fiberglass | 29.81       |             |
| 05010       | Automotive Service Occupations                  | Automotive Electrician               | 23.05       |             |
| 05040       | Automotive Service Occupations                  | Automotive Glass Installer           | 22.03       |             |
| 05070       | Automotive Service Occupations                  | Automotive Worker                    | 22.03       |             |
| 05110       | Automotive Service Occupations                  | Mobile Equipment Servicer            | 19.96       |             |
| 05130       | Automotive Service Occupations                  | Motor Equipment Metal Mechanic       | 24.06       |             |
| 05160       | Automotive Service Occupations                  | Motor Equipment Metal Worker         | 22.03       |             |

| <b>Code</b> | <b>Category</b>                              | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|--|---------------------------------|-------------|-------------|
| 05190       | Automotive Service Occupations               | Motor Vehicle Mechanic          | 24.06       |             |
| 05220       | Automotive Service Occupations               | Motor Vehicle Mechanic Helper   | 18.77       |             |
| 05250       | Automotive Service Occupations               | Motor Vehicle Upholstery Worker | 21.01       |             |
| 05280       | Automotive Service Occupations               | Motor Vehicle Wrecker           | 22.03       |             |
| 05310       | Automotive Service Occupations               | Painter, Automotive             | 23.05       |             |
| 05340       | Automotive Service Occupations               | Radiator Repair Specialist      | 22.03       |             |
| 05370       | Automotive Service Occupations               | Tire Repairer                   | 17.29       |             |
| 05400       | Automotive Service Occupations               | Transmission Repair Specialist  | 24.06       |             |
| 07010       | Food Preparation And Service Occupations     | Baker                           | 18.37       |             |
| 07041       | Food Preparation And Service Occupations     | Cook I                          | 22.81       |             |
| 07042       | Food Preparation And Service Occupations     | Cook II                         | 25.17       |             |
| 07070       | Food Preparation And Service Occupations     | Dishwasher                      | 17.56       |             |
| 07130       | Food Preparation And Service Occupations     | Food Service Worker             | 17.65       |             |
| 07210       | Food Preparation And Service Occupations     | Meat Cutter                     | 23.47       |             |
| 07260       | Food Preparation And Service Occupations     | Waiter/Waitress                 | 16.98       | ***         |
| 09010       | Furniture Maintenance And Repair Occupations | Electrostatic Spray Painter     | 23.31       |             |
| 09040       | Furniture Maintenance And Repair Occupations | Furniture Handler               | 19.33       |             |
| 09080       | Furniture Maintenance And Repair Occupations | Furniture Refinisher            | 27.97       |             |
| 09090       | Furniture Maintenance And Repair Occupations | Furniture Refinisher Helper     | 22.55       |             |
| 09110       | Furniture Maintenance And Repair Occupations | Furniture Repairer, Minor       | 25.33       |             |
| 09130       | Furniture Maintenance And Repair Occupations | Upholsterer                     | 23.12       |             |
| 11030       | General Services And Support Occupations     | Cleaner, Vehicles               | 17.82       |             |

| <b>Code</b> | <b>Category</b>                          | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 11060       | General Services And Support Occupations | Elevator Operator                          | 18.04       |             |
| 11090       | General Services And Support Occupations | Gardener                                   | 27.82       |             |
| 11122       | General Services And Support Occupations | Housekeeping Aide                          | 19.20       |             |
| 11150       | General Services And Support Occupations | Janitor                                    | 19.20       |             |
| 11210       | General Services And Support Occupations | Laborer, Grounds Maintenance               | 22.51       |             |
| 11240       | General Services And Support Occupations | Maid or Houseman                           | 18.60       |             |
| 11260       | General Services And Support Occupations | Pruner                                     | 20.87       |             |
| 11270       | General Services And Support Occupations | Tractor Operator                           | 26.15       |             |
| 11330       | General Services And Support Occupations | Trail Maintenance Worker                   | 22.51       |             |
| 11360       | General Services And Support Occupations | Window Cleaner                             | 20.71       |             |
| 12010       | Health Occupations                       | Ambulance Driver                           | 24.70       |             |
| 12011       | Health Occupations                       | Breath Alcohol Technician                  | 31.11       |             |
| 12012       | Health Occupations                       | Certified Occupational Therapist Assistant | 36.24       |             |
| 12015       | Health Occupations                       | Certified Physical Therapist Assistant     | 37.07       |             |
| 12020       | Health Occupations                       | Dental Assistant                           | 29.22       |             |
| 12025       | Health Occupations                       | Dental Hygienist                           | 48.88       |             |
| 12030       | Health Occupations                       | EKG Technician                             | 44.61       |             |
| 12035       | Health Occupations                       | Electroneurodiagnostic Technologist        | 44.61       |             |
| 12040       | Health Occupations                       | Emergency Medical Technician               | 24.70       |             |
| 12071       | Health Occupations                       | Licensed Practical Nurse I                 | 27.82       |             |
| 12072       | Health Occupations                       | Licensed Practical Nurse II                | 31.11       |             |
| 12073       | Health Occupations                       | Licensed Practical Nurse III               | 34.68       |             |
| 12100       | Health Occupations                       | Medical Assistant                          | 23.06       |             |
| 12130       | Health Occupations                       | Medical Laboratory Technician              | 31.64       |             |

| <b>Code</b> | <b>Category</b>                  | <b>Title</b>                           | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------|--|-------------|-------------|
| 12160       | Health Occupations               | Medical Record Clerk                   | 23.00       |             |
| 12190       | Health Occupations               | Medical Record Technician              | 28.22       |             |
| 12195       | Health Occupations               | Medical Transcriptionist               | 21.84       |             |
| 12210       | Health Occupations               | Nuclear Medicine Technologist          | 49.93       |             |
| 12221       | Health Occupations               | Nursing Assistant I                    | 15.38       | ***         |
| 12222       | Health Occupations               | Nursing Assistant II                   | 17.29       |             |
| 12223       | Health Occupations               | Nursing Assistant III                  | 18.86       |             |
| 12224       | Health Occupations               | Nursing Assistant IV                   | 21.19       |             |
| 12235       | Health Occupations               | Optical Dispenser                      | 30.70       |             |
| 12236       | Health Occupations               | Optical Technician                     | 23.89       |             |
| 12250       | Health Occupations               | Pharmacy Technician                    | 22.05       |             |
| 12280       | Health Occupations               | Phlebotomist                           | 23.28       |             |
| 12305       | Health Occupations               | Radiologic Technologist                | 43.96       |             |
| 12311       | Health Occupations               | Registered Nurse I                     | 31.18       |             |
| 12312       | Health Occupations               | Registered Nurse II                    | 40.19       |             |
| 12313       | Health Occupations               | Registered Nurse II, Specialist        | 40.19       |             |
| 12314       | Health Occupations               | Registered Nurse III                   | 48.63       |             |
| 12315       | Health Occupations               | Registered Nurse III, Anesthetist      | 48.63       |             |
| 12316       | Health Occupations               | Registered Nurse IV                    | 58.29       |             |
| 12317       | Health Occupations               | Scheduler                              | 38.56       |             |
| 12320       | Health Occupations               | Substance Abuse Treatment Counselor    | 30.12       |             |
| 13011       | Information And Arts Occupations | Exhibits Specialist I                  | 24.08       |             |
| 13012       | Information And Arts Occupations | Exhibits Specialist II                 | 29.83       |             |
| 13013       | Information And Arts Occupations | Exhibits Specialist III                | 36.49       |             |
| 13041       | Information And Arts Occupations | Illustrator I                          | 24.72       |             |
| 13042       | Information And Arts Occupations | Illustrator II                         | 30.62       |             |
| 13043       | Information And Arts Occupations | Illustrator III                        | 37.46       |             |
| 13047       | Information And Arts Occupations | Librarian                              | 37.64       |             |
| 13050       | Information And Arts Occupations | Library Aide/Clerk                     | 21.19       |             |
| 13054       | Information And Arts Occupations | Library Information Technology Systems | 33.99       |             |
| 13058       | Information And Arts Occupations | Library Technician                     | 24.30       |             |
| 13061       | Information And Arts Occupations | Media Specialist I                     | 24.53       |             |

| <b>Code</b> | <b>Category</b>                    | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------|--------------------------------------|-------------|-------------|
| 13062       | Information And Arts Occupations   | Media Specialist II                  | 27.43       |             |
| 13063       | Information And Arts Occupations   | Media Specialist III                 | 30.58       |             |
| 13071       | Information And Arts Occupations   | Photographer I                       | 21.97       |             |
| 13072       | Information And Arts Occupations   | Photographer II                      | 24.57       |             |
| 13073       | Information And Arts Occupations   | Photographer III                     | 30.44       |             |
| 13074       | Information And Arts Occupations   | Photographer IV                      | 37.24       |             |
| 13075       | Information And Arts Occupations   | Photographer V                       | 45.05       |             |
| 13090       | Information And Arts Occupations   | Technical Order Library Clerk        | 26.60       |             |
| 13110       | Information And Arts Occupations   | Video Teleconference Technician      | 29.82       |             |
| 14041       | Information Technology Occupations | Computer Operator I                  | 27.14       |             |
| 14042       | Information Technology Occupations | Computer Operator II                 | 30.35       |             |
| 14043       | Information Technology Occupations | Computer Operator III                | 33.85       |             |
| 14044       | Information Technology Occupations | Computer Operator IV                 | 37.61       |             |
| 14045       | Information Technology Occupations | Computer Operator V                  | 41.65       |             |
| 14071       | Information Technology Occupations | Computer Programmer I                | NaN         | see<br>1    |
| 14072       | Information Technology Occupations | Computer Programmer II               | NaN         | see<br>1    |
| 14073       | Information Technology Occupations | Computer Programmer III              | NaN         | see<br>1    |
| 14074       | Information Technology Occupations | Computer Programmer IV               | NaN         | see<br>1    |
| 14101       | Information Technology Occupations | Computer Systems Analyst I           | NaN         | see<br>1    |
| 14102       | Information Technology Occupations | Computer Systems Analyst II          | NaN         | see<br>1    |
| 14103       | Information Technology Occupations | Computer Systems Analyst III         | NaN         | see<br>1    |
| 14150       | Information Technology Occupations | Peripheral Equipment Operator        | 27.14       |             |
| 14160       | Information Technology Occupations | Personal Computer Support Technician | 37.61       |             |
| 14170       | Information Technology Occupations | System Support Specialist            | 41.65       |             |
| 15010       | Instructional Occupations          | Aircrew Training Devices Instructor  | 37.31       |             |
| 15020       | Instructional Occupations          | Aircrew Training Devices Instructor  | 45.14       |             |

| <b>Code</b> | <b>Category</b>   | <b>Title</b>                                    | <b>Rate</b> | <b>Note</b> |
|-------------|---|---|-------------|-------------|
| 15030       | Instructional Occupations                               | Air Crew Training Devices Instructor            | 54.10       |             |
| 15050       | Instructional Occupations                               | Computer Based Training Specialist / Instructor | 37.31       |             |
| 15060       | Instructional Occupations                               | Educational Technologist                        | 41.87       |             |
| 15070       | Instructional Occupations                               | Flight Instructor                               | 54.10       |             |
| 15080       | Instructional Occupations                               | Graphic Artist                                  | 35.24       |             |
| 15085       | Instructional Occupations                               | Maintenance Test Pilot, Fixed, Jet/Prop         | 54.10       |             |
| 15086       | Instructional Occupations                               | Maintenance Test Pilot, Rotary Wing             | 54.10       |             |
| 15088       | Instructional Occupations                               | Non-Maintenance Test/Co-Pilot                   | 54.10       |             |
| 15090       | Instructional Occupations                               | Technical Instructor                            | 30.03       |             |
| 15095       | Instructional Occupations                               | Technical Instructor/Course Developer           | 36.73       |             |
| 15110       | Instructional Occupations                               | Test Proctor                                    | 24.23       |             |
| 15120       | Instructional Occupations                               | Tutor   | 24.23       |             |
| 16010       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Assembler                                       | 17.31       |             |
| 16030       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Counter Attendant                               | 17.31       |             |
| 16040       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Dry Cleaner                                     | 19.77       |             |
| 16070       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Finisher, Flatwork, Machine                     | 17.31       |             |
| 16090       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Hand                                   | 17.31       |             |
| 16110       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Drycleaning                   | 17.31       |             |
| 16130       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Shirts                        | 17.31       |             |
| 16160       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Wearing Apparel, Laundry      | 17.31       |             |
| 16190       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Sewing Machine Operator                         | 20.60       |             |
| 16220       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Tailor  | 21.42       |             |

| <b>Code</b> | <b>Category</b>   | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------------|-------------|-------------|
| 16250       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Washer, Machine                      | 18.13       |             |
| 19010       | Machine Tool Operation And Repair Occupations           | Machine-Tool Operator                | 30.69       |             |
| 19040       | Machine Tool Operation And Repair Occupations           | Tool And Die Maker                   | 35.87       |             |
| 21020       | Materials Handling And Packing Occupations              | Forklift Operator                    | 23.16       |             |
| 21030       | Materials Handling And Packing Occupations              | Material Coordinator                 | 28.85       |             |
| 21040       | Materials Handling And Packing Occupations              | Material Expediter                   | 28.85       |             |
| 21050       | Materials Handling And Packing Occupations              | Material Handling Laborer            | 21.14       |             |
| 21071       | Materials Handling And Packing Occupations              | Order Filler                         | 18.06       |             |
| 21080       | Materials Handling And Packing Occupations              | Production Line Worker               | 23.16       |             |
| 21110       | Materials Handling And Packing Occupations              | Shipping Packer                      | 22.44       |             |
| 21130       | Materials Handling And Packing Occupations              | Shipping/Receiving Clerk             | 22.44       |             |
| 21140       | Materials Handling And Packing Occupations              | Store Worker I                       | 17.09       | ***         |
| 21150       | Materials Handling And Packing Occupations              | Stock Clerk                          | 21.47       |             |
| 21210       | Materials Handling And Packing Occupations              | Tools And Parts Attendant            | 23.16       |             |
| 21410       | Materials Handling And Packing Occupations              | Warehouse Specialist                 | 23.16       |             |
| 23010       | Mechanics And Maintenance And Repair Occupations        | Aerospace Structural Welder          | 42.05       |             |
| 23019       | Mechanics And Maintenance And Repair Occupations        | Aircraft Logs and Records Technician | 35.30       |             |
| 23021       | Mechanics And Maintenance And Repair Occupations        | Aircraft Mechanic I                  | 40.42       |             |
| 23022       | Mechanics And Maintenance And Repair Occupations        | Aircraft Mechanic II                 | 42.05       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                                   | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 23023       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic III                          | 43.73       |             |
| 23040       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic Helper                       | 31.53       |             |
| 23050       | Mechanics And Maintenance And Repair Occupations | Aircraft, Painter                              | 38.72       |             |
| 23060       | Mechanics And Maintenance And Repair Occupations | Aircraft Servicer                              | 35.30       |             |
| 23070       | Mechanics And Maintenance And Repair Occupations | Aircraft Survival Flight Equipment Technician  | 38.72       |             |
| 23080       | Mechanics And Maintenance And Repair Occupations | Aircraft Worker                                | 37.02       |             |
| 23091       | Mechanics And Maintenance And Repair Occupations | Aircrew Life Support Equipment (ALSE) Mechanic | 37.02       |             |
| 23092       | Mechanics And Maintenance And Repair Occupations | Aircrew Life Support Equipment (ALSE) Mechanic | 40.42       |             |
| 23110       | Mechanics And Maintenance And Repair Occupations | Appliance Mechanic                             | 29.01       |             |
| 23120       | Mechanics And Maintenance And Repair Occupations | Bicycle Repairer                               | 21.20       |             |
| 23125       | Mechanics And Maintenance And Repair Occupations | Cable Splicer                                  | 49.93       |             |
| 23130       | Mechanics And Maintenance And Repair Occupations | Carpenter, Maintenance                         | 33.94       |             |
| 23140       | Mechanics And Maintenance And Repair Occupations | Carpet Layer                                   | 33.87       |             |
| 23160       | Mechanics And Maintenance And Repair Occupations | Electrician, Maintenance                       | 39.17       |             |
| 23181       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance I           | 32.91       |             |
| 23182       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance II          | 34.44       |             |
| 23183       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance III         | 35.95       |             |
| 23260       | Mechanics And Maintenance And Repair Occupations | Fabric Worker                                  | 32.27       |             |
| 23290       | Mechanics And Maintenance And Repair Occupations | Fire Alarm System Mechanic                     | 35.08       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 23310       | Mechanics And Maintenance And Repair Occupations | Fire Extinguisher Repairer                | 30.66       |             |
| 23311       | Mechanics And Maintenance And Repair Occupations | Fuel Distribution System Mechanic         | 39.89       |             |
| 23312       | Mechanics And Maintenance And Repair Occupations | Fuel Distribution System Operator         | 32.81       |             |
| 23370       | Mechanics And Maintenance And Repair Occupations | General Maintenance Worker                | 27.15       |             |
| 23380       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Mechanic         | 40.42       |             |
| 23381       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Servicer         | 35.30       |             |
| 23382       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Worker           | 37.02       |             |
| 23391       | Mechanics And Maintenance And Repair Occupations | Gunsmith I                                | 30.66       |             |
| 23392       | Mechanics And Maintenance And Repair Occupations | Gunsmith II                               | 33.84       |             |
| 23393       | Mechanics And Maintenance And Repair Occupations | Gunsmith III                              | 36.95       |             |
| 23410       | Mechanics And Maintenance And Repair Occupations | Heating, Ventilation And Air-Conditioning | 36.42       |             |
| 23411       | Mechanics And Maintenance And Repair Occupations | Heating, Ventilation And Air Contidioning | 37.89       |             |
| 23430       | Mechanics And Maintenance And Repair Occupations | Heavy Equipment Mechanic                  | 37.32       |             |
| 23440       | Mechanics And Maintenance And Repair Occupations | Heavy Equipment Operator                  | 33.20       |             |
| 23460       | Mechanics And Maintenance And Repair Occupations | Instrument Mechanic                       | 32.46       |             |
| 23465       | Mechanics And Maintenance And Repair Occupations | Laboratory/Shelter Mechanic               | 35.40       |             |
| 23470       | Mechanics And Maintenance And Repair Occupations | Laborer                                   | 21.14       |             |
| 23510       | Mechanics And Maintenance And Repair Occupations | Locksmith                                 | 29.43       |             |
| 23530       | Mechanics And Maintenance And Repair Occupations | Machinery Maintenance Mechanic            | 34.80       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                     | <b>Rate</b> | <b>Note</b> |
|-------------|--|----------------------------------|-------------|-------------|
| 23550       | Mechanics And Maintenance And Repair Occupations | Machinist, Maintenance           | 29.64       |             |
| 23580       | Mechanics And Maintenance And Repair Occupations | Maintenance Trades Helper        | 21.55       |             |
| 23591       | Mechanics And Maintenance And Repair Occupations | Metrology Technician I           | 32.46       |             |
| 23592       | Mechanics And Maintenance And Repair Occupations | Metrology Technician II          | 33.77       |             |
| 23593       | Mechanics And Maintenance And Repair Occupations | Metrology Technician III         | 35.12       |             |
| 23640       | Mechanics And Maintenance And Repair Occupations | Millwright                       | 34.24       |             |
| 23710       | Mechanics And Maintenance And Repair Occupations | Office Appliance Repairer        | 26.66       |             |
| 23760       | Mechanics And Maintenance And Repair Occupations | Painter, Maintenance             | 27.67       |             |
| 23790       | Mechanics And Maintenance And Repair Occupations | Pipefitter, Maintenance          | 43.19       |             |
| 23810       | Mechanics And Maintenance And Repair Occupations | Plumber, Maintenance             | 41.37       |             |
| 23820       | Mechanics And Maintenance And Repair Occupations | Pneudraulic Systems Mechanic     | 36.95       |             |
| 23850       | Mechanics And Maintenance And Repair Occupations | Rigger                           | 37.97       |             |
| 23870       | Mechanics And Maintenance And Repair Occupations | Scale Mechanic                   | 33.84       |             |
| 23890       | Mechanics And Maintenance And Repair Occupations | Sheet-Metal Worker, Maintenance  | 35.54       |             |
| 23910       | Mechanics And Maintenance And Repair Occupations | Small Engine Mechanic            | 27.74       |             |
| 23931       | Mechanics And Maintenance And Repair Occupations | Telecommunications Mechanic I    | 36.99       |             |
| 23932       | Mechanics And Maintenance And Repair Occupations | Telecommunications Mechanic II   | 39.02       |             |
| 23950       | Mechanics And Maintenance And Repair Occupations | Telephone Lineman                | 47.65       |             |
| 23960       | Mechanics And Maintenance And Repair Occupations | Welder, Combination, Maintenance | 28.57       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                          | <b>Rate</b> | <b>Note</b> |
|-------------|--|---------------------------------------|-------------|-------------|
| 23965       | Mechanics And Maintenance And Repair Occupations | Well Driller                          | 37.42       |             |
| 23970       | Mechanics And Maintenance And Repair Occupations | Woodcraft Worker                      | 36.95       |             |
| 23980       | Mechanics And Maintenance And Repair Occupations | Woodworker                            | 30.66       |             |
| 24550       | Personal Needs Occupations                       | Case Manager                          | 20.21       |             |
| 24570       | Personal Needs Occupations                       | Child Care Attendant                  | 18.19       |             |
| 24580       | Personal Needs Occupations                       | Child Care Center Clerk               | 22.68       |             |
| 24610       | Personal Needs Occupations                       | Chore Aide                            | 18.00       |             |
| 24620       | Personal Needs Occupations                       | Family Readiness And Support Services | 20.21       |             |
| 24630       | Personal Needs Occupations                       | Homemaker                             | 21.25       |             |
| 25010       | Plant And System Operations Occupations          | Boiler Tender                         | 37.68       |             |
| 25040       | Plant And System Operations Occupations          | Sewage Plant Operator                 | 31.91       |             |
| 25070       | Plant And System Operations Occupations          | Stationary Engineer                   | 37.68       |             |
| 25190       | Plant And System Operations Occupations          | Ventilation Equipment Tender          | 29.39       |             |
| 25210       | Plant And System Operations Occupations          | Water Treatment Plant Operator        | 31.91       |             |
| 27004       | Protective Service Occupations                   | Alarm Monitor                         | 27.73       |             |
| 27007       | Protective Service Occupations                   | Baggage Inspector                     | 19.84       |             |
| 27008       | Protective Service Occupations                   | Corrections Officer                   | 39.37       |             |
| 27010       | Protective Service Occupations                   | Court Security Officer                | 37.27       |             |
| 27030       | Protective Service Occupations                   | Detection Dog Handler                 | 22.19       |             |
| 27040       | Protective Service Occupations                   | Detention Officer                     | 39.37       |             |
| 27070       | Protective Service Occupations                   | Firefighter                           | 34.73       |             |
| 27101       | Protective Service Occupations                   | Guard I                               | 19.84       |             |
| 27102       | Protective Service Occupations                   | Guard II                              | 22.19       |             |
| 27131       | Protective Service Occupations                   | Police Officer I                      | 33.25       |             |
| 27132       | Protective Service Occupations                   | Police Officer II                     | 36.96       |             |
| 28041       | Recreation Occupations                           | Carnival Equipment Operator           | 20.21       |             |
| 28042       | Recreation Occupations                           | Carnival Equipment Repairer           | 21.50       |             |

| <b>Code</b> | <b>Category</b>                                | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 28043       | Recreation Occupations                         | Carnival Worker                           | 16.13       | ***         |
| 28210       | Recreation Occupations                         | Gate Attendant/Gate Tender                | 21.92       |             |
| 28310       | Recreation Occupations                         | Lifeguard                                 | 17.00       | ***         |
| 28350       | Recreation Occupations                         | Park Attendant                            | 24.52       |             |
| 28510       | Recreation Occupations                         | Recreation Aide/Health Facility Attendant | 17.90       |             |
| 28515       | Recreation Occupations                         | Recreation Specialist                     | 30.38       |             |
| 28630       | Recreation Occupations                         | Sports Official                           | 19.53       |             |
| 28690       | Recreation Occupations                         | Swimming Pool Operator                    | 23.73       |             |
| 29010       | Stevedoring/Longshoremen Occupational Services | Blocker And Bracer                        | 36.09       |             |
| 29020       | Stevedoring/Longshoremen Occupational Services | Hatch Tender                              | 36.09       |             |
| 29030       | Stevedoring/Longshoremen Occupational Services | Line Handler                              | 36.09       |             |
| 29041       | Stevedoring/Longshoremen Occupational Services | Stevedore I                               | 34.41       |             |
| 29042       | Stevedoring/Longshoremen Occupational Services | Stevedore II                              | 37.75       |             |
| 30010       | Technical Occupations                          | Air Traffic Control Specialist, Center    | 51.07       | see 2       |
| 30011       | Technical Occupations                          | Air Traffic Control Specialist, Station   | 35.22       | see 2       |
| 30012       | Technical Occupations                          | Air Traffic Control Specialist, Terminal  | 38.79       | see 2       |
| 30021       | Technical Occupations                          | Archeological Technician I                | 22.53       |             |
| 30022       | Technical Occupations                          | Archeological Technician II               | 25.20       |             |
| 30023       | Technical Occupations                          | Archeological Technician III              | 31.23       |             |
| 30030       | Technical Occupations                          | Cartographic Technician                   | 31.23       |             |
| 30040       | Technical Occupations                          | Civil Engineering Technician              | 31.25       |             |
| 30051       | Technical Occupations                          | Cryogenic Technician I                    | 34.39       |             |
| 30052       | Technical Occupations                          | Cryogenic Technician II                   | 37.97       |             |
| 30061       | Technical Occupations                          | Drafter/CAD Operator I                    | 22.53       |             |
| 30062       | Technical Occupations                          | Drafter/CAD Operator II                   | 25.20       |             |
| 30063       | Technical Occupations                          | Drafter/CAD Operator III                  | 28.10       |             |
| 30064       | Technical Occupations                          | Drafter/CAD Operator IV                   | 34.58       |             |

| <b>Code</b> | <b>Category</b>       | <b>Title</b>                             | <b>Rate</b> | <b>Note</b> |
|-------------|-----------------------|--|-------------|-------------|
| 30081       | Technical Occupations | Engineering Technician I                 | 20.27       |             |
| 30082       | Technical Occupations | Engineering Technician II                | 22.74       |             |
| 30083       | Technical Occupations | Engineering Technician III               | 25.44       |             |
| 30084       | Technical Occupations | Engineering Technician IV                | 31.52       |             |
| 30085       | Technical Occupations | Engineering Technician V                 | 38.56       |             |
| 30086       | Technical Occupations | Engineering Technician VI                | 46.65       |             |
| 30090       | Technical Occupations | Environmental Technician                 | 29.28       |             |
| 30095       | Technical Occupations | Evidence Control Specialist              | 31.05       |             |
| 30210       | Technical Occupations | Laboratory Technician                    | 29.60       |             |
| 30221       | Technical Occupations | Latent Fingerprint Technician I          | 36.91       |             |
| 30222       | Technical Occupations | Latent Fingerprint Technician II         | 40.78       |             |
| 30240       | Technical Occupations | Mathematical Technician                  | 39.51       |             |
| 30361       | Technical Occupations | Paralegal/Legal Assistant I              | 22.87       |             |
| 30362       | Technical Occupations | Paralegal/Legal Assistant II             | 28.33       |             |
| 30363       | Technical Occupations | Paralegal/Legal Assistant III            | 34.66       |             |
| 30364       | Technical Occupations | Paralegal/Legal Assistant IV             | 41.93       |             |
| 30375       | Technical Occupations | Petroleum Supply Specialist              | 37.97       |             |
| 30390       | Technical Occupations | Photo-Optics Technician                  | 31.23       |             |
| 30395       | Technical Occupations | Radiation Control Technician             | 37.97       |             |
| 30461       | Technical Occupations | Technical Writer I                       | 33.39       |             |
| 30462       | Technical Occupations | Technical Writer II                      | 40.83       |             |
| 30463       | Technical Occupations | Technical Writer III                     | 49.40       |             |
| 30491       | Technical Occupations | Unexploded Ordnance (UXO) Technician I   | 32.46       |             |
| 30492       | Technical Occupations | Unexploded Ordnance (UXO) Technician II  | 39.27       |             |
| 30493       | Technical Occupations | Unexploded Ordnance (UXO) Technician III | 47.07       |             |
| 30494       | Technical Occupations | Unexploded (UXO) Safety Escort           | 32.46       |             |
| 30495       | Technical Occupations | Unexploded (UXO) Sweep Personnel         | 32.46       |             |
| 30501       | Technical Occupations | Weather Forecaster I                     | 34.58       |             |
| 30502       | Technical Occupations | Weather Forecaster II                    | 42.06       |             |
| 30620       | Technical Occupations | Weather Observer, Combined Upper Air Or  | 28.10       | see 2       |

| <b>Code</b> | <b>Category</b>  | <b>Title</b>                   | <b>Rate</b> | <b>Note</b> |
|-------------|--|--------------------------------|-------------|-------------|
| 30621       | Technical Occupations                                    | Weather Observer, Senior       | 31.23       | see<br>2    |
| 31010       | Transportation/Mobile Equipment<br>Operation Occupations | Airplane Pilot                 | 39.27       |             |
| 31020       | Transportation/Mobile Equipment<br>Operation Occupations | Bus Aide                       | 22.33       |             |
| 31030       | Transportation/Mobile Equipment<br>Operation Occupations | Bus Driver                     | 29.27       |             |
| 31043       | Transportation/Mobile Equipment<br>Operation Occupations | Driver Courier                 | 21.04       |             |
| 31260       | Transportation/Mobile Equipment<br>Operation Occupations | Parking and Lot Attendant      | 17.10       | ***         |
| 31290       | Transportation/Mobile Equipment<br>Operation Occupations | Shuttle Bus Driver             | 19.46       |             |
| 31310       | Transportation/Mobile Equipment<br>Operation Occupations | Taxi Driver                    | 16.57       | ***         |
| 31361       | Transportation/Mobile Equipment<br>Operation Occupations | Truckdriver, Light             | 22.38       |             |
| 31362       | Transportation/Mobile Equipment<br>Operation Occupations | Truckdriver, Medium            | 23.55       |             |
| 31363       | Transportation/Mobile Equipment<br>Operation Occupations | Truckdriver, Heavy             | 28.81       |             |
| 31364       | Transportation/Mobile Equipment<br>Operation Occupations | Truckdriver, Tractor-Trailer   | 28.81       |             |
| 99020       | Miscellaneous Occupations                                | Cabin Safety Specialist        | 19.15       |             |
| 99030       | Miscellaneous Occupations                                | Cashier                        | 16.42       | ***         |
| 99050       | Miscellaneous Occupations                                | Desk Clerk                     | 18.57       |             |
| 99095       | Miscellaneous Occupations                                | Embalmer                       | 39.85       |             |
| 99130       | Miscellaneous Occupations                                | Flight Follower                | 32.46       |             |
| 99251       | Miscellaneous Occupations                                | Laboratory Animal Caretaker I  | 21.50       |             |
| 99252       | Miscellaneous Occupations                                | Laboratory Animal Caretaker II | 22.87       |             |
| 99260       | Miscellaneous Occupations                                | Marketing Analyst              | 39.73       |             |
| 99310       | Miscellaneous Occupations                                | Mortician                      | 39.85       |             |
| 99410       | Miscellaneous Occupations                                | Pest Controller                | 23.66       |             |
| 99510       | Miscellaneous Occupations                                | Photofinishing Worker          | 20.42       |             |
| 99710       | Miscellaneous Occupations                                | Recycling Laborer              | 28.69       |             |
| 99711       | Miscellaneous Occupations                                | Recycling Specialist           | 33.32       |             |

| <b>Code</b> | <b>Category</b>           | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------|---------------------------------|-------------|-------------|
| 99730       | Miscellaneous Occupations | Refuse Collector                | 26.46       |             |
| 99810       | Miscellaneous Occupations | Sales Clerk                     | 17.39       |             |
| 99820       | Miscellaneous Occupations | School Crossing Guard           | 18.98       |             |
| 99830       | Miscellaneous Occupations | Survey Party Chief              | 31.86       |             |
| 99831       | Miscellaneous Occupations | Surveying Aide                  | 21.08       |             |
| 99832       | Miscellaneous Occupations | Surveying Technician            | 28.97       |             |
| 99840       | Miscellaneous Occupations | Vending Machine Attendant       | 23.12       |             |
| 99841       | Miscellaneous Occupations | Vending Machine Repairer        | 27.36       |             |
| 99842       | Miscellaneous Occupations | Vending Machine Repairer Helper | 23.12       |             |

## Footer

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.20 per hour) or 13658 (\$12.90 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. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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: \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 per month\*

\*This rate is to be used only when compensating employees for performance on an SCA-

covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

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

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans'

Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

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

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

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

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

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

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

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**\*\* HAZARDOUS PAY DIFFERENTIAL \*\***

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

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

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like;

minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below

that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear"

materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

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

**Conformance Process:**

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

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR

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

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S.

Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).

- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

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

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

Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

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## **Wage Determination No. : 2015-4035**

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

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

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 28

Date Of Last Revision : 07/22/2024

Source : [Source Website](#)

## **Header**

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

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2024.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.90 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 2024.

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: Massachusetts

This wage determination is applicable to the following cities and towns in MIDDLESEX COUNTY: Ashby, Ayer, Billerica, Chelmsford, Dracut, Groton, Littleton, Lowell, Shirley, Tewksbury, Townsend, Tyngsborough, Westford, Harvard

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

## **Wage Determination Table**

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                        | <b>Rate</b> | <b>Note</b> |
|-------------|---|-------------------------------------|-------------|-------------|
| 01011       | Administrative Support And Clerical Occupations | Accounting Clerk I                  | 21.80       |             |
| 01012       | Administrative Support And Clerical Occupations | Accounting Clerk II                 | 24.46       |             |
| 01013       | Administrative Support And Clerical Occupations | Accounting Clerk III                | 27.36       |             |
| 01020       | Administrative Support And Clerical Occupations | Administrative Assistant            | 37.16       |             |
| 01035       | Administrative Support And Clerical Occupations | Court Reporter                      | 27.78       |             |
| 01041       | Administrative Support And Clerical Occupations | Customer Service Representative I   | 18.94       |             |
| 01042       | Administrative Support And Clerical Occupations | Customer Service Representative II  | 20.66       |             |
| 01043       | Administrative Support And Clerical Occupations | Customer Service Representative III | 23.19       |             |
| 01051       | Administrative Support And Clerical Occupations | Data Entry Operator I               | 21.02       |             |
| 01052       | Administrative Support And Clerical Occupations | Data Entry Operator II              | 22.94       |             |
| 01060       | Administrative Support And Clerical Occupations | Dispatcher, Motor Vehicle           | 25.30       |             |
| 01070       | Administrative Support And Clerical Occupations | Document Preparation Clerk          | 22.60       |             |
| 01090       | Administrative Support And Clerical Occupations | Duplicating Machine Operator        | 22.60       |             |
| 01111       | Administrative Support And Clerical Occupations | General Clerk I                     | 19.28       |             |
| 01112       | Administrative Support And Clerical Occupations | General Clerk II                    | 21.04       |             |
| 01113       | Administrative Support And Clerical Occupations | General Clerk III                   | 23.61       |             |
| 01120       | Administrative Support And Clerical Occupations | Housing Referral Assistant          | 28.21       |             |
| 01141       | Administrative Support And Clerical Occupations | Messenger Courier                   | 20.01       |             |
| 01191       | Administrative Support And Clerical Occupations | Order Clerk I                       | 22.88       |             |

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------------|-------------|-------------|
| 01192       | Administrative Support And Clerical Occupations | Order Clerk II                       | 24.97       |             |
| 01261       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) I   | 22.63       |             |
| 01262       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) II  | 25.31       |             |
| 01263       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) III | 28.22       |             |
| 01270       | Administrative Support And Clerical Occupations | Production Control Clerk             | 28.85       |             |
| 01290       | Administrative Support And Clerical Occupations | Rental Clerk                         | 21.07       |             |
| 01300       | Administrative Support And Clerical Occupations | Scheduler, Maintenance               | 22.62       |             |
| 01311       | Administrative Support And Clerical Occupations | Secretary I                          | 22.62       |             |
| 01312       | Administrative Support And Clerical Occupations | Secretary II                         | 25.30       |             |
| 01313       | Administrative Support And Clerical Occupations | Secretary III                        | 28.21       |             |
| 01320       | Administrative Support And Clerical Occupations | Service Order Dispatcher             | 22.62       |             |
| 01410       | Administrative Support And Clerical Occupations | Supply Technician                    | 37.16       |             |
| 01420       | Administrative Support And Clerical Occupations | Survey Worker                        | 24.15       |             |
| 01460       | Administrative Support And Clerical Occupations | Switchboard Operator/Receptionist    | 19.00       |             |
| 01531       | Administrative Support And Clerical Occupations | Travel Clerk I                       | 21.53       |             |
| 01532       | Administrative Support And Clerical Occupations | Travel Clerk II                      | 23.20       |             |
| 01533       | Administrative Support And Clerical Occupations | Travel Clerk III                     | 24.99       |             |
| 01611       | Administrative Support And Clerical Occupations | Word Processor I                     | 20.65       |             |
| 01612       | Administrative Support And Clerical Occupations | Word Processor II                    | 23.17       |             |

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------------|-------------|-------------|
| 01613       | Administrative Support And Clerical Occupations | Word Processor III                   | 25.92       |             |
| 05005       | Automotive Service Occupations                  | Automobile Body Repairer, Fiberglass | 29.81       |             |
| 05010       | Automotive Service Occupations                  | Automotive Electrician               | 23.05       |             |
| 05040       | Automotive Service Occupations                  | Automotive Glass Installer           | 22.03       |             |
| 05070       | Automotive Service Occupations                  | Automotive Worker                    | 22.03       |             |
| 05110       | Automotive Service Occupations                  | Mobile Equipment Servicer            | 19.96       |             |
| 05130       | Automotive Service Occupations                  | Motor Equipment Metal Mechanic       | 24.06       |             |
| 05160       | Automotive Service Occupations                  | Motor Equipment Metal Worker         | 22.03       |             |
| 05190       | Automotive Service Occupations                  | Motor Vehicle Mechanic               | 24.06       |             |
| 05220       | Automotive Service Occupations                  | Motor Vehicle Mechanic Helper        | 18.77       |             |
| 05250       | Automotive Service Occupations                  | Motor Vehicle Upholstery Worker      | 21.01       |             |
| 05280       | Automotive Service Occupations                  | Motor Vehicle Wrecker                | 22.03       |             |
| 05310       | Automotive Service Occupations                  | Painter, Automotive                  | 23.05       |             |
| 05340       | Automotive Service Occupations                  | Radiator Repair Specialist           | 22.03       |             |
| 05370       | Automotive Service Occupations                  | Tire Repairer                        | 17.29       |             |
| 05400       | Automotive Service Occupations                  | Transmission Repair Specialist       | 24.06       |             |
| 07010       | Food Preparation And Service Occupations        | Baker                                | 18.37       |             |
| 07041       | Food Preparation And Service Occupations        | Cook I                               | 22.81       |             |
| 07042       | Food Preparation And Service Occupations        | Cook II                              | 25.17       |             |
| 07070       | Food Preparation And Service Occupations        | Dishwasher                           | 17.56       |             |
| 07130       | Food Preparation And Service Occupations        | Food Service Worker                  | 17.65       |             |
| 07210       | Food Preparation And Service Occupations        | Meat Cutter                          | 23.47       |             |
| 07260       | Food Preparation And Service Occupations        | Waiter/Waitress                      | 16.98       | ***         |
| 09010       | Furniture Maintenance And Repair Occupations    | Electrostatic Spray Painter          | 23.31       |             |
| 09040       | Furniture Maintenance And Repair Occupations    | Furniture Handler                    | 18.25       |             |

| <b>Code</b> | <b>Category</b>                              | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 09080       | Furniture Maintenance And Repair Occupations | Furniture Refinisher                       | 26.04       |             |
| 09090       | Furniture Maintenance And Repair Occupations | Furniture Refinisher Helper                | 21.20       |             |
| 09110       | Furniture Maintenance And Repair Occupations | Furniture Repairer, Minor                  | 23.73       |             |
| 09130       | Furniture Maintenance And Repair Occupations | Upholsterer                                | 23.12       |             |
| 11030       | General Services And Support Occupations     | Cleaner, Vehicles                          | 17.82       |             |
| 11060       | General Services And Support Occupations     | Elevator Operator                          | 18.59       |             |
| 11090       | General Services And Support Occupations     | Gardener                                   | 27.82       |             |
| 11122       | General Services And Support Occupations     | Housekeeping Aide                          | 19.20       |             |
| 11150       | General Services And Support Occupations     | Janitor                                    | 19.20       |             |
| 11210       | General Services And Support Occupations     | Laborer, Grounds Maintenance               | 22.51       |             |
| 11240       | General Services And Support Occupations     | Maid or Houseman                           | 18.60       |             |
| 11260       | General Services And Support Occupations     | Pruner                                     | 20.87       |             |
| 11270       | General Services And Support Occupations     | Tractor Operator                           | 26.15       |             |
| 11330       | General Services And Support Occupations     | Trail Maintenance Worker                   | 22.51       |             |
| 11360       | General Services And Support Occupations     | Window Cleaner                             | 20.71       |             |
| 12010       | Health Occupations                           | Ambulance Driver                           | 24.70       |             |
| 12011       | Health Occupations                           | Breath Alcohol Technician                  | 31.11       |             |
| 12012       | Health Occupations                           | Certified Occupational Therapist Assistant | 36.24       |             |
| 12015       | Health Occupations                           | Certified Physical Therapist Assistant     | 37.07       |             |
| 12020       | Health Occupations                           | Dental Assistant                           | 29.22       |             |
| 12025       | Health Occupations                           | Dental Hygienist                           | 48.88       |             |

| <b>Code</b> | <b>Category</b>                  | <b>Title</b>                        | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------|-------------------------------------|-------------|-------------|
| 12030       | Health Occupations               | EKG Technician                      | 44.61       |             |
| 12035       | Health Occupations               | Electroneurodiagnostic Technologist | 44.61       |             |
| 12040       | Health Occupations               | Emergency Medical Technician        | 24.70       |             |
| 12071       | Health Occupations               | Licensed Practical Nurse I          | 27.82       |             |
| 12072       | Health Occupations               | Licensed Practical Nurse II         | 31.11       |             |
| 12073       | Health Occupations               | Licensed Practical Nurse III        | 34.68       |             |
| 12100       | Health Occupations               | Medical Assistant                   | 23.06       |             |
| 12130       | Health Occupations               | Medical Laboratory Technician       | 31.64       |             |
| 12160       | Health Occupations               | Medical Record Clerk                | 24.32       |             |
| 12190       | Health Occupations               | Medical Record Technician           | 31.90       |             |
| 12195       | Health Occupations               | Medical Transcriptionist            | 21.41       |             |
| 12210       | Health Occupations               | Nuclear Medicine Technologist       | 49.93       |             |
| 12221       | Health Occupations               | Nursing Assistant I                 | 15.38       | ***         |
| 12222       | Health Occupations               | Nursing Assistant II                | 17.29       |             |
| 12223       | Health Occupations               | Nursing Assistant III               | 18.86       |             |
| 12224       | Health Occupations               | Nursing Assistant IV                | 21.19       |             |
| 12235       | Health Occupations               | Optical Dispenser                   | 30.70       |             |
| 12236       | Health Occupations               | Optical Technician                  | 23.89       |             |
| 12250       | Health Occupations               | Pharmacy Technician                 | 22.05       |             |
| 12280       | Health Occupations               | Phlebotomist                        | 23.28       |             |
| 12305       | Health Occupations               | Radiologic Technologist             | 43.96       |             |
| 12311       | Health Occupations               | Registered Nurse I                  | 31.18       |             |
| 12312       | Health Occupations               | Registered Nurse II                 | 40.19       |             |
| 12313       | Health Occupations               | Registered Nurse II, Specialist     | 40.19       |             |
| 12314       | Health Occupations               | Registered Nurse III                | 48.63       |             |
| 12315       | Health Occupations               | Registered Nurse III, Anesthetist   | 48.63       |             |
| 12316       | Health Occupations               | Registered Nurse IV                 | 58.29       |             |
| 12317       | Health Occupations               | Scheduler                           | 38.56       |             |
| 12320       | Health Occupations               | Substance Abuse Treatment Counselor | 27.67       |             |
| 13011       | Information And Arts Occupations | Exhibits Specialist I               | 22.17       |             |
| 13012       | Information And Arts Occupations | Exhibits Specialist II              | 27.46       |             |
| 13013       | Information And Arts Occupations | Exhibits Specialist III             | 33.59       |             |

| <b>Code</b> | <b>Category</b>                    | <b>Title</b>                           | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------|--|-------------|-------------|
| 13041       | Information And Arts Occupations   | Illustrator I                          | 24.09       |             |
| 13042       | Information And Arts Occupations   | Illustrator II                         | 29.83       |             |
| 13043       | Information And Arts Occupations   | Illustrator III                        | 36.50       |             |
| 13047       | Information And Arts Occupations   | Librarian                              | 37.64       |             |
| 13050       | Information And Arts Occupations   | Library Aide/Clerk                     | 21.19       |             |
| 13054       | Information And Arts Occupations   | Library Information Technology Systems | 33.99       |             |
| 13058       | Information And Arts Occupations   | Library Technician                     | 24.30       |             |
| 13061       | Information And Arts Occupations   | Media Specialist I                     | 24.53       |             |
| 13062       | Information And Arts Occupations   | Media Specialist II                    | 27.43       |             |
| 13063       | Information And Arts Occupations   | Media Specialist III                   | 30.58       |             |
| 13071       | Information And Arts Occupations   | Photographer I                         | 21.97       |             |
| 13072       | Information And Arts Occupations   | Photographer II                        | 24.57       |             |
| 13073       | Information And Arts Occupations   | Photographer III                       | 30.44       |             |
| 13074       | Information And Arts Occupations   | Photographer IV                        | 37.24       |             |
| 13075       | Information And Arts Occupations   | Photographer V                         | 45.05       |             |
| 13090       | Information And Arts Occupations   | Technical Order Library Clerk          | 26.60       |             |
| 13110       | Information And Arts Occupations   | Video Teleconference Technician        | 29.82       |             |
| 14041       | Information Technology Occupations | Computer Operator I                    | 27.14       |             |
| 14042       | Information Technology Occupations | Computer Operator II                   | 30.35       |             |
| 14043       | Information Technology Occupations | Computer Operator III                  | 33.85       |             |
| 14044       | Information Technology Occupations | Computer Operator IV                   | 37.61       |             |
| 14045       | Information Technology Occupations | Computer Operator V                    | 41.65       |             |
| 14071       | Information Technology Occupations | Computer Programmer I                  | NaN         | see 1       |
| 14072       | Information Technology Occupations | Computer Programmer II                 | NaN         | see 1       |
| 14073       | Information Technology Occupations | Computer Programmer III                | NaN         | see 1       |
| 14074       | Information Technology Occupations | Computer Programmer IV                 | NaN         | see 1       |
| 14101       | Information Technology Occupations | Computer Systems Analyst I             | NaN         | see 1       |
| 14102       | Information Technology Occupations | Computer Systems Analyst II            | NaN         | see 1       |

| <b>Code</b> | <b>Category</b>   | <b>Title</b>                                    | <b>Rate</b> | <b>Note</b> |
|-------------|---|---|-------------|-------------|
| 14103       | Information Technology Occupations                      | Computer Systems Analyst III                    | NaN         | see<br>1    |
| 14150       | Information Technology Occupations                      | Peripheral Equipment Operator                   | 27.14       |             |
| 14160       | Information Technology Occupations                      | Personal Computer Support Technician            | 37.61       |             |
| 14170       | Information Technology Occupations                      | System Support Specialist                       | 45.66       |             |
| 15010       | Instructional Occupations                               | Aircrew Training Devices Instructor             | 37.31       |             |
| 15020       | Instructional Occupations                               | Aircrew Training Devices Instructor             | 45.14       |             |
| 15030       | Instructional Occupations                               | Air Crew Training Devices Instructor            | 54.10       |             |
| 15050       | Instructional Occupations                               | Computer Based Training Specialist / Instructor | 37.31       |             |
| 15060       | Instructional Occupations                               | Educational Technologist                        | 41.87       |             |
| 15070       | Instructional Occupations                               | Flight Instructor                               | 54.10       |             |
| 15080       | Instructional Occupations                               | Graphic Artist                                  | 35.24       |             |
| 15085       | Instructional Occupations                               | Maintenance Test Pilot, Fixed, Jet/Prop         | 54.10       |             |
| 15086       | Instructional Occupations                               | Maintenance Test Pilot, Rotary Wing             | 54.10       |             |
| 15088       | Instructional Occupations                               | Non-Maintenance Test/Co-Pilot                   | 54.10       |             |
| 15090       | Instructional Occupations                               | Technical Instructor                            | 30.03       |             |
| 15095       | Instructional Occupations                               | Technical Instructor/Course Developer           | 36.73       |             |
| 15110       | Instructional Occupations                               | Test Proctor                                    | 24.23       |             |
| 15120       | Instructional Occupations                               | Tutor   | 24.23       |             |
| 16010       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Assembler                                       | 17.31       |             |
| 16030       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Counter Attendant                               | 17.31       |             |
| 16040       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Dry Cleaner                                     | 19.77       |             |
| 16070       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Finisher, Flatwork, Machine                     | 17.31       |             |
| 16090       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Hand                                   | 17.31       |             |

| <b>Code</b> | <b>Category</b>   | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|---|--|-------------|-------------|
| 16110       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Drycleaning              | 17.31       |             |
| 16130       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Shirts                   | 17.31       |             |
| 16160       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Wearing Apparel, Laundry | 17.31       |             |
| 16190       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Sewing Machine Operator                    | 20.60       |             |
| 16220       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Tailor                                     | 21.42       |             |
| 16250       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Washer, Machine                            | 18.13       |             |
| 19010       | Machine Tool Operation And Repair Occupations           | Machine-Tool Operator                      | 30.69       |             |
| 19040       | Machine Tool Operation And Repair Occupations           | Tool And Die Maker                         | 35.87       |             |
| 21020       | Materials Handling And Packing Occupations              | Forklift Operator                          | 23.16       |             |
| 21030       | Materials Handling And Packing Occupations              | Material Coordinator                       | 28.85       |             |
| 21040       | Materials Handling And Packing Occupations              | Material Expediter                         | 28.85       |             |
| 21050       | Materials Handling And Packing Occupations              | Material Handling Laborer                  | 21.14       |             |
| 21071       | Materials Handling And Packing Occupations              | Order Filler                               | 18.06       |             |
| 21080       | Materials Handling And Packing Occupations              | Production Line Worker                     | 23.16       |             |
| 21110       | Materials Handling And Packing Occupations              | Shipping Packer                            | 22.44       |             |
| 21130       | Materials Handling And Packing Occupations              | Shipping/Receiving Clerk                   | 22.44       |             |
| 21140       | Materials Handling And Packing Occupations              | Store Worker I                             | 17.09       | ***         |
| 21150       | Materials Handling And Packing Occupations              | Stock Clerk                                | 21.47       |             |
| 21210       | Materials Handling And Packing Occupations              | Tools And Parts Attendant                  | 23.16       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                                   | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 21410       | Materials Handling And Packing Occupations       | Warehouse Specialist                           | 23.16       |             |
| 23010       | Mechanics And Maintenance And Repair Occupations | Aerospace Structural Welder                    | 42.05       |             |
| 23019       | Mechanics And Maintenance And Repair Occupations | Aircraft Logs and Records Technician           | 35.30       |             |
| 23021       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic I                            | 40.42       |             |
| 23022       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic II                           | 42.05       |             |
| 23023       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic III                          | 43.73       |             |
| 23040       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic Helper                       | 31.53       |             |
| 23050       | Mechanics And Maintenance And Repair Occupations | Aircraft, Painter                              | 38.72       |             |
| 23060       | Mechanics And Maintenance And Repair Occupations | Aircraft Servicer                              | 35.30       |             |
| 23070       | Mechanics And Maintenance And Repair Occupations | Aircraft Survival Flight Equipment Technician  | 38.72       |             |
| 23080       | Mechanics And Maintenance And Repair Occupations | Aircraft Worker                                | 37.02       |             |
| 23091       | Mechanics And Maintenance And Repair Occupations | Aircrew Life Support Equipment (ALSE) Mechanic | 37.02       |             |
| 23092       | Mechanics And Maintenance And Repair Occupations | Aircrew Life Support Equipment (ALSE) Mechanic | 40.42       |             |
| 23110       | Mechanics And Maintenance And Repair Occupations | Appliance Mechanic                             | 30.36       |             |
| 23120       | Mechanics And Maintenance And Repair Occupations | Bicycle Repairer                               | 20.81       |             |
| 23125       | Mechanics And Maintenance And Repair Occupations | Cable Splicer                                  | 49.93       |             |
| 23130       | Mechanics And Maintenance And Repair Occupations | Carpenter, Maintenance                         | 33.94       |             |
| 23140       | Mechanics And Maintenance And Repair Occupations | Carpet Layer                                   | 33.87       |             |
| 23160       | Mechanics And Maintenance And Repair Occupations | Electrician, Maintenance                       | 39.17       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 23181       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance I      | 32.91       |             |
| 23182       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance II     | 34.44       |             |
| 23183       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance III    | 35.95       |             |
| 23260       | Mechanics And Maintenance And Repair Occupations | Fabric Worker                             | 32.27       |             |
| 23290       | Mechanics And Maintenance And Repair Occupations | Fire Alarm System Mechanic                | 35.08       |             |
| 23310       | Mechanics And Maintenance And Repair Occupations | Fire Extinguisher Repairer                | 30.66       |             |
| 23311       | Mechanics And Maintenance And Repair Occupations | Fuel Distribution System Mechanic         | 39.95       |             |
| 23312       | Mechanics And Maintenance And Repair Occupations | Fuel Distribution System Operator         | 33.15       |             |
| 23370       | Mechanics And Maintenance And Repair Occupations | General Maintenance Worker                | 27.15       |             |
| 23380       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Mechanic         | 40.42       |             |
| 23381       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Servicer         | 35.30       |             |
| 23382       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Worker           | 37.02       |             |
| 23391       | Mechanics And Maintenance And Repair Occupations | Gunsmith I                                | 30.66       |             |
| 23392       | Mechanics And Maintenance And Repair Occupations | Gunsmith II                               | 33.84       |             |
| 23393       | Mechanics And Maintenance And Repair Occupations | Gunsmith III                              | 36.95       |             |
| 23410       | Mechanics And Maintenance And Repair Occupations | Heating, Ventilation And Air-Conditioning | 36.42       |             |
| 23411       | Mechanics And Maintenance And Repair Occupations | Heating, Ventilation And Air Contidioning | 37.89       |             |
| 23430       | Mechanics And Maintenance And Repair Occupations | Heavy Equipment Mechanic                  | 37.32       |             |
| 23440       | Mechanics And Maintenance And Repair Occupations | Heavy Equipment Operator                  | 33.20       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|--|---------------------------------|-------------|-------------|
| 23460       | Mechanics And Maintenance And Repair Occupations | Instrument Mechanic             | 32.46       |             |
| 23465       | Mechanics And Maintenance And Repair Occupations | Laboratory/Shelter Mechanic     | 35.40       |             |
| 23470       | Mechanics And Maintenance And Repair Occupations | Laborer                         | 21.14       |             |
| 23510       | Mechanics And Maintenance And Repair Occupations | Locksmith                       | 29.43       |             |
| 23530       | Mechanics And Maintenance And Repair Occupations | Machinery Maintenance Mechanic  | 34.80       |             |
| 23550       | Mechanics And Maintenance And Repair Occupations | Machinist, Maintenance          | 29.64       |             |
| 23580       | Mechanics And Maintenance And Repair Occupations | Maintenance Trades Helper       | 21.81       |             |
| 23591       | Mechanics And Maintenance And Repair Occupations | Metrology Technician I          | 32.46       |             |
| 23592       | Mechanics And Maintenance And Repair Occupations | Metrology Technician II         | 33.77       |             |
| 23593       | Mechanics And Maintenance And Repair Occupations | Metrology Technician III        | 35.12       |             |
| 23640       | Mechanics And Maintenance And Repair Occupations | Millwright                      | 34.24       |             |
| 23710       | Mechanics And Maintenance And Repair Occupations | Office Appliance Repairer       | 27.28       |             |
| 23760       | Mechanics And Maintenance And Repair Occupations | Painter, Maintenance            | 27.67       |             |
| 23790       | Mechanics And Maintenance And Repair Occupations | Pipefitter, Maintenance         | 43.19       |             |
| 23810       | Mechanics And Maintenance And Repair Occupations | Plumber, Maintenance            | 41.37       |             |
| 23820       | Mechanics And Maintenance And Repair Occupations | Pneudraulic Systems Mechanic    | 36.95       |             |
| 23850       | Mechanics And Maintenance And Repair Occupations | Rigger                          | 38.43       |             |
| 23870       | Mechanics And Maintenance And Repair Occupations | Scale Mechanic                  | 33.84       |             |
| 23890       | Mechanics And Maintenance And Repair Occupations | Sheet-Metal Worker, Maintenance | 35.54       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                          | <b>Rate</b> | <b>Note</b> |
|-------------|--|---------------------------------------|-------------|-------------|
| 23910       | Mechanics And Maintenance And Repair Occupations | Small Engine Mechanic                 | 27.96       |             |
| 23931       | Mechanics And Maintenance And Repair Occupations | Telecommunications Mechanic I         | 37.51       |             |
| 23932       | Mechanics And Maintenance And Repair Occupations | Telecommunications Mechanic II        | 39.55       |             |
| 23950       | Mechanics And Maintenance And Repair Occupations | Telephone Lineman                     | 47.72       |             |
| 23960       | Mechanics And Maintenance And Repair Occupations | Welder, Combination, Maintenance      | 28.57       |             |
| 23965       | Mechanics And Maintenance And Repair Occupations | Well Driller                          | 38.14       |             |
| 23970       | Mechanics And Maintenance And Repair Occupations | Woodcraft Worker                      | 36.95       |             |
| 23980       | Mechanics And Maintenance And Repair Occupations | Woodworker                            | 30.66       |             |
| 24550       | Personal Needs Occupations                       | Case Manager                          | 20.21       |             |
| 24570       | Personal Needs Occupations                       | Child Care Attendant                  | 18.19       |             |
| 24580       | Personal Needs Occupations                       | Child Care Center Clerk               | 22.68       |             |
| 24610       | Personal Needs Occupations                       | Chore Aide                            | 18.00       |             |
| 24620       | Personal Needs Occupations                       | Family Readiness And Support Services | 20.21       |             |
| 24630       | Personal Needs Occupations                       | Homemaker                             | 21.25       |             |
| 25010       | Plant And System Operations Occupations          | Boiler Tender                         | 37.68       |             |
| 25040       | Plant And System Operations Occupations          | Sewage Plant Operator                 | 31.91       |             |
| 25070       | Plant And System Operations Occupations          | Stationary Engineer                   | 37.68       |             |
| 25190       | Plant And System Operations Occupations          | Ventilation Equipment Tender          | 29.39       |             |
| 25210       | Plant And System Operations Occupations          | Water Treatment Plant Operator        | 31.91       |             |
| 27004       | Protective Service Occupations                   | Alarm Monitor                         | 27.73       |             |
| 27007       | Protective Service Occupations                   | Baggage Inspector                     | 19.84       |             |
| 27008       | Protective Service Occupations                   | Corrections Officer                   | 39.37       |             |
| 27010       | Protective Service Occupations                   | Court Security Officer                | 37.27       |             |

| <b>Code</b> | <b>Category</b>                                | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 27030       | Protective Service Occupations                 | Detection Dog Handler                     | 22.19       |             |
| 27040       | Protective Service Occupations                 | Detention Officer                         | 39.37       |             |
| 27070       | Protective Service Occupations                 | Firefighter                               | 34.73       |             |
| 27101       | Protective Service Occupations                 | Guard I                                   | 19.84       |             |
| 27102       | Protective Service Occupations                 | Guard II                                  | 22.19       |             |
| 27131       | Protective Service Occupations                 | Police Officer I                          | 33.25       |             |
| 27132       | Protective Service Occupations                 | Police Officer II                         | 36.96       |             |
| 28041       | Recreation Occupations                         | Carnival Equipment Operator               | 20.21       |             |
| 28042       | Recreation Occupations                         | Carnival Equipment Repairer               | 21.50       |             |
| 28043       | Recreation Occupations                         | Carnival Worker                           | 16.13       | ***         |
| 28210       | Recreation Occupations                         | Gate Attendant/Gate Tender                | 21.92       |             |
| 28310       | Recreation Occupations                         | Lifeguard                                 | 17.00       | ***         |
| 28350       | Recreation Occupations                         | Park Attendant                            | 24.52       |             |
| 28510       | Recreation Occupations                         | Recreation Aide/Health Facility Attendant | 17.90       |             |
| 28515       | Recreation Occupations                         | Recreation Specialist                     | 30.38       |             |
| 28630       | Recreation Occupations                         | Sports Official                           | 19.53       |             |
| 28690       | Recreation Occupations                         | Swimming Pool Operator                    | 23.73       |             |
| 29010       | Stevedoring/Longshoremen Occupational Services | Blocker And Bracer                        | 36.09       |             |
| 29020       | Stevedoring/Longshoremen Occupational Services | Hatch Tender                              | 36.09       |             |
| 29030       | Stevedoring/Longshoremen Occupational Services | Line Handler                              | 36.09       |             |
| 29041       | Stevedoring/Longshoremen Occupational Services | Stevedore I                               | 34.41       |             |
| 29042       | Stevedoring/Longshoremen Occupational Services | Stevedore II                              | 37.75       |             |
| 30010       | Technical Occupations                          | Air Traffic Control Specialist, Center    | 51.07       | see 2       |
| 30011       | Technical Occupations                          | Air Traffic Control Specialist, Station   | 35.22       | see 2       |
| 30012       | Technical Occupations                          | Air Traffic Control Specialist, Terminal  | 38.79       | see 2       |
| 30021       | Technical Occupations                          | Archeological Technician I                | 22.53       |             |
| 30022       | Technical Occupations                          | Archeological Technician II               | 25.20       |             |

| <b>Code</b> | <b>Category</b>       | <b>Title</b>                           | <b>Rate</b> | <b>Note</b> |
|-------------|-----------------------|--|-------------|-------------|
| 30023       | Technical Occupations | Archeological Technician III           | 31.23       |             |
| 30030       | Technical Occupations | Cartographic Technician                | 31.23       |             |
| 30040       | Technical Occupations | Civil Engineering Technician           | 31.25       |             |
| 30051       | Technical Occupations | Cryogenic Technician I                 | 34.58       |             |
| 30052       | Technical Occupations | Cryogenic Technician II                | 38.20       |             |
| 30061       | Technical Occupations | Drafter/CAD Operator I                 | 22.53       |             |
| 30062       | Technical Occupations | Drafter/CAD Operator II                | 25.20       |             |
| 30063       | Technical Occupations | Drafter/CAD Operator III               | 28.10       |             |
| 30064       | Technical Occupations | Drafter/CAD Operator IV                | 34.58       |             |
| 30081       | Technical Occupations | Engineering Technician I               | 20.27       |             |
| 30082       | Technical Occupations | Engineering Technician II              | 22.74       |             |
| 30083       | Technical Occupations | Engineering Technician III             | 25.44       |             |
| 30084       | Technical Occupations | Engineering Technician IV              | 31.52       |             |
| 30085       | Technical Occupations | Engineering Technician V               | 38.56       |             |
| 30086       | Technical Occupations | Engineering Technician VI              | 46.65       |             |
| 30090       | Technical Occupations | Environmental Technician               | 30.43       |             |
| 30095       | Technical Occupations | Evidence Control Specialist            | 31.23       |             |
| 30210       | Technical Occupations | Laboratory Technician                  | 29.60       |             |
| 30221       | Technical Occupations | Latent Fingerprint Technician I        | 37.06       |             |
| 30222       | Technical Occupations | Latent Fingerprint Technician II       | 40.94       |             |
| 30240       | Technical Occupations | Mathematical Technician                | 40.14       |             |
| 30361       | Technical Occupations | Paralegal/Legal Assistant I            | 22.87       |             |
| 30362       | Technical Occupations | Paralegal/Legal Assistant II           | 28.33       |             |
| 30363       | Technical Occupations | Paralegal/Legal Assistant III          | 34.66       |             |
| 30364       | Technical Occupations | Paralegal/Legal Assistant IV           | 41.93       |             |
| 30375       | Technical Occupations | Petroleum Supply Specialist            | 38.20       |             |
| 30390       | Technical Occupations | Photo-Optics Technician                | 31.23       |             |
| 30395       | Technical Occupations | Radiation Control Technician           | 38.20       |             |
| 30461       | Technical Occupations | Technical Writer I                     | 35.08       |             |
| 30462       | Technical Occupations | Technical Writer II                    | 42.92       |             |
| 30463       | Technical Occupations | Technical Writer III                   | 51.92       |             |
| 30491       | Technical Occupations | Unexploded Ordnance (UXO) Technician I | 32.46       |             |

| <b>Code</b> | <b>Category</b>                                       | <b>Title</b>                             | <b>Rate</b> | <b>Note</b> |
|-------------|---|--|-------------|-------------|
| 30492       | Technical Occupations                                 | Unexploded Ordnance (UXO) Technician II  | 39.27       |             |
| 30493       | Technical Occupations                                 | Unexploded Ordnance (UXO) Technician III | 47.07       |             |
| 30494       | Technical Occupations                                 | Unexploded (UXO) Safety Escort           | 32.46       |             |
| 30495       | Technical Occupations                                 | Unexploded (UXO) Sweep Personnel         | 32.46       |             |
| 30501       | Technical Occupations                                 | Weather Forecaster I                     | 34.58       |             |
| 30502       | Technical Occupations                                 | Weather Forecaster II                    | 42.06       |             |
| 30620       | Technical Occupations                                 | Weather Observer, Combined Upper Air Or  | 28.10       | see 2       |
| 30621       | Technical Occupations                                 | Weather Observer, Senior                 | 31.23       | see 2       |
| 31010       | Transportation/Mobile Equipment Operation Occupations | Airplane Pilot                           | 39.27       |             |
| 31020       | Transportation/Mobile Equipment Operation Occupations | Bus Aide                                 | 22.33       |             |
| 31030       | Transportation/Mobile Equipment Operation Occupations | Bus Driver                               | 29.03       |             |
| 31043       | Transportation/Mobile Equipment Operation Occupations | Driver Courier                           | 21.04       |             |
| 31260       | Transportation/Mobile Equipment Operation Occupations | Parking and Lot Attendant                | 17.10       | ***         |
| 31290       | Transportation/Mobile Equipment Operation Occupations | Shuttle Bus Driver                       | 19.46       |             |
| 31310       | Transportation/Mobile Equipment Operation Occupations | Taxi Driver                              | 16.57       | ***         |
| 31361       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Light                       | 22.38       |             |
| 31362       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Medium                      | 23.55       |             |
| 31363       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Heavy                       | 28.81       |             |
| 31364       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Tractor-Trailer             | 28.81       |             |
| 99020       | Miscellaneous Occupations                             | Cabin Safety Specialist                  | 19.15       |             |
| 99030       | Miscellaneous Occupations                             | Cashier                                  | 16.42       | ***         |
| 99050       | Miscellaneous Occupations                             | Desk Clerk                               | 18.01       |             |

| <b>Code</b> | <b>Category</b>           | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------|---------------------------------|-------------|-------------|
| 99095       | Miscellaneous Occupations | Embalmer                        | 39.85       |             |
| 99130       | Miscellaneous Occupations | Flight Follower                 | 32.46       |             |
| 99251       | Miscellaneous Occupations | Laboratory Animal Caretaker I   | 21.50       |             |
| 99252       | Miscellaneous Occupations | Laboratory Animal Caretaker II  | 22.87       |             |
| 99260       | Miscellaneous Occupations | Marketing Analyst               | 39.73       |             |
| 99310       | Miscellaneous Occupations | Mortician                       | 39.85       |             |
| 99410       | Miscellaneous Occupations | Pest Controller                 | 23.66       |             |
| 99510       | Miscellaneous Occupations | Photofinishing Worker           | 20.42       |             |
| 99710       | Miscellaneous Occupations | Recycling Laborer               | 28.69       |             |
| 99711       | Miscellaneous Occupations | Recycling Specialist            | 33.32       |             |
| 99730       | Miscellaneous Occupations | Refuse Collector                | 26.46       |             |
| 99810       | Miscellaneous Occupations | Sales Clerk                     | 17.39       |             |
| 99820       | Miscellaneous Occupations | School Crossing Guard           | 18.03       |             |
| 99830       | Miscellaneous Occupations | Survey Party Chief              | 31.86       |             |
| 99831       | Miscellaneous Occupations | Surveying Aide                  | 21.08       |             |
| 99832       | Miscellaneous Occupations | Surveying Technician            | 28.97       |             |
| 99840       | Miscellaneous Occupations | Vending Machine Attendant       | 22.47       |             |
| 99841       | Miscellaneous Occupations | Vending Machine Repairer        | 26.61       |             |
| 99842       | Miscellaneous Occupations | Vending Machine Repairer Helper | 22.47       |             |

## **Footer**

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.20 per hour) or 13658 (\$12.90 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. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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:** \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month **HEALTH & WELFARE EO 13706:** \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 per month\*

\*This rate is to be used only when compensating employees for performance on an SCA-

covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

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

**HOLIDAYS:** A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans'

Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

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

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

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

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

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

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

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**\*\* HAZARDOUS PAY DIFFERENTIAL \*\***

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

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

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like;

minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear"

materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

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

**Conformance Process:**

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

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

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S.

Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).

- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

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

When preparing a conformance request, the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a

classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination.

Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

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## **Wage Determination No. : 2015-4037**

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

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

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 28

Date Of Last Revision : 07/22/2024

Source : [Source Website](#)

### **Header**

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

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2024.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.90 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 2024.

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: Hew Hampshire

This wage determination is applicable to Pelham town in Hillsborough County

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

**Wage Determination Table**

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                        | <b>Rate</b> | <b>Note</b> |
|-------------|---|-------------------------------------|-------------|-------------|
| 01011       | Administrative Support And Clerical Occupations | Accounting Clerk I                  | 21.80       |             |
| 01012       | Administrative Support And Clerical Occupations | Accounting Clerk II                 | 24.46       |             |
| 01013       | Administrative Support And Clerical Occupations | Accounting Clerk III                | 27.36       |             |
| 01020       | Administrative Support And Clerical Occupations | Administrative Assistant            | 37.16       |             |
| 01035       | Administrative Support And Clerical Occupations | Court Reporter                      | 26.25       |             |
| 01041       | Administrative Support And Clerical Occupations | Customer Service Representative I   | 18.94       |             |
| 01042       | Administrative Support And Clerical Occupations | Customer Service Representative II  | 20.66       |             |
| 01043       | Administrative Support And Clerical Occupations | Customer Service Representative III | 23.19       |             |
| 01051       | Administrative Support And Clerical Occupations | Data Entry Operator I               | 21.02       |             |
| 01052       | Administrative Support And Clerical Occupations | Data Entry Operator II              | 22.94       |             |
| 01060       | Administrative Support And Clerical Occupations | Dispatcher, Motor Vehicle           | 25.30       |             |
| 01070       | Administrative Support And Clerical Occupations | Document Preparation Clerk          | 22.60       |             |
| 01090       | Administrative Support And Clerical Occupations | Duplicating Machine Operator        | 22.60       |             |
| 01111       | Administrative Support And Clerical Occupations | General Clerk I                     | 19.28       |             |

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------------|-------------|-------------|
| 01112       | Administrative Support And Clerical Occupations | General Clerk II                     | 21.04       |             |
| 01113       | Administrative Support And Clerical Occupations | General Clerk III                    | 23.61       |             |
| 01120       | Administrative Support And Clerical Occupations | Housing Referral Assistant           | 28.21       |             |
| 01141       | Administrative Support And Clerical Occupations | Messenger Courier                    | 20.01       |             |
| 01191       | Administrative Support And Clerical Occupations | Order Clerk I                        | 22.88       |             |
| 01192       | Administrative Support And Clerical Occupations | Order Clerk II                       | 24.97       |             |
| 01261       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) I   | 22.63       |             |
| 01262       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) II  | 25.31       |             |
| 01263       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) III | 28.22       |             |
| 01270       | Administrative Support And Clerical Occupations | Production Control Clerk             | 28.85       |             |
| 01290       | Administrative Support And Clerical Occupations | Rental Clerk                         | 20.36       |             |
| 01300       | Administrative Support And Clerical Occupations | Scheduler, Maintenance               | 22.62       |             |
| 01311       | Administrative Support And Clerical Occupations | Secretary I                          | 22.62       |             |
| 01312       | Administrative Support And Clerical Occupations | Secretary II                         | 25.30       |             |
| 01313       | Administrative Support And Clerical Occupations | Secretary III                        | 28.21       |             |
| 01320       | Administrative Support And Clerical Occupations | Service Order Dispatcher             | 22.62       |             |
| 01410       | Administrative Support And Clerical Occupations | Supply Technician                    | 37.16       |             |
| 01420       | Administrative Support And Clerical Occupations | Survey Worker                        | 24.15       |             |
| 01460       | Administrative Support And Clerical Occupations | Switchboard Operator/Receptionist    | 19.00       |             |

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------------|-------------|-------------|
| 01531       | Administrative Support And Clerical Occupations | Travel Clerk I                       | 21.53       |             |
| 01532       | Administrative Support And Clerical Occupations | Travel Clerk II                      | 23.20       |             |
| 01533       | Administrative Support And Clerical Occupations | Travel Clerk III                     | 24.99       |             |
| 01611       | Administrative Support And Clerical Occupations | Word Processor I                     | 20.65       |             |
| 01612       | Administrative Support And Clerical Occupations | Word Processor II                    | 23.17       |             |
| 01613       | Administrative Support And Clerical Occupations | Word Processor III                   | 25.92       |             |
| 05005       | Automotive Service Occupations                  | Automobile Body Repairer, Fiberglass | 29.81       |             |
| 05010       | Automotive Service Occupations                  | Automotive Electrician               | 23.05       |             |
| 05040       | Automotive Service Occupations                  | Automotive Glass Installer           | 22.03       |             |
| 05070       | Automotive Service Occupations                  | Automotive Worker                    | 22.03       |             |
| 05110       | Automotive Service Occupations                  | Mobile Equipment Servicer            | 19.96       |             |
| 05130       | Automotive Service Occupations                  | Motor Equipment Metal Mechanic       | 24.06       |             |
| 05160       | Automotive Service Occupations                  | Motor Equipment Metal Worker         | 22.03       |             |
| 05190       | Automotive Service Occupations                  | Motor Vehicle Mechanic               | 24.06       |             |
| 05220       | Automotive Service Occupations                  | Motor Vehicle Mechanic Helper        | 18.77       |             |
| 05250       | Automotive Service Occupations                  | Motor Vehicle Upholstery Worker      | 21.01       |             |
| 05280       | Automotive Service Occupations                  | Motor Vehicle Wrecker                | 22.03       |             |
| 05310       | Automotive Service Occupations                  | Painter, Automotive                  | 23.05       |             |
| 05340       | Automotive Service Occupations                  | Radiator Repair Specialist           | 22.03       |             |
| 05370       | Automotive Service Occupations                  | Tire Repairer                        | 17.29       |             |
| 05400       | Automotive Service Occupations                  | Transmission Repair Specialist       | 24.06       |             |
| 07010       | Food Preparation And Service Occupations        | Baker                                | 18.37       |             |
| 07041       | Food Preparation And Service Occupations        | Cook I                               | 22.81       |             |
| 07042       | Food Preparation And Service Occupations        | Cook II                              | 25.17       |             |
| 07070       | Food Preparation And Service Occupations        | Dishwasher                           | 17.56       |             |

| <b>Code</b> | <b>Category</b>                              | <b>Title</b>                 | <b>Rate</b> | <b>Note</b> |
|-------------|--|------------------------------|-------------|-------------|
| 07130       | Food Preparation And Service Occupations     | Food Service Worker          | 17.65       |             |
| 07210       | Food Preparation And Service Occupations     | Meat Cutter                  | 23.47       |             |
| 07260       | Food Preparation And Service Occupations     | Waiter/Waitress              | 16.98       | ***         |
| 09010       | Furniture Maintenance And Repair Occupations | Electrostatic Spray Painter  | 23.31       |             |
| 09040       | Furniture Maintenance And Repair Occupations | Furniture Handler            | 18.25       |             |
| 09080       | Furniture Maintenance And Repair Occupations | Furniture Refinisher         | 26.04       |             |
| 09090       | Furniture Maintenance And Repair Occupations | Furniture Refinisher Helper  | 21.20       |             |
| 09110       | Furniture Maintenance And Repair Occupations | Furniture Repairer, Minor    | 23.73       |             |
| 09130       | Furniture Maintenance And Repair Occupations | Upholsterer                  | 23.12       |             |
| 11030       | General Services And Support Occupations     | Cleaner, Vehicles            | 17.82       |             |
| 11060       | General Services And Support Occupations     | Elevator Operator            | 18.59       |             |
| 11090       | General Services And Support Occupations     | Gardener                     | 27.82       |             |
| 11122       | General Services And Support Occupations     | Housekeeping Aide            | 19.20       |             |
| 11150       | General Services And Support Occupations     | Janitor                      | 19.20       |             |
| 11210       | General Services And Support Occupations     | Laborer, Grounds Maintenance | 22.51       |             |
| 11240       | General Services And Support Occupations     | Maid or Houseman             | 18.60       |             |
| 11260       | General Services And Support Occupations     | Pruner                       | 20.87       |             |
| 11270       | General Services And Support Occupations     | Tractor Operator             | 26.15       |             |
| 11330       | General Services And Support Occupations     | Trail Maintenance Worker     | 22.51       |             |

| <b>Code</b> | <b>Category</b>                          | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 11360       | General Services And Support Occupations | Window Cleaner                             | 20.71       |             |
| 12010       | Health Occupations                       | Ambulance Driver                           | 22.46       |             |
| 12011       | Health Occupations                       | Breath Alcohol Technician                  | 31.11       |             |
| 12012       | Health Occupations                       | Certified Occupational Therapist Assistant | 36.24       |             |
| 12015       | Health Occupations                       | Certified Physical Therapist Assistant     | 37.07       |             |
| 12020       | Health Occupations                       | Dental Assistant                           | 29.22       |             |
| 12025       | Health Occupations                       | Dental Hygienist                           | 48.88       |             |
| 12030       | Health Occupations                       | EKG Technician                             | 44.61       |             |
| 12035       | Health Occupations                       | Electroneurodiagnostic Technologist        | 44.61       |             |
| 12040       | Health Occupations                       | Emergency Medical Technician               | 22.46       |             |
| 12071       | Health Occupations                       | Licensed Practical Nurse I                 | 27.82       |             |
| 12072       | Health Occupations                       | Licensed Practical Nurse II                | 31.11       |             |
| 12073       | Health Occupations                       | Licensed Practical Nurse III               | 34.68       |             |
| 12100       | Health Occupations                       | Medical Assistant                          | 23.06       |             |
| 12130       | Health Occupations                       | Medical Laboratory Technician              | 31.64       |             |
| 12160       | Health Occupations                       | Medical Record Clerk                       | 22.59       |             |
| 12190       | Health Occupations                       | Medical Record Technician                  | 31.90       |             |
| 12195       | Health Occupations                       | Medical Transcriptionist                   | 21.41       |             |
| 12210       | Health Occupations                       | Nuclear Medicine Technologist              | 49.93       |             |
| 12221       | Health Occupations                       | Nursing Assistant I                        | 15.38       | ***         |
| 12222       | Health Occupations                       | Nursing Assistant II                       | 17.29       |             |
| 12223       | Health Occupations                       | Nursing Assistant III                      | 18.86       |             |
| 12224       | Health Occupations                       | Nursing Assistant IV                       | 21.19       |             |
| 12235       | Health Occupations                       | Optical Dispenser                          | 30.51       |             |
| 12236       | Health Occupations                       | Optical Technician                         | 23.75       |             |
| 12250       | Health Occupations                       | Pharmacy Technician                        | 21.82       |             |
| 12280       | Health Occupations                       | Phlebotomist                               | 23.28       |             |
| 12305       | Health Occupations                       | Radiologic Technologist                    | 43.96       |             |
| 12311       | Health Occupations                       | Registered Nurse I                         | 27.20       |             |
| 12312       | Health Occupations                       | Registered Nurse II                        | 33.28       |             |
| 12313       | Health Occupations                       | Registered Nurse II, Specialist            | 33.28       |             |

| <b>Code</b> | <b>Category</b>                    | <b>Title</b>                           | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------|--|-------------|-------------|
| 12314       | Health Occupations                 | Registered Nurse III                   | 40.26       |             |
| 12315       | Health Occupations                 | Registered Nurse III, Anesthetist      | 40.26       |             |
| 12316       | Health Occupations                 | Registered Nurse IV                    | 48.25       |             |
| 12317       | Health Occupations                 | Scheduler                              | 38.56       |             |
| 12320       | Health Occupations                 | Substance Abuse Treatment Counselor    | 27.67       |             |
| 13011       | Information And Arts Occupations   | Exhibits Specialist I                  | 21.49       |             |
| 13012       | Information And Arts Occupations   | Exhibits Specialist II                 | 26.63       |             |
| 13013       | Information And Arts Occupations   | Exhibits Specialist III                | 32.58       |             |
| 13041       | Information And Arts Occupations   | Illustrator I                          | 23.81       |             |
| 13042       | Information And Arts Occupations   | Illustrator II                         | 29.50       |             |
| 13043       | Information And Arts Occupations   | Illustrator III                        | 36.09       |             |
| 13047       | Information And Arts Occupations   | Librarian                              | 37.64       |             |
| 13050       | Information And Arts Occupations   | Library Aide/Clerk                     | 21.19       |             |
| 13054       | Information And Arts Occupations   | Library Information Technology Systems | 33.99       |             |
| 13058       | Information And Arts Occupations   | Library Technician                     | 24.30       |             |
| 13061       | Information And Arts Occupations   | Media Specialist I                     | 24.53       |             |
| 13062       | Information And Arts Occupations   | Media Specialist II                    | 27.43       |             |
| 13063       | Information And Arts Occupations   | Media Specialist III                   | 30.58       |             |
| 13071       | Information And Arts Occupations   | Photographer I                         | 21.97       |             |
| 13072       | Information And Arts Occupations   | Photographer II                        | 24.57       |             |
| 13073       | Information And Arts Occupations   | Photographer III                       | 30.44       |             |
| 13074       | Information And Arts Occupations   | Photographer IV                        | 37.24       |             |
| 13075       | Information And Arts Occupations   | Photographer V                         | 45.05       |             |
| 13090       | Information And Arts Occupations   | Technical Order Library Clerk          | 26.60       |             |
| 13110       | Information And Arts Occupations   | Video Teleconference Technician        | 29.82       |             |
| 14041       | Information Technology Occupations | Computer Operator I                    | 24.49       |             |
| 14042       | Information Technology Occupations | Computer Operator II                   | 27.40       |             |
| 14043       | Information Technology Occupations | Computer Operator III                  | 30.57       |             |
| 14044       | Information Technology Occupations | Computer Operator IV                   | 33.96       |             |
| 14045       | Information Technology Occupations | Computer Operator V                    | 37.30       |             |
| 14071       | Information Technology Occupations | Computer Programmer I                  | NaN         | see<br>1    |

| <b>Code</b> | <b>Category</b>                    | <b>Title</b>                                    | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------|---|-------------|-------------|
| 14072       | Information Technology Occupations | Computer Programmer II                          | NaN         | see<br>1    |
| 14073       | Information Technology Occupations | Computer Programmer III                         | NaN         | see<br>1    |
| 14074       | Information Technology Occupations | Computer Programmer IV                          | NaN         | see<br>1    |
| 14101       | Information Technology Occupations | Computer Systems Analyst I                      | NaN         | see<br>1    |
| 14102       | Information Technology Occupations | Computer Systems Analyst II                     | NaN         | see<br>1    |
| 14103       | Information Technology Occupations | Computer Systems Analyst III                    | NaN         | see<br>1    |
| 14150       | Information Technology Occupations | Peripheral Equipment Operator                   | 24.49       |             |
| 14160       | Information Technology Occupations | Personal Computer Support Technician            | 33.96       |             |
| 14170       | Information Technology Occupations | System Support Specialist                       | 45.66       |             |
| 15010       | Instructional Occupations          | Aircrew Training Devices Instructor             | 37.31       |             |
| 15020       | Instructional Occupations          | Aircrew Training Devices Instructor             | 45.14       |             |
| 15030       | Instructional Occupations          | Air Crew Training Devices Instructor            | 54.10       |             |
| 15050       | Instructional Occupations          | Computer Based Training Specialist / Instructor | 37.31       |             |
| 15060       | Instructional Occupations          | Educational Technologist                        | 41.87       |             |
| 15070       | Instructional Occupations          | Flight Instructor                               | 54.10       |             |
| 15080       | Instructional Occupations          | Graphic Artist                                  | 35.24       |             |
| 15085       | Instructional Occupations          | Maintenance Test Pilot, Fixed, Jet/Prop         | 54.10       |             |
| 15086       | Instructional Occupations          | Maintenance Test Pilot, Rotary Wing             | 54.10       |             |
| 15088       | Instructional Occupations          | Non-Maintenance Test/Co-Pilot                   | 54.10       |             |
| 15090       | Instructional Occupations          | Technical Instructor                            | 30.03       |             |
| 15095       | Instructional Occupations          | Technical Instructor/Course Developer           | 36.73       |             |
| 15110       | Instructional Occupations          | Test Proctor                                    | 24.23       |             |
| 15120       | Instructional Occupations          | Tutor   | 24.23       |             |

| <b>Code</b> | <b>Category</b>   | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|---|--|-------------|-------------|
| 16010       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Assembler                                  | 17.31       |             |
| 16030       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Counter Attendant                          | 17.31       |             |
| 16040       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Dry Cleaner                                | 19.77       |             |
| 16070       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Finisher, Flatwork, Machine                | 17.31       |             |
| 16090       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Hand                              | 17.31       |             |
| 16110       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Drycleaning              | 17.31       |             |
| 16130       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Shirts                   | 17.31       |             |
| 16160       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Wearing Apparel, Laundry | 17.31       |             |
| 16190       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Sewing Machine Operator                    | 20.60       |             |
| 16220       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Tailor                                     | 21.42       |             |
| 16250       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Washer, Machine                            | 18.13       |             |
| 19010       | Machine Tool Operation And Repair Occupations           | Machine-Tool Operator                      | 30.69       |             |
| 19040       | Machine Tool Operation And Repair Occupations           | Tool And Die Maker                         | 35.87       |             |
| 21020       | Materials Handling And Packing Occupations              | Forklift Operator                          | 23.16       |             |
| 21030       | Materials Handling And Packing Occupations              | Material Coordinator                       | 28.85       |             |
| 21040       | Materials Handling And Packing Occupations              | Material Expediter                         | 28.85       |             |
| 21050       | Materials Handling And Packing Occupations              | Material Handling Laborer                  | 21.14       |             |
| 21071       | Materials Handling And Packing Occupations              | Order Filler                               | 17.89       |             |
| 21080       | Materials Handling And Packing Occupations              | Production Line Worker                     | 23.16       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                                   | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 21110       | Materials Handling And Packing Occupations       | Shipping Packer                                | 22.44       |             |
| 21130       | Materials Handling And Packing Occupations       | Shipping/Receiving Clerk                       | 22.44       |             |
| 21140       | Materials Handling And Packing Occupations       | Store Worker I                                 | 17.09       | ***         |
| 21150       | Materials Handling And Packing Occupations       | Stock Clerk                                    | 21.47       |             |
| 21210       | Materials Handling And Packing Occupations       | Tools And Parts Attendant                      | 23.16       |             |
| 21410       | Materials Handling And Packing Occupations       | Warehouse Specialist                           | 23.16       |             |
| 23010       | Mechanics And Maintenance And Repair Occupations | Aerospace Structural Welder                    | 42.05       |             |
| 23019       | Mechanics And Maintenance And Repair Occupations | Aircraft Logs and Records Technician           | 35.30       |             |
| 23021       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic I                            | 40.42       |             |
| 23022       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic II                           | 42.05       |             |
| 23023       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic III                          | 43.73       |             |
| 23040       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic Helper                       | 31.53       |             |
| 23050       | Mechanics And Maintenance And Repair Occupations | Aircraft, Painter                              | 38.72       |             |
| 23060       | Mechanics And Maintenance And Repair Occupations | Aircraft Servicer                              | 35.30       |             |
| 23070       | Mechanics And Maintenance And Repair Occupations | Aircraft Survival Flight Equipment Technician  | 38.72       |             |
| 23080       | Mechanics And Maintenance And Repair Occupations | Aircraft Worker                                | 37.02       |             |
| 23091       | Mechanics And Maintenance And Repair Occupations | Aircrew Life Support Equipment (ALSE) Mechanic | 37.02       |             |
| 23092       | Mechanics And Maintenance And Repair Occupations | Aircrew Life Support Equipment (ALSE) Mechanic | 40.42       |             |
| 23110       | Mechanics And Maintenance And Repair Occupations | Appliance Mechanic                             | 29.62       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                           | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 23120       | Mechanics And Maintenance And Repair Occupations | Bicycle Repairer                       | 19.79       |             |
| 23125       | Mechanics And Maintenance And Repair Occupations | Cable Splicer                          | 49.93       |             |
| 23130       | Mechanics And Maintenance And Repair Occupations | Carpenter, Maintenance                 | 33.94       |             |
| 23140       | Mechanics And Maintenance And Repair Occupations | Carpet Layer                           | 32.56       |             |
| 23160       | Mechanics And Maintenance And Repair Occupations | Electrician, Maintenance               | 39.17       |             |
| 23181       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance I   | 32.91       |             |
| 23182       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance II  | 34.44       |             |
| 23183       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance III | 35.95       |             |
| 23260       | Mechanics And Maintenance And Repair Occupations | Fabric Worker                          | 32.27       |             |
| 23290       | Mechanics And Maintenance And Repair Occupations | Fire Alarm System Mechanic             | 35.08       |             |
| 23310       | Mechanics And Maintenance And Repair Occupations | Fire Extinguisher Repairer             | 30.66       |             |
| 23311       | Mechanics And Maintenance And Repair Occupations | Fuel Distribution System Mechanic      | 37.22       |             |
| 23312       | Mechanics And Maintenance And Repair Occupations | Fuel Distribution System Operator      | 33.10       |             |
| 23370       | Mechanics And Maintenance And Repair Occupations | General Maintenance Worker             | 27.15       |             |
| 23380       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Mechanic      | 40.42       |             |
| 23381       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Servicer      | 35.30       |             |
| 23382       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Worker        | 37.02       |             |
| 23391       | Mechanics And Maintenance And Repair Occupations | Gunsmith I                             | 30.66       |             |
| 23392       | Mechanics And Maintenance And Repair Occupations | Gunsmith II                            | 33.84       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 23393       | Mechanics And Maintenance And Repair Occupations | Gunsmith III                              | 36.95       |             |
| 23410       | Mechanics And Maintenance And Repair Occupations | Heating, Ventilation And Air-Conditioning | 36.42       |             |
| 23411       | Mechanics And Maintenance And Repair Occupations | Heating, Ventilation And Air Contidioning | 37.89       |             |
| 23430       | Mechanics And Maintenance And Repair Occupations | Heavy Equipment Mechanic                  | 37.32       |             |
| 23440       | Mechanics And Maintenance And Repair Occupations | Heavy Equipment Operator                  | 33.20       |             |
| 23460       | Mechanics And Maintenance And Repair Occupations | Instrument Mechanic                       | 32.46       |             |
| 23465       | Mechanics And Maintenance And Repair Occupations | Laboratory/Shelter Mechanic               | 35.40       |             |
| 23470       | Mechanics And Maintenance And Repair Occupations | Laborer                                   | 21.14       |             |
| 23510       | Mechanics And Maintenance And Repair Occupations | Locksmith                                 | 29.43       |             |
| 23530       | Mechanics And Maintenance And Repair Occupations | Machinery Maintenance Mechanic            | 34.80       |             |
| 23550       | Mechanics And Maintenance And Repair Occupations | Machinist, Maintenance                    | 29.64       |             |
| 23580       | Mechanics And Maintenance And Repair Occupations | Maintenance Trades Helper                 | 20.08       |             |
| 23591       | Mechanics And Maintenance And Repair Occupations | Metrology Technician I                    | 32.46       |             |
| 23592       | Mechanics And Maintenance And Repair Occupations | Metrology Technician II                   | 33.77       |             |
| 23593       | Mechanics And Maintenance And Repair Occupations | Metrology Technician III                  | 35.12       |             |
| 23640       | Mechanics And Maintenance And Repair Occupations | Millwright                                | 34.24       |             |
| 23710       | Mechanics And Maintenance And Repair Occupations | Office Appliance Repairer                 | 26.96       |             |
| 23760       | Mechanics And Maintenance And Repair Occupations | Painter, Maintenance                      | 27.67       |             |
| 23790       | Mechanics And Maintenance And Repair Occupations | Pipefitter, Maintenance                   | 43.19       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                          | <b>Rate</b> | <b>Note</b> |
|-------------|--|---------------------------------------|-------------|-------------|
| 23810       | Mechanics And Maintenance And Repair Occupations | Plumber, Maintenance                  | 41.37       |             |
| 23820       | Mechanics And Maintenance And Repair Occupations | Pneudraulic Systems Mechanic          | 36.95       |             |
| 23850       | Mechanics And Maintenance And Repair Occupations | Rigger                                | 38.43       |             |
| 23870       | Mechanics And Maintenance And Repair Occupations | Scale Mechanic                        | 33.84       |             |
| 23890       | Mechanics And Maintenance And Repair Occupations | Sheet-Metal Worker, Maintenance       | 35.54       |             |
| 23910       | Mechanics And Maintenance And Repair Occupations | Small Engine Mechanic                 | 26.31       |             |
| 23931       | Mechanics And Maintenance And Repair Occupations | Telecommunications Mechanic I         | 37.51       |             |
| 23932       | Mechanics And Maintenance And Repair Occupations | Telecommunications Mechanic II        | 39.55       |             |
| 23950       | Mechanics And Maintenance And Repair Occupations | Telephone Lineman                     | 47.72       |             |
| 23960       | Mechanics And Maintenance And Repair Occupations | Welder, Combination, Maintenance      | 28.57       |             |
| 23965       | Mechanics And Maintenance And Repair Occupations | Well Driller                          | 37.72       |             |
| 23970       | Mechanics And Maintenance And Repair Occupations | Woodcraft Worker                      | 36.95       |             |
| 23980       | Mechanics And Maintenance And Repair Occupations | Woodworker                            | 30.66       |             |
| 24550       | Personal Needs Occupations                       | Case Manager                          | 20.21       |             |
| 24570       | Personal Needs Occupations                       | Child Care Attendant                  | 18.19       |             |
| 24580       | Personal Needs Occupations                       | Child Care Center Clerk               | 22.62       |             |
| 24610       | Personal Needs Occupations                       | Chore Aide                            | 18.00       |             |
| 24620       | Personal Needs Occupations                       | Family Readiness And Support Services | 20.21       |             |
| 24630       | Personal Needs Occupations                       | Homemaker                             | 20.21       |             |
| 25010       | Plant And System Operations Occupations          | Boiler Tender                         | 37.68       |             |
| 25040       | Plant And System Operations Occupations          | Sewage Plant Operator                 | 31.91       |             |

| <b>Code</b> | <b>Category</b>                                | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 25070       | Plant And System Operations Occupations        | Stationary Engineer                       | 37.68       |             |
| 25190       | Plant And System Operations Occupations        | Ventilation Equipment Tender              | 29.39       |             |
| 25210       | Plant And System Operations Occupations        | Water Treatment Plant Operator            | 31.91       |             |
| 27004       | Protective Service Occupations                 | Alarm Monitor                             | 27.73       |             |
| 27007       | Protective Service Occupations                 | Baggage Inspector                         | 19.84       |             |
| 27008       | Protective Service Occupations                 | Corrections Officer                       | 39.37       |             |
| 27010       | Protective Service Occupations                 | Court Security Officer                    | 37.27       |             |
| 27030       | Protective Service Occupations                 | Detection Dog Handler                     | 22.19       |             |
| 27040       | Protective Service Occupations                 | Detention Officer                         | 39.37       |             |
| 27070       | Protective Service Occupations                 | Firefighter                               | 34.11       |             |
| 27101       | Protective Service Occupations                 | Guard I                                   | 19.84       |             |
| 27102       | Protective Service Occupations                 | Guard II                                  | 22.19       |             |
| 27131       | Protective Service Occupations                 | Police Officer I                          | 33.25       |             |
| 27132       | Protective Service Occupations                 | Police Officer II                         | 36.96       |             |
| 28041       | Recreation Occupations                         | Carnival Equipment Operator               | 20.21       |             |
| 28042       | Recreation Occupations                         | Carnival Equipment Repairer               | 21.50       |             |
| 28043       | Recreation Occupations                         | Carnival Worker                           | 16.13       | ***         |
| 28210       | Recreation Occupations                         | Gate Attendant/Gate Tender                | 21.92       |             |
| 28310       | Recreation Occupations                         | Lifeguard                                 | 17.00       | ***         |
| 28350       | Recreation Occupations                         | Park Attendant                            | 24.52       |             |
| 28510       | Recreation Occupations                         | Recreation Aide/Health Facility Attendant | 17.90       |             |
| 28515       | Recreation Occupations                         | Recreation Specialist                     | 30.38       |             |
| 28630       | Recreation Occupations                         | Sports Official                           | 19.53       |             |
| 28690       | Recreation Occupations                         | Swimming Pool Operator                    | 23.73       |             |
| 29010       | Stevedoring/Longshoremen Occupational Services | Blocker And Bracer                        | 36.09       |             |
| 29020       | Stevedoring/Longshoremen Occupational Services | Hatch Tender                              | 36.09       |             |
| 29030       | Stevedoring/Longshoremen Occupational Services | Line Handler                              | 36.09       |             |
| 29041       | Stevedoring/Longshoremen Occupational Services | Stevedore I                               | 34.41       |             |

| <b>Code</b> | <b>Category</b>                                | <b>Title</b>                             | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 29042       | Stevedoring/Longshoremen Occupational Services | Stevedore II                             | 37.75       |             |
| 30010       | Technical Occupations                          | Air Traffic Control Specialist, Center   | 51.07       | see 2       |
| 30011       | Technical Occupations                          | Air Traffic Control Specialist, Station  | 35.22       | see 2       |
| 30012       | Technical Occupations                          | Air Traffic Control Specialist, Terminal | 38.79       | see 2       |
| 30021       | Technical Occupations                          | Archeological Technician I               | 22.53       |             |
| 30022       | Technical Occupations                          | Archeological Technician II              | 25.20       |             |
| 30023       | Technical Occupations                          | Archeological Technician III             | 31.23       |             |
| 30030       | Technical Occupations                          | Cartographic Technician                  | 31.23       |             |
| 30040       | Technical Occupations                          | Civil Engineering Technician             | 31.25       |             |
| 30051       | Technical Occupations                          | Cryogenic Technician I                   | 34.58       |             |
| 30052       | Technical Occupations                          | Cryogenic Technician II                  | 38.20       |             |
| 30061       | Technical Occupations                          | Drafter/CAD Operator I                   | 22.53       |             |
| 30062       | Technical Occupations                          | Drafter/CAD Operator II                  | 25.20       |             |
| 30063       | Technical Occupations                          | Drafter/CAD Operator III                 | 28.10       |             |
| 30064       | Technical Occupations                          | Drafter/CAD Operator IV                  | 34.58       |             |
| 30081       | Technical Occupations                          | Engineering Technician I                 | 20.27       |             |
| 30082       | Technical Occupations                          | Engineering Technician II                | 22.74       |             |
| 30083       | Technical Occupations                          | Engineering Technician III               | 25.44       |             |
| 30084       | Technical Occupations                          | Engineering Technician IV                | 31.52       |             |
| 30085       | Technical Occupations                          | Engineering Technician V                 | 38.56       |             |
| 30086       | Technical Occupations                          | Engineering Technician VI                | 46.65       |             |
| 30090       | Technical Occupations                          | Environmental Technician                 | 29.28       |             |
| 30095       | Technical Occupations                          | Evidence Control Specialist              | 31.23       |             |
| 30210       | Technical Occupations                          | Laboratory Technician                    | 29.60       |             |
| 30221       | Technical Occupations                          | Latent Fingerprint Technician I          | 37.06       |             |
| 30222       | Technical Occupations                          | Latent Fingerprint Technician II         | 40.94       |             |
| 30240       | Technical Occupations                          | Mathematical Technician                  | 40.14       |             |
| 30361       | Technical Occupations                          | Paralegal/Legal Assistant I              | 22.87       |             |
| 30362       | Technical Occupations                          | Paralegal/Legal Assistant II             | 28.33       |             |
| 30363       | Technical Occupations                          | Paralegal/Legal Assistant III            | 34.66       |             |
| 30364       | Technical Occupations                          | Paralegal/Legal Assistant IV             | 41.93       |             |

| <b>Code</b> | <b>Category</b>                                       | <b>Title</b>                             | <b>Rate</b> | <b>Note</b> |
|-------------|---|--|-------------|-------------|
| 30375       | Technical Occupations                                 | Petroleum Supply Specialist              | 38.20       |             |
| 30390       | Technical Occupations                                 | Photo-Optics Technician                  | 31.23       |             |
| 30395       | Technical Occupations                                 | Radiation Control Technician             | 38.20       |             |
| 30461       | Technical Occupations                                 | Technical Writer I                       | 33.39       |             |
| 30462       | Technical Occupations                                 | Technical Writer II                      | 40.83       |             |
| 30463       | Technical Occupations                                 | Technical Writer III                     | 49.40       |             |
| 30491       | Technical Occupations                                 | Unexploded Ordnance (UXO) Technician I   | 32.46       |             |
| 30492       | Technical Occupations                                 | Unexploded Ordnance (UXO) Technician II  | 39.27       |             |
| 30493       | Technical Occupations                                 | Unexploded Ordnance (UXO) Technician III | 47.07       |             |
| 30494       | Technical Occupations                                 | Unexploded (UXO) Safety Escort           | 32.46       |             |
| 30495       | Technical Occupations                                 | Unexploded (UXO) Sweep Personnel         | 32.46       |             |
| 30501       | Technical Occupations                                 | Weather Forecaster I                     | 34.58       |             |
| 30502       | Technical Occupations                                 | Weather Forecaster II                    | 42.06       |             |
| 30620       | Technical Occupations                                 | Weather Observer, Combined Upper Air Or  | 28.10       | see 2       |
| 30621       | Technical Occupations                                 | Weather Observer, Senior                 | 31.23       | see 2       |
| 31010       | Transportation/Mobile Equipment Operation Occupations | Airplane Pilot                           | 39.27       |             |
| 31020       | Transportation/Mobile Equipment Operation Occupations | Bus Aide                                 | 22.33       |             |
| 31030       | Transportation/Mobile Equipment Operation Occupations | Bus Driver                               | 29.03       |             |
| 31043       | Transportation/Mobile Equipment Operation Occupations | Driver Courier                           | 21.04       |             |
| 31260       | Transportation/Mobile Equipment Operation Occupations | Parking and Lot Attendant                | 17.10       | ***         |
| 31290       | Transportation/Mobile Equipment Operation Occupations | Shuttle Bus Driver                       | 19.46       |             |
| 31310       | Transportation/Mobile Equipment Operation Occupations | Taxi Driver                              | 16.53       | ***         |
| 31361       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Light                       | 22.38       |             |

| <b>Code</b> | <b>Category</b>                                       | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|---|---------------------------------|-------------|-------------|
| 31362       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Medium             | 23.55       |             |
| 31363       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Heavy              | 28.81       |             |
| 31364       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Tractor-Trailer    | 28.81       |             |
| 99020       | Miscellaneous Occupations                             | Cabin Safety Specialist         | 19.15       |             |
| 99030       | Miscellaneous Occupations                             | Cashier                         | 16.42       | ***         |
| 99050       | Miscellaneous Occupations                             | Desk Clerk                      | 18.01       |             |
| 99095       | Miscellaneous Occupations                             | Embalmer                        | 36.37       |             |
| 99130       | Miscellaneous Occupations                             | Flight Follower                 | 32.46       |             |
| 99251       | Miscellaneous Occupations                             | Laboratory Animal Caretaker I   | 21.50       |             |
| 99252       | Miscellaneous Occupations                             | Laboratory Animal Caretaker II  | 22.87       |             |
| 99260       | Miscellaneous Occupations                             | Marketing Analyst               | 39.73       |             |
| 99310       | Miscellaneous Occupations                             | Mortician                       | 36.37       |             |
| 99410       | Miscellaneous Occupations                             | Pest Controller                 | 23.66       |             |
| 99510       | Miscellaneous Occupations                             | Photofinishing Worker           | 20.42       |             |
| 99710       | Miscellaneous Occupations                             | Recycling Laborer               | 28.69       |             |
| 99711       | Miscellaneous Occupations                             | Recycling Specialist            | 33.32       |             |
| 99730       | Miscellaneous Occupations                             | Refuse Collector                | 26.46       |             |
| 99810       | Miscellaneous Occupations                             | Sales Clerk                     | 17.39       |             |
| 99820       | Miscellaneous Occupations                             | School Crossing Guard           | 18.03       |             |
| 99830       | Miscellaneous Occupations                             | Survey Party Chief              | 31.83       |             |
| 99831       | Miscellaneous Occupations                             | Surveying Aide                  | 19.36       |             |
| 99832       | Miscellaneous Occupations                             | Surveying Technician            | 28.97       |             |
| 99840       | Miscellaneous Occupations                             | Vending Machine Attendant       | 20.42       |             |
| 99841       | Miscellaneous Occupations                             | Vending Machine Repairer        | 24.18       |             |
| 99842       | Miscellaneous Occupations                             | Vending Machine Repairer Helper | 20.42       |             |

## Footer

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.20 per hour) or 13658 (\$12.90 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. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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: \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 per month\*

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

VACATION: 1 week paid vacation after 1 year of service with a contractor or successor; 2 weeks after 2 years; and 3 weeks after 10 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans'

Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

**THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESSES 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)).

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## **Wage Determination No. : 2015-4039**

### REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

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

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 28

Date Of Last Revision : 07/22/2024

Source : [Source Website](#)

**Header**

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

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2024.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.90 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 2024.

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: Massachusetts

This wage determinations is applicable to the following towns in MIDDLESEX COUNTY:  
Dunstable, Pepperell

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

### **Wage Determination Table**

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                       | <b>Rate</b> | <b>Note</b> |
|-------------|---|------------------------------------|-------------|-------------|
| 01011       | Administrative Support And Clerical Occupations | Accounting Clerk I                 | 21.80       |             |
| 01012       | Administrative Support And Clerical Occupations | Accounting Clerk II                | 24.46       |             |
| 01013       | Administrative Support And Clerical Occupations | Accounting Clerk III               | 27.36       |             |
| 01020       | Administrative Support And Clerical Occupations | Administrative Assistant           | 37.16       |             |
| 01035       | Administrative Support And Clerical Occupations | Court Reporter                     | 27.78       |             |
| 01041       | Administrative Support And Clerical Occupations | Customer Service Representative I  | 18.94       |             |
| 01042       | Administrative Support And Clerical Occupations | Customer Service Representative II | 20.66       |             |

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------------|-------------|-------------|
| 01043       | Administrative Support And Clerical Occupations | Customer Service Representative III  | 23.19       |             |
| 01051       | Administrative Support And Clerical Occupations | Data Entry Operator I                | 21.02       |             |
| 01052       | Administrative Support And Clerical Occupations | Data Entry Operator II               | 22.94       |             |
| 01060       | Administrative Support And Clerical Occupations | Dispatcher, Motor Vehicle            | 25.30       |             |
| 01070       | Administrative Support And Clerical Occupations | Document Preparation Clerk           | 22.60       |             |
| 01090       | Administrative Support And Clerical Occupations | Duplicating Machine Operator         | 22.60       |             |
| 01111       | Administrative Support And Clerical Occupations | General Clerk I                      | 19.28       |             |
| 01112       | Administrative Support And Clerical Occupations | General Clerk II                     | 21.04       |             |
| 01113       | Administrative Support And Clerical Occupations | General Clerk III                    | 23.61       |             |
| 01120       | Administrative Support And Clerical Occupations | Housing Referral Assistant           | 28.21       |             |
| 01141       | Administrative Support And Clerical Occupations | Messenger Courier                    | 20.01       |             |
| 01191       | Administrative Support And Clerical Occupations | Order Clerk I                        | 22.88       |             |
| 01192       | Administrative Support And Clerical Occupations | Order Clerk II                       | 24.97       |             |
| 01261       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) I   | 22.63       |             |
| 01262       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) II  | 25.31       |             |
| 01263       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) III | 28.22       |             |
| 01270       | Administrative Support And Clerical Occupations | Production Control Clerk             | 28.85       |             |
| 01290       | Administrative Support And Clerical Occupations | Rental Clerk                         | 21.07       |             |
| 01300       | Administrative Support And Clerical Occupations | Scheduler, Maintenance               | 22.62       |             |

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------------|-------------|-------------|
| 01311       | Administrative Support And Clerical Occupations | Secretary I                          | 22.62       |             |
| 01312       | Administrative Support And Clerical Occupations | Secretary II                         | 25.30       |             |
| 01313       | Administrative Support And Clerical Occupations | Secretary III                        | 28.21       |             |
| 01320       | Administrative Support And Clerical Occupations | Service Order Dispatcher             | 22.62       |             |
| 01410       | Administrative Support And Clerical Occupations | Supply Technician                    | 37.16       |             |
| 01420       | Administrative Support And Clerical Occupations | Survey Worker                        | 24.15       |             |
| 01460       | Administrative Support And Clerical Occupations | Switchboard Operator/Receptionist    | 19.00       |             |
| 01531       | Administrative Support And Clerical Occupations | Travel Clerk I                       | 21.53       |             |
| 01532       | Administrative Support And Clerical Occupations | Travel Clerk II                      | 23.20       |             |
| 01533       | Administrative Support And Clerical Occupations | Travel Clerk III                     | 24.99       |             |
| 01611       | Administrative Support And Clerical Occupations | Word Processor I                     | 20.65       |             |
| 01612       | Administrative Support And Clerical Occupations | Word Processor II                    | 23.17       |             |
| 01613       | Administrative Support And Clerical Occupations | Word Processor III                   | 25.92       |             |
| 05005       | Automotive Service Occupations                  | Automobile Body Repairer, Fiberglass | 29.81       |             |
| 05010       | Automotive Service Occupations                  | Automotive Electrician               | 23.05       |             |
| 05040       | Automotive Service Occupations                  | Automotive Glass Installer           | 22.03       |             |
| 05070       | Automotive Service Occupations                  | Automotive Worker                    | 22.03       |             |
| 05110       | Automotive Service Occupations                  | Mobile Equipment Servicer            | 19.96       |             |
| 05130       | Automotive Service Occupations                  | Motor Equipment Metal Mechanic       | 24.06       |             |
| 05160       | Automotive Service Occupations                  | Motor Equipment Metal Worker         | 22.03       |             |
| 05190       | Automotive Service Occupations                  | Motor Vehicle Mechanic               | 24.06       |             |
| 05220       | Automotive Service Occupations                  | Motor Vehicle Mechanic Helper        | 18.77       |             |
| 05250       | Automotive Service Occupations                  | Motor Vehicle Upholstery Worker      | 21.01       |             |

| <b>Code</b> | <b>Category</b>                              | <b>Title</b>                   | <b>Rate</b> | <b>Note</b> |
|-------------|--|--------------------------------|-------------|-------------|
| 05280       | Automotive Service Occupations               | Motor Vehicle Wrecker          | 22.03       |             |
| 05310       | Automotive Service Occupations               | Painter, Automotive            | 23.05       |             |
| 05340       | Automotive Service Occupations               | Radiator Repair Specialist     | 22.03       |             |
| 05370       | Automotive Service Occupations               | Tire Repairer                  | 17.29       |             |
| 05400       | Automotive Service Occupations               | Transmission Repair Specialist | 24.06       |             |
| 07010       | Food Preparation And Service Occupations     | Baker                          | 18.37       |             |
| 07041       | Food Preparation And Service Occupations     | Cook I                         | 22.81       |             |
| 07042       | Food Preparation And Service Occupations     | Cook II                        | 25.17       |             |
| 07070       | Food Preparation And Service Occupations     | Dishwasher                     | 17.56       |             |
| 07130       | Food Preparation And Service Occupations     | Food Service Worker            | 17.65       |             |
| 07210       | Food Preparation And Service Occupations     | Meat Cutter                    | 23.47       |             |
| 07260       | Food Preparation And Service Occupations     | Waiter/Waitress                | 16.98       | ***         |
| 09010       | Furniture Maintenance And Repair Occupations | Electrostatic Spray Painter    | 23.31       |             |
| 09040       | Furniture Maintenance And Repair Occupations | Furniture Handler              | 18.25       |             |
| 09080       | Furniture Maintenance And Repair Occupations | Furniture Refinisher           | 25.48       |             |
| 09090       | Furniture Maintenance And Repair Occupations | Furniture Refinisher Helper    | 20.75       |             |
| 09110       | Furniture Maintenance And Repair Occupations | Furniture Repairer, Minor      | 23.23       |             |
| 09130       | Furniture Maintenance And Repair Occupations | Upholsterer                    | 23.12       |             |
| 11030       | General Services And Support Occupations     | Cleaner, Vehicles              | 17.82       |             |
| 11060       | General Services And Support Occupations     | Elevator Operator              | 18.04       |             |
| 11090       | General Services And Support Occupations     | Gardener                       | 27.82       |             |

| <b>Code</b> | <b>Category</b>                          | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 11122       | General Services And Support Occupations | Housekeeping Aide                          | 19.20       |             |
| 11150       | General Services And Support Occupations | Janitor                                    | 19.20       |             |
| 11210       | General Services And Support Occupations | Laborer, Grounds Maintenance               | 22.51       |             |
| 11240       | General Services And Support Occupations | Maid or Houseman                           | 18.60       |             |
| 11260       | General Services And Support Occupations | Pruner                                     | 20.87       |             |
| 11270       | General Services And Support Occupations | Tractor Operator                           | 26.15       |             |
| 11330       | General Services And Support Occupations | Trail Maintenance Worker                   | 22.51       |             |
| 11360       | General Services And Support Occupations | Window Cleaner                             | 20.71       |             |
| 12010       | Health Occupations                       | Ambulance Driver                           | 22.46       |             |
| 12011       | Health Occupations                       | Breath Alcohol Technician                  | 31.11       |             |
| 12012       | Health Occupations                       | Certified Occupational Therapist Assistant | 36.24       |             |
| 12015       | Health Occupations                       | Certified Physical Therapist Assistant     | 37.07       |             |
| 12020       | Health Occupations                       | Dental Assistant                           | 29.22       |             |
| 12025       | Health Occupations                       | Dental Hygienist                           | 48.88       |             |
| 12030       | Health Occupations                       | EKG Technician                             | 44.61       |             |
| 12035       | Health Occupations                       | Electroneurodiagnostic Technologist        | 44.61       |             |
| 12040       | Health Occupations                       | Emergency Medical Technician               | 22.46       |             |
| 12071       | Health Occupations                       | Licensed Practical Nurse I                 | 27.82       |             |
| 12072       | Health Occupations                       | Licensed Practical Nurse II                | 31.11       |             |
| 12073       | Health Occupations                       | Licensed Practical Nurse III               | 34.68       |             |
| 12100       | Health Occupations                       | Medical Assistant                          | 23.06       |             |
| 12130       | Health Occupations                       | Medical Laboratory Technician              | 31.64       |             |
| 12160       | Health Occupations                       | Medical Record Clerk                       | 23.33       |             |
| 12190       | Health Occupations                       | Medical Record Technician                  | 28.22       |             |
| 12195       | Health Occupations                       | Medical Transcriptionist                   | 21.41       |             |

| <b>Code</b> | <b>Category</b>                  | <b>Title</b>                           | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------|--|-------------|-------------|
| 12210       | Health Occupations               | Nuclear Medicine Technologist          | 49.93       |             |
| 12221       | Health Occupations               | Nursing Assistant I                    | 15.38       | ***         |
| 12222       | Health Occupations               | Nursing Assistant II                   | 17.29       |             |
| 12223       | Health Occupations               | Nursing Assistant III                  | 18.86       |             |
| 12224       | Health Occupations               | Nursing Assistant IV                   | 21.19       |             |
| 12235       | Health Occupations               | Optical Dispenser                      | 30.02       |             |
| 12236       | Health Occupations               | Optical Technician                     | 23.89       |             |
| 12250       | Health Occupations               | Pharmacy Technician                    | 22.05       |             |
| 12280       | Health Occupations               | Phlebotomist                           | 23.28       |             |
| 12305       | Health Occupations               | Radiologic Technologist                | 43.96       |             |
| 12311       | Health Occupations               | Registered Nurse I                     | 31.18       |             |
| 12312       | Health Occupations               | Registered Nurse II                    | 40.19       |             |
| 12313       | Health Occupations               | Registered Nurse II, Specialist        | 40.19       |             |
| 12314       | Health Occupations               | Registered Nurse III                   | 48.63       |             |
| 12315       | Health Occupations               | Registered Nurse III, Anesthetist      | 48.63       |             |
| 12316       | Health Occupations               | Registered Nurse IV                    | 58.29       |             |
| 12317       | Health Occupations               | Scheduler                              | 38.56       |             |
| 12320       | Health Occupations               | Substance Abuse Treatment Counselor    | 27.67       |             |
| 13011       | Information And Arts Occupations | Exhibits Specialist I                  | 22.17       |             |
| 13012       | Information And Arts Occupations | Exhibits Specialist II                 | 27.46       |             |
| 13013       | Information And Arts Occupations | Exhibits Specialist III                | 33.59       |             |
| 13041       | Information And Arts Occupations | Illustrator I                          | 24.09       |             |
| 13042       | Information And Arts Occupations | Illustrator II                         | 29.83       |             |
| 13043       | Information And Arts Occupations | Illustrator III                        | 36.50       |             |
| 13047       | Information And Arts Occupations | Librarian                              | 37.64       |             |
| 13050       | Information And Arts Occupations | Library Aide/Clerk                     | 21.19       |             |
| 13054       | Information And Arts Occupations | Library Information Technology Systems | 33.99       |             |
| 13058       | Information And Arts Occupations | Library Technician                     | 24.30       |             |
| 13061       | Information And Arts Occupations | Media Specialist I                     | 24.53       |             |
| 13062       | Information And Arts Occupations | Media Specialist II                    | 27.43       |             |
| 13063       | Information And Arts Occupations | Media Specialist III                   | 30.58       |             |
| 13071       | Information And Arts Occupations | Photographer I                         | 21.97       |             |

| <b>Code</b> | <b>Category</b>                    | <b>Title</b>                                    | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------|---|-------------|-------------|
| 13072       | Information And Arts Occupations   | Photographer II                                 | 24.57       |             |
| 13073       | Information And Arts Occupations   | Photographer III                                | 30.44       |             |
| 13074       | Information And Arts Occupations   | Photographer IV                                 | 37.24       |             |
| 13075       | Information And Arts Occupations   | Photographer V                                  | 45.05       |             |
| 13090       | Information And Arts Occupations   | Technical Order Library Clerk                   | 26.60       |             |
| 13110       | Information And Arts Occupations   | Video Teleconference Technician                 | 29.82       |             |
| 14041       | Information Technology Occupations | Computer Operator I                             | 27.14       |             |
| 14042       | Information Technology Occupations | Computer Operator II                            | 30.35       |             |
| 14043       | Information Technology Occupations | Computer Operator III                           | 33.85       |             |
| 14044       | Information Technology Occupations | Computer Operator IV                            | 37.61       |             |
| 14045       | Information Technology Occupations | Computer Operator V                             | 41.65       |             |
| 14071       | Information Technology Occupations | Computer Programmer I                           | NaN         | see 1       |
| 14072       | Information Technology Occupations | Computer Programmer II                          | NaN         | see 1       |
| 14073       | Information Technology Occupations | Computer Programmer III                         | NaN         | see 1       |
| 14074       | Information Technology Occupations | Computer Programmer IV                          | NaN         | see 1       |
| 14101       | Information Technology Occupations | Computer Systems Analyst I                      | NaN         | see 1       |
| 14102       | Information Technology Occupations | Computer Systems Analyst II                     | NaN         | see 1       |
| 14103       | Information Technology Occupations | Computer Systems Analyst III                    | NaN         | see 1       |
| 14150       | Information Technology Occupations | Peripheral Equipment Operator                   | 27.14       |             |
| 14160       | Information Technology Occupations | Personal Computer Support Technician            | 37.61       |             |
| 14170       | Information Technology Occupations | System Support Specialist                       | 43.21       |             |
| 15010       | Instructional Occupations          | Aircrew Training Devices Instructor             | 37.31       |             |
| 15020       | Instructional Occupations          | Aircrew Training Devices Instructor             | 45.14       |             |
| 15030       | Instructional Occupations          | Air Crew Training Devices Instructor            | 54.10       |             |
| 15050       | Instructional Occupations          | Computer Based Training Specialist / Instructor | 37.31       |             |

| <b>Code</b> | <b>Category</b>   | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|---|--|-------------|-------------|
| 15060       | Instructional Occupations                               | Educational Technologist                   | 41.87       |             |
| 15070       | Instructional Occupations                               | Flight Instructor                          | 54.10       |             |
| 15080       | Instructional Occupations                               | Graphic Artist                             | 35.24       |             |
| 15085       | Instructional Occupations                               | Maintenance Test Pilot, Fixed, Jet/Prop    | 54.10       |             |
| 15086       | Instructional Occupations                               | Maintenance Test Pilot, Rotary Wing        | 54.10       |             |
| 15088       | Instructional Occupations                               | Non-Maintenance Test/Co-Pilot              | 54.10       |             |
| 15090       | Instructional Occupations                               | Technical Instructor                       | 30.03       |             |
| 15095       | Instructional Occupations                               | Technical Instructor/Course Developer      | 36.73       |             |
| 15110       | Instructional Occupations                               | Test Proctor                               | 24.23       |             |
| 15120       | Instructional Occupations                               | Tutor                                      | 24.23       |             |
| 16010       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Assembler                                  | 17.31       |             |
| 16030       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Counter Attendant                          | 17.31       |             |
| 16040       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Dry Cleaner                                | 19.77       |             |
| 16070       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Finisher, Flatwork, Machine                | 17.31       |             |
| 16090       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Hand                              | 17.31       |             |
| 16110       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Drycleaning              | 17.31       |             |
| 16130       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Shirts                   | 17.31       |             |
| 16160       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Wearing Apparel, Laundry | 17.31       |             |
| 16190       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Sewing Machine Operator                    | 20.60       |             |
| 16220       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Tailor                                     | 21.42       |             |
| 16250       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Washer, Machine                            | 18.13       |             |
| 19010       | Machine Tool Operation And Repair Occupations           | Machine-Tool Operator                      | 30.69       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|--|--------------------------------------|-------------|-------------|
| 19040       | Machine Tool Operation And Repair Occupations    | Tool And Die Maker                   | 35.87       |             |
| 21020       | Materials Handling And Packing Occupations       | Forklift Operator                    | 23.16       |             |
| 21030       | Materials Handling And Packing Occupations       | Material Coordinator                 | 28.85       |             |
| 21040       | Materials Handling And Packing Occupations       | Material Expediter                   | 28.85       |             |
| 21050       | Materials Handling And Packing Occupations       | Material Handling Laborer            | 21.14       |             |
| 21071       | Materials Handling And Packing Occupations       | Order Filler                         | 18.06       |             |
| 21080       | Materials Handling And Packing Occupations       | Production Line Worker               | 23.16       |             |
| 21110       | Materials Handling And Packing Occupations       | Shipping Packer                      | 22.44       |             |
| 21130       | Materials Handling And Packing Occupations       | Shipping/Receiving Clerk             | 22.44       |             |
| 21140       | Materials Handling And Packing Occupations       | Store Worker I                       | 17.09       | ***         |
| 21150       | Materials Handling And Packing Occupations       | Stock Clerk                          | 21.47       |             |
| 21210       | Materials Handling And Packing Occupations       | Tools And Parts Attendant            | 23.16       |             |
| 21410       | Materials Handling And Packing Occupations       | Warehouse Specialist                 | 23.16       |             |
| 23010       | Mechanics And Maintenance And Repair Occupations | Aerospace Structural Welder          | 42.05       |             |
| 23019       | Mechanics And Maintenance And Repair Occupations | Aircraft Logs and Records Technician | 35.30       |             |
| 23021       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic I                  | 40.42       |             |
| 23022       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic II                 | 42.05       |             |
| 23023       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic III                | 43.73       |             |
| 23040       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic Helper             | 31.53       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                                   | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 23050       | Mechanics And Maintenance And Repair Occupations | Aircraft, Painter                              | 38.72       |             |
| 23060       | Mechanics And Maintenance And Repair Occupations | Aircraft Servicer                              | 35.30       |             |
| 23070       | Mechanics And Maintenance And Repair Occupations | Aircraft Survival Flight Equipment Technician  | 38.72       |             |
| 23080       | Mechanics And Maintenance And Repair Occupations | Aircraft Worker                                | 37.02       |             |
| 23091       | Mechanics And Maintenance And Repair Occupations | Aircrew Life Support Equipment (ALSE) Mechanic | 37.02       |             |
| 23092       | Mechanics And Maintenance And Repair Occupations | Aircrew Life Support Equipment (ALSE) Mechanic | 40.42       |             |
| 23110       | Mechanics And Maintenance And Repair Occupations | Appliance Mechanic                             | 27.97       |             |
| 23120       | Mechanics And Maintenance And Repair Occupations | Bicycle Repairer                               | 20.81       |             |
| 23125       | Mechanics And Maintenance And Repair Occupations | Cable Splicer                                  | 49.93       |             |
| 23130       | Mechanics And Maintenance And Repair Occupations | Carpenter, Maintenance                         | 33.94       |             |
| 23140       | Mechanics And Maintenance And Repair Occupations | Carpet Layer                                   | 33.87       |             |
| 23160       | Mechanics And Maintenance And Repair Occupations | Electrician, Maintenance                       | 39.17       |             |
| 23181       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance I           | 32.97       |             |
| 23182       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance II          | 34.47       |             |
| 23183       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance III         | 35.99       |             |
| 23260       | Mechanics And Maintenance And Repair Occupations | Fabric Worker                                  | 32.27       |             |
| 23290       | Mechanics And Maintenance And Repair Occupations | Fire Alarm System Mechanic                     | 35.08       |             |
| 23310       | Mechanics And Maintenance And Repair Occupations | Fire Extinguisher Repairer                     | 30.66       |             |
| 23311       | Mechanics And Maintenance And Repair Occupations | Fuel Distribution System Mechanic              | 39.89       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 23312       | Mechanics And Maintenance And Repair Occupations | Fuel Distribution System Operator         | 32.81       |             |
| 23370       | Mechanics And Maintenance And Repair Occupations | General Maintenance Worker                | 27.15       |             |
| 23380       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Mechanic         | 40.42       |             |
| 23381       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Servicer         | 35.30       |             |
| 23382       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Worker           | 37.02       |             |
| 23391       | Mechanics And Maintenance And Repair Occupations | Gunsmith I                                | 30.66       |             |
| 23392       | Mechanics And Maintenance And Repair Occupations | Gunsmith II                               | 33.84       |             |
| 23393       | Mechanics And Maintenance And Repair Occupations | Gunsmith III                              | 36.95       |             |
| 23410       | Mechanics And Maintenance And Repair Occupations | Heating, Ventilation And Air-Conditioning | 36.42       |             |
| 23411       | Mechanics And Maintenance And Repair Occupations | Heating, Ventilation And Air Contidioning | 37.89       |             |
| 23430       | Mechanics And Maintenance And Repair Occupations | Heavy Equipment Mechanic                  | 37.32       |             |
| 23440       | Mechanics And Maintenance And Repair Occupations | Heavy Equipment Operator                  | 33.20       |             |
| 23460       | Mechanics And Maintenance And Repair Occupations | Instrument Mechanic                       | 32.46       |             |
| 23465       | Mechanics And Maintenance And Repair Occupations | Laboratory/Shelter Mechanic               | 35.40       |             |
| 23470       | Mechanics And Maintenance And Repair Occupations | Laborer                                   | 21.14       |             |
| 23510       | Mechanics And Maintenance And Repair Occupations | Locksmith                                 | 29.43       |             |
| 23530       | Mechanics And Maintenance And Repair Occupations | Machinery Maintenance Mechanic            | 34.80       |             |
| 23550       | Mechanics And Maintenance And Repair Occupations | Machinist, Maintenance                    | 29.64       |             |
| 23580       | Mechanics And Maintenance And Repair Occupations | Maintenance Trades Helper                 | 21.55       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                     | <b>Rate</b> | <b>Note</b> |
|-------------|--|----------------------------------|-------------|-------------|
| 23591       | Mechanics And Maintenance And Repair Occupations | Metrology Technician I           | 32.46       |             |
| 23592       | Mechanics And Maintenance And Repair Occupations | Metrology Technician II          | 33.77       |             |
| 23593       | Mechanics And Maintenance And Repair Occupations | Metrology Technician III         | 35.12       |             |
| 23640       | Mechanics And Maintenance And Repair Occupations | Millwright                       | 34.24       |             |
| 23710       | Mechanics And Maintenance And Repair Occupations | Office Appliance Repairer        | 26.66       |             |
| 23760       | Mechanics And Maintenance And Repair Occupations | Painter, Maintenance             | 27.67       |             |
| 23790       | Mechanics And Maintenance And Repair Occupations | Pipefitter, Maintenance          | 43.19       |             |
| 23810       | Mechanics And Maintenance And Repair Occupations | Plumber, Maintenance             | 41.37       |             |
| 23820       | Mechanics And Maintenance And Repair Occupations | Pneudraulic Systems Mechanic     | 36.95       |             |
| 23850       | Mechanics And Maintenance And Repair Occupations | Rigger                           | 37.61       |             |
| 23870       | Mechanics And Maintenance And Repair Occupations | Scale Mechanic                   | 33.84       |             |
| 23890       | Mechanics And Maintenance And Repair Occupations | Sheet-Metal Worker, Maintenance  | 35.54       |             |
| 23910       | Mechanics And Maintenance And Repair Occupations | Small Engine Mechanic            | 26.31       |             |
| 23931       | Mechanics And Maintenance And Repair Occupations | Telecommunications Mechanic I    | 36.99       |             |
| 23932       | Mechanics And Maintenance And Repair Occupations | Telecommunications Mechanic II   | 39.02       |             |
| 23950       | Mechanics And Maintenance And Repair Occupations | Telephone Lineman                | 47.65       |             |
| 23960       | Mechanics And Maintenance And Repair Occupations | Welder, Combination, Maintenance | 28.57       |             |
| 23965       | Mechanics And Maintenance And Repair Occupations | Well Driller                     | 37.42       |             |
| 23970       | Mechanics And Maintenance And Repair Occupations | Woodcraft Worker                 | 36.95       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                          | <b>Rate</b> | <b>Note</b> |
|-------------|--|---------------------------------------|-------------|-------------|
| 23980       | Mechanics And Maintenance And Repair Occupations | Woodworker                            | 30.66       |             |
| 24550       | Personal Needs Occupations                       | Case Manager                          | 20.21       |             |
| 24570       | Personal Needs Occupations                       | Child Care Attendant                  | 18.19       |             |
| 24580       | Personal Needs Occupations                       | Child Care Center Clerk               | 22.68       |             |
| 24610       | Personal Needs Occupations                       | Chore Aide                            | 18.00       |             |
| 24620       | Personal Needs Occupations                       | Family Readiness And Support Services | 20.21       |             |
| 24630       | Personal Needs Occupations                       | Homemaker                             | 21.25       |             |
| 25010       | Plant And System Operations Occupations          | Boiler Tender                         | 37.68       |             |
| 25040       | Plant And System Operations Occupations          | Sewage Plant Operator                 | 31.91       |             |
| 25070       | Plant And System Operations Occupations          | Stationary Engineer                   | 37.68       |             |
| 25190       | Plant And System Operations Occupations          | Ventilation Equipment Tender          | 29.39       |             |
| 25210       | Plant And System Operations Occupations          | Water Treatment Plant Operator        | 31.91       |             |
| 27004       | Protective Service Occupations                   | Alarm Monitor                         | 27.73       |             |
| 27007       | Protective Service Occupations                   | Baggage Inspector                     | 19.84       |             |
| 27008       | Protective Service Occupations                   | Corrections Officer                   | 39.37       |             |
| 27010       | Protective Service Occupations                   | Court Security Officer                | 37.27       |             |
| 27030       | Protective Service Occupations                   | Detection Dog Handler                 | 22.19       |             |
| 27040       | Protective Service Occupations                   | Detention Officer                     | 39.37       |             |
| 27070       | Protective Service Occupations                   | Firefighter                           | 34.73       |             |
| 27101       | Protective Service Occupations                   | Guard I                               | 19.84       |             |
| 27102       | Protective Service Occupations                   | Guard II                              | 22.19       |             |
| 27131       | Protective Service Occupations                   | Police Officer I                      | 33.25       |             |
| 27132       | Protective Service Occupations                   | Police Officer II                     | 36.96       |             |
| 28041       | Recreation Occupations                           | Carnival Equipment Operator           | 20.21       |             |
| 28042       | Recreation Occupations                           | Carnival Equipment Repairer           | 21.50       |             |
| 28043       | Recreation Occupations                           | Carnival Worker                       | 16.13       | ***         |
| 28210       | Recreation Occupations                           | Gate Attendant/Gate Tender            | 21.92       |             |
| 28310       | Recreation Occupations                           | Lifeguard                             | 17.00       | ***         |
| 28350       | Recreation Occupations                           | Park Attendant                        | 24.52       |             |

| <b>Code</b> | <b>Category</b>                                | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 28510       | Recreation Occupations                         | Recreation Aide/Health Facility Attendant | 17.90       |             |
| 28515       | Recreation Occupations                         | Recreation Specialist                     | 30.38       |             |
| 28630       | Recreation Occupations                         | Sports Official                           | 19.53       |             |
| 28690       | Recreation Occupations                         | Swimming Pool Operator                    | 23.73       |             |
| 29010       | Stevedoring/Longshoremen Occupational Services | Blocker And Bracer                        | 36.09       |             |
| 29020       | Stevedoring/Longshoremen Occupational Services | Hatch Tender                              | 36.09       |             |
| 29030       | Stevedoring/Longshoremen Occupational Services | Line Handler                              | 36.09       |             |
| 29041       | Stevedoring/Longshoremen Occupational Services | Stevedore I                               | 34.41       |             |
| 29042       | Stevedoring/Longshoremen Occupational Services | Stevedore II                              | 37.75       |             |
| 30010       | Technical Occupations                          | Air Traffic Control Specialist, Center    | 51.07       | see 2       |
| 30011       | Technical Occupations                          | Air Traffic Control Specialist, Station   | 35.22       | see 2       |
| 30012       | Technical Occupations                          | Air Traffic Control Specialist, Terminal  | 38.79       | see 2       |
| 30021       | Technical Occupations                          | Archeological Technician I                | 22.53       |             |
| 30022       | Technical Occupations                          | Archeological Technician II               | 25.20       |             |
| 30023       | Technical Occupations                          | Archeological Technician III              | 31.23       |             |
| 30030       | Technical Occupations                          | Cartographic Technician                   | 31.23       |             |
| 30040       | Technical Occupations                          | Civil Engineering Technician              | 31.25       |             |
| 30051       | Technical Occupations                          | Cryogenic Technician I                    | 34.39       |             |
| 30052       | Technical Occupations                          | Cryogenic Technician II                   | 37.97       |             |
| 30061       | Technical Occupations                          | Drafter/CAD Operator I                    | 22.53       |             |
| 30062       | Technical Occupations                          | Drafter/CAD Operator II                   | 25.20       |             |
| 30063       | Technical Occupations                          | Drafter/CAD Operator III                  | 28.10       |             |
| 30064       | Technical Occupations                          | Drafter/CAD Operator IV                   | 34.58       |             |
| 30081       | Technical Occupations                          | Engineering Technician I                  | 20.27       |             |
| 30082       | Technical Occupations                          | Engineering Technician II                 | 22.74       |             |
| 30083       | Technical Occupations                          | Engineering Technician III                | 25.44       |             |
| 30084       | Technical Occupations                          | Engineering Technician IV                 | 31.52       |             |

| <b>Code</b> | <b>Category</b>                                       | <b>Title</b>                             | <b>Rate</b> | <b>Note</b> |
|-------------|---|--|-------------|-------------|
| 30085       | Technical Occupations                                 | Engineering Technician V                 | 38.56       |             |
| 30086       | Technical Occupations                                 | Engineering Technician VI                | 46.65       |             |
| 30090       | Technical Occupations                                 | Environmental Technician                 | 29.28       |             |
| 30095       | Technical Occupations                                 | Evidence Control Specialist              | 31.05       |             |
| 30210       | Technical Occupations                                 | Laboratory Technician                    | 29.60       |             |
| 30221       | Technical Occupations                                 | Latent Fingerprint Technician I          | 35.90       |             |
| 30222       | Technical Occupations                                 | Latent Fingerprint Technician II         | 39.66       |             |
| 30240       | Technical Occupations                                 | Mathematical Technician                  | 39.51       |             |
| 30361       | Technical Occupations                                 | Paralegal/Legal Assistant I              | 22.87       |             |
| 30362       | Technical Occupations                                 | Paralegal/Legal Assistant II             | 28.33       |             |
| 30363       | Technical Occupations                                 | Paralegal/Legal Assistant III            | 34.66       |             |
| 30364       | Technical Occupations                                 | Paralegal/Legal Assistant IV             | 41.93       |             |
| 30375       | Technical Occupations                                 | Petroleum Supply Specialist              | 37.97       |             |
| 30390       | Technical Occupations                                 | Photo-Optics Technician                  | 31.23       |             |
| 30395       | Technical Occupations                                 | Radiation Control Technician             | 37.97       |             |
| 30461       | Technical Occupations                                 | Technical Writer I                       | 33.39       |             |
| 30462       | Technical Occupations                                 | Technical Writer II                      | 40.83       |             |
| 30463       | Technical Occupations                                 | Technical Writer III                     | 49.40       |             |
| 30491       | Technical Occupations                                 | Unexploded Ordnance (UXO) Technician I   | 32.46       |             |
| 30492       | Technical Occupations                                 | Unexploded Ordnance (UXO) Technician II  | 39.27       |             |
| 30493       | Technical Occupations                                 | Unexploded Ordnance (UXO) Technician III | 47.07       |             |
| 30494       | Technical Occupations                                 | Unexploded (UXO) Safety Escort           | 32.46       |             |
| 30495       | Technical Occupations                                 | Unexploded (UXO) Sweep Personnel         | 32.46       |             |
| 30501       | Technical Occupations                                 | Weather Forecaster I                     | 34.58       |             |
| 30502       | Technical Occupations                                 | Weather Forecaster II                    | 42.06       |             |
| 30620       | Technical Occupations                                 | Weather Observer, Combined Upper Air Or  | 28.10       | see 2       |
| 30621       | Technical Occupations                                 | Weather Observer, Senior                 | 31.23       | see 2       |
| 31010       | Transportation/Mobile Equipment Operation Occupations | Airplane Pilot                           | 39.27       |             |

| <b>Code</b> | <b>Category</b>                                       | <b>Title</b>                   | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------|-------------|-------------|
| 31020       | Transportation/Mobile Equipment Operation Occupations | Bus Aide                       | 22.33       |             |
| 31030       | Transportation/Mobile Equipment Operation Occupations | Bus Driver                     | 29.03       |             |
| 31043       | Transportation/Mobile Equipment Operation Occupations | Driver Courier                 | 21.04       |             |
| 31260       | Transportation/Mobile Equipment Operation Occupations | Parking and Lot Attendant      | 17.10       | ***         |
| 31290       | Transportation/Mobile Equipment Operation Occupations | Shuttle Bus Driver             | 19.46       |             |
| 31310       | Transportation/Mobile Equipment Operation Occupations | Taxi Driver                    | 16.57       | ***         |
| 31361       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Light             | 22.38       |             |
| 31362       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Medium            | 23.55       |             |
| 31363       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Heavy             | 28.81       |             |
| 31364       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Tractor-Trailer   | 28.81       |             |
| 99020       | Miscellaneous Occupations                             | Cabin Safety Specialist        | 19.15       |             |
| 99030       | Miscellaneous Occupations                             | Cashier                        | 16.42       | ***         |
| 99050       | Miscellaneous Occupations                             | Desk Clerk                     | 18.01       |             |
| 99095       | Miscellaneous Occupations                             | Embalmer                       | 39.85       |             |
| 99130       | Miscellaneous Occupations                             | Flight Follower                | 32.46       |             |
| 99251       | Miscellaneous Occupations                             | Laboratory Animal Caretaker I  | 21.50       |             |
| 99252       | Miscellaneous Occupations                             | Laboratory Animal Caretaker II | 22.87       |             |
| 99260       | Miscellaneous Occupations                             | Marketing Analyst              | 39.73       |             |
| 99310       | Miscellaneous Occupations                             | Mortician                      | 39.85       |             |
| 99410       | Miscellaneous Occupations                             | Pest Controller                | 23.66       |             |
| 99510       | Miscellaneous Occupations                             | Photofinishing Worker          | 20.42       |             |
| 99710       | Miscellaneous Occupations                             | Recycling Laborer              | 28.69       |             |
| 99711       | Miscellaneous Occupations                             | Recycling Specialist           | 33.32       |             |
| 99730       | Miscellaneous Occupations                             | Refuse Collector               | 26.46       |             |
| 99810       | Miscellaneous Occupations                             | Sales Clerk                    | 17.39       |             |
| 99820       | Miscellaneous Occupations                             | School Crossing Guard          | 18.03       |             |

| <b>Code</b> | <b>Category</b>           | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------|---------------------------------|-------------|-------------|
| 99830       | Miscellaneous Occupations | Survey Party Chief              | 31.85       |             |
| 99831       | Miscellaneous Occupations | Surveying Aide                  | 21.07       |             |
| 99832       | Miscellaneous Occupations | Surveying Technician            | 28.97       |             |
| 99840       | Miscellaneous Occupations | Vending Machine Attendant       | 23.31       |             |
| 99841       | Miscellaneous Occupations | Vending Machine Repairer        | 27.78       |             |
| 99842       | Miscellaneous Occupations | Vending Machine Repairer Helper | 23.31       |             |

## **Footer**

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.20 per hour) or 13658 (\$12.90 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. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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: \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 per month\*

\*This rate is to be used only when compensating employees for performance on an SCA-

covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

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

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans'

Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

#### THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESSES 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)).

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## **Wage Determination No. : 2015-4041**

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

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

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 28

Date Of Last Revision : 07/22/2024

Source : [Source Website](#)

**Header**

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

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2024.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.90 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 2024.

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: Massachusetts

This wage determination is applicable to the following towns in ESSEX COUNTY: Marblehead, Swampscott

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

**Wage Determination Table**

| Code  | Category  | Title              | Rate  | Note |
|-------|---|--------------------|-------|------|
| 01011 | Administrative Support And Clerical Occupations | Accounting Clerk I | 21.80 |      |

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                        | <b>Rate</b> | <b>Note</b> |
|-------------|---|-------------------------------------|-------------|-------------|
| 01012       | Administrative Support And Clerical Occupations | Accounting Clerk II                 | 24.46       |             |
| 01013       | Administrative Support And Clerical Occupations | Accounting Clerk III                | 27.36       |             |
| 01020       | Administrative Support And Clerical Occupations | Administrative Assistant            | 37.16       |             |
| 01035       | Administrative Support And Clerical Occupations | Court Reporter                      | 27.78       |             |
| 01041       | Administrative Support And Clerical Occupations | Customer Service Representative I   | 18.94       |             |
| 01042       | Administrative Support And Clerical Occupations | Customer Service Representative II  | 20.66       |             |
| 01043       | Administrative Support And Clerical Occupations | Customer Service Representative III | 23.19       |             |
| 01051       | Administrative Support And Clerical Occupations | Data Entry Operator I               | 21.02       |             |
| 01052       | Administrative Support And Clerical Occupations | Data Entry Operator II              | 22.94       |             |
| 01060       | Administrative Support And Clerical Occupations | Dispatcher, Motor Vehicle           | 25.30       |             |
| 01070       | Administrative Support And Clerical Occupations | Document Preparation Clerk          | 22.60       |             |
| 01090       | Administrative Support And Clerical Occupations | Duplicating Machine Operator        | 22.60       |             |
| 01111       | Administrative Support And Clerical Occupations | General Clerk I                     | 19.28       |             |
| 01112       | Administrative Support And Clerical Occupations | General Clerk II                    | 21.04       |             |
| 01113       | Administrative Support And Clerical Occupations | General Clerk III                   | 23.61       |             |
| 01120       | Administrative Support And Clerical Occupations | Housing Referral Assistant          | 28.21       |             |
| 01141       | Administrative Support And Clerical Occupations | Messenger Courier                   | 20.01       |             |
| 01191       | Administrative Support And Clerical Occupations | Order Clerk I                       | 22.88       |             |
| 01192       | Administrative Support And Clerical Occupations | Order Clerk II                      | 24.97       |             |

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------------|-------------|-------------|
| 01261       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) I   | 22.63       |             |
| 01262       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) II  | 25.31       |             |
| 01263       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) III | 28.22       |             |
| 01270       | Administrative Support And Clerical Occupations | Production Control Clerk             | 28.85       |             |
| 01290       | Administrative Support And Clerical Occupations | Rental Clerk                         | 21.07       |             |
| 01300       | Administrative Support And Clerical Occupations | Scheduler, Maintenance               | 22.62       |             |
| 01311       | Administrative Support And Clerical Occupations | Secretary I                          | 22.62       |             |
| 01312       | Administrative Support And Clerical Occupations | Secretary II                         | 25.30       |             |
| 01313       | Administrative Support And Clerical Occupations | Secretary III                        | 28.21       |             |
| 01320       | Administrative Support And Clerical Occupations | Service Order Dispatcher             | 22.62       |             |
| 01410       | Administrative Support And Clerical Occupations | Supply Technician                    | 37.16       |             |
| 01420       | Administrative Support And Clerical Occupations | Survey Worker                        | 24.15       |             |
| 01460       | Administrative Support And Clerical Occupations | Switchboard Operator/Receptionist    | 19.00       |             |
| 01531       | Administrative Support And Clerical Occupations | Travel Clerk I                       | 21.53       |             |
| 01532       | Administrative Support And Clerical Occupations | Travel Clerk II                      | 23.20       |             |
| 01533       | Administrative Support And Clerical Occupations | Travel Clerk III                     | 24.99       |             |
| 01611       | Administrative Support And Clerical Occupations | Word Processor I                     | 20.65       |             |
| 01612       | Administrative Support And Clerical Occupations | Word Processor II                    | 23.17       |             |
| 01613       | Administrative Support And Clerical Occupations | Word Processor III                   | 25.92       |             |

| <b>Code</b> | <b>Category</b>                              | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|--|--------------------------------------|-------------|-------------|
| 05005       | Automotive Service Occupations               | Automobile Body Repairer, Fiberglass | 29.81       |             |
| 05010       | Automotive Service Occupations               | Automotive Electrician               | 23.05       |             |
| 05040       | Automotive Service Occupations               | Automotive Glass Installer           | 22.03       |             |
| 05070       | Automotive Service Occupations               | Automotive Worker                    | 22.03       |             |
| 05110       | Automotive Service Occupations               | Mobile Equipment Servicer            | 19.96       |             |
| 05130       | Automotive Service Occupations               | Motor Equipment Metal Mechanic       | 24.06       |             |
| 05160       | Automotive Service Occupations               | Motor Equipment Metal Worker         | 22.03       |             |
| 05190       | Automotive Service Occupations               | Motor Vehicle Mechanic               | 24.06       |             |
| 05220       | Automotive Service Occupations               | Motor Vehicle Mechanic Helper        | 18.77       |             |
| 05250       | Automotive Service Occupations               | Motor Vehicle Upholstery Worker      | 21.01       |             |
| 05280       | Automotive Service Occupations               | Motor Vehicle Wrecker                | 22.03       |             |
| 05310       | Automotive Service Occupations               | Painter, Automotive                  | 23.05       |             |
| 05340       | Automotive Service Occupations               | Radiator Repair Specialist           | 22.03       |             |
| 05370       | Automotive Service Occupations               | Tire Repairer                        | 17.29       |             |
| 05400       | Automotive Service Occupations               | Transmission Repair Specialist       | 24.06       |             |
| 07010       | Food Preparation And Service Occupations     | Baker                                | 18.37       |             |
| 07041       | Food Preparation And Service Occupations     | Cook I                               | 22.81       |             |
| 07042       | Food Preparation And Service Occupations     | Cook II                              | 25.17       |             |
| 07070       | Food Preparation And Service Occupations     | Dishwasher                           | 17.56       |             |
| 07130       | Food Preparation And Service Occupations     | Food Service Worker                  | 17.65       |             |
| 07210       | Food Preparation And Service Occupations     | Meat Cutter                          | 23.47       |             |
| 07260       | Food Preparation And Service Occupations     | Waiter/Waitress                      | 16.98       | ***         |
| 09010       | Furniture Maintenance And Repair Occupations | Electrostatic Spray Painter          | 23.31       |             |
| 09040       | Furniture Maintenance And Repair Occupations | Furniture Handler                    | 20.32       |             |
| 09080       | Furniture Maintenance And Repair Occupations | Furniture Refinisher                 | 27.97       |             |

| <b>Code</b> | <b>Category</b>                              | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 09090       | Furniture Maintenance And Repair Occupations | Furniture Refinisher Helper                | 23.60       |             |
| 09110       | Furniture Maintenance And Repair Occupations | Furniture Repairer, Minor                  | 26.43       |             |
| 09130       | Furniture Maintenance And Repair Occupations | Upholsterer                                | 23.12       |             |
| 11030       | General Services And Support Occupations     | Cleaner, Vehicles                          | 17.82       |             |
| 11060       | General Services And Support Occupations     | Elevator Operator                          | 18.04       |             |
| 11090       | General Services And Support Occupations     | Gardener                                   | 27.82       |             |
| 11122       | General Services And Support Occupations     | Housekeeping Aide                          | 19.20       |             |
| 11150       | General Services And Support Occupations     | Janitor                                    | 19.20       |             |
| 11210       | General Services And Support Occupations     | Laborer, Grounds Maintenance               | 22.51       |             |
| 11240       | General Services And Support Occupations     | Maid or Houseman                           | 18.60       |             |
| 11260       | General Services And Support Occupations     | Pruner                                     | 20.87       |             |
| 11270       | General Services And Support Occupations     | Tractor Operator                           | 26.15       |             |
| 11330       | General Services And Support Occupations     | Trail Maintenance Worker                   | 22.51       |             |
| 11360       | General Services And Support Occupations     | Window Cleaner                             | 20.71       |             |
| 12010       | Health Occupations                           | Ambulance Driver                           | 25.57       |             |
| 12011       | Health Occupations                           | Breath Alcohol Technician                  | 31.11       |             |
| 12012       | Health Occupations                           | Certified Occupational Therapist Assistant | 36.24       |             |
| 12015       | Health Occupations                           | Certified Physical Therapist Assistant     | 37.07       |             |
| 12020       | Health Occupations                           | Dental Assistant                           | 29.22       |             |
| 12025       | Health Occupations                           | Dental Hygienist                           | 48.88       |             |
| 12030       | Health Occupations                           | EKG Technician                             | 44.61       |             |

| <b>Code</b> | <b>Category</b>                  | <b>Title</b>                        | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------|-------------------------------------|-------------|-------------|
| 12035       | Health Occupations               | Electroneurodiagnostic Technologist | 44.61       |             |
| 12040       | Health Occupations               | Emergency Medical Technician        | 25.57       |             |
| 12071       | Health Occupations               | Licensed Practical Nurse I          | 27.82       |             |
| 12072       | Health Occupations               | Licensed Practical Nurse II         | 31.11       |             |
| 12073       | Health Occupations               | Licensed Practical Nurse III        | 34.68       |             |
| 12100       | Health Occupations               | Medical Assistant                   | 23.06       |             |
| 12130       | Health Occupations               | Medical Laboratory Technician       | 31.64       |             |
| 12160       | Health Occupations               | Medical Record Clerk                | 22.59       |             |
| 12190       | Health Occupations               | Medical Record Technician           | 27.80       |             |
| 12195       | Health Occupations               | Medical Transcriptionist            | 22.46       |             |
| 12210       | Health Occupations               | Nuclear Medicine Technologist       | 49.93       |             |
| 12221       | Health Occupations               | Nursing Assistant I                 | 15.38       | ***         |
| 12222       | Health Occupations               | Nursing Assistant II                | 17.29       |             |
| 12223       | Health Occupations               | Nursing Assistant III               | 18.86       |             |
| 12224       | Health Occupations               | Nursing Assistant IV                | 21.19       |             |
| 12235       | Health Occupations               | Optical Dispenser                   | 30.70       |             |
| 12236       | Health Occupations               | Optical Technician                  | 23.89       |             |
| 12250       | Health Occupations               | Pharmacy Technician                 | 22.05       |             |
| 12280       | Health Occupations               | Phlebotomist                        | 23.28       |             |
| 12305       | Health Occupations               | Radiologic Technologist             | 43.96       |             |
| 12311       | Health Occupations               | Registered Nurse I                  | 31.18       |             |
| 12312       | Health Occupations               | Registered Nurse II                 | 40.19       |             |
| 12313       | Health Occupations               | Registered Nurse II, Specialist     | 40.19       |             |
| 12314       | Health Occupations               | Registered Nurse III                | 48.63       |             |
| 12315       | Health Occupations               | Registered Nurse III, Anesthetist   | 48.63       |             |
| 12316       | Health Occupations               | Registered Nurse IV                 | 58.29       |             |
| 12317       | Health Occupations               | Scheduler                           | 38.56       |             |
| 12320       | Health Occupations               | Substance Abuse Treatment Counselor | 31.46       |             |
| 13011       | Information And Arts Occupations | Exhibits Specialist I               | 22.17       |             |
| 13012       | Information And Arts Occupations | Exhibits Specialist II              | 27.46       |             |
| 13013       | Information And Arts Occupations | Exhibits Specialist III             | 33.59       |             |
| 13041       | Information And Arts Occupations | Illustrator I                       | 24.09       |             |

| <b>Code</b> | <b>Category</b>                    | <b>Title</b>                           | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------|--|-------------|-------------|
| 13042       | Information And Arts Occupations   | Illustrator II                         | 29.83       |             |
| 13043       | Information And Arts Occupations   | Illustrator III                        | 36.50       |             |
| 13047       | Information And Arts Occupations   | Librarian                              | 37.64       |             |
| 13050       | Information And Arts Occupations   | Library Aide/Clerk                     | 21.19       |             |
| 13054       | Information And Arts Occupations   | Library Information Technology Systems | 33.99       |             |
| 13058       | Information And Arts Occupations   | Library Technician                     | 24.30       |             |
| 13061       | Information And Arts Occupations   | Media Specialist I                     | 24.53       |             |
| 13062       | Information And Arts Occupations   | Media Specialist II                    | 27.26       |             |
| 13063       | Information And Arts Occupations   | Media Specialist III                   | 30.40       |             |
| 13071       | Information And Arts Occupations   | Photographer I                         | 21.97       |             |
| 13072       | Information And Arts Occupations   | Photographer II                        | 24.57       |             |
| 13073       | Information And Arts Occupations   | Photographer III                       | 30.44       |             |
| 13074       | Information And Arts Occupations   | Photographer IV                        | 37.24       |             |
| 13075       | Information And Arts Occupations   | Photographer V                         | 45.05       |             |
| 13090       | Information And Arts Occupations   | Technical Order Library Clerk          | 26.60       |             |
| 13110       | Information And Arts Occupations   | Video Teleconference Technician        | 29.82       |             |
| 14041       | Information Technology Occupations | Computer Operator I                    | 27.14       |             |
| 14042       | Information Technology Occupations | Computer Operator II                   | 30.35       |             |
| 14043       | Information Technology Occupations | Computer Operator III                  | 33.85       |             |
| 14044       | Information Technology Occupations | Computer Operator IV                   | 37.61       |             |
| 14045       | Information Technology Occupations | Computer Operator V                    | 41.65       |             |
| 14071       | Information Technology Occupations | Computer Programmer I                  | NaN         | see 1       |
| 14072       | Information Technology Occupations | Computer Programmer II                 | NaN         | see 1       |
| 14073       | Information Technology Occupations | Computer Programmer III                | NaN         | see 1       |
| 14074       | Information Technology Occupations | Computer Programmer IV                 | NaN         | see 1       |
| 14101       | Information Technology Occupations | Computer Systems Analyst I             | NaN         | see 1       |
| 14102       | Information Technology Occupations | Computer Systems Analyst II            | NaN         | see 1       |
| 14103       | Information Technology Occupations | Computer Systems Analyst III           | NaN         | see 1       |

| <b>Code</b> | <b>Category</b>   | <b>Title</b>                                    | <b>Rate</b> | <b>Note</b> |
|-------------|---|---|-------------|-------------|
| 14150       | Information Technology Occupations                      | Peripheral Equipment Operator                   | 27.14       |             |
| 14160       | Information Technology Occupations                      | Personal Computer Support Technician            | 37.61       |             |
| 14170       | Information Technology Occupations                      | System Support Specialist                       | 41.65       |             |
| 15010       | Instructional Occupations                               | Aircrew Training Devices Instructor             | 37.31       |             |
| 15020       | Instructional Occupations                               | Aircrew Training Devices Instructor             | 45.14       |             |
| 15030       | Instructional Occupations                               | Air Crew Training Devices Instructor            | 54.10       |             |
| 15050       | Instructional Occupations                               | Computer Based Training Specialist / Instructor | 37.31       |             |
| 15060       | Instructional Occupations                               | Educational Technologist                        | 41.87       |             |
| 15070       | Instructional Occupations                               | Flight Instructor                               | 54.10       |             |
| 15080       | Instructional Occupations                               | Graphic Artist                                  | 35.24       |             |
| 15085       | Instructional Occupations                               | Maintenance Test Pilot, Fixed, Jet/Prop         | 54.10       |             |
| 15086       | Instructional Occupations                               | Maintenance Test Pilot, Rotary Wing             | 54.10       |             |
| 15088       | Instructional Occupations                               | Non-Maintenance Test/Co-Pilot                   | 54.10       |             |
| 15090       | Instructional Occupations                               | Technical Instructor                            | 30.03       |             |
| 15095       | Instructional Occupations                               | Technical Instructor/Course Developer           | 36.73       |             |
| 15110       | Instructional Occupations                               | Test Proctor                                    | 24.23       |             |
| 15120       | Instructional Occupations                               | Tutor   | 24.23       |             |
| 16010       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Assembler                                       | 17.31       |             |
| 16030       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Counter Attendant                               | 17.31       |             |
| 16040       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Dry Cleaner                                     | 19.77       |             |
| 16070       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Finisher, Flatwork, Machine                     | 17.31       |             |
| 16090       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Hand                                   | 17.31       |             |
| 16110       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Drycleaning                   | 17.31       |             |

| <b>Code</b> | <b>Category</b>   | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|---|--|-------------|-------------|
| 16130       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Shirts                   | 17.31       |             |
| 16160       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Wearing Apparel, Laundry | 17.31       |             |
| 16190       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Sewing Machine Operator                    | 20.60       |             |
| 16220       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Tailor                                     | 21.42       |             |
| 16250       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Washer, Machine                            | 18.13       |             |
| 19010       | Machine Tool Operation And Repair Occupations           | Machine-Tool Operator                      | 30.69       |             |
| 19040       | Machine Tool Operation And Repair Occupations           | Tool And Die Maker                         | 35.87       |             |
| 21020       | Materials Handling And Packing Occupations              | Forklift Operator                          | 23.16       |             |
| 21030       | Materials Handling And Packing Occupations              | Material Coordinator                       | 28.85       |             |
| 21040       | Materials Handling And Packing Occupations              | Material Expediter                         | 28.85       |             |
| 21050       | Materials Handling And Packing Occupations              | Material Handling Laborer                  | 21.14       |             |
| 21071       | Materials Handling And Packing Occupations              | Order Filler                               | 18.06       |             |
| 21080       | Materials Handling And Packing Occupations              | Production Line Worker                     | 23.16       |             |
| 21110       | Materials Handling And Packing Occupations              | Shipping Packer                            | 22.44       |             |
| 21130       | Materials Handling And Packing Occupations              | Shipping/Receiving Clerk                   | 22.44       |             |
| 21140       | Materials Handling And Packing Occupations              | Store Worker I                             | 17.09       | ***         |
| 21150       | Materials Handling And Packing Occupations              | Stock Clerk                                | 21.47       |             |
| 21210       | Materials Handling And Packing Occupations              | Tools And Parts Attendant                  | 23.16       |             |
| 21410       | Materials Handling And Packing Occupations              | Warehouse Specialist                       | 23.16       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                                   | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 23010       | Mechanics And Maintenance And Repair Occupations | Aerospace Structural Welder                    | 42.05       |             |
| 23019       | Mechanics And Maintenance And Repair Occupations | Aircraft Logs and Records Technician           | 35.30       |             |
| 23021       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic I                            | 40.42       |             |
| 23022       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic II                           | 42.05       |             |
| 23023       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic III                          | 43.73       |             |
| 23040       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic Helper                       | 31.53       |             |
| 23050       | Mechanics And Maintenance And Repair Occupations | Aircraft, Painter                              | 38.72       |             |
| 23060       | Mechanics And Maintenance And Repair Occupations | Aircraft Servicer                              | 35.30       |             |
| 23070       | Mechanics And Maintenance And Repair Occupations | Aircraft Survival Flight Equipment Technician  | 38.72       |             |
| 23080       | Mechanics And Maintenance And Repair Occupations | Aircraft Worker                                | 37.02       |             |
| 23091       | Mechanics And Maintenance And Repair Occupations | Aircrew Life Support Equipment (ALSE) Mechanic | 37.02       |             |
| 23092       | Mechanics And Maintenance And Repair Occupations | Aircrew Life Support Equipment (ALSE) Mechanic | 40.42       |             |
| 23110       | Mechanics And Maintenance And Repair Occupations | Appliance Mechanic                             | 30.36       |             |
| 23120       | Mechanics And Maintenance And Repair Occupations | Bicycle Repairer                               | 21.20       |             |
| 23125       | Mechanics And Maintenance And Repair Occupations | Cable Splicer                                  | 49.93       |             |
| 23130       | Mechanics And Maintenance And Repair Occupations | Carpenter, Maintenance                         | 33.94       |             |
| 23140       | Mechanics And Maintenance And Repair Occupations | Carpet Layer                                   | 33.87       |             |
| 23160       | Mechanics And Maintenance And Repair Occupations | Electrician, Maintenance                       | 39.17       |             |
| 23181       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance I           | 32.91       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 23182       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance II     | 34.44       |             |
| 23183       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance III    | 35.95       |             |
| 23260       | Mechanics And Maintenance And Repair Occupations | Fabric Worker                             | 32.27       |             |
| 23290       | Mechanics And Maintenance And Repair Occupations | Fire Alarm System Mechanic                | 35.08       |             |
| 23310       | Mechanics And Maintenance And Repair Occupations | Fire Extinguisher Repairer                | 30.66       |             |
| 23311       | Mechanics And Maintenance And Repair Occupations | Fuel Distribution System Mechanic         | 39.89       |             |
| 23312       | Mechanics And Maintenance And Repair Occupations | Fuel Distribution System Operator         | 33.10       |             |
| 23370       | Mechanics And Maintenance And Repair Occupations | General Maintenance Worker                | 27.15       |             |
| 23380       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Mechanic         | 40.42       |             |
| 23381       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Servicer         | 35.30       |             |
| 23382       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Worker           | 37.02       |             |
| 23391       | Mechanics And Maintenance And Repair Occupations | Gunsmith I                                | 30.66       |             |
| 23392       | Mechanics And Maintenance And Repair Occupations | Gunsmith II                               | 33.84       |             |
| 23393       | Mechanics And Maintenance And Repair Occupations | Gunsmith III                              | 36.95       |             |
| 23410       | Mechanics And Maintenance And Repair Occupations | Heating, Ventilation And Air-Conditioning | 36.42       |             |
| 23411       | Mechanics And Maintenance And Repair Occupations | Heating, Ventilation And Air Contidioning | 37.89       |             |
| 23430       | Mechanics And Maintenance And Repair Occupations | Heavy Equipment Mechanic                  | 37.32       |             |
| 23440       | Mechanics And Maintenance And Repair Occupations | Heavy Equipment Operator                  | 33.20       |             |
| 23460       | Mechanics And Maintenance And Repair Occupations | Instrument Mechanic                       | 32.46       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|--|---------------------------------|-------------|-------------|
| 23465       | Mechanics And Maintenance And Repair Occupations | Laboratory/Shelter Mechanic     | 35.40       |             |
| 23470       | Mechanics And Maintenance And Repair Occupations | Laborer                         | 21.14       |             |
| 23510       | Mechanics And Maintenance And Repair Occupations | Locksmith                       | 29.43       |             |
| 23530       | Mechanics And Maintenance And Repair Occupations | Machinery Maintenance Mechanic  | 34.80       |             |
| 23550       | Mechanics And Maintenance And Repair Occupations | Machinist, Maintenance          | 29.64       |             |
| 23580       | Mechanics And Maintenance And Repair Occupations | Maintenance Trades Helper       | 22.61       |             |
| 23591       | Mechanics And Maintenance And Repair Occupations | Metrology Technician I          | 32.46       |             |
| 23592       | Mechanics And Maintenance And Repair Occupations | Metrology Technician II         | 33.77       |             |
| 23593       | Mechanics And Maintenance And Repair Occupations | Metrology Technician III        | 35.12       |             |
| 23640       | Mechanics And Maintenance And Repair Occupations | Millwright                      | 34.24       |             |
| 23710       | Mechanics And Maintenance And Repair Occupations | Office Appliance Repairer       | 27.99       |             |
| 23760       | Mechanics And Maintenance And Repair Occupations | Painter, Maintenance            | 27.67       |             |
| 23790       | Mechanics And Maintenance And Repair Occupations | Pipefitter, Maintenance         | 43.19       |             |
| 23810       | Mechanics And Maintenance And Repair Occupations | Plumber, Maintenance            | 41.37       |             |
| 23820       | Mechanics And Maintenance And Repair Occupations | Pneudraulic Systems Mechanic    | 36.95       |             |
| 23850       | Mechanics And Maintenance And Repair Occupations | Rigger                          | 38.87       |             |
| 23870       | Mechanics And Maintenance And Repair Occupations | Scale Mechanic                  | 33.84       |             |
| 23890       | Mechanics And Maintenance And Repair Occupations | Sheet-Metal Worker, Maintenance | 35.54       |             |
| 23910       | Mechanics And Maintenance And Repair Occupations | Small Engine Mechanic           | 27.96       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                          | <b>Rate</b> | <b>Note</b> |
|-------------|--|---------------------------------------|-------------|-------------|
| 23931       | Mechanics And Maintenance And Repair Occupations | Telecommunications Mechanic I         | 36.97       |             |
| 23932       | Mechanics And Maintenance And Repair Occupations | Telecommunications Mechanic II        | 38.46       |             |
| 23950       | Mechanics And Maintenance And Repair Occupations | Telephone Lineman                     | 47.65       |             |
| 23960       | Mechanics And Maintenance And Repair Occupations | Welder, Combination, Maintenance      | 30.38       |             |
| 23965       | Mechanics And Maintenance And Repair Occupations | Well Driller                          | 38.14       |             |
| 23970       | Mechanics And Maintenance And Repair Occupations | Woodcraft Worker                      | 36.95       |             |
| 23980       | Mechanics And Maintenance And Repair Occupations | Woodworker                            | 30.66       |             |
| 24550       | Personal Needs Occupations                       | Case Manager                          | 20.21       |             |
| 24570       | Personal Needs Occupations                       | Child Care Attendant                  | 18.19       |             |
| 24580       | Personal Needs Occupations                       | Child Care Center Clerk               | 22.68       |             |
| 24610       | Personal Needs Occupations                       | Chore Aide                            | 18.00       |             |
| 24620       | Personal Needs Occupations                       | Family Readiness And Support Services | 20.21       |             |
| 24630       | Personal Needs Occupations                       | Homemaker                             | 21.25       |             |
| 25010       | Plant And System Operations Occupations          | Boiler Tender                         | 37.68       |             |
| 25040       | Plant And System Operations Occupations          | Sewage Plant Operator                 | 31.91       |             |
| 25070       | Plant And System Operations Occupations          | Stationary Engineer                   | 37.68       |             |
| 25190       | Plant And System Operations Occupations          | Ventilation Equipment Tender          | 29.39       |             |
| 25210       | Plant And System Operations Occupations          | Water Treatment Plant Operator        | 31.91       |             |
| 27004       | Protective Service Occupations                   | Alarm Monitor                         | 27.73       |             |
| 27007       | Protective Service Occupations                   | Baggage Inspector                     | 19.84       |             |
| 27008       | Protective Service Occupations                   | Corrections Officer                   | 39.37       |             |
| 27010       | Protective Service Occupations                   | Court Security Officer                | 37.27       |             |
| 27030       | Protective Service Occupations                   | Detection Dog Handler                 | 22.19       |             |
| 27040       | Protective Service Occupations                   | Detention Officer                     | 39.37       |             |

| <b>Code</b> | <b>Category</b>                                | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 27070       | Protective Service Occupations                 | Firefighter                               | 34.73       |             |
| 27101       | Protective Service Occupations                 | Guard I                                   | 19.84       |             |
| 27102       | Protective Service Occupations                 | Guard II                                  | 22.19       |             |
| 27131       | Protective Service Occupations                 | Police Officer I                          | 33.25       |             |
| 27132       | Protective Service Occupations                 | Police Officer II                         | 36.96       |             |
| 28041       | Recreation Occupations                         | Carnival Equipment Operator               | 20.21       |             |
| 28042       | Recreation Occupations                         | Carnival Equipment Repairer               | 21.50       |             |
| 28043       | Recreation Occupations                         | Carnival Worker                           | 16.13       | ***         |
| 28210       | Recreation Occupations                         | Gate Attendant/Gate Tender                | 21.92       |             |
| 28310       | Recreation Occupations                         | Lifeguard                                 | 17.00       | ***         |
| 28350       | Recreation Occupations                         | Park Attendant                            | 24.52       |             |
| 28510       | Recreation Occupations                         | Recreation Aide/Health Facility Attendant | 17.90       |             |
| 28515       | Recreation Occupations                         | Recreation Specialist                     | 30.38       |             |
| 28630       | Recreation Occupations                         | Sports Official                           | 19.53       |             |
| 28690       | Recreation Occupations                         | Swimming Pool Operator                    | 23.73       |             |
| 29010       | Stevedoring/Longshoremen Occupational Services | Blocker And Bracer                        | 36.09       |             |
| 29020       | Stevedoring/Longshoremen Occupational Services | Hatch Tender                              | 36.09       |             |
| 29030       | Stevedoring/Longshoremen Occupational Services | Line Handler                              | 36.09       |             |
| 29041       | Stevedoring/Longshoremen Occupational Services | Stevedore I                               | 34.41       |             |
| 29042       | Stevedoring/Longshoremen Occupational Services | Stevedore II                              | 37.75       |             |
| 30010       | Technical Occupations                          | Air Traffic Control Specialist, Center    | 51.07       | see 2       |
| 30011       | Technical Occupations                          | Air Traffic Control Specialist, Station   | 35.22       | see 2       |
| 30012       | Technical Occupations                          | Air Traffic Control Specialist, Terminal  | 38.79       | see 2       |
| 30021       | Technical Occupations                          | Archeological Technician I                | 22.53       |             |
| 30022       | Technical Occupations                          | Archeological Technician II               | 25.20       |             |
| 30023       | Technical Occupations                          | Archeological Technician III              | 31.23       |             |
| 30030       | Technical Occupations                          | Cartographic Technician                   | 31.23       |             |

| <b>Code</b> | <b>Category</b>       | <b>Title</b>                                | <b>Rate</b> | <b>Note</b> |
|-------------|-----------------------|---|-------------|-------------|
| 30040       | Technical Occupations | Civil Engineering Technician                | 31.25       |             |
| 30051       | Technical Occupations | Cryogenic Technician I                      | 34.39       |             |
| 30052       | Technical Occupations | Cryogenic Technician II                     | 37.97       |             |
| 30061       | Technical Occupations | Drafter/CAD Operator I                      | 22.53       |             |
| 30062       | Technical Occupations | Drafter/CAD Operator II                     | 25.20       |             |
| 30063       | Technical Occupations | Drafter/CAD Operator III                    | 28.10       |             |
| 30064       | Technical Occupations | Drafter/CAD Operator IV                     | 34.58       |             |
| 30081       | Technical Occupations | Engineering Technician I                    | 20.27       |             |
| 30082       | Technical Occupations | Engineering Technician II                   | 22.74       |             |
| 30083       | Technical Occupations | Engineering Technician III                  | 25.44       |             |
| 30084       | Technical Occupations | Engineering Technician IV                   | 31.52       |             |
| 30085       | Technical Occupations | Engineering Technician V                    | 38.56       |             |
| 30086       | Technical Occupations | Engineering Technician VI                   | 46.65       |             |
| 30090       | Technical Occupations | Environmental Technician                    | 29.28       |             |
| 30095       | Technical Occupations | Evidence Control Specialist                 | 31.05       |             |
| 30210       | Technical Occupations | Laboratory Technician                       | 29.60       |             |
| 30221       | Technical Occupations | Latent Fingerprint Technician I             | 35.78       |             |
| 30222       | Technical Occupations | Latent Fingerprint Technician II            | 39.51       |             |
| 30240       | Technical Occupations | Mathematical Technician                     | 39.51       |             |
| 30361       | Technical Occupations | Paralegal/Legal Assistant I                 | 22.87       |             |
| 30362       | Technical Occupations | Paralegal/Legal Assistant II                | 28.33       |             |
| 30363       | Technical Occupations | Paralegal/Legal Assistant III               | 34.66       |             |
| 30364       | Technical Occupations | Paralegal/Legal Assistant IV                | 41.93       |             |
| 30375       | Technical Occupations | Petroleum Supply Specialist                 | 37.97       |             |
| 30390       | Technical Occupations | Photo-Optics Technician                     | 31.23       |             |
| 30395       | Technical Occupations | Radiation Control Technician                | 37.97       |             |
| 30461       | Technical Occupations | Technical Writer I                          | 33.39       |             |
| 30462       | Technical Occupations | Technical Writer II                         | 40.83       |             |
| 30463       | Technical Occupations | Technical Writer III                        | 49.40       |             |
| 30491       | Technical Occupations | Unexploded Ordnance (UXO)<br>Technician I   | 32.46       |             |
| 30492       | Technical Occupations | Unexploded Ordnance (UXO)<br>Technician II  | 39.27       |             |
| 30493       | Technical Occupations | Unexploded Ordnance (UXO)<br>Technician III | 47.07       |             |

| <b>Code</b> | <b>Category</b>                                       | <b>Title</b>                            | <b>Rate</b> | <b>Note</b> |
|-------------|---|---|-------------|-------------|
| 30494       | Technical Occupations                                 | Unexploded (UXO) Safety Escort          | 32.46       |             |
| 30495       | Technical Occupations                                 | Unexploded (UXO) Sweep Personnel        | 32.46       |             |
| 30501       | Technical Occupations                                 | Weather Forecaster I                    | 34.58       |             |
| 30502       | Technical Occupations                                 | Weather Forecaster II                   | 42.06       |             |
| 30620       | Technical Occupations                                 | Weather Observer, Combined Upper Air Or | 28.10       | see 2       |
| 30621       | Technical Occupations                                 | Weather Observer, Senior                | 31.23       | see 2       |
| 31010       | Transportation/Mobile Equipment Operation Occupations | Airplane Pilot                          | 39.27       |             |
| 31020       | Transportation/Mobile Equipment Operation Occupations | Bus Aide                                | 22.33       |             |
| 31030       | Transportation/Mobile Equipment Operation Occupations | Bus Driver                              | 29.03       |             |
| 31043       | Transportation/Mobile Equipment Operation Occupations | Driver Courier                          | 21.04       |             |
| 31260       | Transportation/Mobile Equipment Operation Occupations | Parking and Lot Attendant               | 17.10       | ***         |
| 31290       | Transportation/Mobile Equipment Operation Occupations | Shuttle Bus Driver                      | 19.46       |             |
| 31310       | Transportation/Mobile Equipment Operation Occupations | Taxi Driver                             | 17.28       |             |
| 31361       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Light                      | 22.38       |             |
| 31362       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Medium                     | 23.55       |             |
| 31363       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Heavy                      | 28.81       |             |
| 31364       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Tractor-Trailer            | 28.81       |             |
| 99020       | Miscellaneous Occupations                             | Cabin Safety Specialist                 | 19.15       |             |
| 99030       | Miscellaneous Occupations                             | Cashier                                 | 16.42       | ***         |
| 99050       | Miscellaneous Occupations                             | Desk Clerk                              | 18.57       |             |
| 99095       | Miscellaneous Occupations                             | Embalmer                                | 39.85       |             |
| 99130       | Miscellaneous Occupations                             | Flight Follower                         | 32.46       |             |
| 99251       | Miscellaneous Occupations                             | Laboratory Animal Caretaker I           | 21.50       |             |

| <b>Code</b> | <b>Category</b>           | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------|---------------------------------|-------------|-------------|
| 99252       | Miscellaneous Occupations | Laboratory Animal Caretaker II  | 22.87       |             |
| 99260       | Miscellaneous Occupations | Marketing Analyst               | 39.73       |             |
| 99310       | Miscellaneous Occupations | Mortician                       | 39.85       |             |
| 99410       | Miscellaneous Occupations | Pest Controller                 | 23.66       |             |
| 99510       | Miscellaneous Occupations | Photofinishing Worker           | 20.42       |             |
| 99710       | Miscellaneous Occupations | Recycling Laborer               | 28.69       |             |
| 99711       | Miscellaneous Occupations | Recycling Specialist            | 33.32       |             |
| 99730       | Miscellaneous Occupations | Refuse Collector                | 26.46       |             |
| 99810       | Miscellaneous Occupations | Sales Clerk                     | 17.39       |             |
| 99820       | Miscellaneous Occupations | School Crossing Guard           | 18.03       |             |
| 99830       | Miscellaneous Occupations | Survey Party Chief              | 31.86       |             |
| 99831       | Miscellaneous Occupations | Surveying Aide                  | 21.08       |             |
| 99832       | Miscellaneous Occupations | Surveying Technician            | 28.97       |             |
| 99840       | Miscellaneous Occupations | Vending Machine Attendant       | 24.22       |             |
| 99841       | Miscellaneous Occupations | Vending Machine Repairer        | 28.69       |             |
| 99842       | Miscellaneous Occupations | Vending Machine Repairer Helper | 24.22       |             |

## **Footer**

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.20 per hour) or 13658 (\$12.90 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. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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: \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 per month\*

\*This rate is to be used only when compensating employees for performance on an SCA-

covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

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

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans'

Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

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

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

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

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

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

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

**2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:** If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**\*\* HAZARDOUS PAY DIFFERENTIAL \*\***

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

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

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like;

minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that

has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear"

materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

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

**Conformance Process:**

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

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR

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

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S.

Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).

- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

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

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

Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

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## **Wage Determination No. : 2015-4043**

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

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

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 28

Date Of Last Revision : 07/22/2024

Source : [Source Website](#)

### **Header**

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

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2024.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.90 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 2024.

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: New Hampshire

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

HILLSBOROUGH COUNTY: Amherst, Brookline, Greenfield, Greenville, Hollis, Hudson, Litchfield, Lyndeboro, Mason, Merrimack, Milford, Mont Vernon, Nashua, Temple, Wilton

ROCKINGHAM COUNTY: Chester, Derry, Londonderry, Windham

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

### Wage Determination Table

| Code  | Category  | Title                               | Rate  | Note |
|-------|---|-------------------------------------|-------|------|
| 01011 | Administrative Support And Clerical Occupations | Accounting Clerk I                  | 21.80 |      |
| 01012 | Administrative Support And Clerical Occupations | Accounting Clerk II                 | 24.46 |      |
| 01013 | Administrative Support And Clerical Occupations | Accounting Clerk III                | 27.36 |      |
| 01020 | Administrative Support And Clerical Occupations | Administrative Assistant            | 37.16 |      |
| 01035 | Administrative Support And Clerical Occupations | Court Reporter                      | 26.14 |      |
| 01041 | Administrative Support And Clerical Occupations | Customer Service Representative I   | 18.94 |      |
| 01042 | Administrative Support And Clerical Occupations | Customer Service Representative II  | 20.66 |      |
| 01043 | Administrative Support And Clerical Occupations | Customer Service Representative III | 23.19 |      |
| 01051 | Administrative Support And Clerical Occupations | Data Entry Operator I               | 21.02 |      |
| 01052 | Administrative Support And Clerical Occupations | Data Entry Operator II              | 22.94 |      |
| 01060 | Administrative Support And Clerical Occupations | Dispatcher, Motor Vehicle           | 25.30 |      |

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------------|-------------|-------------|
| 01070       | Administrative Support And Clerical Occupations | Document Preparation Clerk           | 22.60       |             |
| 01090       | Administrative Support And Clerical Occupations | Duplicating Machine Operator         | 22.60       |             |
| 01111       | Administrative Support And Clerical Occupations | General Clerk I                      | 19.28       |             |
| 01112       | Administrative Support And Clerical Occupations | General Clerk II                     | 21.04       |             |
| 01113       | Administrative Support And Clerical Occupations | General Clerk III                    | 23.61       |             |
| 01120       | Administrative Support And Clerical Occupations | Housing Referral Assistant           | 28.21       |             |
| 01141       | Administrative Support And Clerical Occupations | Messenger Courier                    | 20.01       |             |
| 01191       | Administrative Support And Clerical Occupations | Order Clerk I                        | 22.88       |             |
| 01192       | Administrative Support And Clerical Occupations | Order Clerk II                       | 24.97       |             |
| 01261       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) I   | 22.63       |             |
| 01262       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) II  | 25.31       |             |
| 01263       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) III | 28.22       |             |
| 01270       | Administrative Support And Clerical Occupations | Production Control Clerk             | 28.85       |             |
| 01290       | Administrative Support And Clerical Occupations | Rental Clerk                         | 20.36       |             |
| 01300       | Administrative Support And Clerical Occupations | Scheduler, Maintenance               | 22.62       |             |
| 01311       | Administrative Support And Clerical Occupations | Secretary I                          | 22.62       |             |
| 01312       | Administrative Support And Clerical Occupations | Secretary II                         | 25.30       |             |
| 01313       | Administrative Support And Clerical Occupations | Secretary III                        | 28.21       |             |
| 01320       | Administrative Support And Clerical Occupations | Service Order Dispatcher             | 22.62       |             |

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------------|-------------|-------------|
| 01410       | Administrative Support And Clerical Occupations | Supply Technician                    | 37.16       |             |
| 01420       | Administrative Support And Clerical Occupations | Survey Worker                        | 24.15       |             |
| 01460       | Administrative Support And Clerical Occupations | Switchboard Operator/Receptionist    | 19.00       |             |
| 01531       | Administrative Support And Clerical Occupations | Travel Clerk I                       | 21.53       |             |
| 01532       | Administrative Support And Clerical Occupations | Travel Clerk II                      | 23.20       |             |
| 01533       | Administrative Support And Clerical Occupations | Travel Clerk III                     | 24.99       |             |
| 01611       | Administrative Support And Clerical Occupations | Word Processor I                     | 20.65       |             |
| 01612       | Administrative Support And Clerical Occupations | Word Processor II                    | 23.17       |             |
| 01613       | Administrative Support And Clerical Occupations | Word Processor III                   | 25.92       |             |
| 05005       | Automotive Service Occupations                  | Automobile Body Repairer, Fiberglass | 29.81       |             |
| 05010       | Automotive Service Occupations                  | Automotive Electrician               | 23.05       |             |
| 05040       | Automotive Service Occupations                  | Automotive Glass Installer           | 22.03       |             |
| 05070       | Automotive Service Occupations                  | Automotive Worker                    | 22.03       |             |
| 05110       | Automotive Service Occupations                  | Mobile Equipment Servicer            | 19.96       |             |
| 05130       | Automotive Service Occupations                  | Motor Equipment Metal Mechanic       | 24.06       |             |
| 05160       | Automotive Service Occupations                  | Motor Equipment Metal Worker         | 22.03       |             |
| 05190       | Automotive Service Occupations                  | Motor Vehicle Mechanic               | 24.06       |             |
| 05220       | Automotive Service Occupations                  | Motor Vehicle Mechanic Helper        | 18.77       |             |
| 05250       | Automotive Service Occupations                  | Motor Vehicle Upholstery Worker      | 21.01       |             |
| 05280       | Automotive Service Occupations                  | Motor Vehicle Wrecker                | 22.03       |             |
| 05310       | Automotive Service Occupations                  | Painter, Automotive                  | 23.05       |             |
| 05340       | Automotive Service Occupations                  | Radiator Repair Specialist           | 22.03       |             |
| 05370       | Automotive Service Occupations                  | Tire Repairer                        | 17.29       |             |
| 05400       | Automotive Service Occupations                  | Transmission Repair Specialist       | 24.06       |             |
| 07010       | Food Preparation And Service Occupations        | Baker                                | 18.37       |             |

| <b>Code</b> | <b>Category</b>                              | <b>Title</b>                 | <b>Rate</b> | <b>Note</b> |
|-------------|--|------------------------------|-------------|-------------|
| 07041       | Food Preparation And Service Occupations     | Cook I                       | 22.81       |             |
| 07042       | Food Preparation And Service Occupations     | Cook II                      | 25.17       |             |
| 07070       | Food Preparation And Service Occupations     | Dishwasher                   | 17.56       |             |
| 07130       | Food Preparation And Service Occupations     | Food Service Worker          | 17.65       |             |
| 07210       | Food Preparation And Service Occupations     | Meat Cutter                  | 23.47       |             |
| 07260       | Food Preparation And Service Occupations     | Waiter/Waitress              | 16.89       | ***         |
| 09010       | Furniture Maintenance And Repair Occupations | Electrostatic Spray Painter  | 23.31       |             |
| 09040       | Furniture Maintenance And Repair Occupations | Furniture Handler            | 17.86       |             |
| 09080       | Furniture Maintenance And Repair Occupations | Furniture Refinisher         | 25.48       |             |
| 09090       | Furniture Maintenance And Repair Occupations | Furniture Refinisher Helper  | 20.75       |             |
| 09110       | Furniture Maintenance And Repair Occupations | Furniture Repairer, Minor    | 23.23       |             |
| 09130       | Furniture Maintenance And Repair Occupations | Upholsterer                  | 23.12       |             |
| 11030       | General Services And Support Occupations     | Cleaner, Vehicles            | 17.82       |             |
| 11060       | General Services And Support Occupations     | Elevator Operator            | 18.04       |             |
| 11090       | General Services And Support Occupations     | Gardener                     | 27.82       |             |
| 11122       | General Services And Support Occupations     | Housekeeping Aide            | 19.20       |             |
| 11150       | General Services And Support Occupations     | Janitor                      | 19.20       |             |
| 11210       | General Services And Support Occupations     | Laborer, Grounds Maintenance | 22.51       |             |
| 11240       | General Services And Support Occupations     | Maid or Houseman             | 18.28       |             |

| <b>Code</b> | <b>Category</b>                          | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 11260       | General Services And Support Occupations | Pruner                                     | 20.87       |             |
| 11270       | General Services And Support Occupations | Tractor Operator                           | 26.15       |             |
| 11330       | General Services And Support Occupations | Trail Maintenance Worker                   | 22.51       |             |
| 11360       | General Services And Support Occupations | Window Cleaner                             | 20.71       |             |
| 12010       | Health Occupations                       | Ambulance Driver                           | 22.36       |             |
| 12011       | Health Occupations                       | Breath Alcohol Technician                  | 31.11       |             |
| 12012       | Health Occupations                       | Certified Occupational Therapist Assistant | 36.24       |             |
| 12015       | Health Occupations                       | Certified Physical Therapist Assistant     | 37.07       |             |
| 12020       | Health Occupations                       | Dental Assistant                           | 29.22       |             |
| 12025       | Health Occupations                       | Dental Hygienist                           | 48.88       |             |
| 12030       | Health Occupations                       | EKG Technician                             | 44.61       |             |
| 12035       | Health Occupations                       | Electroneurodiagnostic Technologist        | 44.61       |             |
| 12040       | Health Occupations                       | Emergency Medical Technician               | 22.36       |             |
| 12071       | Health Occupations                       | Licensed Practical Nurse I                 | 27.82       |             |
| 12072       | Health Occupations                       | Licensed Practical Nurse II                | 31.11       |             |
| 12073       | Health Occupations                       | Licensed Practical Nurse III               | 34.68       |             |
| 12100       | Health Occupations                       | Medical Assistant                          | 23.06       |             |
| 12130       | Health Occupations                       | Medical Laboratory Technician              | 31.64       |             |
| 12160       | Health Occupations                       | Medical Record Clerk                       | 22.59       |             |
| 12190       | Health Occupations                       | Medical Record Technician                  | 27.80       |             |
| 12195       | Health Occupations                       | Medical Transcriptionist                   | 21.41       |             |
| 12210       | Health Occupations                       | Nuclear Medicine Technologist              | 49.93       |             |
| 12221       | Health Occupations                       | Nursing Assistant I                        | 15.38       | ***         |
| 12222       | Health Occupations                       | Nursing Assistant II                       | 17.29       |             |
| 12223       | Health Occupations                       | Nursing Assistant III                      | 18.86       |             |
| 12224       | Health Occupations                       | Nursing Assistant IV                       | 21.19       |             |
| 12235       | Health Occupations                       | Optical Dispenser                          | 28.91       |             |
| 12236       | Health Occupations                       | Optical Technician                         | 23.89       |             |
| 12250       | Health Occupations                       | Pharmacy Technician                        | 21.82       |             |

| <b>Code</b> | <b>Category</b>                    | <b>Title</b>                           | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------|--|-------------|-------------|
| 12280       | Health Occupations                 | Phlebotomist                           | 23.28       |             |
| 12305       | Health Occupations                 | Radiologic Technologist                | 43.96       |             |
| 12311       | Health Occupations                 | Registered Nurse I                     | 27.20       |             |
| 12312       | Health Occupations                 | Registered Nurse II                    | 33.28       |             |
| 12313       | Health Occupations                 | Registered Nurse II, Specialist        | 33.28       |             |
| 12314       | Health Occupations                 | Registered Nurse III                   | 40.26       |             |
| 12315       | Health Occupations                 | Registered Nurse III, Anesthetist      | 40.26       |             |
| 12316       | Health Occupations                 | Registered Nurse IV                    | 48.25       |             |
| 12317       | Health Occupations                 | Scheduler                              | 38.56       |             |
| 12320       | Health Occupations                 | Substance Abuse Treatment Counselor    | 27.67       |             |
| 13011       | Information And Arts Occupations   | Exhibits Specialist I                  | 21.49       |             |
| 13012       | Information And Arts Occupations   | Exhibits Specialist II                 | 26.63       |             |
| 13013       | Information And Arts Occupations   | Exhibits Specialist III                | 32.58       |             |
| 13041       | Information And Arts Occupations   | Illustrator I                          | 23.81       |             |
| 13042       | Information And Arts Occupations   | Illustrator II                         | 29.50       |             |
| 13043       | Information And Arts Occupations   | Illustrator III                        | 36.09       |             |
| 13047       | Information And Arts Occupations   | Librarian                              | 37.64       |             |
| 13050       | Information And Arts Occupations   | Library Aide/Clerk                     | 21.19       |             |
| 13054       | Information And Arts Occupations   | Library Information Technology Systems | 33.99       |             |
| 13058       | Information And Arts Occupations   | Library Technician                     | 24.30       |             |
| 13061       | Information And Arts Occupations   | Media Specialist I                     | 24.53       |             |
| 13062       | Information And Arts Occupations   | Media Specialist II                    | 27.43       |             |
| 13063       | Information And Arts Occupations   | Media Specialist III                   | 30.58       |             |
| 13071       | Information And Arts Occupations   | Photographer I                         | 21.97       |             |
| 13072       | Information And Arts Occupations   | Photographer II                        | 24.57       |             |
| 13073       | Information And Arts Occupations   | Photographer III                       | 30.44       |             |
| 13074       | Information And Arts Occupations   | Photographer IV                        | 37.24       |             |
| 13075       | Information And Arts Occupations   | Photographer V                         | 45.05       |             |
| 13090       | Information And Arts Occupations   | Technical Order Library Clerk          | 26.60       |             |
| 13110       | Information And Arts Occupations   | Video Teleconference Technician        | 29.04       |             |
| 14041       | Information Technology Occupations | Computer Operator I                    | 24.31       |             |
| 14042       | Information Technology Occupations | Computer Operator II                   | 27.19       |             |

| <b>Code</b> | <b>Category</b>                    | <b>Title</b>                                    | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------|---|-------------|-------------|
| 14043       | Information Technology Occupations | Computer Operator III                           | 30.33       |             |
| 14044       | Information Technology Occupations | Computer Operator IV                            | 33.67       |             |
| 14045       | Information Technology Occupations | Computer Operator V                             | 37.30       |             |
| 14071       | Information Technology Occupations | Computer Programmer I                           | NaN         | see 1       |
| 14072       | Information Technology Occupations | Computer Programmer II                          | NaN         | see 1       |
| 14073       | Information Technology Occupations | Computer Programmer III                         | NaN         | see 1       |
| 14074       | Information Technology Occupations | Computer Programmer IV                          | NaN         | see 1       |
| 14101       | Information Technology Occupations | Computer Systems Analyst I                      | NaN         | see 1       |
| 14102       | Information Technology Occupations | Computer Systems Analyst II                     | NaN         | see 1       |
| 14103       | Information Technology Occupations | Computer Systems Analyst III                    | NaN         | see 1       |
| 14150       | Information Technology Occupations | Peripheral Equipment Operator                   | 24.31       |             |
| 14160       | Information Technology Occupations | Personal Computer Support Technician            | 33.72       |             |
| 14170       | Information Technology Occupations | System Support Specialist                       | 43.21       |             |
| 15010       | Instructional Occupations          | Aircrew Training Devices Instructor             | 37.31       |             |
| 15020       | Instructional Occupations          | Aircrew Training Devices Instructor             | 45.14       |             |
| 15030       | Instructional Occupations          | Air Crew Training Devices Instructor            | 54.10       |             |
| 15050       | Instructional Occupations          | Computer Based Training Specialist / Instructor | 37.31       |             |
| 15060       | Instructional Occupations          | Educational Technologist                        | 41.87       |             |
| 15070       | Instructional Occupations          | Flight Instructor                               | 54.10       |             |
| 15080       | Instructional Occupations          | Graphic Artist                                  | 35.24       |             |
| 15085       | Instructional Occupations          | Maintenance Test Pilot, Fixed, Jet/Prop         | 54.10       |             |
| 15086       | Instructional Occupations          | Maintenance Test Pilot, Rotary Wing             | 54.10       |             |
| 15088       | Instructional Occupations          | Non-Maintenance Test/Co-Pilot                   | 54.10       |             |

| <b>Code</b> | <b>Category</b>   | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|---|--|-------------|-------------|
| 15090       | Instructional Occupations                               | Technical Instructor                       | 30.03       |             |
| 15095       | Instructional Occupations                               | Technical Instructor/Course Developer      | 36.73       |             |
| 15110       | Instructional Occupations                               | Test Proctor                               | 24.23       |             |
| 15120       | Instructional Occupations                               | Tutor                                      | 24.23       |             |
| 16010       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Assembler                                  | 17.31       |             |
| 16030       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Counter Attendant                          | 17.31       |             |
| 16040       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Dry Cleaner                                | 19.77       |             |
| 16070       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Finisher, Flatwork, Machine                | 17.31       |             |
| 16090       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Hand                              | 17.31       |             |
| 16110       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Drycleaning              | 17.31       |             |
| 16130       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Shirts                   | 17.31       |             |
| 16160       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Wearing Apparel, Laundry | 17.31       |             |
| 16190       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Sewing Machine Operator                    | 20.60       |             |
| 16220       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Tailor                                     | 21.42       |             |
| 16250       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Washer, Machine                            | 18.13       |             |
| 19010       | Machine Tool Operation And Repair Occupations           | Machine-Tool Operator                      | 30.69       |             |
| 19040       | Machine Tool Operation And Repair Occupations           | Tool And Die Maker                         | 35.87       |             |
| 21020       | Materials Handling And Packing Occupations              | Forklift Operator                          | 23.16       |             |
| 21030       | Materials Handling And Packing Occupations              | Material Coordinator                       | 28.85       |             |
| 21040       | Materials Handling And Packing Occupations              | Material Expediter                         | 28.85       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                                  | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 21050       | Materials Handling And Packing Occupations       | Material Handling Laborer                     | 21.14       |             |
| 21071       | Materials Handling And Packing Occupations       | Order Filler                                  | 17.89       |             |
| 21080       | Materials Handling And Packing Occupations       | Production Line Worker                        | 23.16       |             |
| 21110       | Materials Handling And Packing Occupations       | Shipping Packer                               | 22.44       |             |
| 21130       | Materials Handling And Packing Occupations       | Shipping/Receiving Clerk                      | 22.44       |             |
| 21140       | Materials Handling And Packing Occupations       | Store Worker I                                | 17.09       | ***         |
| 21150       | Materials Handling And Packing Occupations       | Stock Clerk                                   | 21.47       |             |
| 21210       | Materials Handling And Packing Occupations       | Tools And Parts Attendant                     | 23.16       |             |
| 21410       | Materials Handling And Packing Occupations       | Warehouse Specialist                          | 23.16       |             |
| 23010       | Mechanics And Maintenance And Repair Occupations | Aerospace Structural Welder                   | 42.05       |             |
| 23019       | Mechanics And Maintenance And Repair Occupations | Aircraft Logs and Records Technician          | 35.30       |             |
| 23021       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic I                           | 40.42       |             |
| 23022       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic II                          | 42.05       |             |
| 23023       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic III                         | 43.73       |             |
| 23040       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic Helper                      | 31.53       |             |
| 23050       | Mechanics And Maintenance And Repair Occupations | Aircraft, Painter                             | 38.72       |             |
| 23060       | Mechanics And Maintenance And Repair Occupations | Aircraft Servicer                             | 35.30       |             |
| 23070       | Mechanics And Maintenance And Repair Occupations | Aircraft Survival Flight Equipment Technician | 38.72       |             |
| 23080       | Mechanics And Maintenance And Repair Occupations | Aircraft Worker                               | 37.02       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                                   | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 23091       | Mechanics And Maintenance And Repair Occupations | Aircrew Life Support Equipment (ALSE) Mechanic | 37.02       |             |
| 23092       | Mechanics And Maintenance And Repair Occupations | Aircrew Life Support Equipment (ALSE) Mechanic | 40.42       |             |
| 23110       | Mechanics And Maintenance And Repair Occupations | Appliance Mechanic                             | 27.97       |             |
| 23120       | Mechanics And Maintenance And Repair Occupations | Bicycle Repairer                               | 19.79       |             |
| 23125       | Mechanics And Maintenance And Repair Occupations | Cable Splicer                                  | 49.72       |             |
| 23130       | Mechanics And Maintenance And Repair Occupations | Carpenter, Maintenance                         | 33.94       |             |
| 23140       | Mechanics And Maintenance And Repair Occupations | Carpet Layer                                   | 32.56       |             |
| 23160       | Mechanics And Maintenance And Repair Occupations | Electrician, Maintenance                       | 39.17       |             |
| 23181       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance I           | 32.91       |             |
| 23182       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance II          | 34.44       |             |
| 23183       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance III         | 35.95       |             |
| 23260       | Mechanics And Maintenance And Repair Occupations | Fabric Worker                                  | 32.27       |             |
| 23290       | Mechanics And Maintenance And Repair Occupations | Fire Alarm System Mechanic                     | 35.08       |             |
| 23310       | Mechanics And Maintenance And Repair Occupations | Fire Extinguisher Repairer                     | 30.66       |             |
| 23311       | Mechanics And Maintenance And Repair Occupations | Fuel Distribution System Mechanic              | 37.22       |             |
| 23312       | Mechanics And Maintenance And Repair Occupations | Fuel Distribution System Operator              | 30.22       |             |
| 23370       | Mechanics And Maintenance And Repair Occupations | General Maintenance Worker                     | 27.15       |             |
| 23380       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Mechanic              | 40.42       |             |
| 23381       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Servicer              | 35.30       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 23382       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Worker           | 37.02       |             |
| 23391       | Mechanics And Maintenance And Repair Occupations | Gunsmith I                                | 30.66       |             |
| 23392       | Mechanics And Maintenance And Repair Occupations | Gunsmith II                               | 33.84       |             |
| 23393       | Mechanics And Maintenance And Repair Occupations | Gunsmith III                              | 36.95       |             |
| 23410       | Mechanics And Maintenance And Repair Occupations | Heating, Ventilation And Air-Conditioning | 36.42       |             |
| 23411       | Mechanics And Maintenance And Repair Occupations | Heating, Ventilation And Air Contidioning | 37.89       |             |
| 23430       | Mechanics And Maintenance And Repair Occupations | Heavy Equipment Mechanic                  | 37.32       |             |
| 23440       | Mechanics And Maintenance And Repair Occupations | Heavy Equipment Operator                  | 33.20       |             |
| 23460       | Mechanics And Maintenance And Repair Occupations | Instrument Mechanic                       | 32.46       |             |
| 23465       | Mechanics And Maintenance And Repair Occupations | Laboratory/Shelter Mechanic               | 35.40       |             |
| 23470       | Mechanics And Maintenance And Repair Occupations | Laborer                                   | 21.14       |             |
| 23510       | Mechanics And Maintenance And Repair Occupations | Locksmith                                 | 29.43       |             |
| 23530       | Mechanics And Maintenance And Repair Occupations | Machinery Maintenance Mechanic            | 34.80       |             |
| 23550       | Mechanics And Maintenance And Repair Occupations | Machinist, Maintenance                    | 29.64       |             |
| 23580       | Mechanics And Maintenance And Repair Occupations | Maintenance Trades Helper                 | 20.08       |             |
| 23591       | Mechanics And Maintenance And Repair Occupations | Metrology Technician I                    | 32.46       |             |
| 23592       | Mechanics And Maintenance And Repair Occupations | Metrology Technician II                   | 33.77       |             |
| 23593       | Mechanics And Maintenance And Repair Occupations | Metrology Technician III                  | 35.12       |             |
| 23640       | Mechanics And Maintenance And Repair Occupations | Millwright                                | 34.24       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                          | <b>Rate</b> | <b>Note</b> |
|-------------|--|---------------------------------------|-------------|-------------|
| 23710       | Mechanics And Maintenance And Repair Occupations | Office Appliance Repairer             | 25.34       |             |
| 23760       | Mechanics And Maintenance And Repair Occupations | Painter, Maintenance                  | 25.93       |             |
| 23790       | Mechanics And Maintenance And Repair Occupations | Pipefitter, Maintenance               | 43.19       |             |
| 23810       | Mechanics And Maintenance And Repair Occupations | Plumber, Maintenance                  | 41.37       |             |
| 23820       | Mechanics And Maintenance And Repair Occupations | Pneudraulic Systems Mechanic          | 36.95       |             |
| 23850       | Mechanics And Maintenance And Repair Occupations | Rigger                                | 37.61       |             |
| 23870       | Mechanics And Maintenance And Repair Occupations | Scale Mechanic                        | 33.84       |             |
| 23890       | Mechanics And Maintenance And Repair Occupations | Sheet-Metal Worker, Maintenance       | 35.54       |             |
| 23910       | Mechanics And Maintenance And Repair Occupations | Small Engine Mechanic                 | 26.31       |             |
| 23931       | Mechanics And Maintenance And Repair Occupations | Telecommunications Mechanic I         | 36.97       |             |
| 23932       | Mechanics And Maintenance And Repair Occupations | Telecommunications Mechanic II        | 38.46       |             |
| 23950       | Mechanics And Maintenance And Repair Occupations | Telephone Lineman                     | 45.60       |             |
| 23960       | Mechanics And Maintenance And Repair Occupations | Welder, Combination, Maintenance      | 28.57       |             |
| 23965       | Mechanics And Maintenance And Repair Occupations | Well Driller                          | 37.42       |             |
| 23970       | Mechanics And Maintenance And Repair Occupations | Woodcraft Worker                      | 36.95       |             |
| 23980       | Mechanics And Maintenance And Repair Occupations | Woodworker                            | 30.66       |             |
| 24550       | Personal Needs Occupations                       | Case Manager                          | 20.21       |             |
| 24570       | Personal Needs Occupations                       | Child Care Attendant                  | 18.11       |             |
| 24580       | Personal Needs Occupations                       | Child Care Center Clerk               | 22.58       |             |
| 24610       | Personal Needs Occupations                       | Chore Aide                            | 18.00       |             |
| 24620       | Personal Needs Occupations                       | Family Readiness And Support Services | 20.21       |             |

| <b>Code</b> | <b>Category</b>                                | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 24630       | Personal Needs Occupations                     | Homemaker                                 | 20.21       |             |
| 25010       | Plant And System Operations Occupations        | Boiler Tender                             | 37.61       |             |
| 25040       | Plant And System Operations Occupations        | Sewage Plant Operator                     | 31.91       |             |
| 25070       | Plant And System Operations Occupations        | Stationary Engineer                       | 37.61       |             |
| 25190       | Plant And System Operations Occupations        | Ventilation Equipment Tender              | 29.21       |             |
| 25210       | Plant And System Operations Occupations        | Water Treatment Plant Operator            | 31.91       |             |
| 27004       | Protective Service Occupations                 | Alarm Monitor                             | 27.73       |             |
| 27007       | Protective Service Occupations                 | Baggage Inspector                         | 19.84       |             |
| 27008       | Protective Service Occupations                 | Corrections Officer                       | 39.37       |             |
| 27010       | Protective Service Occupations                 | Court Security Officer                    | 37.27       |             |
| 27030       | Protective Service Occupations                 | Detection Dog Handler                     | 22.19       |             |
| 27040       | Protective Service Occupations                 | Detention Officer                         | 39.37       |             |
| 27070       | Protective Service Occupations                 | Firefighter                               | 34.11       |             |
| 27101       | Protective Service Occupations                 | Guard I                                   | 19.84       |             |
| 27102       | Protective Service Occupations                 | Guard II                                  | 22.19       |             |
| 27131       | Protective Service Occupations                 | Police Officer I                          | 33.25       |             |
| 27132       | Protective Service Occupations                 | Police Officer II                         | 36.96       |             |
| 28041       | Recreation Occupations                         | Carnival Equipment Operator               | 20.21       |             |
| 28042       | Recreation Occupations                         | Carnival Equipment Repairer               | 21.38       |             |
| 28043       | Recreation Occupations                         | Carnival Worker                           | 16.13       | ***         |
| 28210       | Recreation Occupations                         | Gate Attendant/Gate Tender                | 21.92       |             |
| 28310       | Recreation Occupations                         | Lifeguard                                 | 17.00       | ***         |
| 28350       | Recreation Occupations                         | Park Attendant                            | 24.52       |             |
| 28510       | Recreation Occupations                         | Recreation Aide/Health Facility Attendant | 17.90       |             |
| 28515       | Recreation Occupations                         | Recreation Specialist                     | 30.38       |             |
| 28630       | Recreation Occupations                         | Sports Official                           | 19.53       |             |
| 28690       | Recreation Occupations                         | Swimming Pool Operator                    | 23.73       |             |
| 29010       | Stevedoring/Longshoremen Occupational Services | Blocker And Bracer                        | 36.09       |             |

| <b>Code</b> | <b>Category</b>                                | <b>Title</b>                             | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 29020       | Stevedoring/Longshoremen Occupational Services | Hatch Tender                             | 36.09       |             |
| 29030       | Stevedoring/Longshoremen Occupational Services | Line Handler                             | 36.09       |             |
| 29041       | Stevedoring/Longshoremen Occupational Services | Stevedore I                              | 34.41       |             |
| 29042       | Stevedoring/Longshoremen Occupational Services | Stevedore II                             | 37.75       |             |
| 30010       | Technical Occupations                          | Air Traffic Control Specialist, Center   | 51.07       | see 2       |
| 30011       | Technical Occupations                          | Air Traffic Control Specialist, Station  | 35.22       | see 2       |
| 30012       | Technical Occupations                          | Air Traffic Control Specialist, Terminal | 38.79       | see 2       |
| 30021       | Technical Occupations                          | Archeological Technician I               | 22.41       |             |
| 30022       | Technical Occupations                          | Archeological Technician II              | 25.06       |             |
| 30023       | Technical Occupations                          | Archeological Technician III             | 31.05       |             |
| 30030       | Technical Occupations                          | Cartographic Technician                  | 31.05       |             |
| 30040       | Technical Occupations                          | Civil Engineering Technician             | 31.25       |             |
| 30051       | Technical Occupations                          | Cryogenic Technician I                   | 34.39       |             |
| 30052       | Technical Occupations                          | Cryogenic Technician II                  | 37.97       |             |
| 30061       | Technical Occupations                          | Drafter/CAD Operator I                   | 22.41       |             |
| 30062       | Technical Occupations                          | Drafter/CAD Operator II                  | 25.06       |             |
| 30063       | Technical Occupations                          | Drafter/CAD Operator III                 | 27.94       |             |
| 30064       | Technical Occupations                          | Drafter/CAD Operator IV                  | 34.39       |             |
| 30081       | Technical Occupations                          | Engineering Technician I                 | 20.27       |             |
| 30082       | Technical Occupations                          | Engineering Technician II                | 22.74       |             |
| 30083       | Technical Occupations                          | Engineering Technician III               | 25.44       |             |
| 30084       | Technical Occupations                          | Engineering Technician IV                | 31.52       |             |
| 30085       | Technical Occupations                          | Engineering Technician V                 | 38.56       |             |
| 30086       | Technical Occupations                          | Engineering Technician VI                | 46.65       |             |
| 30090       | Technical Occupations                          | Environmental Technician                 | 29.28       |             |
| 30095       | Technical Occupations                          | Evidence Control Specialist              | 31.05       |             |
| 30210       | Technical Occupations                          | Laboratory Technician                    | 29.60       |             |
| 30221       | Technical Occupations                          | Latent Fingerprint Technician I          | 35.90       |             |
| 30222       | Technical Occupations                          | Latent Fingerprint Technician II         | 39.66       |             |

| <b>Code</b> | <b>Category</b>                                       | <b>Title</b>                             | <b>Rate</b> | <b>Note</b> |
|-------------|---|--|-------------|-------------|
| 30240       | Technical Occupations                                 | Mathematical Technician                  | 39.51       |             |
| 30361       | Technical Occupations                                 | Paralegal/Legal Assistant I              | 22.87       |             |
| 30362       | Technical Occupations                                 | Paralegal/Legal Assistant II             | 28.33       |             |
| 30363       | Technical Occupations                                 | Paralegal/Legal Assistant III            | 34.66       |             |
| 30364       | Technical Occupations                                 | Paralegal/Legal Assistant IV             | 41.93       |             |
| 30375       | Technical Occupations                                 | Petroleum Supply Specialist              | 37.97       |             |
| 30390       | Technical Occupations                                 | Photo-Optics Technician                  | 31.05       |             |
| 30395       | Technical Occupations                                 | Radiation Control Technician             | 37.97       |             |
| 30461       | Technical Occupations                                 | Technical Writer I                       | 33.39       |             |
| 30462       | Technical Occupations                                 | Technical Writer II                      | 40.83       |             |
| 30463       | Technical Occupations                                 | Technical Writer III                     | 49.40       |             |
| 30491       | Technical Occupations                                 | Unexploded Ordnance (UXO) Technician I   | 32.46       |             |
| 30492       | Technical Occupations                                 | Unexploded Ordnance (UXO) Technician II  | 39.27       |             |
| 30493       | Technical Occupations                                 | Unexploded Ordnance (UXO) Technician III | 47.07       |             |
| 30494       | Technical Occupations                                 | Unexploded (UXO) Safety Escort           | 32.46       |             |
| 30495       | Technical Occupations                                 | Unexploded (UXO) Sweep Personnel         | 32.46       |             |
| 30501       | Technical Occupations                                 | Weather Forecaster I                     | 34.39       |             |
| 30502       | Technical Occupations                                 | Weather Forecaster II                    | 41.82       |             |
| 30620       | Technical Occupations                                 | Weather Observer, Combined Upper Air Or  | 27.94       | see 2       |
| 30621       | Technical Occupations                                 | Weather Observer, Senior                 | 31.05       | see 2       |
| 31010       | Transportation/Mobile Equipment Operation Occupations | Airplane Pilot                           | 39.27       |             |
| 31020       | Transportation/Mobile Equipment Operation Occupations | Bus Aide                                 | 22.33       |             |
| 31030       | Transportation/Mobile Equipment Operation Occupations | Bus Driver                               | 29.03       |             |
| 31043       | Transportation/Mobile Equipment Operation Occupations | Driver Courier                           | 20.70       |             |
| 31260       | Transportation/Mobile Equipment Operation Occupations | Parking and Lot Attendant                | 17.10       | ***         |

| <b>Code</b> | <b>Category</b>                                       | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|---|---------------------------------|-------------|-------------|
| 31290       | Transportation/Mobile Equipment Operation Occupations | Shuttle Bus Driver              | 19.46       |             |
| 31310       | Transportation/Mobile Equipment Operation Occupations | Taxi Driver                     | 16.35       | ***         |
| 31361       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Light              | 22.02       |             |
| 31362       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Medium             | 23.17       |             |
| 31363       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Heavy              | 28.81       |             |
| 31364       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Tractor-Trailer    | 28.81       |             |
| 99020       | Miscellaneous Occupations                             | Cabin Safety Specialist         | 19.15       |             |
| 99030       | Miscellaneous Occupations                             | Cashier                         | 16.42       | ***         |
| 99050       | Miscellaneous Occupations                             | Desk Clerk                      | 18.01       |             |
| 99095       | Miscellaneous Occupations                             | Embalmer                        | 36.37       |             |
| 99130       | Miscellaneous Occupations                             | Flight Follower                 | 32.46       |             |
| 99251       | Miscellaneous Occupations                             | Laboratory Animal Caretaker I   | 18.02       |             |
| 99252       | Miscellaneous Occupations                             | Laboratory Animal Caretaker II  | 19.15       |             |
| 99260       | Miscellaneous Occupations                             | Marketing Analyst               | 39.73       |             |
| 99310       | Miscellaneous Occupations                             | Mortician                       | 36.37       |             |
| 99410       | Miscellaneous Occupations                             | Pest Controller                 | 23.66       |             |
| 99510       | Miscellaneous Occupations                             | Photofinishing Worker           | 20.42       |             |
| 99710       | Miscellaneous Occupations                             | Recycling Laborer               | 26.24       |             |
| 99711       | Miscellaneous Occupations                             | Recycling Specialist            | 29.85       |             |
| 99730       | Miscellaneous Occupations                             | Refuse Collector                | 24.48       |             |
| 99810       | Miscellaneous Occupations                             | Sales Clerk                     | 17.39       |             |
| 99820       | Miscellaneous Occupations                             | School Crossing Guard           | 18.03       |             |
| 99830       | Miscellaneous Occupations                             | Survey Party Chief              | 31.86       |             |
| 99831       | Miscellaneous Occupations                             | Surveying Aide                  | 19.39       |             |
| 99832       | Miscellaneous Occupations                             | Surveying Technician            | 28.97       |             |
| 99840       | Miscellaneous Occupations                             | Vending Machine Attendant       | 22.31       |             |
| 99841       | Miscellaneous Occupations                             | Vending Machine Repairer        | 26.55       |             |
| 99842       | Miscellaneous Occupations                             | Vending Machine Repairer Helper | 22.31       |             |

**Footer**

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.20 per hour) or 13658 (\$12.90 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. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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: \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 per month\*

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

VACATION: 1 week paid vacation after 1 year of service with a contractor or successor; 2 weeks after 2 years; and 3 weeks after 10 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans'

Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

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

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

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

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

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

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

2) **AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:** If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**\*\* HAZARDOUS PAY DIFFERENTIAL \*\***

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

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

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like;

minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of ""wash and wear""

materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the

contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

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

**Conformance Process:**

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

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

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S.

Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

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

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

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

Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

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## **Wage Determination No. : 2015-4045**

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

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

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 29

Date Of Last Revision : 07/22/2024

Source : [Source Website](#)

## Header

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

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2024.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.90 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 2024.

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).

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

BARNSTABLE COUNTY: Barnstable, Bourne, Brewster, Chatham, Dennis, Eastham, Falmouth, Harwich, Mashpee, Orleans, Sandwich, Wellfleet, Yarmouth

PLYMOUTH COUNTY: Marion, Wareham

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

## Wage Determination Table

| Code  | Category  | Title                | Rate  | Note |
|-------|---|----------------------|-------|------|
| 01011 | Administrative Support And Clerical Occupations | Accounting Clerk I   | 20.13 |      |
| 01012 | Administrative Support And Clerical Occupations | Accounting Clerk II  | 22.59 |      |
| 01013 | Administrative Support And Clerical Occupations | Accounting Clerk III | 25.27 |      |

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                        | <b>Rate</b> | <b>Note</b> |
|-------------|---|-------------------------------------|-------------|-------------|
| 01020       | Administrative Support And Clerical Occupations | Administrative Assistant            | 32.87       |             |
| 01035       | Administrative Support And Clerical Occupations | Court Reporter                      | 22.93       |             |
| 01041       | Administrative Support And Clerical Occupations | Customer Service Representative I   | 17.38       |             |
| 01042       | Administrative Support And Clerical Occupations | Customer Service Representative II  | 18.96       |             |
| 01043       | Administrative Support And Clerical Occupations | Customer Service Representative III | 21.28       |             |
| 01051       | Administrative Support And Clerical Occupations | Data Entry Operator I               | 19.97       |             |
| 01052       | Administrative Support And Clerical Occupations | Data Entry Operator II              | 21.78       |             |
| 01060       | Administrative Support And Clerical Occupations | Dispatcher, Motor Vehicle           | 25.06       |             |
| 01070       | Administrative Support And Clerical Occupations | Document Preparation Clerk          | 18.27       |             |
| 01090       | Administrative Support And Clerical Occupations | Duplicating Machine Operator        | 18.27       |             |
| 01111       | Administrative Support And Clerical Occupations | General Clerk I                     | 18.48       |             |
| 01112       | Administrative Support And Clerical Occupations | General Clerk II                    | 20.17       |             |
| 01113       | Administrative Support And Clerical Occupations | General Clerk III                   | 22.63       |             |
| 01120       | Administrative Support And Clerical Occupations | Housing Referral Assistant          | 25.57       |             |
| 01141       | Administrative Support And Clerical Occupations | Messenger Courier                   | 17.73       |             |
| 01191       | Administrative Support And Clerical Occupations | Order Clerk I                       | 19.02       |             |
| 01192       | Administrative Support And Clerical Occupations | Order Clerk II                      | 20.76       |             |
| 01261       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) I  | 20.50       |             |
| 01262       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) II | 22.93       |             |

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------------|-------------|-------------|
| 01263       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) III | 25.57       |             |
| 01270       | Administrative Support And Clerical Occupations | Production Control Clerk             | 25.95       |             |
| 01290       | Administrative Support And Clerical Occupations | Rental Clerk                         | 20.58       |             |
| 01300       | Administrative Support And Clerical Occupations | Scheduler, Maintenance               | 20.50       |             |
| 01311       | Administrative Support And Clerical Occupations | Secretary I                          | 20.50       |             |
| 01312       | Administrative Support And Clerical Occupations | Secretary II                         | 22.93       |             |
| 01313       | Administrative Support And Clerical Occupations | Secretary III                        | 25.57       |             |
| 01320       | Administrative Support And Clerical Occupations | Service Order Dispatcher             | 22.40       |             |
| 01410       | Administrative Support And Clerical Occupations | Supply Technician                    | 32.87       |             |
| 01420       | Administrative Support And Clerical Occupations | Survey Worker                        | 27.25       |             |
| 01460       | Administrative Support And Clerical Occupations | Switchboard Operator/Receptionist    | 19.00       |             |
| 01531       | Administrative Support And Clerical Occupations | Travel Clerk I                       | 18.27       |             |
| 01532       | Administrative Support And Clerical Occupations | Travel Clerk II                      | 19.80       |             |
| 01533       | Administrative Support And Clerical Occupations | Travel Clerk III                     | 21.45       |             |
| 01611       | Administrative Support And Clerical Occupations | Word Processor I                     | 18.27       |             |
| 01612       | Administrative Support And Clerical Occupations | Word Processor II                    | 20.50       |             |
| 01613       | Administrative Support And Clerical Occupations | Word Processor III                   | 22.93       |             |
| 05005       | Automotive Service Occupations                  | Automobile Body Repairer, Fiberglass | 27.70       |             |
| 05010       | Automotive Service Occupations                  | Automotive Electrician               | 25.02       |             |
| 05040       | Automotive Service Occupations                  | Automotive Glass Installer           | 23.93       |             |

| <b>Code</b> | <b>Category</b>                              | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|--|---------------------------------|-------------|-------------|
| 05070       | Automotive Service Occupations               | Automotive Worker               | 23.93       |             |
| 05110       | Automotive Service Occupations               | Mobile Equipment Servicer       | 21.67       |             |
| 05130       | Automotive Service Occupations               | Motor Equipment Metal Mechanic  | 26.11       |             |
| 05160       | Automotive Service Occupations               | Motor Equipment Metal Worker    | 23.93       |             |
| 05190       | Automotive Service Occupations               | Motor Vehicle Mechanic          | 26.11       |             |
| 05220       | Automotive Service Occupations               | Motor Vehicle Mechanic Helper   | 20.21       |             |
| 05250       | Automotive Service Occupations               | Motor Vehicle Upholstery Worker | 22.75       |             |
| 05280       | Automotive Service Occupations               | Motor Vehicle Wrecker           | 23.93       |             |
| 05310       | Automotive Service Occupations               | Painter, Automotive             | 25.02       |             |
| 05340       | Automotive Service Occupations               | Radiator Repair Specialist      | 23.93       |             |
| 05370       | Automotive Service Occupations               | Tire Repairer                   | 20.38       |             |
| 05400       | Automotive Service Occupations               | Transmission Repair Specialist  | 26.11       |             |
| 07010       | Food Preparation And Service Occupations     | Baker                           | 18.10       |             |
| 07041       | Food Preparation And Service Occupations     | Cook I                          | 22.24       |             |
| 07042       | Food Preparation And Service Occupations     | Cook II                         | 24.56       |             |
| 07070       | Food Preparation And Service Occupations     | Dishwasher                      | 17.33       |             |
| 07130       | Food Preparation And Service Occupations     | Food Service Worker             | 17.56       |             |
| 07210       | Food Preparation And Service Occupations     | Meat Cutter                     | 23.21       |             |
| 07260       | Food Preparation And Service Occupations     | Waiter/Waitress                 | 16.64       | ***         |
| 09010       | Furniture Maintenance And Repair Occupations | Electrostatic Spray Painter     | 27.92       |             |
| 09040       | Furniture Maintenance And Repair Occupations | Furniture Handler               | 19.20       |             |
| 09080       | Furniture Maintenance And Repair Occupations | Furniture Refinisher            | 27.92       |             |
| 09090       | Furniture Maintenance And Repair Occupations | Furniture Refinisher Helper     | 22.66       |             |
| 09110       | Furniture Maintenance And Repair Occupations | Furniture Repairer, Minor       | 25.50       |             |

| <b>Code</b> | <b>Category</b>                              | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 09130       | Furniture Maintenance And Repair Occupations | Upholsterer                                | 28.05       |             |
| 11030       | General Services And Support Occupations     | Cleaner, Vehicles                          | 17.79       |             |
| 11060       | General Services And Support Occupations     | Elevator Operator                          | 19.07       |             |
| 11090       | General Services And Support Occupations     | Gardener                                   | 28.35       |             |
| 11122       | General Services And Support Occupations     | Housekeeping Aide                          | 20.46       |             |
| 11150       | General Services And Support Occupations     | Janitor                                    | 20.46       |             |
| 11210       | General Services And Support Occupations     | Laborer, Grounds Maintenance               | 22.41       |             |
| 11240       | General Services And Support Occupations     | Maid or Houseman                           | 18.03       |             |
| 11260       | General Services And Support Occupations     | Pruner                                     | 20.35       |             |
| 11270       | General Services And Support Occupations     | Tractor Operator                           | 26.44       |             |
| 11330       | General Services And Support Occupations     | Trail Maintenance Worker                   | 22.41       |             |
| 11360       | General Services And Support Occupations     | Window Cleaner                             | 22.54       |             |
| 12010       | Health Occupations                           | Ambulance Driver                           | 25.10       |             |
| 12011       | Health Occupations                           | Breath Alcohol Technician                  | 30.68       |             |
| 12012       | Health Occupations                           | Certified Occupational Therapist Assistant | 36.77       |             |
| 12015       | Health Occupations                           | Certified Physical Therapist Assistant     | 36.91       |             |
| 12020       | Health Occupations                           | Dental Assistant                           | 24.47       |             |
| 12025       | Health Occupations                           | Dental Hygienist                           | 47.91       |             |
| 12030       | Health Occupations                           | EKG Technician                             | 45.38       |             |
| 12035       | Health Occupations                           | Electroneurodiagnostic Technologist        | 45.38       |             |
| 12040       | Health Occupations                           | Emergency Medical Technician               | 25.10       |             |
| 12071       | Health Occupations                           | Licensed Practical Nurse I                 | 27.43       |             |

| <b>Code</b> | <b>Category</b>                  | <b>Title</b>                        | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------|-------------------------------------|-------------|-------------|
| 12072       | Health Occupations               | Licensed Practical Nurse II         | 30.68       |             |
| 12073       | Health Occupations               | Licensed Practical Nurse III        | 34.20       |             |
| 12100       | Health Occupations               | Medical Assistant                   | 22.75       |             |
| 12130       | Health Occupations               | Medical Laboratory Technician       | 33.76       |             |
| 12160       | Health Occupations               | Medical Record Clerk                | 27.13       |             |
| 12190       | Health Occupations               | Medical Record Technician           | 30.34       |             |
| 12195       | Health Occupations               | Medical Transcriptionist            | 27.43       |             |
| 12210       | Health Occupations               | Nuclear Medicine Technologist       | 67.43       |             |
| 12221       | Health Occupations               | Nursing Assistant I                 | 14.44       | ***         |
| 12222       | Health Occupations               | Nursing Assistant II                | 16.25       | ***         |
| 12223       | Health Occupations               | Nursing Assistant III               | 17.73       |             |
| 12224       | Health Occupations               | Nursing Assistant IV                | 19.90       |             |
| 12235       | Health Occupations               | Optical Dispenser                   | 30.58       |             |
| 12236       | Health Occupations               | Optical Technician                  | 27.43       |             |
| 12250       | Health Occupations               | Pharmacy Technician                 | 20.80       |             |
| 12280       | Health Occupations               | Phlebotomist                        | 22.71       |             |
| 12305       | Health Occupations               | Radiologic Technologist             | 46.49       |             |
| 12311       | Health Occupations               | Registered Nurse I                  | 31.18       |             |
| 12312       | Health Occupations               | Registered Nurse II                 | 40.19       |             |
| 12313       | Health Occupations               | Registered Nurse II, Specialist     | 40.19       |             |
| 12314       | Health Occupations               | Registered Nurse III                | 48.63       |             |
| 12315       | Health Occupations               | Registered Nurse III, Anesthetist   | 48.63       |             |
| 12316       | Health Occupations               | Registered Nurse IV                 | 58.29       |             |
| 12317       | Health Occupations               | Scheduler                           | 38.02       |             |
| 12320       | Health Occupations               | Substance Abuse Treatment Counselor | 30.17       |             |
| 13011       | Information And Arts Occupations | Exhibits Specialist I               | 23.95       |             |
| 13012       | Information And Arts Occupations | Exhibits Specialist II              | 29.67       |             |
| 13013       | Information And Arts Occupations | Exhibits Specialist III             | 36.30       |             |
| 13041       | Information And Arts Occupations | Illustrator I                       | 23.95       |             |
| 13042       | Information And Arts Occupations | Illustrator II                      | 29.67       |             |
| 13043       | Information And Arts Occupations | Illustrator III                     | 36.30       |             |
| 13047       | Information And Arts Occupations | Librarian                           | 34.75       |             |
| 13050       | Information And Arts Occupations | Library Aide/Clerk                  | 19.01       |             |

| <b>Code</b> | <b>Category</b>                    | <b>Title</b>                           | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------|--|-------------|-------------|
| 13054       | Information And Arts Occupations   | Library Information Technology Systems | 29.67       |             |
| 13058       | Information And Arts Occupations   | Library Technician                     | 23.55       |             |
| 13061       | Information And Arts Occupations   | Media Specialist I                     | 21.41       |             |
| 13062       | Information And Arts Occupations   | Media Specialist II                    | 23.95       |             |
| 13063       | Information And Arts Occupations   | Media Specialist III                   | 26.71       |             |
| 13071       | Information And Arts Occupations   | Photographer I                         | 21.41       |             |
| 13072       | Information And Arts Occupations   | Photographer II                        | 23.95       |             |
| 13073       | Information And Arts Occupations   | Photographer III                       | 29.67       |             |
| 13074       | Information And Arts Occupations   | Photographer IV                        | 36.30       |             |
| 13075       | Information And Arts Occupations   | Photographer V                         | 43.91       |             |
| 13090       | Information And Arts Occupations   | Technical Order Library Clerk          | 23.88       |             |
| 13110       | Information And Arts Occupations   | Video Teleconference Technician        | 26.67       |             |
| 14041       | Information Technology Occupations | Computer Operator I                    | 27.14       |             |
| 14042       | Information Technology Occupations | Computer Operator II                   | 30.35       |             |
| 14043       | Information Technology Occupations | Computer Operator III                  | 33.84       |             |
| 14044       | Information Technology Occupations | Computer Operator IV                   | 37.62       |             |
| 14045       | Information Technology Occupations | Computer Operator V                    | 41.65       |             |
| 14071       | Information Technology Occupations | Computer Programmer I                  | NaN         | see 1       |
| 14072       | Information Technology Occupations | Computer Programmer II                 | NaN         | see 1       |
| 14073       | Information Technology Occupations | Computer Programmer III                | NaN         | see 1       |
| 14074       | Information Technology Occupations | Computer Programmer IV                 | NaN         | see 1       |
| 14101       | Information Technology Occupations | Computer Systems Analyst I             | NaN         | see 1       |
| 14102       | Information Technology Occupations | Computer Systems Analyst II            | NaN         | see 1       |
| 14103       | Information Technology Occupations | Computer Systems Analyst III           | NaN         | see 1       |
| 14150       | Information Technology Occupations | Peripheral Equipment Operator          | 27.14       |             |
| 14160       | Information Technology Occupations | Personal Computer Support Technician   | 37.62       |             |
| 14170       | Information Technology Occupations | System Support Specialist              | 41.65       |             |

| <b>Code</b> | <b>Category</b>   | <b>Title</b>                                    | <b>Rate</b> | <b>Note</b> |
|-------------|---|---|-------------|-------------|
| 15010       | Instructional Occupations                               | Aircrew Training Devices Instructor             | 36.17       |             |
| 15020       | Instructional Occupations                               | Aircrew Training Devices Instructor             | 43.76       |             |
| 15030       | Instructional Occupations                               | Air Crew Training Devices Instructor            | 52.45       |             |
| 15050       | Instructional Occupations                               | Computer Based Training Specialist / Instructor | 36.17       |             |
| 15060       | Instructional Occupations                               | Educational Technologist                        | 37.33       |             |
| 15070       | Instructional Occupations                               | Flight Instructor                               | 52.45       |             |
| 15080       | Instructional Occupations                               | Graphic Artist                                  | 31.54       |             |
| 15085       | Instructional Occupations                               | Maintenance Test Pilot, Fixed, Jet/Prop         | 52.45       |             |
| 15086       | Instructional Occupations                               | Maintenance Test Pilot, Rotary Wing             | 52.45       |             |
| 15088       | Instructional Occupations                               | Non-Maintenance Test/Co-Pilot                   | 52.45       |             |
| 15090       | Instructional Occupations                               | Technical Instructor                            | 25.37       |             |
| 15095       | Instructional Occupations                               | Technical Instructor/Course Developer           | 31.02       |             |
| 15110       | Instructional Occupations                               | Test Proctor                                    | 20.47       |             |
| 15120       | Instructional Occupations                               | Tutor   | 20.47       |             |
| 16010       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Assembler                                       | 17.31       |             |
| 16030       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Counter Attendant                               | 17.31       |             |
| 16040       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Dry Cleaner                                     | 19.77       |             |
| 16070       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Finisher, Flatwork, Machine                     | 17.31       |             |
| 16090       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Hand                                   | 17.31       |             |
| 16110       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Drycleaning                   | 17.31       |             |
| 16130       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Shirts                        | 17.31       |             |
| 16160       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Wearing Apparel, Laundry      | 17.31       |             |

| <b>Code</b> | <b>Category</b>   | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------------|-------------|-------------|
| 16190       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Sewing Machine Operator              | 20.60       |             |
| 16220       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Tailor                               | 21.42       |             |
| 16250       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Washer, Machine                      | 18.13       |             |
| 19010       | Machine Tool Operation And Repair Occupations           | Machine-Tool Operator                | 32.86       |             |
| 19040       | Machine Tool Operation And Repair Occupations           | Tool And Die Maker                   | 38.21       |             |
| 21020       | Materials Handling And Packing Occupations              | Forklift Operator                    | 23.12       |             |
| 21030       | Materials Handling And Packing Occupations              | Material Coordinator                 | 25.95       |             |
| 21040       | Materials Handling And Packing Occupations              | Material Expediter                   | 25.95       |             |
| 21050       | Materials Handling And Packing Occupations              | Material Handling Laborer            | 20.98       |             |
| 21071       | Materials Handling And Packing Occupations              | Order Filler                         | 17.89       |             |
| 21080       | Materials Handling And Packing Occupations              | Production Line Worker               | 23.12       |             |
| 21110       | Materials Handling And Packing Occupations              | Shipping Packer                      | 21.89       |             |
| 21130       | Materials Handling And Packing Occupations              | Shipping/Receiving Clerk             | 21.89       |             |
| 21140       | Materials Handling And Packing Occupations              | Store Worker I                       | 16.62       | ***         |
| 21150       | Materials Handling And Packing Occupations              | Stock Clerk                          | 22.46       |             |
| 21210       | Materials Handling And Packing Occupations              | Tools And Parts Attendant            | 23.12       |             |
| 21410       | Materials Handling And Packing Occupations              | Warehouse Specialist                 | 23.12       |             |
| 23010       | Mechanics And Maintenance And Repair Occupations        | Aerospace Structural Welder          | 36.98       |             |
| 23019       | Mechanics And Maintenance And Repair Occupations        | Aircraft Logs and Records Technician | 31.06       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                                   | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 23021       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic I                            | 35.65       |             |
| 23022       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic II                           | 36.98       |             |
| 23023       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic III                          | 38.50       |             |
| 23040       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic Helper                       | 27.59       |             |
| 23050       | Mechanics And Maintenance And Repair Occupations | Aircraft, Painter                              | 34.16       |             |
| 23060       | Mechanics And Maintenance And Repair Occupations | Aircraft Servicer                              | 31.06       |             |
| 23070       | Mechanics And Maintenance And Repair Occupations | Aircraft Survival Flight Equipment Technician  | 34.16       |             |
| 23080       | Mechanics And Maintenance And Repair Occupations | Aircraft Worker                                | 32.67       |             |
| 23091       | Mechanics And Maintenance And Repair Occupations | Aircrew Life Support Equipment (ALSE) Mechanic | 32.67       |             |
| 23092       | Mechanics And Maintenance And Repair Occupations | Aircrew Life Support Equipment (ALSE) Mechanic | 35.65       |             |
| 23110       | Mechanics And Maintenance And Repair Occupations | Appliance Mechanic                             | 32.86       |             |
| 23120       | Mechanics And Maintenance And Repair Occupations | Bicycle Repairer                               | 27.83       |             |
| 23125       | Mechanics And Maintenance And Repair Occupations | Cable Splicer                                  | 50.36       |             |
| 23130       | Mechanics And Maintenance And Repair Occupations | Carpenter, Maintenance                         | 29.73       |             |
| 23140       | Mechanics And Maintenance And Repair Occupations | Carpet Layer                                   | 31.43       |             |
| 23160       | Mechanics And Maintenance And Repair Occupations | Electrician, Maintenance                       | 38.94       |             |
| 23181       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance I           | 29.09       |             |
| 23182       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance II          | 30.42       |             |
| 23183       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance III         | 31.74       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 23260       | Mechanics And Maintenance And Repair Occupations | Fabric Worker                             | 29.88       |             |
| 23290       | Mechanics And Maintenance And Repair Occupations | Fire Alarm System Mechanic                | 34.30       |             |
| 23310       | Mechanics And Maintenance And Repair Occupations | Fire Extinguisher Repairer                | 28.46       |             |
| 23311       | Mechanics And Maintenance And Repair Occupations | Fuel Distribution System Mechanic         | 34.63       |             |
| 23312       | Mechanics And Maintenance And Repair Occupations | Fuel Distribution System Operator         | 28.73       |             |
| 23370       | Mechanics And Maintenance And Repair Occupations | General Maintenance Worker                | 25.35       |             |
| 23380       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Mechanic         | 35.65       |             |
| 23381       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Servicer         | 31.06       |             |
| 23382       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Worker           | 32.67       |             |
| 23391       | Mechanics And Maintenance And Repair Occupations | Gunsmith I                                | 28.46       |             |
| 23392       | Mechanics And Maintenance And Repair Occupations | Gunsmith II                               | 31.43       |             |
| 23393       | Mechanics And Maintenance And Repair Occupations | Gunsmith III                              | 34.30       |             |
| 23410       | Mechanics And Maintenance And Repair Occupations | Heating, Ventilation And Air-Conditioning | 30.47       |             |
| 23411       | Mechanics And Maintenance And Repair Occupations | Heating, Ventilation And Air Contidioning | 31.61       |             |
| 23430       | Mechanics And Maintenance And Repair Occupations | Heavy Equipment Mechanic                  | 34.05       |             |
| 23440       | Mechanics And Maintenance And Repair Occupations | Heavy Equipment Operator                  | 34.11       |             |
| 23460       | Mechanics And Maintenance And Repair Occupations | Instrument Mechanic                       | 34.30       |             |
| 23465       | Mechanics And Maintenance And Repair Occupations | Laboratory/Shelter Mechanic               | 32.86       |             |
| 23470       | Mechanics And Maintenance And Repair Occupations | Laborer                                   | 20.98       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|--|---------------------------------|-------------|-------------|
| 23510       | Mechanics And Maintenance And Repair Occupations | Locksmith                       | 32.86       |             |
| 23530       | Mechanics And Maintenance And Repair Occupations | Machinery Maintenance Mechanic  | 32.61       |             |
| 23550       | Mechanics And Maintenance And Repair Occupations | Machinist, Maintenance          | 29.64       |             |
| 23580       | Mechanics And Maintenance And Repair Occupations | Maintenance Trades Helper       | 21.55       |             |
| 23591       | Mechanics And Maintenance And Repair Occupations | Metrology Technician I          | 34.30       |             |
| 23592       | Mechanics And Maintenance And Repair Occupations | Metrology Technician II         | 35.57       |             |
| 23593       | Mechanics And Maintenance And Repair Occupations | Metrology Technician III        | 37.05       |             |
| 23640       | Mechanics And Maintenance And Repair Occupations | Millwright                      | 34.30       |             |
| 23710       | Mechanics And Maintenance And Repair Occupations | Office Appliance Repairer       | 32.13       |             |
| 23760       | Mechanics And Maintenance And Repair Occupations | Painter, Maintenance            | 24.51       |             |
| 23790       | Mechanics And Maintenance And Repair Occupations | Pipefitter, Maintenance         | 34.23       |             |
| 23810       | Mechanics And Maintenance And Repair Occupations | Plumber, Maintenance            | 32.79       |             |
| 23820       | Mechanics And Maintenance And Repair Occupations | Pneudraulic Systems Mechanic    | 34.30       |             |
| 23850       | Mechanics And Maintenance And Repair Occupations | Rigger                          | 29.01       |             |
| 23870       | Mechanics And Maintenance And Repair Occupations | Scale Mechanic                  | 31.43       |             |
| 23890       | Mechanics And Maintenance And Repair Occupations | Sheet-Metal Worker, Maintenance | 36.00       |             |
| 23910       | Mechanics And Maintenance And Repair Occupations | Small Engine Mechanic           | 28.81       |             |
| 23931       | Mechanics And Maintenance And Repair Occupations | Telecommunications Mechanic I   | 38.83       |             |
| 23932       | Mechanics And Maintenance And Repair Occupations | Telecommunications Mechanic II  | 40.28       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                          | <b>Rate</b> | <b>Note</b> |
|-------------|--|---------------------------------------|-------------|-------------|
| 23950       | Mechanics And Maintenance And Repair Occupations | Telephone Lineman                     | 34.77       |             |
| 23960       | Mechanics And Maintenance And Repair Occupations | Welder, Combination, Maintenance      | 27.83       |             |
| 23965       | Mechanics And Maintenance And Repair Occupations | Well Driller                          | 34.30       |             |
| 23970       | Mechanics And Maintenance And Repair Occupations | Woodcraft Worker                      | 34.30       |             |
| 23980       | Mechanics And Maintenance And Repair Occupations | Woodworker                            | 28.46       |             |
| 24550       | Personal Needs Occupations                       | Case Manager                          | 21.05       |             |
| 24570       | Personal Needs Occupations                       | Child Care Attendant                  | 17.86       |             |
| 24580       | Personal Needs Occupations                       | Child Care Center Clerk               | 22.28       |             |
| 24610       | Personal Needs Occupations                       | Chore Aide                            | 18.00       |             |
| 24620       | Personal Needs Occupations                       | Family Readiness And Support Services | 21.05       |             |
| 24630       | Personal Needs Occupations                       | Homemaker                             | 21.28       |             |
| 25010       | Plant And System Operations Occupations          | Boiler Tender                         | 33.77       |             |
| 25040       | Plant And System Operations Occupations          | Sewage Plant Operator                 | 32.36       |             |
| 25070       | Plant And System Operations Occupations          | Stationary Engineer                   | 33.77       |             |
| 25190       | Plant And System Operations Occupations          | Ventilation Equipment Tender          | 26.13       |             |
| 25210       | Plant And System Operations Occupations          | Water Treatment Plant Operator        | 32.36       |             |
| 27004       | Protective Service Occupations                   | Alarm Monitor                         | 28.99       |             |
| 27007       | Protective Service Occupations                   | Baggage Inspector                     | 19.92       |             |
| 27008       | Protective Service Occupations                   | Corrections Officer                   | 35.99       |             |
| 27010       | Protective Service Occupations                   | Court Security Officer                | 34.30       |             |
| 27030       | Protective Service Occupations                   | Detection Dog Handler                 | 22.29       |             |
| 27040       | Protective Service Occupations                   | Detention Officer                     | 35.99       |             |
| 27070       | Protective Service Occupations                   | Firefighter                           | 33.74       |             |
| 27101       | Protective Service Occupations                   | Guard I                               | 19.92       |             |
| 27102       | Protective Service Occupations                   | Guard II                              | 22.29       |             |

| <b>Code</b> | <b>Category</b>                                | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 27131       | Protective Service Occupations                 | Police Officer I                          | 36.34       |             |
| 27132       | Protective Service Occupations                 | Police Officer II                         | 40.38       |             |
| 28041       | Recreation Occupations                         | Carnival Equipment Operator               | 21.28       |             |
| 28042       | Recreation Occupations                         | Carnival Equipment Repairer               | 22.82       |             |
| 28043       | Recreation Occupations                         | Carnival Worker                           | 16.38       | ***         |
| 28210       | Recreation Occupations                         | Gate Attendant/Gate Tender                | 22.31       |             |
| 28310       | Recreation Occupations                         | Lifeguard                                 | 16.28       | ***         |
| 28350       | Recreation Occupations                         | Park Attendant                            | 24.95       |             |
| 28510       | Recreation Occupations                         | Recreation Aide/Health Facility Attendant | 18.22       |             |
| 28515       | Recreation Occupations                         | Recreation Specialist                     | 30.92       |             |
| 28630       | Recreation Occupations                         | Sports Official                           | 19.88       |             |
| 28690       | Recreation Occupations                         | Swimming Pool Operator                    | 25.20       |             |
| 29010       | Stevedoring/Longshoremen Occupational Services | Blocker And Bracer                        | 31.43       |             |
| 29020       | Stevedoring/Longshoremen Occupational Services | Hatch Tender                              | 31.43       |             |
| 29030       | Stevedoring/Longshoremen Occupational Services | Line Handler                              | 31.43       |             |
| 29041       | Stevedoring/Longshoremen Occupational Services | Stevedore I                               | 29.88       |             |
| 29042       | Stevedoring/Longshoremen Occupational Services | Stevedore II                              | 32.86       |             |
| 30010       | Technical Occupations                          | Air Traffic Control Specialist, Center    | 51.07       | see 2       |
| 30011       | Technical Occupations                          | Air Traffic Control Specialist, Station   | 35.22       | see 2       |
| 30012       | Technical Occupations                          | Air Traffic Control Specialist, Terminal  | 38.79       | see 2       |
| 30021       | Technical Occupations                          | Archeological Technician I                | 21.07       |             |
| 30022       | Technical Occupations                          | Archeological Technician II               | 23.57       |             |
| 30023       | Technical Occupations                          | Archeological Technician III              | 29.20       |             |
| 30030       | Technical Occupations                          | Cartographic Technician                   | 29.20       |             |
| 30040       | Technical Occupations                          | Civil Engineering Technician              | 27.84       |             |
| 30051       | Technical Occupations                          | Cryogenic Technician I                    | 30.79       |             |
| 30052       | Technical Occupations                          | Cryogenic Technician II                   | 34.00       |             |

| <b>Code</b> | <b>Category</b>       | <b>Title</b>                             | <b>Rate</b> | <b>Note</b> |
|-------------|-----------------------|--|-------------|-------------|
| 30061       | Technical Occupations | Drafter/CAD Operator I                   | 21.07       |             |
| 30062       | Technical Occupations | Drafter/CAD Operator II                  | 23.57       |             |
| 30063       | Technical Occupations | Drafter/CAD Operator III                 | 26.27       |             |
| 30064       | Technical Occupations | Drafter/CAD Operator IV                  | 32.34       |             |
| 30081       | Technical Occupations | Engineering Technician I                 | 17.96       |             |
| 30082       | Technical Occupations | Engineering Technician II                | 20.17       |             |
| 30083       | Technical Occupations | Engineering Technician III               | 22.55       |             |
| 30084       | Technical Occupations | Engineering Technician IV                | 27.94       |             |
| 30085       | Technical Occupations | Engineering Technician V                 | 34.18       |             |
| 30086       | Technical Occupations | Engineering Technician VI                | 41.36       |             |
| 30090       | Technical Occupations | Environmental Technician                 | 29.41       |             |
| 30095       | Technical Occupations | Evidence Control Specialist              | 26.80       |             |
| 30210       | Technical Occupations | Laboratory Technician                    | 25.29       |             |
| 30221       | Technical Occupations | Latent Fingerprint Technician I          | 30.79       |             |
| 30222       | Technical Occupations | Latent Fingerprint Technician II         | 34.00       |             |
| 30240       | Technical Occupations | Mathematical Technician                  | 29.20       |             |
| 30361       | Technical Occupations | Paralegal/Legal Assistant I              | 23.79       |             |
| 30362       | Technical Occupations | Paralegal/Legal Assistant II             | 29.49       |             |
| 30363       | Technical Occupations | Paralegal/Legal Assistant III            | 36.06       |             |
| 30364       | Technical Occupations | Paralegal/Legal Assistant IV             | 43.63       |             |
| 30375       | Technical Occupations | Petroleum Supply Specialist              | 32.79       |             |
| 30390       | Technical Occupations | Photo-Optics Technician                  | 29.20       |             |
| 30395       | Technical Occupations | Radiation Control Technician             | 32.79       |             |
| 30461       | Technical Occupations | Technical Writer I                       | 29.93       |             |
| 30462       | Technical Occupations | Technical Writer II                      | 36.61       |             |
| 30463       | Technical Occupations | Technical Writer III                     | 44.30       |             |
| 30491       | Technical Occupations | Unexploded Ordnance (UXO) Technician I   | 32.46       |             |
| 30492       | Technical Occupations | Unexploded Ordnance (UXO) Technician II  | 39.27       |             |
| 30493       | Technical Occupations | Unexploded Ordnance (UXO) Technician III | 47.07       |             |
| 30494       | Technical Occupations | Unexploded (UXO) Safety Escort           | 32.46       |             |
| 30495       | Technical Occupations | Unexploded (UXO) Sweep Personnel         | 32.46       |             |

| <b>Code</b> | <b>Category</b>  | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 30501       | Technical Occupations                                    | Weather Forecaster I                       | 32.34       |             |
| 30502       | Technical Occupations                                    | Weather Forecaster II                      | 39.33       |             |
| 30620       | Technical Occupations                                    | Weather Observer, Combined<br>Upper Air Or | 26.27       | see<br>2    |
| 30621       | Technical Occupations                                    | Weather Observer, Senior                   | 29.20       | see<br>2    |
| 31010       | Transportation/Mobile Equipment<br>Operation Occupations | Airplane Pilot                             | 39.27       |             |
| 31020       | Transportation/Mobile Equipment<br>Operation Occupations | Bus Aide                                   | 19.28       |             |
| 31030       | Transportation/Mobile Equipment<br>Operation Occupations | Bus Driver                                 | 25.60       |             |
| 31043       | Transportation/Mobile Equipment<br>Operation Occupations | Driver Courier                             | 20.99       |             |
| 31260       | Transportation/Mobile Equipment<br>Operation Occupations | Parking and Lot Attendant                  | 16.78       | ***         |
| 31290       | Transportation/Mobile Equipment<br>Operation Occupations | Shuttle Bus Driver                         | 20.48       |             |
| 31310       | Transportation/Mobile Equipment<br>Operation Occupations | Taxi Driver                                | 18.85       |             |
| 31361       | Transportation/Mobile Equipment<br>Operation Occupations | Truckdriver, Light                         | 22.51       |             |
| 31362       | Transportation/Mobile Equipment<br>Operation Occupations | Truckdriver, Medium                        | 23.63       |             |
| 31363       | Transportation/Mobile Equipment<br>Operation Occupations | Truckdriver, Heavy                         | 28.73       |             |
| 31364       | Transportation/Mobile Equipment<br>Operation Occupations | Truckdriver, Tractor-Trailer               | 28.73       |             |
| 99020       | Miscellaneous Occupations                                | Cabin Safety Specialist                    | 19.15       |             |
| 99030       | Miscellaneous Occupations                                | Cashier                                    | 16.67       | ***         |
| 99050       | Miscellaneous Occupations                                | Desk Clerk                                 | 18.09       |             |
| 99095       | Miscellaneous Occupations                                | Embalmer                                   | 36.23       |             |
| 99130       | Miscellaneous Occupations                                | Flight Follower                            | 32.46       |             |
| 99251       | Miscellaneous Occupations                                | Laboratory Animal Caretaker I              | 20.64       |             |
| 99252       | Miscellaneous Occupations                                | Laboratory Animal Caretaker II             | 22.14       |             |
| 99260       | Miscellaneous Occupations                                | Marketing Analyst                          | 32.52       |             |
| 99310       | Miscellaneous Occupations                                | Mortician                                  | 36.23       |             |

| <b>Code</b> | <b>Category</b>           | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------|---------------------------------|-------------|-------------|
| 99410       | Miscellaneous Occupations | Pest Controller                 | 27.18       |             |
| 99510       | Miscellaneous Occupations | Photofinishing Worker           | 17.06       | ***         |
| 99710       | Miscellaneous Occupations | Recycling Laborer               | 30.81       |             |
| 99711       | Miscellaneous Occupations | Recycling Specialist            | 36.34       |             |
| 99730       | Miscellaneous Occupations | Refuse Collector                | 27.97       |             |
| 99810       | Miscellaneous Occupations | Sales Clerk                     | 17.36       |             |
| 99820       | Miscellaneous Occupations | School Crossing Guard           | 18.70       |             |
| 99830       | Miscellaneous Occupations | Survey Party Chief              | 32.91       |             |
| 99831       | Miscellaneous Occupations | Surveying Aide                  | 23.40       |             |
| 99832       | Miscellaneous Occupations | Surveying Technician            | 29.92       |             |
| 99840       | Miscellaneous Occupations | Vending Machine Attendant       | 24.29       |             |
| 99841       | Miscellaneous Occupations | Vending Machine Repairer        | 28.77       |             |
| 99842       | Miscellaneous Occupations | Vending Machine Repairer Helper | 24.29       |             |

## **Footer**

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.20 per hour) or 13658 (\$12.90 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. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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: \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 per month\*

\*This rate is to be used only when compensating employees for performance on an SCA-

covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

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

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans'

Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESSES 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)).

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# Wage Determination No. : 2015-4047

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

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

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 27

Date Of Last Revision : 07/22/2024

Source : [Source Website](#)

## Header

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

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2024.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.90 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 2024.

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).

This wage determination is applicable in the following towns and cities in the state of Massachusetts:

BRISTOL COUNTY - Mansfield

ESSEX COUNTY - Lynnfield

MIDDLESEX COUNTY - Acton, Arlington, Bedford, Belmont, Boxborough, Burlington, Cambridge, Carlisle, Concord, Everett, Lexington, Lincoln, Malden, Maynard, Medford, Melrose, Newton, North Reading, Reading, Sherborn, Somerville, Stoneham, Stow, Wakefield, Waltham, Watertown, Wayland, Weston, Wilmington, Winchester, Woburn

NORFOLK COUNTY - Braintree, Brookline, Canton, Cohasset, Dedham, Dover, Foxborough, Franklin, Holbrook, Medfield, Medway, Millis, Milton, Needham, Norfolk, Norwood, Quincy, Randolph, Sharon, Stoughton, Walpole, Wellesley, Westwood, Weymouth, Wrentham

PLYMOUTH COUNTY - Carver, Duxbury, Hanover, Hingham, Hull, Kingston, Marshfield, Norwell, Pembroke, Plymouth, Plympton, Rockland, Scituate

SUFFOLK COUNTY - Boston, Chelsea, Revere, Winthrop

WORCESTER COUNTY - Berlin, Bolton

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

### Wage Determination Table

| Code  | Category  | Title                               | Rate  | Note |
|-------|---|-------------------------------------|-------|------|
| 01011 | Administrative Support And Clerical Occupations | Accounting Clerk I                  | 21.80 |      |
| 01012 | Administrative Support And Clerical Occupations | Accounting Clerk II                 | 24.46 |      |
| 01013 | Administrative Support And Clerical Occupations | Accounting Clerk III                | 27.36 |      |
| 01020 | Administrative Support And Clerical Occupations | Administrative Assistant            | 37.16 |      |
| 01035 | Administrative Support And Clerical Occupations | Court Reporter                      | 30.56 |      |
| 01041 | Administrative Support And Clerical Occupations | Customer Service Representative I   | 18.94 |      |
| 01042 | Administrative Support And Clerical Occupations | Customer Service Representative II  | 20.66 |      |
| 01043 | Administrative Support And Clerical Occupations | Customer Service Representative III | 23.19 |      |
| 01051 | Administrative Support And Clerical Occupations | Data Entry Operator I               | 21.02 |      |

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------------|-------------|-------------|
| 01052       | Administrative Support And Clerical Occupations | Data Entry Operator II               | 22.94       |             |
| 01060       | Administrative Support And Clerical Occupations | Dispatcher, Motor Vehicle            | 25.30       |             |
| 01070       | Administrative Support And Clerical Occupations | Document Preparation Clerk           | 22.60       |             |
| 01090       | Administrative Support And Clerical Occupations | Duplicating Machine Operator         | 22.60       |             |
| 01111       | Administrative Support And Clerical Occupations | General Clerk I                      | 19.28       |             |
| 01112       | Administrative Support And Clerical Occupations | General Clerk II                     | 21.04       |             |
| 01113       | Administrative Support And Clerical Occupations | General Clerk III                    | 23.61       |             |
| 01120       | Administrative Support And Clerical Occupations | Housing Referral Assistant           | 28.21       |             |
| 01141       | Administrative Support And Clerical Occupations | Messenger Courier                    | 20.01       |             |
| 01191       | Administrative Support And Clerical Occupations | Order Clerk I                        | 22.88       |             |
| 01192       | Administrative Support And Clerical Occupations | Order Clerk II                       | 24.97       |             |
| 01261       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) I   | 22.63       |             |
| 01262       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) II  | 25.31       |             |
| 01263       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) III | 28.22       |             |
| 01270       | Administrative Support And Clerical Occupations | Production Control Clerk             | 28.85       |             |
| 01290       | Administrative Support And Clerical Occupations | Rental Clerk                         | 21.07       |             |
| 01300       | Administrative Support And Clerical Occupations | Scheduler, Maintenance               | 22.62       |             |
| 01311       | Administrative Support And Clerical Occupations | Secretary I                          | 22.62       |             |
| 01312       | Administrative Support And Clerical Occupations | Secretary II                         | 25.30       |             |

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------------|-------------|-------------|
| 01313       | Administrative Support And Clerical Occupations | Secretary III                        | 28.21       |             |
| 01320       | Administrative Support And Clerical Occupations | Service Order Dispatcher             | 22.62       |             |
| 01410       | Administrative Support And Clerical Occupations | Supply Technician                    | 37.16       |             |
| 01420       | Administrative Support And Clerical Occupations | Survey Worker                        | 24.15       |             |
| 01460       | Administrative Support And Clerical Occupations | Switchboard Operator/Receptionist    | 19.00       |             |
| 01531       | Administrative Support And Clerical Occupations | Travel Clerk I                       | 21.53       |             |
| 01532       | Administrative Support And Clerical Occupations | Travel Clerk II                      | 23.20       |             |
| 01533       | Administrative Support And Clerical Occupations | Travel Clerk III                     | 24.99       |             |
| 01611       | Administrative Support And Clerical Occupations | Word Processor I                     | 20.65       |             |
| 01612       | Administrative Support And Clerical Occupations | Word Processor II                    | 23.17       |             |
| 01613       | Administrative Support And Clerical Occupations | Word Processor III                   | 25.92       |             |
| 05005       | Automotive Service Occupations                  | Automobile Body Repairer, Fiberglass | 29.81       |             |
| 05010       | Automotive Service Occupations                  | Automotive Electrician               | 23.05       |             |
| 05040       | Automotive Service Occupations                  | Automotive Glass Installer           | 22.03       |             |
| 05070       | Automotive Service Occupations                  | Automotive Worker                    | 22.03       |             |
| 05110       | Automotive Service Occupations                  | Mobile Equipment Servicer            | 19.96       |             |
| 05130       | Automotive Service Occupations                  | Motor Equipment Metal Mechanic       | 24.06       |             |
| 05160       | Automotive Service Occupations                  | Motor Equipment Metal Worker         | 22.03       |             |
| 05190       | Automotive Service Occupations                  | Motor Vehicle Mechanic               | 24.06       |             |
| 05220       | Automotive Service Occupations                  | Motor Vehicle Mechanic Helper        | 18.77       |             |
| 05250       | Automotive Service Occupations                  | Motor Vehicle Upholstery Worker      | 21.01       |             |
| 05280       | Automotive Service Occupations                  | Motor Vehicle Wrecker                | 22.03       |             |
| 05310       | Automotive Service Occupations                  | Painter, Automotive                  | 23.05       |             |
| 05340       | Automotive Service Occupations                  | Radiator Repair Specialist           | 22.03       |             |
| 05370       | Automotive Service Occupations                  | Tire Repairer                        | 17.29       |             |

| <b>Code</b> | <b>Category</b>                              | <b>Title</b>                   | <b>Rate</b> | <b>Note</b> |
|-------------|--|--------------------------------|-------------|-------------|
| 05400       | Automotive Service Occupations               | Transmission Repair Specialist | 24.06       |             |
| 07010       | Food Preparation And Service Occupations     | Baker                          | 18.37       |             |
| 07041       | Food Preparation And Service Occupations     | Cook I                         | 22.81       |             |
| 07042       | Food Preparation And Service Occupations     | Cook II                        | 25.17       |             |
| 07070       | Food Preparation And Service Occupations     | Dishwasher                     | 17.56       |             |
| 07130       | Food Preparation And Service Occupations     | Food Service Worker            | 17.65       |             |
| 07210       | Food Preparation And Service Occupations     | Meat Cutter                    | 23.47       |             |
| 07260       | Food Preparation And Service Occupations     | Waiter/Waitress                | 16.98       | ***         |
| 09010       | Furniture Maintenance And Repair Occupations | Electrostatic Spray Painter    | 23.31       |             |
| 09040       | Furniture Maintenance And Repair Occupations | Furniture Handler              | 20.32       |             |
| 09080       | Furniture Maintenance And Repair Occupations | Furniture Refinisher           | 27.80       |             |
| 09090       | Furniture Maintenance And Repair Occupations | Furniture Refinisher Helper    | 22.45       |             |
| 09110       | Furniture Maintenance And Repair Occupations | Furniture Repairer, Minor      | 25.27       |             |
| 09130       | Furniture Maintenance And Repair Occupations | Upholsterer                    | 23.12       |             |
| 11030       | General Services And Support Occupations     | Cleaner, Vehicles              | 17.82       |             |
| 11060       | General Services And Support Occupations     | Elevator Operator              | 18.76       |             |
| 11090       | General Services And Support Occupations     | Gardener                       | 27.82       |             |
| 11122       | General Services And Support Occupations     | Housekeeping Aide              | 19.20       |             |
| 11150       | General Services And Support Occupations     | Janitor                        | 19.20       |             |

| <b>Code</b> | <b>Category</b>                          | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 11210       | General Services And Support Occupations | Laborer, Grounds Maintenance               | 22.51       |             |
| 11240       | General Services And Support Occupations | Maid or Houseman                           | 18.60       |             |
| 11260       | General Services And Support Occupations | Pruner                                     | 20.87       |             |
| 11270       | General Services And Support Occupations | Tractor Operator                           | 26.15       |             |
| 11330       | General Services And Support Occupations | Trail Maintenance Worker                   | 22.51       |             |
| 11360       | General Services And Support Occupations | Window Cleaner                             | 20.71       |             |
| 12010       | Health Occupations                       | Ambulance Driver                           | 22.45       |             |
| 12011       | Health Occupations                       | Breath Alcohol Technician                  | 31.11       |             |
| 12012       | Health Occupations                       | Certified Occupational Therapist Assistant | 36.24       |             |
| 12015       | Health Occupations                       | Certified Physical Therapist Assistant     | 37.07       |             |
| 12020       | Health Occupations                       | Dental Assistant                           | 29.22       |             |
| 12025       | Health Occupations                       | Dental Hygienist                           | 48.88       |             |
| 12030       | Health Occupations                       | EKG Technician                             | 44.61       |             |
| 12035       | Health Occupations                       | Electroneurodiagnostic Technologist        | 44.61       |             |
| 12040       | Health Occupations                       | Emergency Medical Technician               | 22.45       |             |
| 12071       | Health Occupations                       | Licensed Practical Nurse I                 | 27.82       |             |
| 12072       | Health Occupations                       | Licensed Practical Nurse II                | 31.11       |             |
| 12073       | Health Occupations                       | Licensed Practical Nurse III               | 34.68       |             |
| 12100       | Health Occupations                       | Medical Assistant                          | 23.06       |             |
| 12130       | Health Occupations                       | Medical Laboratory Technician              | 31.64       |             |
| 12160       | Health Occupations                       | Medical Record Clerk                       | 25.23       |             |
| 12190       | Health Occupations                       | Medical Record Technician                  | 28.47       |             |
| 12195       | Health Occupations                       | Medical Transcriptionist                   | 23.14       |             |
| 12210       | Health Occupations                       | Nuclear Medicine Technologist              | 49.24       |             |
| 12221       | Health Occupations                       | Nursing Assistant I                        | 15.38       | ***         |
| 12222       | Health Occupations                       | Nursing Assistant II                       | 17.29       |             |
| 12223       | Health Occupations                       | Nursing Assistant III                      | 18.86       |             |

| <b>Code</b> | <b>Category</b>                  | <b>Title</b>                           | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------|--|-------------|-------------|
| 12224       | Health Occupations               | Nursing Assistant IV                   | 21.19       |             |
| 12235       | Health Occupations               | Optical Dispenser                      | 30.70       |             |
| 12236       | Health Occupations               | Optical Technician                     | 23.75       |             |
| 12250       | Health Occupations               | Pharmacy Technician                    | 22.05       |             |
| 12280       | Health Occupations               | Phlebotomist                           | 23.28       |             |
| 12305       | Health Occupations               | Radiologic Technologist                | 43.96       |             |
| 12311       | Health Occupations               | Registered Nurse I                     | 31.18       |             |
| 12312       | Health Occupations               | Registered Nurse II                    | 40.19       |             |
| 12313       | Health Occupations               | Registered Nurse II, Specialist        | 40.19       |             |
| 12314       | Health Occupations               | Registered Nurse III                   | 48.63       |             |
| 12315       | Health Occupations               | Registered Nurse III, Anesthetist      | 48.63       |             |
| 12316       | Health Occupations               | Registered Nurse IV                    | 58.29       |             |
| 12317       | Health Occupations               | Scheduler                              | 38.56       |             |
| 12320       | Health Occupations               | Substance Abuse Treatment Counselor    | 27.67       |             |
| 13011       | Information And Arts Occupations | Exhibits Specialist I                  | 22.17       |             |
| 13012       | Information And Arts Occupations | Exhibits Specialist II                 | 27.46       |             |
| 13013       | Information And Arts Occupations | Exhibits Specialist III                | 33.59       |             |
| 13041       | Information And Arts Occupations | Illustrator I                          | 24.09       |             |
| 13042       | Information And Arts Occupations | Illustrator II                         | 29.83       |             |
| 13043       | Information And Arts Occupations | Illustrator III                        | 36.50       |             |
| 13047       | Information And Arts Occupations | Librarian                              | 37.64       |             |
| 13050       | Information And Arts Occupations | Library Aide/Clerk                     | 21.19       |             |
| 13054       | Information And Arts Occupations | Library Information Technology Systems | 33.99       |             |
| 13058       | Information And Arts Occupations | Library Technician                     | 24.30       |             |
| 13061       | Information And Arts Occupations | Media Specialist I                     | 24.53       |             |
| 13062       | Information And Arts Occupations | Media Specialist II                    | 27.43       |             |
| 13063       | Information And Arts Occupations | Media Specialist III                   | 30.58       |             |
| 13071       | Information And Arts Occupations | Photographer I                         | 21.97       |             |
| 13072       | Information And Arts Occupations | Photographer II                        | 24.57       |             |
| 13073       | Information And Arts Occupations | Photographer III                       | 30.44       |             |
| 13074       | Information And Arts Occupations | Photographer IV                        | 37.24       |             |
| 13075       | Information And Arts Occupations | Photographer V                         | 45.05       |             |

| <b>Code</b> | <b>Category</b>                    | <b>Title</b>                                    | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------|---|-------------|-------------|
| 13090       | Information And Arts Occupations   | Technical Order Library Clerk                   | 26.60       |             |
| 13110       | Information And Arts Occupations   | Video Teleconference Technician                 | 29.82       |             |
| 14041       | Information Technology Occupations | Computer Operator I                             | 27.14       |             |
| 14042       | Information Technology Occupations | Computer Operator II                            | 30.35       |             |
| 14043       | Information Technology Occupations | Computer Operator III                           | 33.85       |             |
| 14044       | Information Technology Occupations | Computer Operator IV                            | 37.61       |             |
| 14045       | Information Technology Occupations | Computer Operator V                             | 41.65       |             |
| 14071       | Information Technology Occupations | Computer Programmer I                           | NaN         | see 1       |
| 14072       | Information Technology Occupations | Computer Programmer II                          | NaN         | see 1       |
| 14073       | Information Technology Occupations | Computer Programmer III                         | NaN         | see 1       |
| 14074       | Information Technology Occupations | Computer Programmer IV                          | NaN         | see 1       |
| 14101       | Information Technology Occupations | Computer Systems Analyst I                      | NaN         | see 1       |
| 14102       | Information Technology Occupations | Computer Systems Analyst II                     | NaN         | see 1       |
| 14103       | Information Technology Occupations | Computer Systems Analyst III                    | NaN         | see 1       |
| 14150       | Information Technology Occupations | Peripheral Equipment Operator                   | 27.14       |             |
| 14160       | Information Technology Occupations | Personal Computer Support Technician            | 37.61       |             |
| 14170       | Information Technology Occupations | System Support Specialist                       | 43.21       |             |
| 15010       | Instructional Occupations          | Aircrew Training Devices Instructor             | 37.31       |             |
| 15020       | Instructional Occupations          | Aircrew Training Devices Instructor             | 45.14       |             |
| 15030       | Instructional Occupations          | Air Crew Training Devices Instructor            | 54.10       |             |
| 15050       | Instructional Occupations          | Computer Based Training Specialist / Instructor | 37.31       |             |
| 15060       | Instructional Occupations          | Educational Technologist                        | 41.87       |             |
| 15070       | Instructional Occupations          | Flight Instructor                               | 54.10       |             |
| 15080       | Instructional Occupations          | Graphic Artist                                  | 35.24       |             |

| <b>Code</b> | <b>Category</b>   | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|---|--|-------------|-------------|
| 15085       | Instructional Occupations                               | Maintenance Test Pilot, Fixed, Jet/Prop    | 54.10       |             |
| 15086       | Instructional Occupations                               | Maintenance Test Pilot, Rotary Wing        | 54.10       |             |
| 15088       | Instructional Occupations                               | Non-Maintenance Test/Co-Pilot              | 54.10       |             |
| 15090       | Instructional Occupations                               | Technical Instructor                       | 30.03       |             |
| 15095       | Instructional Occupations                               | Technical Instructor/Course Developer      | 36.73       |             |
| 15110       | Instructional Occupations                               | Test Proctor                               | 24.23       |             |
| 15120       | Instructional Occupations                               | Tutor                                      | 24.23       |             |
| 16010       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Assembler                                  | 17.31       |             |
| 16030       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Counter Attendant                          | 17.31       |             |
| 16040       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Dry Cleaner                                | 19.77       |             |
| 16070       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Finisher, Flatwork, Machine                | 17.31       |             |
| 16090       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Hand                              | 17.31       |             |
| 16110       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Drycleaning              | 17.31       |             |
| 16130       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Shirts                   | 17.31       |             |
| 16160       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Wearing Apparel, Laundry | 17.31       |             |
| 16190       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Sewing Machine Operator                    | 20.60       |             |
| 16220       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Tailor                                     | 21.42       |             |
| 16250       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Washer, Machine                            | 18.13       |             |
| 19010       | Machine Tool Operation And Repair Occupations           | Machine-Tool Operator                      | 30.69       |             |
| 19040       | Machine Tool Operation And Repair Occupations           | Tool And Die Maker                         | 35.87       |             |
| 21020       | Materials Handling And Packing Occupations              | Forklift Operator                          | 23.16       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|--|--------------------------------------|-------------|-------------|
| 21030       | Materials Handling And Packing Occupations       | Material Coordinator                 | 28.85       |             |
| 21040       | Materials Handling And Packing Occupations       | Material Expediter                   | 28.85       |             |
| 21050       | Materials Handling And Packing Occupations       | Material Handling Laborer            | 21.14       |             |
| 21071       | Materials Handling And Packing Occupations       | Order Filler                         | 18.06       |             |
| 21080       | Materials Handling And Packing Occupations       | Production Line Worker               | 23.16       |             |
| 21110       | Materials Handling And Packing Occupations       | Shipping Packer                      | 22.44       |             |
| 21130       | Materials Handling And Packing Occupations       | Shipping/Receiving Clerk             | 22.44       |             |
| 21140       | Materials Handling And Packing Occupations       | Store Worker I                       | 17.09       | ***         |
| 21150       | Materials Handling And Packing Occupations       | Stock Clerk                          | 21.47       |             |
| 21210       | Materials Handling And Packing Occupations       | Tools And Parts Attendant            | 23.16       |             |
| 21410       | Materials Handling And Packing Occupations       | Warehouse Specialist                 | 23.16       |             |
| 23010       | Mechanics And Maintenance And Repair Occupations | Aerospace Structural Welder          | 42.05       |             |
| 23019       | Mechanics And Maintenance And Repair Occupations | Aircraft Logs and Records Technician | 35.30       |             |
| 23021       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic I                  | 40.42       |             |
| 23022       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic II                 | 42.05       |             |
| 23023       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic III                | 43.73       |             |
| 23040       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic Helper             | 31.53       |             |
| 23050       | Mechanics And Maintenance And Repair Occupations | Aircraft, Painter                    | 38.72       |             |
| 23060       | Mechanics And Maintenance And Repair Occupations | Aircraft Servicer                    | 35.30       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                                   | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 23070       | Mechanics And Maintenance And Repair Occupations | Aircraft Survival Flight Equipment Technician  | 38.72       |             |
| 23080       | Mechanics And Maintenance And Repair Occupations | Aircraft Worker                                | 37.02       |             |
| 23091       | Mechanics And Maintenance And Repair Occupations | Aircrew Life Support Equipment (ALSE) Mechanic | 37.02       |             |
| 23092       | Mechanics And Maintenance And Repair Occupations | Aircrew Life Support Equipment (ALSE) Mechanic | 40.42       |             |
| 23110       | Mechanics And Maintenance And Repair Occupations | Appliance Mechanic                             | 27.97       |             |
| 23120       | Mechanics And Maintenance And Repair Occupations | Bicycle Repairer                               | 19.79       |             |
| 23125       | Mechanics And Maintenance And Repair Occupations | Cable Splicer                                  | 49.93       |             |
| 23130       | Mechanics And Maintenance And Repair Occupations | Carpenter, Maintenance                         | 33.94       |             |
| 23140       | Mechanics And Maintenance And Repair Occupations | Carpet Layer                                   | 35.29       |             |
| 23160       | Mechanics And Maintenance And Repair Occupations | Electrician, Maintenance                       | 39.17       |             |
| 23181       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance I           | 32.91       |             |
| 23182       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance II          | 34.44       |             |
| 23183       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance III         | 35.95       |             |
| 23260       | Mechanics And Maintenance And Repair Occupations | Fabric Worker                                  | 32.27       |             |
| 23290       | Mechanics And Maintenance And Repair Occupations | Fire Alarm System Mechanic                     | 35.08       |             |
| 23310       | Mechanics And Maintenance And Repair Occupations | Fire Extinguisher Repairer                     | 30.66       |             |
| 23311       | Mechanics And Maintenance And Repair Occupations | Fuel Distribution System Mechanic              | 39.95       |             |
| 23312       | Mechanics And Maintenance And Repair Occupations | Fuel Distribution System Operator              | 33.15       |             |
| 23370       | Mechanics And Maintenance And Repair Occupations | General Maintenance Worker                     | 27.15       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 23380       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Mechanic         | 40.42       |             |
| 23381       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Servicer         | 35.30       |             |
| 23382       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Worker           | 37.02       |             |
| 23391       | Mechanics And Maintenance And Repair Occupations | Gunsmith I                                | 30.66       |             |
| 23392       | Mechanics And Maintenance And Repair Occupations | Gunsmith II                               | 33.84       |             |
| 23393       | Mechanics And Maintenance And Repair Occupations | Gunsmith III                              | 36.95       |             |
| 23410       | Mechanics And Maintenance And Repair Occupations | Heating, Ventilation And Air-Conditioning | 36.42       |             |
| 23411       | Mechanics And Maintenance And Repair Occupations | Heating, Ventilation And Air Contidioning | 37.89       |             |
| 23430       | Mechanics And Maintenance And Repair Occupations | Heavy Equipment Mechanic                  | 37.32       |             |
| 23440       | Mechanics And Maintenance And Repair Occupations | Heavy Equipment Operator                  | 34.81       |             |
| 23460       | Mechanics And Maintenance And Repair Occupations | Instrument Mechanic                       | 32.46       |             |
| 23465       | Mechanics And Maintenance And Repair Occupations | Laboratory/Shelter Mechanic               | 35.40       |             |
| 23470       | Mechanics And Maintenance And Repair Occupations | Laborer                                   | 21.14       |             |
| 23510       | Mechanics And Maintenance And Repair Occupations | Locksmith                                 | 29.43       |             |
| 23530       | Mechanics And Maintenance And Repair Occupations | Machinery Maintenance Mechanic            | 34.80       |             |
| 23550       | Mechanics And Maintenance And Repair Occupations | Machinist, Maintenance                    | 29.64       |             |
| 23580       | Mechanics And Maintenance And Repair Occupations | Maintenance Trades Helper                 | 21.55       |             |
| 23591       | Mechanics And Maintenance And Repair Occupations | Metrology Technician I                    | 32.46       |             |
| 23592       | Mechanics And Maintenance And Repair Occupations | Metrology Technician II                   | 33.77       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                     | <b>Rate</b> | <b>Note</b> |
|-------------|--|----------------------------------|-------------|-------------|
| 23593       | Mechanics And Maintenance And Repair Occupations | Metrology Technician III         | 35.12       |             |
| 23640       | Mechanics And Maintenance And Repair Occupations | Millwright                       | 34.24       |             |
| 23710       | Mechanics And Maintenance And Repair Occupations | Office Appliance Repairer        | 26.96       |             |
| 23760       | Mechanics And Maintenance And Repair Occupations | Painter, Maintenance             | 27.67       |             |
| 23790       | Mechanics And Maintenance And Repair Occupations | Pipefitter, Maintenance          | 43.19       |             |
| 23810       | Mechanics And Maintenance And Repair Occupations | Plumber, Maintenance             | 41.37       |             |
| 23820       | Mechanics And Maintenance And Repair Occupations | Pneudraulic Systems Mechanic     | 36.95       |             |
| 23850       | Mechanics And Maintenance And Repair Occupations | Rigger                           | 37.04       |             |
| 23870       | Mechanics And Maintenance And Repair Occupations | Scale Mechanic                   | 33.84       |             |
| 23890       | Mechanics And Maintenance And Repair Occupations | Sheet-Metal Worker, Maintenance  | 35.54       |             |
| 23910       | Mechanics And Maintenance And Repair Occupations | Small Engine Mechanic            | 26.31       |             |
| 23931       | Mechanics And Maintenance And Repair Occupations | Telecommunications Mechanic I    | 37.51       |             |
| 23932       | Mechanics And Maintenance And Repair Occupations | Telecommunications Mechanic II   | 39.56       |             |
| 23950       | Mechanics And Maintenance And Repair Occupations | Telephone Lineman                | 47.72       |             |
| 23960       | Mechanics And Maintenance And Repair Occupations | Welder, Combination, Maintenance | 28.57       |             |
| 23965       | Mechanics And Maintenance And Repair Occupations | Well Driller                     | 38.14       |             |
| 23970       | Mechanics And Maintenance And Repair Occupations | Woodcraft Worker                 | 36.95       |             |
| 23980       | Mechanics And Maintenance And Repair Occupations | Woodworker                       | 30.66       |             |
| 24550       | Personal Needs Occupations                       | Case Manager                     | 20.21       |             |
| 24570       | Personal Needs Occupations                       | Child Care Attendant             | 18.19       |             |

| <b>Code</b> | <b>Category</b>                         | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|---|---|-------------|-------------|
| 24580       | Personal Needs Occupations              | Child Care Center Clerk                   | 22.68       |             |
| 24610       | Personal Needs Occupations              | Chore Aide                                | 18.00       |             |
| 24620       | Personal Needs Occupations              | Family Readiness And Support Services     | 20.21       |             |
| 24630       | Personal Needs Occupations              | Homemaker                                 | 21.25       |             |
| 25010       | Plant And System Operations Occupations | Boiler Tender                             | 37.68       |             |
| 25040       | Plant And System Operations Occupations | Sewage Plant Operator                     | 31.91       |             |
| 25070       | Plant And System Operations Occupations | Stationary Engineer                       | 37.68       |             |
| 25190       | Plant And System Operations Occupations | Ventilation Equipment Tender              | 29.39       |             |
| 25210       | Plant And System Operations Occupations | Water Treatment Plant Operator            | 31.91       |             |
| 27004       | Protective Service Occupations          | Alarm Monitor                             | 27.73       |             |
| 27007       | Protective Service Occupations          | Baggage Inspector                         | 19.84       |             |
| 27008       | Protective Service Occupations          | Corrections Officer                       | 39.37       |             |
| 27010       | Protective Service Occupations          | Court Security Officer                    | 37.27       |             |
| 27030       | Protective Service Occupations          | Detection Dog Handler                     | 22.19       |             |
| 27040       | Protective Service Occupations          | Detention Officer                         | 39.37       |             |
| 27070       | Protective Service Occupations          | Firefighter                               | 34.73       |             |
| 27101       | Protective Service Occupations          | Guard I                                   | 19.84       |             |
| 27102       | Protective Service Occupations          | Guard II                                  | 22.19       |             |
| 27131       | Protective Service Occupations          | Police Officer I                          | 33.25       |             |
| 27132       | Protective Service Occupations          | Police Officer II                         | 36.96       |             |
| 28041       | Recreation Occupations                  | Carnival Equipment Operator               | 20.21       |             |
| 28042       | Recreation Occupations                  | Carnival Equipment Repairer               | 21.50       |             |
| 28043       | Recreation Occupations                  | Carnival Worker                           | 16.13       | ***         |
| 28210       | Recreation Occupations                  | Gate Attendant/Gate Tender                | 21.92       |             |
| 28310       | Recreation Occupations                  | Lifeguard                                 | 17.00       | ***         |
| 28350       | Recreation Occupations                  | Park Attendant                            | 24.52       |             |
| 28510       | Recreation Occupations                  | Recreation Aide/Health Facility Attendant | 17.90       |             |
| 28515       | Recreation Occupations                  | Recreation Specialist                     | 30.38       |             |
| 28630       | Recreation Occupations                  | Sports Official                           | 19.53       |             |

| <b>Code</b> | <b>Category</b>                                | <b>Title</b>                             | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 28690       | Recreation Occupations                         | Swimming Pool Operator                   | 23.73       |             |
| 29010       | Stevedoring/Longshoremen Occupational Services | Blocker And Bracer                       | 36.09       |             |
| 29020       | Stevedoring/Longshoremen Occupational Services | Hatch Tender                             | 36.09       |             |
| 29030       | Stevedoring/Longshoremen Occupational Services | Line Handler                             | 36.09       |             |
| 29041       | Stevedoring/Longshoremen Occupational Services | Stevedore I                              | 34.41       |             |
| 29042       | Stevedoring/Longshoremen Occupational Services | Stevedore II                             | 37.75       |             |
| 30010       | Technical Occupations                          | Air Traffic Control Specialist, Center   | 51.07       | see 2       |
| 30011       | Technical Occupations                          | Air Traffic Control Specialist, Station  | 35.22       | see 2       |
| 30012       | Technical Occupations                          | Air Traffic Control Specialist, Terminal | 38.79       | see 2       |
| 30021       | Technical Occupations                          | Archeological Technician I               | 22.53       |             |
| 30022       | Technical Occupations                          | Archeological Technician II              | 25.20       |             |
| 30023       | Technical Occupations                          | Archeological Technician III             | 31.23       |             |
| 30030       | Technical Occupations                          | Cartographic Technician                  | 31.23       |             |
| 30040       | Technical Occupations                          | Civil Engineering Technician             | 31.25       |             |
| 30051       | Technical Occupations                          | Cryogenic Technician I                   | 34.39       |             |
| 30052       | Technical Occupations                          | Cryogenic Technician II                  | 37.97       |             |
| 30061       | Technical Occupations                          | Drafter/CAD Operator I                   | 22.53       |             |
| 30062       | Technical Occupations                          | Drafter/CAD Operator II                  | 25.20       |             |
| 30063       | Technical Occupations                          | Drafter/CAD Operator III                 | 28.10       |             |
| 30064       | Technical Occupations                          | Drafter/CAD Operator IV                  | 34.58       |             |
| 30081       | Technical Occupations                          | Engineering Technician I                 | 20.27       |             |
| 30082       | Technical Occupations                          | Engineering Technician II                | 22.74       |             |
| 30083       | Technical Occupations                          | Engineering Technician III               | 25.44       |             |
| 30084       | Technical Occupations                          | Engineering Technician IV                | 31.52       |             |
| 30085       | Technical Occupations                          | Engineering Technician V                 | 38.56       |             |
| 30086       | Technical Occupations                          | Engineering Technician VI                | 46.65       |             |
| 30090       | Technical Occupations                          | Environmental Technician                 | 29.28       |             |
| 30095       | Technical Occupations                          | Evidence Control Specialist              | 31.05       |             |

| <b>Code</b> | <b>Category</b>                                       | <b>Title</b>                             | <b>Rate</b> | <b>Note</b> |
|-------------|---|--|-------------|-------------|
| 30210       | Technical Occupations                                 | Laboratory Technician                    | 29.60       |             |
| 30221       | Technical Occupations                                 | Latent Fingerprint Technician I          | 37.06       |             |
| 30222       | Technical Occupations                                 | Latent Fingerprint Technician II         | 40.94       |             |
| 30240       | Technical Occupations                                 | Mathematical Technician                  | 39.51       |             |
| 30361       | Technical Occupations                                 | Paralegal/Legal Assistant I              | 22.87       |             |
| 30362       | Technical Occupations                                 | Paralegal/Legal Assistant II             | 28.33       |             |
| 30363       | Technical Occupations                                 | Paralegal/Legal Assistant III            | 34.66       |             |
| 30364       | Technical Occupations                                 | Paralegal/Legal Assistant IV             | 41.93       |             |
| 30375       | Technical Occupations                                 | Petroleum Supply Specialist              | 37.97       |             |
| 30390       | Technical Occupations                                 | Photo-Optics Technician                  | 31.23       |             |
| 30395       | Technical Occupations                                 | Radiation Control Technician             | 37.97       |             |
| 30461       | Technical Occupations                                 | Technical Writer I                       | 33.39       |             |
| 30462       | Technical Occupations                                 | Technical Writer II                      | 40.83       |             |
| 30463       | Technical Occupations                                 | Technical Writer III                     | 49.40       |             |
| 30491       | Technical Occupations                                 | Unexploded Ordnance (UXO) Technician I   | 32.46       |             |
| 30492       | Technical Occupations                                 | Unexploded Ordnance (UXO) Technician II  | 39.27       |             |
| 30493       | Technical Occupations                                 | Unexploded Ordnance (UXO) Technician III | 47.07       |             |
| 30494       | Technical Occupations                                 | Unexploded (UXO) Safety Escort           | 32.46       |             |
| 30495       | Technical Occupations                                 | Unexploded (UXO) Sweep Personnel         | 32.46       |             |
| 30501       | Technical Occupations                                 | Weather Forecaster I                     | 34.58       |             |
| 30502       | Technical Occupations                                 | Weather Forecaster II                    | 42.06       |             |
| 30620       | Technical Occupations                                 | Weather Observer, Combined Upper Air Or  | 28.10       | see 2       |
| 30621       | Technical Occupations                                 | Weather Observer, Senior                 | 31.23       | see 2       |
| 31010       | Transportation/Mobile Equipment Operation Occupations | Airplane Pilot                           | 39.27       |             |
| 31020       | Transportation/Mobile Equipment Operation Occupations | Bus Aide                                 | 22.58       |             |
| 31030       | Transportation/Mobile Equipment Operation Occupations | Bus Driver                               | 29.37       |             |

| <b>Code</b> | <b>Category</b>                                       | <b>Title</b>                   | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------|-------------|-------------|
| 31043       | Transportation/Mobile Equipment Operation Occupations | Driver Courier                 | 21.04       |             |
| 31260       | Transportation/Mobile Equipment Operation Occupations | Parking and Lot Attendant      | 17.10       | ***         |
| 31290       | Transportation/Mobile Equipment Operation Occupations | Shuttle Bus Driver             | 19.46       |             |
| 31310       | Transportation/Mobile Equipment Operation Occupations | Taxi Driver                    | 16.57       | ***         |
| 31361       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Light             | 22.38       |             |
| 31362       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Medium            | 23.55       |             |
| 31363       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Heavy             | 28.81       |             |
| 31364       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Tractor-Trailer   | 28.81       |             |
| 99020       | Miscellaneous Occupations                             | Cabin Safety Specialist        | 19.15       |             |
| 99030       | Miscellaneous Occupations                             | Cashier                        | 16.42       | ***         |
| 99050       | Miscellaneous Occupations                             | Desk Clerk                     | 18.01       |             |
| 99095       | Miscellaneous Occupations                             | Embalmer                       | 40.21       |             |
| 99130       | Miscellaneous Occupations                             | Flight Follower                | 32.46       |             |
| 99251       | Miscellaneous Occupations                             | Laboratory Animal Caretaker I  | 21.50       |             |
| 99252       | Miscellaneous Occupations                             | Laboratory Animal Caretaker II | 22.87       |             |
| 99260       | Miscellaneous Occupations                             | Marketing Analyst              | 39.73       |             |
| 99310       | Miscellaneous Occupations                             | Mortician                      | 40.21       |             |
| 99410       | Miscellaneous Occupations                             | Pest Controller                | 23.66       |             |
| 99510       | Miscellaneous Occupations                             | Photofinishing Worker          | 20.42       |             |
| 99710       | Miscellaneous Occupations                             | Recycling Laborer              | 28.69       |             |
| 99711       | Miscellaneous Occupations                             | Recycling Specialist           | 33.32       |             |
| 99730       | Miscellaneous Occupations                             | Refuse Collector               | 26.46       |             |
| 99810       | Miscellaneous Occupations                             | Sales Clerk                    | 17.39       |             |
| 99820       | Miscellaneous Occupations                             | School Crossing Guard          | 18.03       |             |
| 99830       | Miscellaneous Occupations                             | Survey Party Chief             | 31.86       |             |
| 99831       | Miscellaneous Occupations                             | Surveying Aide                 | 21.08       |             |
| 99832       | Miscellaneous Occupations                             | Surveying Technician           | 28.97       |             |
| 99840       | Miscellaneous Occupations                             | Vending Machine Attendant      | 19.23       |             |

| <b>Code</b> | <b>Category</b>           | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------|---------------------------------|-------------|-------------|
| 99841       | Miscellaneous Occupations | Vending Machine Repairer        | 22.61       |             |
| 99842       | Miscellaneous Occupations | Vending Machine Repairer Helper | 19.23       |             |

## **Footer**

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.20 per hour) or 13658 (\$12.90 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. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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: \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 per month\*

\*This rate is to be used only when compensating employees for performance on an SCA-

covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

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

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans'

Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESSES 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)).

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## **Wage Determination No. : 2015-4049**

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

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

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 28

Date Of Last Revision : 07/22/2024

Source : [Source Website](#)

## Header

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

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2024.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.90 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 2024.

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: Massachusetts

This wage determination is applicable to the following cities and towns in ESSEX COUNTY:  
Andover, Boxford, Gloucester, Hamilton, Ipswich, Manchester By The Sea, Middleton,  
Newbury, Rockport, Rowley, Topsfield, Wenham

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

## Wage Determination Table

| Code  | Category  | Title                | Rate  | Note |
|-------|---|----------------------|-------|------|
| 01011 | Administrative Support And Clerical Occupations | Accounting Clerk I   | 21.80 |      |
| 01012 | Administrative Support And Clerical Occupations | Accounting Clerk II  | 24.46 |      |
| 01013 | Administrative Support And Clerical Occupations | Accounting Clerk III | 27.36 |      |

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                        | <b>Rate</b> | <b>Note</b> |
|-------------|---|-------------------------------------|-------------|-------------|
| 01020       | Administrative Support And Clerical Occupations | Administrative Assistant            | 37.16       |             |
| 01035       | Administrative Support And Clerical Occupations | Court Reporter                      | 30.56       |             |
| 01041       | Administrative Support And Clerical Occupations | Customer Service Representative I   | 18.94       |             |
| 01042       | Administrative Support And Clerical Occupations | Customer Service Representative II  | 20.66       |             |
| 01043       | Administrative Support And Clerical Occupations | Customer Service Representative III | 23.19       |             |
| 01051       | Administrative Support And Clerical Occupations | Data Entry Operator I               | 21.02       |             |
| 01052       | Administrative Support And Clerical Occupations | Data Entry Operator II              | 22.94       |             |
| 01060       | Administrative Support And Clerical Occupations | Dispatcher, Motor Vehicle           | 25.30       |             |
| 01070       | Administrative Support And Clerical Occupations | Document Preparation Clerk          | 22.60       |             |
| 01090       | Administrative Support And Clerical Occupations | Duplicating Machine Operator        | 22.60       |             |
| 01111       | Administrative Support And Clerical Occupations | General Clerk I                     | 19.28       |             |
| 01112       | Administrative Support And Clerical Occupations | General Clerk II                    | 21.04       |             |
| 01113       | Administrative Support And Clerical Occupations | General Clerk III                   | 23.61       |             |
| 01120       | Administrative Support And Clerical Occupations | Housing Referral Assistant          | 28.21       |             |
| 01141       | Administrative Support And Clerical Occupations | Messenger Courier                   | 20.01       |             |
| 01191       | Administrative Support And Clerical Occupations | Order Clerk I                       | 22.88       |             |
| 01192       | Administrative Support And Clerical Occupations | Order Clerk II                      | 24.97       |             |
| 01261       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) I  | 22.63       |             |
| 01262       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) II | 25.31       |             |

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------------|-------------|-------------|
| 01263       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) III | 28.22       |             |
| 01270       | Administrative Support And Clerical Occupations | Production Control Clerk             | 28.85       |             |
| 01290       | Administrative Support And Clerical Occupations | Rental Clerk                         | 21.07       |             |
| 01300       | Administrative Support And Clerical Occupations | Scheduler, Maintenance               | 22.62       |             |
| 01311       | Administrative Support And Clerical Occupations | Secretary I                          | 22.62       |             |
| 01312       | Administrative Support And Clerical Occupations | Secretary II                         | 25.30       |             |
| 01313       | Administrative Support And Clerical Occupations | Secretary III                        | 28.21       |             |
| 01320       | Administrative Support And Clerical Occupations | Service Order Dispatcher             | 22.62       |             |
| 01410       | Administrative Support And Clerical Occupations | Supply Technician                    | 37.16       |             |
| 01420       | Administrative Support And Clerical Occupations | Survey Worker                        | 24.15       |             |
| 01460       | Administrative Support And Clerical Occupations | Switchboard Operator/Receptionist    | 19.00       |             |
| 01531       | Administrative Support And Clerical Occupations | Travel Clerk I                       | 21.53       |             |
| 01532       | Administrative Support And Clerical Occupations | Travel Clerk II                      | 23.20       |             |
| 01533       | Administrative Support And Clerical Occupations | Travel Clerk III                     | 24.99       |             |
| 01611       | Administrative Support And Clerical Occupations | Word Processor I                     | 20.65       |             |
| 01612       | Administrative Support And Clerical Occupations | Word Processor II                    | 23.17       |             |
| 01613       | Administrative Support And Clerical Occupations | Word Processor III                   | 25.92       |             |
| 05005       | Automotive Service Occupations                  | Automobile Body Repairer, Fiberglass | 29.81       |             |
| 05010       | Automotive Service Occupations                  | Automotive Electrician               | 23.05       |             |
| 05040       | Automotive Service Occupations                  | Automotive Glass Installer           | 22.03       |             |

| <b>Code</b> | <b>Category</b>                              | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|--|---------------------------------|-------------|-------------|
| 05070       | Automotive Service Occupations               | Automotive Worker               | 22.03       |             |
| 05110       | Automotive Service Occupations               | Mobile Equipment Servicer       | 19.96       |             |
| 05130       | Automotive Service Occupations               | Motor Equipment Metal Mechanic  | 24.06       |             |
| 05160       | Automotive Service Occupations               | Motor Equipment Metal Worker    | 22.03       |             |
| 05190       | Automotive Service Occupations               | Motor Vehicle Mechanic          | 24.06       |             |
| 05220       | Automotive Service Occupations               | Motor Vehicle Mechanic Helper   | 18.77       |             |
| 05250       | Automotive Service Occupations               | Motor Vehicle Upholstery Worker | 21.01       |             |
| 05280       | Automotive Service Occupations               | Motor Vehicle Wrecker           | 22.03       |             |
| 05310       | Automotive Service Occupations               | Painter, Automotive             | 23.05       |             |
| 05340       | Automotive Service Occupations               | Radiator Repair Specialist      | 22.03       |             |
| 05370       | Automotive Service Occupations               | Tire Repairer                   | 17.29       |             |
| 05400       | Automotive Service Occupations               | Transmission Repair Specialist  | 24.06       |             |
| 07010       | Food Preparation And Service Occupations     | Baker                           | 18.37       |             |
| 07041       | Food Preparation And Service Occupations     | Cook I                          | 22.81       |             |
| 07042       | Food Preparation And Service Occupations     | Cook II                         | 25.17       |             |
| 07070       | Food Preparation And Service Occupations     | Dishwasher                      | 17.56       |             |
| 07130       | Food Preparation And Service Occupations     | Food Service Worker             | 17.65       |             |
| 07210       | Food Preparation And Service Occupations     | Meat Cutter                     | 23.47       |             |
| 07260       | Food Preparation And Service Occupations     | Waiter/Waitress                 | 16.98       | ***         |
| 09010       | Furniture Maintenance And Repair Occupations | Electrostatic Spray Painter     | 23.31       |             |
| 09040       | Furniture Maintenance And Repair Occupations | Furniture Handler               | 20.10       |             |
| 09080       | Furniture Maintenance And Repair Occupations | Furniture Refinisher            | 27.97       |             |
| 09090       | Furniture Maintenance And Repair Occupations | Furniture Refinisher Helper     | 22.73       |             |
| 09110       | Furniture Maintenance And Repair Occupations | Furniture Repairer, Minor       | 25.33       |             |

| <b>Code</b> | <b>Category</b>                              | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 09130       | Furniture Maintenance And Repair Occupations | Upholsterer                                | 23.12       |             |
| 11030       | General Services And Support Occupations     | Cleaner, Vehicles                          | 17.82       |             |
| 11060       | General Services And Support Occupations     | Elevator Operator                          | 18.76       |             |
| 11090       | General Services And Support Occupations     | Gardener                                   | 27.82       |             |
| 11122       | General Services And Support Occupations     | Housekeeping Aide                          | 19.20       |             |
| 11150       | General Services And Support Occupations     | Janitor                                    | 19.20       |             |
| 11210       | General Services And Support Occupations     | Laborer, Grounds Maintenance               | 22.51       |             |
| 11240       | General Services And Support Occupations     | Maid or Houseman                           | 18.60       |             |
| 11260       | General Services And Support Occupations     | Pruner                                     | 20.87       |             |
| 11270       | General Services And Support Occupations     | Tractor Operator                           | 26.15       |             |
| 11330       | General Services And Support Occupations     | Trail Maintenance Worker                   | 22.51       |             |
| 11360       | General Services And Support Occupations     | Window Cleaner                             | 20.71       |             |
| 12010       | Health Occupations                           | Ambulance Driver                           | 22.45       |             |
| 12011       | Health Occupations                           | Breath Alcohol Technician                  | 31.11       |             |
| 12012       | Health Occupations                           | Certified Occupational Therapist Assistant | 36.24       |             |
| 12015       | Health Occupations                           | Certified Physical Therapist Assistant     | 37.07       |             |
| 12020       | Health Occupations                           | Dental Assistant                           | 29.22       |             |
| 12025       | Health Occupations                           | Dental Hygienist                           | 48.88       |             |
| 12030       | Health Occupations                           | EKG Technician                             | 44.61       |             |
| 12035       | Health Occupations                           | Electroneurodiagnostic Technologist        | 44.61       |             |
| 12040       | Health Occupations                           | Emergency Medical Technician               | 22.45       |             |
| 12071       | Health Occupations                           | Licensed Practical Nurse I                 | 27.82       |             |

| <b>Code</b> | <b>Category</b>                  | <b>Title</b>                        | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------|-------------------------------------|-------------|-------------|
| 12072       | Health Occupations               | Licensed Practical Nurse II         | 31.11       |             |
| 12073       | Health Occupations               | Licensed Practical Nurse III        | 34.68       |             |
| 12100       | Health Occupations               | Medical Assistant                   | 23.06       |             |
| 12130       | Health Occupations               | Medical Laboratory Technician       | 31.64       |             |
| 12160       | Health Occupations               | Medical Record Clerk                | 25.23       |             |
| 12190       | Health Occupations               | Medical Record Technician           | 28.47       |             |
| 12195       | Health Occupations               | Medical Transcriptionist            | 23.14       |             |
| 12210       | Health Occupations               | Nuclear Medicine Technologist       | 49.24       |             |
| 12221       | Health Occupations               | Nursing Assistant I                 | 15.38       | ***         |
| 12222       | Health Occupations               | Nursing Assistant II                | 17.29       |             |
| 12223       | Health Occupations               | Nursing Assistant III               | 18.86       |             |
| 12224       | Health Occupations               | Nursing Assistant IV                | 21.19       |             |
| 12235       | Health Occupations               | Optical Dispenser                   | 30.70       |             |
| 12236       | Health Occupations               | Optical Technician                  | 23.75       |             |
| 12250       | Health Occupations               | Pharmacy Technician                 | 22.05       |             |
| 12280       | Health Occupations               | Phlebotomist                        | 23.28       |             |
| 12305       | Health Occupations               | Radiologic Technologist             | 43.96       |             |
| 12311       | Health Occupations               | Registered Nurse I                  | 31.18       |             |
| 12312       | Health Occupations               | Registered Nurse II                 | 40.19       |             |
| 12313       | Health Occupations               | Registered Nurse II, Specialist     | 40.19       |             |
| 12314       | Health Occupations               | Registered Nurse III                | 48.63       |             |
| 12315       | Health Occupations               | Registered Nurse III, Anesthetist   | 48.63       |             |
| 12316       | Health Occupations               | Registered Nurse IV                 | 58.29       |             |
| 12317       | Health Occupations               | Scheduler                           | 38.56       |             |
| 12320       | Health Occupations               | Substance Abuse Treatment Counselor | 27.67       |             |
| 13011       | Information And Arts Occupations | Exhibits Specialist I               | 22.17       |             |
| 13012       | Information And Arts Occupations | Exhibits Specialist II              | 27.46       |             |
| 13013       | Information And Arts Occupations | Exhibits Specialist III             | 33.59       |             |
| 13041       | Information And Arts Occupations | Illustrator I                       | 24.09       |             |
| 13042       | Information And Arts Occupations | Illustrator II                      | 29.83       |             |
| 13043       | Information And Arts Occupations | Illustrator III                     | 36.50       |             |
| 13047       | Information And Arts Occupations | Librarian                           | 37.64       |             |
| 13050       | Information And Arts Occupations | Library Aide/Clerk                  | 21.19       |             |

| <b>Code</b> | <b>Category</b>                    | <b>Title</b>                           | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------|--|-------------|-------------|
| 13054       | Information And Arts Occupations   | Library Information Technology Systems | 33.99       |             |
| 13058       | Information And Arts Occupations   | Library Technician                     | 24.30       |             |
| 13061       | Information And Arts Occupations   | Media Specialist I                     | 24.53       |             |
| 13062       | Information And Arts Occupations   | Media Specialist II                    | 27.43       |             |
| 13063       | Information And Arts Occupations   | Media Specialist III                   | 30.58       |             |
| 13071       | Information And Arts Occupations   | Photographer I                         | 21.97       |             |
| 13072       | Information And Arts Occupations   | Photographer II                        | 24.57       |             |
| 13073       | Information And Arts Occupations   | Photographer III                       | 30.44       |             |
| 13074       | Information And Arts Occupations   | Photographer IV                        | 37.24       |             |
| 13075       | Information And Arts Occupations   | Photographer V                         | 45.05       |             |
| 13090       | Information And Arts Occupations   | Technical Order Library Clerk          | 26.60       |             |
| 13110       | Information And Arts Occupations   | Video Teleconference Technician        | 29.82       |             |
| 14041       | Information Technology Occupations | Computer Operator I                    | 27.14       |             |
| 14042       | Information Technology Occupations | Computer Operator II                   | 30.35       |             |
| 14043       | Information Technology Occupations | Computer Operator III                  | 33.85       |             |
| 14044       | Information Technology Occupations | Computer Operator IV                   | 37.61       |             |
| 14045       | Information Technology Occupations | Computer Operator V                    | 41.65       |             |
| 14071       | Information Technology Occupations | Computer Programmer I                  | NaN         | see 1       |
| 14072       | Information Technology Occupations | Computer Programmer II                 | NaN         | see 1       |
| 14073       | Information Technology Occupations | Computer Programmer III                | NaN         | see 1       |
| 14074       | Information Technology Occupations | Computer Programmer IV                 | NaN         | see 1       |
| 14101       | Information Technology Occupations | Computer Systems Analyst I             | NaN         | see 1       |
| 14102       | Information Technology Occupations | Computer Systems Analyst II            | NaN         | see 1       |
| 14103       | Information Technology Occupations | Computer Systems Analyst III           | NaN         | see 1       |
| 14150       | Information Technology Occupations | Peripheral Equipment Operator          | 27.14       |             |
| 14160       | Information Technology Occupations | Personal Computer Support Technician   | 37.61       |             |
| 14170       | Information Technology Occupations | System Support Specialist              | 43.21       |             |

| <b>Code</b> | <b>Category</b>   | <b>Title</b>                                    | <b>Rate</b> | <b>Note</b> |
|-------------|---|---|-------------|-------------|
| 15010       | Instructional Occupations                               | Aircrew Training Devices Instructor             | 37.31       |             |
| 15020       | Instructional Occupations                               | Aircrew Training Devices Instructor             | 45.14       |             |
| 15030       | Instructional Occupations                               | Air Crew Training Devices Instructor            | 54.10       |             |
| 15050       | Instructional Occupations                               | Computer Based Training Specialist / Instructor | 37.31       |             |
| 15060       | Instructional Occupations                               | Educational Technologist                        | 41.87       |             |
| 15070       | Instructional Occupations                               | Flight Instructor                               | 54.10       |             |
| 15080       | Instructional Occupations                               | Graphic Artist                                  | 35.24       |             |
| 15085       | Instructional Occupations                               | Maintenance Test Pilot, Fixed, Jet/Prop         | 54.10       |             |
| 15086       | Instructional Occupations                               | Maintenance Test Pilot, Rotary Wing             | 54.10       |             |
| 15088       | Instructional Occupations                               | Non-Maintenance Test/Co-Pilot                   | 54.10       |             |
| 15090       | Instructional Occupations                               | Technical Instructor                            | 30.03       |             |
| 15095       | Instructional Occupations                               | Technical Instructor/Course Developer           | 36.73       |             |
| 15110       | Instructional Occupations                               | Test Proctor                                    | 24.23       |             |
| 15120       | Instructional Occupations                               | Tutor   | 24.23       |             |
| 16010       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Assembler                                       | 17.31       |             |
| 16030       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Counter Attendant                               | 17.31       |             |
| 16040       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Dry Cleaner                                     | 19.77       |             |
| 16070       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Finisher, Flatwork, Machine                     | 17.31       |             |
| 16090       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Hand                                   | 17.31       |             |
| 16110       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Drycleaning                   | 17.31       |             |
| 16130       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Shirts                        | 17.31       |             |
| 16160       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Wearing Apparel, Laundry      | 17.31       |             |

| <b>Code</b> | <b>Category</b>   | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------------|-------------|-------------|
| 16190       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Sewing Machine Operator              | 20.60       |             |
| 16220       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Tailor                               | 21.42       |             |
| 16250       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Washer, Machine                      | 18.13       |             |
| 19010       | Machine Tool Operation And Repair Occupations           | Machine-Tool Operator                | 30.69       |             |
| 19040       | Machine Tool Operation And Repair Occupations           | Tool And Die Maker                   | 35.87       |             |
| 21020       | Materials Handling And Packing Occupations              | Forklift Operator                    | 23.16       |             |
| 21030       | Materials Handling And Packing Occupations              | Material Coordinator                 | 28.85       |             |
| 21040       | Materials Handling And Packing Occupations              | Material Expediter                   | 28.85       |             |
| 21050       | Materials Handling And Packing Occupations              | Material Handling Laborer            | 21.14       |             |
| 21071       | Materials Handling And Packing Occupations              | Order Filler                         | 18.06       |             |
| 21080       | Materials Handling And Packing Occupations              | Production Line Worker               | 23.16       |             |
| 21110       | Materials Handling And Packing Occupations              | Shipping Packer                      | 22.44       |             |
| 21130       | Materials Handling And Packing Occupations              | Shipping/Receiving Clerk             | 22.44       |             |
| 21140       | Materials Handling And Packing Occupations              | Store Worker I                       | 17.09       | ***         |
| 21150       | Materials Handling And Packing Occupations              | Stock Clerk                          | 21.47       |             |
| 21210       | Materials Handling And Packing Occupations              | Tools And Parts Attendant            | 23.16       |             |
| 21410       | Materials Handling And Packing Occupations              | Warehouse Specialist                 | 23.16       |             |
| 23010       | Mechanics And Maintenance And Repair Occupations        | Aerospace Structural Welder          | 42.05       |             |
| 23019       | Mechanics And Maintenance And Repair Occupations        | Aircraft Logs and Records Technician | 35.30       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                                   | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 23021       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic I                            | 40.42       |             |
| 23022       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic II                           | 42.05       |             |
| 23023       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic III                          | 43.73       |             |
| 23040       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic Helper                       | 31.53       |             |
| 23050       | Mechanics And Maintenance And Repair Occupations | Aircraft, Painter                              | 38.72       |             |
| 23060       | Mechanics And Maintenance And Repair Occupations | Aircraft Servicer                              | 35.30       |             |
| 23070       | Mechanics And Maintenance And Repair Occupations | Aircraft Survival Flight Equipment Technician  | 38.72       |             |
| 23080       | Mechanics And Maintenance And Repair Occupations | Aircraft Worker                                | 37.02       |             |
| 23091       | Mechanics And Maintenance And Repair Occupations | Aircrew Life Support Equipment (ALSE) Mechanic | 37.02       |             |
| 23092       | Mechanics And Maintenance And Repair Occupations | Aircrew Life Support Equipment (ALSE) Mechanic | 40.42       |             |
| 23110       | Mechanics And Maintenance And Repair Occupations | Appliance Mechanic                             | 27.97       |             |
| 23120       | Mechanics And Maintenance And Repair Occupations | Bicycle Repairer                               | 19.79       |             |
| 23125       | Mechanics And Maintenance And Repair Occupations | Cable Splicer                                  | 49.93       |             |
| 23130       | Mechanics And Maintenance And Repair Occupations | Carpenter, Maintenance                         | 33.94       |             |
| 23140       | Mechanics And Maintenance And Repair Occupations | Carpet Layer                                   | 35.29       |             |
| 23160       | Mechanics And Maintenance And Repair Occupations | Electrician, Maintenance                       | 39.17       |             |
| 23181       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance I           | 32.91       |             |
| 23182       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance II          | 34.44       |             |
| 23183       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance III         | 35.95       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 23260       | Mechanics And Maintenance And Repair Occupations | Fabric Worker                             | 32.27       |             |
| 23290       | Mechanics And Maintenance And Repair Occupations | Fire Alarm System Mechanic                | 35.08       |             |
| 23310       | Mechanics And Maintenance And Repair Occupations | Fire Extinguisher Repairer                | 30.66       |             |
| 23311       | Mechanics And Maintenance And Repair Occupations | Fuel Distribution System Mechanic         | 39.95       |             |
| 23312       | Mechanics And Maintenance And Repair Occupations | Fuel Distribution System Operator         | 33.15       |             |
| 23370       | Mechanics And Maintenance And Repair Occupations | General Maintenance Worker                | 27.15       |             |
| 23380       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Mechanic         | 40.42       |             |
| 23381       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Servicer         | 35.30       |             |
| 23382       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Worker           | 37.02       |             |
| 23391       | Mechanics And Maintenance And Repair Occupations | Gunsmith I                                | 30.66       |             |
| 23392       | Mechanics And Maintenance And Repair Occupations | Gunsmith II                               | 33.84       |             |
| 23393       | Mechanics And Maintenance And Repair Occupations | Gunsmith III                              | 36.95       |             |
| 23410       | Mechanics And Maintenance And Repair Occupations | Heating, Ventilation And Air-Conditioning | 36.42       |             |
| 23411       | Mechanics And Maintenance And Repair Occupations | Heating, Ventilation And Air Contidioning | 37.89       |             |
| 23430       | Mechanics And Maintenance And Repair Occupations | Heavy Equipment Mechanic                  | 37.32       |             |
| 23440       | Mechanics And Maintenance And Repair Occupations | Heavy Equipment Operator                  | 34.81       |             |
| 23460       | Mechanics And Maintenance And Repair Occupations | Instrument Mechanic                       | 32.46       |             |
| 23465       | Mechanics And Maintenance And Repair Occupations | Laboratory/Shelter Mechanic               | 35.40       |             |
| 23470       | Mechanics And Maintenance And Repair Occupations | Laborer                                   | 21.14       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|--|---------------------------------|-------------|-------------|
| 23510       | Mechanics And Maintenance And Repair Occupations | Locksmith                       | 29.43       |             |
| 23530       | Mechanics And Maintenance And Repair Occupations | Machinery Maintenance Mechanic  | 34.80       |             |
| 23550       | Mechanics And Maintenance And Repair Occupations | Machinist, Maintenance          | 29.64       |             |
| 23580       | Mechanics And Maintenance And Repair Occupations | Maintenance Trades Helper       | 21.55       |             |
| 23591       | Mechanics And Maintenance And Repair Occupations | Metrology Technician I          | 32.46       |             |
| 23592       | Mechanics And Maintenance And Repair Occupations | Metrology Technician II         | 33.77       |             |
| 23593       | Mechanics And Maintenance And Repair Occupations | Metrology Technician III        | 35.12       |             |
| 23640       | Mechanics And Maintenance And Repair Occupations | Millwright                      | 34.24       |             |
| 23710       | Mechanics And Maintenance And Repair Occupations | Office Appliance Repairer       | 26.96       |             |
| 23760       | Mechanics And Maintenance And Repair Occupations | Painter, Maintenance            | 27.67       |             |
| 23790       | Mechanics And Maintenance And Repair Occupations | Pipefitter, Maintenance         | 43.19       |             |
| 23810       | Mechanics And Maintenance And Repair Occupations | Plumber, Maintenance            | 41.37       |             |
| 23820       | Mechanics And Maintenance And Repair Occupations | Pneudraulic Systems Mechanic    | 36.95       |             |
| 23850       | Mechanics And Maintenance And Repair Occupations | Rigger                          | 37.04       |             |
| 23870       | Mechanics And Maintenance And Repair Occupations | Scale Mechanic                  | 33.84       |             |
| 23890       | Mechanics And Maintenance And Repair Occupations | Sheet-Metal Worker, Maintenance | 35.54       |             |
| 23910       | Mechanics And Maintenance And Repair Occupations | Small Engine Mechanic           | 26.31       |             |
| 23931       | Mechanics And Maintenance And Repair Occupations | Telecommunications Mechanic I   | 37.51       |             |
| 23932       | Mechanics And Maintenance And Repair Occupations | Telecommunications Mechanic II  | 39.56       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                          | <b>Rate</b> | <b>Note</b> |
|-------------|--|---------------------------------------|-------------|-------------|
| 23950       | Mechanics And Maintenance And Repair Occupations | Telephone Lineman                     | 47.72       |             |
| 23960       | Mechanics And Maintenance And Repair Occupations | Welder, Combination, Maintenance      | 28.57       |             |
| 23965       | Mechanics And Maintenance And Repair Occupations | Well Driller                          | 38.14       |             |
| 23970       | Mechanics And Maintenance And Repair Occupations | Woodcraft Worker                      | 36.95       |             |
| 23980       | Mechanics And Maintenance And Repair Occupations | Woodworker                            | 30.66       |             |
| 24550       | Personal Needs Occupations                       | Case Manager                          | 20.21       |             |
| 24570       | Personal Needs Occupations                       | Child Care Attendant                  | 18.19       |             |
| 24580       | Personal Needs Occupations                       | Child Care Center Clerk               | 22.68       |             |
| 24610       | Personal Needs Occupations                       | Chore Aide                            | 18.00       |             |
| 24620       | Personal Needs Occupations                       | Family Readiness And Support Services | 20.21       |             |
| 24630       | Personal Needs Occupations                       | Homemaker                             | 21.25       |             |
| 25010       | Plant And System Operations Occupations          | Boiler Tender                         | 37.68       |             |
| 25040       | Plant And System Operations Occupations          | Sewage Plant Operator                 | 31.91       |             |
| 25070       | Plant And System Operations Occupations          | Stationary Engineer                   | 37.68       |             |
| 25190       | Plant And System Operations Occupations          | Ventilation Equipment Tender          | 29.39       |             |
| 25210       | Plant And System Operations Occupations          | Water Treatment Plant Operator        | 31.91       |             |
| 27004       | Protective Service Occupations                   | Alarm Monitor                         | 27.73       |             |
| 27007       | Protective Service Occupations                   | Baggage Inspector                     | 19.84       |             |
| 27008       | Protective Service Occupations                   | Corrections Officer                   | 39.37       |             |
| 27010       | Protective Service Occupations                   | Court Security Officer                | 37.27       |             |
| 27030       | Protective Service Occupations                   | Detection Dog Handler                 | 22.19       |             |
| 27040       | Protective Service Occupations                   | Detention Officer                     | 39.37       |             |
| 27070       | Protective Service Occupations                   | Firefighter                           | 34.73       |             |
| 27101       | Protective Service Occupations                   | Guard I                               | 19.84       |             |
| 27102       | Protective Service Occupations                   | Guard II                              | 22.19       |             |

| <b>Code</b> | <b>Category</b>                                | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 27131       | Protective Service Occupations                 | Police Officer I                          | 33.25       |             |
| 27132       | Protective Service Occupations                 | Police Officer II                         | 36.96       |             |
| 28041       | Recreation Occupations                         | Carnival Equipment Operator               | 20.21       |             |
| 28042       | Recreation Occupations                         | Carnival Equipment Repairer               | 21.50       |             |
| 28043       | Recreation Occupations                         | Carnival Worker                           | 16.13       | ***         |
| 28210       | Recreation Occupations                         | Gate Attendant/Gate Tender                | 21.92       |             |
| 28310       | Recreation Occupations                         | Lifeguard                                 | 17.00       | ***         |
| 28350       | Recreation Occupations                         | Park Attendant                            | 24.52       |             |
| 28510       | Recreation Occupations                         | Recreation Aide/Health Facility Attendant | 17.90       |             |
| 28515       | Recreation Occupations                         | Recreation Specialist                     | 30.38       |             |
| 28630       | Recreation Occupations                         | Sports Official                           | 19.53       |             |
| 28690       | Recreation Occupations                         | Swimming Pool Operator                    | 23.73       |             |
| 29010       | Stevedoring/Longshoremen Occupational Services | Blocker And Bracer                        | 36.09       |             |
| 29020       | Stevedoring/Longshoremen Occupational Services | Hatch Tender                              | 36.09       |             |
| 29030       | Stevedoring/Longshoremen Occupational Services | Line Handler                              | 36.09       |             |
| 29041       | Stevedoring/Longshoremen Occupational Services | Stevedore I                               | 34.41       |             |
| 29042       | Stevedoring/Longshoremen Occupational Services | Stevedore II                              | 37.75       |             |
| 30010       | Technical Occupations                          | Air Traffic Control Specialist, Center    | 51.07       | see 2       |
| 30011       | Technical Occupations                          | Air Traffic Control Specialist, Station   | 35.22       | see 2       |
| 30012       | Technical Occupations                          | Air Traffic Control Specialist, Terminal  | 38.79       | see 2       |
| 30021       | Technical Occupations                          | Archeological Technician I                | 22.53       |             |
| 30022       | Technical Occupations                          | Archeological Technician II               | 25.20       |             |
| 30023       | Technical Occupations                          | Archeological Technician III              | 31.23       |             |
| 30030       | Technical Occupations                          | Cartographic Technician                   | 31.23       |             |
| 30040       | Technical Occupations                          | Civil Engineering Technician              | 31.25       |             |
| 30051       | Technical Occupations                          | Cryogenic Technician I                    | 34.39       |             |
| 30052       | Technical Occupations                          | Cryogenic Technician II                   | 37.97       |             |

| <b>Code</b> | <b>Category</b>       | <b>Title</b>                             | <b>Rate</b> | <b>Note</b> |
|-------------|-----------------------|--|-------------|-------------|
| 30061       | Technical Occupations | Drafter/CAD Operator I                   | 22.53       |             |
| 30062       | Technical Occupations | Drafter/CAD Operator II                  | 25.20       |             |
| 30063       | Technical Occupations | Drafter/CAD Operator III                 | 28.10       |             |
| 30064       | Technical Occupations | Drafter/CAD Operator IV                  | 34.58       |             |
| 30081       | Technical Occupations | Engineering Technician I                 | 20.27       |             |
| 30082       | Technical Occupations | Engineering Technician II                | 22.74       |             |
| 30083       | Technical Occupations | Engineering Technician III               | 25.44       |             |
| 30084       | Technical Occupations | Engineering Technician IV                | 31.52       |             |
| 30085       | Technical Occupations | Engineering Technician V                 | 38.56       |             |
| 30086       | Technical Occupations | Engineering Technician VI                | 46.65       |             |
| 30090       | Technical Occupations | Environmental Technician                 | 29.28       |             |
| 30095       | Technical Occupations | Evidence Control Specialist              | 31.05       |             |
| 30210       | Technical Occupations | Laboratory Technician                    | 29.60       |             |
| 30221       | Technical Occupations | Latent Fingerprint Technician I          | 37.06       |             |
| 30222       | Technical Occupations | Latent Fingerprint Technician II         | 40.94       |             |
| 30240       | Technical Occupations | Mathematical Technician                  | 39.51       |             |
| 30361       | Technical Occupations | Paralegal/Legal Assistant I              | 22.87       |             |
| 30362       | Technical Occupations | Paralegal/Legal Assistant II             | 28.33       |             |
| 30363       | Technical Occupations | Paralegal/Legal Assistant III            | 34.66       |             |
| 30364       | Technical Occupations | Paralegal/Legal Assistant IV             | 41.93       |             |
| 30375       | Technical Occupations | Petroleum Supply Specialist              | 37.97       |             |
| 30390       | Technical Occupations | Photo-Optics Technician                  | 31.23       |             |
| 30395       | Technical Occupations | Radiation Control Technician             | 37.97       |             |
| 30461       | Technical Occupations | Technical Writer I                       | 33.39       |             |
| 30462       | Technical Occupations | Technical Writer II                      | 40.83       |             |
| 30463       | Technical Occupations | Technical Writer III                     | 49.40       |             |
| 30491       | Technical Occupations | Unexploded Ordnance (UXO) Technician I   | 32.46       |             |
| 30492       | Technical Occupations | Unexploded Ordnance (UXO) Technician II  | 39.27       |             |
| 30493       | Technical Occupations | Unexploded Ordnance (UXO) Technician III | 47.07       |             |
| 30494       | Technical Occupations | Unexploded (UXO) Safety Escort           | 32.46       |             |
| 30495       | Technical Occupations | Unexploded (UXO) Sweep Personnel         | 32.46       |             |

| <b>Code</b> | <b>Category</b>  | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 30501       | Technical Occupations                                    | Weather Forecaster I                       | 34.58       |             |
| 30502       | Technical Occupations                                    | Weather Forecaster II                      | 42.06       |             |
| 30620       | Technical Occupations                                    | Weather Observer, Combined<br>Upper Air Or | 28.10       | see<br>2    |
| 30621       | Technical Occupations                                    | Weather Observer, Senior                   | 31.23       | see<br>2    |
| 31010       | Transportation/Mobile Equipment<br>Operation Occupations | Airplane Pilot                             | 39.27       |             |
| 31020       | Transportation/Mobile Equipment<br>Operation Occupations | Bus Aide                                   | 22.58       |             |
| 31030       | Transportation/Mobile Equipment<br>Operation Occupations | Bus Driver                                 | 29.37       |             |
| 31043       | Transportation/Mobile Equipment<br>Operation Occupations | Driver Courier                             | 21.04       |             |
| 31260       | Transportation/Mobile Equipment<br>Operation Occupations | Parking and Lot Attendant                  | 17.10       | ***         |
| 31290       | Transportation/Mobile Equipment<br>Operation Occupations | Shuttle Bus Driver                         | 19.46       |             |
| 31310       | Transportation/Mobile Equipment<br>Operation Occupations | Taxi Driver                                | 16.57       | ***         |
| 31361       | Transportation/Mobile Equipment<br>Operation Occupations | Truckdriver, Light                         | 22.38       |             |
| 31362       | Transportation/Mobile Equipment<br>Operation Occupations | Truckdriver, Medium                        | 23.55       |             |
| 31363       | Transportation/Mobile Equipment<br>Operation Occupations | Truckdriver, Heavy                         | 28.81       |             |
| 31364       | Transportation/Mobile Equipment<br>Operation Occupations | Truckdriver, Tractor-Trailer               | 28.81       |             |
| 99020       | Miscellaneous Occupations                                | Cabin Safety Specialist                    | 19.15       |             |
| 99030       | Miscellaneous Occupations                                | Cashier                                    | 16.42       | ***         |
| 99050       | Miscellaneous Occupations                                | Desk Clerk                                 | 18.01       |             |
| 99095       | Miscellaneous Occupations                                | Embalmer                                   | 40.21       |             |
| 99130       | Miscellaneous Occupations                                | Flight Follower                            | 32.46       |             |
| 99251       | Miscellaneous Occupations                                | Laboratory Animal Caretaker I              | 21.50       |             |
| 99252       | Miscellaneous Occupations                                | Laboratory Animal Caretaker II             | 22.87       |             |
| 99260       | Miscellaneous Occupations                                | Marketing Analyst                          | 39.73       |             |
| 99310       | Miscellaneous Occupations                                | Mortician                                  | 40.21       |             |

| <b>Code</b> | <b>Category</b>           | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------|---------------------------------|-------------|-------------|
| 99410       | Miscellaneous Occupations | Pest Controller                 | 23.66       |             |
| 99510       | Miscellaneous Occupations | Photofinishing Worker           | 20.42       |             |
| 99710       | Miscellaneous Occupations | Recycling Laborer               | 28.69       |             |
| 99711       | Miscellaneous Occupations | Recycling Specialist            | 33.32       |             |
| 99730       | Miscellaneous Occupations | Refuse Collector                | 26.46       |             |
| 99810       | Miscellaneous Occupations | Sales Clerk                     | 17.39       |             |
| 99820       | Miscellaneous Occupations | School Crossing Guard           | 18.03       |             |
| 99830       | Miscellaneous Occupations | Survey Party Chief              | 31.86       |             |
| 99831       | Miscellaneous Occupations | Surveying Aide                  | 21.08       |             |
| 99832       | Miscellaneous Occupations | Surveying Technician            | 28.97       |             |
| 99840       | Miscellaneous Occupations | Vending Machine Attendant       | 19.23       |             |
| 99841       | Miscellaneous Occupations | Vending Machine Repairer        | 22.61       |             |
| 99842       | Miscellaneous Occupations | Vending Machine Repairer Helper | 19.23       |             |

## **Footer**

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.20 per hour) or 13658 (\$12.90 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. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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: \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 per month\*

\*This rate is to be used only when compensating employees for performance on an SCA-

covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

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

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans'

Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESSES 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)).

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# Wage Determination No. : 2015-4051

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

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

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 28

Date Of Last Revision : 07/22/2024

Source : [Source Website](#)

## Header

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

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2024.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.90 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 2024.

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: Massachusetts

This wage determination is applicable to Hanson town in Plymouth County

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

### Wage Determination Table

| Code  | Category  | Title                               | Rate  | Note |
|-------|---|-------------------------------------|-------|------|
| 01011 | Administrative Support And Clerical Occupations | Accounting Clerk I                  | 21.80 |      |
| 01012 | Administrative Support And Clerical Occupations | Accounting Clerk II                 | 24.46 |      |
| 01013 | Administrative Support And Clerical Occupations | Accounting Clerk III                | 27.36 |      |
| 01020 | Administrative Support And Clerical Occupations | Administrative Assistant            | 37.16 |      |
| 01035 | Administrative Support And Clerical Occupations | Court Reporter                      | 27.78 |      |
| 01041 | Administrative Support And Clerical Occupations | Customer Service Representative I   | 18.94 |      |
| 01042 | Administrative Support And Clerical Occupations | Customer Service Representative II  | 20.66 |      |
| 01043 | Administrative Support And Clerical Occupations | Customer Service Representative III | 23.19 |      |
| 01051 | Administrative Support And Clerical Occupations | Data Entry Operator I               | 21.02 |      |
| 01052 | Administrative Support And Clerical Occupations | Data Entry Operator II              | 22.94 |      |
| 01060 | Administrative Support And Clerical Occupations | Dispatcher, Motor Vehicle           | 25.30 |      |
| 01070 | Administrative Support And Clerical Occupations | Document Preparation Clerk          | 22.60 |      |
| 01090 | Administrative Support And Clerical Occupations | Duplicating Machine Operator        | 22.60 |      |
| 01111 | Administrative Support And Clerical Occupations | General Clerk I                     | 19.28 |      |
| 01112 | Administrative Support And Clerical Occupations | General Clerk II                    | 21.04 |      |
| 01113 | Administrative Support And Clerical Occupations | General Clerk III                   | 23.61 |      |
| 01120 | Administrative Support And Clerical Occupations | Housing Referral Assistant          | 28.21 |      |

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------------|-------------|-------------|
| 01141       | Administrative Support And Clerical Occupations | Messenger Courier                    | 20.01       |             |
| 01191       | Administrative Support And Clerical Occupations | Order Clerk I                        | 22.88       |             |
| 01192       | Administrative Support And Clerical Occupations | Order Clerk II                       | 24.97       |             |
| 01261       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) I   | 22.63       |             |
| 01262       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) II  | 25.31       |             |
| 01263       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) III | 28.22       |             |
| 01270       | Administrative Support And Clerical Occupations | Production Control Clerk             | 28.85       |             |
| 01290       | Administrative Support And Clerical Occupations | Rental Clerk                         | 21.07       |             |
| 01300       | Administrative Support And Clerical Occupations | Scheduler, Maintenance               | 22.62       |             |
| 01311       | Administrative Support And Clerical Occupations | Secretary I                          | 22.62       |             |
| 01312       | Administrative Support And Clerical Occupations | Secretary II                         | 25.30       |             |
| 01313       | Administrative Support And Clerical Occupations | Secretary III                        | 28.21       |             |
| 01320       | Administrative Support And Clerical Occupations | Service Order Dispatcher             | 22.62       |             |
| 01410       | Administrative Support And Clerical Occupations | Supply Technician                    | 37.16       |             |
| 01420       | Administrative Support And Clerical Occupations | Survey Worker                        | 24.15       |             |
| 01460       | Administrative Support And Clerical Occupations | Switchboard Operator/Receptionist    | 19.00       |             |
| 01531       | Administrative Support And Clerical Occupations | Travel Clerk I                       | 21.53       |             |
| 01532       | Administrative Support And Clerical Occupations | Travel Clerk II                      | 23.20       |             |
| 01533       | Administrative Support And Clerical Occupations | Travel Clerk III                     | 24.99       |             |

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------------|-------------|-------------|
| 01611       | Administrative Support And Clerical Occupations | Word Processor I                     | 20.65       |             |
| 01612       | Administrative Support And Clerical Occupations | Word Processor II                    | 23.17       |             |
| 01613       | Administrative Support And Clerical Occupations | Word Processor III                   | 25.92       |             |
| 05005       | Automotive Service Occupations                  | Automobile Body Repairer, Fiberglass | 29.81       |             |
| 05010       | Automotive Service Occupations                  | Automotive Electrician               | 23.05       |             |
| 05040       | Automotive Service Occupations                  | Automotive Glass Installer           | 22.03       |             |
| 05070       | Automotive Service Occupations                  | Automotive Worker                    | 22.03       |             |
| 05110       | Automotive Service Occupations                  | Mobile Equipment Servicer            | 19.96       |             |
| 05130       | Automotive Service Occupations                  | Motor Equipment Metal Mechanic       | 24.06       |             |
| 05160       | Automotive Service Occupations                  | Motor Equipment Metal Worker         | 22.03       |             |
| 05190       | Automotive Service Occupations                  | Motor Vehicle Mechanic               | 24.06       |             |
| 05220       | Automotive Service Occupations                  | Motor Vehicle Mechanic Helper        | 18.77       |             |
| 05250       | Automotive Service Occupations                  | Motor Vehicle Upholstery Worker      | 21.01       |             |
| 05280       | Automotive Service Occupations                  | Motor Vehicle Wrecker                | 22.03       |             |
| 05310       | Automotive Service Occupations                  | Painter, Automotive                  | 23.05       |             |
| 05340       | Automotive Service Occupations                  | Radiator Repair Specialist           | 22.03       |             |
| 05370       | Automotive Service Occupations                  | Tire Repairer                        | 17.29       |             |
| 05400       | Automotive Service Occupations                  | Transmission Repair Specialist       | 24.06       |             |
| 07010       | Food Preparation And Service Occupations        | Baker                                | 18.37       |             |
| 07041       | Food Preparation And Service Occupations        | Cook I                               | 22.81       |             |
| 07042       | Food Preparation And Service Occupations        | Cook II                              | 25.17       |             |
| 07070       | Food Preparation And Service Occupations        | Dishwasher                           | 17.56       |             |
| 07130       | Food Preparation And Service Occupations        | Food Service Worker                  | 17.65       |             |
| 07210       | Food Preparation And Service Occupations        | Meat Cutter                          | 23.47       |             |
| 07260       | Food Preparation And Service Occupations        | Waiter/Waitress                      | 16.98       | ***         |

| <b>Code</b> | <b>Category</b>                              | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 09010       | Furniture Maintenance And Repair Occupations | Electrostatic Spray Painter                | 23.31       |             |
| 09040       | Furniture Maintenance And Repair Occupations | Furniture Handler                          | 20.32       |             |
| 09080       | Furniture Maintenance And Repair Occupations | Furniture Refinisher                       | 27.80       |             |
| 09090       | Furniture Maintenance And Repair Occupations | Furniture Refinisher Helper                | 23.60       |             |
| 09110       | Furniture Maintenance And Repair Occupations | Furniture Repairer, Minor                  | 26.43       |             |
| 09130       | Furniture Maintenance And Repair Occupations | Upholsterer                                | 23.12       |             |
| 11030       | General Services And Support Occupations     | Cleaner, Vehicles                          | 17.82       |             |
| 11060       | General Services And Support Occupations     | Elevator Operator                          | 18.54       |             |
| 11090       | General Services And Support Occupations     | Gardener                                   | 27.82       |             |
| 11122       | General Services And Support Occupations     | Housekeeping Aide                          | 19.20       |             |
| 11150       | General Services And Support Occupations     | Janitor                                    | 19.20       |             |
| 11210       | General Services And Support Occupations     | Laborer, Grounds Maintenance               | 22.51       |             |
| 11240       | General Services And Support Occupations     | Maid or Houseman                           | 18.60       |             |
| 11260       | General Services And Support Occupations     | Pruner                                     | 20.87       |             |
| 11270       | General Services And Support Occupations     | Tractor Operator                           | 26.15       |             |
| 11330       | General Services And Support Occupations     | Trail Maintenance Worker                   | 22.51       |             |
| 11360       | General Services And Support Occupations     | Window Cleaner                             | 20.71       |             |
| 12010       | Health Occupations                           | Ambulance Driver                           | 25.57       |             |
| 12011       | Health Occupations                           | Breath Alcohol Technician                  | 31.11       |             |
| 12012       | Health Occupations                           | Certified Occupational Therapist Assistant | 36.24       |             |

| <b>Code</b> | <b>Category</b>    | <b>Title</b>                           | <b>Rate</b> | <b>Note</b> |
|-------------|--------------------|--|-------------|-------------|
| 12015       | Health Occupations | Certified Physical Therapist Assistant | 37.07       |             |
| 12020       | Health Occupations | Dental Assistant                       | 29.22       |             |
| 12025       | Health Occupations | Dental Hygienist                       | 48.88       |             |
| 12030       | Health Occupations | EKG Technician                         | 44.61       |             |
| 12035       | Health Occupations | Electroneurodiagnostic Technologist    | 44.61       |             |
| 12040       | Health Occupations | Emergency Medical Technician           | 25.57       |             |
| 12071       | Health Occupations | Licensed Practical Nurse I             | 27.82       |             |
| 12072       | Health Occupations | Licensed Practical Nurse II            | 31.11       |             |
| 12073       | Health Occupations | Licensed Practical Nurse III           | 34.68       |             |
| 12100       | Health Occupations | Medical Assistant                      | 23.06       |             |
| 12130       | Health Occupations | Medical Laboratory Technician          | 31.64       |             |
| 12160       | Health Occupations | Medical Record Clerk                   | 22.76       |             |
| 12190       | Health Occupations | Medical Record Technician              | 28.03       |             |
| 12195       | Health Occupations | Medical Transcriptionist               | 22.28       |             |
| 12210       | Health Occupations | Nuclear Medicine Technologist          | 49.93       |             |
| 12221       | Health Occupations | Nursing Assistant I                    | 15.38       | ***         |
| 12222       | Health Occupations | Nursing Assistant II                   | 17.29       |             |
| 12223       | Health Occupations | Nursing Assistant III                  | 18.86       |             |
| 12224       | Health Occupations | Nursing Assistant IV                   | 21.19       |             |
| 12235       | Health Occupations | Optical Dispenser                      | 30.70       |             |
| 12236       | Health Occupations | Optical Technician                     | 23.89       |             |
| 12250       | Health Occupations | Pharmacy Technician                    | 22.05       |             |
| 12280       | Health Occupations | Phlebotomist                           | 23.28       |             |
| 12305       | Health Occupations | Radiologic Technologist                | 43.96       |             |
| 12311       | Health Occupations | Registered Nurse I                     | 31.18       |             |
| 12312       | Health Occupations | Registered Nurse II                    | 40.19       |             |
| 12313       | Health Occupations | Registered Nurse II, Specialist        | 40.19       |             |
| 12314       | Health Occupations | Registered Nurse III                   | 48.63       |             |
| 12315       | Health Occupations | Registered Nurse III, Anesthetist      | 48.63       |             |
| 12316       | Health Occupations | Registered Nurse IV                    | 58.29       |             |
| 12317       | Health Occupations | Scheduler                              | 38.56       |             |
| 12320       | Health Occupations | Substance Abuse Treatment Counselor    | 25.97       |             |

| <b>Code</b> | <b>Category</b>                    | <b>Title</b>                           | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------|--|-------------|-------------|
| 13011       | Information And Arts Occupations   | Exhibits Specialist I                  | 24.18       |             |
| 13012       | Information And Arts Occupations   | Exhibits Specialist II                 | 29.96       |             |
| 13013       | Information And Arts Occupations   | Exhibits Specialist III                | 36.64       |             |
| 13041       | Information And Arts Occupations   | Illustrator I                          | 24.72       |             |
| 13042       | Information And Arts Occupations   | Illustrator II                         | 30.62       |             |
| 13043       | Information And Arts Occupations   | Illustrator III                        | 37.46       |             |
| 13047       | Information And Arts Occupations   | Librarian                              | 37.64       |             |
| 13050       | Information And Arts Occupations   | Library Aide/Clerk                     | 21.19       |             |
| 13054       | Information And Arts Occupations   | Library Information Technology Systems | 33.99       |             |
| 13058       | Information And Arts Occupations   | Library Technician                     | 24.30       |             |
| 13061       | Information And Arts Occupations   | Media Specialist I                     | 24.53       |             |
| 13062       | Information And Arts Occupations   | Media Specialist II                    | 27.43       |             |
| 13063       | Information And Arts Occupations   | Media Specialist III                   | 30.58       |             |
| 13071       | Information And Arts Occupations   | Photographer I                         | 22.10       |             |
| 13072       | Information And Arts Occupations   | Photographer II                        | 24.72       |             |
| 13073       | Information And Arts Occupations   | Photographer III                       | 30.64       |             |
| 13074       | Information And Arts Occupations   | Photographer IV                        | 37.46       |             |
| 13075       | Information And Arts Occupations   | Photographer V                         | 45.33       |             |
| 13090       | Information And Arts Occupations   | Technical Order Library Clerk          | 26.60       |             |
| 13110       | Information And Arts Occupations   | Video Teleconference Technician        | 29.82       |             |
| 14041       | Information Technology Occupations | Computer Operator I                    | 27.14       |             |
| 14042       | Information Technology Occupations | Computer Operator II                   | 30.35       |             |
| 14043       | Information Technology Occupations | Computer Operator III                  | 33.85       |             |
| 14044       | Information Technology Occupations | Computer Operator IV                   | 37.61       |             |
| 14045       | Information Technology Occupations | Computer Operator V                    | 41.65       |             |
| 14071       | Information Technology Occupations | Computer Programmer I                  | NaN         | see 1       |
| 14072       | Information Technology Occupations | Computer Programmer II                 | NaN         | see 1       |
| 14073       | Information Technology Occupations | Computer Programmer III                | NaN         | see 1       |
| 14074       | Information Technology Occupations | Computer Programmer IV                 | NaN         | see 1       |

| <b>Code</b> | <b>Category</b>   | <b>Title</b>                                    | <b>Rate</b> | <b>Note</b> |
|-------------|---|---|-------------|-------------|
| 14101       | Information Technology Occupations                      | Computer Systems Analyst I                      | NaN         | see<br>1    |
| 14102       | Information Technology Occupations                      | Computer Systems Analyst II                     | NaN         | see<br>1    |
| 14103       | Information Technology Occupations                      | Computer Systems Analyst III                    | NaN         | see<br>1    |
| 14150       | Information Technology Occupations                      | Peripheral Equipment Operator                   | 27.14       |             |
| 14160       | Information Technology Occupations                      | Personal Computer Support Technician            | 37.61       |             |
| 14170       | Information Technology Occupations                      | System Support Specialist                       | 43.21       |             |
| 15010       | Instructional Occupations                               | Aircrew Training Devices Instructor             | 37.31       |             |
| 15020       | Instructional Occupations                               | Aircrew Training Devices Instructor             | 45.14       |             |
| 15030       | Instructional Occupations                               | Air Crew Training Devices Instructor            | 54.10       |             |
| 15050       | Instructional Occupations                               | Computer Based Training Specialist / Instructor | 37.31       |             |
| 15060       | Instructional Occupations                               | Educational Technologist                        | 41.87       |             |
| 15070       | Instructional Occupations                               | Flight Instructor                               | 54.10       |             |
| 15080       | Instructional Occupations                               | Graphic Artist                                  | 35.24       |             |
| 15085       | Instructional Occupations                               | Maintenance Test Pilot, Fixed, Jet/Prop         | 54.10       |             |
| 15086       | Instructional Occupations                               | Maintenance Test Pilot, Rotary Wing             | 54.10       |             |
| 15088       | Instructional Occupations                               | Non-Maintenance Test/Co-Pilot                   | 54.10       |             |
| 15090       | Instructional Occupations                               | Technical Instructor                            | 30.03       |             |
| 15095       | Instructional Occupations                               | Technical Instructor/Course Developer           | 36.73       |             |
| 15110       | Instructional Occupations                               | Test Proctor                                    | 24.23       |             |
| 15120       | Instructional Occupations                               | Tutor   | 24.23       |             |
| 16010       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Assembler                                       | 17.31       |             |
| 16030       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Counter Attendant                               | 17.31       |             |
| 16040       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Dry Cleaner                                     | 19.77       |             |

| <b>Code</b> | <b>Category</b>   | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|---|--|-------------|-------------|
| 16070       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Finisher, Flatwork, Machine                | 17.31       |             |
| 16090       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Hand                              | 17.31       |             |
| 16110       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Drycleaning              | 17.31       |             |
| 16130       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Shirts                   | 17.31       |             |
| 16160       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Wearing Apparel, Laundry | 17.31       |             |
| 16190       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Sewing Machine Operator                    | 20.60       |             |
| 16220       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Tailor                                     | 21.42       |             |
| 16250       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Washer, Machine                            | 18.13       |             |
| 19010       | Machine Tool Operation And Repair Occupations           | Machine-Tool Operator                      | 30.69       |             |
| 19040       | Machine Tool Operation And Repair Occupations           | Tool And Die Maker                         | 35.87       |             |
| 21020       | Materials Handling And Packing Occupations              | Forklift Operator                          | 23.16       |             |
| 21030       | Materials Handling And Packing Occupations              | Material Coordinator                       | 28.85       |             |
| 21040       | Materials Handling And Packing Occupations              | Material Expediter                         | 28.85       |             |
| 21050       | Materials Handling And Packing Occupations              | Material Handling Laborer                  | 21.14       |             |
| 21071       | Materials Handling And Packing Occupations              | Order Filler                               | 18.06       |             |
| 21080       | Materials Handling And Packing Occupations              | Production Line Worker                     | 23.16       |             |
| 21110       | Materials Handling And Packing Occupations              | Shipping Packer                            | 22.44       |             |
| 21130       | Materials Handling And Packing Occupations              | Shipping/Receiving Clerk                   | 22.44       |             |
| 21140       | Materials Handling And Packing Occupations              | Store Worker I                             | 17.09       | ***         |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                                   | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 21150       | Materials Handling And Packing Occupations       | Stock Clerk                                    | 21.47       |             |
| 21210       | Materials Handling And Packing Occupations       | Tools And Parts Attendant                      | 23.16       |             |
| 21410       | Materials Handling And Packing Occupations       | Warehouse Specialist                           | 23.16       |             |
| 23010       | Mechanics And Maintenance And Repair Occupations | Aerospace Structural Welder                    | 42.05       |             |
| 23019       | Mechanics And Maintenance And Repair Occupations | Aircraft Logs and Records Technician           | 35.30       |             |
| 23021       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic I                            | 40.42       |             |
| 23022       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic II                           | 42.05       |             |
| 23023       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic III                          | 43.73       |             |
| 23040       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic Helper                       | 31.53       |             |
| 23050       | Mechanics And Maintenance And Repair Occupations | Aircraft, Painter                              | 38.72       |             |
| 23060       | Mechanics And Maintenance And Repair Occupations | Aircraft Servicer                              | 35.30       |             |
| 23070       | Mechanics And Maintenance And Repair Occupations | Aircraft Survival Flight Equipment Technician  | 38.72       |             |
| 23080       | Mechanics And Maintenance And Repair Occupations | Aircraft Worker                                | 37.02       |             |
| 23091       | Mechanics And Maintenance And Repair Occupations | Aircrew Life Support Equipment (ALSE) Mechanic | 37.02       |             |
| 23092       | Mechanics And Maintenance And Repair Occupations | Aircrew Life Support Equipment (ALSE) Mechanic | 40.42       |             |
| 23110       | Mechanics And Maintenance And Repair Occupations | Appliance Mechanic                             | 30.25       |             |
| 23120       | Mechanics And Maintenance And Repair Occupations | Bicycle Repairer                               | 20.81       |             |
| 23125       | Mechanics And Maintenance And Repair Occupations | Cable Splicer                                  | 49.93       |             |
| 23130       | Mechanics And Maintenance And Repair Occupations | Carpenter, Maintenance                         | 34.63       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 23140       | Mechanics And Maintenance And Repair Occupations | Carpet Layer                              | 33.87       |             |
| 23160       | Mechanics And Maintenance And Repair Occupations | Electrician, Maintenance                  | 39.17       |             |
| 23181       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance I      | 32.97       |             |
| 23182       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance II     | 34.47       |             |
| 23183       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance III    | 35.99       |             |
| 23260       | Mechanics And Maintenance And Repair Occupations | Fabric Worker                             | 32.27       |             |
| 23290       | Mechanics And Maintenance And Repair Occupations | Fire Alarm System Mechanic                | 35.08       |             |
| 23310       | Mechanics And Maintenance And Repair Occupations | Fire Extinguisher Repairer                | 30.66       |             |
| 23311       | Mechanics And Maintenance And Repair Occupations | Fuel Distribution System Mechanic         | 39.89       |             |
| 23312       | Mechanics And Maintenance And Repair Occupations | Fuel Distribution System Operator         | 33.10       |             |
| 23370       | Mechanics And Maintenance And Repair Occupations | General Maintenance Worker                | 27.15       |             |
| 23380       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Mechanic         | 40.42       |             |
| 23381       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Servicer         | 35.30       |             |
| 23382       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Worker           | 37.02       |             |
| 23391       | Mechanics And Maintenance And Repair Occupations | Gunsmith I                                | 30.66       |             |
| 23392       | Mechanics And Maintenance And Repair Occupations | Gunsmith II                               | 33.84       |             |
| 23393       | Mechanics And Maintenance And Repair Occupations | Gunsmith III                              | 36.95       |             |
| 23410       | Mechanics And Maintenance And Repair Occupations | Heating, Ventilation And Air-Conditioning | 36.42       |             |
| 23411       | Mechanics And Maintenance And Repair Occupations | Heating, Ventilation And Air Contidioning | 37.89       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                   | <b>Rate</b> | <b>Note</b> |
|-------------|--|--------------------------------|-------------|-------------|
| 23430       | Mechanics And Maintenance And Repair Occupations | Heavy Equipment Mechanic       | 37.32       |             |
| 23440       | Mechanics And Maintenance And Repair Occupations | Heavy Equipment Operator       | 38.46       |             |
| 23460       | Mechanics And Maintenance And Repair Occupations | Instrument Mechanic            | 32.46       |             |
| 23465       | Mechanics And Maintenance And Repair Occupations | Laboratory/Shelter Mechanic    | 35.40       |             |
| 23470       | Mechanics And Maintenance And Repair Occupations | Laborer                        | 21.14       |             |
| 23510       | Mechanics And Maintenance And Repair Occupations | Locksmith                      | 29.43       |             |
| 23530       | Mechanics And Maintenance And Repair Occupations | Machinery Maintenance Mechanic | 34.80       |             |
| 23550       | Mechanics And Maintenance And Repair Occupations | Machinist, Maintenance         | 29.64       |             |
| 23580       | Mechanics And Maintenance And Repair Occupations | Maintenance Trades Helper      | 21.81       |             |
| 23591       | Mechanics And Maintenance And Repair Occupations | Metrology Technician I         | 32.46       |             |
| 23592       | Mechanics And Maintenance And Repair Occupations | Metrology Technician II        | 33.77       |             |
| 23593       | Mechanics And Maintenance And Repair Occupations | Metrology Technician III       | 35.12       |             |
| 23640       | Mechanics And Maintenance And Repair Occupations | Millwright                     | 34.24       |             |
| 23710       | Mechanics And Maintenance And Repair Occupations | Office Appliance Repairer      | 27.50       |             |
| 23760       | Mechanics And Maintenance And Repair Occupations | Painter, Maintenance           | 29.33       |             |
| 23790       | Mechanics And Maintenance And Repair Occupations | Pipefitter, Maintenance        | 43.19       |             |
| 23810       | Mechanics And Maintenance And Repair Occupations | Plumber, Maintenance           | 41.37       |             |
| 23820       | Mechanics And Maintenance And Repair Occupations | Pneudraulic Systems Mechanic   | 36.95       |             |
| 23850       | Mechanics And Maintenance And Repair Occupations | Rigger                         | 38.19       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                          | <b>Rate</b> | <b>Note</b> |
|-------------|--|---------------------------------------|-------------|-------------|
| 23870       | Mechanics And Maintenance And Repair Occupations | Scale Mechanic                        | 33.84       |             |
| 23890       | Mechanics And Maintenance And Repair Occupations | Sheet-Metal Worker, Maintenance       | 35.54       |             |
| 23910       | Mechanics And Maintenance And Repair Occupations | Small Engine Mechanic                 | 27.96       |             |
| 23931       | Mechanics And Maintenance And Repair Occupations | Telecommunications Mechanic I         | 36.99       |             |
| 23932       | Mechanics And Maintenance And Repair Occupations | Telecommunications Mechanic II        | 39.02       |             |
| 23950       | Mechanics And Maintenance And Repair Occupations | Telephone Lineman                     | 47.72       |             |
| 23960       | Mechanics And Maintenance And Repair Occupations | Welder, Combination, Maintenance      | 28.57       |             |
| 23965       | Mechanics And Maintenance And Repair Occupations | Well Driller                          | 38.14       |             |
| 23970       | Mechanics And Maintenance And Repair Occupations | Woodcraft Worker                      | 36.95       |             |
| 23980       | Mechanics And Maintenance And Repair Occupations | Woodworker                            | 30.66       |             |
| 24550       | Personal Needs Occupations                       | Case Manager                          | 20.21       |             |
| 24570       | Personal Needs Occupations                       | Child Care Attendant                  | 18.19       |             |
| 24580       | Personal Needs Occupations                       | Child Care Center Clerk               | 22.68       |             |
| 24610       | Personal Needs Occupations                       | Chore Aide                            | 18.00       |             |
| 24620       | Personal Needs Occupations                       | Family Readiness And Support Services | 20.21       |             |
| 24630       | Personal Needs Occupations                       | Homemaker                             | 21.25       |             |
| 25010       | Plant And System Operations Occupations          | Boiler Tender                         | 37.68       |             |
| 25040       | Plant And System Operations Occupations          | Sewage Plant Operator                 | 31.91       |             |
| 25070       | Plant And System Operations Occupations          | Stationary Engineer                   | 37.68       |             |
| 25190       | Plant And System Operations Occupations          | Ventilation Equipment Tender          | 29.39       |             |
| 25210       | Plant And System Operations Occupations          | Water Treatment Plant Operator        | 31.91       |             |
| 27004       | Protective Service Occupations                   | Alarm Monitor                         | 27.73       |             |

| <b>Code</b> | <b>Category</b>                                | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 27007       | Protective Service Occupations                 | Baggage Inspector                         | 19.84       |             |
| 27008       | Protective Service Occupations                 | Corrections Officer                       | 39.37       |             |
| 27010       | Protective Service Occupations                 | Court Security Officer                    | 37.27       |             |
| 27030       | Protective Service Occupations                 | Detection Dog Handler                     | 22.19       |             |
| 27040       | Protective Service Occupations                 | Detention Officer                         | 39.37       |             |
| 27070       | Protective Service Occupations                 | Firefighter                               | 34.73       |             |
| 27101       | Protective Service Occupations                 | Guard I                                   | 19.84       |             |
| 27102       | Protective Service Occupations                 | Guard II                                  | 22.19       |             |
| 27131       | Protective Service Occupations                 | Police Officer I                          | 33.25       |             |
| 27132       | Protective Service Occupations                 | Police Officer II                         | 36.96       |             |
| 28041       | Recreation Occupations                         | Carnival Equipment Operator               | 20.21       |             |
| 28042       | Recreation Occupations                         | Carnival Equipment Repairer               | 21.50       |             |
| 28043       | Recreation Occupations                         | Carnival Worker                           | 16.13       | ***         |
| 28210       | Recreation Occupations                         | Gate Attendant/Gate Tender                | 21.92       |             |
| 28310       | Recreation Occupations                         | Lifeguard                                 | 17.00       | ***         |
| 28350       | Recreation Occupations                         | Park Attendant                            | 24.52       |             |
| 28510       | Recreation Occupations                         | Recreation Aide/Health Facility Attendant | 17.90       |             |
| 28515       | Recreation Occupations                         | Recreation Specialist                     | 30.38       |             |
| 28630       | Recreation Occupations                         | Sports Official                           | 19.53       |             |
| 28690       | Recreation Occupations                         | Swimming Pool Operator                    | 23.73       |             |
| 29010       | Stevedoring/Longshoremen Occupational Services | Blocker And Bracer                        | 36.09       |             |
| 29020       | Stevedoring/Longshoremen Occupational Services | Hatch Tender                              | 36.09       |             |
| 29030       | Stevedoring/Longshoremen Occupational Services | Line Handler                              | 36.09       |             |
| 29041       | Stevedoring/Longshoremen Occupational Services | Stevedore I                               | 34.41       |             |
| 29042       | Stevedoring/Longshoremen Occupational Services | Stevedore II                              | 37.75       |             |
| 30010       | Technical Occupations                          | Air Traffic Control Specialist, Center    | 51.07       | see 2       |
| 30011       | Technical Occupations                          | Air Traffic Control Specialist, Station   | 35.22       | see 2       |

| <b>Code</b> | <b>Category</b>       | <b>Title</b>                             | <b>Rate</b> | <b>Note</b> |
|-------------|-----------------------|--|-------------|-------------|
| 30012       | Technical Occupations | Air Traffic Control Specialist, Terminal | 38.79       | see 2       |
| 30021       | Technical Occupations | Archeological Technician I               | 22.53       |             |
| 30022       | Technical Occupations | Archeological Technician II              | 25.20       |             |
| 30023       | Technical Occupations | Archeological Technician III             | 31.23       |             |
| 30030       | Technical Occupations | Cartographic Technician                  | 31.23       |             |
| 30040       | Technical Occupations | Civil Engineering Technician             | 31.25       |             |
| 30051       | Technical Occupations | Cryogenic Technician I                   | 34.39       |             |
| 30052       | Technical Occupations | Cryogenic Technician II                  | 37.97       |             |
| 30061       | Technical Occupations | Drafter/CAD Operator I                   | 22.53       |             |
| 30062       | Technical Occupations | Drafter/CAD Operator II                  | 25.20       |             |
| 30063       | Technical Occupations | Drafter/CAD Operator III                 | 28.10       |             |
| 30064       | Technical Occupations | Drafter/CAD Operator IV                  | 34.58       |             |
| 30081       | Technical Occupations | Engineering Technician I                 | 20.27       |             |
| 30082       | Technical Occupations | Engineering Technician II                | 22.74       |             |
| 30083       | Technical Occupations | Engineering Technician III               | 25.44       |             |
| 30084       | Technical Occupations | Engineering Technician IV                | 31.52       |             |
| 30085       | Technical Occupations | Engineering Technician V                 | 38.56       |             |
| 30086       | Technical Occupations | Engineering Technician VI                | 46.65       |             |
| 30090       | Technical Occupations | Environmental Technician                 | 29.28       |             |
| 30095       | Technical Occupations | Evidence Control Specialist              | 31.05       |             |
| 30210       | Technical Occupations | Laboratory Technician                    | 29.60       |             |
| 30221       | Technical Occupations | Latent Fingerprint Technician I          | 35.78       |             |
| 30222       | Technical Occupations | Latent Fingerprint Technician II         | 39.51       |             |
| 30240       | Technical Occupations | Mathematical Technician                  | 39.51       |             |
| 30361       | Technical Occupations | Paralegal/Legal Assistant I              | 22.87       |             |
| 30362       | Technical Occupations | Paralegal/Legal Assistant II             | 28.33       |             |
| 30363       | Technical Occupations | Paralegal/Legal Assistant III            | 34.66       |             |
| 30364       | Technical Occupations | Paralegal/Legal Assistant IV             | 41.93       |             |
| 30375       | Technical Occupations | Petroleum Supply Specialist              | 37.97       |             |
| 30390       | Technical Occupations | Photo-Optics Technician                  | 31.23       |             |
| 30395       | Technical Occupations | Radiation Control Technician             | 37.97       |             |
| 30461       | Technical Occupations | Technical Writer I                       | 33.39       |             |
| 30462       | Technical Occupations | Technical Writer II                      | 40.83       |             |

| <b>Code</b> | <b>Category</b>                                       | <b>Title</b>                             | <b>Rate</b> | <b>Note</b> |
|-------------|---|--|-------------|-------------|
| 30463       | Technical Occupations                                 | Technical Writer III                     | 49.40       |             |
| 30491       | Technical Occupations                                 | Unexploded Ordnance (UXO) Technician I   | 32.46       |             |
| 30492       | Technical Occupations                                 | Unexploded Ordnance (UXO) Technician II  | 39.27       |             |
| 30493       | Technical Occupations                                 | Unexploded Ordnance (UXO) Technician III | 47.07       |             |
| 30494       | Technical Occupations                                 | Unexploded (UXO) Safety Escort           | 32.46       |             |
| 30495       | Technical Occupations                                 | Unexploded (UXO) Sweep Personnel         | 32.46       |             |
| 30501       | Technical Occupations                                 | Weather Forecaster I                     | 34.58       |             |
| 30502       | Technical Occupations                                 | Weather Forecaster II                    | 42.06       |             |
| 30620       | Technical Occupations                                 | Weather Observer, Combined Upper Air Or  | 28.10       | see 2       |
| 30621       | Technical Occupations                                 | Weather Observer, Senior                 | 31.23       | see 2       |
| 31010       | Transportation/Mobile Equipment Operation Occupations | Airplane Pilot                           | 39.27       |             |
| 31020       | Transportation/Mobile Equipment Operation Occupations | Bus Aide                                 | 22.58       |             |
| 31030       | Transportation/Mobile Equipment Operation Occupations | Bus Driver                               | 29.37       |             |
| 31043       | Transportation/Mobile Equipment Operation Occupations | Driver Courier                           | 21.04       |             |
| 31260       | Transportation/Mobile Equipment Operation Occupations | Parking and Lot Attendant                | 17.10       | ***         |
| 31290       | Transportation/Mobile Equipment Operation Occupations | Shuttle Bus Driver                       | 19.46       |             |
| 31310       | Transportation/Mobile Equipment Operation Occupations | Taxi Driver                              | 16.57       | ***         |
| 31361       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Light                       | 22.38       |             |
| 31362       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Medium                      | 23.55       |             |
| 31363       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Heavy                       | 28.81       |             |
| 31364       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Tractor-Trailer             | 28.81       |             |

| <b>Code</b> | <b>Category</b>           | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------|---------------------------------|-------------|-------------|
| 99020       | Miscellaneous Occupations | Cabin Safety Specialist         | 19.15       |             |
| 99030       | Miscellaneous Occupations | Cashier                         | 16.42       | ***         |
| 99050       | Miscellaneous Occupations | Desk Clerk                      | 18.57       |             |
| 99095       | Miscellaneous Occupations | Embalmer                        | 39.85       |             |
| 99130       | Miscellaneous Occupations | Flight Follower                 | 32.46       |             |
| 99251       | Miscellaneous Occupations | Laboratory Animal Caretaker I   | 21.50       |             |
| 99252       | Miscellaneous Occupations | Laboratory Animal Caretaker II  | 22.87       |             |
| 99260       | Miscellaneous Occupations | Marketing Analyst               | 39.73       |             |
| 99310       | Miscellaneous Occupations | Mortician                       | 39.85       |             |
| 99410       | Miscellaneous Occupations | Pest Controller                 | 23.66       |             |
| 99510       | Miscellaneous Occupations | Photofinishing Worker           | 20.42       |             |
| 99710       | Miscellaneous Occupations | Recycling Laborer               | 28.69       |             |
| 99711       | Miscellaneous Occupations | Recycling Specialist            | 33.32       |             |
| 99730       | Miscellaneous Occupations | Refuse Collector                | 26.46       |             |
| 99810       | Miscellaneous Occupations | Sales Clerk                     | 17.39       |             |
| 99820       | Miscellaneous Occupations | School Crossing Guard           | 18.03       |             |
| 99830       | Miscellaneous Occupations | Survey Party Chief              | 31.86       |             |
| 99831       | Miscellaneous Occupations | Surveying Aide                  | 21.08       |             |
| 99832       | Miscellaneous Occupations | Surveying Technician            | 28.97       |             |
| 99840       | Miscellaneous Occupations | Vending Machine Attendant       | 24.22       |             |
| 99841       | Miscellaneous Occupations | Vending Machine Repairer        | 28.69       |             |
| 99842       | Miscellaneous Occupations | Vending Machine Repairer Helper | 24.22       |             |

## Footer

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.20 per hour) or 13658 (\$12.90 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. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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:** \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month **HEALTH & WELFARE EO 13706:** \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 per month\*

\*This rate is to be used only when compensating employees for performance on an SCA-

covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

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

**HOLIDAYS:** A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans'

Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

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

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

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

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

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

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

**2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:** If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**\*\* HAZARDOUS PAY DIFFERENTIAL \*\***

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

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

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as

laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like;

minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of ""wash and wear""

materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

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

**Conformance Process:**

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed

by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

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

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S.

Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).

- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

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

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

Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

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## **Wage Determination No. : 2015-4053**

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

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

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 28

Date Of Last Revision : 07/22/2024

Source : [Source Website](#)

### **Header**

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

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2024.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.90 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 2024.

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: Massachusetts

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

BRISTOL COUNTY: Easton

NORFOLK COUNTY: Avon

PLYMOUTH COUNTY: Bridgewater, Brockton, East Bridgewater, West Bridgewater, Whitman

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

**Wage Determination Table**

| Code  | Category  | Title                               | Rate  | Note |
|-------|---|-------------------------------------|-------|------|
| 01011 | Administrative Support And Clerical Occupations | Accounting Clerk I                  | 21.80 |      |
| 01012 | Administrative Support And Clerical Occupations | Accounting Clerk II                 | 24.46 |      |
| 01013 | Administrative Support And Clerical Occupations | Accounting Clerk III                | 27.36 |      |
| 01020 | Administrative Support And Clerical Occupations | Administrative Assistant            | 37.16 |      |
| 01035 | Administrative Support And Clerical Occupations | Court Reporter                      | 27.78 |      |
| 01041 | Administrative Support And Clerical Occupations | Customer Service Representative I   | 18.94 |      |
| 01042 | Administrative Support And Clerical Occupations | Customer Service Representative II  | 20.66 |      |
| 01043 | Administrative Support And Clerical Occupations | Customer Service Representative III | 23.19 |      |
| 01051 | Administrative Support And Clerical Occupations | Data Entry Operator I               | 21.02 |      |

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------------|-------------|-------------|
| 01052       | Administrative Support And Clerical Occupations | Data Entry Operator II               | 22.94       |             |
| 01060       | Administrative Support And Clerical Occupations | Dispatcher, Motor Vehicle            | 25.30       |             |
| 01070       | Administrative Support And Clerical Occupations | Document Preparation Clerk           | 22.60       |             |
| 01090       | Administrative Support And Clerical Occupations | Duplicating Machine Operator         | 22.60       |             |
| 01111       | Administrative Support And Clerical Occupations | General Clerk I                      | 19.28       |             |
| 01112       | Administrative Support And Clerical Occupations | General Clerk II                     | 21.04       |             |
| 01113       | Administrative Support And Clerical Occupations | General Clerk III                    | 23.61       |             |
| 01120       | Administrative Support And Clerical Occupations | Housing Referral Assistant           | 28.21       |             |
| 01141       | Administrative Support And Clerical Occupations | Messenger Courier                    | 20.01       |             |
| 01191       | Administrative Support And Clerical Occupations | Order Clerk I                        | 22.88       |             |
| 01192       | Administrative Support And Clerical Occupations | Order Clerk II                       | 24.97       |             |
| 01261       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) I   | 22.63       |             |
| 01262       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) II  | 25.31       |             |
| 01263       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) III | 28.22       |             |
| 01270       | Administrative Support And Clerical Occupations | Production Control Clerk             | 28.85       |             |
| 01290       | Administrative Support And Clerical Occupations | Rental Clerk                         | 21.07       |             |
| 01300       | Administrative Support And Clerical Occupations | Scheduler, Maintenance               | 22.62       |             |
| 01311       | Administrative Support And Clerical Occupations | Secretary I                          | 22.62       |             |
| 01312       | Administrative Support And Clerical Occupations | Secretary II                         | 25.30       |             |

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------------|-------------|-------------|
| 01313       | Administrative Support And Clerical Occupations | Secretary III                        | 28.21       |             |
| 01320       | Administrative Support And Clerical Occupations | Service Order Dispatcher             | 22.62       |             |
| 01410       | Administrative Support And Clerical Occupations | Supply Technician                    | 37.16       |             |
| 01420       | Administrative Support And Clerical Occupations | Survey Worker                        | 24.15       |             |
| 01460       | Administrative Support And Clerical Occupations | Switchboard Operator/Receptionist    | 19.00       |             |
| 01531       | Administrative Support And Clerical Occupations | Travel Clerk I                       | 21.53       |             |
| 01532       | Administrative Support And Clerical Occupations | Travel Clerk II                      | 23.20       |             |
| 01533       | Administrative Support And Clerical Occupations | Travel Clerk III                     | 24.99       |             |
| 01611       | Administrative Support And Clerical Occupations | Word Processor I                     | 20.65       |             |
| 01612       | Administrative Support And Clerical Occupations | Word Processor II                    | 23.17       |             |
| 01613       | Administrative Support And Clerical Occupations | Word Processor III                   | 25.92       |             |
| 05005       | Automotive Service Occupations                  | Automobile Body Repairer, Fiberglass | 29.81       |             |
| 05010       | Automotive Service Occupations                  | Automotive Electrician               | 23.05       |             |
| 05040       | Automotive Service Occupations                  | Automotive Glass Installer           | 22.03       |             |
| 05070       | Automotive Service Occupations                  | Automotive Worker                    | 22.03       |             |
| 05110       | Automotive Service Occupations                  | Mobile Equipment Servicer            | 19.96       |             |
| 05130       | Automotive Service Occupations                  | Motor Equipment Metal Mechanic       | 24.06       |             |
| 05160       | Automotive Service Occupations                  | Motor Equipment Metal Worker         | 22.03       |             |
| 05190       | Automotive Service Occupations                  | Motor Vehicle Mechanic               | 24.06       |             |
| 05220       | Automotive Service Occupations                  | Motor Vehicle Mechanic Helper        | 18.77       |             |
| 05250       | Automotive Service Occupations                  | Motor Vehicle Upholstery Worker      | 21.01       |             |
| 05280       | Automotive Service Occupations                  | Motor Vehicle Wrecker                | 22.03       |             |
| 05310       | Automotive Service Occupations                  | Painter, Automotive                  | 23.05       |             |
| 05340       | Automotive Service Occupations                  | Radiator Repair Specialist           | 22.03       |             |
| 05370       | Automotive Service Occupations                  | Tire Repairer                        | 17.29       |             |

| <b>Code</b> | <b>Category</b>                              | <b>Title</b>                   | <b>Rate</b> | <b>Note</b> |
|-------------|--|--------------------------------|-------------|-------------|
| 05400       | Automotive Service Occupations               | Transmission Repair Specialist | 24.06       |             |
| 07010       | Food Preparation And Service Occupations     | Baker                          | 18.37       |             |
| 07041       | Food Preparation And Service Occupations     | Cook I                         | 22.81       |             |
| 07042       | Food Preparation And Service Occupations     | Cook II                        | 25.17       |             |
| 07070       | Food Preparation And Service Occupations     | Dishwasher                     | 17.56       |             |
| 07130       | Food Preparation And Service Occupations     | Food Service Worker            | 17.65       |             |
| 07210       | Food Preparation And Service Occupations     | Meat Cutter                    | 23.47       |             |
| 07260       | Food Preparation And Service Occupations     | Waiter/Waitress                | 16.98       | ***         |
| 09010       | Furniture Maintenance And Repair Occupations | Electrostatic Spray Painter    | 23.31       |             |
| 09040       | Furniture Maintenance And Repair Occupations | Furniture Handler              | 20.32       |             |
| 09080       | Furniture Maintenance And Repair Occupations | Furniture Refinisher           | 27.80       |             |
| 09090       | Furniture Maintenance And Repair Occupations | Furniture Refinisher Helper    | 23.60       |             |
| 09110       | Furniture Maintenance And Repair Occupations | Furniture Repairer, Minor      | 26.43       |             |
| 09130       | Furniture Maintenance And Repair Occupations | Upholsterer                    | 23.12       |             |
| 11030       | General Services And Support Occupations     | Cleaner, Vehicles              | 17.82       |             |
| 11060       | General Services And Support Occupations     | Elevator Operator              | 18.54       |             |
| 11090       | General Services And Support Occupations     | Gardener                       | 27.82       |             |
| 11122       | General Services And Support Occupations     | Housekeeping Aide              | 19.20       |             |
| 11150       | General Services And Support Occupations     | Janitor                        | 19.20       |             |

| <b>Code</b> | <b>Category</b>                          | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 11210       | General Services And Support Occupations | Laborer, Grounds Maintenance               | 22.51       |             |
| 11240       | General Services And Support Occupations | Maid or Houseman                           | 18.60       |             |
| 11260       | General Services And Support Occupations | Pruner                                     | 20.87       |             |
| 11270       | General Services And Support Occupations | Tractor Operator                           | 26.15       |             |
| 11330       | General Services And Support Occupations | Trail Maintenance Worker                   | 22.51       |             |
| 11360       | General Services And Support Occupations | Window Cleaner                             | 20.71       |             |
| 12010       | Health Occupations                       | Ambulance Driver                           | 25.57       |             |
| 12011       | Health Occupations                       | Breath Alcohol Technician                  | 31.11       |             |
| 12012       | Health Occupations                       | Certified Occupational Therapist Assistant | 36.24       |             |
| 12015       | Health Occupations                       | Certified Physical Therapist Assistant     | 37.07       |             |
| 12020       | Health Occupations                       | Dental Assistant                           | 29.22       |             |
| 12025       | Health Occupations                       | Dental Hygienist                           | 48.88       |             |
| 12030       | Health Occupations                       | EKG Technician                             | 44.61       |             |
| 12035       | Health Occupations                       | Electroneurodiagnostic Technologist        | 44.61       |             |
| 12040       | Health Occupations                       | Emergency Medical Technician               | 25.57       |             |
| 12071       | Health Occupations                       | Licensed Practical Nurse I                 | 27.82       |             |
| 12072       | Health Occupations                       | Licensed Practical Nurse II                | 31.11       |             |
| 12073       | Health Occupations                       | Licensed Practical Nurse III               | 34.68       |             |
| 12100       | Health Occupations                       | Medical Assistant                          | 23.06       |             |
| 12130       | Health Occupations                       | Medical Laboratory Technician              | 31.64       |             |
| 12160       | Health Occupations                       | Medical Record Clerk                       | 22.76       |             |
| 12190       | Health Occupations                       | Medical Record Technician                  | 28.03       |             |
| 12195       | Health Occupations                       | Medical Transcriptionist                   | 22.28       |             |
| 12210       | Health Occupations                       | Nuclear Medicine Technologist              | 49.93       |             |
| 12221       | Health Occupations                       | Nursing Assistant I                        | 15.38       | ***         |
| 12222       | Health Occupations                       | Nursing Assistant II                       | 17.29       |             |
| 12223       | Health Occupations                       | Nursing Assistant III                      | 18.86       |             |

| <b>Code</b> | <b>Category</b>                  | <b>Title</b>                           | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------|--|-------------|-------------|
| 12224       | Health Occupations               | Nursing Assistant IV                   | 21.19       |             |
| 12235       | Health Occupations               | Optical Dispenser                      | 30.70       |             |
| 12236       | Health Occupations               | Optical Technician                     | 23.89       |             |
| 12250       | Health Occupations               | Pharmacy Technician                    | 22.05       |             |
| 12280       | Health Occupations               | Phlebotomist                           | 23.28       |             |
| 12305       | Health Occupations               | Radiologic Technologist                | 43.96       |             |
| 12311       | Health Occupations               | Registered Nurse I                     | 31.18       |             |
| 12312       | Health Occupations               | Registered Nurse II                    | 40.19       |             |
| 12313       | Health Occupations               | Registered Nurse II, Specialist        | 40.19       |             |
| 12314       | Health Occupations               | Registered Nurse III                   | 48.63       |             |
| 12315       | Health Occupations               | Registered Nurse III, Anesthetist      | 48.63       |             |
| 12316       | Health Occupations               | Registered Nurse IV                    | 58.29       |             |
| 12317       | Health Occupations               | Scheduler                              | 38.56       |             |
| 12320       | Health Occupations               | Substance Abuse Treatment Counselor    | 25.97       |             |
| 13011       | Information And Arts Occupations | Exhibits Specialist I                  | 24.18       |             |
| 13012       | Information And Arts Occupations | Exhibits Specialist II                 | 29.96       |             |
| 13013       | Information And Arts Occupations | Exhibits Specialist III                | 36.64       |             |
| 13041       | Information And Arts Occupations | Illustrator I                          | 24.72       |             |
| 13042       | Information And Arts Occupations | Illustrator II                         | 30.62       |             |
| 13043       | Information And Arts Occupations | Illustrator III                        | 37.46       |             |
| 13047       | Information And Arts Occupations | Librarian                              | 37.64       |             |
| 13050       | Information And Arts Occupations | Library Aide/Clerk                     | 21.19       |             |
| 13054       | Information And Arts Occupations | Library Information Technology Systems | 33.99       |             |
| 13058       | Information And Arts Occupations | Library Technician                     | 24.30       |             |
| 13061       | Information And Arts Occupations | Media Specialist I                     | 24.53       |             |
| 13062       | Information And Arts Occupations | Media Specialist II                    | 27.43       |             |
| 13063       | Information And Arts Occupations | Media Specialist III                   | 30.58       |             |
| 13071       | Information And Arts Occupations | Photographer I                         | 22.10       |             |
| 13072       | Information And Arts Occupations | Photographer II                        | 24.72       |             |
| 13073       | Information And Arts Occupations | Photographer III                       | 30.64       |             |
| 13074       | Information And Arts Occupations | Photographer IV                        | 37.46       |             |
| 13075       | Information And Arts Occupations | Photographer V                         | 45.33       |             |

| <b>Code</b> | <b>Category</b>                    | <b>Title</b>                                    | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------|---|-------------|-------------|
| 13090       | Information And Arts Occupations   | Technical Order Library Clerk                   | 26.60       |             |
| 13110       | Information And Arts Occupations   | Video Teleconference Technician                 | 29.82       |             |
| 14041       | Information Technology Occupations | Computer Operator I                             | 27.14       |             |
| 14042       | Information Technology Occupations | Computer Operator II                            | 30.35       |             |
| 14043       | Information Technology Occupations | Computer Operator III                           | 33.85       |             |
| 14044       | Information Technology Occupations | Computer Operator IV                            | 37.61       |             |
| 14045       | Information Technology Occupations | Computer Operator V                             | 41.65       |             |
| 14071       | Information Technology Occupations | Computer Programmer I                           | NaN         | see 1       |
| 14072       | Information Technology Occupations | Computer Programmer II                          | NaN         | see 1       |
| 14073       | Information Technology Occupations | Computer Programmer III                         | NaN         | see 1       |
| 14074       | Information Technology Occupations | Computer Programmer IV                          | NaN         | see 1       |
| 14101       | Information Technology Occupations | Computer Systems Analyst I                      | NaN         | see 1       |
| 14102       | Information Technology Occupations | Computer Systems Analyst II                     | NaN         | see 1       |
| 14103       | Information Technology Occupations | Computer Systems Analyst III                    | NaN         | see 1       |
| 14150       | Information Technology Occupations | Peripheral Equipment Operator                   | 27.14       |             |
| 14160       | Information Technology Occupations | Personal Computer Support Technician            | 37.61       |             |
| 14170       | Information Technology Occupations | System Support Specialist                       | 43.21       |             |
| 15010       | Instructional Occupations          | Aircrew Training Devices Instructor             | 37.31       |             |
| 15020       | Instructional Occupations          | Aircrew Training Devices Instructor             | 45.14       |             |
| 15030       | Instructional Occupations          | Air Crew Training Devices Instructor            | 54.10       |             |
| 15050       | Instructional Occupations          | Computer Based Training Specialist / Instructor | 37.31       |             |
| 15060       | Instructional Occupations          | Educational Technologist                        | 41.87       |             |
| 15070       | Instructional Occupations          | Flight Instructor                               | 54.10       |             |
| 15080       | Instructional Occupations          | Graphic Artist                                  | 35.24       |             |

| <b>Code</b> | <b>Category</b>   | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|---|--|-------------|-------------|
| 15085       | Instructional Occupations                               | Maintenance Test Pilot, Fixed, Jet/Prop    | 54.10       |             |
| 15086       | Instructional Occupations                               | Maintenance Test Pilot, Rotary Wing        | 54.10       |             |
| 15088       | Instructional Occupations                               | Non-Maintenance Test/Co-Pilot              | 54.10       |             |
| 15090       | Instructional Occupations                               | Technical Instructor                       | 30.03       |             |
| 15095       | Instructional Occupations                               | Technical Instructor/Course Developer      | 36.73       |             |
| 15110       | Instructional Occupations                               | Test Proctor                               | 24.23       |             |
| 15120       | Instructional Occupations                               | Tutor                                      | 24.23       |             |
| 16010       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Assembler                                  | 17.31       |             |
| 16030       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Counter Attendant                          | 17.31       |             |
| 16040       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Dry Cleaner                                | 19.77       |             |
| 16070       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Finisher, Flatwork, Machine                | 17.31       |             |
| 16090       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Hand                              | 17.31       |             |
| 16110       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Drycleaning              | 17.31       |             |
| 16130       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Shirts                   | 17.31       |             |
| 16160       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Wearing Apparel, Laundry | 17.31       |             |
| 16190       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Sewing Machine Operator                    | 20.60       |             |
| 16220       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Tailor                                     | 21.42       |             |
| 16250       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Washer, Machine                            | 18.13       |             |
| 19010       | Machine Tool Operation And Repair Occupations           | Machine-Tool Operator                      | 30.69       |             |
| 19040       | Machine Tool Operation And Repair Occupations           | Tool And Die Maker                         | 35.87       |             |
| 21020       | Materials Handling And Packing Occupations              | Forklift Operator                          | 23.16       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|--|--------------------------------------|-------------|-------------|
| 21030       | Materials Handling And Packing Occupations       | Material Coordinator                 | 28.85       |             |
| 21040       | Materials Handling And Packing Occupations       | Material Expediter                   | 28.85       |             |
| 21050       | Materials Handling And Packing Occupations       | Material Handling Laborer            | 21.14       |             |
| 21071       | Materials Handling And Packing Occupations       | Order Filler                         | 18.06       |             |
| 21080       | Materials Handling And Packing Occupations       | Production Line Worker               | 23.16       |             |
| 21110       | Materials Handling And Packing Occupations       | Shipping Packer                      | 22.44       |             |
| 21130       | Materials Handling And Packing Occupations       | Shipping/Receiving Clerk             | 22.44       |             |
| 21140       | Materials Handling And Packing Occupations       | Store Worker I                       | 17.09       | ***         |
| 21150       | Materials Handling And Packing Occupations       | Stock Clerk                          | 21.47       |             |
| 21210       | Materials Handling And Packing Occupations       | Tools And Parts Attendant            | 23.16       |             |
| 21410       | Materials Handling And Packing Occupations       | Warehouse Specialist                 | 23.16       |             |
| 23010       | Mechanics And Maintenance And Repair Occupations | Aerospace Structural Welder          | 42.05       |             |
| 23019       | Mechanics And Maintenance And Repair Occupations | Aircraft Logs and Records Technician | 35.30       |             |
| 23021       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic I                  | 40.42       |             |
| 23022       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic II                 | 42.05       |             |
| 23023       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic III                | 43.73       |             |
| 23040       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic Helper             | 31.53       |             |
| 23050       | Mechanics And Maintenance And Repair Occupations | Aircraft, Painter                    | 38.72       |             |
| 23060       | Mechanics And Maintenance And Repair Occupations | Aircraft Servicer                    | 35.30       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                                   | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 23070       | Mechanics And Maintenance And Repair Occupations | Aircraft Survival Flight Equipment Technician  | 38.72       |             |
| 23080       | Mechanics And Maintenance And Repair Occupations | Aircraft Worker                                | 37.02       |             |
| 23091       | Mechanics And Maintenance And Repair Occupations | Aircrew Life Support Equipment (ALSE) Mechanic | 37.02       |             |
| 23092       | Mechanics And Maintenance And Repair Occupations | Aircrew Life Support Equipment (ALSE) Mechanic | 40.42       |             |
| 23110       | Mechanics And Maintenance And Repair Occupations | Appliance Mechanic                             | 30.25       |             |
| 23120       | Mechanics And Maintenance And Repair Occupations | Bicycle Repairer                               | 20.67       |             |
| 23125       | Mechanics And Maintenance And Repair Occupations | Cable Splicer                                  | 49.93       |             |
| 23130       | Mechanics And Maintenance And Repair Occupations | Carpenter, Maintenance                         | 34.63       |             |
| 23140       | Mechanics And Maintenance And Repair Occupations | Carpet Layer                                   | 33.87       |             |
| 23160       | Mechanics And Maintenance And Repair Occupations | Electrician, Maintenance                       | 39.17       |             |
| 23181       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance I           | 32.97       |             |
| 23182       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance II          | 34.47       |             |
| 23183       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance III         | 35.99       |             |
| 23260       | Mechanics And Maintenance And Repair Occupations | Fabric Worker                                  | 32.27       |             |
| 23290       | Mechanics And Maintenance And Repair Occupations | Fire Alarm System Mechanic                     | 35.08       |             |
| 23310       | Mechanics And Maintenance And Repair Occupations | Fire Extinguisher Repairer                     | 30.66       |             |
| 23311       | Mechanics And Maintenance And Repair Occupations | Fuel Distribution System Mechanic              | 39.89       |             |
| 23312       | Mechanics And Maintenance And Repair Occupations | Fuel Distribution System Operator              | 33.10       |             |
| 23370       | Mechanics And Maintenance And Repair Occupations | General Maintenance Worker                     | 27.15       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 23380       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Mechanic         | 40.42       |             |
| 23381       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Servicer         | 35.30       |             |
| 23382       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Worker           | 37.02       |             |
| 23391       | Mechanics And Maintenance And Repair Occupations | Gunsmith I                                | 30.66       |             |
| 23392       | Mechanics And Maintenance And Repair Occupations | Gunsmith II                               | 33.84       |             |
| 23393       | Mechanics And Maintenance And Repair Occupations | Gunsmith III                              | 36.95       |             |
| 23410       | Mechanics And Maintenance And Repair Occupations | Heating, Ventilation And Air-Conditioning | 36.42       |             |
| 23411       | Mechanics And Maintenance And Repair Occupations | Heating, Ventilation And Air Contidioning | 37.89       |             |
| 23430       | Mechanics And Maintenance And Repair Occupations | Heavy Equipment Mechanic                  | 37.32       |             |
| 23440       | Mechanics And Maintenance And Repair Occupations | Heavy Equipment Operator                  | 38.46       |             |
| 23460       | Mechanics And Maintenance And Repair Occupations | Instrument Mechanic                       | 32.46       |             |
| 23465       | Mechanics And Maintenance And Repair Occupations | Laboratory/Shelter Mechanic               | 35.40       |             |
| 23470       | Mechanics And Maintenance And Repair Occupations | Laborer                                   | 21.14       |             |
| 23510       | Mechanics And Maintenance And Repair Occupations | Locksmith                                 | 29.43       |             |
| 23530       | Mechanics And Maintenance And Repair Occupations | Machinery Maintenance Mechanic            | 34.80       |             |
| 23550       | Mechanics And Maintenance And Repair Occupations | Machinist, Maintenance                    | 29.64       |             |
| 23580       | Mechanics And Maintenance And Repair Occupations | Maintenance Trades Helper                 | 21.81       |             |
| 23591       | Mechanics And Maintenance And Repair Occupations | Metrology Technician I                    | 32.46       |             |
| 23592       | Mechanics And Maintenance And Repair Occupations | Metrology Technician II                   | 33.77       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                     | <b>Rate</b> | <b>Note</b> |
|-------------|--|----------------------------------|-------------|-------------|
| 23593       | Mechanics And Maintenance And Repair Occupations | Metrology Technician III         | 35.12       |             |
| 23640       | Mechanics And Maintenance And Repair Occupations | Millwright                       | 34.24       |             |
| 23710       | Mechanics And Maintenance And Repair Occupations | Office Appliance Repairer        | 27.50       |             |
| 23760       | Mechanics And Maintenance And Repair Occupations | Painter, Maintenance             | 29.33       |             |
| 23790       | Mechanics And Maintenance And Repair Occupations | Pipefitter, Maintenance          | 43.19       |             |
| 23810       | Mechanics And Maintenance And Repair Occupations | Plumber, Maintenance             | 41.37       |             |
| 23820       | Mechanics And Maintenance And Repair Occupations | Pneudraulic Systems Mechanic     | 36.95       |             |
| 23850       | Mechanics And Maintenance And Repair Occupations | Rigger                           | 38.19       |             |
| 23870       | Mechanics And Maintenance And Repair Occupations | Scale Mechanic                   | 33.84       |             |
| 23890       | Mechanics And Maintenance And Repair Occupations | Sheet-Metal Worker, Maintenance  | 35.54       |             |
| 23910       | Mechanics And Maintenance And Repair Occupations | Small Engine Mechanic            | 27.96       |             |
| 23931       | Mechanics And Maintenance And Repair Occupations | Telecommunications Mechanic I    | 36.99       |             |
| 23932       | Mechanics And Maintenance And Repair Occupations | Telecommunications Mechanic II   | 39.02       |             |
| 23950       | Mechanics And Maintenance And Repair Occupations | Telephone Lineman                | 47.72       |             |
| 23960       | Mechanics And Maintenance And Repair Occupations | Welder, Combination, Maintenance | 28.57       |             |
| 23965       | Mechanics And Maintenance And Repair Occupations | Well Driller                     | 38.14       |             |
| 23970       | Mechanics And Maintenance And Repair Occupations | Woodcraft Worker                 | 36.95       |             |
| 23980       | Mechanics And Maintenance And Repair Occupations | Woodworker                       | 30.66       |             |
| 24550       | Personal Needs Occupations                       | Case Manager                     | 20.21       |             |
| 24570       | Personal Needs Occupations                       | Child Care Attendant             | 18.19       |             |

| <b>Code</b> | <b>Category</b>                         | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|---|---|-------------|-------------|
| 24580       | Personal Needs Occupations              | Child Care Center Clerk                   | 22.68       |             |
| 24610       | Personal Needs Occupations              | Chore Aide                                | 18.00       |             |
| 24620       | Personal Needs Occupations              | Family Readiness And Support Services     | 20.21       |             |
| 24630       | Personal Needs Occupations              | Homemaker                                 | 21.25       |             |
| 25010       | Plant And System Operations Occupations | Boiler Tender                             | 37.68       |             |
| 25040       | Plant And System Operations Occupations | Sewage Plant Operator                     | 31.91       |             |
| 25070       | Plant And System Operations Occupations | Stationary Engineer                       | 37.68       |             |
| 25190       | Plant And System Operations Occupations | Ventilation Equipment Tender              | 29.39       |             |
| 25210       | Plant And System Operations Occupations | Water Treatment Plant Operator            | 31.91       |             |
| 27004       | Protective Service Occupations          | Alarm Monitor                             | 27.73       |             |
| 27007       | Protective Service Occupations          | Baggage Inspector                         | 19.84       |             |
| 27008       | Protective Service Occupations          | Corrections Officer                       | 39.37       |             |
| 27010       | Protective Service Occupations          | Court Security Officer                    | 37.27       |             |
| 27030       | Protective Service Occupations          | Detection Dog Handler                     | 22.19       |             |
| 27040       | Protective Service Occupations          | Detention Officer                         | 39.37       |             |
| 27070       | Protective Service Occupations          | Firefighter                               | 34.73       |             |
| 27101       | Protective Service Occupations          | Guard I                                   | 19.84       |             |
| 27102       | Protective Service Occupations          | Guard II                                  | 22.19       |             |
| 27131       | Protective Service Occupations          | Police Officer I                          | 33.25       |             |
| 27132       | Protective Service Occupations          | Police Officer II                         | 36.96       |             |
| 28041       | Recreation Occupations                  | Carnival Equipment Operator               | 20.21       |             |
| 28042       | Recreation Occupations                  | Carnival Equipment Repairer               | 21.50       |             |
| 28043       | Recreation Occupations                  | Carnival Worker                           | 16.13       | ***         |
| 28210       | Recreation Occupations                  | Gate Attendant/Gate Tender                | 21.92       |             |
| 28310       | Recreation Occupations                  | Lifeguard                                 | 17.00       | ***         |
| 28350       | Recreation Occupations                  | Park Attendant                            | 24.52       |             |
| 28510       | Recreation Occupations                  | Recreation Aide/Health Facility Attendant | 17.90       |             |
| 28515       | Recreation Occupations                  | Recreation Specialist                     | 30.38       |             |
| 28630       | Recreation Occupations                  | Sports Official                           | 19.53       |             |

| <b>Code</b> | <b>Category</b>                                | <b>Title</b>                             | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 28690       | Recreation Occupations                         | Swimming Pool Operator                   | 23.73       |             |
| 29010       | Stevedoring/Longshoremen Occupational Services | Blocker And Bracer                       | 36.09       |             |
| 29020       | Stevedoring/Longshoremen Occupational Services | Hatch Tender                             | 36.09       |             |
| 29030       | Stevedoring/Longshoremen Occupational Services | Line Handler                             | 36.09       |             |
| 29041       | Stevedoring/Longshoremen Occupational Services | Stevedore I                              | 34.41       |             |
| 29042       | Stevedoring/Longshoremen Occupational Services | Stevedore II                             | 37.75       |             |
| 30010       | Technical Occupations                          | Air Traffic Control Specialist, Center   | 51.07       | see 2       |
| 30011       | Technical Occupations                          | Air Traffic Control Specialist, Station  | 35.22       | see 2       |
| 30012       | Technical Occupations                          | Air Traffic Control Specialist, Terminal | 38.79       | see 2       |
| 30021       | Technical Occupations                          | Archeological Technician I               | 22.53       |             |
| 30022       | Technical Occupations                          | Archeological Technician II              | 25.20       |             |
| 30023       | Technical Occupations                          | Archeological Technician III             | 31.23       |             |
| 30030       | Technical Occupations                          | Cartographic Technician                  | 31.23       |             |
| 30040       | Technical Occupations                          | Civil Engineering Technician             | 31.25       |             |
| 30051       | Technical Occupations                          | Cryogenic Technician I                   | 34.39       |             |
| 30052       | Technical Occupations                          | Cryogenic Technician II                  | 37.97       |             |
| 30061       | Technical Occupations                          | Drafter/CAD Operator I                   | 22.53       |             |
| 30062       | Technical Occupations                          | Drafter/CAD Operator II                  | 25.20       |             |
| 30063       | Technical Occupations                          | Drafter/CAD Operator III                 | 28.10       |             |
| 30064       | Technical Occupations                          | Drafter/CAD Operator IV                  | 34.58       |             |
| 30081       | Technical Occupations                          | Engineering Technician I                 | 20.27       |             |
| 30082       | Technical Occupations                          | Engineering Technician II                | 22.74       |             |
| 30083       | Technical Occupations                          | Engineering Technician III               | 25.44       |             |
| 30084       | Technical Occupations                          | Engineering Technician IV                | 31.52       |             |
| 30085       | Technical Occupations                          | Engineering Technician V                 | 38.56       |             |
| 30086       | Technical Occupations                          | Engineering Technician VI                | 46.65       |             |
| 30090       | Technical Occupations                          | Environmental Technician                 | 29.28       |             |
| 30095       | Technical Occupations                          | Evidence Control Specialist              | 31.05       |             |

| <b>Code</b> | <b>Category</b>                                       | <b>Title</b>                             | <b>Rate</b> | <b>Note</b> |
|-------------|---|--|-------------|-------------|
| 30210       | Technical Occupations                                 | Laboratory Technician                    | 29.60       |             |
| 30221       | Technical Occupations                                 | Latent Fingerprint Technician I          | 35.78       |             |
| 30222       | Technical Occupations                                 | Latent Fingerprint Technician II         | 39.51       |             |
| 30240       | Technical Occupations                                 | Mathematical Technician                  | 39.51       |             |
| 30361       | Technical Occupations                                 | Paralegal/Legal Assistant I              | 22.87       |             |
| 30362       | Technical Occupations                                 | Paralegal/Legal Assistant II             | 28.33       |             |
| 30363       | Technical Occupations                                 | Paralegal/Legal Assistant III            | 34.66       |             |
| 30364       | Technical Occupations                                 | Paralegal/Legal Assistant IV             | 41.93       |             |
| 30375       | Technical Occupations                                 | Petroleum Supply Specialist              | 37.97       |             |
| 30390       | Technical Occupations                                 | Photo-Optics Technician                  | 31.23       |             |
| 30395       | Technical Occupations                                 | Radiation Control Technician             | 37.97       |             |
| 30461       | Technical Occupations                                 | Technical Writer I                       | 33.39       |             |
| 30462       | Technical Occupations                                 | Technical Writer II                      | 40.83       |             |
| 30463       | Technical Occupations                                 | Technical Writer III                     | 49.40       |             |
| 30491       | Technical Occupations                                 | Unexploded Ordnance (UXO) Technician I   | 32.46       |             |
| 30492       | Technical Occupations                                 | Unexploded Ordnance (UXO) Technician II  | 39.27       |             |
| 30493       | Technical Occupations                                 | Unexploded Ordnance (UXO) Technician III | 47.07       |             |
| 30494       | Technical Occupations                                 | Unexploded (UXO) Safety Escort           | 32.46       |             |
| 30495       | Technical Occupations                                 | Unexploded (UXO) Sweep Personnel         | 32.46       |             |
| 30501       | Technical Occupations                                 | Weather Forecaster I                     | 34.58       |             |
| 30502       | Technical Occupations                                 | Weather Forecaster II                    | 42.06       |             |
| 30620       | Technical Occupations                                 | Weather Observer, Combined Upper Air Or  | 28.10       | see 2       |
| 30621       | Technical Occupations                                 | Weather Observer, Senior                 | 31.23       | see 2       |
| 31010       | Transportation/Mobile Equipment Operation Occupations | Airplane Pilot                           | 39.27       |             |
| 31020       | Transportation/Mobile Equipment Operation Occupations | Bus Aide                                 | 22.58       |             |
| 31030       | Transportation/Mobile Equipment Operation Occupations | Bus Driver                               | 29.37       |             |

| <b>Code</b> | <b>Category</b>                                       | <b>Title</b>                   | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------|-------------|-------------|
| 31043       | Transportation/Mobile Equipment Operation Occupations | Driver Courier                 | 21.04       |             |
| 31260       | Transportation/Mobile Equipment Operation Occupations | Parking and Lot Attendant      | 17.10       | ***         |
| 31290       | Transportation/Mobile Equipment Operation Occupations | Shuttle Bus Driver             | 19.46       |             |
| 31310       | Transportation/Mobile Equipment Operation Occupations | Taxi Driver                    | 16.57       | ***         |
| 31361       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Light             | 22.38       |             |
| 31362       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Medium            | 23.55       |             |
| 31363       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Heavy             | 28.81       |             |
| 31364       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Tractor-Trailer   | 28.81       |             |
| 99020       | Miscellaneous Occupations                             | Cabin Safety Specialist        | 19.15       |             |
| 99030       | Miscellaneous Occupations                             | Cashier                        | 16.42       | ***         |
| 99050       | Miscellaneous Occupations                             | Desk Clerk                     | 18.39       |             |
| 99095       | Miscellaneous Occupations                             | Embalmer                       | 39.85       |             |
| 99130       | Miscellaneous Occupations                             | Flight Follower                | 32.46       |             |
| 99251       | Miscellaneous Occupations                             | Laboratory Animal Caretaker I  | 21.50       |             |
| 99252       | Miscellaneous Occupations                             | Laboratory Animal Caretaker II | 22.87       |             |
| 99260       | Miscellaneous Occupations                             | Marketing Analyst              | 39.73       |             |
| 99310       | Miscellaneous Occupations                             | Mortician                      | 39.85       |             |
| 99410       | Miscellaneous Occupations                             | Pest Controller                | 23.66       |             |
| 99510       | Miscellaneous Occupations                             | Photofinishing Worker          | 20.42       |             |
| 99710       | Miscellaneous Occupations                             | Recycling Laborer              | 28.69       |             |
| 99711       | Miscellaneous Occupations                             | Recycling Specialist           | 33.32       |             |
| 99730       | Miscellaneous Occupations                             | Refuse Collector               | 26.46       |             |
| 99810       | Miscellaneous Occupations                             | Sales Clerk                    | 17.39       |             |
| 99820       | Miscellaneous Occupations                             | School Crossing Guard          | 18.03       |             |
| 99830       | Miscellaneous Occupations                             | Survey Party Chief             | 31.86       |             |
| 99831       | Miscellaneous Occupations                             | Surveying Aide                 | 22.66       |             |
| 99832       | Miscellaneous Occupations                             | Surveying Technician           | 28.97       |             |
| 99840       | Miscellaneous Occupations                             | Vending Machine Attendant      | 24.22       |             |

| <b>Code</b> | <b>Category</b>           | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------|---------------------------------|-------------|-------------|
| 99841       | Miscellaneous Occupations | Vending Machine Repairer        | 28.69       |             |
| 99842       | Miscellaneous Occupations | Vending Machine Repairer Helper | 24.22       |             |

## **Footer**

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.20 per hour) or 13658 (\$12.90 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. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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: \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 per month\*

\*This rate is to be used only when compensating employees for performance on an SCA-

covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

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

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans'

Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESSES 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)).

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## **Wage Determination No. : 2015-4055**

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

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

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 29

Date Of Last Revision : 07/22/2024

Source : [Source Website](#)

## Header

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

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2024.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.90 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 2024.

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).

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

MIDDLESEX COUNTY: Ashland, Framingham, Holliston, Hopkinton, Hudson, Marlborough, Natick, Sudbury

WORCESTER COUNTY: Hopedale, Mendon, Milford, Southborough

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

## Wage Determination Table

| Code  | Category  | Title               | Rate  | Note |
|-------|---|---------------------|-------|------|
| 01011 | Administrative Support And Clerical Occupations | Accounting Clerk I  | 21.80 |      |
| 01012 | Administrative Support And Clerical Occupations | Accounting Clerk II | 24.46 |      |

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                        | <b>Rate</b> | <b>Note</b> |
|-------------|---|-------------------------------------|-------------|-------------|
| 01013       | Administrative Support And Clerical Occupations | Accounting Clerk III                | 27.36       |             |
| 01020       | Administrative Support And Clerical Occupations | Administrative Assistant            | 37.16       |             |
| 01035       | Administrative Support And Clerical Occupations | Court Reporter                      | 27.78       |             |
| 01041       | Administrative Support And Clerical Occupations | Customer Service Representative I   | 18.94       |             |
| 01042       | Administrative Support And Clerical Occupations | Customer Service Representative II  | 20.66       |             |
| 01043       | Administrative Support And Clerical Occupations | Customer Service Representative III | 23.19       |             |
| 01051       | Administrative Support And Clerical Occupations | Data Entry Operator I               | 21.02       |             |
| 01052       | Administrative Support And Clerical Occupations | Data Entry Operator II              | 22.94       |             |
| 01060       | Administrative Support And Clerical Occupations | Dispatcher, Motor Vehicle           | 25.30       |             |
| 01070       | Administrative Support And Clerical Occupations | Document Preparation Clerk          | 22.60       |             |
| 01090       | Administrative Support And Clerical Occupations | Duplicating Machine Operator        | 22.60       |             |
| 01111       | Administrative Support And Clerical Occupations | General Clerk I                     | 19.28       |             |
| 01112       | Administrative Support And Clerical Occupations | General Clerk II                    | 21.04       |             |
| 01113       | Administrative Support And Clerical Occupations | General Clerk III                   | 23.61       |             |
| 01120       | Administrative Support And Clerical Occupations | Housing Referral Assistant          | 28.21       |             |
| 01141       | Administrative Support And Clerical Occupations | Messenger Courier                   | 20.01       |             |
| 01191       | Administrative Support And Clerical Occupations | Order Clerk I                       | 22.88       |             |
| 01192       | Administrative Support And Clerical Occupations | Order Clerk II                      | 24.97       |             |
| 01261       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) I  | 22.63       |             |

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------------|-------------|-------------|
| 01262       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) II  | 25.31       |             |
| 01263       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) III | 28.22       |             |
| 01270       | Administrative Support And Clerical Occupations | Production Control Clerk             | 28.85       |             |
| 01290       | Administrative Support And Clerical Occupations | Rental Clerk                         | 21.07       |             |
| 01300       | Administrative Support And Clerical Occupations | Scheduler, Maintenance               | 22.62       |             |
| 01311       | Administrative Support And Clerical Occupations | Secretary I                          | 22.62       |             |
| 01312       | Administrative Support And Clerical Occupations | Secretary II                         | 25.30       |             |
| 01313       | Administrative Support And Clerical Occupations | Secretary III                        | 28.21       |             |
| 01320       | Administrative Support And Clerical Occupations | Service Order Dispatcher             | 22.62       |             |
| 01410       | Administrative Support And Clerical Occupations | Supply Technician                    | 37.16       |             |
| 01420       | Administrative Support And Clerical Occupations | Survey Worker                        | 24.15       |             |
| 01460       | Administrative Support And Clerical Occupations | Switchboard Operator/Receptionist    | 19.00       |             |
| 01531       | Administrative Support And Clerical Occupations | Travel Clerk I                       | 21.53       |             |
| 01532       | Administrative Support And Clerical Occupations | Travel Clerk II                      | 23.20       |             |
| 01533       | Administrative Support And Clerical Occupations | Travel Clerk III                     | 24.99       |             |
| 01611       | Administrative Support And Clerical Occupations | Word Processor I                     | 20.65       |             |
| 01612       | Administrative Support And Clerical Occupations | Word Processor II                    | 23.17       |             |
| 01613       | Administrative Support And Clerical Occupations | Word Processor III                   | 25.92       |             |
| 05005       | Automotive Service Occupations                  | Automobile Body Repairer, Fiberglass | 29.81       |             |

| <b>Code</b> | <b>Category</b>                              | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|--|---------------------------------|-------------|-------------|
| 05010       | Automotive Service Occupations               | Automotive Electrician          | 23.05       |             |
| 05040       | Automotive Service Occupations               | Automotive Glass Installer      | 22.03       |             |
| 05070       | Automotive Service Occupations               | Automotive Worker               | 22.03       |             |
| 05110       | Automotive Service Occupations               | Mobile Equipment Servicer       | 19.96       |             |
| 05130       | Automotive Service Occupations               | Motor Equipment Metal Mechanic  | 24.06       |             |
| 05160       | Automotive Service Occupations               | Motor Equipment Metal Worker    | 22.03       |             |
| 05190       | Automotive Service Occupations               | Motor Vehicle Mechanic          | 24.06       |             |
| 05220       | Automotive Service Occupations               | Motor Vehicle Mechanic Helper   | 18.77       |             |
| 05250       | Automotive Service Occupations               | Motor Vehicle Upholstery Worker | 21.01       |             |
| 05280       | Automotive Service Occupations               | Motor Vehicle Wrecker           | 22.03       |             |
| 05310       | Automotive Service Occupations               | Painter, Automotive             | 23.05       |             |
| 05340       | Automotive Service Occupations               | Radiator Repair Specialist      | 22.03       |             |
| 05370       | Automotive Service Occupations               | Tire Repairer                   | 17.29       |             |
| 05400       | Automotive Service Occupations               | Transmission Repair Specialist  | 24.06       |             |
| 07010       | Food Preparation And Service Occupations     | Baker                           | 18.37       |             |
| 07041       | Food Preparation And Service Occupations     | Cook I                          | 22.81       |             |
| 07042       | Food Preparation And Service Occupations     | Cook II                         | 25.17       |             |
| 07070       | Food Preparation And Service Occupations     | Dishwasher                      | 17.56       |             |
| 07130       | Food Preparation And Service Occupations     | Food Service Worker             | 17.65       |             |
| 07210       | Food Preparation And Service Occupations     | Meat Cutter                     | 23.47       |             |
| 07260       | Food Preparation And Service Occupations     | Waiter/Waitress                 | 16.98       | ***         |
| 09010       | Furniture Maintenance And Repair Occupations | Electrostatic Spray Painter     | 23.31       |             |
| 09040       | Furniture Maintenance And Repair Occupations | Furniture Handler               | 18.25       |             |
| 09080       | Furniture Maintenance And Repair Occupations | Furniture Refinisher            | 26.04       |             |
| 09090       | Furniture Maintenance And Repair Occupations | Furniture Refinisher Helper     | 21.20       |             |

| <b>Code</b> | <b>Category</b>                              | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 09110       | Furniture Maintenance And Repair Occupations | Furniture Repairer, Minor                  | 23.73       |             |
| 09130       | Furniture Maintenance And Repair Occupations | Upholsterer                                | 23.12       |             |
| 11030       | General Services And Support Occupations     | Cleaner, Vehicles                          | 17.82       |             |
| 11060       | General Services And Support Occupations     | Elevator Operator                          | 18.04       |             |
| 11090       | General Services And Support Occupations     | Gardener                                   | 27.82       |             |
| 11122       | General Services And Support Occupations     | Housekeeping Aide                          | 19.20       |             |
| 11150       | General Services And Support Occupations     | Janitor                                    | 19.20       |             |
| 11210       | General Services And Support Occupations     | Laborer, Grounds Maintenance               | 22.51       |             |
| 11240       | General Services And Support Occupations     | Maid or Houseman                           | 18.60       |             |
| 11260       | General Services And Support Occupations     | Pruner                                     | 20.87       |             |
| 11270       | General Services And Support Occupations     | Tractor Operator                           | 26.15       |             |
| 11330       | General Services And Support Occupations     | Trail Maintenance Worker                   | 22.51       |             |
| 11360       | General Services And Support Occupations     | Window Cleaner                             | 20.71       |             |
| 12010       | Health Occupations                           | Ambulance Driver                           | 24.07       |             |
| 12011       | Health Occupations                           | Breath Alcohol Technician                  | 31.11       |             |
| 12012       | Health Occupations                           | Certified Occupational Therapist Assistant | 36.24       |             |
| 12015       | Health Occupations                           | Certified Physical Therapist Assistant     | 37.07       |             |
| 12020       | Health Occupations                           | Dental Assistant                           | 29.22       |             |
| 12025       | Health Occupations                           | Dental Hygienist                           | 48.88       |             |
| 12030       | Health Occupations                           | EKG Technician                             | 44.61       |             |
| 12035       | Health Occupations                           | Electroneurodiagnostic Technologist        | 44.61       |             |
| 12040       | Health Occupations                           | Emergency Medical Technician               | 24.07       |             |

| <b>Code</b> | <b>Category</b>                  | <b>Title</b>                        | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------|-------------------------------------|-------------|-------------|
| 12071       | Health Occupations               | Licensed Practical Nurse I          | 27.82       |             |
| 12072       | Health Occupations               | Licensed Practical Nurse II         | 31.11       |             |
| 12073       | Health Occupations               | Licensed Practical Nurse III        | 34.68       |             |
| 12100       | Health Occupations               | Medical Assistant                   | 23.06       |             |
| 12130       | Health Occupations               | Medical Laboratory Technician       | 31.64       |             |
| 12160       | Health Occupations               | Medical Record Clerk                | 25.23       |             |
| 12190       | Health Occupations               | Medical Record Technician           | 28.47       |             |
| 12195       | Health Occupations               | Medical Transcriptionist            | 21.41       |             |
| 12210       | Health Occupations               | Nuclear Medicine Technologist       | 49.93       |             |
| 12221       | Health Occupations               | Nursing Assistant I                 | 15.38       | ***         |
| 12222       | Health Occupations               | Nursing Assistant II                | 17.29       |             |
| 12223       | Health Occupations               | Nursing Assistant III               | 18.86       |             |
| 12224       | Health Occupations               | Nursing Assistant IV                | 21.19       |             |
| 12235       | Health Occupations               | Optical Dispenser                   | 30.70       |             |
| 12236       | Health Occupations               | Optical Technician                  | 23.89       |             |
| 12250       | Health Occupations               | Pharmacy Technician                 | 22.05       |             |
| 12280       | Health Occupations               | Phlebotomist                        | 23.28       |             |
| 12305       | Health Occupations               | Radiologic Technologist             | 43.96       |             |
| 12311       | Health Occupations               | Registered Nurse I                  | 31.18       |             |
| 12312       | Health Occupations               | Registered Nurse II                 | 40.19       |             |
| 12313       | Health Occupations               | Registered Nurse II, Specialist     | 40.19       |             |
| 12314       | Health Occupations               | Registered Nurse III                | 48.63       |             |
| 12315       | Health Occupations               | Registered Nurse III, Anesthetist   | 48.63       |             |
| 12316       | Health Occupations               | Registered Nurse IV                 | 58.29       |             |
| 12317       | Health Occupations               | Scheduler                           | 38.56       |             |
| 12320       | Health Occupations               | Substance Abuse Treatment Counselor | 27.67       |             |
| 13011       | Information And Arts Occupations | Exhibits Specialist I               | 22.35       |             |
| 13012       | Information And Arts Occupations | Exhibits Specialist II              | 27.69       |             |
| 13013       | Information And Arts Occupations | Exhibits Specialist III             | 33.87       |             |
| 13041       | Information And Arts Occupations | Illustrator I                       | 24.59       |             |
| 13042       | Information And Arts Occupations | Illustrator II                      | 30.46       |             |
| 13043       | Information And Arts Occupations | Illustrator III                     | 37.26       |             |
| 13047       | Information And Arts Occupations | Librarian                           | 37.64       |             |

| <b>Code</b> | <b>Category</b>                    | <b>Title</b>                           | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------|--|-------------|-------------|
| 13050       | Information And Arts Occupations   | Library Aide/Clerk                     | 21.22       |             |
| 13054       | Information And Arts Occupations   | Library Information Technology Systems | 33.99       |             |
| 13058       | Information And Arts Occupations   | Library Technician                     | 24.30       |             |
| 13061       | Information And Arts Occupations   | Media Specialist I                     | 24.53       |             |
| 13062       | Information And Arts Occupations   | Media Specialist II                    | 27.43       |             |
| 13063       | Information And Arts Occupations   | Media Specialist III                   | 30.58       |             |
| 13071       | Information And Arts Occupations   | Photographer I                         | 21.97       |             |
| 13072       | Information And Arts Occupations   | Photographer II                        | 24.57       |             |
| 13073       | Information And Arts Occupations   | Photographer III                       | 30.44       |             |
| 13074       | Information And Arts Occupations   | Photographer IV                        | 37.24       |             |
| 13075       | Information And Arts Occupations   | Photographer V                         | 45.05       |             |
| 13090       | Information And Arts Occupations   | Technical Order Library Clerk          | 26.60       |             |
| 13110       | Information And Arts Occupations   | Video Teleconference Technician        | 29.82       |             |
| 14041       | Information Technology Occupations | Computer Operator I                    | 27.14       |             |
| 14042       | Information Technology Occupations | Computer Operator II                   | 30.35       |             |
| 14043       | Information Technology Occupations | Computer Operator III                  | 33.85       |             |
| 14044       | Information Technology Occupations | Computer Operator IV                   | 37.61       |             |
| 14045       | Information Technology Occupations | Computer Operator V                    | 41.65       |             |
| 14071       | Information Technology Occupations | Computer Programmer I                  | NaN         | see 1       |
| 14072       | Information Technology Occupations | Computer Programmer II                 | NaN         | see 1       |
| 14073       | Information Technology Occupations | Computer Programmer III                | NaN         | see 1       |
| 14074       | Information Technology Occupations | Computer Programmer IV                 | NaN         | see 1       |
| 14101       | Information Technology Occupations | Computer Systems Analyst I             | NaN         | see 1       |
| 14102       | Information Technology Occupations | Computer Systems Analyst II            | NaN         | see 1       |
| 14103       | Information Technology Occupations | Computer Systems Analyst III           | NaN         | see 1       |
| 14150       | Information Technology Occupations | Peripheral Equipment Operator          | 27.14       |             |
| 14160       | Information Technology Occupations | Personal Computer Support Technician   | 37.61       |             |

| <b>Code</b> | <b>Category</b>   | <b>Title</b>                                    | <b>Rate</b> | <b>Note</b> |
|-------------|---|---|-------------|-------------|
| 14170       | Information Technology Occupations                      | System Support Specialist                       | 43.21       |             |
| 15010       | Instructional Occupations                               | Aircrew Training Devices Instructor             | 37.31       |             |
| 15020       | Instructional Occupations                               | Aircrew Training Devices Instructor             | 45.14       |             |
| 15030       | Instructional Occupations                               | Air Crew Training Devices Instructor            | 54.10       |             |
| 15050       | Instructional Occupations                               | Computer Based Training Specialist / Instructor | 37.31       |             |
| 15060       | Instructional Occupations                               | Educational Technologist                        | 41.87       |             |
| 15070       | Instructional Occupations                               | Flight Instructor                               | 54.10       |             |
| 15080       | Instructional Occupations                               | Graphic Artist                                  | 35.24       |             |
| 15085       | Instructional Occupations                               | Maintenance Test Pilot, Fixed, Jet/Prop         | 54.10       |             |
| 15086       | Instructional Occupations                               | Maintenance Test Pilot, Rotary Wing             | 54.10       |             |
| 15088       | Instructional Occupations                               | Non-Maintenance Test/Co-Pilot                   | 54.10       |             |
| 15090       | Instructional Occupations                               | Technical Instructor                            | 33.77       |             |
| 15095       | Instructional Occupations                               | Technical Instructor/Course Developer           | 41.28       |             |
| 15110       | Instructional Occupations                               | Test Proctor                                    | 27.25       |             |
| 15120       | Instructional Occupations                               | Tutor   | 27.25       |             |
| 16010       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Assembler                                       | 17.31       |             |
| 16030       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Counter Attendant                               | 17.31       |             |
| 16040       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Dry Cleaner                                     | 19.77       |             |
| 16070       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Finisher, Flatwork, Machine                     | 17.31       |             |
| 16090       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Hand                                   | 17.31       |             |
| 16110       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Drycleaning                   | 17.31       |             |
| 16130       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Shirts                        | 17.31       |             |

| <b>Code</b> | <b>Category</b>   | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|---|--|-------------|-------------|
| 16160       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Wearing Apparel, Laundry | 17.31       |             |
| 16190       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Sewing Machine Operator                    | 20.60       |             |
| 16220       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Tailor                                     | 21.42       |             |
| 16250       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Washer, Machine                            | 18.13       |             |
| 19010       | Machine Tool Operation And Repair Occupations           | Machine-Tool Operator                      | 30.69       |             |
| 19040       | Machine Tool Operation And Repair Occupations           | Tool And Die Maker                         | 35.87       |             |
| 21020       | Materials Handling And Packing Occupations              | Forklift Operator                          | 23.16       |             |
| 21030       | Materials Handling And Packing Occupations              | Material Coordinator                       | 28.85       |             |
| 21040       | Materials Handling And Packing Occupations              | Material Expediter                         | 28.85       |             |
| 21050       | Materials Handling And Packing Occupations              | Material Handling Laborer                  | 21.14       |             |
| 21071       | Materials Handling And Packing Occupations              | Order Filler                               | 18.06       |             |
| 21080       | Materials Handling And Packing Occupations              | Production Line Worker                     | 23.16       |             |
| 21110       | Materials Handling And Packing Occupations              | Shipping Packer                            | 22.44       |             |
| 21130       | Materials Handling And Packing Occupations              | Shipping/Receiving Clerk                   | 22.44       |             |
| 21140       | Materials Handling And Packing Occupations              | Store Worker I                             | 17.09       | ***         |
| 21150       | Materials Handling And Packing Occupations              | Stock Clerk                                | 21.47       |             |
| 21210       | Materials Handling And Packing Occupations              | Tools And Parts Attendant                  | 23.16       |             |
| 21410       | Materials Handling And Packing Occupations              | Warehouse Specialist                       | 23.16       |             |
| 23010       | Mechanics And Maintenance And Repair Occupations        | Aerospace Structural Welder                | 42.05       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                                   | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 23019       | Mechanics And Maintenance And Repair Occupations | Aircraft Logs and Records Technician           | 35.30       |             |
| 23021       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic I                            | 40.42       |             |
| 23022       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic II                           | 42.05       |             |
| 23023       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic III                          | 43.73       |             |
| 23040       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic Helper                       | 31.53       |             |
| 23050       | Mechanics And Maintenance And Repair Occupations | Aircraft, Painter                              | 38.72       |             |
| 23060       | Mechanics And Maintenance And Repair Occupations | Aircraft Servicer                              | 35.30       |             |
| 23070       | Mechanics And Maintenance And Repair Occupations | Aircraft Survival Flight Equipment Technician  | 38.72       |             |
| 23080       | Mechanics And Maintenance And Repair Occupations | Aircraft Worker                                | 37.02       |             |
| 23091       | Mechanics And Maintenance And Repair Occupations | Aircrew Life Support Equipment (ALSE) Mechanic | 37.02       |             |
| 23092       | Mechanics And Maintenance And Repair Occupations | Aircrew Life Support Equipment (ALSE) Mechanic | 40.42       |             |
| 23110       | Mechanics And Maintenance And Repair Occupations | Appliance Mechanic                             | 30.36       |             |
| 23120       | Mechanics And Maintenance And Repair Occupations | Bicycle Repairer                               | 20.81       |             |
| 23125       | Mechanics And Maintenance And Repair Occupations | Cable Splicer                                  | 49.93       |             |
| 23130       | Mechanics And Maintenance And Repair Occupations | Carpenter, Maintenance                         | 33.94       |             |
| 23140       | Mechanics And Maintenance And Repair Occupations | Carpet Layer                                   | 33.95       |             |
| 23160       | Mechanics And Maintenance And Repair Occupations | Electrician, Maintenance                       | 39.17       |             |
| 23181       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance I           | 32.91       |             |
| 23182       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance II          | 34.44       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 23183       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance III    | 35.95       |             |
| 23260       | Mechanics And Maintenance And Repair Occupations | Fabric Worker                             | 32.27       |             |
| 23290       | Mechanics And Maintenance And Repair Occupations | Fire Alarm System Mechanic                | 35.08       |             |
| 23310       | Mechanics And Maintenance And Repair Occupations | Fire Extinguisher Repairer                | 30.66       |             |
| 23311       | Mechanics And Maintenance And Repair Occupations | Fuel Distribution System Mechanic         | 39.95       |             |
| 23312       | Mechanics And Maintenance And Repair Occupations | Fuel Distribution System Operator         | 33.15       |             |
| 23370       | Mechanics And Maintenance And Repair Occupations | General Maintenance Worker                | 27.15       |             |
| 23380       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Mechanic         | 40.42       |             |
| 23381       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Servicer         | 35.30       |             |
| 23382       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Worker           | 37.02       |             |
| 23391       | Mechanics And Maintenance And Repair Occupations | Gunsmith I                                | 30.66       |             |
| 23392       | Mechanics And Maintenance And Repair Occupations | Gunsmith II                               | 33.84       |             |
| 23393       | Mechanics And Maintenance And Repair Occupations | Gunsmith III                              | 36.95       |             |
| 23410       | Mechanics And Maintenance And Repair Occupations | Heating, Ventilation And Air-Conditioning | 36.42       |             |
| 23411       | Mechanics And Maintenance And Repair Occupations | Heating, Ventilation And Air Contidioning | 37.89       |             |
| 23430       | Mechanics And Maintenance And Repair Occupations | Heavy Equipment Mechanic                  | 37.32       |             |
| 23440       | Mechanics And Maintenance And Repair Occupations | Heavy Equipment Operator                  | 33.25       |             |
| 23460       | Mechanics And Maintenance And Repair Occupations | Instrument Mechanic                       | 32.46       |             |
| 23465       | Mechanics And Maintenance And Repair Occupations | Laboratory/Shelter Mechanic               | 35.40       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|--|---------------------------------|-------------|-------------|
| 23470       | Mechanics And Maintenance And Repair Occupations | Laborer                         | 21.14       |             |
| 23510       | Mechanics And Maintenance And Repair Occupations | Locksmith                       | 29.43       |             |
| 23530       | Mechanics And Maintenance And Repair Occupations | Machinery Maintenance Mechanic  | 34.83       |             |
| 23550       | Mechanics And Maintenance And Repair Occupations | Machinist, Maintenance          | 29.64       |             |
| 23580       | Mechanics And Maintenance And Repair Occupations | Maintenance Trades Helper       | 23.68       |             |
| 23591       | Mechanics And Maintenance And Repair Occupations | Metrology Technician I          | 32.46       |             |
| 23592       | Mechanics And Maintenance And Repair Occupations | Metrology Technician II         | 33.77       |             |
| 23593       | Mechanics And Maintenance And Repair Occupations | Metrology Technician III        | 35.12       |             |
| 23640       | Mechanics And Maintenance And Repair Occupations | Millwright                      | 34.24       |             |
| 23710       | Mechanics And Maintenance And Repair Occupations | Office Appliance Repairer       | 26.66       |             |
| 23760       | Mechanics And Maintenance And Repair Occupations | Painter, Maintenance            | 27.67       |             |
| 23790       | Mechanics And Maintenance And Repair Occupations | Pipefitter, Maintenance         | 43.19       |             |
| 23810       | Mechanics And Maintenance And Repair Occupations | Plumber, Maintenance            | 41.37       |             |
| 23820       | Mechanics And Maintenance And Repair Occupations | Pneudraulic Systems Mechanic    | 36.95       |             |
| 23850       | Mechanics And Maintenance And Repair Occupations | Rigger                          | 39.65       |             |
| 23870       | Mechanics And Maintenance And Repair Occupations | Scale Mechanic                  | 33.84       |             |
| 23890       | Mechanics And Maintenance And Repair Occupations | Sheet-Metal Worker, Maintenance | 35.54       |             |
| 23910       | Mechanics And Maintenance And Repair Occupations | Small Engine Mechanic           | 28.05       |             |
| 23931       | Mechanics And Maintenance And Repair Occupations | Telecommunications Mechanic I   | 37.51       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                          | <b>Rate</b> | <b>Note</b> |
|-------------|--|---------------------------------------|-------------|-------------|
| 23932       | Mechanics And Maintenance And Repair Occupations | Telecommunications Mechanic II        | 39.02       |             |
| 23950       | Mechanics And Maintenance And Repair Occupations | Telephone Lineman                     | 47.65       |             |
| 23960       | Mechanics And Maintenance And Repair Occupations | Welder, Combination, Maintenance      | 28.57       |             |
| 23965       | Mechanics And Maintenance And Repair Occupations | Well Driller                          | 38.14       |             |
| 23970       | Mechanics And Maintenance And Repair Occupations | Woodcraft Worker                      | 36.95       |             |
| 23980       | Mechanics And Maintenance And Repair Occupations | Woodworker                            | 30.66       |             |
| 24550       | Personal Needs Occupations                       | Case Manager                          | 20.21       |             |
| 24570       | Personal Needs Occupations                       | Child Care Attendant                  | 18.19       |             |
| 24580       | Personal Needs Occupations                       | Child Care Center Clerk               | 22.68       |             |
| 24610       | Personal Needs Occupations                       | Chore Aide                            | 18.00       |             |
| 24620       | Personal Needs Occupations                       | Family Readiness And Support Services | 20.21       |             |
| 24630       | Personal Needs Occupations                       | Homemaker                             | 21.25       |             |
| 25010       | Plant And System Operations Occupations          | Boiler Tender                         | 37.68       |             |
| 25040       | Plant And System Operations Occupations          | Sewage Plant Operator                 | 31.91       |             |
| 25070       | Plant And System Operations Occupations          | Stationary Engineer                   | 37.68       |             |
| 25190       | Plant And System Operations Occupations          | Ventilation Equipment Tender          | 29.39       |             |
| 25210       | Plant And System Operations Occupations          | Water Treatment Plant Operator        | 31.91       |             |
| 27004       | Protective Service Occupations                   | Alarm Monitor                         | 27.73       |             |
| 27007       | Protective Service Occupations                   | Baggage Inspector                     | 19.84       |             |
| 27008       | Protective Service Occupations                   | Corrections Officer                   | 39.37       |             |
| 27010       | Protective Service Occupations                   | Court Security Officer                | 37.27       |             |
| 27030       | Protective Service Occupations                   | Detection Dog Handler                 | 22.19       |             |
| 27040       | Protective Service Occupations                   | Detention Officer                     | 39.37       |             |
| 27070       | Protective Service Occupations                   | Firefighter                           | 34.73       |             |
| 27101       | Protective Service Occupations                   | Guard I                               | 19.84       |             |

| <b>Code</b> | <b>Category</b>                                | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 27102       | Protective Service Occupations                 | Guard II                                  | 22.19       |             |
| 27131       | Protective Service Occupations                 | Police Officer I                          | 33.25       |             |
| 27132       | Protective Service Occupations                 | Police Officer II                         | 36.96       |             |
| 28041       | Recreation Occupations                         | Carnival Equipment Operator               | 20.21       |             |
| 28042       | Recreation Occupations                         | Carnival Equipment Repairer               | 21.50       |             |
| 28043       | Recreation Occupations                         | Carnival Worker                           | 16.13       | ***         |
| 28210       | Recreation Occupations                         | Gate Attendant/Gate Tender                | 21.92       |             |
| 28310       | Recreation Occupations                         | Lifeguard                                 | 17.00       | ***         |
| 28350       | Recreation Occupations                         | Park Attendant                            | 24.52       |             |
| 28510       | Recreation Occupations                         | Recreation Aide/Health Facility Attendant | 17.90       |             |
| 28515       | Recreation Occupations                         | Recreation Specialist                     | 30.38       |             |
| 28630       | Recreation Occupations                         | Sports Official                           | 19.53       |             |
| 28690       | Recreation Occupations                         | Swimming Pool Operator                    | 23.73       |             |
| 29010       | Stevedoring/Longshoremen Occupational Services | Blocker And Bracer                        | 36.09       |             |
| 29020       | Stevedoring/Longshoremen Occupational Services | Hatch Tender                              | 36.09       |             |
| 29030       | Stevedoring/Longshoremen Occupational Services | Line Handler                              | 36.09       |             |
| 29041       | Stevedoring/Longshoremen Occupational Services | Stevedore I                               | 34.41       |             |
| 29042       | Stevedoring/Longshoremen Occupational Services | Stevedore II                              | 37.75       |             |
| 30010       | Technical Occupations                          | Air Traffic Control Specialist, Center    | 51.07       | see 2       |
| 30011       | Technical Occupations                          | Air Traffic Control Specialist, Station   | 35.22       | see 2       |
| 30012       | Technical Occupations                          | Air Traffic Control Specialist, Terminal  | 38.79       | see 2       |
| 30021       | Technical Occupations                          | Archeological Technician I                | 22.88       |             |
| 30022       | Technical Occupations                          | Archeological Technician II               | 25.60       |             |
| 30023       | Technical Occupations                          | Archeological Technician III              | 31.71       |             |
| 30030       | Technical Occupations                          | Cartographic Technician                   | 31.71       |             |
| 30040       | Technical Occupations                          | Civil Engineering Technician              | 31.25       |             |
| 30051       | Technical Occupations                          | Cryogenic Technician I                    | 35.11       |             |

| <b>Code</b> | <b>Category</b>       | <b>Title</b>                                | <b>Rate</b> | <b>Note</b> |
|-------------|-----------------------|---|-------------|-------------|
| 30052       | Technical Occupations | Cryogenic Technician II                     | 38.79       |             |
| 30061       | Technical Occupations | Drafter/CAD Operator I                      | 22.88       |             |
| 30062       | Technical Occupations | Drafter/CAD Operator II                     | 25.60       |             |
| 30063       | Technical Occupations | Drafter/CAD Operator III                    | 28.54       |             |
| 30064       | Technical Occupations | Drafter/CAD Operator IV                     | 35.11       |             |
| 30081       | Technical Occupations | Engineering Technician I                    | 20.27       |             |
| 30082       | Technical Occupations | Engineering Technician II                   | 22.74       |             |
| 30083       | Technical Occupations | Engineering Technician III                  | 25.44       |             |
| 30084       | Technical Occupations | Engineering Technician IV                   | 31.52       |             |
| 30085       | Technical Occupations | Engineering Technician V                    | 38.56       |             |
| 30086       | Technical Occupations | Engineering Technician VI                   | 46.65       |             |
| 30090       | Technical Occupations | Environmental Technician                    | 31.34       |             |
| 30095       | Technical Occupations | Evidence Control Specialist                 | 31.71       |             |
| 30210       | Technical Occupations | Laboratory Technician                       | 29.60       |             |
| 30221       | Technical Occupations | Latent Fingerprint Technician I             | 38.36       |             |
| 30222       | Technical Occupations | Latent Fingerprint Technician II            | 42.38       |             |
| 30240       | Technical Occupations | Mathematical Technician                     | 40.14       |             |
| 30361       | Technical Occupations | Paralegal/Legal Assistant I                 | 22.87       |             |
| 30362       | Technical Occupations | Paralegal/Legal Assistant II                | 28.33       |             |
| 30363       | Technical Occupations | Paralegal/Legal Assistant III               | 34.66       |             |
| 30364       | Technical Occupations | Paralegal/Legal Assistant IV                | 41.93       |             |
| 30375       | Technical Occupations | Petroleum Supply Specialist                 | 38.79       |             |
| 30390       | Technical Occupations | Photo-Optics Technician                     | 31.71       |             |
| 30395       | Technical Occupations | Radiation Control Technician                | 38.79       |             |
| 30461       | Technical Occupations | Technical Writer I                          | 33.39       |             |
| 30462       | Technical Occupations | Technical Writer II                         | 40.83       |             |
| 30463       | Technical Occupations | Technical Writer III                        | 49.40       |             |
| 30491       | Technical Occupations | Unexploded Ordnance (UXO)<br>Technician I   | 32.46       |             |
| 30492       | Technical Occupations | Unexploded Ordnance (UXO)<br>Technician II  | 39.27       |             |
| 30493       | Technical Occupations | Unexploded Ordnance (UXO)<br>Technician III | 47.07       |             |
| 30494       | Technical Occupations | Unexploded (UXO) Safety Escort              | 32.46       |             |

| <b>Code</b> | <b>Category</b>                                       | <b>Title</b>                            | <b>Rate</b> | <b>Note</b> |
|-------------|---|---|-------------|-------------|
| 30495       | Technical Occupations                                 | Unexploded (UXO) Sweep Personnel        | 32.46       |             |
| 30501       | Technical Occupations                                 | Weather Forecaster I                    | 35.11       |             |
| 30502       | Technical Occupations                                 | Weather Forecaster II                   | 42.71       |             |
| 30620       | Technical Occupations                                 | Weather Observer, Combined Upper Air Or | 28.54       | see 2       |
| 30621       | Technical Occupations                                 | Weather Observer, Senior                | 31.71       | see 2       |
| 31010       | Transportation/Mobile Equipment Operation Occupations | Airplane Pilot                          | 39.27       |             |
| 31020       | Transportation/Mobile Equipment Operation Occupations | Bus Aide                                | 22.33       |             |
| 31030       | Transportation/Mobile Equipment Operation Occupations | Bus Driver                              | 29.37       |             |
| 31043       | Transportation/Mobile Equipment Operation Occupations | Driver Courier                          | 21.04       |             |
| 31260       | Transportation/Mobile Equipment Operation Occupations | Parking and Lot Attendant               | 17.10       | ***         |
| 31290       | Transportation/Mobile Equipment Operation Occupations | Shuttle Bus Driver                      | 19.46       |             |
| 31310       | Transportation/Mobile Equipment Operation Occupations | Taxi Driver                             | 16.57       | ***         |
| 31361       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Light                      | 22.38       |             |
| 31362       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Medium                     | 23.55       |             |
| 31363       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Heavy                      | 28.81       |             |
| 31364       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Tractor-Trailer            | 28.81       |             |
| 99020       | Miscellaneous Occupations                             | Cabin Safety Specialist                 | 19.15       |             |
| 99030       | Miscellaneous Occupations                             | Cashier                                 | 16.42       | ***         |
| 99050       | Miscellaneous Occupations                             | Desk Clerk                              | 18.01       |             |
| 99095       | Miscellaneous Occupations                             | Embalmer                                | 39.85       |             |
| 99130       | Miscellaneous Occupations                             | Flight Follower                         | 32.46       |             |
| 99251       | Miscellaneous Occupations                             | Laboratory Animal Caretaker I           | 21.50       |             |
| 99252       | Miscellaneous Occupations                             | Laboratory Animal Caretaker II          | 22.87       |             |

| <b>Code</b> | <b>Category</b>           | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------|---------------------------------|-------------|-------------|
| 99260       | Miscellaneous Occupations | Marketing Analyst               | 41.20       |             |
| 99310       | Miscellaneous Occupations | Mortician                       | 39.85       |             |
| 99410       | Miscellaneous Occupations | Pest Controller                 | 23.66       |             |
| 99510       | Miscellaneous Occupations | Photofinishing Worker           | 20.42       |             |
| 99710       | Miscellaneous Occupations | Recycling Laborer               | 28.69       |             |
| 99711       | Miscellaneous Occupations | Recycling Specialist            | 33.32       |             |
| 99730       | Miscellaneous Occupations | Refuse Collector                | 26.46       |             |
| 99810       | Miscellaneous Occupations | Sales Clerk                     | 17.39       |             |
| 99820       | Miscellaneous Occupations | School Crossing Guard           | 18.03       |             |
| 99830       | Miscellaneous Occupations | Survey Party Chief              | 31.86       |             |
| 99831       | Miscellaneous Occupations | Surveying Aide                  | 21.08       |             |
| 99832       | Miscellaneous Occupations | Surveying Technician            | 28.97       |             |
| 99840       | Miscellaneous Occupations | Vending Machine Attendant       | 24.22       |             |
| 99841       | Miscellaneous Occupations | Vending Machine Repairer        | 28.69       |             |
| 99842       | Miscellaneous Occupations | Vending Machine Repairer Helper | 24.22       |             |

## **Footer**

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.20 per hour) or 13658 (\$12.90 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. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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: \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 per month\*

\*This rate is to be used only when compensating employees for performance on an SCA-

covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

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

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans'

Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESSES 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)).

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## **Wage Determination No. : 2015-4061**

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

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

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 30

Date Of Last Revision : 07/22/2024

Source : [Source Website](#)

### **Header**

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

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2024.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.90 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 2024.

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).

This wage determination is applicable to the following cities and towns in WORCESTER COUNTY: Ashburnham, Fitchburg, Gardner, Leominster, Lunenburg, Phillipston, Royalston, Templeton, Westminster, Winchendon

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

**Wage Determination Table**

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                        | <b>Rate</b> | <b>Note</b> |
|-------------|---|-------------------------------------|-------------|-------------|
| 01011       | Administrative Support And Clerical Occupations | Accounting Clerk I                  | 18.81       |             |
| 01012       | Administrative Support And Clerical Occupations | Accounting Clerk II                 | 21.11       |             |
| 01013       | Administrative Support And Clerical Occupations | Accounting Clerk III                | 23.61       |             |
| 01020       | Administrative Support And Clerical Occupations | Administrative Assistant            | 32.09       |             |
| 01035       | Administrative Support And Clerical Occupations | Court Reporter                      | 23.38       |             |
| 01041       | Administrative Support And Clerical Occupations | Customer Service Representative I   | 16.73       | ***         |
| 01042       | Administrative Support And Clerical Occupations | Customer Service Representative II  | 18.26       |             |
| 01043       | Administrative Support And Clerical Occupations | Customer Service Representative III | 20.52       |             |
| 01051       | Administrative Support And Clerical Occupations | Data Entry Operator I               | 17.07       | ***         |
| 01052       | Administrative Support And Clerical Occupations | Data Entry Operator II              | 18.63       |             |
| 01060       | Administrative Support And Clerical Occupations | Dispatcher, Motor Vehicle           | 23.94       |             |
| 01070       | Administrative Support And Clerical Occupations | Document Preparation Clerk          | 18.63       |             |
| 01090       | Administrative Support And Clerical Occupations | Duplicating Machine Operator        | 18.63       |             |
| 01111       | Administrative Support And Clerical Occupations | General Clerk I                     | 16.84       | ***         |

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------------|-------------|-------------|
| 01112       | Administrative Support And Clerical Occupations | General Clerk II                     | 18.37       |             |
| 01113       | Administrative Support And Clerical Occupations | General Clerk III                    | 20.64       |             |
| 01120       | Administrative Support And Clerical Occupations | Housing Referral Assistant           | 26.07       |             |
| 01141       | Administrative Support And Clerical Occupations | Messenger Courier                    | 15.17       | ***         |
| 01191       | Administrative Support And Clerical Occupations | Order Clerk I                        | 17.07       | ***         |
| 01192       | Administrative Support And Clerical Occupations | Order Clerk II                       | 18.63       |             |
| 01261       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) I   | 20.90       |             |
| 01262       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) II  | 23.38       |             |
| 01263       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) III | 26.07       |             |
| 01270       | Administrative Support And Clerical Occupations | Production Control Clerk             | 25.03       |             |
| 01290       | Administrative Support And Clerical Occupations | Rental Clerk                         | 20.93       |             |
| 01300       | Administrative Support And Clerical Occupations | Scheduler, Maintenance               | 20.90       |             |
| 01311       | Administrative Support And Clerical Occupations | Secretary I                          | 20.90       |             |
| 01312       | Administrative Support And Clerical Occupations | Secretary II                         | 23.38       |             |
| 01313       | Administrative Support And Clerical Occupations | Secretary III                        | 26.07       |             |
| 01320       | Administrative Support And Clerical Occupations | Service Order Dispatcher             | 21.39       |             |
| 01410       | Administrative Support And Clerical Occupations | Supply Technician                    | 32.09       |             |
| 01420       | Administrative Support And Clerical Occupations | Survey Worker                        | 19.86       |             |
| 01460       | Administrative Support And Clerical Occupations | Switchboard Operator/Receptionist    | 18.06       |             |

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------------|-------------|-------------|
| 01531       | Administrative Support And Clerical Occupations | Travel Clerk I                       | 17.07       | ***         |
| 01532       | Administrative Support And Clerical Occupations | Travel Clerk II                      | 18.39       |             |
| 01533       | Administrative Support And Clerical Occupations | Travel Clerk III                     | 19.81       |             |
| 01611       | Administrative Support And Clerical Occupations | Word Processor I                     | 18.63       |             |
| 01612       | Administrative Support And Clerical Occupations | Word Processor II                    | 20.90       |             |
| 01613       | Administrative Support And Clerical Occupations | Word Processor III                   | 23.38       |             |
| 05005       | Automotive Service Occupations                  | Automobile Body Repairer, Fiberglass | 25.14       |             |
| 05010       | Automotive Service Occupations                  | Automotive Electrician               | 21.96       |             |
| 05040       | Automotive Service Occupations                  | Automotive Glass Installer           | 21.13       |             |
| 05070       | Automotive Service Occupations                  | Automotive Worker                    | 21.13       |             |
| 05110       | Automotive Service Occupations                  | Mobile Equipment Servicer            | 19.22       |             |
| 05130       | Automotive Service Occupations                  | Motor Equipment Metal Mechanic       | 22.84       |             |
| 05160       | Automotive Service Occupations                  | Motor Equipment Metal Worker         | 21.13       |             |
| 05190       | Automotive Service Occupations                  | Motor Vehicle Mechanic               | 22.84       |             |
| 05220       | Automotive Service Occupations                  | Motor Vehicle Mechanic Helper        | 18.00       |             |
| 05250       | Automotive Service Occupations                  | Motor Vehicle Upholstery Worker      | 20.31       |             |
| 05280       | Automotive Service Occupations                  | Motor Vehicle Wrecker                | 21.13       |             |
| 05310       | Automotive Service Occupations                  | Painter, Automotive                  | 21.96       |             |
| 05340       | Automotive Service Occupations                  | Radiator Repair Specialist           | 21.13       |             |
| 05370       | Automotive Service Occupations                  | Tire Repairer                        | 19.22       |             |
| 05400       | Automotive Service Occupations                  | Transmission Repair Specialist       | 22.84       |             |
| 07010       | Food Preparation And Service Occupations        | Baker                                | 18.51       |             |
| 07041       | Food Preparation And Service Occupations        | Cook I                               | 20.69       |             |
| 07042       | Food Preparation And Service Occupations        | Cook II                              | 22.74       |             |
| 07070       | Food Preparation And Service Occupations        | Dishwasher                           | 16.18       | ***         |

| <b>Code</b> | <b>Category</b>                              | <b>Title</b>                 | <b>Rate</b> | <b>Note</b> |
|-------------|--|------------------------------|-------------|-------------|
| 07130       | Food Preparation And Service Occupations     | Food Service Worker          | 17.17       | ***         |
| 07210       | Food Preparation And Service Occupations     | Meat Cutter                  | 25.09       |             |
| 07260       | Food Preparation And Service Occupations     | Waiter/Waitress              | 16.15       | ***         |
| 09010       | Furniture Maintenance And Repair Occupations | Electrostatic Spray Painter  | 22.94       |             |
| 09040       | Furniture Maintenance And Repair Occupations | Furniture Handler            | 16.25       | ***         |
| 09080       | Furniture Maintenance And Repair Occupations | Furniture Refinisher         | 22.94       |             |
| 09090       | Furniture Maintenance And Repair Occupations | Furniture Refinisher Helper  | 18.80       |             |
| 09110       | Furniture Maintenance And Repair Occupations | Furniture Repairer, Minor    | 20.90       |             |
| 09130       | Furniture Maintenance And Repair Occupations | Upholsterer                  | 22.94       |             |
| 11030       | General Services And Support Occupations     | Cleaner, Vehicles            | 17.39       |             |
| 11060       | General Services And Support Occupations     | Elevator Operator            | 18.02       |             |
| 11090       | General Services And Support Occupations     | Gardener                     | 24.53       |             |
| 11122       | General Services And Support Occupations     | Housekeeping Aide            | 18.02       |             |
| 11150       | General Services And Support Occupations     | Janitor                      | 18.02       |             |
| 11210       | General Services And Support Occupations     | Laborer, Grounds Maintenance | 19.84       |             |
| 11240       | General Services And Support Occupations     | Maid or Houseman             | 17.39       |             |
| 11260       | General Services And Support Occupations     | Pruner                       | 18.29       |             |
| 11270       | General Services And Support Occupations     | Tractor Operator             | 22.96       |             |
| 11330       | General Services And Support Occupations     | Trail Maintenance Worker     | 19.84       |             |

| <b>Code</b> | <b>Category</b>                          | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 11360       | General Services And Support Occupations | Window Cleaner                             | 19.54       |             |
| 12010       | Health Occupations                       | Ambulance Driver                           | 28.34       |             |
| 12011       | Health Occupations                       | Breath Alcohol Technician                  | 28.34       |             |
| 12012       | Health Occupations                       | Certified Occupational Therapist Assistant | 38.88       |             |
| 12015       | Health Occupations                       | Certified Physical Therapist Assistant     | 36.79       |             |
| 12020       | Health Occupations                       | Dental Assistant                           | 23.48       |             |
| 12025       | Health Occupations                       | Dental Hygienist                           | 45.22       |             |
| 12030       | Health Occupations                       | EKG Technician                             | 42.95       |             |
| 12035       | Health Occupations                       | Electroneurodiagnostic Technologist        | 42.95       |             |
| 12040       | Health Occupations                       | Emergency Medical Technician               | 28.34       |             |
| 12071       | Health Occupations                       | Licensed Practical Nurse I                 | 25.33       |             |
| 12072       | Health Occupations                       | Licensed Practical Nurse II                | 28.34       |             |
| 12073       | Health Occupations                       | Licensed Practical Nurse III               | 31.60       |             |
| 12100       | Health Occupations                       | Medical Assistant                          | 22.15       |             |
| 12130       | Health Occupations                       | Medical Laboratory Technician              | 31.72       |             |
| 12160       | Health Occupations                       | Medical Record Clerk                       | 20.90       |             |
| 12190       | Health Occupations                       | Medical Record Technician                  | 24.66       |             |
| 12195       | Health Occupations                       | Medical Transcriptionist                   | 25.33       |             |
| 12210       | Health Occupations                       | Nuclear Medicine Technologist              | 62.27       |             |
| 12221       | Health Occupations                       | Nursing Assistant I                        | 15.28       | ***         |
| 12222       | Health Occupations                       | Nursing Assistant II                       | 17.19       | ***         |
| 12223       | Health Occupations                       | Nursing Assistant III                      | 18.76       |             |
| 12224       | Health Occupations                       | Nursing Assistant IV                       | 21.05       |             |
| 12235       | Health Occupations                       | Optical Dispenser                          | 29.96       |             |
| 12236       | Health Occupations                       | Optical Technician                         | 25.33       |             |
| 12250       | Health Occupations                       | Pharmacy Technician                        | 17.98       |             |
| 12280       | Health Occupations                       | Phlebotomist                               | 19.90       |             |
| 12305       | Health Occupations                       | Radiologic Technologist                    | 38.46       |             |
| 12311       | Health Occupations                       | Registered Nurse I                         | 29.56       |             |
| 12312       | Health Occupations                       | Registered Nurse II                        | 36.16       |             |
| 12313       | Health Occupations                       | Registered Nurse II, Specialist            | 36.16       |             |

| <b>Code</b> | <b>Category</b>                    | <b>Title</b>                           | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------|--|-------------|-------------|
| 12314       | Health Occupations                 | Registered Nurse III                   | 45.75       |             |
| 12315       | Health Occupations                 | Registered Nurse III, Anesthetist      | 45.75       |             |
| 12316       | Health Occupations                 | Registered Nurse IV                    | 52.44       |             |
| 12317       | Health Occupations                 | Scheduler                              | 35.11       |             |
| 12320       | Health Occupations                 | Substance Abuse Treatment Counselor    | 30.34       |             |
| 13011       | Information And Arts Occupations   | Exhibits Specialist I                  | 25.03       |             |
| 13012       | Information And Arts Occupations   | Exhibits Specialist II                 | 31.01       |             |
| 13013       | Information And Arts Occupations   | Exhibits Specialist III                | 37.93       |             |
| 13041       | Information And Arts Occupations   | Illustrator I                          | 25.03       |             |
| 13042       | Information And Arts Occupations   | Illustrator II                         | 31.01       |             |
| 13043       | Information And Arts Occupations   | Illustrator III                        | 37.93       |             |
| 13047       | Information And Arts Occupations   | Librarian                              | 34.33       |             |
| 13050       | Information And Arts Occupations   | Library Aide/Clerk                     | 18.02       |             |
| 13054       | Information And Arts Occupations   | Library Information Technology Systems | 31.01       |             |
| 13058       | Information And Arts Occupations   | Library Technician                     | 23.18       |             |
| 13061       | Information And Arts Occupations   | Media Specialist I                     | 22.35       |             |
| 13062       | Information And Arts Occupations   | Media Specialist II                    | 24.83       |             |
| 13063       | Information And Arts Occupations   | Media Specialist III                   | 27.67       |             |
| 13071       | Information And Arts Occupations   | Photographer I                         | 22.04       |             |
| 13072       | Information And Arts Occupations   | Photographer II                        | 25.03       |             |
| 13073       | Information And Arts Occupations   | Photographer III                       | 31.01       |             |
| 13074       | Information And Arts Occupations   | Photographer IV                        | 37.93       |             |
| 13075       | Information And Arts Occupations   | Photographer V                         | 46.23       |             |
| 13090       | Information And Arts Occupations   | Technical Order Library Clerk          | 22.62       |             |
| 13110       | Information And Arts Occupations   | Video Teleconference Technician        | 22.54       |             |
| 14041       | Information Technology Occupations | Computer Operator I                    | 16.13       | ***         |
| 14042       | Information Technology Occupations | Computer Operator II                   | 18.66       |             |
| 14043       | Information Technology Occupations | Computer Operator III                  | 20.45       |             |
| 14044       | Information Technology Occupations | Computer Operator IV                   | 23.38       |             |
| 14045       | Information Technology Occupations | Computer Operator V                    | 25.89       |             |
| 14071       | Information Technology Occupations | Computer Programmer I                  | 27.12       | see<br>1    |

| <b>Code</b> | <b>Category</b>                    | <b>Title</b>                                    | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------|---|-------------|-------------|
| 14072       | Information Technology Occupations | Computer Programmer II                          | NaN         | see 1       |
| 14073       | Information Technology Occupations | Computer Programmer III                         | NaN         | see 1       |
| 14074       | Information Technology Occupations | Computer Programmer IV                          | NaN         | see 1       |
| 14101       | Information Technology Occupations | Computer Systems Analyst I                      | NaN         | see 1       |
| 14102       | Information Technology Occupations | Computer Systems Analyst II                     | NaN         | see 1       |
| 14103       | Information Technology Occupations | Computer Systems Analyst III                    | NaN         | see 1       |
| 14150       | Information Technology Occupations | Peripheral Equipment Operator                   | 16.13       | ***         |
| 14160       | Information Technology Occupations | Personal Computer Support Technician            | 23.38       |             |
| 14170       | Information Technology Occupations | System Support Specialist                       | 25.89       |             |
| 15010       | Instructional Occupations          | Aircrew Training Devices Instructor             | 35.71       |             |
| 15020       | Instructional Occupations          | Aircrew Training Devices Instructor             | 43.20       |             |
| 15030       | Instructional Occupations          | Air Crew Training Devices Instructor            | 51.79       |             |
| 15050       | Instructional Occupations          | Computer Based Training Specialist / Instructor | 35.71       |             |
| 15060       | Instructional Occupations          | Educational Technologist                        | 40.58       |             |
| 15070       | Instructional Occupations          | Flight Instructor                               | 51.79       |             |
| 15080       | Instructional Occupations          | Graphic Artist                                  | 27.99       |             |
| 15085       | Instructional Occupations          | Maintenance Test Pilot, Fixed, Jet/Prop         | 51.79       |             |
| 15086       | Instructional Occupations          | Maintenance Test Pilot, Rotary Wing             | 51.79       |             |
| 15088       | Instructional Occupations          | Non-Maintenance Test/Co-Pilot                   | 51.79       |             |
| 15090       | Instructional Occupations          | Technical Instructor                            | 28.37       |             |
| 15095       | Instructional Occupations          | Technical Instructor/Course Developer           | 34.71       |             |
| 15110       | Instructional Occupations          | Test Proctor                                    | 22.91       |             |
| 15120       | Instructional Occupations          | Tutor   | 22.91       |             |

| <b>Code</b> | <b>Category</b>   | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|---|--|-------------|-------------|
| 16010       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Assembler                                  | 17.31       |             |
| 16030       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Counter Attendant                          | 17.31       |             |
| 16040       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Dry Cleaner                                | 19.77       |             |
| 16070       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Finisher, Flatwork, Machine                | 17.31       |             |
| 16090       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Hand                              | 17.31       |             |
| 16110       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Drycleaning              | 17.31       |             |
| 16130       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Shirts                   | 17.31       |             |
| 16160       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Wearing Apparel, Laundry | 17.31       |             |
| 16190       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Sewing Machine Operator                    | 20.60       |             |
| 16220       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Tailor                                     | 21.42       |             |
| 16250       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Washer, Machine                            | 18.13       |             |
| 19010       | Machine Tool Operation And Repair Occupations           | Machine-Tool Operator                      | 24.92       |             |
| 19040       | Machine Tool Operation And Repair Occupations           | Tool And Die Maker                         | 28.70       |             |
| 21020       | Materials Handling And Packing Occupations              | Forklift Operator                          | 20.97       |             |
| 21030       | Materials Handling And Packing Occupations              | Material Coordinator                       | 25.03       |             |
| 21040       | Materials Handling And Packing Occupations              | Material Expediter                         | 25.03       |             |
| 21050       | Materials Handling And Packing Occupations              | Material Handling Laborer                  | 18.15       |             |
| 21071       | Materials Handling And Packing Occupations              | Order Filler                               | 17.69       |             |
| 21080       | Materials Handling And Packing Occupations              | Production Line Worker                     | 20.97       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                                   | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 21110       | Materials Handling And Packing Occupations       | Shipping Packer                                | 19.71       |             |
| 21130       | Materials Handling And Packing Occupations       | Shipping/Receiving Clerk                       | 19.71       |             |
| 21140       | Materials Handling And Packing Occupations       | Store Worker I                                 | 16.40       | ***         |
| 21150       | Materials Handling And Packing Occupations       | Stock Clerk                                    | 20.58       |             |
| 21210       | Materials Handling And Packing Occupations       | Tools And Parts Attendant                      | 20.97       |             |
| 21410       | Materials Handling And Packing Occupations       | Warehouse Specialist                           | 20.97       |             |
| 23010       | Mechanics And Maintenance And Repair Occupations | Aerospace Structural Welder                    | 33.88       |             |
| 23019       | Mechanics And Maintenance And Repair Occupations | Aircraft Logs and Records Technician           | 29.07       |             |
| 23021       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic I                            | 32.70       |             |
| 23022       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic II                           | 33.88       |             |
| 23023       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic III                          | 35.05       |             |
| 23040       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic Helper                       | 25.76       |             |
| 23050       | Mechanics And Maintenance And Repair Occupations | Aircraft, Painter                              | 31.44       |             |
| 23060       | Mechanics And Maintenance And Repair Occupations | Aircraft Servicer                              | 29.07       |             |
| 23070       | Mechanics And Maintenance And Repair Occupations | Aircraft Survival Flight Equipment Technician  | 31.44       |             |
| 23080       | Mechanics And Maintenance And Repair Occupations | Aircraft Worker                                | 30.25       |             |
| 23091       | Mechanics And Maintenance And Repair Occupations | Aircrew Life Support Equipment (ALSE) Mechanic | 30.25       |             |
| 23092       | Mechanics And Maintenance And Repair Occupations | Aircrew Life Support Equipment (ALSE) Mechanic | 32.70       |             |
| 23110       | Mechanics And Maintenance And Repair Occupations | Appliance Mechanic                             | 31.44       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                           | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 23120       | Mechanics And Maintenance And Repair Occupations | Bicycle Repairer                       | 27.52       |             |
| 23125       | Mechanics And Maintenance And Repair Occupations | Cable Splicer                          | 47.41       |             |
| 23130       | Mechanics And Maintenance And Repair Occupations | Carpenter, Maintenance                 | 28.86       |             |
| 23140       | Mechanics And Maintenance And Repair Occupations | Carpet Layer                           | 30.25       |             |
| 23160       | Mechanics And Maintenance And Repair Occupations | Electrician, Maintenance               | 36.98       |             |
| 23181       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance I   | 30.25       |             |
| 23182       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance II  | 31.44       |             |
| 23183       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance III | 32.70       |             |
| 23260       | Mechanics And Maintenance And Repair Occupations | Fabric Worker                          | 29.07       |             |
| 23290       | Mechanics And Maintenance And Repair Occupations | Fire Alarm System Mechanic             | 32.70       |             |
| 23310       | Mechanics And Maintenance And Repair Occupations | Fire Extinguisher Repairer             | 27.52       |             |
| 23311       | Mechanics And Maintenance And Repair Occupations | Fuel Distribution System Mechanic      | 32.70       |             |
| 23312       | Mechanics And Maintenance And Repair Occupations | Fuel Distribution System Operator      | 27.52       |             |
| 23370       | Mechanics And Maintenance And Repair Occupations | General Maintenance Worker             | 24.45       |             |
| 23380       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Mechanic      | 32.70       |             |
| 23381       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Servicer      | 29.07       |             |
| 23382       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Worker        | 30.25       |             |
| 23391       | Mechanics And Maintenance And Repair Occupations | Gunsmith I                             | 27.52       |             |
| 23392       | Mechanics And Maintenance And Repair Occupations | Gunsmith II                            | 30.25       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 23393       | Mechanics And Maintenance And Repair Occupations | Gunsmith III                              | 32.70       |             |
| 23410       | Mechanics And Maintenance And Repair Occupations | Heating, Ventilation And Air-Conditioning | 31.34       |             |
| 23411       | Mechanics And Maintenance And Repair Occupations | Heating, Ventilation And Air Contidioning | 32.47       |             |
| 23430       | Mechanics And Maintenance And Repair Occupations | Heavy Equipment Mechanic                  | 29.69       |             |
| 23440       | Mechanics And Maintenance And Repair Occupations | Heavy Equipment Operator                  | 29.83       |             |
| 23460       | Mechanics And Maintenance And Repair Occupations | Instrument Mechanic                       | 32.70       |             |
| 23465       | Mechanics And Maintenance And Repair Occupations | Laboratory/Shelter Mechanic               | 31.44       |             |
| 23470       | Mechanics And Maintenance And Repair Occupations | Laborer                                   | 18.15       |             |
| 23510       | Mechanics And Maintenance And Repair Occupations | Locksmith                                 | 31.44       |             |
| 23530       | Mechanics And Maintenance And Repair Occupations | Machinery Maintenance Mechanic            | 31.50       |             |
| 23550       | Mechanics And Maintenance And Repair Occupations | Machinist, Maintenance                    | 28.58       |             |
| 23580       | Mechanics And Maintenance And Repair Occupations | Maintenance Trades Helper                 | 23.75       |             |
| 23591       | Mechanics And Maintenance And Repair Occupations | Metrology Technician I                    | 32.70       |             |
| 23592       | Mechanics And Maintenance And Repair Occupations | Metrology Technician II                   | 33.88       |             |
| 23593       | Mechanics And Maintenance And Repair Occupations | Metrology Technician III                  | 35.05       |             |
| 23640       | Mechanics And Maintenance And Repair Occupations | Millwright                                | 32.70       |             |
| 23710       | Mechanics And Maintenance And Repair Occupations | Office Appliance Repairer                 | 31.44       |             |
| 23760       | Mechanics And Maintenance And Repair Occupations | Painter, Maintenance                      | 22.88       |             |
| 23790       | Mechanics And Maintenance And Repair Occupations | Pipefitter, Maintenance                   | 35.84       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                          | <b>Rate</b> | <b>Note</b> |
|-------------|--|---------------------------------------|-------------|-------------|
| 23810       | Mechanics And Maintenance And Repair Occupations | Plumber, Maintenance                  | 34.46       |             |
| 23820       | Mechanics And Maintenance And Repair Occupations | Pneudraulic Systems Mechanic          | 32.70       |             |
| 23850       | Mechanics And Maintenance And Repair Occupations | Rigger                                | 32.70       |             |
| 23870       | Mechanics And Maintenance And Repair Occupations | Scale Mechanic                        | 30.25       |             |
| 23890       | Mechanics And Maintenance And Repair Occupations | Sheet-Metal Worker, Maintenance       | 32.70       |             |
| 23910       | Mechanics And Maintenance And Repair Occupations | Small Engine Mechanic                 | 30.25       |             |
| 23931       | Mechanics And Maintenance And Repair Occupations | Telecommunications Mechanic I         | 32.70       |             |
| 23932       | Mechanics And Maintenance And Repair Occupations | Telecommunications Mechanic II        | 33.88       |             |
| 23950       | Mechanics And Maintenance And Repair Occupations | Telephone Lineman                     | 32.70       |             |
| 23960       | Mechanics And Maintenance And Repair Occupations | Welder, Combination, Maintenance      | 26.99       |             |
| 23965       | Mechanics And Maintenance And Repair Occupations | Well Driller                          | 32.70       |             |
| 23970       | Mechanics And Maintenance And Repair Occupations | Woodcraft Worker                      | 32.70       |             |
| 23980       | Mechanics And Maintenance And Repair Occupations | Woodworker                            | 27.52       |             |
| 24550       | Personal Needs Occupations                       | Case Manager                          | 18.39       |             |
| 24570       | Personal Needs Occupations                       | Child Care Attendant                  | 17.90       |             |
| 24580       | Personal Needs Occupations                       | Child Care Center Clerk               | 22.33       |             |
| 24610       | Personal Needs Occupations                       | Chore Aide                            | 18.08       |             |
| 24620       | Personal Needs Occupations                       | Family Readiness And Support Services | 18.39       |             |
| 24630       | Personal Needs Occupations                       | Homemaker                             | 18.54       |             |
| 25010       | Plant And System Operations Occupations          | Boiler Tender                         | 31.28       |             |
| 25040       | Plant And System Operations Occupations          | Sewage Plant Operator                 | 30.08       |             |

| <b>Code</b> | <b>Category</b>                                | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 25070       | Plant And System Operations Occupations        | Stationary Engineer                       | 31.28       |             |
| 25190       | Plant And System Operations Occupations        | Ventilation Equipment Tender              | 24.65       |             |
| 25210       | Plant And System Operations Occupations        | Water Treatment Plant Operator            | 30.08       |             |
| 27004       | Protective Service Occupations                 | Alarm Monitor                             | 23.14       |             |
| 27007       | Protective Service Occupations                 | Baggage Inspector                         | 17.56       |             |
| 27008       | Protective Service Occupations                 | Corrections Officer                       | 31.28       |             |
| 27010       | Protective Service Occupations                 | Court Security Officer                    | 31.28       |             |
| 27030       | Protective Service Occupations                 | Detection Dog Handler                     | 19.64       |             |
| 27040       | Protective Service Occupations                 | Detention Officer                         | 31.28       |             |
| 27070       | Protective Service Occupations                 | Firefighter                               | 31.10       |             |
| 27101       | Protective Service Occupations                 | Guard I                                   | 17.56       |             |
| 27102       | Protective Service Occupations                 | Guard II                                  | 19.64       |             |
| 27131       | Protective Service Occupations                 | Police Officer I                          | 29.31       |             |
| 27132       | Protective Service Occupations                 | Police Officer II                         | 32.56       |             |
| 28041       | Recreation Occupations                         | Carnival Equipment Operator               | 17.40       |             |
| 28042       | Recreation Occupations                         | Carnival Equipment Repairer               | 13.95       | ***         |
| 28043       | Recreation Occupations                         | Carnival Worker                           | 12.74       | ***         |
| 28210       | Recreation Occupations                         | Gate Attendant/Gate Tender                | 20.96       |             |
| 28310       | Recreation Occupations                         | Lifeguard                                 | 17.53       |             |
| 28350       | Recreation Occupations                         | Park Attendant                            | 23.45       |             |
| 28510       | Recreation Occupations                         | Recreation Aide/Health Facility Attendant | 17.12       | ***         |
| 28515       | Recreation Occupations                         | Recreation Specialist                     | 29.05       |             |
| 28630       | Recreation Occupations                         | Sports Official                           | 18.68       |             |
| 28690       | Recreation Occupations                         | Swimming Pool Operator                    | 22.26       |             |
| 29010       | Stevedoring/Longshoremen Occupational Services | Blocker And Bracer                        | 30.25       |             |
| 29020       | Stevedoring/Longshoremen Occupational Services | Hatch Tender                              | 30.25       |             |
| 29030       | Stevedoring/Longshoremen Occupational Services | Line Handler                              | 30.25       |             |
| 29041       | Stevedoring/Longshoremen Occupational Services | Stevedore I                               | 29.07       |             |

| <b>Code</b> | <b>Category</b>                                | <b>Title</b>                             | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 29042       | Stevedoring/Longshoremen Occupational Services | Stevedore II                             | 31.44       |             |
| 30010       | Technical Occupations                          | Air Traffic Control Specialist, Center   | 51.07       | see 2       |
| 30011       | Technical Occupations                          | Air Traffic Control Specialist, Station  | 35.22       | see 2       |
| 30012       | Technical Occupations                          | Air Traffic Control Specialist, Terminal | 38.79       | see 2       |
| 30021       | Technical Occupations                          | Archeological Technician I               | 17.24       |             |
| 30022       | Technical Occupations                          | Archeological Technician II              | 18.98       |             |
| 30023       | Technical Occupations                          | Archeological Technician III             | 23.51       |             |
| 30030       | Technical Occupations                          | Cartographic Technician                  | 23.51       |             |
| 30040       | Technical Occupations                          | Civil Engineering Technician             | 23.51       |             |
| 30051       | Technical Occupations                          | Cryogenic Technician I                   | 25.26       |             |
| 30052       | Technical Occupations                          | Cryogenic Technician II                  | 27.91       |             |
| 30061       | Technical Occupations                          | Drafter/CAD Operator I                   | 16.92       | ***         |
| 30062       | Technical Occupations                          | Drafter/CAD Operator II                  | 18.98       |             |
| 30063       | Technical Occupations                          | Drafter/CAD Operator III                 | 20.75       |             |
| 30064       | Technical Occupations                          | Drafter/CAD Operator IV                  | 25.54       |             |
| 30081       | Technical Occupations                          | Engineering Technician I                 | 14.67       | ***         |
| 30082       | Technical Occupations                          | Engineering Technician II                | 16.92       | ***         |
| 30083       | Technical Occupations                          | Engineering Technician III               | 18.98       |             |
| 30084       | Technical Occupations                          | Engineering Technician IV                | 23.51       |             |
| 30085       | Technical Occupations                          | Engineering Technician V                 | 28.77       |             |
| 30086       | Technical Occupations                          | Engineering Technician VI                | 34.25       |             |
| 30090       | Technical Occupations                          | Environmental Technician                 | 23.51       |             |
| 30095       | Technical Occupations                          | Evidence Control Specialist              | 23.10       |             |
| 30210       | Technical Occupations                          | Laboratory Technician                    | 22.33       |             |
| 30221       | Technical Occupations                          | Latent Fingerprint Technician I          | 25.26       |             |
| 30222       | Technical Occupations                          | Latent Fingerprint Technician II         | 27.91       |             |
| 30240       | Technical Occupations                          | Mathematical Technician                  | 23.51       |             |
| 30361       | Technical Occupations                          | Paralegal/Legal Assistant I              | 23.61       |             |
| 30362       | Technical Occupations                          | Paralegal/Legal Assistant II             | 29.26       |             |
| 30363       | Technical Occupations                          | Paralegal/Legal Assistant III            | 35.78       |             |
| 30364       | Technical Occupations                          | Paralegal/Legal Assistant IV             | 43.29       |             |

| <b>Code</b> | <b>Category</b>                                       | <b>Title</b>                             | <b>Rate</b> | <b>Note</b> |
|-------------|---|--|-------------|-------------|
| 30375       | Technical Occupations                                 | Petroleum Supply Specialist              | 28.26       |             |
| 30390       | Technical Occupations                                 | Photo-Optics Technician                  | 23.51       |             |
| 30395       | Technical Occupations                                 | Radiation Control Technician             | 28.26       |             |
| 30461       | Technical Occupations                                 | Technical Writer I                       | 23.51       |             |
| 30462       | Technical Occupations                                 | Technical Writer II                      | 28.77       |             |
| 30463       | Technical Occupations                                 | Technical Writer III                     | 34.25       |             |
| 30491       | Technical Occupations                                 | Unexploded Ordnance (UXO) Technician I   | 32.46       |             |
| 30492       | Technical Occupations                                 | Unexploded Ordnance (UXO) Technician II  | 39.27       |             |
| 30493       | Technical Occupations                                 | Unexploded Ordnance (UXO) Technician III | 47.07       |             |
| 30494       | Technical Occupations                                 | Unexploded (UXO) Safety Escort           | 32.46       |             |
| 30495       | Technical Occupations                                 | Unexploded (UXO) Sweep Personnel         | 32.46       |             |
| 30501       | Technical Occupations                                 | Weather Forecaster I                     | 25.54       |             |
| 30502       | Technical Occupations                                 | Weather Forecaster II                    | 30.73       |             |
| 30620       | Technical Occupations                                 | Weather Observer, Combined Upper Air Or  | 20.75       | see 2       |
| 30621       | Technical Occupations                                 | Weather Observer, Senior                 | 23.51       | see 2       |
| 31010       | Transportation/Mobile Equipment Operation Occupations | Airplane Pilot                           | 39.27       |             |
| 31020       | Transportation/Mobile Equipment Operation Occupations | Bus Aide                                 | 16.62       | ***         |
| 31030       | Transportation/Mobile Equipment Operation Occupations | Bus Driver                               | 22.49       |             |
| 31043       | Transportation/Mobile Equipment Operation Occupations | Driver Courier                           | 17.63       |             |
| 31260       | Transportation/Mobile Equipment Operation Occupations | Parking and Lot Attendant                | 16.79       | ***         |
| 31290       | Transportation/Mobile Equipment Operation Occupations | Shuttle Bus Driver                       | 18.30       |             |
| 31310       | Transportation/Mobile Equipment Operation Occupations | Taxi Driver                              | 18.29       |             |
| 31361       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Light                       | 18.83       |             |

| <b>Code</b> | <b>Category</b>                                       | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|---|---------------------------------|-------------|-------------|
| 31362       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Medium             | 19.89       |             |
| 31363       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Heavy              | 27.18       |             |
| 31364       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Tractor-Trailer    | 27.18       |             |
| 99020       | Miscellaneous Occupations                             | Cabin Safety Specialist         | 19.15       |             |
| 99030       | Miscellaneous Occupations                             | Cashier                         | 15.70       | ***         |
| 99050       | Miscellaneous Occupations                             | Desk Clerk                      | 19.06       |             |
| 99095       | Miscellaneous Occupations                             | Embalmer                        | 32.46       |             |
| 99130       | Miscellaneous Occupations                             | Flight Follower                 | 32.46       |             |
| 99251       | Miscellaneous Occupations                             | Laboratory Animal Caretaker I   | 20.19       |             |
| 99252       | Miscellaneous Occupations                             | Laboratory Animal Caretaker II  | 21.55       |             |
| 99260       | Miscellaneous Occupations                             | Marketing Analyst               | 32.97       |             |
| 99310       | Miscellaneous Occupations                             | Mortician                       | 32.46       |             |
| 99410       | Miscellaneous Occupations                             | Pest Controller                 | 24.94       |             |
| 99510       | Miscellaneous Occupations                             | Photofinishing Worker           | 17.06       | ***         |
| 99710       | Miscellaneous Occupations                             | Recycling Laborer               | 21.83       |             |
| 99711       | Miscellaneous Occupations                             | Recycling Specialist            | 25.26       |             |
| 99730       | Miscellaneous Occupations                             | Refuse Collector                | 20.12       |             |
| 99810       | Miscellaneous Occupations                             | Sales Clerk                     | 16.61       | ***         |
| 99820       | Miscellaneous Occupations                             | School Crossing Guard           | 17.61       |             |
| 99830       | Miscellaneous Occupations                             | Survey Party Chief              | 23.88       |             |
| 99831       | Miscellaneous Occupations                             | Surveying Aide                  | 15.64       | ***         |
| 99832       | Miscellaneous Occupations                             | Surveying Technician            | 21.42       |             |
| 99840       | Miscellaneous Occupations                             | Vending Machine Attendant       | 22.10       |             |
| 99841       | Miscellaneous Occupations                             | Vending Machine Repairer        | 25.95       |             |
| 99842       | Miscellaneous Occupations                             | Vending Machine Repairer Helper | 22.10       |             |

## Footer

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.20 per hour) or 13658 (\$12.90 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. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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: \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 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 PARENTHESSES 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)).

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## **Wage Determination No. : 2015-4063**

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

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

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 28

Date Of Last Revision : 07/22/2024

Source : [Source Website](#)

### **Header**

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

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2024.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.90 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 2024.

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).

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

BRISTOL COUNTY: Acushnet, Dartmouth, Fairhaven, New Bedford

PLYMOUTH COUNTY: Mattapoisett

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

### **Wage Determination Table**

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                       | <b>Rate</b> | <b>Note</b> |
|-------------|---|------------------------------------|-------------|-------------|
| 01011       | Administrative Support And Clerical Occupations | Accounting Clerk I                 | 18.85       |             |
| 01012       | Administrative Support And Clerical Occupations | Accounting Clerk II                | 21.15       |             |
| 01013       | Administrative Support And Clerical Occupations | Accounting Clerk III               | 23.66       |             |
| 01020       | Administrative Support And Clerical Occupations | Administrative Assistant           | 29.97       |             |
| 01035       | Administrative Support And Clerical Occupations | Court Reporter                     | 22.65       |             |
| 01041       | Administrative Support And Clerical Occupations | Customer Service Representative I  | 16.60       | ***         |
| 01042       | Administrative Support And Clerical Occupations | Customer Service Representative II | 18.22       |             |

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------------|-------------|-------------|
| 01043       | Administrative Support And Clerical Occupations | Customer Service Representative III  | 20.34       |             |
| 01051       | Administrative Support And Clerical Occupations | Data Entry Operator I                | 21.03       |             |
| 01052       | Administrative Support And Clerical Occupations | Data Entry Operator II               | 22.94       |             |
| 01060       | Administrative Support And Clerical Occupations | Dispatcher, Motor Vehicle            | 24.31       |             |
| 01070       | Administrative Support And Clerical Occupations | Document Preparation Clerk           | 18.04       |             |
| 01090       | Administrative Support And Clerical Occupations | Duplicating Machine Operator         | 18.04       |             |
| 01111       | Administrative Support And Clerical Occupations | General Clerk I                      | 17.41       |             |
| 01112       | Administrative Support And Clerical Occupations | General Clerk II                     | 19.00       |             |
| 01113       | Administrative Support And Clerical Occupations | General Clerk III                    | 21.34       |             |
| 01120       | Administrative Support And Clerical Occupations | Housing Referral Assistant           | 25.26       |             |
| 01141       | Administrative Support And Clerical Occupations | Messenger Courier                    | 16.13       | ***         |
| 01191       | Administrative Support And Clerical Occupations | Order Clerk I                        | 17.16       | ***         |
| 01192       | Administrative Support And Clerical Occupations | Order Clerk II                       | 18.73       |             |
| 01261       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) I   | 20.25       |             |
| 01262       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) II  | 22.65       |             |
| 01263       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) III | 25.26       |             |
| 01270       | Administrative Support And Clerical Occupations | Production Control Clerk             | 26.17       |             |
| 01290       | Administrative Support And Clerical Occupations | Rental Clerk                         | 18.07       |             |
| 01300       | Administrative Support And Clerical Occupations | Scheduler, Maintenance               | 20.25       |             |

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------------|-------------|-------------|
| 01311       | Administrative Support And Clerical Occupations | Secretary I                          | 20.25       |             |
| 01312       | Administrative Support And Clerical Occupations | Secretary II                         | 22.65       |             |
| 01313       | Administrative Support And Clerical Occupations | Secretary III                        | 25.26       |             |
| 01320       | Administrative Support And Clerical Occupations | Service Order Dispatcher             | 21.73       |             |
| 01410       | Administrative Support And Clerical Occupations | Supply Technician                    | 29.97       |             |
| 01420       | Administrative Support And Clerical Occupations | Survey Worker                        | 21.63       |             |
| 01460       | Administrative Support And Clerical Occupations | Switchboard Operator/Receptionist    | 17.91       |             |
| 01531       | Administrative Support And Clerical Occupations | Travel Clerk I                       | 17.17       | ***         |
| 01532       | Administrative Support And Clerical Occupations | Travel Clerk II                      | 17.22       |             |
| 01533       | Administrative Support And Clerical Occupations | Travel Clerk III                     | 18.78       |             |
| 01611       | Administrative Support And Clerical Occupations | Word Processor I                     | 18.04       |             |
| 01612       | Administrative Support And Clerical Occupations | Word Processor II                    | 20.25       |             |
| 01613       | Administrative Support And Clerical Occupations | Word Processor III                   | 22.65       |             |
| 05005       | Automotive Service Occupations                  | Automobile Body Repairer, Fiberglass | 24.70       |             |
| 05010       | Automotive Service Occupations                  | Automotive Electrician               | 22.43       |             |
| 05040       | Automotive Service Occupations                  | Automotive Glass Installer           | 21.53       |             |
| 05070       | Automotive Service Occupations                  | Automotive Worker                    | 21.53       |             |
| 05110       | Automotive Service Occupations                  | Mobile Equipment Servicer            | 19.74       |             |
| 05130       | Automotive Service Occupations                  | Motor Equipment Metal Mechanic       | 23.33       |             |
| 05160       | Automotive Service Occupations                  | Motor Equipment Metal Worker         | 21.53       |             |
| 05190       | Automotive Service Occupations                  | Motor Vehicle Mechanic               | 23.33       |             |
| 05220       | Automotive Service Occupations                  | Motor Vehicle Mechanic Helper        | 18.80       |             |
| 05250       | Automotive Service Occupations                  | Motor Vehicle Upholstery Worker      | 20.60       |             |

| <b>Code</b> | <b>Category</b>                              | <b>Title</b>                   | <b>Rate</b> | <b>Note</b> |
|-------------|--|--------------------------------|-------------|-------------|
| 05280       | Automotive Service Occupations               | Motor Vehicle Wrecker          | 21.53       |             |
| 05310       | Automotive Service Occupations               | Painter, Automotive            | 22.43       |             |
| 05340       | Automotive Service Occupations               | Radiator Repair Specialist     | 21.53       |             |
| 05370       | Automotive Service Occupations               | Tire Repairer                  | 17.74       |             |
| 05400       | Automotive Service Occupations               | Transmission Repair Specialist | 23.33       |             |
| 07010       | Food Preparation And Service Occupations     | Baker                          | 17.60       |             |
| 07041       | Food Preparation And Service Occupations     | Cook I                         | 19.39       |             |
| 07042       | Food Preparation And Service Occupations     | Cook II                        | 21.15       |             |
| 07070       | Food Preparation And Service Occupations     | Dishwasher                     | 16.10       | ***         |
| 07130       | Food Preparation And Service Occupations     | Food Service Worker            | 17.03       | ***         |
| 07210       | Food Preparation And Service Occupations     | Meat Cutter                    | 24.20       |             |
| 07260       | Food Preparation And Service Occupations     | Waiter/Waitress                | 15.94       | ***         |
| 09010       | Furniture Maintenance And Repair Occupations | Electrostatic Spray Painter    | 23.91       |             |
| 09040       | Furniture Maintenance And Repair Occupations | Furniture Handler              | 18.99       |             |
| 09080       | Furniture Maintenance And Repair Occupations | Furniture Refinisher           | 25.27       |             |
| 09090       | Furniture Maintenance And Repair Occupations | Furniture Refinisher Helper    | 22.26       |             |
| 09110       | Furniture Maintenance And Repair Occupations | Furniture Repairer, Minor      | 24.38       |             |
| 09130       | Furniture Maintenance And Repair Occupations | Upholsterer                    | 25.82       |             |
| 11030       | General Services And Support Occupations     | Cleaner, Vehicles              | 16.95       | ***         |
| 11060       | General Services And Support Occupations     | Elevator Operator              | 18.17       |             |
| 11090       | General Services And Support Occupations     | Gardener                       | 24.28       |             |

| <b>Code</b> | <b>Category</b>                          | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 11122       | General Services And Support Occupations | Housekeeping Aide                          | 18.17       |             |
| 11150       | General Services And Support Occupations | Janitor                                    | 18.17       |             |
| 11210       | General Services And Support Occupations | Laborer, Grounds Maintenance               | 19.73       |             |
| 11240       | General Services And Support Occupations | Maid or Houseman                           | 17.04       | ***         |
| 11260       | General Services And Support Occupations | Pruner                                     | 18.67       |             |
| 11270       | General Services And Support Occupations | Tractor Operator                           | 23.12       |             |
| 11330       | General Services And Support Occupations | Trail Maintenance Worker                   | 19.73       |             |
| 11360       | General Services And Support Occupations | Window Cleaner                             | 19.20       |             |
| 12010       | Health Occupations                       | Ambulance Driver                           | 24.94       |             |
| 12011       | Health Occupations                       | Breath Alcohol Technician                  | 28.54       |             |
| 12012       | Health Occupations                       | Certified Occupational Therapist Assistant | 34.12       |             |
| 12015       | Health Occupations                       | Certified Physical Therapist Assistant     | 34.67       |             |
| 12020       | Health Occupations                       | Dental Assistant                           | 24.11       |             |
| 12025       | Health Occupations                       | Dental Hygienist                           | 44.70       |             |
| 12030       | Health Occupations                       | EKG Technician                             | 40.41       |             |
| 12035       | Health Occupations                       | Electroneurodiagnostic Technologist        | 40.41       |             |
| 12040       | Health Occupations                       | Emergency Medical Technician               | 24.94       |             |
| 12071       | Health Occupations                       | Licensed Practical Nurse I                 | 25.52       |             |
| 12072       | Health Occupations                       | Licensed Practical Nurse II                | 28.54       |             |
| 12073       | Health Occupations                       | Licensed Practical Nurse III               | 31.83       |             |
| 12100       | Health Occupations                       | Medical Assistant                          | 20.89       |             |
| 12130       | Health Occupations                       | Medical Laboratory Technician              | 29.69       |             |
| 12160       | Health Occupations                       | Medical Record Clerk                       | 26.54       |             |
| 12190       | Health Occupations                       | Medical Record Technician                  | 30.34       |             |
| 12195       | Health Occupations                       | Medical Transcriptionist                   | 25.52       |             |

| <b>Code</b> | <b>Category</b>                  | <b>Title</b>                           | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------|--|-------------|-------------|
| 12210       | Health Occupations               | Nuclear Medicine Technologist          | 62.73       |             |
| 12221       | Health Occupations               | Nursing Assistant I                    | 15.28       | ***         |
| 12222       | Health Occupations               | Nursing Assistant II                   | 17.19       | ***         |
| 12223       | Health Occupations               | Nursing Assistant III                  | 18.76       |             |
| 12224       | Health Occupations               | Nursing Assistant IV                   | 21.05       |             |
| 12235       | Health Occupations               | Optical Dispenser                      | 29.34       |             |
| 12236       | Health Occupations               | Optical Technician                     | 25.52       |             |
| 12250       | Health Occupations               | Pharmacy Technician                    | 20.80       |             |
| 12280       | Health Occupations               | Phlebotomist                           | 21.80       |             |
| 12305       | Health Occupations               | Radiologic Technologist                | 39.31       |             |
| 12311       | Health Occupations               | Registered Nurse I                     | 31.18       |             |
| 12312       | Health Occupations               | Registered Nurse II                    | 40.19       |             |
| 12313       | Health Occupations               | Registered Nurse II, Specialist        | 40.19       |             |
| 12314       | Health Occupations               | Registered Nurse III                   | 48.63       |             |
| 12315       | Health Occupations               | Registered Nurse III, Anesthetist      | 48.63       |             |
| 12316       | Health Occupations               | Registered Nurse IV                    | 58.29       |             |
| 12317       | Health Occupations               | Scheduler                              | 35.36       |             |
| 12320       | Health Occupations               | Substance Abuse Treatment Counselor    | 22.96       |             |
| 13011       | Information And Arts Occupations | Exhibits Specialist I                  | 26.34       |             |
| 13012       | Information And Arts Occupations | Exhibits Specialist II                 | 32.64       |             |
| 13013       | Information And Arts Occupations | Exhibits Specialist III                | 39.91       |             |
| 13041       | Information And Arts Occupations | Illustrator I                          | 26.34       |             |
| 13042       | Information And Arts Occupations | Illustrator II                         | 32.64       |             |
| 13043       | Information And Arts Occupations | Illustrator III                        | 39.91       |             |
| 13047       | Information And Arts Occupations | Librarian                              | 36.14       |             |
| 13050       | Information And Arts Occupations | Library Aide/Clerk                     | 20.51       |             |
| 13054       | Information And Arts Occupations | Library Information Technology Systems | 32.64       |             |
| 13058       | Information And Arts Occupations | Library Technician                     | 25.01       |             |
| 13061       | Information And Arts Occupations | Media Specialist I                     | 23.55       |             |
| 13062       | Information And Arts Occupations | Media Specialist II                    | 26.34       |             |
| 13063       | Information And Arts Occupations | Media Specialist III                   | 29.36       |             |
| 13071       | Information And Arts Occupations | Photographer I                         | 23.55       |             |

| <b>Code</b> | <b>Category</b>                    | <b>Title</b>                                    | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------|---|-------------|-------------|
| 13072       | Information And Arts Occupations   | Photographer II                                 | 26.34       |             |
| 13073       | Information And Arts Occupations   | Photographer III                                | 32.64       |             |
| 13074       | Information And Arts Occupations   | Photographer IV                                 | 39.91       |             |
| 13075       | Information And Arts Occupations   | Photographer V                                  | 48.29       |             |
| 13090       | Information And Arts Occupations   | Technical Order Library Clerk                   | 25.70       |             |
| 13110       | Information And Arts Occupations   | Video Teleconference Technician                 | 23.55       |             |
| 14041       | Information Technology Occupations | Computer Operator I                             | 23.85       |             |
| 14042       | Information Technology Occupations | Computer Operator II                            | 26.69       |             |
| 14043       | Information Technology Occupations | Computer Operator III                           | 29.74       |             |
| 14044       | Information Technology Occupations | Computer Operator IV                            | 33.06       |             |
| 14045       | Information Technology Occupations | Computer Operator V                             | 36.61       |             |
| 14071       | Information Technology Occupations | Computer Programmer I                           | NaN         | see 1       |
| 14072       | Information Technology Occupations | Computer Programmer II                          | NaN         | see 1       |
| 14073       | Information Technology Occupations | Computer Programmer III                         | NaN         | see 1       |
| 14074       | Information Technology Occupations | Computer Programmer IV                          | NaN         | see 1       |
| 14101       | Information Technology Occupations | Computer Systems Analyst I                      | NaN         | see 1       |
| 14102       | Information Technology Occupations | Computer Systems Analyst II                     | NaN         | see 1       |
| 14103       | Information Technology Occupations | Computer Systems Analyst III                    | NaN         | see 1       |
| 14150       | Information Technology Occupations | Peripheral Equipment Operator                   | 23.85       |             |
| 14160       | Information Technology Occupations | Personal Computer Support Technician            | 33.06       |             |
| 14170       | Information Technology Occupations | System Support Specialist                       | 36.61       |             |
| 15010       | Instructional Occupations          | Aircrew Training Devices Instructor             | 37.95       |             |
| 15020       | Instructional Occupations          | Aircrew Training Devices Instructor             | 45.91       |             |
| 15030       | Instructional Occupations          | Air Crew Training Devices Instructor            | 55.03       |             |
| 15050       | Instructional Occupations          | Computer Based Training Specialist / Instructor | 37.95       |             |

| <b>Code</b> | <b>Category</b>   | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|---|--|-------------|-------------|
| 15060       | Instructional Occupations                               | Educational Technologist                   | 40.95       |             |
| 15070       | Instructional Occupations                               | Flight Instructor                          | 55.03       |             |
| 15080       | Instructional Occupations                               | Graphic Artist                             | 31.54       |             |
| 15085       | Instructional Occupations                               | Maintenance Test Pilot, Fixed, Jet/Prop    | 55.03       |             |
| 15086       | Instructional Occupations                               | Maintenance Test Pilot, Rotary Wing        | 55.03       |             |
| 15088       | Instructional Occupations                               | Non-Maintenance Test/Co-Pilot              | 55.03       |             |
| 15090       | Instructional Occupations                               | Technical Instructor                       | 26.66       |             |
| 15095       | Instructional Occupations                               | Technical Instructor/Course Developer      | 32.62       |             |
| 15110       | Instructional Occupations                               | Test Proctor                               | 21.52       |             |
| 15120       | Instructional Occupations                               | Tutor                                      | 21.52       |             |
| 16010       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Assembler                                  | 17.21       |             |
| 16030       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Counter Attendant                          | 17.21       |             |
| 16040       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Dry Cleaner                                | 19.67       |             |
| 16070       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Finisher, Flatwork, Machine                | 17.21       |             |
| 16090       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Hand                              | 17.21       |             |
| 16110       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Drycleaning              | 17.21       |             |
| 16130       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Shirts                   | 17.21       |             |
| 16160       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Wearing Apparel, Laundry | 17.21       |             |
| 16190       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Sewing Machine Operator                    | 20.49       |             |
| 16220       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Tailor                                     | 21.30       |             |
| 16250       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Washer, Machine                            | 18.03       |             |
| 19010       | Machine Tool Operation And Repair Occupations           | Machine-Tool Operator                      | 30.50       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|--|--------------------------------------|-------------|-------------|
| 19040       | Machine Tool Operation And Repair Occupations    | Tool And Die Maker                   | 35.51       |             |
| 21020       | Materials Handling And Packing Occupations       | Forklift Operator                    | 20.11       |             |
| 21030       | Materials Handling And Packing Occupations       | Material Coordinator                 | 26.17       |             |
| 21040       | Materials Handling And Packing Occupations       | Material Expediter                   | 26.17       |             |
| 21050       | Materials Handling And Packing Occupations       | Material Handling Laborer            | 17.64       |             |
| 21071       | Materials Handling And Packing Occupations       | Order Filler                         | 16.87       | ***         |
| 21080       | Materials Handling And Packing Occupations       | Production Line Worker               | 20.11       |             |
| 21110       | Materials Handling And Packing Occupations       | Shipping Packer                      | 20.94       |             |
| 21130       | Materials Handling And Packing Occupations       | Shipping/Receiving Clerk             | 20.94       |             |
| 21140       | Materials Handling And Packing Occupations       | Store Worker I                       | 17.30       |             |
| 21150       | Materials Handling And Packing Occupations       | Stock Clerk                          | 20.84       |             |
| 21210       | Materials Handling And Packing Occupations       | Tools And Parts Attendant            | 20.11       |             |
| 21410       | Materials Handling And Packing Occupations       | Warehouse Specialist                 | 20.11       |             |
| 23010       | Mechanics And Maintenance And Repair Occupations | Aerospace Structural Welder          | 33.35       |             |
| 23019       | Mechanics And Maintenance And Repair Occupations | Aircraft Logs and Records Technician | 28.01       |             |
| 23021       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic I                  | 31.72       |             |
| 23022       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic II                 | 33.35       |             |
| 23023       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic III                | 34.21       |             |
| 23040       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic Helper             | 25.56       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                                   | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 23050       | Mechanics And Maintenance And Repair Occupations | Aircraft, Painter                              | 30.50       |             |
| 23060       | Mechanics And Maintenance And Repair Occupations | Aircraft Servicer                              | 28.01       |             |
| 23070       | Mechanics And Maintenance And Repair Occupations | Aircraft Survival Flight Equipment Technician  | 30.50       |             |
| 23080       | Mechanics And Maintenance And Repair Occupations | Aircraft Worker                                | 29.28       |             |
| 23091       | Mechanics And Maintenance And Repair Occupations | Aircrew Life Support Equipment (ALSE) Mechanic | 29.28       |             |
| 23092       | Mechanics And Maintenance And Repair Occupations | Aircrew Life Support Equipment (ALSE) Mechanic | 31.72       |             |
| 23110       | Mechanics And Maintenance And Repair Occupations | Appliance Mechanic                             | 30.50       |             |
| 23120       | Mechanics And Maintenance And Repair Occupations | Bicycle Repairer                               | 26.84       |             |
| 23125       | Mechanics And Maintenance And Repair Occupations | Cable Splicer                                  | 33.45       |             |
| 23130       | Mechanics And Maintenance And Repair Occupations | Carpenter, Maintenance                         | 28.62       |             |
| 23140       | Mechanics And Maintenance And Repair Occupations | Carpet Layer                                   | 29.28       |             |
| 23160       | Mechanics And Maintenance And Repair Occupations | Electrician, Maintenance                       | 37.12       |             |
| 23181       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance I           | 29.28       |             |
| 23182       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance II          | 30.50       |             |
| 23183       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance III         | 31.72       |             |
| 23260       | Mechanics And Maintenance And Repair Occupations | Fabric Worker                                  | 28.01       |             |
| 23290       | Mechanics And Maintenance And Repair Occupations | Fire Alarm System Mechanic                     | 31.26       |             |
| 23310       | Mechanics And Maintenance And Repair Occupations | Fire Extinguisher Repairer                     | 26.84       |             |
| 23311       | Mechanics And Maintenance And Repair Occupations | Fuel Distribution System Mechanic              | 31.72       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 23312       | Mechanics And Maintenance And Repair Occupations | Fuel Distribution System Operator         | 26.84       |             |
| 23370       | Mechanics And Maintenance And Repair Occupations | General Maintenance Worker                | 24.20       |             |
| 23380       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Mechanic         | 31.72       |             |
| 23381       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Servicer         | 28.01       |             |
| 23382       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Worker           | 29.28       |             |
| 23391       | Mechanics And Maintenance And Repair Occupations | Gunsmith I                                | 26.84       |             |
| 23392       | Mechanics And Maintenance And Repair Occupations | Gunsmith II                               | 29.28       |             |
| 23393       | Mechanics And Maintenance And Repair Occupations | Gunsmith III                              | 31.72       |             |
| 23410       | Mechanics And Maintenance And Repair Occupations | Heating, Ventilation And Air-Conditioning | 31.34       |             |
| 23411       | Mechanics And Maintenance And Repair Occupations | Heating, Ventilation And Air Contidioning | 32.54       |             |
| 23430       | Mechanics And Maintenance And Repair Occupations | Heavy Equipment Mechanic                  | 31.72       |             |
| 23440       | Mechanics And Maintenance And Repair Occupations | Heavy Equipment Operator                  | 31.67       |             |
| 23460       | Mechanics And Maintenance And Repair Occupations | Instrument Mechanic                       | 31.72       |             |
| 23465       | Mechanics And Maintenance And Repair Occupations | Laboratory/Shelter Mechanic               | 30.50       |             |
| 23470       | Mechanics And Maintenance And Repair Occupations | Laborer                                   | 17.64       |             |
| 23510       | Mechanics And Maintenance And Repair Occupations | Locksmith                                 | 30.50       |             |
| 23530       | Mechanics And Maintenance And Repair Occupations | Machinery Maintenance Mechanic            | 30.61       |             |
| 23550       | Mechanics And Maintenance And Repair Occupations | Machinist, Maintenance                    | 29.87       |             |
| 23580       | Mechanics And Maintenance And Repair Occupations | Maintenance Trades Helper                 | 25.56       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                     | <b>Rate</b> | <b>Note</b> |
|-------------|--|----------------------------------|-------------|-------------|
| 23591       | Mechanics And Maintenance And Repair Occupations | Metrology Technician I           | 31.72       |             |
| 23592       | Mechanics And Maintenance And Repair Occupations | Metrology Technician II          | 32.93       |             |
| 23593       | Mechanics And Maintenance And Repair Occupations | Metrology Technician III         | 34.21       |             |
| 23640       | Mechanics And Maintenance And Repair Occupations | Millwright                       | 31.72       |             |
| 23710       | Mechanics And Maintenance And Repair Occupations | Office Appliance Repairer        | 30.50       |             |
| 23760       | Mechanics And Maintenance And Repair Occupations | Painter, Maintenance             | 24.24       |             |
| 23790       | Mechanics And Maintenance And Repair Occupations | Pipefitter, Maintenance          | 36.28       |             |
| 23810       | Mechanics And Maintenance And Repair Occupations | Plumber, Maintenance             | 34.81       |             |
| 23820       | Mechanics And Maintenance And Repair Occupations | Pneudraulic Systems Mechanic     | 31.72       |             |
| 23850       | Mechanics And Maintenance And Repair Occupations | Rigger                           | 31.72       |             |
| 23870       | Mechanics And Maintenance And Repair Occupations | Scale Mechanic                   | 29.28       |             |
| 23890       | Mechanics And Maintenance And Repair Occupations | Sheet-Metal Worker, Maintenance  | 31.72       |             |
| 23910       | Mechanics And Maintenance And Repair Occupations | Small Engine Mechanic            | 29.28       |             |
| 23931       | Mechanics And Maintenance And Repair Occupations | Telecommunications Mechanic I    | 38.67       |             |
| 23932       | Mechanics And Maintenance And Repair Occupations | Telecommunications Mechanic II   | 40.15       |             |
| 23950       | Mechanics And Maintenance And Repair Occupations | Telephone Lineman                | 31.72       |             |
| 23960       | Mechanics And Maintenance And Repair Occupations | Welder, Combination, Maintenance | 26.34       |             |
| 23965       | Mechanics And Maintenance And Repair Occupations | Well Driller                     | 31.72       |             |
| 23970       | Mechanics And Maintenance And Repair Occupations | Woodcraft Worker                 | 31.72       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                          | <b>Rate</b> | <b>Note</b> |
|-------------|--|---------------------------------------|-------------|-------------|
| 23980       | Mechanics And Maintenance And Repair Occupations | Woodworker                            | 26.84       |             |
| 24550       | Personal Needs Occupations                       | Case Manager                          | 19.86       |             |
| 24570       | Personal Needs Occupations                       | Child Care Attendant                  | 17.81       |             |
| 24580       | Personal Needs Occupations                       | Child Care Center Clerk               | 22.22       |             |
| 24610       | Personal Needs Occupations                       | Chore Aide                            | 17.89       |             |
| 24620       | Personal Needs Occupations                       | Family Readiness And Support Services | 19.86       |             |
| 24630       | Personal Needs Occupations                       | Homemaker                             | 21.51       |             |
| 25010       | Plant And System Operations Occupations          | Boiler Tender                         | 32.02       |             |
| 25040       | Plant And System Operations Occupations          | Sewage Plant Operator                 | 30.25       |             |
| 25070       | Plant And System Operations Occupations          | Stationary Engineer                   | 32.02       |             |
| 25190       | Plant And System Operations Occupations          | Ventilation Equipment Tender          | 25.80       |             |
| 25210       | Plant And System Operations Occupations          | Water Treatment Plant Operator        | 30.25       |             |
| 27004       | Protective Service Occupations                   | Alarm Monitor                         | 25.63       |             |
| 27007       | Protective Service Occupations                   | Baggage Inspector                     | 18.21       |             |
| 27008       | Protective Service Occupations                   | Corrections Officer                   | 30.80       |             |
| 27010       | Protective Service Occupations                   | Court Security Officer                | 30.80       |             |
| 27030       | Protective Service Occupations                   | Detection Dog Handler                 | 20.37       |             |
| 27040       | Protective Service Occupations                   | Detention Officer                     | 30.80       |             |
| 27070       | Protective Service Occupations                   | Firefighter                           | 30.80       |             |
| 27101       | Protective Service Occupations                   | Guard I                               | 18.21       |             |
| 27102       | Protective Service Occupations                   | Guard II                              | 20.37       |             |
| 27131       | Protective Service Occupations                   | Police Officer I                      | 34.41       |             |
| 27132       | Protective Service Occupations                   | Police Officer II                     | 38.25       |             |
| 28041       | Recreation Occupations                           | Carnival Equipment Operator           | 17.33       |             |
| 28042       | Recreation Occupations                           | Carnival Equipment Repairer           | 18.20       |             |
| 28043       | Recreation Occupations                           | Carnival Worker                       | 13.55       | ***         |
| 28210       | Recreation Occupations                           | Gate Attendant/Gate Tender            | 21.11       |             |
| 28310       | Recreation Occupations                           | Lifeguard                             | 18.81       |             |
| 28350       | Recreation Occupations                           | Park Attendant                        | 23.61       |             |

| <b>Code</b> | <b>Category</b>                                | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 28510       | Recreation Occupations                         | Recreation Aide/Health Facility Attendant | 17.24       |             |
| 28515       | Recreation Occupations                         | Recreation Specialist                     | 29.26       |             |
| 28630       | Recreation Occupations                         | Sports Official                           | 18.81       |             |
| 28690       | Recreation Occupations                         | Swimming Pool Operator                    | 19.84       |             |
| 29010       | Stevedoring/Longshoremen Occupational Services | Blocker And Bracer                        | 29.28       |             |
| 29020       | Stevedoring/Longshoremen Occupational Services | Hatch Tender                              | 29.28       |             |
| 29030       | Stevedoring/Longshoremen Occupational Services | Line Handler                              | 29.28       |             |
| 29041       | Stevedoring/Longshoremen Occupational Services | Stevedore I                               | 28.01       |             |
| 29042       | Stevedoring/Longshoremen Occupational Services | Stevedore II                              | 30.50       |             |
| 30010       | Technical Occupations                          | Air Traffic Control Specialist, Center    | 51.07       | see 2       |
| 30011       | Technical Occupations                          | Air Traffic Control Specialist, Station   | 35.22       | see 2       |
| 30012       | Technical Occupations                          | Air Traffic Control Specialist, Terminal  | 38.79       | see 2       |
| 30021       | Technical Occupations                          | Archeological Technician I                | 23.18       |             |
| 30022       | Technical Occupations                          | Archeological Technician II               | 25.93       |             |
| 30023       | Technical Occupations                          | Archeological Technician III              | 32.12       |             |
| 30030       | Technical Occupations                          | Cartographic Technician                   | 32.12       |             |
| 30040       | Technical Occupations                          | Civil Engineering Technician              | 30.26       |             |
| 30051       | Technical Occupations                          | Cryogenic Technician I                    | 30.97       |             |
| 30052       | Technical Occupations                          | Cryogenic Technician II                   | 34.20       |             |
| 30061       | Technical Occupations                          | Drafter/CAD Operator I                    | 23.18       |             |
| 30062       | Technical Occupations                          | Drafter/CAD Operator II                   | 25.93       |             |
| 30063       | Technical Occupations                          | Drafter/CAD Operator III                  | 28.90       |             |
| 30064       | Technical Occupations                          | Drafter/CAD Operator IV                   | 35.57       |             |
| 30081       | Technical Occupations                          | Engineering Technician I                  | 19.44       |             |
| 30082       | Technical Occupations                          | Engineering Technician II                 | 21.84       |             |
| 30083       | Technical Occupations                          | Engineering Technician III                | 24.42       |             |
| 30084       | Technical Occupations                          | Engineering Technician IV                 | 30.26       |             |

| <b>Code</b> | <b>Category</b>                                       | <b>Title</b>                             | <b>Rate</b> | <b>Note</b> |
|-------------|---|--|-------------|-------------|
| 30085       | Technical Occupations                                 | Engineering Technician V                 | 37.00       |             |
| 30086       | Technical Occupations                                 | Engineering Technician VI                | 44.77       |             |
| 30090       | Technical Occupations                                 | Environmental Technician                 | 32.35       |             |
| 30095       | Technical Occupations                                 | Evidence Control Specialist              | 27.95       |             |
| 30210       | Technical Occupations                                 | Laboratory Technician                    | 27.23       |             |
| 30221       | Technical Occupations                                 | Latent Fingerprint Technician I          | 30.97       |             |
| 30222       | Technical Occupations                                 | Latent Fingerprint Technician II         | 34.20       |             |
| 30240       | Technical Occupations                                 | Mathematical Technician                  | 32.12       |             |
| 30361       | Technical Occupations                                 | Paralegal/Legal Assistant I              | 23.86       |             |
| 30362       | Technical Occupations                                 | Paralegal/Legal Assistant II             | 29.57       |             |
| 30363       | Technical Occupations                                 | Paralegal/Legal Assistant III            | 36.17       |             |
| 30364       | Technical Occupations                                 | Paralegal/Legal Assistant IV             | 43.76       |             |
| 30375       | Technical Occupations                                 | Petroleum Supply Specialist              | 34.20       |             |
| 30390       | Technical Occupations                                 | Photo-Optics Technician                  | 32.12       |             |
| 30395       | Technical Occupations                                 | Radiation Control Technician             | 34.20       |             |
| 30461       | Technical Occupations                                 | Technical Writer I                       | 30.26       |             |
| 30462       | Technical Occupations                                 | Technical Writer II                      | 37.00       |             |
| 30463       | Technical Occupations                                 | Technical Writer III                     | 44.77       |             |
| 30491       | Technical Occupations                                 | Unexploded Ordnance (UXO) Technician I   | 32.46       |             |
| 30492       | Technical Occupations                                 | Unexploded Ordnance (UXO) Technician II  | 39.27       |             |
| 30493       | Technical Occupations                                 | Unexploded Ordnance (UXO) Technician III | 47.07       |             |
| 30494       | Technical Occupations                                 | Unexploded (UXO) Safety Escort           | 32.46       |             |
| 30495       | Technical Occupations                                 | Unexploded (UXO) Sweep Personnel         | 32.46       |             |
| 30501       | Technical Occupations                                 | Weather Forecaster I                     | 35.57       |             |
| 30502       | Technical Occupations                                 | Weather Forecaster II                    | 43.26       |             |
| 30620       | Technical Occupations                                 | Weather Observer, Combined Upper Air Or  | 28.90       | see 2       |
| 30621       | Technical Occupations                                 | Weather Observer, Senior                 | 32.12       | see 2       |
| 31010       | Transportation/Mobile Equipment Operation Occupations | Airplane Pilot                           | 39.27       |             |

| <b>Code</b> | <b>Category</b>                                       | <b>Title</b>                   | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------|-------------|-------------|
| 31020       | Transportation/Mobile Equipment Operation Occupations | Bus Aide                       | 16.96       | ***         |
| 31030       | Transportation/Mobile Equipment Operation Occupations | Bus Driver                     | 21.78       |             |
| 31043       | Transportation/Mobile Equipment Operation Occupations | Driver Courier                 | 19.87       |             |
| 31260       | Transportation/Mobile Equipment Operation Occupations | Parking and Lot Attendant      | 16.05       | ***         |
| 31290       | Transportation/Mobile Equipment Operation Occupations | Shuttle Bus Driver             | 19.47       |             |
| 31310       | Transportation/Mobile Equipment Operation Occupations | Taxi Driver                    | 15.68       | ***         |
| 31361       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Light             | 20.87       |             |
| 31362       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Medium            | 21.78       |             |
| 31363       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Heavy             | 27.53       |             |
| 31364       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Tractor-Trailer   | 27.53       |             |
| 99020       | Miscellaneous Occupations                             | Cabin Safety Specialist        | 19.15       |             |
| 99030       | Miscellaneous Occupations                             | Cashier                        | 15.97       | ***         |
| 99050       | Miscellaneous Occupations                             | Desk Clerk                     | 19.15       |             |
| 99095       | Miscellaneous Occupations                             | Embalmer                       | 36.23       |             |
| 99130       | Miscellaneous Occupations                             | Flight Follower                | 32.46       |             |
| 99251       | Miscellaneous Occupations                             | Laboratory Animal Caretaker I  | 22.47       |             |
| 99252       | Miscellaneous Occupations                             | Laboratory Animal Caretaker II | 23.60       |             |
| 99260       | Miscellaneous Occupations                             | Marketing Analyst              | 33.57       |             |
| 99310       | Miscellaneous Occupations                             | Mortician                      | 36.23       |             |
| 99410       | Miscellaneous Occupations                             | Pest Controller                | 24.63       |             |
| 99510       | Miscellaneous Occupations                             | Photofinishing Worker          | 17.06       | ***         |
| 99710       | Miscellaneous Occupations                             | Recycling Laborer              | 25.94       |             |
| 99711       | Miscellaneous Occupations                             | Recycling Specialist           | 30.42       |             |
| 99730       | Miscellaneous Occupations                             | Refuse Collector               | 23.77       |             |
| 99810       | Miscellaneous Occupations                             | Sales Clerk                    | 16.61       | ***         |
| 99820       | Miscellaneous Occupations                             | School Crossing Guard          | 18.15       |             |

| <b>Code</b> | <b>Category</b>           | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------|---------------------------------|-------------|-------------|
| 99830       | Miscellaneous Occupations | Survey Party Chief              | 24.28       |             |
| 99831       | Miscellaneous Occupations | Surveying Aide                  | 17.27       |             |
| 99832       | Miscellaneous Occupations | Surveying Technician            | 22.08       |             |
| 99840       | Miscellaneous Occupations | Vending Machine Attendant       | 22.47       |             |
| 99841       | Miscellaneous Occupations | Vending Machine Repairer        | 25.74       |             |
| 99842       | Miscellaneous Occupations | Vending Machine Repairer Helper | 22.47       |             |

## **Footer**

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.20 per hour) or 13658 (\$12.90 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. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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: \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 per month\*

\*This rate is to be used only when compensating employees for performance on an SCA-

covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

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

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans'

Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

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

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

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

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

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

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

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**\*\* HAZARDOUS PAY DIFFERENTIAL \*\***

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

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

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like;

minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all

contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of ""wash and wear""

materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

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

**Conformance Process:**

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

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

The process for preparing a conformance request is as follows:

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

2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S.

Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

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

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

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

Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

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## **Wage Determination No. : 2015-4065**

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

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

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 28

Date Of Last Revision : 07/22/2024

Source : [Source Website](#)

**Header**

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

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2024.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.90 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 2024.

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: Massachusetts

This wage determination is applicable to the following cities and towns in ESSEX COUNTY:  
Lynn, Nahant, Saugus

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

**Wage Determination Table**

| Code  | Category  | Title              | Rate  | Note |
|-------|---|--------------------|-------|------|
| 01011 | Administrative Support And Clerical Occupations | Accounting Clerk I | 21.80 |      |

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                        | <b>Rate</b> | <b>Note</b> |
|-------------|---|-------------------------------------|-------------|-------------|
| 01012       | Administrative Support And Clerical Occupations | Accounting Clerk II                 | 24.46       |             |
| 01013       | Administrative Support And Clerical Occupations | Accounting Clerk III                | 27.36       |             |
| 01020       | Administrative Support And Clerical Occupations | Administrative Assistant            | 37.16       |             |
| 01035       | Administrative Support And Clerical Occupations | Court Reporter                      | 27.78       |             |
| 01041       | Administrative Support And Clerical Occupations | Customer Service Representative I   | 18.94       |             |
| 01042       | Administrative Support And Clerical Occupations | Customer Service Representative II  | 20.66       |             |
| 01043       | Administrative Support And Clerical Occupations | Customer Service Representative III | 23.19       |             |
| 01051       | Administrative Support And Clerical Occupations | Data Entry Operator I               | 21.02       |             |
| 01052       | Administrative Support And Clerical Occupations | Data Entry Operator II              | 22.94       |             |
| 01060       | Administrative Support And Clerical Occupations | Dispatcher, Motor Vehicle           | 25.30       |             |
| 01070       | Administrative Support And Clerical Occupations | Document Preparation Clerk          | 22.60       |             |
| 01090       | Administrative Support And Clerical Occupations | Duplicating Machine Operator        | 22.60       |             |
| 01111       | Administrative Support And Clerical Occupations | General Clerk I                     | 19.28       |             |
| 01112       | Administrative Support And Clerical Occupations | General Clerk II                    | 21.04       |             |
| 01113       | Administrative Support And Clerical Occupations | General Clerk III                   | 23.61       |             |
| 01120       | Administrative Support And Clerical Occupations | Housing Referral Assistant          | 28.21       |             |
| 01141       | Administrative Support And Clerical Occupations | Messenger Courier                   | 20.01       |             |
| 01191       | Administrative Support And Clerical Occupations | Order Clerk I                       | 22.88       |             |
| 01192       | Administrative Support And Clerical Occupations | Order Clerk II                      | 24.97       |             |

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------------|-------------|-------------|
| 01261       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) I   | 22.63       |             |
| 01262       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) II  | 25.31       |             |
| 01263       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) III | 28.22       |             |
| 01270       | Administrative Support And Clerical Occupations | Production Control Clerk             | 28.85       |             |
| 01290       | Administrative Support And Clerical Occupations | Rental Clerk                         | 21.07       |             |
| 01300       | Administrative Support And Clerical Occupations | Scheduler, Maintenance               | 22.62       |             |
| 01311       | Administrative Support And Clerical Occupations | Secretary I                          | 22.62       |             |
| 01312       | Administrative Support And Clerical Occupations | Secretary II                         | 25.30       |             |
| 01313       | Administrative Support And Clerical Occupations | Secretary III                        | 28.21       |             |
| 01320       | Administrative Support And Clerical Occupations | Service Order Dispatcher             | 22.62       |             |
| 01410       | Administrative Support And Clerical Occupations | Supply Technician                    | 37.16       |             |
| 01420       | Administrative Support And Clerical Occupations | Survey Worker                        | 24.15       |             |
| 01460       | Administrative Support And Clerical Occupations | Switchboard Operator/Receptionist    | 19.00       |             |
| 01531       | Administrative Support And Clerical Occupations | Travel Clerk I                       | 21.53       |             |
| 01532       | Administrative Support And Clerical Occupations | Travel Clerk II                      | 23.20       |             |
| 01533       | Administrative Support And Clerical Occupations | Travel Clerk III                     | 24.99       |             |
| 01611       | Administrative Support And Clerical Occupations | Word Processor I                     | 20.65       |             |
| 01612       | Administrative Support And Clerical Occupations | Word Processor II                    | 23.17       |             |
| 01613       | Administrative Support And Clerical Occupations | Word Processor III                   | 25.92       |             |

| <b>Code</b> | <b>Category</b>                              | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|--|--------------------------------------|-------------|-------------|
| 05005       | Automotive Service Occupations               | Automobile Body Repairer, Fiberglass | 29.81       |             |
| 05010       | Automotive Service Occupations               | Automotive Electrician               | 23.05       |             |
| 05040       | Automotive Service Occupations               | Automotive Glass Installer           | 22.03       |             |
| 05070       | Automotive Service Occupations               | Automotive Worker                    | 22.03       |             |
| 05110       | Automotive Service Occupations               | Mobile Equipment Servicer            | 19.96       |             |
| 05130       | Automotive Service Occupations               | Motor Equipment Metal Mechanic       | 24.06       |             |
| 05160       | Automotive Service Occupations               | Motor Equipment Metal Worker         | 22.03       |             |
| 05190       | Automotive Service Occupations               | Motor Vehicle Mechanic               | 24.06       |             |
| 05220       | Automotive Service Occupations               | Motor Vehicle Mechanic Helper        | 18.77       |             |
| 05250       | Automotive Service Occupations               | Motor Vehicle Upholstery Worker      | 21.01       |             |
| 05280       | Automotive Service Occupations               | Motor Vehicle Wrecker                | 22.03       |             |
| 05310       | Automotive Service Occupations               | Painter, Automotive                  | 23.05       |             |
| 05340       | Automotive Service Occupations               | Radiator Repair Specialist           | 22.03       |             |
| 05370       | Automotive Service Occupations               | Tire Repairer                        | 17.29       |             |
| 05400       | Automotive Service Occupations               | Transmission Repair Specialist       | 24.06       |             |
| 07010       | Food Preparation And Service Occupations     | Baker                                | 18.37       |             |
| 07041       | Food Preparation And Service Occupations     | Cook I                               | 22.81       |             |
| 07042       | Food Preparation And Service Occupations     | Cook II                              | 25.17       |             |
| 07070       | Food Preparation And Service Occupations     | Dishwasher                           | 17.56       |             |
| 07130       | Food Preparation And Service Occupations     | Food Service Worker                  | 17.65       |             |
| 07210       | Food Preparation And Service Occupations     | Meat Cutter                          | 23.47       |             |
| 07260       | Food Preparation And Service Occupations     | Waiter/Waitress                      | 16.98       | ***         |
| 09010       | Furniture Maintenance And Repair Occupations | Electrostatic Spray Painter          | 23.31       |             |
| 09040       | Furniture Maintenance And Repair Occupations | Furniture Handler                    | 20.32       |             |
| 09080       | Furniture Maintenance And Repair Occupations | Furniture Refinisher                 | 27.80       |             |

| <b>Code</b> | <b>Category</b>                              | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 09090       | Furniture Maintenance And Repair Occupations | Furniture Refinisher Helper                | 23.60       |             |
| 09110       | Furniture Maintenance And Repair Occupations | Furniture Repairer, Minor                  | 26.43       |             |
| 09130       | Furniture Maintenance And Repair Occupations | Upholsterer                                | 23.12       |             |
| 11030       | General Services And Support Occupations     | Cleaner, Vehicles                          | 17.82       |             |
| 11060       | General Services And Support Occupations     | Elevator Operator                          | 18.04       |             |
| 11090       | General Services And Support Occupations     | Gardener                                   | 27.82       |             |
| 11122       | General Services And Support Occupations     | Housekeeping Aide                          | 19.20       |             |
| 11150       | General Services And Support Occupations     | Janitor                                    | 19.20       |             |
| 11210       | General Services And Support Occupations     | Laborer, Grounds Maintenance               | 22.51       |             |
| 11240       | General Services And Support Occupations     | Maid or Houseman                           | 18.60       |             |
| 11260       | General Services And Support Occupations     | Pruner                                     | 20.87       |             |
| 11270       | General Services And Support Occupations     | Tractor Operator                           | 26.15       |             |
| 11330       | General Services And Support Occupations     | Trail Maintenance Worker                   | 22.51       |             |
| 11360       | General Services And Support Occupations     | Window Cleaner                             | 20.71       |             |
| 12010       | Health Occupations                           | Ambulance Driver                           | 25.57       |             |
| 12011       | Health Occupations                           | Breath Alcohol Technician                  | 31.11       |             |
| 12012       | Health Occupations                           | Certified Occupational Therapist Assistant | 36.24       |             |
| 12015       | Health Occupations                           | Certified Physical Therapist Assistant     | 37.07       |             |
| 12020       | Health Occupations                           | Dental Assistant                           | 29.22       |             |
| 12025       | Health Occupations                           | Dental Hygienist                           | 48.88       |             |
| 12030       | Health Occupations                           | EKG Technician                             | 44.61       |             |

| <b>Code</b> | <b>Category</b>                  | <b>Title</b>                        | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------|-------------------------------------|-------------|-------------|
| 12035       | Health Occupations               | Electroneurodiagnostic Technologist | 44.61       |             |
| 12040       | Health Occupations               | Emergency Medical Technician        | 25.57       |             |
| 12071       | Health Occupations               | Licensed Practical Nurse I          | 27.82       |             |
| 12072       | Health Occupations               | Licensed Practical Nurse II         | 31.11       |             |
| 12073       | Health Occupations               | Licensed Practical Nurse III        | 34.68       |             |
| 12100       | Health Occupations               | Medical Assistant                   | 23.06       |             |
| 12130       | Health Occupations               | Medical Laboratory Technician       | 31.64       |             |
| 12160       | Health Occupations               | Medical Record Clerk                | 22.59       |             |
| 12190       | Health Occupations               | Medical Record Technician           | 27.80       |             |
| 12195       | Health Occupations               | Medical Transcriptionist            | 22.46       |             |
| 12210       | Health Occupations               | Nuclear Medicine Technologist       | 49.93       |             |
| 12221       | Health Occupations               | Nursing Assistant I                 | 15.38       | ***         |
| 12222       | Health Occupations               | Nursing Assistant II                | 17.29       |             |
| 12223       | Health Occupations               | Nursing Assistant III               | 18.86       |             |
| 12224       | Health Occupations               | Nursing Assistant IV                | 21.19       |             |
| 12235       | Health Occupations               | Optical Dispenser                   | 30.70       |             |
| 12236       | Health Occupations               | Optical Technician                  | 23.89       |             |
| 12250       | Health Occupations               | Pharmacy Technician                 | 22.05       |             |
| 12280       | Health Occupations               | Phlebotomist                        | 23.28       |             |
| 12305       | Health Occupations               | Radiologic Technologist             | 43.96       |             |
| 12311       | Health Occupations               | Registered Nurse I                  | 31.18       |             |
| 12312       | Health Occupations               | Registered Nurse II                 | 40.19       |             |
| 12313       | Health Occupations               | Registered Nurse II, Specialist     | 40.19       |             |
| 12314       | Health Occupations               | Registered Nurse III                | 48.63       |             |
| 12315       | Health Occupations               | Registered Nurse III, Anesthetist   | 48.63       |             |
| 12316       | Health Occupations               | Registered Nurse IV                 | 58.29       |             |
| 12317       | Health Occupations               | Scheduler                           | 38.56       |             |
| 12320       | Health Occupations               | Substance Abuse Treatment Counselor | 31.46       |             |
| 13011       | Information And Arts Occupations | Exhibits Specialist I               | 22.17       |             |
| 13012       | Information And Arts Occupations | Exhibits Specialist II              | 27.46       |             |
| 13013       | Information And Arts Occupations | Exhibits Specialist III             | 33.59       |             |
| 13041       | Information And Arts Occupations | Illustrator I                       | 24.09       |             |

| <b>Code</b> | <b>Category</b>                    | <b>Title</b>                           | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------|--|-------------|-------------|
| 13042       | Information And Arts Occupations   | Illustrator II                         | 29.83       |             |
| 13043       | Information And Arts Occupations   | Illustrator III                        | 36.49       |             |
| 13047       | Information And Arts Occupations   | Librarian                              | 37.64       |             |
| 13050       | Information And Arts Occupations   | Library Aide/Clerk                     | 21.19       |             |
| 13054       | Information And Arts Occupations   | Library Information Technology Systems | 33.99       |             |
| 13058       | Information And Arts Occupations   | Library Technician                     | 24.30       |             |
| 13061       | Information And Arts Occupations   | Media Specialist I                     | 24.53       |             |
| 13062       | Information And Arts Occupations   | Media Specialist II                    | 27.26       |             |
| 13063       | Information And Arts Occupations   | Media Specialist III                   | 30.40       |             |
| 13071       | Information And Arts Occupations   | Photographer I                         | 21.97       |             |
| 13072       | Information And Arts Occupations   | Photographer II                        | 24.57       |             |
| 13073       | Information And Arts Occupations   | Photographer III                       | 30.44       |             |
| 13074       | Information And Arts Occupations   | Photographer IV                        | 37.24       |             |
| 13075       | Information And Arts Occupations   | Photographer V                         | 45.05       |             |
| 13090       | Information And Arts Occupations   | Technical Order Library Clerk          | 26.60       |             |
| 13110       | Information And Arts Occupations   | Video Teleconference Technician        | 29.82       |             |
| 14041       | Information Technology Occupations | Computer Operator I                    | 27.14       |             |
| 14042       | Information Technology Occupations | Computer Operator II                   | 30.35       |             |
| 14043       | Information Technology Occupations | Computer Operator III                  | 33.85       |             |
| 14044       | Information Technology Occupations | Computer Operator IV                   | 37.61       |             |
| 14045       | Information Technology Occupations | Computer Operator V                    | 41.65       |             |
| 14071       | Information Technology Occupations | Computer Programmer I                  | NaN         | see 1       |
| 14072       | Information Technology Occupations | Computer Programmer II                 | NaN         | see 1       |
| 14073       | Information Technology Occupations | Computer Programmer III                | NaN         | see 1       |
| 14074       | Information Technology Occupations | Computer Programmer IV                 | NaN         | see 1       |
| 14101       | Information Technology Occupations | Computer Systems Analyst I             | NaN         | see 1       |
| 14102       | Information Technology Occupations | Computer Systems Analyst II            | NaN         | see 1       |
| 14103       | Information Technology Occupations | Computer Systems Analyst III           | NaN         | see 1       |

| <b>Code</b> | <b>Category</b>   | <b>Title</b>                                    | <b>Rate</b> | <b>Note</b> |
|-------------|---|---|-------------|-------------|
| 14150       | Information Technology Occupations                      | Peripheral Equipment Operator                   | 27.14       |             |
| 14160       | Information Technology Occupations                      | Personal Computer Support Technician            | 37.61       |             |
| 14170       | Information Technology Occupations                      | System Support Specialist                       | 41.65       |             |
| 15010       | Instructional Occupations                               | Aircrew Training Devices Instructor             | 37.31       |             |
| 15020       | Instructional Occupations                               | Aircrew Training Devices Instructor             | 45.14       |             |
| 15030       | Instructional Occupations                               | Air Crew Training Devices Instructor            | 54.10       |             |
| 15050       | Instructional Occupations                               | Computer Based Training Specialist / Instructor | 37.31       |             |
| 15060       | Instructional Occupations                               | Educational Technologist                        | 41.87       |             |
| 15070       | Instructional Occupations                               | Flight Instructor                               | 54.10       |             |
| 15080       | Instructional Occupations                               | Graphic Artist                                  | 35.24       |             |
| 15085       | Instructional Occupations                               | Maintenance Test Pilot, Fixed, Jet/Prop         | 54.10       |             |
| 15086       | Instructional Occupations                               | Maintenance Test Pilot, Rotary Wing             | 54.10       |             |
| 15088       | Instructional Occupations                               | Non-Maintenance Test/Co-Pilot                   | 54.10       |             |
| 15090       | Instructional Occupations                               | Technical Instructor                            | 30.03       |             |
| 15095       | Instructional Occupations                               | Technical Instructor/Course Developer           | 36.73       |             |
| 15110       | Instructional Occupations                               | Test Proctor                                    | 24.23       |             |
| 15120       | Instructional Occupations                               | Tutor   | 24.23       |             |
| 16010       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Assembler                                       | 17.31       |             |
| 16030       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Counter Attendant                               | 17.31       |             |
| 16040       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Dry Cleaner                                     | 19.77       |             |
| 16070       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Finisher, Flatwork, Machine                     | 17.31       |             |
| 16090       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Hand                                   | 17.31       |             |
| 16110       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Drycleaning                   | 17.31       |             |

| <b>Code</b> | <b>Category</b>   | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|---|--|-------------|-------------|
| 16130       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Shirts                   | 17.31       |             |
| 16160       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Wearing Apparel, Laundry | 17.31       |             |
| 16190       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Sewing Machine Operator                    | 20.60       |             |
| 16220       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Tailor                                     | 21.42       |             |
| 16250       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Washer, Machine                            | 18.13       |             |
| 19010       | Machine Tool Operation And Repair Occupations           | Machine-Tool Operator                      | 30.69       |             |
| 19040       | Machine Tool Operation And Repair Occupations           | Tool And Die Maker                         | 35.87       |             |
| 21020       | Materials Handling And Packing Occupations              | Forklift Operator                          | 23.16       |             |
| 21030       | Materials Handling And Packing Occupations              | Material Coordinator                       | 28.85       |             |
| 21040       | Materials Handling And Packing Occupations              | Material Expediter                         | 28.85       |             |
| 21050       | Materials Handling And Packing Occupations              | Material Handling Laborer                  | 21.14       |             |
| 21071       | Materials Handling And Packing Occupations              | Order Filler                               | 18.06       |             |
| 21080       | Materials Handling And Packing Occupations              | Production Line Worker                     | 23.16       |             |
| 21110       | Materials Handling And Packing Occupations              | Shipping Packer                            | 22.44       |             |
| 21130       | Materials Handling And Packing Occupations              | Shipping/Receiving Clerk                   | 22.44       |             |
| 21140       | Materials Handling And Packing Occupations              | Store Worker I                             | 17.09       | ***         |
| 21150       | Materials Handling And Packing Occupations              | Stock Clerk                                | 21.47       |             |
| 21210       | Materials Handling And Packing Occupations              | Tools And Parts Attendant                  | 23.16       |             |
| 21410       | Materials Handling And Packing Occupations              | Warehouse Specialist                       | 23.16       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                                   | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 23010       | Mechanics And Maintenance And Repair Occupations | Aerospace Structural Welder                    | 42.05       |             |
| 23019       | Mechanics And Maintenance And Repair Occupations | Aircraft Logs and Records Technician           | 35.30       |             |
| 23021       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic I                            | 40.42       |             |
| 23022       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic II                           | 42.05       |             |
| 23023       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic III                          | 43.73       |             |
| 23040       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic Helper                       | 31.53       |             |
| 23050       | Mechanics And Maintenance And Repair Occupations | Aircraft, Painter                              | 38.72       |             |
| 23060       | Mechanics And Maintenance And Repair Occupations | Aircraft Servicer                              | 35.30       |             |
| 23070       | Mechanics And Maintenance And Repair Occupations | Aircraft Survival Flight Equipment Technician  | 38.72       |             |
| 23080       | Mechanics And Maintenance And Repair Occupations | Aircraft Worker                                | 37.02       |             |
| 23091       | Mechanics And Maintenance And Repair Occupations | Aircrew Life Support Equipment (ALSE) Mechanic | 37.02       |             |
| 23092       | Mechanics And Maintenance And Repair Occupations | Aircrew Life Support Equipment (ALSE) Mechanic | 40.42       |             |
| 23110       | Mechanics And Maintenance And Repair Occupations | Appliance Mechanic                             | 30.36       |             |
| 23120       | Mechanics And Maintenance And Repair Occupations | Bicycle Repairer                               | 20.81       |             |
| 23125       | Mechanics And Maintenance And Repair Occupations | Cable Splicer                                  | 49.93       |             |
| 23130       | Mechanics And Maintenance And Repair Occupations | Carpenter, Maintenance                         | 33.94       |             |
| 23140       | Mechanics And Maintenance And Repair Occupations | Carpet Layer                                   | 33.87       |             |
| 23160       | Mechanics And Maintenance And Repair Occupations | Electrician, Maintenance                       | 39.17       |             |
| 23181       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance I           | 32.91       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 23182       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance II     | 34.44       |             |
| 23183       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance III    | 35.95       |             |
| 23260       | Mechanics And Maintenance And Repair Occupations | Fabric Worker                             | 32.27       |             |
| 23290       | Mechanics And Maintenance And Repair Occupations | Fire Alarm System Mechanic                | 35.08       |             |
| 23310       | Mechanics And Maintenance And Repair Occupations | Fire Extinguisher Repairer                | 30.66       |             |
| 23311       | Mechanics And Maintenance And Repair Occupations | Fuel Distribution System Mechanic         | 39.89       |             |
| 23312       | Mechanics And Maintenance And Repair Occupations | Fuel Distribution System Operator         | 33.10       |             |
| 23370       | Mechanics And Maintenance And Repair Occupations | General Maintenance Worker                | 27.15       |             |
| 23380       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Mechanic         | 40.42       |             |
| 23381       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Servicer         | 35.30       |             |
| 23382       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Worker           | 37.02       |             |
| 23391       | Mechanics And Maintenance And Repair Occupations | Gunsmith I                                | 30.66       |             |
| 23392       | Mechanics And Maintenance And Repair Occupations | Gunsmith II                               | 33.84       |             |
| 23393       | Mechanics And Maintenance And Repair Occupations | Gunsmith III                              | 36.95       |             |
| 23410       | Mechanics And Maintenance And Repair Occupations | Heating, Ventilation And Air-Conditioning | 36.42       |             |
| 23411       | Mechanics And Maintenance And Repair Occupations | Heating, Ventilation And Air Contidioning | 37.89       |             |
| 23430       | Mechanics And Maintenance And Repair Occupations | Heavy Equipment Mechanic                  | 37.32       |             |
| 23440       | Mechanics And Maintenance And Repair Occupations | Heavy Equipment Operator                  | 33.20       |             |
| 23460       | Mechanics And Maintenance And Repair Occupations | Instrument Mechanic                       | 32.46       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|--|---------------------------------|-------------|-------------|
| 23465       | Mechanics And Maintenance And Repair Occupations | Laboratory/Shelter Mechanic     | 35.40       |             |
| 23470       | Mechanics And Maintenance And Repair Occupations | Laborer                         | 21.14       |             |
| 23510       | Mechanics And Maintenance And Repair Occupations | Locksmith                       | 29.43       |             |
| 23530       | Mechanics And Maintenance And Repair Occupations | Machinery Maintenance Mechanic  | 34.80       |             |
| 23550       | Mechanics And Maintenance And Repair Occupations | Machinist, Maintenance          | 29.64       |             |
| 23580       | Mechanics And Maintenance And Repair Occupations | Maintenance Trades Helper       | 22.61       |             |
| 23591       | Mechanics And Maintenance And Repair Occupations | Metrology Technician I          | 32.46       |             |
| 23592       | Mechanics And Maintenance And Repair Occupations | Metrology Technician II         | 33.77       |             |
| 23593       | Mechanics And Maintenance And Repair Occupations | Metrology Technician III        | 35.12       |             |
| 23640       | Mechanics And Maintenance And Repair Occupations | Millwright                      | 34.24       |             |
| 23710       | Mechanics And Maintenance And Repair Occupations | Office Appliance Repairer       | 27.99       |             |
| 23760       | Mechanics And Maintenance And Repair Occupations | Painter, Maintenance            | 27.67       |             |
| 23790       | Mechanics And Maintenance And Repair Occupations | Pipefitter, Maintenance         | 43.19       |             |
| 23810       | Mechanics And Maintenance And Repair Occupations | Plumber, Maintenance            | 41.37       |             |
| 23820       | Mechanics And Maintenance And Repair Occupations | Pneudraulic Systems Mechanic    | 36.95       |             |
| 23850       | Mechanics And Maintenance And Repair Occupations | Rigger                          | 38.87       |             |
| 23870       | Mechanics And Maintenance And Repair Occupations | Scale Mechanic                  | 33.84       |             |
| 23890       | Mechanics And Maintenance And Repair Occupations | Sheet-Metal Worker, Maintenance | 35.54       |             |
| 23910       | Mechanics And Maintenance And Repair Occupations | Small Engine Mechanic           | 27.96       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                          | <b>Rate</b> | <b>Note</b> |
|-------------|--|---------------------------------------|-------------|-------------|
| 23931       | Mechanics And Maintenance And Repair Occupations | Telecommunications Mechanic I         | 36.97       |             |
| 23932       | Mechanics And Maintenance And Repair Occupations | Telecommunications Mechanic II        | 38.46       |             |
| 23950       | Mechanics And Maintenance And Repair Occupations | Telephone Lineman                     | 47.65       |             |
| 23960       | Mechanics And Maintenance And Repair Occupations | Welder, Combination, Maintenance      | 30.38       |             |
| 23965       | Mechanics And Maintenance And Repair Occupations | Well Driller                          | 38.14       |             |
| 23970       | Mechanics And Maintenance And Repair Occupations | Woodcraft Worker                      | 36.95       |             |
| 23980       | Mechanics And Maintenance And Repair Occupations | Woodworker                            | 30.66       |             |
| 24550       | Personal Needs Occupations                       | Case Manager                          | 20.21       |             |
| 24570       | Personal Needs Occupations                       | Child Care Attendant                  | 18.19       |             |
| 24580       | Personal Needs Occupations                       | Child Care Center Clerk               | 22.68       |             |
| 24610       | Personal Needs Occupations                       | Chore Aide                            | 18.00       |             |
| 24620       | Personal Needs Occupations                       | Family Readiness And Support Services | 20.21       |             |
| 24630       | Personal Needs Occupations                       | Homemaker                             | 21.25       |             |
| 25010       | Plant And System Operations Occupations          | Boiler Tender                         | 37.68       |             |
| 25040       | Plant And System Operations Occupations          | Sewage Plant Operator                 | 31.91       |             |
| 25070       | Plant And System Operations Occupations          | Stationary Engineer                   | 37.68       |             |
| 25190       | Plant And System Operations Occupations          | Ventilation Equipment Tender          | 29.39       |             |
| 25210       | Plant And System Operations Occupations          | Water Treatment Plant Operator        | 31.91       |             |
| 27004       | Protective Service Occupations                   | Alarm Monitor                         | 27.73       |             |
| 27007       | Protective Service Occupations                   | Baggage Inspector                     | 19.84       |             |
| 27008       | Protective Service Occupations                   | Corrections Officer                   | 39.37       |             |
| 27010       | Protective Service Occupations                   | Court Security Officer                | 37.27       |             |
| 27030       | Protective Service Occupations                   | Detection Dog Handler                 | 22.19       |             |
| 27040       | Protective Service Occupations                   | Detention Officer                     | 39.37       |             |

| <b>Code</b> | <b>Category</b>                                | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 27070       | Protective Service Occupations                 | Firefighter                               | 34.73       |             |
| 27101       | Protective Service Occupations                 | Guard I                                   | 19.84       |             |
| 27102       | Protective Service Occupations                 | Guard II                                  | 22.19       |             |
| 27131       | Protective Service Occupations                 | Police Officer I                          | 33.25       |             |
| 27132       | Protective Service Occupations                 | Police Officer II                         | 36.96       |             |
| 28041       | Recreation Occupations                         | Carnival Equipment Operator               | 20.21       |             |
| 28042       | Recreation Occupations                         | Carnival Equipment Repairer               | 21.50       |             |
| 28043       | Recreation Occupations                         | Carnival Worker                           | 16.13       | ***         |
| 28210       | Recreation Occupations                         | Gate Attendant/Gate Tender                | 21.92       |             |
| 28310       | Recreation Occupations                         | Lifeguard                                 | 17.00       | ***         |
| 28350       | Recreation Occupations                         | Park Attendant                            | 24.52       |             |
| 28510       | Recreation Occupations                         | Recreation Aide/Health Facility Attendant | 17.90       |             |
| 28515       | Recreation Occupations                         | Recreation Specialist                     | 30.38       |             |
| 28630       | Recreation Occupations                         | Sports Official                           | 19.53       |             |
| 28690       | Recreation Occupations                         | Swimming Pool Operator                    | 23.73       |             |
| 29010       | Stevedoring/Longshoremen Occupational Services | Blocker And Bracer                        | 36.09       |             |
| 29020       | Stevedoring/Longshoremen Occupational Services | Hatch Tender                              | 36.09       |             |
| 29030       | Stevedoring/Longshoremen Occupational Services | Line Handler                              | 36.09       |             |
| 29041       | Stevedoring/Longshoremen Occupational Services | Stevedore I                               | 34.41       |             |
| 29042       | Stevedoring/Longshoremen Occupational Services | Stevedore II                              | 37.75       |             |
| 30010       | Technical Occupations                          | Air Traffic Control Specialist, Center    | 51.07       | see 2       |
| 30011       | Technical Occupations                          | Air Traffic Control Specialist, Station   | 35.22       | see 2       |
| 30012       | Technical Occupations                          | Air Traffic Control Specialist, Terminal  | 38.79       | see 2       |
| 30021       | Technical Occupations                          | Archeological Technician I                | 22.53       |             |
| 30022       | Technical Occupations                          | Archeological Technician II               | 25.20       |             |
| 30023       | Technical Occupations                          | Archeological Technician III              | 31.23       |             |
| 30030       | Technical Occupations                          | Cartographic Technician                   | 31.23       |             |

| <b>Code</b> | <b>Category</b>       | <b>Title</b>                             | <b>Rate</b> | <b>Note</b> |
|-------------|-----------------------|--|-------------|-------------|
| 30040       | Technical Occupations | Civil Engineering Technician             | 31.25       |             |
| 30051       | Technical Occupations | Cryogenic Technician I                   | 34.39       |             |
| 30052       | Technical Occupations | Cryogenic Technician II                  | 37.97       |             |
| 30061       | Technical Occupations | Drafter/CAD Operator I                   | 22.53       |             |
| 30062       | Technical Occupations | Drafter/CAD Operator II                  | 25.20       |             |
| 30063       | Technical Occupations | Drafter/CAD Operator III                 | 28.10       |             |
| 30064       | Technical Occupations | Drafter/CAD Operator IV                  | 34.58       |             |
| 30081       | Technical Occupations | Engineering Technician I                 | 20.27       |             |
| 30082       | Technical Occupations | Engineering Technician II                | 22.74       |             |
| 30083       | Technical Occupations | Engineering Technician III               | 25.44       |             |
| 30084       | Technical Occupations | Engineering Technician IV                | 31.52       |             |
| 30085       | Technical Occupations | Engineering Technician V                 | 38.56       |             |
| 30086       | Technical Occupations | Engineering Technician VI                | 46.65       |             |
| 30090       | Technical Occupations | Environmental Technician                 | 29.28       |             |
| 30095       | Technical Occupations | Evidence Control Specialist              | 31.05       |             |
| 30210       | Technical Occupations | Laboratory Technician                    | 29.60       |             |
| 30221       | Technical Occupations | Latent Fingerprint Technician I          | 35.78       |             |
| 30222       | Technical Occupations | Latent Fingerprint Technician II         | 39.51       |             |
| 30240       | Technical Occupations | Mathematical Technician                  | 39.51       |             |
| 30361       | Technical Occupations | Paralegal/Legal Assistant I              | 22.87       |             |
| 30362       | Technical Occupations | Paralegal/Legal Assistant II             | 28.33       |             |
| 30363       | Technical Occupations | Paralegal/Legal Assistant III            | 34.66       |             |
| 30364       | Technical Occupations | Paralegal/Legal Assistant IV             | 41.93       |             |
| 30375       | Technical Occupations | Petroleum Supply Specialist              | 37.97       |             |
| 30390       | Technical Occupations | Photo-Optics Technician                  | 31.23       |             |
| 30395       | Technical Occupations | Radiation Control Technician             | 37.97       |             |
| 30461       | Technical Occupations | Technical Writer I                       | 33.39       |             |
| 30462       | Technical Occupations | Technical Writer II                      | 40.83       |             |
| 30463       | Technical Occupations | Technical Writer III                     | 49.40       |             |
| 30491       | Technical Occupations | Unexploded Ordnance (UXO) Technician I   | 32.46       |             |
| 30492       | Technical Occupations | Unexploded Ordnance (UXO) Technician II  | 39.27       |             |
| 30493       | Technical Occupations | Unexploded Ordnance (UXO) Technician III | 47.07       |             |

| <b>Code</b> | <b>Category</b>                                       | <b>Title</b>                            | <b>Rate</b> | <b>Note</b> |
|-------------|---|---|-------------|-------------|
| 30494       | Technical Occupations                                 | Unexploded (UXO) Safety Escort          | 32.46       |             |
| 30495       | Technical Occupations                                 | Unexploded (UXO) Sweep Personnel        | 32.46       |             |
| 30501       | Technical Occupations                                 | Weather Forecaster I                    | 34.58       |             |
| 30502       | Technical Occupations                                 | Weather Forecaster II                   | 42.06       |             |
| 30620       | Technical Occupations                                 | Weather Observer, Combined Upper Air Or | 28.10       | see 2       |
| 30621       | Technical Occupations                                 | Weather Observer, Senior                | 31.23       | see 2       |
| 31010       | Transportation/Mobile Equipment Operation Occupations | Airplane Pilot                          | 39.27       |             |
| 31020       | Transportation/Mobile Equipment Operation Occupations | Bus Aide                                | 22.33       |             |
| 31030       | Transportation/Mobile Equipment Operation Occupations | Bus Driver                              | 29.03       |             |
| 31043       | Transportation/Mobile Equipment Operation Occupations | Driver Courier                          | 21.04       |             |
| 31260       | Transportation/Mobile Equipment Operation Occupations | Parking and Lot Attendant               | 17.10       | ***         |
| 31290       | Transportation/Mobile Equipment Operation Occupations | Shuttle Bus Driver                      | 19.46       |             |
| 31310       | Transportation/Mobile Equipment Operation Occupations | Taxi Driver                             | 17.28       |             |
| 31361       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Light                      | 22.38       |             |
| 31362       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Medium                     | 23.55       |             |
| 31363       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Heavy                      | 28.81       |             |
| 31364       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Tractor-Trailer            | 28.81       |             |
| 99020       | Miscellaneous Occupations                             | Cabin Safety Specialist                 | 19.15       |             |
| 99030       | Miscellaneous Occupations                             | Cashier                                 | 16.42       | ***         |
| 99050       | Miscellaneous Occupations                             | Desk Clerk                              | 18.57       |             |
| 99095       | Miscellaneous Occupations                             | Embalmer                                | 39.85       |             |
| 99130       | Miscellaneous Occupations                             | Flight Follower                         | 32.46       |             |
| 99251       | Miscellaneous Occupations                             | Laboratory Animal Caretaker I           | 21.50       |             |

| <b>Code</b> | <b>Category</b>           | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------|---------------------------------|-------------|-------------|
| 99252       | Miscellaneous Occupations | Laboratory Animal Caretaker II  | 22.87       |             |
| 99260       | Miscellaneous Occupations | Marketing Analyst               | 39.73       |             |
| 99310       | Miscellaneous Occupations | Mortician                       | 39.85       |             |
| 99410       | Miscellaneous Occupations | Pest Controller                 | 23.66       |             |
| 99510       | Miscellaneous Occupations | Photofinishing Worker           | 20.42       |             |
| 99710       | Miscellaneous Occupations | Recycling Laborer               | 28.69       |             |
| 99711       | Miscellaneous Occupations | Recycling Specialist            | 33.32       |             |
| 99730       | Miscellaneous Occupations | Refuse Collector                | 26.46       |             |
| 99810       | Miscellaneous Occupations | Sales Clerk                     | 17.39       |             |
| 99820       | Miscellaneous Occupations | School Crossing Guard           | 18.03       |             |
| 99830       | Miscellaneous Occupations | Survey Party Chief              | 31.86       |             |
| 99831       | Miscellaneous Occupations | Surveying Aide                  | 21.08       |             |
| 99832       | Miscellaneous Occupations | Surveying Technician            | 28.97       |             |
| 99840       | Miscellaneous Occupations | Vending Machine Attendant       | 24.22       |             |
| 99841       | Miscellaneous Occupations | Vending Machine Repairer        | 28.69       |             |
| 99842       | Miscellaneous Occupations | Vending Machine Repairer Helper | 24.22       |             |

## **Footer**

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.20 per hour) or 13658 (\$12.90 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. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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: \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 per month\*

\*This rate is to be used only when compensating employees for performance on an SCA-

covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

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

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans'

Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

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

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

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

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

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

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

**2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:** If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**\*\* HAZARDOUS PAY DIFFERENTIAL \*\***

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

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

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like;

minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that

has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear"

materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

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

**Conformance Process:**

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

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR

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

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S.

Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).

- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

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

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

Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

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## **Wage Determination No. : 2015-4067**

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

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

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 29

Date Of Last Revision : 07/22/2024

Source : [Source Website](#)

### **Header**

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

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2024.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.90 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 2024.

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: Massachusetts

This wage determination is applicable to the following cities and towns in ESSEX COUNTY:  
Beverly, Danvers, Peabody, Salem

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

### **Wage Determination Table**

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                        | <b>Rate</b> | <b>Note</b> |
|-------------|---|-------------------------------------|-------------|-------------|
| 01011       | Administrative Support And Clerical Occupations | Accounting Clerk I                  | 21.80       |             |
| 01012       | Administrative Support And Clerical Occupations | Accounting Clerk II                 | 24.46       |             |
| 01013       | Administrative Support And Clerical Occupations | Accounting Clerk III                | 27.36       |             |
| 01020       | Administrative Support And Clerical Occupations | Administrative Assistant            | 37.16       |             |
| 01035       | Administrative Support And Clerical Occupations | Court Reporter                      | 27.78       |             |
| 01041       | Administrative Support And Clerical Occupations | Customer Service Representative I   | 18.94       |             |
| 01042       | Administrative Support And Clerical Occupations | Customer Service Representative II  | 20.66       |             |
| 01043       | Administrative Support And Clerical Occupations | Customer Service Representative III | 23.19       |             |
| 01051       | Administrative Support And Clerical Occupations | Data Entry Operator I               | 21.02       |             |
| 01052       | Administrative Support And Clerical Occupations | Data Entry Operator II              | 22.94       |             |
| 01060       | Administrative Support And Clerical Occupations | Dispatcher, Motor Vehicle           | 25.30       |             |
| 01070       | Administrative Support And Clerical Occupations | Document Preparation Clerk          | 22.60       |             |
| 01090       | Administrative Support And Clerical Occupations | Duplicating Machine Operator        | 22.60       |             |

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------------|-------------|-------------|
| 01111       | Administrative Support And Clerical Occupations | General Clerk I                      | 19.28       |             |
| 01112       | Administrative Support And Clerical Occupations | General Clerk II                     | 21.04       |             |
| 01113       | Administrative Support And Clerical Occupations | General Clerk III                    | 23.61       |             |
| 01120       | Administrative Support And Clerical Occupations | Housing Referral Assistant           | 28.21       |             |
| 01141       | Administrative Support And Clerical Occupations | Messenger Courier                    | 20.01       |             |
| 01191       | Administrative Support And Clerical Occupations | Order Clerk I                        | 22.88       |             |
| 01192       | Administrative Support And Clerical Occupations | Order Clerk II                       | 24.97       |             |
| 01261       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) I   | 22.63       |             |
| 01262       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) II  | 25.31       |             |
| 01263       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) III | 28.22       |             |
| 01270       | Administrative Support And Clerical Occupations | Production Control Clerk             | 28.85       |             |
| 01290       | Administrative Support And Clerical Occupations | Rental Clerk                         | 21.07       |             |
| 01300       | Administrative Support And Clerical Occupations | Scheduler, Maintenance               | 22.62       |             |
| 01311       | Administrative Support And Clerical Occupations | Secretary I                          | 22.62       |             |
| 01312       | Administrative Support And Clerical Occupations | Secretary II                         | 25.30       |             |
| 01313       | Administrative Support And Clerical Occupations | Secretary III                        | 28.21       |             |
| 01320       | Administrative Support And Clerical Occupations | Service Order Dispatcher             | 22.62       |             |
| 01410       | Administrative Support And Clerical Occupations | Supply Technician                    | 37.16       |             |
| 01420       | Administrative Support And Clerical Occupations | Survey Worker                        | 24.15       |             |

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------------|-------------|-------------|
| 01460       | Administrative Support And Clerical Occupations | Switchboard Operator/Receptionist    | 19.00       |             |
| 01531       | Administrative Support And Clerical Occupations | Travel Clerk I                       | 21.53       |             |
| 01532       | Administrative Support And Clerical Occupations | Travel Clerk II                      | 23.20       |             |
| 01533       | Administrative Support And Clerical Occupations | Travel Clerk III                     | 24.99       |             |
| 01611       | Administrative Support And Clerical Occupations | Word Processor I                     | 20.65       |             |
| 01612       | Administrative Support And Clerical Occupations | Word Processor II                    | 23.17       |             |
| 01613       | Administrative Support And Clerical Occupations | Word Processor III                   | 25.92       |             |
| 05005       | Automotive Service Occupations                  | Automobile Body Repairer, Fiberglass | 29.81       |             |
| 05010       | Automotive Service Occupations                  | Automotive Electrician               | 23.05       |             |
| 05040       | Automotive Service Occupations                  | Automotive Glass Installer           | 22.03       |             |
| 05070       | Automotive Service Occupations                  | Automotive Worker                    | 22.03       |             |
| 05110       | Automotive Service Occupations                  | Mobile Equipment Servicer            | 19.96       |             |
| 05130       | Automotive Service Occupations                  | Motor Equipment Metal Mechanic       | 24.06       |             |
| 05160       | Automotive Service Occupations                  | Motor Equipment Metal Worker         | 22.03       |             |
| 05190       | Automotive Service Occupations                  | Motor Vehicle Mechanic               | 24.06       |             |
| 05220       | Automotive Service Occupations                  | Motor Vehicle Mechanic Helper        | 18.77       |             |
| 05250       | Automotive Service Occupations                  | Motor Vehicle Upholstery Worker      | 21.01       |             |
| 05280       | Automotive Service Occupations                  | Motor Vehicle Wrecker                | 22.03       |             |
| 05310       | Automotive Service Occupations                  | Painter, Automotive                  | 23.05       |             |
| 05340       | Automotive Service Occupations                  | Radiator Repair Specialist           | 22.03       |             |
| 05370       | Automotive Service Occupations                  | Tire Repairer                        | 17.29       |             |
| 05400       | Automotive Service Occupations                  | Transmission Repair Specialist       | 24.06       |             |
| 07010       | Food Preparation And Service Occupations        | Baker                                | 18.37       |             |
| 07041       | Food Preparation And Service Occupations        | Cook I                               | 22.81       |             |
| 07042       | Food Preparation And Service Occupations        | Cook II                              | 25.17       |             |

| <b>Code</b> | <b>Category</b>                              | <b>Title</b>                 | <b>Rate</b> | <b>Note</b> |
|-------------|--|------------------------------|-------------|-------------|
| 07070       | Food Preparation And Service Occupations     | Dishwasher                   | 17.56       |             |
| 07130       | Food Preparation And Service Occupations     | Food Service Worker          | 17.65       |             |
| 07210       | Food Preparation And Service Occupations     | Meat Cutter                  | 23.47       |             |
| 07260       | Food Preparation And Service Occupations     | Waiter/Waitress              | 16.98       | ***         |
| 09010       | Furniture Maintenance And Repair Occupations | Electrostatic Spray Painter  | 23.31       |             |
| 09040       | Furniture Maintenance And Repair Occupations | Furniture Handler            | 20.32       |             |
| 09080       | Furniture Maintenance And Repair Occupations | Furniture Refinisher         | 27.97       |             |
| 09090       | Furniture Maintenance And Repair Occupations | Furniture Refinisher Helper  | 23.60       |             |
| 09110       | Furniture Maintenance And Repair Occupations | Furniture Repairer, Minor    | 26.43       |             |
| 09130       | Furniture Maintenance And Repair Occupations | Upholsterer                  | 23.12       |             |
| 11030       | General Services And Support Occupations     | Cleaner, Vehicles            | 17.82       |             |
| 11060       | General Services And Support Occupations     | Elevator Operator            | 18.04       |             |
| 11090       | General Services And Support Occupations     | Gardener                     | 27.82       |             |
| 11122       | General Services And Support Occupations     | Housekeeping Aide            | 19.20       |             |
| 11150       | General Services And Support Occupations     | Janitor                      | 19.20       |             |
| 11210       | General Services And Support Occupations     | Laborer, Grounds Maintenance | 22.51       |             |
| 11240       | General Services And Support Occupations     | Maid or Houseman             | 18.60       |             |
| 11260       | General Services And Support Occupations     | Pruner                       | 20.87       |             |
| 11270       | General Services And Support Occupations     | Tractor Operator             | 26.15       |             |

| <b>Code</b> | <b>Category</b>                          | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 11330       | General Services And Support Occupations | Trail Maintenance Worker                   | 22.51       |             |
| 11360       | General Services And Support Occupations | Window Cleaner                             | 20.71       |             |
| 12010       | Health Occupations                       | Ambulance Driver                           | 25.57       |             |
| 12011       | Health Occupations                       | Breath Alcohol Technician                  | 31.11       |             |
| 12012       | Health Occupations                       | Certified Occupational Therapist Assistant | 36.24       |             |
| 12015       | Health Occupations                       | Certified Physical Therapist Assistant     | 37.07       |             |
| 12020       | Health Occupations                       | Dental Assistant                           | 29.22       |             |
| 12025       | Health Occupations                       | Dental Hygienist                           | 48.88       |             |
| 12030       | Health Occupations                       | EKG Technician                             | 44.61       |             |
| 12035       | Health Occupations                       | Electroneurodiagnostic Technologist        | 44.61       |             |
| 12040       | Health Occupations                       | Emergency Medical Technician               | 25.57       |             |
| 12071       | Health Occupations                       | Licensed Practical Nurse I                 | 27.82       |             |
| 12072       | Health Occupations                       | Licensed Practical Nurse II                | 31.11       |             |
| 12073       | Health Occupations                       | Licensed Practical Nurse III               | 34.68       |             |
| 12100       | Health Occupations                       | Medical Assistant                          | 23.06       |             |
| 12130       | Health Occupations                       | Medical Laboratory Technician              | 31.64       |             |
| 12160       | Health Occupations                       | Medical Record Clerk                       | 24.64       |             |
| 12190       | Health Occupations                       | Medical Record Technician                  | 28.22       |             |
| 12195       | Health Occupations                       | Medical Transcriptionist                   | 21.41       |             |
| 12210       | Health Occupations                       | Nuclear Medicine Technologist              | 49.24       |             |
| 12221       | Health Occupations                       | Nursing Assistant I                        | 15.38       | ***         |
| 12222       | Health Occupations                       | Nursing Assistant II                       | 17.29       |             |
| 12223       | Health Occupations                       | Nursing Assistant III                      | 18.86       |             |
| 12224       | Health Occupations                       | Nursing Assistant IV                       | 21.19       |             |
| 12235       | Health Occupations                       | Optical Dispenser                          | 30.70       |             |
| 12236       | Health Occupations                       | Optical Technician                         | 23.89       |             |
| 12250       | Health Occupations                       | Pharmacy Technician                        | 22.05       |             |
| 12280       | Health Occupations                       | Phlebotomist                               | 23.28       |             |
| 12305       | Health Occupations                       | Radiologic Technologist                    | 43.96       |             |
| 12311       | Health Occupations                       | Registered Nurse I                         | 31.18       |             |

| <b>Code</b> | <b>Category</b>                    | <b>Title</b>                           | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------|--|-------------|-------------|
| 12312       | Health Occupations                 | Registered Nurse II                    | 40.19       |             |
| 12313       | Health Occupations                 | Registered Nurse II, Specialist        | 40.19       |             |
| 12314       | Health Occupations                 | Registered Nurse III                   | 48.63       |             |
| 12315       | Health Occupations                 | Registered Nurse III, Anesthetist      | 48.63       |             |
| 12316       | Health Occupations                 | Registered Nurse IV                    | 58.29       |             |
| 12317       | Health Occupations                 | Scheduler                              | 38.56       |             |
| 12320       | Health Occupations                 | Substance Abuse Treatment Counselor    | 27.67       |             |
| 13011       | Information And Arts Occupations   | Exhibits Specialist I                  | 22.81       |             |
| 13012       | Information And Arts Occupations   | Exhibits Specialist II                 | 28.25       |             |
| 13013       | Information And Arts Occupations   | Exhibits Specialist III                | 34.56       |             |
| 13041       | Information And Arts Occupations   | Illustrator I                          | 24.72       |             |
| 13042       | Information And Arts Occupations   | Illustrator II                         | 30.62       |             |
| 13043       | Information And Arts Occupations   | Illustrator III                        | 37.46       |             |
| 13047       | Information And Arts Occupations   | Librarian                              | 37.64       |             |
| 13050       | Information And Arts Occupations   | Library Aide/Clerk                     | 21.19       |             |
| 13054       | Information And Arts Occupations   | Library Information Technology Systems | 33.99       |             |
| 13058       | Information And Arts Occupations   | Library Technician                     | 24.30       |             |
| 13061       | Information And Arts Occupations   | Media Specialist I                     | 24.53       |             |
| 13062       | Information And Arts Occupations   | Media Specialist II                    | 27.43       |             |
| 13063       | Information And Arts Occupations   | Media Specialist III                   | 30.58       |             |
| 13071       | Information And Arts Occupations   | Photographer I                         | 21.97       |             |
| 13072       | Information And Arts Occupations   | Photographer II                        | 24.57       |             |
| 13073       | Information And Arts Occupations   | Photographer III                       | 30.44       |             |
| 13074       | Information And Arts Occupations   | Photographer IV                        | 37.24       |             |
| 13075       | Information And Arts Occupations   | Photographer V                         | 45.05       |             |
| 13090       | Information And Arts Occupations   | Technical Order Library Clerk          | 26.60       |             |
| 13110       | Information And Arts Occupations   | Video Teleconference Technician        | 29.82       |             |
| 14041       | Information Technology Occupations | Computer Operator I                    | 27.14       |             |
| 14042       | Information Technology Occupations | Computer Operator II                   | 30.35       |             |
| 14043       | Information Technology Occupations | Computer Operator III                  | 33.85       |             |
| 14044       | Information Technology Occupations | Computer Operator IV                   | 37.61       |             |
| 14045       | Information Technology Occupations | Computer Operator V                    | 41.65       |             |

| <b>Code</b> | <b>Category</b>                    | <b>Title</b>                                    | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------|---|-------------|-------------|
| 14071       | Information Technology Occupations | Computer Programmer I                           | NaN         | see 1       |
| 14072       | Information Technology Occupations | Computer Programmer II                          | NaN         | see 1       |
| 14073       | Information Technology Occupations | Computer Programmer III                         | NaN         | see 1       |
| 14074       | Information Technology Occupations | Computer Programmer IV                          | NaN         | see 1       |
| 14101       | Information Technology Occupations | Computer Systems Analyst I                      | NaN         | see 1       |
| 14102       | Information Technology Occupations | Computer Systems Analyst II                     | NaN         | see 1       |
| 14103       | Information Technology Occupations | Computer Systems Analyst III                    | NaN         | see 1       |
| 14150       | Information Technology Occupations | Peripheral Equipment Operator                   | 27.14       |             |
| 14160       | Information Technology Occupations | Personal Computer Support Technician            | 37.61       |             |
| 14170       | Information Technology Occupations | System Support Specialist                       | 41.65       |             |
| 15010       | Instructional Occupations          | Aircrew Training Devices Instructor             | 37.31       |             |
| 15020       | Instructional Occupations          | Aircrew Training Devices Instructor             | 45.14       |             |
| 15030       | Instructional Occupations          | Air Crew Training Devices Instructor            | 54.10       |             |
| 15050       | Instructional Occupations          | Computer Based Training Specialist / Instructor | 37.31       |             |
| 15060       | Instructional Occupations          | Educational Technologist                        | 41.87       |             |
| 15070       | Instructional Occupations          | Flight Instructor                               | 54.10       |             |
| 15080       | Instructional Occupations          | Graphic Artist                                  | 35.24       |             |
| 15085       | Instructional Occupations          | Maintenance Test Pilot, Fixed, Jet/Prop         | 54.10       |             |
| 15086       | Instructional Occupations          | Maintenance Test Pilot, Rotary Wing             | 54.10       |             |
| 15088       | Instructional Occupations          | Non-Maintenance Test/Co-Pilot                   | 54.10       |             |
| 15090       | Instructional Occupations          | Technical Instructor                            | 30.03       |             |
| 15095       | Instructional Occupations          | Technical Instructor/Course Developer           | 36.73       |             |

| <b>Code</b> | <b>Category</b>   | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|---|--|-------------|-------------|
| 15110       | Instructional Occupations                               | Test Proctor                               | 24.23       |             |
| 15120       | Instructional Occupations                               | Tutor                                      | 24.23       |             |
| 16010       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Assembler                                  | 17.31       |             |
| 16030       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Counter Attendant                          | 17.31       |             |
| 16040       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Dry Cleaner                                | 19.77       |             |
| 16070       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Finisher, Flatwork, Machine                | 17.31       |             |
| 16090       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Hand                              | 17.31       |             |
| 16110       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Drycleaning              | 17.31       |             |
| 16130       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Shirts                   | 17.31       |             |
| 16160       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Wearing Apparel, Laundry | 17.31       |             |
| 16190       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Sewing Machine Operator                    | 20.60       |             |
| 16220       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Tailor                                     | 21.42       |             |
| 16250       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Washer, Machine                            | 18.13       |             |
| 19010       | Machine Tool Operation And Repair Occupations           | Machine-Tool Operator                      | 30.69       |             |
| 19040       | Machine Tool Operation And Repair Occupations           | Tool And Die Maker                         | 35.87       |             |
| 21020       | Materials Handling And Packing Occupations              | Forklift Operator                          | 23.16       |             |
| 21030       | Materials Handling And Packing Occupations              | Material Coordinator                       | 28.85       |             |
| 21040       | Materials Handling And Packing Occupations              | Material Expediter                         | 28.85       |             |
| 21050       | Materials Handling And Packing Occupations              | Material Handling Laborer                  | 21.14       |             |
| 21071       | Materials Handling And Packing Occupations              | Order Filler                               | 18.06       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                                   | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 21080       | Materials Handling And Packing Occupations       | Production Line Worker                         | 23.16       |             |
| 21110       | Materials Handling And Packing Occupations       | Shipping Packer                                | 22.44       |             |
| 21130       | Materials Handling And Packing Occupations       | Shipping/Receiving Clerk                       | 22.44       |             |
| 21140       | Materials Handling And Packing Occupations       | Store Worker I                                 | 17.09       | ***         |
| 21150       | Materials Handling And Packing Occupations       | Stock Clerk                                    | 21.47       |             |
| 21210       | Materials Handling And Packing Occupations       | Tools And Parts Attendant                      | 23.16       |             |
| 21410       | Materials Handling And Packing Occupations       | Warehouse Specialist                           | 23.16       |             |
| 23010       | Mechanics And Maintenance And Repair Occupations | Aerospace Structural Welder                    | 42.05       |             |
| 23019       | Mechanics And Maintenance And Repair Occupations | Aircraft Logs and Records Technician           | 35.30       |             |
| 23021       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic I                            | 40.42       |             |
| 23022       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic II                           | 42.05       |             |
| 23023       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic III                          | 43.73       |             |
| 23040       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic Helper                       | 31.53       |             |
| 23050       | Mechanics And Maintenance And Repair Occupations | Aircraft, Painter                              | 38.72       |             |
| 23060       | Mechanics And Maintenance And Repair Occupations | Aircraft Servicer                              | 35.30       |             |
| 23070       | Mechanics And Maintenance And Repair Occupations | Aircraft Survival Flight Equipment Technician  | 38.72       |             |
| 23080       | Mechanics And Maintenance And Repair Occupations | Aircraft Worker                                | 37.02       |             |
| 23091       | Mechanics And Maintenance And Repair Occupations | Aircrew Life Support Equipment (ALSE) Mechanic | 37.02       |             |
| 23092       | Mechanics And Maintenance And Repair Occupations | Aircrew Life Support Equipment (ALSE) Mechanic | 40.42       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                           | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 23110       | Mechanics And Maintenance And Repair Occupations | Appliance Mechanic                     | 30.36       |             |
| 23120       | Mechanics And Maintenance And Repair Occupations | Bicycle Repairer                       | 21.20       |             |
| 23125       | Mechanics And Maintenance And Repair Occupations | Cable Splicer                          | 49.93       |             |
| 23130       | Mechanics And Maintenance And Repair Occupations | Carpenter, Maintenance                 | 33.94       |             |
| 23140       | Mechanics And Maintenance And Repair Occupations | Carpet Layer                           | 33.87       |             |
| 23160       | Mechanics And Maintenance And Repair Occupations | Electrician, Maintenance               | 39.17       |             |
| 23181       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance I   | 33.99       |             |
| 23182       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance II  | 35.56       |             |
| 23183       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance III | 37.12       |             |
| 23260       | Mechanics And Maintenance And Repair Occupations | Fabric Worker                          | 32.27       |             |
| 23290       | Mechanics And Maintenance And Repair Occupations | Fire Alarm System Mechanic             | 35.08       |             |
| 23310       | Mechanics And Maintenance And Repair Occupations | Fire Extinguisher Repairer             | 30.66       |             |
| 23311       | Mechanics And Maintenance And Repair Occupations | Fuel Distribution System Mechanic      | 39.89       |             |
| 23312       | Mechanics And Maintenance And Repair Occupations | Fuel Distribution System Operator      | 33.10       |             |
| 23370       | Mechanics And Maintenance And Repair Occupations | General Maintenance Worker             | 27.15       |             |
| 23380       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Mechanic      | 40.42       |             |
| 23381       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Servicer      | 35.30       |             |
| 23382       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Worker        | 37.02       |             |
| 23391       | Mechanics And Maintenance And Repair Occupations | Gunsmith I                             | 30.66       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 23392       | Mechanics And Maintenance And Repair Occupations | Gunsmith II                               | 33.84       |             |
| 23393       | Mechanics And Maintenance And Repair Occupations | Gunsmith III                              | 36.95       |             |
| 23410       | Mechanics And Maintenance And Repair Occupations | Heating, Ventilation And Air-Conditioning | 36.42       |             |
| 23411       | Mechanics And Maintenance And Repair Occupations | Heating, Ventilation And Air Contidioning | 37.89       |             |
| 23430       | Mechanics And Maintenance And Repair Occupations | Heavy Equipment Mechanic                  | 37.32       |             |
| 23440       | Mechanics And Maintenance And Repair Occupations | Heavy Equipment Operator                  | 33.20       |             |
| 23460       | Mechanics And Maintenance And Repair Occupations | Instrument Mechanic                       | 32.46       |             |
| 23465       | Mechanics And Maintenance And Repair Occupations | Laboratory/Shelter Mechanic               | 35.40       |             |
| 23470       | Mechanics And Maintenance And Repair Occupations | Laborer                                   | 21.14       |             |
| 23510       | Mechanics And Maintenance And Repair Occupations | Locksmith                                 | 29.43       |             |
| 23530       | Mechanics And Maintenance And Repair Occupations | Machinery Maintenance Mechanic            | 34.80       |             |
| 23550       | Mechanics And Maintenance And Repair Occupations | Machinist, Maintenance                    | 29.64       |             |
| 23580       | Mechanics And Maintenance And Repair Occupations | Maintenance Trades Helper                 | 21.55       |             |
| 23591       | Mechanics And Maintenance And Repair Occupations | Metrology Technician I                    | 32.46       |             |
| 23592       | Mechanics And Maintenance And Repair Occupations | Metrology Technician II                   | 33.77       |             |
| 23593       | Mechanics And Maintenance And Repair Occupations | Metrology Technician III                  | 35.12       |             |
| 23640       | Mechanics And Maintenance And Repair Occupations | Millwright                                | 34.24       |             |
| 23710       | Mechanics And Maintenance And Repair Occupations | Office Appliance Repairer                 | 27.08       |             |
| 23760       | Mechanics And Maintenance And Repair Occupations | Painter, Maintenance                      | 27.67       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                          | <b>Rate</b> | <b>Note</b> |
|-------------|--|---------------------------------------|-------------|-------------|
| 23790       | Mechanics And Maintenance And Repair Occupations | Pipefitter, Maintenance               | 43.19       |             |
| 23810       | Mechanics And Maintenance And Repair Occupations | Plumber, Maintenance                  | 41.37       |             |
| 23820       | Mechanics And Maintenance And Repair Occupations | Pneudraulic Systems Mechanic          | 36.95       |             |
| 23850       | Mechanics And Maintenance And Repair Occupations | Rigger                                | 39.61       |             |
| 23870       | Mechanics And Maintenance And Repair Occupations | Scale Mechanic                        | 33.84       |             |
| 23890       | Mechanics And Maintenance And Repair Occupations | Sheet-Metal Worker, Maintenance       | 35.54       |             |
| 23910       | Mechanics And Maintenance And Repair Occupations | Small Engine Mechanic                 | 27.96       |             |
| 23931       | Mechanics And Maintenance And Repair Occupations | Telecommunications Mechanic I         | 36.97       |             |
| 23932       | Mechanics And Maintenance And Repair Occupations | Telecommunications Mechanic II        | 38.46       |             |
| 23950       | Mechanics And Maintenance And Repair Occupations | Telephone Lineman                     | 47.65       |             |
| 23960       | Mechanics And Maintenance And Repair Occupations | Welder, Combination, Maintenance      | 28.57       |             |
| 23965       | Mechanics And Maintenance And Repair Occupations | Well Driller                          | 38.14       |             |
| 23970       | Mechanics And Maintenance And Repair Occupations | Woodcraft Worker                      | 36.95       |             |
| 23980       | Mechanics And Maintenance And Repair Occupations | Woodworker                            | 30.66       |             |
| 24550       | Personal Needs Occupations                       | Case Manager                          | 20.21       |             |
| 24570       | Personal Needs Occupations                       | Child Care Attendant                  | 18.19       |             |
| 24580       | Personal Needs Occupations                       | Child Care Center Clerk               | 22.68       |             |
| 24610       | Personal Needs Occupations                       | Chore Aide                            | 18.00       |             |
| 24620       | Personal Needs Occupations                       | Family Readiness And Support Services | 20.21       |             |
| 24630       | Personal Needs Occupations                       | Homemaker                             | 21.25       |             |
| 25010       | Plant And System Operations Occupations          | Boiler Tender                         | 37.68       |             |

| <b>Code</b> | <b>Category</b>                                | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 25040       | Plant And System Operations Occupations        | Sewage Plant Operator                     | 31.91       |             |
| 25070       | Plant And System Operations Occupations        | Stationary Engineer                       | 37.68       |             |
| 25190       | Plant And System Operations Occupations        | Ventilation Equipment Tender              | 29.39       |             |
| 25210       | Plant And System Operations Occupations        | Water Treatment Plant Operator            | 31.91       |             |
| 27004       | Protective Service Occupations                 | Alarm Monitor                             | 27.73       |             |
| 27007       | Protective Service Occupations                 | Baggage Inspector                         | 19.84       |             |
| 27008       | Protective Service Occupations                 | Corrections Officer                       | 39.37       |             |
| 27010       | Protective Service Occupations                 | Court Security Officer                    | 37.27       |             |
| 27030       | Protective Service Occupations                 | Detection Dog Handler                     | 22.19       |             |
| 27040       | Protective Service Occupations                 | Detention Officer                         | 39.37       |             |
| 27070       | Protective Service Occupations                 | Firefighter                               | 34.73       |             |
| 27101       | Protective Service Occupations                 | Guard I                                   | 19.84       |             |
| 27102       | Protective Service Occupations                 | Guard II                                  | 22.19       |             |
| 27131       | Protective Service Occupations                 | Police Officer I                          | 33.25       |             |
| 27132       | Protective Service Occupations                 | Police Officer II                         | 36.96       |             |
| 28041       | Recreation Occupations                         | Carnival Equipment Operator               | 20.21       |             |
| 28042       | Recreation Occupations                         | Carnival Equipment Repairer               | 21.50       |             |
| 28043       | Recreation Occupations                         | Carnival Worker                           | 16.13       | ***         |
| 28210       | Recreation Occupations                         | Gate Attendant/Gate Tender                | 21.92       |             |
| 28310       | Recreation Occupations                         | Lifeguard                                 | 17.00       | ***         |
| 28350       | Recreation Occupations                         | Park Attendant                            | 24.52       |             |
| 28510       | Recreation Occupations                         | Recreation Aide/Health Facility Attendant | 17.90       |             |
| 28515       | Recreation Occupations                         | Recreation Specialist                     | 30.38       |             |
| 28630       | Recreation Occupations                         | Sports Official                           | 19.53       |             |
| 28690       | Recreation Occupations                         | Swimming Pool Operator                    | 23.73       |             |
| 29010       | Stevedoring/Longshoremen Occupational Services | Blocker And Bracer                        | 36.09       |             |
| 29020       | Stevedoring/Longshoremen Occupational Services | Hatch Tender                              | 36.09       |             |
| 29030       | Stevedoring/Longshoremen Occupational Services | Line Handler                              | 36.09       |             |

| <b>Code</b> | <b>Category</b>                                | <b>Title</b>                             | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 29041       | Stevedoring/Longshoremen Occupational Services | Stevedore I                              | 34.41       |             |
| 29042       | Stevedoring/Longshoremen Occupational Services | Stevedore II                             | 37.75       |             |
| 30010       | Technical Occupations                          | Air Traffic Control Specialist, Center   | 51.07       | see 2       |
| 30011       | Technical Occupations                          | Air Traffic Control Specialist, Station  | 35.22       | see 2       |
| 30012       | Technical Occupations                          | Air Traffic Control Specialist, Terminal | 38.79       | see 2       |
| 30021       | Technical Occupations                          | Archeological Technician I               | 22.53       |             |
| 30022       | Technical Occupations                          | Archeological Technician II              | 25.20       |             |
| 30023       | Technical Occupations                          | Archeological Technician III             | 31.23       |             |
| 30030       | Technical Occupations                          | Cartographic Technician                  | 31.23       |             |
| 30040       | Technical Occupations                          | Civil Engineering Technician             | 31.25       |             |
| 30051       | Technical Occupations                          | Cryogenic Technician I                   | 34.39       |             |
| 30052       | Technical Occupations                          | Cryogenic Technician II                  | 37.97       |             |
| 30061       | Technical Occupations                          | Drafter/CAD Operator I                   | 22.53       |             |
| 30062       | Technical Occupations                          | Drafter/CAD Operator II                  | 25.20       |             |
| 30063       | Technical Occupations                          | Drafter/CAD Operator III                 | 28.10       |             |
| 30064       | Technical Occupations                          | Drafter/CAD Operator IV                  | 34.58       |             |
| 30081       | Technical Occupations                          | Engineering Technician I                 | 20.27       |             |
| 30082       | Technical Occupations                          | Engineering Technician II                | 22.74       |             |
| 30083       | Technical Occupations                          | Engineering Technician III               | 25.44       |             |
| 30084       | Technical Occupations                          | Engineering Technician IV                | 31.52       |             |
| 30085       | Technical Occupations                          | Engineering Technician V                 | 38.56       |             |
| 30086       | Technical Occupations                          | Engineering Technician VI                | 46.65       |             |
| 30090       | Technical Occupations                          | Environmental Technician                 | 29.28       |             |
| 30095       | Technical Occupations                          | Evidence Control Specialist              | 31.05       |             |
| 30210       | Technical Occupations                          | Laboratory Technician                    | 29.60       |             |
| 30221       | Technical Occupations                          | Latent Fingerprint Technician I          | 37.06       |             |
| 30222       | Technical Occupations                          | Latent Fingerprint Technician II         | 40.94       |             |
| 30240       | Technical Occupations                          | Mathematical Technician                  | 39.51       |             |
| 30361       | Technical Occupations                          | Paralegal/Legal Assistant I              | 22.87       |             |
| 30362       | Technical Occupations                          | Paralegal/Legal Assistant II             | 28.33       |             |

| <b>Code</b> | <b>Category</b>                                       | <b>Title</b>                             | <b>Rate</b> | <b>Note</b> |
|-------------|---|--|-------------|-------------|
| 30363       | Technical Occupations                                 | Paralegal/Legal Assistant III            | 34.66       |             |
| 30364       | Technical Occupations                                 | Paralegal/Legal Assistant IV             | 41.93       |             |
| 30375       | Technical Occupations                                 | Petroleum Supply Specialist              | 37.97       |             |
| 30390       | Technical Occupations                                 | Photo-Optics Technician                  | 31.23       |             |
| 30395       | Technical Occupations                                 | Radiation Control Technician             | 37.97       |             |
| 30461       | Technical Occupations                                 | Technical Writer I                       | 33.39       |             |
| 30462       | Technical Occupations                                 | Technical Writer II                      | 40.83       |             |
| 30463       | Technical Occupations                                 | Technical Writer III                     | 49.40       |             |
| 30491       | Technical Occupations                                 | Unexploded Ordnance (UXO) Technician I   | 32.46       |             |
| 30492       | Technical Occupations                                 | Unexploded Ordnance (UXO) Technician II  | 39.27       |             |
| 30493       | Technical Occupations                                 | Unexploded Ordnance (UXO) Technician III | 47.07       |             |
| 30494       | Technical Occupations                                 | Unexploded (UXO) Safety Escort           | 32.46       |             |
| 30495       | Technical Occupations                                 | Unexploded (UXO) Sweep Personnel         | 32.46       |             |
| 30501       | Technical Occupations                                 | Weather Forecaster I                     | 34.58       |             |
| 30502       | Technical Occupations                                 | Weather Forecaster II                    | 42.06       |             |
| 30620       | Technical Occupations                                 | Weather Observer, Combined Upper Air Or  | 28.10       | see 2       |
| 30621       | Technical Occupations                                 | Weather Observer, Senior                 | 31.23       | see 2       |
| 31010       | Transportation/Mobile Equipment Operation Occupations | Airplane Pilot                           | 39.27       |             |
| 31020       | Transportation/Mobile Equipment Operation Occupations | Bus Aide                                 | 21.58       |             |
| 31030       | Transportation/Mobile Equipment Operation Occupations | Bus Driver                               | 28.22       |             |
| 31043       | Transportation/Mobile Equipment Operation Occupations | Driver Courier                           | 21.04       |             |
| 31260       | Transportation/Mobile Equipment Operation Occupations | Parking and Lot Attendant                | 17.10       | ***         |
| 31290       | Transportation/Mobile Equipment Operation Occupations | Shuttle Bus Driver                       | 19.46       |             |
| 31310       | Transportation/Mobile Equipment Operation Occupations | Taxi Driver                              | 16.57       | ***         |

| <b>Code</b> | <b>Category</b>                                       | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|---|---------------------------------|-------------|-------------|
| 31361       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Light              | 22.38       |             |
| 31362       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Medium             | 23.55       |             |
| 31363       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Heavy              | 28.81       |             |
| 31364       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Tractor-Trailer    | 28.81       |             |
| 99020       | Miscellaneous Occupations                             | Cabin Safety Specialist         | 19.15       |             |
| 99030       | Miscellaneous Occupations                             | Cashier                         | 16.42       | ***         |
| 99050       | Miscellaneous Occupations                             | Desk Clerk                      | 18.01       |             |
| 99095       | Miscellaneous Occupations                             | Embalmer                        | 39.85       |             |
| 99130       | Miscellaneous Occupations                             | Flight Follower                 | 32.46       |             |
| 99251       | Miscellaneous Occupations                             | Laboratory Animal Caretaker I   | 21.50       |             |
| 99252       | Miscellaneous Occupations                             | Laboratory Animal Caretaker II  | 22.87       |             |
| 99260       | Miscellaneous Occupations                             | Marketing Analyst               | 39.73       |             |
| 99310       | Miscellaneous Occupations                             | Mortician                       | 39.85       |             |
| 99410       | Miscellaneous Occupations                             | Pest Controller                 | 23.66       |             |
| 99510       | Miscellaneous Occupations                             | Photofinishing Worker           | 20.42       |             |
| 99710       | Miscellaneous Occupations                             | Recycling Laborer               | 28.69       |             |
| 99711       | Miscellaneous Occupations                             | Recycling Specialist            | 33.32       |             |
| 99730       | Miscellaneous Occupations                             | Refuse Collector                | 26.46       |             |
| 99810       | Miscellaneous Occupations                             | Sales Clerk                     | 17.39       |             |
| 99820       | Miscellaneous Occupations                             | School Crossing Guard           | 18.03       |             |
| 99830       | Miscellaneous Occupations                             | Survey Party Chief              | 31.86       |             |
| 99831       | Miscellaneous Occupations                             | Surveying Aide                  | 21.08       |             |
| 99832       | Miscellaneous Occupations                             | Surveying Technician            | 28.97       |             |
| 99840       | Miscellaneous Occupations                             | Vending Machine Attendant       | 24.22       |             |
| 99841       | Miscellaneous Occupations                             | Vending Machine Repairer        | 28.69       |             |
| 99842       | Miscellaneous Occupations                             | Vending Machine Repairer Helper | 24.22       |             |

## Footer

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.20 per hour) or 13658 (\$12.90 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. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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: \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 per month\*

\*This rate is to be used only when compensating employees for performance on an SCA-

covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

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

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans'

Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

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

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

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

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

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

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

2) **AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:** If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**\*\* HAZARDOUS PAY DIFFERENTIAL \*\***

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

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

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like;

minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

#### \*\* UNIFORM ALLOWANCE \*\*

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of ""wash and wear""

materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

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

**Conformance Process:**

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

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR

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

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S.

Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

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

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

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

Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

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## **Wage Determination No. : 2015-4069**

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

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

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 27

Date Of Last Revision : 07/22/2024

Source : [Source Website](#)

## Header

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

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2024.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.90 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 2024.

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).

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

BERKSHIRE COUNTY: Adams, Becket, Cheshire, Dalton, Hinsdale, Lanesborough, Lee, Lenox, New Ashford, Peru, Pittsfield, Richmond, Savoy, Washington, Windsor

HAMPSHIRE COUNTY: Middlefield

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

## Wage Determination Table

| Code  | Category  | Title                    | Rate  | Note |
|-------|---|--------------------------|-------|------|
| 01011 | Administrative Support And Clerical Occupations | Accounting Clerk I       | 18.04 |      |
| 01012 | Administrative Support And Clerical Occupations | Accounting Clerk II      | 20.26 |      |
| 01013 | Administrative Support And Clerical Occupations | Accounting Clerk III     | 22.66 |      |
| 01020 | Administrative Support And Clerical Occupations | Administrative Assistant | 31.24 |      |
| 01035 | Administrative Support And Clerical Occupations | Court Reporter           | 21.86 |      |

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------------|-------------|-------------|
| 01041       | Administrative Support And Clerical Occupations | Customer Service Representative I    | 16.80       | ***         |
| 01042       | Administrative Support And Clerical Occupations | Customer Service Representative II   | 18.33       |             |
| 01043       | Administrative Support And Clerical Occupations | Customer Service Representative III  | 20.57       |             |
| 01051       | Administrative Support And Clerical Occupations | Data Entry Operator I                | 15.96       | ***         |
| 01052       | Administrative Support And Clerical Occupations | Data Entry Operator II               | 17.42       |             |
| 01060       | Administrative Support And Clerical Occupations | Dispatcher, Motor Vehicle            | 21.86       |             |
| 01070       | Administrative Support And Clerical Occupations | Document Preparation Clerk           | 17.42       |             |
| 01090       | Administrative Support And Clerical Occupations | Duplicating Machine Operator         | 17.42       |             |
| 01111       | Administrative Support And Clerical Occupations | General Clerk I                      | 17.15       | ***         |
| 01112       | Administrative Support And Clerical Occupations | General Clerk II                     | 18.71       |             |
| 01113       | Administrative Support And Clerical Occupations | General Clerk III                    | 21.02       |             |
| 01120       | Administrative Support And Clerical Occupations | Housing Referral Assistant           | 24.38       |             |
| 01141       | Administrative Support And Clerical Occupations | Messenger Courier                    | 14.18       | ***         |
| 01191       | Administrative Support And Clerical Occupations | Order Clerk I                        | 16.96       | ***         |
| 01192       | Administrative Support And Clerical Occupations | Order Clerk II                       | 18.58       |             |
| 01261       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) I   | 19.54       |             |
| 01262       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) II  | 21.86       |             |
| 01263       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) III | 24.38       |             |
| 01270       | Administrative Support And Clerical Occupations | Production Control Clerk             | 29.12       |             |

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------------|-------------|-------------|
| 01290       | Administrative Support And Clerical Occupations | Rental Clerk                         | 20.46       |             |
| 01300       | Administrative Support And Clerical Occupations | Scheduler, Maintenance               | 19.54       |             |
| 01311       | Administrative Support And Clerical Occupations | Secretary I                          | 19.54       |             |
| 01312       | Administrative Support And Clerical Occupations | Secretary II                         | 21.86       |             |
| 01313       | Administrative Support And Clerical Occupations | Secretary III                        | 24.38       |             |
| 01320       | Administrative Support And Clerical Occupations | Service Order Dispatcher             | 19.54       |             |
| 01410       | Administrative Support And Clerical Occupations | Supply Technician                    | 31.24       |             |
| 01420       | Administrative Support And Clerical Occupations | Survey Worker                        | 24.00       |             |
| 01460       | Administrative Support And Clerical Occupations | Switchboard Operator/Receptionist    | 17.87       |             |
| 01531       | Administrative Support And Clerical Occupations | Travel Clerk I                       | 17.07       | ***         |
| 01532       | Administrative Support And Clerical Occupations | Travel Clerk II                      | 18.39       |             |
| 01533       | Administrative Support And Clerical Occupations | Travel Clerk III                     | 19.81       |             |
| 01611       | Administrative Support And Clerical Occupations | Word Processor I                     | 17.42       |             |
| 01612       | Administrative Support And Clerical Occupations | Word Processor II                    | 19.54       |             |
| 01613       | Administrative Support And Clerical Occupations | Word Processor III                   | 21.86       |             |
| 05005       | Automotive Service Occupations                  | Automobile Body Repairer, Fiberglass | 24.54       |             |
| 05010       | Automotive Service Occupations                  | Automotive Electrician               | 22.59       |             |
| 05040       | Automotive Service Occupations                  | Automotive Glass Installer           | 21.70       |             |
| 05070       | Automotive Service Occupations                  | Automotive Worker                    | 21.70       |             |
| 05110       | Automotive Service Occupations                  | Mobile Equipment Servicer            | 19.40       |             |
| 05130       | Automotive Service Occupations                  | Motor Equipment Metal Mechanic       | 23.58       |             |
| 05160       | Automotive Service Occupations                  | Motor Equipment Metal Worker         | 21.70       |             |

| <b>Code</b> | <b>Category</b>                              | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|--|---------------------------------|-------------|-------------|
| 05190       | Automotive Service Occupations               | Motor Vehicle Mechanic          | 23.58       |             |
| 05220       | Automotive Service Occupations               | Motor Vehicle Mechanic Helper   | 18.05       |             |
| 05250       | Automotive Service Occupations               | Motor Vehicle Upholstery Worker | 20.54       |             |
| 05280       | Automotive Service Occupations               | Motor Vehicle Wrecker           | 21.70       |             |
| 05310       | Automotive Service Occupations               | Painter, Automotive             | 22.59       |             |
| 05340       | Automotive Service Occupations               | Radiator Repair Specialist      | 21.70       |             |
| 05370       | Automotive Service Occupations               | Tire Repairer                   | 19.40       |             |
| 05400       | Automotive Service Occupations               | Transmission Repair Specialist  | 23.58       |             |
| 07010       | Food Preparation And Service Occupations     | Baker                           | 17.71       |             |
| 07041       | Food Preparation And Service Occupations     | Cook I                          | 20.14       |             |
| 07042       | Food Preparation And Service Occupations     | Cook II                         | 22.52       |             |
| 07070       | Food Preparation And Service Occupations     | Dishwasher                      | 15.84       | ***         |
| 07130       | Food Preparation And Service Occupations     | Food Service Worker             | 16.78       | ***         |
| 07210       | Food Preparation And Service Occupations     | Meat Cutter                     | 21.96       |             |
| 07260       | Food Preparation And Service Occupations     | Waiter/Waitress                 | 15.64       | ***         |
| 09010       | Furniture Maintenance And Repair Occupations | Electrostatic Spray Painter     | 30.54       |             |
| 09040       | Furniture Maintenance And Repair Occupations | Furniture Handler               | 21.16       |             |
| 09080       | Furniture Maintenance And Repair Occupations | Furniture Refinisher            | 30.07       |             |
| 09090       | Furniture Maintenance And Repair Occupations | Furniture Refinisher Helper     | 24.40       |             |
| 09110       | Furniture Maintenance And Repair Occupations | Furniture Repairer, Minor       | 27.77       |             |
| 09130       | Furniture Maintenance And Repair Occupations | Upholsterer                     | 27.34       |             |
| 11030       | General Services And Support Occupations     | Cleaner, Vehicles               | 17.53       |             |

| <b>Code</b> | <b>Category</b>                          | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 11060       | General Services And Support Occupations | Elevator Operator                          | 17.85       |             |
| 11090       | General Services And Support Occupations | Gardener                                   | 24.26       |             |
| 11122       | General Services And Support Occupations | Housekeeping Aide                          | 17.85       |             |
| 11150       | General Services And Support Occupations | Janitor                                    | 17.85       |             |
| 11210       | General Services And Support Occupations | Laborer, Grounds Maintenance               | 19.57       |             |
| 11240       | General Services And Support Occupations | Maid or Houseman                           | 17.54       |             |
| 11260       | General Services And Support Occupations | Pruner                                     | 18.29       |             |
| 11270       | General Services And Support Occupations | Tractor Operator                           | 22.57       |             |
| 11330       | General Services And Support Occupations | Trail Maintenance Worker                   | 19.57       |             |
| 11360       | General Services And Support Occupations | Window Cleaner                             | 19.10       |             |
| 12010       | Health Occupations                       | Ambulance Driver                           | 28.08       |             |
| 12011       | Health Occupations                       | Breath Alcohol Technician                  | 28.08       |             |
| 12012       | Health Occupations                       | Certified Occupational Therapist Assistant | 38.52       |             |
| 12015       | Health Occupations                       | Certified Physical Therapist Assistant     | 34.89       |             |
| 12020       | Health Occupations                       | Dental Assistant                           | 23.05       |             |
| 12025       | Health Occupations                       | Dental Hygienist                           | 44.17       |             |
| 12030       | Health Occupations                       | EKG Technician                             | 42.55       |             |
| 12035       | Health Occupations                       | Electroneurodiagnostic Technologist        | 42.55       |             |
| 12040       | Health Occupations                       | Emergency Medical Technician               | 28.08       |             |
| 12071       | Health Occupations                       | Licensed Practical Nurse I                 | 25.10       |             |
| 12072       | Health Occupations                       | Licensed Practical Nurse II                | 28.08       |             |
| 12073       | Health Occupations                       | Licensed Practical Nurse III               | 31.31       |             |
| 12100       | Health Occupations                       | Medical Assistant                          | 22.91       |             |
| 12130       | Health Occupations                       | Medical Laboratory Technician              | 28.50       |             |

| <b>Code</b> | <b>Category</b>                  | <b>Title</b>                           | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------|--|-------------|-------------|
| 12160       | Health Occupations               | Medical Record Clerk                   | 23.67       |             |
| 12190       | Health Occupations               | Medical Record Technician              | 27.41       |             |
| 12195       | Health Occupations               | Medical Transcriptionist               | 25.10       |             |
| 12210       | Health Occupations               | Nuclear Medicine Technologist          | 61.70       |             |
| 12221       | Health Occupations               | Nursing Assistant I                    | 15.44       | ***         |
| 12222       | Health Occupations               | Nursing Assistant II                   | 17.38       |             |
| 12223       | Health Occupations               | Nursing Assistant III                  | 18.96       |             |
| 12224       | Health Occupations               | Nursing Assistant IV                   | 21.28       |             |
| 12235       | Health Occupations               | Optical Dispenser                      | 28.08       |             |
| 12236       | Health Occupations               | Optical Technician                     | 25.10       |             |
| 12250       | Health Occupations               | Pharmacy Technician                    | 19.90       |             |
| 12280       | Health Occupations               | Phlebotomist                           | 23.67       |             |
| 12305       | Health Occupations               | Radiologic Technologist                | 42.55       |             |
| 12311       | Health Occupations               | Registered Nurse I                     | 30.69       |             |
| 12312       | Health Occupations               | Registered Nurse II                    | 37.54       |             |
| 12313       | Health Occupations               | Registered Nurse II, Specialist        | 37.54       |             |
| 12314       | Health Occupations               | Registered Nurse III                   | 45.75       |             |
| 12315       | Health Occupations               | Registered Nurse III, Anesthetist      | 45.75       |             |
| 12316       | Health Occupations               | Registered Nurse IV                    | 54.44       |             |
| 12317       | Health Occupations               | Scheduler                              | 34.79       |             |
| 12320       | Health Occupations               | Substance Abuse Treatment Counselor    | 25.51       |             |
| 13011       | Information And Arts Occupations | Exhibits Specialist I                  | 19.61       |             |
| 13012       | Information And Arts Occupations | Exhibits Specialist II                 | 24.22       |             |
| 13013       | Information And Arts Occupations | Exhibits Specialist III                | 29.65       |             |
| 13041       | Information And Arts Occupations | Illustrator I                          | 19.57       |             |
| 13042       | Information And Arts Occupations | Illustrator II                         | 24.22       |             |
| 13043       | Information And Arts Occupations | Illustrator III                        | 29.65       |             |
| 13047       | Information And Arts Occupations | Librarian                              | 26.84       |             |
| 13050       | Information And Arts Occupations | Library Aide/Clerk                     | 16.95       | ***         |
| 13054       | Information And Arts Occupations | Library Information Technology Systems | 24.22       |             |
| 13058       | Information And Arts Occupations | Library Technician                     | 18.82       |             |
| 13061       | Information And Arts Occupations | Media Specialist I                     | 16.83       | ***         |

| <b>Code</b> | <b>Category</b>                    | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------|--------------------------------------|-------------|-------------|
| 13062       | Information And Arts Occupations   | Media Specialist II                  | 18.82       |             |
| 13063       | Information And Arts Occupations   | Media Specialist III                 | 20.99       |             |
| 13071       | Information And Arts Occupations   | Photographer I                       | 16.83       | ***         |
| 13072       | Information And Arts Occupations   | Photographer II                      | 20.21       |             |
| 13073       | Information And Arts Occupations   | Photographer III                     | 24.61       |             |
| 13074       | Information And Arts Occupations   | Photographer IV                      | 30.49       |             |
| 13075       | Information And Arts Occupations   | Photographer V                       | 37.95       |             |
| 13090       | Information And Arts Occupations   | Technical Order Library Clerk        | 20.46       |             |
| 13110       | Information And Arts Occupations   | Video Teleconference Technician      | 18.56       |             |
| 14041       | Information Technology Occupations | Computer Operator I                  | 16.13       | ***         |
| 14042       | Information Technology Occupations | Computer Operator II                 | 18.66       |             |
| 14043       | Information Technology Occupations | Computer Operator III                | 20.45       |             |
| 14044       | Information Technology Occupations | Computer Operator IV                 | 23.38       |             |
| 14045       | Information Technology Occupations | Computer Operator V                  | 25.89       |             |
| 14071       | Information Technology Occupations | Computer Programmer I                | 25.50       | see<br>1    |
| 14072       | Information Technology Occupations | Computer Programmer II               | NaN         | see<br>1    |
| 14073       | Information Technology Occupations | Computer Programmer III              | NaN         | see<br>1    |
| 14074       | Information Technology Occupations | Computer Programmer IV               | NaN         | see<br>1    |
| 14101       | Information Technology Occupations | Computer Systems Analyst I           | NaN         | see<br>1    |
| 14102       | Information Technology Occupations | Computer Systems Analyst II          | NaN         | see<br>1    |
| 14103       | Information Technology Occupations | Computer Systems Analyst III         | NaN         | see<br>1    |
| 14150       | Information Technology Occupations | Peripheral Equipment Operator        | 16.13       | ***         |
| 14160       | Information Technology Occupations | Personal Computer Support Technician | 23.38       |             |
| 14170       | Information Technology Occupations | System Support Specialist            | 25.89       |             |
| 15010       | Instructional Occupations          | Aircrew Training Devices Instructor  | 34.94       |             |
| 15020       | Instructional Occupations          | Aircrew Training Devices Instructor  | 42.27       |             |

| <b>Code</b> | <b>Category</b>   | <b>Title</b>                                    | <b>Rate</b> | <b>Note</b> |
|-------------|---|---|-------------|-------------|
| 15030       | Instructional Occupations                               | Air Crew Training Devices Instructor            | 50.67       |             |
| 15050       | Instructional Occupations                               | Computer Based Training Specialist / Instructor | 34.94       |             |
| 15060       | Instructional Occupations                               | Educational Technologist                        | 36.78       |             |
| 15070       | Instructional Occupations                               | Flight Instructor                               | 50.67       |             |
| 15080       | Instructional Occupations                               | Graphic Artist                                  | 23.96       |             |
| 15085       | Instructional Occupations                               | Maintenance Test Pilot, Fixed, Jet/Prop         | 49.74       |             |
| 15086       | Instructional Occupations                               | Maintenance Test Pilot, Rotary Wing             | 49.74       |             |
| 15088       | Instructional Occupations                               | Non-Maintenance Test/Co-Pilot                   | 49.74       |             |
| 15090       | Instructional Occupations                               | Technical Instructor                            | 27.71       |             |
| 15095       | Instructional Occupations                               | Technical Instructor/Course Developer           | 33.90       |             |
| 15110       | Instructional Occupations                               | Test Proctor                                    | 22.39       |             |
| 15120       | Instructional Occupations                               | Tutor   | 22.39       |             |
| 16010       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Assembler                                       | 17.31       |             |
| 16030       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Counter Attendant                               | 17.31       |             |
| 16040       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Dry Cleaner                                     | 19.77       |             |
| 16070       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Finisher, Flatwork, Machine                     | 17.31       |             |
| 16090       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Hand                                   | 17.31       |             |
| 16110       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Drycleaning                   | 17.31       |             |
| 16130       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Shirts                        | 17.31       |             |
| 16160       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Wearing Apparel, Laundry      | 17.31       |             |
| 16190       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Sewing Machine Operator                         | 20.60       |             |
| 16220       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Tailor  | 21.42       |             |

| <b>Code</b> | <b>Category</b>   | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------------|-------------|-------------|
| 16250       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Washer, Machine                      | 18.13       |             |
| 19010       | Machine Tool Operation And Repair Occupations           | Machine-Tool Operator                | 25.85       |             |
| 19040       | Machine Tool Operation And Repair Occupations           | Tool And Die Maker                   | 29.92       |             |
| 21020       | Materials Handling And Packing Occupations              | Forklift Operator                    | 22.22       |             |
| 21030       | Materials Handling And Packing Occupations              | Material Coordinator                 | 29.12       |             |
| 21040       | Materials Handling And Packing Occupations              | Material Expediter                   | 29.12       |             |
| 21050       | Materials Handling And Packing Occupations              | Material Handling Laborer            | 18.03       |             |
| 21071       | Materials Handling And Packing Occupations              | Order Filler                         | 17.14       | ***         |
| 21080       | Materials Handling And Packing Occupations              | Production Line Worker               | 22.22       |             |
| 21110       | Materials Handling And Packing Occupations              | Shipping Packer                      | 19.53       |             |
| 21130       | Materials Handling And Packing Occupations              | Shipping/Receiving Clerk             | 19.53       |             |
| 21140       | Materials Handling And Packing Occupations              | Store Worker I                       | 16.38       | ***         |
| 21150       | Materials Handling And Packing Occupations              | Stock Clerk                          | 19.84       |             |
| 21210       | Materials Handling And Packing Occupations              | Tools And Parts Attendant            | 22.22       |             |
| 21410       | Materials Handling And Packing Occupations              | Warehouse Specialist                 | 22.22       |             |
| 23010       | Mechanics And Maintenance And Repair Occupations        | Aerospace Structural Welder          | 33.06       |             |
| 23019       | Mechanics And Maintenance And Repair Occupations        | Aircraft Logs and Records Technician | 27.77       |             |
| 23021       | Mechanics And Maintenance And Repair Occupations        | Aircraft Mechanic I                  | 31.87       |             |
| 23022       | Mechanics And Maintenance And Repair Occupations        | Aircraft Mechanic II                 | 33.06       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                                   | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 23023       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic III                          | 34.20       |             |
| 23040       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic Helper                       | 24.40       |             |
| 23050       | Mechanics And Maintenance And Repair Occupations | Aircraft, Painter                              | 30.54       |             |
| 23060       | Mechanics And Maintenance And Repair Occupations | Aircraft Servicer                              | 27.77       |             |
| 23070       | Mechanics And Maintenance And Repair Occupations | Aircraft Survival Flight Equipment Technician  | 30.54       |             |
| 23080       | Mechanics And Maintenance And Repair Occupations | Aircraft Worker                                | 29.33       |             |
| 23091       | Mechanics And Maintenance And Repair Occupations | Aircrew Life Support Equipment (ALSE) Mechanic | 29.33       |             |
| 23092       | Mechanics And Maintenance And Repair Occupations | Aircrew Life Support Equipment (ALSE) Mechanic | 31.87       |             |
| 23110       | Mechanics And Maintenance And Repair Occupations | Appliance Mechanic                             | 30.54       |             |
| 23120       | Mechanics And Maintenance And Repair Occupations | Bicycle Repairer                               | 26.23       |             |
| 23125       | Mechanics And Maintenance And Repair Occupations | Cable Splicer                                  | 31.87       |             |
| 23130       | Mechanics And Maintenance And Repair Occupations | Carpenter, Maintenance                         | 27.59       |             |
| 23140       | Mechanics And Maintenance And Repair Occupations | Carpet Layer                                   | 29.33       |             |
| 23160       | Mechanics And Maintenance And Repair Occupations | Electrician, Maintenance                       | 36.31       |             |
| 23181       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance I           | 29.33       |             |
| 23182       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance II          | 30.54       |             |
| 23183       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance III         | 31.87       |             |
| 23260       | Mechanics And Maintenance And Repair Occupations | Fabric Worker                                  | 27.77       |             |
| 23290       | Mechanics And Maintenance And Repair Occupations | Fire Alarm System Mechanic                     | 31.87       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 23310       | Mechanics And Maintenance And Repair Occupations | Fire Extinguisher Repairer                | 26.23       |             |
| 23311       | Mechanics And Maintenance And Repair Occupations | Fuel Distribution System Mechanic         | 31.87       |             |
| 23312       | Mechanics And Maintenance And Repair Occupations | Fuel Distribution System Operator         | 26.23       |             |
| 23370       | Mechanics And Maintenance And Repair Occupations | General Maintenance Worker                | 22.46       |             |
| 23380       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Mechanic         | 31.87       |             |
| 23381       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Servicer         | 27.77       |             |
| 23382       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Worker           | 29.33       |             |
| 23391       | Mechanics And Maintenance And Repair Occupations | Gunsmith I                                | 26.23       |             |
| 23392       | Mechanics And Maintenance And Repair Occupations | Gunsmith II                               | 29.33       |             |
| 23393       | Mechanics And Maintenance And Repair Occupations | Gunsmith III                              | 31.87       |             |
| 23410       | Mechanics And Maintenance And Repair Occupations | Heating, Ventilation And Air-Conditioning | 30.41       |             |
| 23411       | Mechanics And Maintenance And Repair Occupations | Heating, Ventilation And Air Contidioning | 31.54       |             |
| 23430       | Mechanics And Maintenance And Repair Occupations | Heavy Equipment Mechanic                  | 31.87       |             |
| 23440       | Mechanics And Maintenance And Repair Occupations | Heavy Equipment Operator                  | 29.98       |             |
| 23460       | Mechanics And Maintenance And Repair Occupations | Instrument Mechanic                       | 31.87       |             |
| 23465       | Mechanics And Maintenance And Repair Occupations | Laboratory/Shelter Mechanic               | 30.54       |             |
| 23470       | Mechanics And Maintenance And Repair Occupations | Laborer                                   | 18.03       |             |
| 23510       | Mechanics And Maintenance And Repair Occupations | Locksmith                                 | 30.54       |             |
| 23530       | Mechanics And Maintenance And Repair Occupations | Machinery Maintenance Mechanic            | 30.26       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                     | <b>Rate</b> | <b>Note</b> |
|-------------|--|----------------------------------|-------------|-------------|
| 23550       | Mechanics And Maintenance And Repair Occupations | Machinist, Maintenance           | 29.65       |             |
| 23580       | Mechanics And Maintenance And Repair Occupations | Maintenance Trades Helper        | 28.27       |             |
| 23591       | Mechanics And Maintenance And Repair Occupations | Metrology Technician I           | 31.87       |             |
| 23592       | Mechanics And Maintenance And Repair Occupations | Metrology Technician II          | 33.06       |             |
| 23593       | Mechanics And Maintenance And Repair Occupations | Metrology Technician III         | 34.20       |             |
| 23640       | Mechanics And Maintenance And Repair Occupations | Millwright                       | 31.87       |             |
| 23710       | Mechanics And Maintenance And Repair Occupations | Office Appliance Repairer        | 30.54       |             |
| 23760       | Mechanics And Maintenance And Repair Occupations | Painter, Maintenance             | 24.23       |             |
| 23790       | Mechanics And Maintenance And Repair Occupations | Pipefitter, Maintenance          | 41.76       |             |
| 23810       | Mechanics And Maintenance And Repair Occupations | Plumber, Maintenance             | 37.45       |             |
| 23820       | Mechanics And Maintenance And Repair Occupations | Pneudraulic Systems Mechanic     | 31.87       |             |
| 23850       | Mechanics And Maintenance And Repair Occupations | Rigger                           | 31.87       |             |
| 23870       | Mechanics And Maintenance And Repair Occupations | Scale Mechanic                   | 29.33       |             |
| 23890       | Mechanics And Maintenance And Repair Occupations | Sheet-Metal Worker, Maintenance  | 33.85       |             |
| 23910       | Mechanics And Maintenance And Repair Occupations | Small Engine Mechanic            | 29.33       |             |
| 23931       | Mechanics And Maintenance And Repair Occupations | Telecommunications Mechanic I    | 31.87       |             |
| 23932       | Mechanics And Maintenance And Repair Occupations | Telecommunications Mechanic II   | 33.06       |             |
| 23950       | Mechanics And Maintenance And Repair Occupations | Telephone Lineman                | 33.43       |             |
| 23960       | Mechanics And Maintenance And Repair Occupations | Welder, Combination, Maintenance | 29.06       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                          | <b>Rate</b> | <b>Note</b> |
|-------------|--|---------------------------------------|-------------|-------------|
| 23965       | Mechanics And Maintenance And Repair Occupations | Well Driller                          | 31.87       |             |
| 23970       | Mechanics And Maintenance And Repair Occupations | Woodcraft Worker                      | 31.87       |             |
| 23980       | Mechanics And Maintenance And Repair Occupations | Woodworker                            | 26.23       |             |
| 24550       | Personal Needs Occupations                       | Case Manager                          | 21.91       |             |
| 24570       | Personal Needs Occupations                       | Child Care Attendant                  | 16.83       | ***         |
| 24580       | Personal Needs Occupations                       | Child Care Center Clerk               | 20.99       |             |
| 24610       | Personal Needs Occupations                       | Chore Aide                            | 17.89       |             |
| 24620       | Personal Needs Occupations                       | Family Readiness And Support Services | 21.91       |             |
| 24630       | Personal Needs Occupations                       | Homemaker                             | 21.91       |             |
| 25010       | Plant And System Operations Occupations          | Boiler Tender                         | 31.04       |             |
| 25040       | Plant And System Operations Occupations          | Sewage Plant Operator                 | 28.43       |             |
| 25070       | Plant And System Operations Occupations          | Stationary Engineer                   | 31.04       |             |
| 25190       | Plant And System Operations Occupations          | Ventilation Equipment Tender          | 23.76       |             |
| 25210       | Plant And System Operations Occupations          | Water Treatment Plant Operator        | 28.43       |             |
| 27004       | Protective Service Occupations                   | Alarm Monitor                         | 20.68       |             |
| 27007       | Protective Service Occupations                   | Baggage Inspector                     | 18.82       |             |
| 27008       | Protective Service Occupations                   | Corrections Officer                   | 24.61       |             |
| 27010       | Protective Service Occupations                   | Court Security Officer                | 24.61       |             |
| 27030       | Protective Service Occupations                   | Detection Dog Handler                 | 21.05       |             |
| 27040       | Protective Service Occupations                   | Detention Officer                     | 24.61       |             |
| 27070       | Protective Service Occupations                   | Firefighter                           | 24.61       |             |
| 27101       | Protective Service Occupations                   | Guard I                               | 18.82       |             |
| 27102       | Protective Service Occupations                   | Guard II                              | 21.05       |             |
| 27131       | Protective Service Occupations                   | Police Officer I                      | 29.14       |             |
| 27132       | Protective Service Occupations                   | Police Officer II                     | 32.38       |             |
| 28041       | Recreation Occupations                           | Carnival Equipment Operator           | 16.85       | ***         |
| 28042       | Recreation Occupations                           | Carnival Equipment Repairer           | 18.11       |             |

| <b>Code</b> | <b>Category</b>                                | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 28043       | Recreation Occupations                         | Carnival Worker                           | 13.43       | ***         |
| 28210       | Recreation Occupations                         | Gate Attendant/Gate Tender                | 20.15       |             |
| 28310       | Recreation Occupations                         | Lifeguard                                 | 15.69       | ***         |
| 28350       | Recreation Occupations                         | Park Attendant                            | 22.54       |             |
| 28510       | Recreation Occupations                         | Recreation Aide/Health Facility Attendant | 16.45       | ***         |
| 28515       | Recreation Occupations                         | Recreation Specialist                     | 27.93       |             |
| 28630       | Recreation Occupations                         | Sports Official                           | 17.94       |             |
| 28690       | Recreation Occupations                         | Swimming Pool Operator                    | 20.25       |             |
| 29010       | Stevedoring/Longshoremen Occupational Services | Blocker And Bracer                        | 29.33       |             |
| 29020       | Stevedoring/Longshoremen Occupational Services | Hatch Tender                              | 29.33       |             |
| 29030       | Stevedoring/Longshoremen Occupational Services | Line Handler                              | 29.33       |             |
| 29041       | Stevedoring/Longshoremen Occupational Services | Stevedore I                               | 27.77       |             |
| 29042       | Stevedoring/Longshoremen Occupational Services | Stevedore II                              | 30.54       |             |
| 30010       | Technical Occupations                          | Air Traffic Control Specialist, Center    | 50.94       | see 2       |
| 30011       | Technical Occupations                          | Air Traffic Control Specialist, Station   | 35.12       | see 2       |
| 30012       | Technical Occupations                          | Air Traffic Control Specialist, Terminal  | 38.68       | see 2       |
| 30021       | Technical Occupations                          | Archeological Technician I                | 18.96       |             |
| 30022       | Technical Occupations                          | Archeological Technician II               | 20.50       |             |
| 30023       | Technical Occupations                          | Archeological Technician III              | 25.37       |             |
| 30030       | Technical Occupations                          | Cartographic Technician                   | 25.37       |             |
| 30040       | Technical Occupations                          | Civil Engineering Technician              | 25.30       |             |
| 30051       | Technical Occupations                          | Cryogenic Technician I                    | 27.68       |             |
| 30052       | Technical Occupations                          | Cryogenic Technician II                   | 30.58       |             |
| 30061       | Technical Occupations                          | Drafter/CAD Operator I                    | 18.30       |             |
| 30062       | Technical Occupations                          | Drafter/CAD Operator II                   | 20.49       |             |
| 30063       | Technical Occupations                          | Drafter/CAD Operator III                  | 22.83       |             |
| 30064       | Technical Occupations                          | Drafter/CAD Operator IV                   | 28.09       |             |

| <b>Code</b> | <b>Category</b>       | <b>Title</b>                             | <b>Rate</b> | <b>Note</b> |
|-------------|-----------------------|--|-------------|-------------|
| 30081       | Technical Occupations | Engineering Technician I                 | 16.08       | ***         |
| 30082       | Technical Occupations | Engineering Technician II                | 18.61       |             |
| 30083       | Technical Occupations | Engineering Technician III               | 20.88       |             |
| 30084       | Technical Occupations | Engineering Technician IV                | 25.86       |             |
| 30085       | Technical Occupations | Engineering Technician V                 | 31.65       |             |
| 30086       | Technical Occupations | Engineering Technician VI                | 37.68       |             |
| 30090       | Technical Occupations | Environmental Technician                 | 25.06       |             |
| 30095       | Technical Occupations | Evidence Control Specialist              | 24.98       |             |
| 30210       | Technical Occupations | Laboratory Technician                    | 26.86       |             |
| 30221       | Technical Occupations | Latent Fingerprint Technician I          | 27.69       |             |
| 30222       | Technical Occupations | Latent Fingerprint Technician II         | 30.58       |             |
| 30240       | Technical Occupations | Mathematical Technician                  | 25.37       |             |
| 30361       | Technical Occupations | Paralegal/Legal Assistant I              | 23.48       |             |
| 30362       | Technical Occupations | Paralegal/Legal Assistant II             | 29.09       |             |
| 30363       | Technical Occupations | Paralegal/Legal Assistant III            | 35.58       |             |
| 30364       | Technical Occupations | Paralegal/Legal Assistant IV             | 43.05       |             |
| 30375       | Technical Occupations | Petroleum Supply Specialist              | 30.58       |             |
| 30390       | Technical Occupations | Photo-Optics Technician                  | 25.37       |             |
| 30395       | Technical Occupations | Radiation Control Technician             | 30.58       |             |
| 30461       | Technical Occupations | Technical Writer I                       | 26.62       |             |
| 30462       | Technical Occupations | Technical Writer II                      | 32.56       |             |
| 30463       | Technical Occupations | Technical Writer III                     | 39.39       |             |
| 30491       | Technical Occupations | Unexploded Ordnance (UXO) Technician I   | 32.37       |             |
| 30492       | Technical Occupations | Unexploded Ordnance (UXO) Technician II  | 39.17       |             |
| 30493       | Technical Occupations | Unexploded Ordnance (UXO) Technician III | 46.95       |             |
| 30494       | Technical Occupations | Unexploded (UXO) Safety Escort           | 32.37       |             |
| 30495       | Technical Occupations | Unexploded (UXO) Sweep Personnel         | 32.37       |             |
| 30501       | Technical Occupations | Weather Forecaster I                     | 28.09       |             |
| 30502       | Technical Occupations | Weather Forecaster II                    | 33.67       |             |
| 30620       | Technical Occupations | Weather Observer, Combined Upper Air Or  | 22.83       | see 2       |

| <b>Code</b> | <b>Category</b>  | <b>Title</b>                   | <b>Rate</b> | <b>Note</b> |
|-------------|--|--------------------------------|-------------|-------------|
| 30621       | Technical Occupations                                    | Weather Observer, Senior       | 25.06       | see<br>2    |
| 31010       | Transportation/Mobile Equipment<br>Operation Occupations | Airplane Pilot                 | 39.17       |             |
| 31020       | Transportation/Mobile Equipment<br>Operation Occupations | Bus Aide                       | 17.21       |             |
| 31030       | Transportation/Mobile Equipment<br>Operation Occupations | Bus Driver                     | 22.58       |             |
| 31043       | Transportation/Mobile Equipment<br>Operation Occupations | Driver Courier                 | 19.85       |             |
| 31260       | Transportation/Mobile Equipment<br>Operation Occupations | Parking and Lot Attendant      | 16.09       | ***         |
| 31290       | Transportation/Mobile Equipment<br>Operation Occupations | Shuttle Bus Driver             | 17.81       |             |
| 31310       | Transportation/Mobile Equipment<br>Operation Occupations | Taxi Driver                    | 14.89       | ***         |
| 31361       | Transportation/Mobile Equipment<br>Operation Occupations | Truckdriver, Light             | 21.33       |             |
| 31362       | Transportation/Mobile Equipment<br>Operation Occupations | Truckdriver, Medium            | 22.58       |             |
| 31363       | Transportation/Mobile Equipment<br>Operation Occupations | Truckdriver, Heavy             | 26.67       |             |
| 31364       | Transportation/Mobile Equipment<br>Operation Occupations | Truckdriver, Tractor-Trailer   | 26.67       |             |
| 99020       | Miscellaneous Occupations                                | Cabin Safety Specialist        | 19.10       |             |
| 99030       | Miscellaneous Occupations                                | Cashier                        | 15.87       | ***         |
| 99050       | Miscellaneous Occupations                                | Desk Clerk                     | 16.74       | ***         |
| 99095       | Miscellaneous Occupations                                | Embalmer                       | 32.37       |             |
| 99130       | Miscellaneous Occupations                                | Flight Follower                | 32.37       |             |
| 99251       | Miscellaneous Occupations                                | Laboratory Animal Caretaker I  | 21.22       |             |
| 99252       | Miscellaneous Occupations                                | Laboratory Animal Caretaker II | 22.81       |             |
| 99260       | Miscellaneous Occupations                                | Marketing Analyst              | 32.09       |             |
| 99310       | Miscellaneous Occupations                                | Mortician                      | 32.37       |             |
| 99410       | Miscellaneous Occupations                                | Pest Controller                | 24.15       |             |
| 99510       | Miscellaneous Occupations                                | Photofinishing Worker          | 17.01       | ***         |
| 99710       | Miscellaneous Occupations                                | Recycling Laborer              | 18.40       |             |
| 99711       | Miscellaneous Occupations                                | Recycling Specialist           | 21.22       |             |

| <b>Code</b> | <b>Category</b>           | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------|---------------------------------|-------------|-------------|
| 99730       | Miscellaneous Occupations | Refuse Collector                | 17.20       |             |
| 99810       | Miscellaneous Occupations | Sales Clerk                     | 16.47       | ***         |
| 99820       | Miscellaneous Occupations | School Crossing Guard           | 17.20       |             |
| 99830       | Miscellaneous Occupations | Survey Party Chief              | 23.81       |             |
| 99831       | Miscellaneous Occupations | Surveying Aide                  | 15.60       | ***         |
| 99832       | Miscellaneous Occupations | Surveying Technician            | 21.37       |             |
| 99840       | Miscellaneous Occupations | Vending Machine Attendant       | 21.22       |             |
| 99841       | Miscellaneous Occupations | Vending Machine Repairer        | 25.51       |             |
| 99842       | Miscellaneous Occupations | Vending Machine Repairer Helper | 21.22       |             |

## Footer

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.20 per hour) or 13658 (\$12.90 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. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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: \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 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)).

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## **Wage Determination No. : 2015-4071**

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

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

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 28

Date Of Last Revision : 07/22/2024

Source : [Source Website](#)

## **Header**

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

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2024.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.90 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 2024.

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: Massachusetts

This wage determination is applicable to the following towns in the following counties:

BRISTOL COUNTY: Norton, Raynham

PLYMOUTH COUNTY: Lakeville, Middleborough

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

## **Wage Determination Table**

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                        | <b>Rate</b> | <b>Note</b> |
|-------------|---|-------------------------------------|-------------|-------------|
| 01011       | Administrative Support And Clerical Occupations | Accounting Clerk I                  | 21.80       |             |
| 01012       | Administrative Support And Clerical Occupations | Accounting Clerk II                 | 24.46       |             |
| 01013       | Administrative Support And Clerical Occupations | Accounting Clerk III                | 27.36       |             |
| 01020       | Administrative Support And Clerical Occupations | Administrative Assistant            | 37.16       |             |
| 01035       | Administrative Support And Clerical Occupations | Court Reporter                      | 27.78       |             |
| 01041       | Administrative Support And Clerical Occupations | Customer Service Representative I   | 18.94       |             |
| 01042       | Administrative Support And Clerical Occupations | Customer Service Representative II  | 20.66       |             |
| 01043       | Administrative Support And Clerical Occupations | Customer Service Representative III | 23.19       |             |
| 01051       | Administrative Support And Clerical Occupations | Data Entry Operator I               | 21.02       |             |
| 01052       | Administrative Support And Clerical Occupations | Data Entry Operator II              | 22.94       |             |
| 01060       | Administrative Support And Clerical Occupations | Dispatcher, Motor Vehicle           | 25.30       |             |
| 01070       | Administrative Support And Clerical Occupations | Document Preparation Clerk          | 22.60       |             |
| 01090       | Administrative Support And Clerical Occupations | Duplicating Machine Operator        | 22.60       |             |
| 01111       | Administrative Support And Clerical Occupations | General Clerk I                     | 19.28       |             |
| 01112       | Administrative Support And Clerical Occupations | General Clerk II                    | 21.04       |             |
| 01113       | Administrative Support And Clerical Occupations | General Clerk III                   | 23.61       |             |
| 01120       | Administrative Support And Clerical Occupations | Housing Referral Assistant          | 28.21       |             |
| 01141       | Administrative Support And Clerical Occupations | Messenger Courier                   | 20.01       |             |
| 01191       | Administrative Support And Clerical Occupations | Order Clerk I                       | 22.88       |             |

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------------|-------------|-------------|
| 01192       | Administrative Support And Clerical Occupations | Order Clerk II                       | 24.97       |             |
| 01261       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) I   | 22.63       |             |
| 01262       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) II  | 25.31       |             |
| 01263       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) III | 28.22       |             |
| 01270       | Administrative Support And Clerical Occupations | Production Control Clerk             | 28.85       |             |
| 01290       | Administrative Support And Clerical Occupations | Rental Clerk                         | 21.07       |             |
| 01300       | Administrative Support And Clerical Occupations | Scheduler, Maintenance               | 22.62       |             |
| 01311       | Administrative Support And Clerical Occupations | Secretary I                          | 22.62       |             |
| 01312       | Administrative Support And Clerical Occupations | Secretary II                         | 25.30       |             |
| 01313       | Administrative Support And Clerical Occupations | Secretary III                        | 28.21       |             |
| 01320       | Administrative Support And Clerical Occupations | Service Order Dispatcher             | 22.62       |             |
| 01410       | Administrative Support And Clerical Occupations | Supply Technician                    | 37.16       |             |
| 01420       | Administrative Support And Clerical Occupations | Survey Worker                        | 24.15       |             |
| 01460       | Administrative Support And Clerical Occupations | Switchboard Operator/Receptionist    | 19.00       |             |
| 01531       | Administrative Support And Clerical Occupations | Travel Clerk I                       | 21.53       |             |
| 01532       | Administrative Support And Clerical Occupations | Travel Clerk II                      | 23.20       |             |
| 01533       | Administrative Support And Clerical Occupations | Travel Clerk III                     | 24.99       |             |
| 01611       | Administrative Support And Clerical Occupations | Word Processor I                     | 20.65       |             |
| 01612       | Administrative Support And Clerical Occupations | Word Processor II                    | 23.17       |             |

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------------|-------------|-------------|
| 01613       | Administrative Support And Clerical Occupations | Word Processor III                   | 25.92       |             |
| 05005       | Automotive Service Occupations                  | Automobile Body Repairer, Fiberglass | 29.81       |             |
| 05010       | Automotive Service Occupations                  | Automotive Electrician               | 23.05       |             |
| 05040       | Automotive Service Occupations                  | Automotive Glass Installer           | 22.03       |             |
| 05070       | Automotive Service Occupations                  | Automotive Worker                    | 22.03       |             |
| 05110       | Automotive Service Occupations                  | Mobile Equipment Servicer            | 19.96       |             |
| 05130       | Automotive Service Occupations                  | Motor Equipment Metal Mechanic       | 24.06       |             |
| 05160       | Automotive Service Occupations                  | Motor Equipment Metal Worker         | 22.03       |             |
| 05190       | Automotive Service Occupations                  | Motor Vehicle Mechanic               | 24.06       |             |
| 05220       | Automotive Service Occupations                  | Motor Vehicle Mechanic Helper        | 18.77       |             |
| 05250       | Automotive Service Occupations                  | Motor Vehicle Upholstery Worker      | 21.01       |             |
| 05280       | Automotive Service Occupations                  | Motor Vehicle Wrecker                | 22.03       |             |
| 05310       | Automotive Service Occupations                  | Painter, Automotive                  | 23.05       |             |
| 05340       | Automotive Service Occupations                  | Radiator Repair Specialist           | 22.03       |             |
| 05370       | Automotive Service Occupations                  | Tire Repairer                        | 17.29       |             |
| 05400       | Automotive Service Occupations                  | Transmission Repair Specialist       | 24.06       |             |
| 07010       | Food Preparation And Service Occupations        | Baker                                | 18.37       |             |
| 07041       | Food Preparation And Service Occupations        | Cook I                               | 22.81       |             |
| 07042       | Food Preparation And Service Occupations        | Cook II                              | 25.17       |             |
| 07070       | Food Preparation And Service Occupations        | Dishwasher                           | 17.56       |             |
| 07130       | Food Preparation And Service Occupations        | Food Service Worker                  | 17.65       |             |
| 07210       | Food Preparation And Service Occupations        | Meat Cutter                          | 23.75       |             |
| 07260       | Food Preparation And Service Occupations        | Waiter/Waitress                      | 16.98       | ***         |
| 09010       | Furniture Maintenance And Repair Occupations    | Electrostatic Spray Painter          | 23.31       |             |
| 09040       | Furniture Maintenance And Repair Occupations    | Furniture Handler                    | 19.24       |             |

| <b>Code</b> | <b>Category</b>                              | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 09080       | Furniture Maintenance And Repair Occupations | Furniture Refinisher                       | 26.04       |             |
| 09090       | Furniture Maintenance And Repair Occupations | Furniture Refinisher Helper                | 21.20       |             |
| 09110       | Furniture Maintenance And Repair Occupations | Furniture Repairer, Minor                  | 23.73       |             |
| 09130       | Furniture Maintenance And Repair Occupations | Upholsterer                                | 23.12       |             |
| 11030       | General Services And Support Occupations     | Cleaner, Vehicles                          | 17.82       |             |
| 11060       | General Services And Support Occupations     | Elevator Operator                          | 18.04       |             |
| 11090       | General Services And Support Occupations     | Gardener                                   | 27.82       |             |
| 11122       | General Services And Support Occupations     | Housekeeping Aide                          | 19.20       |             |
| 11150       | General Services And Support Occupations     | Janitor                                    | 19.20       |             |
| 11210       | General Services And Support Occupations     | Laborer, Grounds Maintenance               | 22.51       |             |
| 11240       | General Services And Support Occupations     | Maid or Houseman                           | 18.60       |             |
| 11260       | General Services And Support Occupations     | Pruner                                     | 20.87       |             |
| 11270       | General Services And Support Occupations     | Tractor Operator                           | 26.15       |             |
| 11330       | General Services And Support Occupations     | Trail Maintenance Worker                   | 22.51       |             |
| 11360       | General Services And Support Occupations     | Window Cleaner                             | 20.71       |             |
| 12010       | Health Occupations                           | Ambulance Driver                           | 25.57       |             |
| 12011       | Health Occupations                           | Breath Alcohol Technician                  | 31.11       |             |
| 12012       | Health Occupations                           | Certified Occupational Therapist Assistant | 36.24       |             |
| 12015       | Health Occupations                           | Certified Physical Therapist Assistant     | 37.07       |             |
| 12020       | Health Occupations                           | Dental Assistant                           | 29.22       |             |
| 12025       | Health Occupations                           | Dental Hygienist                           | 48.88       |             |

| <b>Code</b> | <b>Category</b>                  | <b>Title</b>                        | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------|-------------------------------------|-------------|-------------|
| 12030       | Health Occupations               | EKG Technician                      | 44.61       |             |
| 12035       | Health Occupations               | Electroneurodiagnostic Technologist | 44.61       |             |
| 12040       | Health Occupations               | Emergency Medical Technician        | 25.57       |             |
| 12071       | Health Occupations               | Licensed Practical Nurse I          | 27.82       |             |
| 12072       | Health Occupations               | Licensed Practical Nurse II         | 31.11       |             |
| 12073       | Health Occupations               | Licensed Practical Nurse III        | 34.68       |             |
| 12100       | Health Occupations               | Medical Assistant                   | 23.06       |             |
| 12130       | Health Occupations               | Medical Laboratory Technician       | 31.64       |             |
| 12160       | Health Occupations               | Medical Record Clerk                | 25.23       |             |
| 12190       | Health Occupations               | Medical Record Technician           | 28.47       |             |
| 12195       | Health Occupations               | Medical Transcriptionist            | 21.92       |             |
| 12210       | Health Occupations               | Nuclear Medicine Technologist       | 49.93       |             |
| 12221       | Health Occupations               | Nursing Assistant I                 | 15.38       | ***         |
| 12222       | Health Occupations               | Nursing Assistant II                | 17.29       |             |
| 12223       | Health Occupations               | Nursing Assistant III               | 18.86       |             |
| 12224       | Health Occupations               | Nursing Assistant IV                | 21.19       |             |
| 12235       | Health Occupations               | Optical Dispenser                   | 30.70       |             |
| 12236       | Health Occupations               | Optical Technician                  | 23.89       |             |
| 12250       | Health Occupations               | Pharmacy Technician                 | 22.05       |             |
| 12280       | Health Occupations               | Phlebotomist                        | 23.28       |             |
| 12305       | Health Occupations               | Radiologic Technologist             | 43.96       |             |
| 12311       | Health Occupations               | Registered Nurse I                  | 31.18       |             |
| 12312       | Health Occupations               | Registered Nurse II                 | 40.19       |             |
| 12313       | Health Occupations               | Registered Nurse II, Specialist     | 40.19       |             |
| 12314       | Health Occupations               | Registered Nurse III                | 48.63       |             |
| 12315       | Health Occupations               | Registered Nurse III, Anesthetist   | 48.63       |             |
| 12316       | Health Occupations               | Registered Nurse IV                 | 58.29       |             |
| 12317       | Health Occupations               | Scheduler                           | 38.56       |             |
| 12320       | Health Occupations               | Substance Abuse Treatment Counselor | 27.67       |             |
| 13011       | Information And Arts Occupations | Exhibits Specialist I               | 22.17       |             |
| 13012       | Information And Arts Occupations | Exhibits Specialist II              | 27.46       |             |
| 13013       | Information And Arts Occupations | Exhibits Specialist III             | 33.59       |             |

| <b>Code</b> | <b>Category</b>                    | <b>Title</b>                           | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------|--|-------------|-------------|
| 13041       | Information And Arts Occupations   | Illustrator I                          | 24.23       |             |
| 13042       | Information And Arts Occupations   | Illustrator II                         | 30.02       |             |
| 13043       | Information And Arts Occupations   | Illustrator III                        | 36.72       |             |
| 13047       | Information And Arts Occupations   | Librarian                              | 37.64       |             |
| 13050       | Information And Arts Occupations   | Library Aide/Clerk                     | 21.19       |             |
| 13054       | Information And Arts Occupations   | Library Information Technology Systems | 33.99       |             |
| 13058       | Information And Arts Occupations   | Library Technician                     | 24.30       |             |
| 13061       | Information And Arts Occupations   | Media Specialist I                     | 24.53       |             |
| 13062       | Information And Arts Occupations   | Media Specialist II                    | 27.43       |             |
| 13063       | Information And Arts Occupations   | Media Specialist III                   | 30.58       |             |
| 13071       | Information And Arts Occupations   | Photographer I                         | 21.97       |             |
| 13072       | Information And Arts Occupations   | Photographer II                        | 24.57       |             |
| 13073       | Information And Arts Occupations   | Photographer III                       | 30.44       |             |
| 13074       | Information And Arts Occupations   | Photographer IV                        | 37.24       |             |
| 13075       | Information And Arts Occupations   | Photographer V                         | 45.05       |             |
| 13090       | Information And Arts Occupations   | Technical Order Library Clerk          | 26.60       |             |
| 13110       | Information And Arts Occupations   | Video Teleconference Technician        | 29.82       |             |
| 14041       | Information Technology Occupations | Computer Operator I                    | 27.14       |             |
| 14042       | Information Technology Occupations | Computer Operator II                   | 30.35       |             |
| 14043       | Information Technology Occupations | Computer Operator III                  | 33.85       |             |
| 14044       | Information Technology Occupations | Computer Operator IV                   | 37.61       |             |
| 14045       | Information Technology Occupations | Computer Operator V                    | 41.65       |             |
| 14071       | Information Technology Occupations | Computer Programmer I                  | NaN         | see 1       |
| 14072       | Information Technology Occupations | Computer Programmer II                 | NaN         | see 1       |
| 14073       | Information Technology Occupations | Computer Programmer III                | NaN         | see 1       |
| 14074       | Information Technology Occupations | Computer Programmer IV                 | NaN         | see 1       |
| 14101       | Information Technology Occupations | Computer Systems Analyst I             | NaN         | see 1       |
| 14102       | Information Technology Occupations | Computer Systems Analyst II            | NaN         | see 1       |

| <b>Code</b> | <b>Category</b>   | <b>Title</b>                                    | <b>Rate</b> | <b>Note</b> |
|-------------|---|---|-------------|-------------|
| 14103       | Information Technology Occupations                      | Computer Systems Analyst III                    | NaN         | see<br>1    |
| 14150       | Information Technology Occupations                      | Peripheral Equipment Operator                   | 27.14       |             |
| 14160       | Information Technology Occupations                      | Personal Computer Support Technician            | 37.61       |             |
| 14170       | Information Technology Occupations                      | System Support Specialist                       | 41.65       |             |
| 15010       | Instructional Occupations                               | Aircrew Training Devices Instructor             | 37.31       |             |
| 15020       | Instructional Occupations                               | Aircrew Training Devices Instructor             | 45.14       |             |
| 15030       | Instructional Occupations                               | Air Crew Training Devices Instructor            | 54.10       |             |
| 15050       | Instructional Occupations                               | Computer Based Training Specialist / Instructor | 37.31       |             |
| 15060       | Instructional Occupations                               | Educational Technologist                        | 41.87       |             |
| 15070       | Instructional Occupations                               | Flight Instructor                               | 54.10       |             |
| 15080       | Instructional Occupations                               | Graphic Artist                                  | 35.24       |             |
| 15085       | Instructional Occupations                               | Maintenance Test Pilot, Fixed, Jet/Prop         | 54.10       |             |
| 15086       | Instructional Occupations                               | Maintenance Test Pilot, Rotary Wing             | 54.10       |             |
| 15088       | Instructional Occupations                               | Non-Maintenance Test/Co-Pilot                   | 54.10       |             |
| 15090       | Instructional Occupations                               | Technical Instructor                            | 30.03       |             |
| 15095       | Instructional Occupations                               | Technical Instructor/Course Developer           | 36.73       |             |
| 15110       | Instructional Occupations                               | Test Proctor                                    | 24.23       |             |
| 15120       | Instructional Occupations                               | Tutor   | 24.23       |             |
| 16010       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Assembler                                       | 17.31       |             |
| 16030       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Counter Attendant                               | 17.31       |             |
| 16040       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Dry Cleaner                                     | 19.77       |             |
| 16070       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Finisher, Flatwork, Machine                     | 17.31       |             |
| 16090       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Hand                                   | 17.31       |             |

| <b>Code</b> | <b>Category</b>   | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|---|--|-------------|-------------|
| 16110       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Drycleaning              | 17.31       |             |
| 16130       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Shirts                   | 17.31       |             |
| 16160       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Wearing Apparel, Laundry | 17.31       |             |
| 16190       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Sewing Machine Operator                    | 20.60       |             |
| 16220       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Tailor                                     | 21.42       |             |
| 16250       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Washer, Machine                            | 18.13       |             |
| 19010       | Machine Tool Operation And Repair Occupations           | Machine-Tool Operator                      | 30.69       |             |
| 19040       | Machine Tool Operation And Repair Occupations           | Tool And Die Maker                         | 35.87       |             |
| 21020       | Materials Handling And Packing Occupations              | Forklift Operator                          | 23.16       |             |
| 21030       | Materials Handling And Packing Occupations              | Material Coordinator                       | 28.85       |             |
| 21040       | Materials Handling And Packing Occupations              | Material Expediter                         | 28.85       |             |
| 21050       | Materials Handling And Packing Occupations              | Material Handling Laborer                  | 21.14       |             |
| 21071       | Materials Handling And Packing Occupations              | Order Filler                               | 18.06       |             |
| 21080       | Materials Handling And Packing Occupations              | Production Line Worker                     | 23.16       |             |
| 21110       | Materials Handling And Packing Occupations              | Shipping Packer                            | 22.44       |             |
| 21130       | Materials Handling And Packing Occupations              | Shipping/Receiving Clerk                   | 22.44       |             |
| 21140       | Materials Handling And Packing Occupations              | Store Worker I                             | 17.09       | ***         |
| 21150       | Materials Handling And Packing Occupations              | Stock Clerk                                | 21.47       |             |
| 21210       | Materials Handling And Packing Occupations              | Tools And Parts Attendant                  | 23.16       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                                   | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 21410       | Materials Handling And Packing Occupations       | Warehouse Specialist                           | 23.16       |             |
| 23010       | Mechanics And Maintenance And Repair Occupations | Aerospace Structural Welder                    | 42.05       |             |
| 23019       | Mechanics And Maintenance And Repair Occupations | Aircraft Logs and Records Technician           | 35.30       |             |
| 23021       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic I                            | 40.42       |             |
| 23022       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic II                           | 42.05       |             |
| 23023       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic III                          | 43.73       |             |
| 23040       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic Helper                       | 31.53       |             |
| 23050       | Mechanics And Maintenance And Repair Occupations | Aircraft, Painter                              | 38.72       |             |
| 23060       | Mechanics And Maintenance And Repair Occupations | Aircraft Servicer                              | 35.30       |             |
| 23070       | Mechanics And Maintenance And Repair Occupations | Aircraft Survival Flight Equipment Technician  | 38.72       |             |
| 23080       | Mechanics And Maintenance And Repair Occupations | Aircraft Worker                                | 37.02       |             |
| 23091       | Mechanics And Maintenance And Repair Occupations | Aircrew Life Support Equipment (ALSE) Mechanic | 37.02       |             |
| 23092       | Mechanics And Maintenance And Repair Occupations | Aircrew Life Support Equipment (ALSE) Mechanic | 40.42       |             |
| 23110       | Mechanics And Maintenance And Repair Occupations | Appliance Mechanic                             | 27.97       |             |
| 23120       | Mechanics And Maintenance And Repair Occupations | Bicycle Repairer                               | 20.81       |             |
| 23125       | Mechanics And Maintenance And Repair Occupations | Cable Splicer                                  | 49.93       |             |
| 23130       | Mechanics And Maintenance And Repair Occupations | Carpenter, Maintenance                         | 33.94       |             |
| 23140       | Mechanics And Maintenance And Repair Occupations | Carpet Layer                                   | 33.87       |             |
| 23160       | Mechanics And Maintenance And Repair Occupations | Electrician, Maintenance                       | 39.17       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 23181       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance I      | 32.91       |             |
| 23182       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance II     | 34.44       |             |
| 23183       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance III    | 35.95       |             |
| 23260       | Mechanics And Maintenance And Repair Occupations | Fabric Worker                             | 32.27       |             |
| 23290       | Mechanics And Maintenance And Repair Occupations | Fire Alarm System Mechanic                | 34.51       |             |
| 23310       | Mechanics And Maintenance And Repair Occupations | Fire Extinguisher Repairer                | 30.66       |             |
| 23311       | Mechanics And Maintenance And Repair Occupations | Fuel Distribution System Mechanic         | 37.96       |             |
| 23312       | Mechanics And Maintenance And Repair Occupations | Fuel Distribution System Operator         | 31.50       |             |
| 23370       | Mechanics And Maintenance And Repair Occupations | General Maintenance Worker                | 27.15       |             |
| 23380       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Mechanic         | 40.42       |             |
| 23381       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Servicer         | 35.30       |             |
| 23382       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Worker           | 37.02       |             |
| 23391       | Mechanics And Maintenance And Repair Occupations | Gunsmith I                                | 30.66       |             |
| 23392       | Mechanics And Maintenance And Repair Occupations | Gunsmith II                               | 33.84       |             |
| 23393       | Mechanics And Maintenance And Repair Occupations | Gunsmith III                              | 36.95       |             |
| 23410       | Mechanics And Maintenance And Repair Occupations | Heating, Ventilation And Air-Conditioning | 36.42       |             |
| 23411       | Mechanics And Maintenance And Repair Occupations | Heating, Ventilation And Air Contidioning | 37.89       |             |
| 23430       | Mechanics And Maintenance And Repair Occupations | Heavy Equipment Mechanic                  | 37.32       |             |
| 23440       | Mechanics And Maintenance And Repair Occupations | Heavy Equipment Operator                  | 33.20       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|--|---------------------------------|-------------|-------------|
| 23460       | Mechanics And Maintenance And Repair Occupations | Instrument Mechanic             | 32.46       |             |
| 23465       | Mechanics And Maintenance And Repair Occupations | Laboratory/Shelter Mechanic     | 35.40       |             |
| 23470       | Mechanics And Maintenance And Repair Occupations | Laborer                         | 21.14       |             |
| 23510       | Mechanics And Maintenance And Repair Occupations | Locksmith                       | 29.43       |             |
| 23530       | Mechanics And Maintenance And Repair Occupations | Machinery Maintenance Mechanic  | 34.80       |             |
| 23550       | Mechanics And Maintenance And Repair Occupations | Machinist, Maintenance          | 29.64       |             |
| 23580       | Mechanics And Maintenance And Repair Occupations | Maintenance Trades Helper       | 21.81       |             |
| 23591       | Mechanics And Maintenance And Repair Occupations | Metrology Technician I          | 32.46       |             |
| 23592       | Mechanics And Maintenance And Repair Occupations | Metrology Technician II         | 33.77       |             |
| 23593       | Mechanics And Maintenance And Repair Occupations | Metrology Technician III        | 35.12       |             |
| 23640       | Mechanics And Maintenance And Repair Occupations | Millwright                      | 34.24       |             |
| 23710       | Mechanics And Maintenance And Repair Occupations | Office Appliance Repairer       | 26.96       |             |
| 23760       | Mechanics And Maintenance And Repair Occupations | Painter, Maintenance            | 27.67       |             |
| 23790       | Mechanics And Maintenance And Repair Occupations | Pipefitter, Maintenance         | 43.19       |             |
| 23810       | Mechanics And Maintenance And Repair Occupations | Plumber, Maintenance            | 41.37       |             |
| 23820       | Mechanics And Maintenance And Repair Occupations | Pneudraulic Systems Mechanic    | 36.95       |             |
| 23850       | Mechanics And Maintenance And Repair Occupations | Rigger                          | 37.96       |             |
| 23870       | Mechanics And Maintenance And Repair Occupations | Scale Mechanic                  | 33.84       |             |
| 23890       | Mechanics And Maintenance And Repair Occupations | Sheet-Metal Worker, Maintenance | 35.54       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                          | <b>Rate</b> | <b>Note</b> |
|-------------|--|---------------------------------------|-------------|-------------|
| 23910       | Mechanics And Maintenance And Repair Occupations | Small Engine Mechanic                 | 26.31       |             |
| 23931       | Mechanics And Maintenance And Repair Occupations | Telecommunications Mechanic I         | 36.97       |             |
| 23932       | Mechanics And Maintenance And Repair Occupations | Telecommunications Mechanic II        | 38.46       |             |
| 23950       | Mechanics And Maintenance And Repair Occupations | Telephone Lineman                     | 47.65       |             |
| 23960       | Mechanics And Maintenance And Repair Occupations | Welder, Combination, Maintenance      | 28.57       |             |
| 23965       | Mechanics And Maintenance And Repair Occupations | Well Driller                          | 37.42       |             |
| 23970       | Mechanics And Maintenance And Repair Occupations | Woodcraft Worker                      | 36.95       |             |
| 23980       | Mechanics And Maintenance And Repair Occupations | Woodworker                            | 30.66       |             |
| 24550       | Personal Needs Occupations                       | Case Manager                          | 20.21       |             |
| 24570       | Personal Needs Occupations                       | Child Care Attendant                  | 18.19       |             |
| 24580       | Personal Needs Occupations                       | Child Care Center Clerk               | 22.68       |             |
| 24610       | Personal Needs Occupations                       | Chore Aide                            | 18.00       |             |
| 24620       | Personal Needs Occupations                       | Family Readiness And Support Services | 20.21       |             |
| 24630       | Personal Needs Occupations                       | Homemaker                             | 21.25       |             |
| 25010       | Plant And System Operations Occupations          | Boiler Tender                         | 37.68       |             |
| 25040       | Plant And System Operations Occupations          | Sewage Plant Operator                 | 31.91       |             |
| 25070       | Plant And System Operations Occupations          | Stationary Engineer                   | 37.68       |             |
| 25190       | Plant And System Operations Occupations          | Ventilation Equipment Tender          | 29.39       |             |
| 25210       | Plant And System Operations Occupations          | Water Treatment Plant Operator        | 31.91       |             |
| 27004       | Protective Service Occupations                   | Alarm Monitor                         | 27.73       |             |
| 27007       | Protective Service Occupations                   | Baggage Inspector                     | 19.84       |             |
| 27008       | Protective Service Occupations                   | Corrections Officer                   | 39.37       |             |
| 27010       | Protective Service Occupations                   | Court Security Officer                | 37.27       |             |

| <b>Code</b> | <b>Category</b>                                | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 27030       | Protective Service Occupations                 | Detection Dog Handler                     | 22.19       |             |
| 27040       | Protective Service Occupations                 | Detention Officer                         | 39.37       |             |
| 27070       | Protective Service Occupations                 | Firefighter                               | 34.73       |             |
| 27101       | Protective Service Occupations                 | Guard I                                   | 19.84       |             |
| 27102       | Protective Service Occupations                 | Guard II                                  | 22.19       |             |
| 27131       | Protective Service Occupations                 | Police Officer I                          | 33.25       |             |
| 27132       | Protective Service Occupations                 | Police Officer II                         | 36.96       |             |
| 28041       | Recreation Occupations                         | Carnival Equipment Operator               | 20.21       |             |
| 28042       | Recreation Occupations                         | Carnival Equipment Repairer               | 21.50       |             |
| 28043       | Recreation Occupations                         | Carnival Worker                           | 16.13       | ***         |
| 28210       | Recreation Occupations                         | Gate Attendant/Gate Tender                | 21.92       |             |
| 28310       | Recreation Occupations                         | Lifeguard                                 | 17.00       | ***         |
| 28350       | Recreation Occupations                         | Park Attendant                            | 24.52       |             |
| 28510       | Recreation Occupations                         | Recreation Aide/Health Facility Attendant | 17.90       |             |
| 28515       | Recreation Occupations                         | Recreation Specialist                     | 30.38       |             |
| 28630       | Recreation Occupations                         | Sports Official                           | 19.53       |             |
| 28690       | Recreation Occupations                         | Swimming Pool Operator                    | 23.73       |             |
| 29010       | Stevedoring/Longshoremen Occupational Services | Blocker And Bracer                        | 36.09       |             |
| 29020       | Stevedoring/Longshoremen Occupational Services | Hatch Tender                              | 36.09       |             |
| 29030       | Stevedoring/Longshoremen Occupational Services | Line Handler                              | 36.09       |             |
| 29041       | Stevedoring/Longshoremen Occupational Services | Stevedore I                               | 34.41       |             |
| 29042       | Stevedoring/Longshoremen Occupational Services | Stevedore II                              | 37.75       |             |
| 30010       | Technical Occupations                          | Air Traffic Control Specialist, Center    | 51.07       | see 2       |
| 30011       | Technical Occupations                          | Air Traffic Control Specialist, Station   | 35.22       | see 2       |
| 30012       | Technical Occupations                          | Air Traffic Control Specialist, Terminal  | 38.79       | see 2       |
| 30021       | Technical Occupations                          | Archeological Technician I                | 22.53       |             |
| 30022       | Technical Occupations                          | Archeological Technician II               | 25.20       |             |

| <b>Code</b> | <b>Category</b>       | <b>Title</b>                           | <b>Rate</b> | <b>Note</b> |
|-------------|-----------------------|--|-------------|-------------|
| 30023       | Technical Occupations | Archeological Technician III           | 31.23       |             |
| 30030       | Technical Occupations | Cartographic Technician                | 31.23       |             |
| 30040       | Technical Occupations | Civil Engineering Technician           | 31.25       |             |
| 30051       | Technical Occupations | Cryogenic Technician I                 | 34.39       |             |
| 30052       | Technical Occupations | Cryogenic Technician II                | 37.97       |             |
| 30061       | Technical Occupations | Drafter/CAD Operator I                 | 22.53       |             |
| 30062       | Technical Occupations | Drafter/CAD Operator II                | 25.20       |             |
| 30063       | Technical Occupations | Drafter/CAD Operator III               | 28.10       |             |
| 30064       | Technical Occupations | Drafter/CAD Operator IV                | 34.58       |             |
| 30081       | Technical Occupations | Engineering Technician I               | 20.27       |             |
| 30082       | Technical Occupations | Engineering Technician II              | 22.74       |             |
| 30083       | Technical Occupations | Engineering Technician III             | 25.44       |             |
| 30084       | Technical Occupations | Engineering Technician IV              | 31.52       |             |
| 30085       | Technical Occupations | Engineering Technician V               | 38.56       |             |
| 30086       | Technical Occupations | Engineering Technician VI              | 46.65       |             |
| 30090       | Technical Occupations | Environmental Technician               | 29.28       |             |
| 30095       | Technical Occupations | Evidence Control Specialist            | 31.05       |             |
| 30210       | Technical Occupations | Laboratory Technician                  | 29.60       |             |
| 30221       | Technical Occupations | Latent Fingerprint Technician I        | 37.06       |             |
| 30222       | Technical Occupations | Latent Fingerprint Technician II       | 40.94       |             |
| 30240       | Technical Occupations | Mathematical Technician                | 39.51       |             |
| 30361       | Technical Occupations | Paralegal/Legal Assistant I            | 22.87       |             |
| 30362       | Technical Occupations | Paralegal/Legal Assistant II           | 28.33       |             |
| 30363       | Technical Occupations | Paralegal/Legal Assistant III          | 34.66       |             |
| 30364       | Technical Occupations | Paralegal/Legal Assistant IV           | 41.93       |             |
| 30375       | Technical Occupations | Petroleum Supply Specialist            | 37.97       |             |
| 30390       | Technical Occupations | Photo-Optics Technician                | 31.23       |             |
| 30395       | Technical Occupations | Radiation Control Technician           | 37.97       |             |
| 30461       | Technical Occupations | Technical Writer I                     | 33.39       |             |
| 30462       | Technical Occupations | Technical Writer II                    | 40.83       |             |
| 30463       | Technical Occupations | Technical Writer III                   | 49.40       |             |
| 30491       | Technical Occupations | Unexploded Ordnance (UXO) Technician I | 32.46       |             |

| <b>Code</b> | <b>Category</b>                                       | <b>Title</b>                             | <b>Rate</b> | <b>Note</b> |
|-------------|---|--|-------------|-------------|
| 30492       | Technical Occupations                                 | Unexploded Ordnance (UXO) Technician II  | 39.27       |             |
| 30493       | Technical Occupations                                 | Unexploded Ordnance (UXO) Technician III | 47.07       |             |
| 30494       | Technical Occupations                                 | Unexploded (UXO) Safety Escort           | 32.46       |             |
| 30495       | Technical Occupations                                 | Unexploded (UXO) Sweep Personnel         | 32.46       |             |
| 30501       | Technical Occupations                                 | Weather Forecaster I                     | 34.58       |             |
| 30502       | Technical Occupations                                 | Weather Forecaster II                    | 42.06       |             |
| 30620       | Technical Occupations                                 | Weather Observer, Combined Upper Air Or  | 28.10       | see 2       |
| 30621       | Technical Occupations                                 | Weather Observer, Senior                 | 31.23       | see 2       |
| 31010       | Transportation/Mobile Equipment Operation Occupations | Airplane Pilot                           | 39.27       |             |
| 31020       | Transportation/Mobile Equipment Operation Occupations | Bus Aide                                 | 22.33       |             |
| 31030       | Transportation/Mobile Equipment Operation Occupations | Bus Driver                               | 29.03       |             |
| 31043       | Transportation/Mobile Equipment Operation Occupations | Driver Courier                           | 21.04       |             |
| 31260       | Transportation/Mobile Equipment Operation Occupations | Parking and Lot Attendant                | 17.10       | ***         |
| 31290       | Transportation/Mobile Equipment Operation Occupations | Shuttle Bus Driver                       | 19.46       |             |
| 31310       | Transportation/Mobile Equipment Operation Occupations | Taxi Driver                              | 16.57       | ***         |
| 31361       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Light                       | 22.38       |             |
| 31362       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Medium                      | 23.55       |             |
| 31363       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Heavy                       | 28.81       |             |
| 31364       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Tractor-Trailer             | 28.81       |             |
| 99020       | Miscellaneous Occupations                             | Cabin Safety Specialist                  | 19.15       |             |
| 99030       | Miscellaneous Occupations                             | Cashier                                  | 16.42       | ***         |
| 99050       | Miscellaneous Occupations                             | Desk Clerk                               | 18.24       |             |

| <b>Code</b> | <b>Category</b>           | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------|---------------------------------|-------------|-------------|
| 99095       | Miscellaneous Occupations | Embalmer                        | 39.85       |             |
| 99130       | Miscellaneous Occupations | Flight Follower                 | 32.46       |             |
| 99251       | Miscellaneous Occupations | Laboratory Animal Caretaker I   | 21.50       |             |
| 99252       | Miscellaneous Occupations | Laboratory Animal Caretaker II  | 22.87       |             |
| 99260       | Miscellaneous Occupations | Marketing Analyst               | 41.35       |             |
| 99310       | Miscellaneous Occupations | Mortician                       | 39.85       |             |
| 99410       | Miscellaneous Occupations | Pest Controller                 | 23.66       |             |
| 99510       | Miscellaneous Occupations | Photofinishing Worker           | 20.42       |             |
| 99710       | Miscellaneous Occupations | Recycling Laborer               | 28.69       |             |
| 99711       | Miscellaneous Occupations | Recycling Specialist            | 33.32       |             |
| 99730       | Miscellaneous Occupations | Refuse Collector                | 26.46       |             |
| 99810       | Miscellaneous Occupations | Sales Clerk                     | 17.39       |             |
| 99820       | Miscellaneous Occupations | School Crossing Guard           | 18.03       |             |
| 99830       | Miscellaneous Occupations | Survey Party Chief              | 31.86       |             |
| 99831       | Miscellaneous Occupations | Surveying Aide                  | 21.08       |             |
| 99832       | Miscellaneous Occupations | Surveying Technician            | 28.97       |             |
| 99840       | Miscellaneous Occupations | Vending Machine Attendant       | 24.22       |             |
| 99841       | Miscellaneous Occupations | Vending Machine Repairer        | 28.69       |             |
| 99842       | Miscellaneous Occupations | Vending Machine Repairer Helper | 24.22       |             |

## **Footer**

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.20 per hour) or 13658 (\$12.90 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. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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:** \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month **HEALTH & WELFARE EO 13706:** \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 per month\*

\*This rate is to be used only when compensating employees for performance on an SCA-

covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

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

**HOLIDAYS:** A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans'

Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

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

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

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

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

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

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

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**\*\* HAZARDOUS PAY DIFFERENTIAL \*\***

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

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

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like;

minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear"

materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

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

**Conformance Process:**

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

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

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S.

Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).

- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

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

When preparing a conformance request, the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a

classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination.

Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

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## **Wage Determination No. : 2015-4073**

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

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

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 28

Date Of Last Revision : 07/22/2024

Source : [Source Website](#)

### **Header**

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

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2024.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.90 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 2024.

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).

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

BRISTOL COUNTY: Berkley, Dighton, Freetown, Taunton

PLYMOUTH COUNTY: Rochester

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

**Wage Determination Table**

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                        | <b>Rate</b> | <b>Note</b> |
|-------------|---|-------------------------------------|-------------|-------------|
| 01011       | Administrative Support And Clerical Occupations | Accounting Clerk I                  | 21.80       |             |
| 01012       | Administrative Support And Clerical Occupations | Accounting Clerk II                 | 24.46       |             |
| 01013       | Administrative Support And Clerical Occupations | Accounting Clerk III                | 27.36       |             |
| 01020       | Administrative Support And Clerical Occupations | Administrative Assistant            | 37.16       |             |
| 01035       | Administrative Support And Clerical Occupations | Court Reporter                      | 27.78       |             |
| 01041       | Administrative Support And Clerical Occupations | Customer Service Representative I   | 18.94       |             |
| 01042       | Administrative Support And Clerical Occupations | Customer Service Representative II  | 20.66       |             |
| 01043       | Administrative Support And Clerical Occupations | Customer Service Representative III | 23.19       |             |
| 01051       | Administrative Support And Clerical Occupations | Data Entry Operator I               | 21.02       |             |
| 01052       | Administrative Support And Clerical Occupations | Data Entry Operator II              | 22.94       |             |
| 01060       | Administrative Support And Clerical Occupations | Dispatcher, Motor Vehicle           | 25.30       |             |
| 01070       | Administrative Support And Clerical Occupations | Document Preparation Clerk          | 22.60       |             |
| 01090       | Administrative Support And Clerical Occupations | Duplicating Machine Operator        | 22.60       |             |

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------------|-------------|-------------|
| 01111       | Administrative Support And Clerical Occupations | General Clerk I                      | 19.28       |             |
| 01112       | Administrative Support And Clerical Occupations | General Clerk II                     | 21.04       |             |
| 01113       | Administrative Support And Clerical Occupations | General Clerk III                    | 23.61       |             |
| 01120       | Administrative Support And Clerical Occupations | Housing Referral Assistant           | 28.21       |             |
| 01141       | Administrative Support And Clerical Occupations | Messenger Courier                    | 20.01       |             |
| 01191       | Administrative Support And Clerical Occupations | Order Clerk I                        | 22.88       |             |
| 01192       | Administrative Support And Clerical Occupations | Order Clerk II                       | 24.97       |             |
| 01261       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) I   | 22.63       |             |
| 01262       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) II  | 25.31       |             |
| 01263       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) III | 28.22       |             |
| 01270       | Administrative Support And Clerical Occupations | Production Control Clerk             | 28.85       |             |
| 01290       | Administrative Support And Clerical Occupations | Rental Clerk                         | 21.07       |             |
| 01300       | Administrative Support And Clerical Occupations | Scheduler, Maintenance               | 22.62       |             |
| 01311       | Administrative Support And Clerical Occupations | Secretary I                          | 22.62       |             |
| 01312       | Administrative Support And Clerical Occupations | Secretary II                         | 25.30       |             |
| 01313       | Administrative Support And Clerical Occupations | Secretary III                        | 28.21       |             |
| 01320       | Administrative Support And Clerical Occupations | Service Order Dispatcher             | 22.62       |             |
| 01410       | Administrative Support And Clerical Occupations | Supply Technician                    | 37.16       |             |
| 01420       | Administrative Support And Clerical Occupations | Survey Worker                        | 24.15       |             |

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------------|-------------|-------------|
| 01460       | Administrative Support And Clerical Occupations | Switchboard Operator/Receptionist    | 19.00       |             |
| 01531       | Administrative Support And Clerical Occupations | Travel Clerk I                       | 21.53       |             |
| 01532       | Administrative Support And Clerical Occupations | Travel Clerk II                      | 23.20       |             |
| 01533       | Administrative Support And Clerical Occupations | Travel Clerk III                     | 24.99       |             |
| 01611       | Administrative Support And Clerical Occupations | Word Processor I                     | 20.65       |             |
| 01612       | Administrative Support And Clerical Occupations | Word Processor II                    | 23.17       |             |
| 01613       | Administrative Support And Clerical Occupations | Word Processor III                   | 25.92       |             |
| 05005       | Automotive Service Occupations                  | Automobile Body Repairer, Fiberglass | 29.81       |             |
| 05010       | Automotive Service Occupations                  | Automotive Electrician               | 23.05       |             |
| 05040       | Automotive Service Occupations                  | Automotive Glass Installer           | 22.03       |             |
| 05070       | Automotive Service Occupations                  | Automotive Worker                    | 22.03       |             |
| 05110       | Automotive Service Occupations                  | Mobile Equipment Servicer            | 19.96       |             |
| 05130       | Automotive Service Occupations                  | Motor Equipment Metal Mechanic       | 24.06       |             |
| 05160       | Automotive Service Occupations                  | Motor Equipment Metal Worker         | 22.03       |             |
| 05190       | Automotive Service Occupations                  | Motor Vehicle Mechanic               | 24.06       |             |
| 05220       | Automotive Service Occupations                  | Motor Vehicle Mechanic Helper        | 18.77       |             |
| 05250       | Automotive Service Occupations                  | Motor Vehicle Upholstery Worker      | 21.01       |             |
| 05280       | Automotive Service Occupations                  | Motor Vehicle Wrecker                | 22.03       |             |
| 05310       | Automotive Service Occupations                  | Painter, Automotive                  | 23.05       |             |
| 05340       | Automotive Service Occupations                  | Radiator Repair Specialist           | 22.03       |             |
| 05370       | Automotive Service Occupations                  | Tire Repairer                        | 17.29       |             |
| 05400       | Automotive Service Occupations                  | Transmission Repair Specialist       | 24.06       |             |
| 07010       | Food Preparation And Service Occupations        | Baker                                | 18.37       |             |
| 07041       | Food Preparation And Service Occupations        | Cook I                               | 22.81       |             |
| 07042       | Food Preparation And Service Occupations        | Cook II                              | 25.17       |             |

| <b>Code</b> | <b>Category</b>                              | <b>Title</b>                 | <b>Rate</b> | <b>Note</b> |
|-------------|--|------------------------------|-------------|-------------|
| 07070       | Food Preparation And Service Occupations     | Dishwasher                   | 17.56       |             |
| 07130       | Food Preparation And Service Occupations     | Food Service Worker          | 17.65       |             |
| 07210       | Food Preparation And Service Occupations     | Meat Cutter                  | 23.75       |             |
| 07260       | Food Preparation And Service Occupations     | Waiter/Waitress              | 16.98       | ***         |
| 09010       | Furniture Maintenance And Repair Occupations | Electrostatic Spray Painter  | 23.31       |             |
| 09040       | Furniture Maintenance And Repair Occupations | Furniture Handler            | 18.25       |             |
| 09080       | Furniture Maintenance And Repair Occupations | Furniture Refinisher         | 26.04       |             |
| 09090       | Furniture Maintenance And Repair Occupations | Furniture Refinisher Helper  | 21.20       |             |
| 09110       | Furniture Maintenance And Repair Occupations | Furniture Repairer, Minor    | 23.73       |             |
| 09130       | Furniture Maintenance And Repair Occupations | Upholsterer                  | 23.12       |             |
| 11030       | General Services And Support Occupations     | Cleaner, Vehicles            | 17.82       |             |
| 11060       | General Services And Support Occupations     | Elevator Operator            | 18.04       |             |
| 11090       | General Services And Support Occupations     | Gardener                     | 27.82       |             |
| 11122       | General Services And Support Occupations     | Housekeeping Aide            | 19.20       |             |
| 11150       | General Services And Support Occupations     | Janitor                      | 19.20       |             |
| 11210       | General Services And Support Occupations     | Laborer, Grounds Maintenance | 22.51       |             |
| 11240       | General Services And Support Occupations     | Maid or Houseman             | 18.60       |             |
| 11260       | General Services And Support Occupations     | Pruner                       | 20.87       |             |
| 11270       | General Services And Support Occupations     | Tractor Operator             | 26.15       |             |

| <b>Code</b> | <b>Category</b>                          | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 11330       | General Services And Support Occupations | Trail Maintenance Worker                   | 22.51       |             |
| 11360       | General Services And Support Occupations | Window Cleaner                             | 20.71       |             |
| 12010       | Health Occupations                       | Ambulance Driver                           | 25.57       |             |
| 12011       | Health Occupations                       | Breath Alcohol Technician                  | 31.11       |             |
| 12012       | Health Occupations                       | Certified Occupational Therapist Assistant | 36.24       |             |
| 12015       | Health Occupations                       | Certified Physical Therapist Assistant     | 37.07       |             |
| 12020       | Health Occupations                       | Dental Assistant                           | 29.22       |             |
| 12025       | Health Occupations                       | Dental Hygienist                           | 48.88       |             |
| 12030       | Health Occupations                       | EKG Technician                             | 44.61       |             |
| 12035       | Health Occupations                       | Electroneurodiagnostic Technologist        | 44.61       |             |
| 12040       | Health Occupations                       | Emergency Medical Technician               | 25.57       |             |
| 12071       | Health Occupations                       | Licensed Practical Nurse I                 | 27.82       |             |
| 12072       | Health Occupations                       | Licensed Practical Nurse II                | 31.11       |             |
| 12073       | Health Occupations                       | Licensed Practical Nurse III               | 34.68       |             |
| 12100       | Health Occupations                       | Medical Assistant                          | 23.06       |             |
| 12130       | Health Occupations                       | Medical Laboratory Technician              | 31.64       |             |
| 12160       | Health Occupations                       | Medical Record Clerk                       | 25.23       |             |
| 12190       | Health Occupations                       | Medical Record Technician                  | 28.47       |             |
| 12195       | Health Occupations                       | Medical Transcriptionist                   | 21.92       |             |
| 12210       | Health Occupations                       | Nuclear Medicine Technologist              | 49.93       |             |
| 12221       | Health Occupations                       | Nursing Assistant I                        | 15.38       | ***         |
| 12222       | Health Occupations                       | Nursing Assistant II                       | 17.29       |             |
| 12223       | Health Occupations                       | Nursing Assistant III                      | 18.86       |             |
| 12224       | Health Occupations                       | Nursing Assistant IV                       | 21.19       |             |
| 12235       | Health Occupations                       | Optical Dispenser                          | 30.70       |             |
| 12236       | Health Occupations                       | Optical Technician                         | 23.89       |             |
| 12250       | Health Occupations                       | Pharmacy Technician                        | 22.05       |             |
| 12280       | Health Occupations                       | Phlebotomist                               | 23.28       |             |
| 12305       | Health Occupations                       | Radiologic Technologist                    | 43.96       |             |
| 12311       | Health Occupations                       | Registered Nurse I                         | 31.18       |             |

| <b>Code</b> | <b>Category</b>                    | <b>Title</b>                           | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------|--|-------------|-------------|
| 12312       | Health Occupations                 | Registered Nurse II                    | 40.19       |             |
| 12313       | Health Occupations                 | Registered Nurse II, Specialist        | 40.19       |             |
| 12314       | Health Occupations                 | Registered Nurse III                   | 48.63       |             |
| 12315       | Health Occupations                 | Registered Nurse III, Anesthetist      | 48.63       |             |
| 12316       | Health Occupations                 | Registered Nurse IV                    | 58.29       |             |
| 12317       | Health Occupations                 | Scheduler                              | 38.56       |             |
| 12320       | Health Occupations                 | Substance Abuse Treatment Counselor    | 27.67       |             |
| 13011       | Information And Arts Occupations   | Exhibits Specialist I                  | 22.17       |             |
| 13012       | Information And Arts Occupations   | Exhibits Specialist II                 | 27.46       |             |
| 13013       | Information And Arts Occupations   | Exhibits Specialist III                | 33.59       |             |
| 13041       | Information And Arts Occupations   | Illustrator I                          | 24.23       |             |
| 13042       | Information And Arts Occupations   | Illustrator II                         | 30.02       |             |
| 13043       | Information And Arts Occupations   | Illustrator III                        | 36.72       |             |
| 13047       | Information And Arts Occupations   | Librarian                              | 37.64       |             |
| 13050       | Information And Arts Occupations   | Library Aide/Clerk                     | 21.19       |             |
| 13054       | Information And Arts Occupations   | Library Information Technology Systems | 33.99       |             |
| 13058       | Information And Arts Occupations   | Library Technician                     | 24.30       |             |
| 13061       | Information And Arts Occupations   | Media Specialist I                     | 24.53       |             |
| 13062       | Information And Arts Occupations   | Media Specialist II                    | 27.43       |             |
| 13063       | Information And Arts Occupations   | Media Specialist III                   | 30.58       |             |
| 13071       | Information And Arts Occupations   | Photographer I                         | 21.97       |             |
| 13072       | Information And Arts Occupations   | Photographer II                        | 24.57       |             |
| 13073       | Information And Arts Occupations   | Photographer III                       | 30.44       |             |
| 13074       | Information And Arts Occupations   | Photographer IV                        | 37.24       |             |
| 13075       | Information And Arts Occupations   | Photographer V                         | 45.05       |             |
| 13090       | Information And Arts Occupations   | Technical Order Library Clerk          | 26.60       |             |
| 13110       | Information And Arts Occupations   | Video Teleconference Technician        | 29.82       |             |
| 14041       | Information Technology Occupations | Computer Operator I                    | 27.14       |             |
| 14042       | Information Technology Occupations | Computer Operator II                   | 30.35       |             |
| 14043       | Information Technology Occupations | Computer Operator III                  | 33.85       |             |
| 14044       | Information Technology Occupations | Computer Operator IV                   | 37.61       |             |
| 14045       | Information Technology Occupations | Computer Operator V                    | 41.65       |             |

| <b>Code</b> | <b>Category</b>                    | <b>Title</b>                                    | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------|---|-------------|-------------|
| 14071       | Information Technology Occupations | Computer Programmer I                           | NaN         | see 1       |
| 14072       | Information Technology Occupations | Computer Programmer II                          | NaN         | see 1       |
| 14073       | Information Technology Occupations | Computer Programmer III                         | NaN         | see 1       |
| 14074       | Information Technology Occupations | Computer Programmer IV                          | NaN         | see 1       |
| 14101       | Information Technology Occupations | Computer Systems Analyst I                      | NaN         | see 1       |
| 14102       | Information Technology Occupations | Computer Systems Analyst II                     | NaN         | see 1       |
| 14103       | Information Technology Occupations | Computer Systems Analyst III                    | NaN         | see 1       |
| 14150       | Information Technology Occupations | Peripheral Equipment Operator                   | 27.14       |             |
| 14160       | Information Technology Occupations | Personal Computer Support Technician            | 37.61       |             |
| 14170       | Information Technology Occupations | System Support Specialist                       | 41.65       |             |
| 15010       | Instructional Occupations          | Aircrew Training Devices Instructor             | 37.31       |             |
| 15020       | Instructional Occupations          | Aircrew Training Devices Instructor             | 45.14       |             |
| 15030       | Instructional Occupations          | Air Crew Training Devices Instructor            | 54.10       |             |
| 15050       | Instructional Occupations          | Computer Based Training Specialist / Instructor | 37.31       |             |
| 15060       | Instructional Occupations          | Educational Technologist                        | 41.87       |             |
| 15070       | Instructional Occupations          | Flight Instructor                               | 54.10       |             |
| 15080       | Instructional Occupations          | Graphic Artist                                  | 35.24       |             |
| 15085       | Instructional Occupations          | Maintenance Test Pilot, Fixed, Jet/Prop         | 54.10       |             |
| 15086       | Instructional Occupations          | Maintenance Test Pilot, Rotary Wing             | 54.10       |             |
| 15088       | Instructional Occupations          | Non-Maintenance Test/Co-Pilot                   | 54.10       |             |
| 15090       | Instructional Occupations          | Technical Instructor                            | 30.03       |             |
| 15095       | Instructional Occupations          | Technical Instructor/Course Developer           | 36.73       |             |

| <b>Code</b> | <b>Category</b>   | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|---|--|-------------|-------------|
| 15110       | Instructional Occupations                               | Test Proctor                               | 24.23       |             |
| 15120       | Instructional Occupations                               | Tutor                                      | 24.23       |             |
| 16010       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Assembler                                  | 17.31       |             |
| 16030       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Counter Attendant                          | 17.31       |             |
| 16040       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Dry Cleaner                                | 19.77       |             |
| 16070       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Finisher, Flatwork, Machine                | 17.31       |             |
| 16090       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Hand                              | 17.31       |             |
| 16110       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Drycleaning              | 17.31       |             |
| 16130       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Shirts                   | 17.31       |             |
| 16160       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Wearing Apparel, Laundry | 17.31       |             |
| 16190       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Sewing Machine Operator                    | 20.60       |             |
| 16220       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Tailor                                     | 21.42       |             |
| 16250       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Washer, Machine                            | 18.13       |             |
| 19010       | Machine Tool Operation And Repair Occupations           | Machine-Tool Operator                      | 30.69       |             |
| 19040       | Machine Tool Operation And Repair Occupations           | Tool And Die Maker                         | 35.87       |             |
| 21020       | Materials Handling And Packing Occupations              | Forklift Operator                          | 23.16       |             |
| 21030       | Materials Handling And Packing Occupations              | Material Coordinator                       | 28.85       |             |
| 21040       | Materials Handling And Packing Occupations              | Material Expediter                         | 28.85       |             |
| 21050       | Materials Handling And Packing Occupations              | Material Handling Laborer                  | 21.14       |             |
| 21071       | Materials Handling And Packing Occupations              | Order Filler                               | 18.06       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                                   | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 21080       | Materials Handling And Packing Occupations       | Production Line Worker                         | 23.16       |             |
| 21110       | Materials Handling And Packing Occupations       | Shipping Packer                                | 22.44       |             |
| 21130       | Materials Handling And Packing Occupations       | Shipping/Receiving Clerk                       | 22.44       |             |
| 21140       | Materials Handling And Packing Occupations       | Store Worker I                                 | 17.09       | ***         |
| 21150       | Materials Handling And Packing Occupations       | Stock Clerk                                    | 21.47       |             |
| 21210       | Materials Handling And Packing Occupations       | Tools And Parts Attendant                      | 23.16       |             |
| 21410       | Materials Handling And Packing Occupations       | Warehouse Specialist                           | 23.16       |             |
| 23010       | Mechanics And Maintenance And Repair Occupations | Aerospace Structural Welder                    | 42.05       |             |
| 23019       | Mechanics And Maintenance And Repair Occupations | Aircraft Logs and Records Technician           | 35.30       |             |
| 23021       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic I                            | 40.42       |             |
| 23022       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic II                           | 42.05       |             |
| 23023       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic III                          | 43.73       |             |
| 23040       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic Helper                       | 31.53       |             |
| 23050       | Mechanics And Maintenance And Repair Occupations | Aircraft, Painter                              | 38.72       |             |
| 23060       | Mechanics And Maintenance And Repair Occupations | Aircraft Servicer                              | 35.30       |             |
| 23070       | Mechanics And Maintenance And Repair Occupations | Aircraft Survival Flight Equipment Technician  | 38.72       |             |
| 23080       | Mechanics And Maintenance And Repair Occupations | Aircraft Worker                                | 37.02       |             |
| 23091       | Mechanics And Maintenance And Repair Occupations | Aircrew Life Support Equipment (ALSE) Mechanic | 37.02       |             |
| 23092       | Mechanics And Maintenance And Repair Occupations | Aircrew Life Support Equipment (ALSE) Mechanic | 40.42       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                           | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 23110       | Mechanics And Maintenance And Repair Occupations | Appliance Mechanic                     | 27.97       |             |
| 23120       | Mechanics And Maintenance And Repair Occupations | Bicycle Repairer                       | 20.67       |             |
| 23125       | Mechanics And Maintenance And Repair Occupations | Cable Splicer                          | 49.93       |             |
| 23130       | Mechanics And Maintenance And Repair Occupations | Carpenter, Maintenance                 | 33.94       |             |
| 23140       | Mechanics And Maintenance And Repair Occupations | Carpet Layer                           | 33.87       |             |
| 23160       | Mechanics And Maintenance And Repair Occupations | Electrician, Maintenance               | 39.17       |             |
| 23181       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance I   | 32.91       |             |
| 23182       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance II  | 34.44       |             |
| 23183       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance III | 35.95       |             |
| 23260       | Mechanics And Maintenance And Repair Occupations | Fabric Worker                          | 32.27       |             |
| 23290       | Mechanics And Maintenance And Repair Occupations | Fire Alarm System Mechanic             | 34.51       |             |
| 23310       | Mechanics And Maintenance And Repair Occupations | Fire Extinguisher Repairer             | 30.66       |             |
| 23311       | Mechanics And Maintenance And Repair Occupations | Fuel Distribution System Mechanic      | 37.96       |             |
| 23312       | Mechanics And Maintenance And Repair Occupations | Fuel Distribution System Operator      | 31.50       |             |
| 23370       | Mechanics And Maintenance And Repair Occupations | General Maintenance Worker             | 27.15       |             |
| 23380       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Mechanic      | 40.42       |             |
| 23381       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Servicer      | 35.30       |             |
| 23382       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Worker        | 37.02       |             |
| 23391       | Mechanics And Maintenance And Repair Occupations | Gunsmith I                             | 30.66       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 23392       | Mechanics And Maintenance And Repair Occupations | Gunsmith II                               | 33.84       |             |
| 23393       | Mechanics And Maintenance And Repair Occupations | Gunsmith III                              | 36.95       |             |
| 23410       | Mechanics And Maintenance And Repair Occupations | Heating, Ventilation And Air-Conditioning | 36.42       |             |
| 23411       | Mechanics And Maintenance And Repair Occupations | Heating, Ventilation And Air Contidioning | 37.89       |             |
| 23430       | Mechanics And Maintenance And Repair Occupations | Heavy Equipment Mechanic                  | 37.32       |             |
| 23440       | Mechanics And Maintenance And Repair Occupations | Heavy Equipment Operator                  | 33.20       |             |
| 23460       | Mechanics And Maintenance And Repair Occupations | Instrument Mechanic                       | 32.46       |             |
| 23465       | Mechanics And Maintenance And Repair Occupations | Laboratory/Shelter Mechanic               | 35.40       |             |
| 23470       | Mechanics And Maintenance And Repair Occupations | Laborer                                   | 21.14       |             |
| 23510       | Mechanics And Maintenance And Repair Occupations | Locksmith                                 | 29.43       |             |
| 23530       | Mechanics And Maintenance And Repair Occupations | Machinery Maintenance Mechanic            | 34.80       |             |
| 23550       | Mechanics And Maintenance And Repair Occupations | Machinist, Maintenance                    | 29.64       |             |
| 23580       | Mechanics And Maintenance And Repair Occupations | Maintenance Trades Helper                 | 21.81       |             |
| 23591       | Mechanics And Maintenance And Repair Occupations | Metrology Technician I                    | 32.46       |             |
| 23592       | Mechanics And Maintenance And Repair Occupations | Metrology Technician II                   | 33.77       |             |
| 23593       | Mechanics And Maintenance And Repair Occupations | Metrology Technician III                  | 35.12       |             |
| 23640       | Mechanics And Maintenance And Repair Occupations | Millwright                                | 34.24       |             |
| 23710       | Mechanics And Maintenance And Repair Occupations | Office Appliance Repairer                 | 26.96       |             |
| 23760       | Mechanics And Maintenance And Repair Occupations | Painter, Maintenance                      | 27.67       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                          | <b>Rate</b> | <b>Note</b> |
|-------------|--|---------------------------------------|-------------|-------------|
| 23790       | Mechanics And Maintenance And Repair Occupations | Pipefitter, Maintenance               | 43.19       |             |
| 23810       | Mechanics And Maintenance And Repair Occupations | Plumber, Maintenance                  | 41.37       |             |
| 23820       | Mechanics And Maintenance And Repair Occupations | Pneudraulic Systems Mechanic          | 36.95       |             |
| 23850       | Mechanics And Maintenance And Repair Occupations | Rigger                                | 37.96       |             |
| 23870       | Mechanics And Maintenance And Repair Occupations | Scale Mechanic                        | 33.84       |             |
| 23890       | Mechanics And Maintenance And Repair Occupations | Sheet-Metal Worker, Maintenance       | 35.54       |             |
| 23910       | Mechanics And Maintenance And Repair Occupations | Small Engine Mechanic                 | 26.31       |             |
| 23931       | Mechanics And Maintenance And Repair Occupations | Telecommunications Mechanic I         | 36.97       |             |
| 23932       | Mechanics And Maintenance And Repair Occupations | Telecommunications Mechanic II        | 38.46       |             |
| 23950       | Mechanics And Maintenance And Repair Occupations | Telephone Lineman                     | 47.65       |             |
| 23960       | Mechanics And Maintenance And Repair Occupations | Welder, Combination, Maintenance      | 28.57       |             |
| 23965       | Mechanics And Maintenance And Repair Occupations | Well Driller                          | 37.42       |             |
| 23970       | Mechanics And Maintenance And Repair Occupations | Woodcraft Worker                      | 36.95       |             |
| 23980       | Mechanics And Maintenance And Repair Occupations | Woodworker                            | 30.66       |             |
| 24550       | Personal Needs Occupations                       | Case Manager                          | 20.21       |             |
| 24570       | Personal Needs Occupations                       | Child Care Attendant                  | 18.19       |             |
| 24580       | Personal Needs Occupations                       | Child Care Center Clerk               | 22.68       |             |
| 24610       | Personal Needs Occupations                       | Chore Aide                            | 18.00       |             |
| 24620       | Personal Needs Occupations                       | Family Readiness And Support Services | 20.21       |             |
| 24630       | Personal Needs Occupations                       | Homemaker                             | 21.25       |             |
| 25010       | Plant And System Operations Occupations          | Boiler Tender                         | 37.68       |             |

| <b>Code</b> | <b>Category</b>                                | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 25040       | Plant And System Operations Occupations        | Sewage Plant Operator                     | 31.91       |             |
| 25070       | Plant And System Operations Occupations        | Stationary Engineer                       | 37.68       |             |
| 25190       | Plant And System Operations Occupations        | Ventilation Equipment Tender              | 29.39       |             |
| 25210       | Plant And System Operations Occupations        | Water Treatment Plant Operator            | 31.91       |             |
| 27004       | Protective Service Occupations                 | Alarm Monitor                             | 27.73       |             |
| 27007       | Protective Service Occupations                 | Baggage Inspector                         | 19.84       |             |
| 27008       | Protective Service Occupations                 | Corrections Officer                       | 39.37       |             |
| 27010       | Protective Service Occupations                 | Court Security Officer                    | 37.27       |             |
| 27030       | Protective Service Occupations                 | Detection Dog Handler                     | 22.19       |             |
| 27040       | Protective Service Occupations                 | Detention Officer                         | 39.37       |             |
| 27070       | Protective Service Occupations                 | Firefighter                               | 34.73       |             |
| 27101       | Protective Service Occupations                 | Guard I                                   | 19.84       |             |
| 27102       | Protective Service Occupations                 | Guard II                                  | 22.19       |             |
| 27131       | Protective Service Occupations                 | Police Officer I                          | 33.25       |             |
| 27132       | Protective Service Occupations                 | Police Officer II                         | 36.96       |             |
| 28041       | Recreation Occupations                         | Carnival Equipment Operator               | 20.21       |             |
| 28042       | Recreation Occupations                         | Carnival Equipment Repairer               | 21.50       |             |
| 28043       | Recreation Occupations                         | Carnival Worker                           | 16.13       | ***         |
| 28210       | Recreation Occupations                         | Gate Attendant/Gate Tender                | 21.92       |             |
| 28310       | Recreation Occupations                         | Lifeguard                                 | 17.00       | ***         |
| 28350       | Recreation Occupations                         | Park Attendant                            | 24.52       |             |
| 28510       | Recreation Occupations                         | Recreation Aide/Health Facility Attendant | 17.90       |             |
| 28515       | Recreation Occupations                         | Recreation Specialist                     | 30.38       |             |
| 28630       | Recreation Occupations                         | Sports Official                           | 19.53       |             |
| 28690       | Recreation Occupations                         | Swimming Pool Operator                    | 23.73       |             |
| 29010       | Stevedoring/Longshoremen Occupational Services | Blocker And Bracer                        | 36.09       |             |
| 29020       | Stevedoring/Longshoremen Occupational Services | Hatch Tender                              | 36.09       |             |
| 29030       | Stevedoring/Longshoremen Occupational Services | Line Handler                              | 36.09       |             |

| <b>Code</b> | <b>Category</b>                                | <b>Title</b>                             | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 29041       | Stevedoring/Longshoremen Occupational Services | Stevedore I                              | 34.41       |             |
| 29042       | Stevedoring/Longshoremen Occupational Services | Stevedore II                             | 37.75       |             |
| 30010       | Technical Occupations                          | Air Traffic Control Specialist, Center   | 51.07       | see 2       |
| 30011       | Technical Occupations                          | Air Traffic Control Specialist, Station  | 35.22       | see 2       |
| 30012       | Technical Occupations                          | Air Traffic Control Specialist, Terminal | 38.79       | see 2       |
| 30021       | Technical Occupations                          | Archeological Technician I               | 22.53       |             |
| 30022       | Technical Occupations                          | Archeological Technician II              | 25.20       |             |
| 30023       | Technical Occupations                          | Archeological Technician III             | 31.23       |             |
| 30030       | Technical Occupations                          | Cartographic Technician                  | 31.23       |             |
| 30040       | Technical Occupations                          | Civil Engineering Technician             | 31.25       |             |
| 30051       | Technical Occupations                          | Cryogenic Technician I                   | 34.39       |             |
| 30052       | Technical Occupations                          | Cryogenic Technician II                  | 37.97       |             |
| 30061       | Technical Occupations                          | Drafter/CAD Operator I                   | 22.53       |             |
| 30062       | Technical Occupations                          | Drafter/CAD Operator II                  | 25.20       |             |
| 30063       | Technical Occupations                          | Drafter/CAD Operator III                 | 28.10       |             |
| 30064       | Technical Occupations                          | Drafter/CAD Operator IV                  | 34.58       |             |
| 30081       | Technical Occupations                          | Engineering Technician I                 | 20.27       |             |
| 30082       | Technical Occupations                          | Engineering Technician II                | 22.74       |             |
| 30083       | Technical Occupations                          | Engineering Technician III               | 25.44       |             |
| 30084       | Technical Occupations                          | Engineering Technician IV                | 31.52       |             |
| 30085       | Technical Occupations                          | Engineering Technician V                 | 38.56       |             |
| 30086       | Technical Occupations                          | Engineering Technician VI                | 46.65       |             |
| 30090       | Technical Occupations                          | Environmental Technician                 | 29.28       |             |
| 30095       | Technical Occupations                          | Evidence Control Specialist              | 31.05       |             |
| 30210       | Technical Occupations                          | Laboratory Technician                    | 29.60       |             |
| 30221       | Technical Occupations                          | Latent Fingerprint Technician I          | 37.06       |             |
| 30222       | Technical Occupations                          | Latent Fingerprint Technician II         | 40.94       |             |
| 30240       | Technical Occupations                          | Mathematical Technician                  | 39.51       |             |
| 30361       | Technical Occupations                          | Paralegal/Legal Assistant I              | 22.87       |             |
| 30362       | Technical Occupations                          | Paralegal/Legal Assistant II             | 28.33       |             |

| <b>Code</b> | <b>Category</b>                                       | <b>Title</b>                             | <b>Rate</b> | <b>Note</b> |
|-------------|---|--|-------------|-------------|
| 30363       | Technical Occupations                                 | Paralegal/Legal Assistant III            | 34.66       |             |
| 30364       | Technical Occupations                                 | Paralegal/Legal Assistant IV             | 41.93       |             |
| 30375       | Technical Occupations                                 | Petroleum Supply Specialist              | 37.97       |             |
| 30390       | Technical Occupations                                 | Photo-Optics Technician                  | 31.23       |             |
| 30395       | Technical Occupations                                 | Radiation Control Technician             | 37.97       |             |
| 30461       | Technical Occupations                                 | Technical Writer I                       | 33.39       |             |
| 30462       | Technical Occupations                                 | Technical Writer II                      | 40.83       |             |
| 30463       | Technical Occupations                                 | Technical Writer III                     | 49.40       |             |
| 30491       | Technical Occupations                                 | Unexploded Ordnance (UXO) Technician I   | 32.46       |             |
| 30492       | Technical Occupations                                 | Unexploded Ordnance (UXO) Technician II  | 39.27       |             |
| 30493       | Technical Occupations                                 | Unexploded Ordnance (UXO) Technician III | 47.07       |             |
| 30494       | Technical Occupations                                 | Unexploded (UXO) Safety Escort           | 32.46       |             |
| 30495       | Technical Occupations                                 | Unexploded (UXO) Sweep Personnel         | 32.46       |             |
| 30501       | Technical Occupations                                 | Weather Forecaster I                     | 34.58       |             |
| 30502       | Technical Occupations                                 | Weather Forecaster II                    | 42.06       |             |
| 30620       | Technical Occupations                                 | Weather Observer, Combined Upper Air Or  | 28.10       | see 2       |
| 30621       | Technical Occupations                                 | Weather Observer, Senior                 | 31.23       | see 2       |
| 31010       | Transportation/Mobile Equipment Operation Occupations | Airplane Pilot                           | 39.27       |             |
| 31020       | Transportation/Mobile Equipment Operation Occupations | Bus Aide                                 | 22.33       |             |
| 31030       | Transportation/Mobile Equipment Operation Occupations | Bus Driver                               | 29.03       |             |
| 31043       | Transportation/Mobile Equipment Operation Occupations | Driver Courier                           | 21.04       |             |
| 31260       | Transportation/Mobile Equipment Operation Occupations | Parking and Lot Attendant                | 17.10       | ***         |
| 31290       | Transportation/Mobile Equipment Operation Occupations | Shuttle Bus Driver                       | 19.46       |             |
| 31310       | Transportation/Mobile Equipment Operation Occupations | Taxi Driver                              | 16.57       | ***         |

| <b>Code</b> | <b>Category</b>                                       | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|---|---------------------------------|-------------|-------------|
| 31361       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Light              | 22.38       |             |
| 31362       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Medium             | 23.55       |             |
| 31363       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Heavy              | 28.81       |             |
| 31364       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Tractor-Trailer    | 28.81       |             |
| 99020       | Miscellaneous Occupations                             | Cabin Safety Specialist         | 19.15       |             |
| 99030       | Miscellaneous Occupations                             | Cashier                         | 16.42       | ***         |
| 99050       | Miscellaneous Occupations                             | Desk Clerk                      | 18.01       |             |
| 99095       | Miscellaneous Occupations                             | Embalmer                        | 39.85       |             |
| 99130       | Miscellaneous Occupations                             | Flight Follower                 | 32.46       |             |
| 99251       | Miscellaneous Occupations                             | Laboratory Animal Caretaker I   | 21.50       |             |
| 99252       | Miscellaneous Occupations                             | Laboratory Animal Caretaker II  | 22.87       |             |
| 99260       | Miscellaneous Occupations                             | Marketing Analyst               | 41.35       |             |
| 99310       | Miscellaneous Occupations                             | Mortician                       | 39.85       |             |
| 99410       | Miscellaneous Occupations                             | Pest Controller                 | 23.66       |             |
| 99510       | Miscellaneous Occupations                             | Photofinishing Worker           | 20.42       |             |
| 99710       | Miscellaneous Occupations                             | Recycling Laborer               | 28.69       |             |
| 99711       | Miscellaneous Occupations                             | Recycling Specialist            | 33.32       |             |
| 99730       | Miscellaneous Occupations                             | Refuse Collector                | 26.46       |             |
| 99810       | Miscellaneous Occupations                             | Sales Clerk                     | 17.39       |             |
| 99820       | Miscellaneous Occupations                             | School Crossing Guard           | 18.03       |             |
| 99830       | Miscellaneous Occupations                             | Survey Party Chief              | 31.86       |             |
| 99831       | Miscellaneous Occupations                             | Surveying Aide                  | 22.66       |             |
| 99832       | Miscellaneous Occupations                             | Surveying Technician            | 28.97       |             |
| 99840       | Miscellaneous Occupations                             | Vending Machine Attendant       | 24.22       |             |
| 99841       | Miscellaneous Occupations                             | Vending Machine Repairer        | 28.69       |             |
| 99842       | Miscellaneous Occupations                             | Vending Machine Repairer Helper | 24.22       |             |

## Footer

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.20 per hour) or 13658 (\$12.90 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. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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: \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 per month\*

\*This rate is to be used only when compensating employees for performance on an SCA-

covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

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

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans'

Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

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

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

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

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

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

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

2) **AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:** If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**\*\* HAZARDOUS PAY DIFFERENTIAL \*\***

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

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

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like;

minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

#### \*\* UNIFORM ALLOWANCE \*\*

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of ""wash and wear""

materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

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

**Conformance Process:**

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

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR

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

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S.

Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

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

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

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

Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

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## **Wage Determination No. : 2015-4075**

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

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

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 27

Date Of Last Revision : 07/22/2024

Source : [Source Website](#)

## Header

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

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2024.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.90 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 2024.

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).

This wage determination is applicable to the following towns in the following counties in MASSACHUSETTS:

BARNSTABLE COUNTY: Provincetown, Truro

DUKES COUNTY: Chilmark, Edgartown, Gay Head, Gosnold, Oak Bluffs, Tisbury, West Tisbury

NANTUCKET COUNTY: Nantucket

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

## Wage Determination Table

| Code  | Category  | Title                    | Rate  | Note |
|-------|---|--------------------------|-------|------|
| 01011 | Administrative Support And Clerical Occupations | Accounting Clerk I       | 20.27 |      |
| 01012 | Administrative Support And Clerical Occupations | Accounting Clerk II      | 22.76 |      |
| 01013 | Administrative Support And Clerical Occupations | Accounting Clerk III     | 25.48 |      |
| 01020 | Administrative Support And Clerical Occupations | Administrative Assistant | 32.65 |      |

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------------|-------------|-------------|
| 01035       | Administrative Support And Clerical Occupations | Court Reporter                       | 23.09       |             |
| 01041       | Administrative Support And Clerical Occupations | Customer Service Representative I    | 17.39       |             |
| 01042       | Administrative Support And Clerical Occupations | Customer Service Representative II   | 18.98       |             |
| 01043       | Administrative Support And Clerical Occupations | Customer Service Representative III  | 21.31       |             |
| 01051       | Administrative Support And Clerical Occupations | Data Entry Operator I                | 18.12       |             |
| 01052       | Administrative Support And Clerical Occupations | Data Entry Operator II               | 19.77       |             |
| 01060       | Administrative Support And Clerical Occupations | Dispatcher, Motor Vehicle            | 24.66       |             |
| 01070       | Administrative Support And Clerical Occupations | Document Preparation Clerk           | 18.40       |             |
| 01090       | Administrative Support And Clerical Occupations | Duplicating Machine Operator         | 18.40       |             |
| 01111       | Administrative Support And Clerical Occupations | General Clerk I                      | 18.33       |             |
| 01112       | Administrative Support And Clerical Occupations | General Clerk II                     | 20.00       |             |
| 01113       | Administrative Support And Clerical Occupations | General Clerk III                    | 22.44       |             |
| 01120       | Administrative Support And Clerical Occupations | Housing Referral Assistant           | 25.75       |             |
| 01141       | Administrative Support And Clerical Occupations | Messenger Courier                    | 15.18       | ***         |
| 01191       | Administrative Support And Clerical Occupations | Order Clerk I                        | 17.50       |             |
| 01192       | Administrative Support And Clerical Occupations | Order Clerk II                       | 19.10       |             |
| 01261       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) I   | 20.64       |             |
| 01262       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) II  | 23.09       |             |
| 01263       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) III | 25.75       |             |

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------------|-------------|-------------|
| 01270       | Administrative Support And Clerical Occupations | Production Control Clerk             | 26.08       |             |
| 01290       | Administrative Support And Clerical Occupations | Rental Clerk                         | 21.36       |             |
| 01300       | Administrative Support And Clerical Occupations | Scheduler, Maintenance               | 20.64       |             |
| 01311       | Administrative Support And Clerical Occupations | Secretary I                          | 20.64       |             |
| 01312       | Administrative Support And Clerical Occupations | Secretary II                         | 23.09       |             |
| 01313       | Administrative Support And Clerical Occupations | Secretary III                        | 25.75       |             |
| 01320       | Administrative Support And Clerical Occupations | Service Order Dispatcher             | 22.05       |             |
| 01410       | Administrative Support And Clerical Occupations | Supply Technician                    | 32.65       |             |
| 01420       | Administrative Support And Clerical Occupations | Survey Worker                        | 23.09       |             |
| 01460       | Administrative Support And Clerical Occupations | Switchboard Operator/Receptionist    | 18.97       |             |
| 01531       | Administrative Support And Clerical Occupations | Travel Clerk I                       | 17.07       | ***         |
| 01532       | Administrative Support And Clerical Occupations | Travel Clerk II                      | 18.39       |             |
| 01533       | Administrative Support And Clerical Occupations | Travel Clerk III                     | 19.81       |             |
| 01611       | Administrative Support And Clerical Occupations | Word Processor I                     | 18.40       |             |
| 01612       | Administrative Support And Clerical Occupations | Word Processor II                    | 20.64       |             |
| 01613       | Administrative Support And Clerical Occupations | Word Processor III                   | 23.09       |             |
| 05005       | Automotive Service Occupations                  | Automobile Body Repairer, Fiberglass | 26.68       |             |
| 05010       | Automotive Service Occupations                  | Automotive Electrician               | 23.91       |             |
| 05040       | Automotive Service Occupations                  | Automotive Glass Installer           | 22.92       |             |
| 05070       | Automotive Service Occupations                  | Automotive Worker                    | 22.92       |             |
| 05110       | Automotive Service Occupations                  | Mobile Equipment Servicer            | 20.71       |             |

| <b>Code</b> | <b>Category</b>                              | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|--|---------------------------------|-------------|-------------|
| 05130       | Automotive Service Occupations               | Motor Equipment Metal Mechanic  | 24.93       |             |
| 05160       | Automotive Service Occupations               | Motor Equipment Metal Worker    | 22.92       |             |
| 05190       | Automotive Service Occupations               | Motor Vehicle Mechanic          | 24.93       |             |
| 05220       | Automotive Service Occupations               | Motor Vehicle Mechanic Helper   | 19.32       |             |
| 05250       | Automotive Service Occupations               | Motor Vehicle Upholstery Worker | 21.85       |             |
| 05280       | Automotive Service Occupations               | Motor Vehicle Wrecker           | 22.92       |             |
| 05310       | Automotive Service Occupations               | Painter, Automotive             | 23.91       |             |
| 05340       | Automotive Service Occupations               | Radiator Repair Specialist      | 22.92       |             |
| 05370       | Automotive Service Occupations               | Tire Repairer                   | 17.83       |             |
| 05400       | Automotive Service Occupations               | Transmission Repair Specialist  | 24.93       |             |
| 07010       | Food Preparation And Service Occupations     | Baker                           | 18.77       |             |
| 07041       | Food Preparation And Service Occupations     | Cook I                          | 22.10       |             |
| 07042       | Food Preparation And Service Occupations     | Cook II                         | 24.47       |             |
| 07070       | Food Preparation And Service Occupations     | Dishwasher                      | 17.14       | ***         |
| 07130       | Food Preparation And Service Occupations     | Food Service Worker             | 18.21       |             |
| 07210       | Food Preparation And Service Occupations     | Meat Cutter                     | 23.62       |             |
| 07260       | Food Preparation And Service Occupations     | Waiter/Waitress                 | 16.61       | ***         |
| 09010       | Furniture Maintenance And Repair Occupations | Electrostatic Spray Painter     | 28.93       |             |
| 09040       | Furniture Maintenance And Repair Occupations | Furniture Handler               | 20.15       |             |
| 09080       | Furniture Maintenance And Repair Occupations | Furniture Refinisher            | 29.34       |             |
| 09090       | Furniture Maintenance And Repair Occupations | Furniture Refinisher Helper     | 23.62       |             |
| 09110       | Furniture Maintenance And Repair Occupations | Furniture Repairer, Minor       | 26.75       |             |
| 09130       | Furniture Maintenance And Repair Occupations | Upholsterer                     | 29.34       |             |

| <b>Code</b> | <b>Category</b>                          | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 11030       | General Services And Support Occupations | Cleaner, Vehicles                          | 18.73       |             |
| 11060       | General Services And Support Occupations | Elevator Operator                          | 18.59       |             |
| 11090       | General Services And Support Occupations | Gardener                                   | 28.82       |             |
| 11122       | General Services And Support Occupations | Housekeeping Aide                          | 18.59       |             |
| 11150       | General Services And Support Occupations | Janitor                                    | 18.59       |             |
| 11210       | General Services And Support Occupations | Laborer, Grounds Maintenance               | 22.89       |             |
| 11240       | General Services And Support Occupations | Maid or Houseman                           | 17.98       |             |
| 11260       | General Services And Support Occupations | Pruner                                     | 21.04       |             |
| 11270       | General Services And Support Occupations | Tractor Operator                           | 26.84       |             |
| 11330       | General Services And Support Occupations | Trail Maintenance Worker                   | 22.89       |             |
| 11360       | General Services And Support Occupations | Window Cleaner                             | 20.18       |             |
| 12010       | Health Occupations                       | Ambulance Driver                           | 26.13       |             |
| 12011       | Health Occupations                       | Breath Alcohol Technician                  | 30.35       |             |
| 12012       | Health Occupations                       | Certified Occupational Therapist Assistant | 35.91       |             |
| 12015       | Health Occupations                       | Certified Physical Therapist Assistant     | 34.98       |             |
| 12020       | Health Occupations                       | Dental Assistant                           | 25.42       |             |
| 12025       | Health Occupations                       | Dental Hygienist                           | 47.50       |             |
| 12030       | Health Occupations                       | EKG Technician                             | 46.01       |             |
| 12035       | Health Occupations                       | Electroneurodiagnostic Technologist        | 46.01       |             |
| 12040       | Health Occupations                       | Emergency Medical Technician               | 26.13       |             |
| 12071       | Health Occupations                       | Licensed Practical Nurse I                 | 27.14       |             |
| 12072       | Health Occupations                       | Licensed Practical Nurse II                | 30.35       |             |
| 12073       | Health Occupations                       | Licensed Practical Nurse III               | 33.85       |             |

| <b>Code</b> | <b>Category</b>                  | <b>Title</b>                           | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------|--|-------------|-------------|
| 12100       | Health Occupations               | Medical Assistant                      | 22.40       |             |
| 12130       | Health Occupations               | Medical Laboratory Technician          | 35.98       |             |
| 12160       | Health Occupations               | Medical Record Clerk                   | 20.54       |             |
| 12190       | Health Occupations               | Medical Record Technician              | 22.98       |             |
| 12195       | Health Occupations               | Medical Transcriptionist               | 27.14       |             |
| 12210       | Health Occupations               | Nuclear Medicine Technologist          | 66.71       |             |
| 12221       | Health Occupations               | Nursing Assistant I                    | 15.16       | ***         |
| 12222       | Health Occupations               | Nursing Assistant II                   | 17.05       | ***         |
| 12223       | Health Occupations               | Nursing Assistant III                  | 18.60       |             |
| 12224       | Health Occupations               | Nursing Assistant IV                   | 20.89       |             |
| 12235       | Health Occupations               | Optical Dispenser                      | 30.35       |             |
| 12236       | Health Occupations               | Optical Technician                     | 27.14       |             |
| 12250       | Health Occupations               | Pharmacy Technician                    | 22.88       |             |
| 12280       | Health Occupations               | Phlebotomist                           | 23.99       |             |
| 12305       | Health Occupations               | Radiologic Technologist                | 39.59       |             |
| 12311       | Health Occupations               | Registered Nurse I                     | 31.18       |             |
| 12312       | Health Occupations               | Registered Nurse II                    | 40.19       |             |
| 12313       | Health Occupations               | Registered Nurse II, Specialist        | 40.19       |             |
| 12314       | Health Occupations               | Registered Nurse III                   | 48.63       |             |
| 12315       | Health Occupations               | Registered Nurse III, Anesthetist      | 48.63       |             |
| 12316       | Health Occupations               | Registered Nurse IV                    | 58.29       |             |
| 12317       | Health Occupations               | Scheduler                              | 37.61       |             |
| 12320       | Health Occupations               | Substance Abuse Treatment Counselor    | 28.41       |             |
| 13011       | Information And Arts Occupations | Exhibits Specialist I                  | 23.10       |             |
| 13012       | Information And Arts Occupations | Exhibits Specialist II                 | 28.62       |             |
| 13013       | Information And Arts Occupations | Exhibits Specialist III                | 35.01       |             |
| 13041       | Information And Arts Occupations | Illustrator I                          | 23.10       |             |
| 13042       | Information And Arts Occupations | Illustrator II                         | 28.62       |             |
| 13043       | Information And Arts Occupations | Illustrator III                        | 35.01       |             |
| 13047       | Information And Arts Occupations | Librarian                              | 34.75       |             |
| 13050       | Information And Arts Occupations | Library Aide/Clerk                     | 18.40       |             |
| 13054       | Information And Arts Occupations | Library Information Technology Systems | 28.62       |             |

| <b>Code</b> | <b>Category</b>                    | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------|--------------------------------------|-------------|-------------|
| 13058       | Information And Arts Occupations   | Library Technician                   | 24.05       |             |
| 13061       | Information And Arts Occupations   | Media Specialist I                   | 20.65       |             |
| 13062       | Information And Arts Occupations   | Media Specialist II                  | 23.10       |             |
| 13063       | Information And Arts Occupations   | Media Specialist III                 | 25.76       |             |
| 13071       | Information And Arts Occupations   | Photographer I                       | 20.65       |             |
| 13072       | Information And Arts Occupations   | Photographer II                      | 23.10       |             |
| 13073       | Information And Arts Occupations   | Photographer III                     | 28.62       |             |
| 13074       | Information And Arts Occupations   | Photographer IV                      | 35.01       |             |
| 13075       | Information And Arts Occupations   | Photographer V                       | 42.35       |             |
| 13090       | Information And Arts Occupations   | Technical Order Library Clerk        | 22.20       |             |
| 13110       | Information And Arts Occupations   | Video Teleconference Technician      | 24.99       |             |
| 14041       | Information Technology Occupations | Computer Operator I                  | 21.68       |             |
| 14042       | Information Technology Occupations | Computer Operator II                 | 24.26       |             |
| 14043       | Information Technology Occupations | Computer Operator III                | 27.04       |             |
| 14044       | Information Technology Occupations | Computer Operator IV                 | 30.05       |             |
| 14045       | Information Technology Occupations | Computer Operator V                  | 33.28       |             |
| 14071       | Information Technology Occupations | Computer Programmer I                | 24.68       | see<br>1    |
| 14072       | Information Technology Occupations | Computer Programmer II               | NaN         | see<br>1    |
| 14073       | Information Technology Occupations | Computer Programmer III              | NaN         | see<br>1    |
| 14074       | Information Technology Occupations | Computer Programmer IV               | NaN         | see<br>1    |
| 14101       | Information Technology Occupations | Computer Systems Analyst I           | NaN         | see<br>1    |
| 14102       | Information Technology Occupations | Computer Systems Analyst II          | NaN         | see<br>1    |
| 14103       | Information Technology Occupations | Computer Systems Analyst III         | NaN         | see<br>1    |
| 14150       | Information Technology Occupations | Peripheral Equipment Operator        | 21.68       |             |
| 14160       | Information Technology Occupations | Personal Computer Support Technician | 30.05       |             |
| 14170       | Information Technology Occupations | System Support Specialist            | 33.28       |             |
| 15010       | Instructional Occupations          | Aircrew Training Devices Instructor  | 36.44       |             |

| <b>Code</b> | <b>Category</b>   | <b>Title</b>                                    | <b>Rate</b> | <b>Note</b> |
|-------------|---|---|-------------|-------------|
| 15020       | Instructional Occupations                               | Aircrew Training Devices Instructor             | 44.09       |             |
| 15030       | Instructional Occupations                               | Air Crew Training Devices Instructor            | 52.86       |             |
| 15050       | Instructional Occupations                               | Computer Based Training Specialist / Instructor | 36.44       |             |
| 15060       | Instructional Occupations                               | Educational Technologist                        | 37.29       |             |
| 15070       | Instructional Occupations                               | Flight Instructor                               | 52.86       |             |
| 15080       | Instructional Occupations                               | Graphic Artist                                  | 31.54       |             |
| 15085       | Instructional Occupations                               | Maintenance Test Pilot, Fixed, Jet/Prop         | 52.86       |             |
| 15086       | Instructional Occupations                               | Maintenance Test Pilot, Rotary Wing             | 52.86       |             |
| 15088       | Instructional Occupations                               | Non-Maintenance Test/Co-Pilot                   | 52.86       |             |
| 15090       | Instructional Occupations                               | Technical Instructor                            | 25.37       |             |
| 15095       | Instructional Occupations                               | Technical Instructor/Course Developer           | 31.02       |             |
| 15110       | Instructional Occupations                               | Test Proctor                                    | 20.47       |             |
| 15120       | Instructional Occupations                               | Tutor   | 20.47       |             |
| 16010       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Assembler                                       | 17.31       |             |
| 16030       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Counter Attendant                               | 17.31       |             |
| 16040       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Dry Cleaner                                     | 19.77       |             |
| 16070       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Finisher, Flatwork, Machine                     | 17.31       |             |
| 16090       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Hand                                   | 17.31       |             |
| 16110       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Drycleaning                   | 17.31       |             |
| 16130       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Shirts                        | 17.31       |             |
| 16160       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Wearing Apparel, Laundry      | 17.31       |             |
| 16190       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Sewing Machine Operator                         | 20.60       |             |

| <b>Code</b> | <b>Category</b>   | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------------|-------------|-------------|
| 16220       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Tailor                               | 21.42       |             |
| 16250       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Washer, Machine                      | 18.13       |             |
| 19010       | Machine Tool Operation And Repair Occupations           | Machine-Tool Operator                | 28.69       |             |
| 19040       | Machine Tool Operation And Repair Occupations           | Tool And Die Maker                   | 33.26       |             |
| 21020       | Materials Handling And Packing Occupations              | Forklift Operator                    | 25.16       |             |
| 21030       | Materials Handling And Packing Occupations              | Material Coordinator                 | 25.54       |             |
| 21040       | Materials Handling And Packing Occupations              | Material Expediter                   | 25.54       |             |
| 21050       | Materials Handling And Packing Occupations              | Material Handling Laborer            | 19.21       |             |
| 21071       | Materials Handling And Packing Occupations              | Order Filler                         | 17.64       |             |
| 21080       | Materials Handling And Packing Occupations              | Production Line Worker               | 25.16       |             |
| 21110       | Materials Handling And Packing Occupations              | Shipping Packer                      | 21.33       |             |
| 21130       | Materials Handling And Packing Occupations              | Shipping/Receiving Clerk             | 21.33       |             |
| 21140       | Materials Handling And Packing Occupations              | Store Worker I                       | 16.45       | ***         |
| 21150       | Materials Handling And Packing Occupations              | Stock Clerk                          | 20.94       |             |
| 21210       | Materials Handling And Packing Occupations              | Tools And Parts Attendant            | 25.16       |             |
| 21410       | Materials Handling And Packing Occupations              | Warehouse Specialist                 | 25.16       |             |
| 23010       | Mechanics And Maintenance And Repair Occupations        | Aerospace Structural Welder          | 33.40       |             |
| 23019       | Mechanics And Maintenance And Repair Occupations        | Aircraft Logs and Records Technician | 28.02       |             |
| 23021       | Mechanics And Maintenance And Repair Occupations        | Aircraft Mechanic I                  | 32.18       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                                   | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 23022       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic II                           | 33.40       |             |
| 23023       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic III                          | 34.79       |             |
| 23040       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic Helper                       | 24.74       |             |
| 23050       | Mechanics And Maintenance And Repair Occupations | Aircraft, Painter                              | 30.16       |             |
| 23060       | Mechanics And Maintenance And Repair Occupations | Aircraft Servicer                              | 28.02       |             |
| 23070       | Mechanics And Maintenance And Repair Occupations | Aircraft Survival Flight Equipment Technician  | 30.16       |             |
| 23080       | Mechanics And Maintenance And Repair Occupations | Aircraft Worker                                | 29.08       |             |
| 23091       | Mechanics And Maintenance And Repair Occupations | Aircrew Life Support Equipment (ALSE) Mechanic | 29.08       |             |
| 23092       | Mechanics And Maintenance And Repair Occupations | Aircrew Life Support Equipment (ALSE) Mechanic | 32.18       |             |
| 23110       | Mechanics And Maintenance And Repair Occupations | Appliance Mechanic                             | 30.16       |             |
| 23120       | Mechanics And Maintenance And Repair Occupations | Bicycle Repairer                               | 26.12       |             |
| 23125       | Mechanics And Maintenance And Repair Occupations | Cable Splicer                                  | 47.11       |             |
| 23130       | Mechanics And Maintenance And Repair Occupations | Carpenter, Maintenance                         | 32.21       |             |
| 23140       | Mechanics And Maintenance And Repair Occupations | Carpet Layer                                   | 29.48       |             |
| 23160       | Mechanics And Maintenance And Repair Occupations | Electrician, Maintenance                       | 35.40       |             |
| 23181       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance I           | 29.48       |             |
| 23182       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance II          | 30.84       |             |
| 23183       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance III         | 32.18       |             |
| 23260       | Mechanics And Maintenance And Repair Occupations | Fabric Worker                                  | 27.56       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 23290       | Mechanics And Maintenance And Repair Occupations | Fire Alarm System Mechanic                | 30.66       |             |
| 23310       | Mechanics And Maintenance And Repair Occupations | Fire Extinguisher Repairer                | 26.12       |             |
| 23311       | Mechanics And Maintenance And Repair Occupations | Fuel Distribution System Mechanic         | 31.45       |             |
| 23312       | Mechanics And Maintenance And Repair Occupations | Fuel Distribution System Operator         | 26.12       |             |
| 23370       | Mechanics And Maintenance And Repair Occupations | General Maintenance Worker                | 23.18       |             |
| 23380       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Mechanic         | 32.18       |             |
| 23381       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Servicer         | 28.02       |             |
| 23382       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Worker           | 29.08       |             |
| 23391       | Mechanics And Maintenance And Repair Occupations | Gunsmith I                                | 26.12       |             |
| 23392       | Mechanics And Maintenance And Repair Occupations | Gunsmith II                               | 28.91       |             |
| 23393       | Mechanics And Maintenance And Repair Occupations | Gunsmith III                              | 31.45       |             |
| 23410       | Mechanics And Maintenance And Repair Occupations | Heating, Ventilation And Air-Conditioning | 30.75       |             |
| 23411       | Mechanics And Maintenance And Repair Occupations | Heating, Ventilation And Air Contidioning | 31.90       |             |
| 23430       | Mechanics And Maintenance And Repair Occupations | Heavy Equipment Mechanic                  | 31.47       |             |
| 23440       | Mechanics And Maintenance And Repair Occupations | Heavy Equipment Operator                  | 34.96       |             |
| 23460       | Mechanics And Maintenance And Repair Occupations | Instrument Mechanic                       | 31.45       |             |
| 23465       | Mechanics And Maintenance And Repair Occupations | Laboratory/Shelter Mechanic               | 30.16       |             |
| 23470       | Mechanics And Maintenance And Repair Occupations | Laborer                                   | 19.21       |             |
| 23510       | Mechanics And Maintenance And Repair Occupations | Locksmith                                 | 30.16       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|--|---------------------------------|-------------|-------------|
| 23530       | Mechanics And Maintenance And Repair Occupations | Machinery Maintenance Mechanic  | 32.42       |             |
| 23550       | Mechanics And Maintenance And Repair Occupations | Machinist, Maintenance          | 30.61       |             |
| 23580       | Mechanics And Maintenance And Repair Occupations | Maintenance Trades Helper       | 23.71       |             |
| 23591       | Mechanics And Maintenance And Repair Occupations | Metrology Technician I          | 31.45       |             |
| 23592       | Mechanics And Maintenance And Repair Occupations | Metrology Technician II         | 32.61       |             |
| 23593       | Mechanics And Maintenance And Repair Occupations | Metrology Technician III        | 33.81       |             |
| 23640       | Mechanics And Maintenance And Repair Occupations | Millwright                      | 31.45       |             |
| 23710       | Mechanics And Maintenance And Repair Occupations | Office Appliance Repairer       | 30.16       |             |
| 23760       | Mechanics And Maintenance And Repair Occupations | Painter, Maintenance            | 29.76       |             |
| 23790       | Mechanics And Maintenance And Repair Occupations | Pipefitter, Maintenance         | 37.42       |             |
| 23810       | Mechanics And Maintenance And Repair Occupations | Plumber, Maintenance            | 35.89       |             |
| 23820       | Mechanics And Maintenance And Repair Occupations | Pneudraulic Systems Mechanic    | 31.45       |             |
| 23850       | Mechanics And Maintenance And Repair Occupations | Rigger                          | 31.45       |             |
| 23870       | Mechanics And Maintenance And Repair Occupations | Scale Mechanic                  | 28.91       |             |
| 23890       | Mechanics And Maintenance And Repair Occupations | Sheet-Metal Worker, Maintenance | 31.45       |             |
| 23910       | Mechanics And Maintenance And Repair Occupations | Small Engine Mechanic           | 28.91       |             |
| 23931       | Mechanics And Maintenance And Repair Occupations | Telecommunications Mechanic I   | 33.63       |             |
| 23932       | Mechanics And Maintenance And Repair Occupations | Telecommunications Mechanic II  | 35.94       |             |
| 23950       | Mechanics And Maintenance And Repair Occupations | Telephone Lineman               | 33.27       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                          | <b>Rate</b> | <b>Note</b> |
|-------------|--|---------------------------------------|-------------|-------------|
| 23960       | Mechanics And Maintenance And Repair Occupations | Welder, Combination, Maintenance      | 30.61       |             |
| 23965       | Mechanics And Maintenance And Repair Occupations | Well Driller                          | 31.45       |             |
| 23970       | Mechanics And Maintenance And Repair Occupations | Woodcraft Worker                      | 31.45       |             |
| 23980       | Mechanics And Maintenance And Repair Occupations | Woodworker                            | 26.12       |             |
| 24550       | Personal Needs Occupations                       | Case Manager                          | 20.65       |             |
| 24570       | Personal Needs Occupations                       | Child Care Attendant                  | 19.37       |             |
| 24580       | Personal Needs Occupations                       | Child Care Center Clerk               | 24.16       |             |
| 24610       | Personal Needs Occupations                       | Chore Aide                            | 18.53       |             |
| 24620       | Personal Needs Occupations                       | Family Readiness And Support Services | 20.65       |             |
| 24630       | Personal Needs Occupations                       | Homemaker                             | 20.65       |             |
| 25010       | Plant And System Operations Occupations          | Boiler Tender                         | 30.18       |             |
| 25040       | Plant And System Operations Occupations          | Sewage Plant Operator                 | 28.95       |             |
| 25070       | Plant And System Operations Occupations          | Stationary Engineer                   | 30.18       |             |
| 25190       | Plant And System Operations Occupations          | Ventilation Equipment Tender          | 23.31       |             |
| 25210       | Plant And System Operations Occupations          | Water Treatment Plant Operator        | 28.95       |             |
| 27004       | Protective Service Occupations                   | Alarm Monitor                         | 25.27       |             |
| 27007       | Protective Service Occupations                   | Baggage Inspector                     | 19.94       |             |
| 27008       | Protective Service Occupations                   | Corrections Officer                   | 28.06       |             |
| 27010       | Protective Service Occupations                   | Court Security Officer                | 28.06       |             |
| 27030       | Protective Service Occupations                   | Detection Dog Handler                 | 22.30       |             |
| 27040       | Protective Service Occupations                   | Detention Officer                     | 28.06       |             |
| 27070       | Protective Service Occupations                   | Firefighter                           | 26.93       |             |
| 27101       | Protective Service Occupations                   | Guard I                               | 19.94       |             |
| 27102       | Protective Service Occupations                   | Guard II                              | 22.30       |             |
| 27131       | Protective Service Occupations                   | Police Officer I                      | 28.38       |             |
| 27132       | Protective Service Occupations                   | Police Officer II                     | 31.54       |             |

| <b>Code</b> | <b>Category</b>                                | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 28041       | Recreation Occupations                         | Carnival Equipment Operator               | 20.24       |             |
| 28042       | Recreation Occupations                         | Carnival Equipment Repairer               | 21.69       |             |
| 28043       | Recreation Occupations                         | Carnival Worker                           | 16.00       | ***         |
| 28210       | Recreation Occupations                         | Gate Attendant/Gate Tender                | 22.40       |             |
| 28310       | Recreation Occupations                         | Lifeguard                                 | 16.45       | ***         |
| 28350       | Recreation Occupations                         | Park Attendant                            | 25.05       |             |
| 28510       | Recreation Occupations                         | Recreation Aide/Health Facility Attendant | 18.29       |             |
| 28515       | Recreation Occupations                         | Recreation Specialist                     | 31.04       |             |
| 28630       | Recreation Occupations                         | Sports Official                           | 19.96       |             |
| 28690       | Recreation Occupations                         | Swimming Pool Operator                    | 24.01       |             |
| 29010       | Stevedoring/Longshoremen Occupational Services | Blocker And Bracer                        | 28.91       |             |
| 29020       | Stevedoring/Longshoremen Occupational Services | Hatch Tender                              | 28.91       |             |
| 29030       | Stevedoring/Longshoremen Occupational Services | Line Handler                              | 28.91       |             |
| 29041       | Stevedoring/Longshoremen Occupational Services | Stevedore I                               | 27.56       |             |
| 29042       | Stevedoring/Longshoremen Occupational Services | Stevedore II                              | 30.16       |             |
| 30010       | Technical Occupations                          | Air Traffic Control Specialist, Center    | 51.07       | see 2       |
| 30011       | Technical Occupations                          | Air Traffic Control Specialist, Station   | 35.22       | see 2       |
| 30012       | Technical Occupations                          | Air Traffic Control Specialist, Terminal  | 38.79       | see 2       |
| 30021       | Technical Occupations                          | Archeological Technician I                | 22.42       |             |
| 30022       | Technical Occupations                          | Archeological Technician II               | 25.09       |             |
| 30023       | Technical Occupations                          | Archeological Technician III              | 31.08       |             |
| 30030       | Technical Occupations                          | Cartographic Technician                   | 31.08       |             |
| 30040       | Technical Occupations                          | Civil Engineering Technician              | 31.08       |             |
| 30051       | Technical Occupations                          | Cryogenic Technician I                    | 34.41       |             |
| 30052       | Technical Occupations                          | Cryogenic Technician II                   | 38.01       |             |
| 30061       | Technical Occupations                          | Drafter/CAD Operator I                    | 22.42       |             |
| 30062       | Technical Occupations                          | Drafter/CAD Operator II                   | 25.09       |             |

| <b>Code</b> | <b>Category</b>       | <b>Title</b>                             | <b>Rate</b> | <b>Note</b> |
|-------------|-----------------------|--|-------------|-------------|
| 30063       | Technical Occupations | Drafter/CAD Operator III                 | 27.97       |             |
| 30064       | Technical Occupations | Drafter/CAD Operator IV                  | 34.41       |             |
| 30081       | Technical Occupations | Engineering Technician I                 | 19.98       |             |
| 30082       | Technical Occupations | Engineering Technician II                | 22.42       |             |
| 30083       | Technical Occupations | Engineering Technician III               | 25.09       |             |
| 30084       | Technical Occupations | Engineering Technician IV                | 31.08       |             |
| 30085       | Technical Occupations | Engineering Technician V                 | 38.01       |             |
| 30086       | Technical Occupations | Engineering Technician VI                | 45.99       |             |
| 30090       | Technical Occupations | Environmental Technician                 | 31.08       |             |
| 30095       | Technical Occupations | Evidence Control Specialist              | 31.08       |             |
| 30210       | Technical Occupations | Laboratory Technician                    | 27.97       |             |
| 30221       | Technical Occupations | Latent Fingerprint Technician I          | 34.41       |             |
| 30222       | Technical Occupations | Latent Fingerprint Technician II         | 38.01       |             |
| 30240       | Technical Occupations | Mathematical Technician                  | 31.08       |             |
| 30361       | Technical Occupations | Paralegal/Legal Assistant I              | 23.74       |             |
| 30362       | Technical Occupations | Paralegal/Legal Assistant II             | 29.42       |             |
| 30363       | Technical Occupations | Paralegal/Legal Assistant III            | 35.99       |             |
| 30364       | Technical Occupations | Paralegal/Legal Assistant IV             | 43.54       |             |
| 30375       | Technical Occupations | Petroleum Supply Specialist              | 38.01       |             |
| 30390       | Technical Occupations | Photo-Optics Technician                  | 31.08       |             |
| 30395       | Technical Occupations | Radiation Control Technician             | 38.01       |             |
| 30461       | Technical Occupations | Technical Writer I                       | 31.08       |             |
| 30462       | Technical Occupations | Technical Writer II                      | 38.01       |             |
| 30463       | Technical Occupations | Technical Writer III                     | 45.99       |             |
| 30491       | Technical Occupations | Unexploded Ordnance (UXO) Technician I   | 32.46       |             |
| 30492       | Technical Occupations | Unexploded Ordnance (UXO) Technician II  | 39.27       |             |
| 30493       | Technical Occupations | Unexploded Ordnance (UXO) Technician III | 47.07       |             |
| 30494       | Technical Occupations | Unexploded (UXO) Safety Escort           | 32.46       |             |
| 30495       | Technical Occupations | Unexploded (UXO) Sweep Personnel         | 32.46       |             |
| 30501       | Technical Occupations | Weather Forecaster I                     | 34.41       |             |
| 30502       | Technical Occupations | Weather Forecaster II                    | 41.86       |             |

| <b>Code</b> | <b>Category</b>                                       | <b>Title</b>                            | <b>Rate</b> | <b>Note</b> |
|-------------|---|---|-------------|-------------|
| 30620       | Technical Occupations                                 | Weather Observer, Combined Upper Air Or | 27.97       | see 2       |
| 30621       | Technical Occupations                                 | Weather Observer, Senior                | 31.08       | see 2       |
| 31010       | Transportation/Mobile Equipment Operation Occupations | Airplane Pilot                          | 39.27       |             |
| 31020       | Transportation/Mobile Equipment Operation Occupations | Bus Aide                                | 17.36       |             |
| 31030       | Transportation/Mobile Equipment Operation Occupations | Bus Driver                              | 24.10       |             |
| 31043       | Transportation/Mobile Equipment Operation Occupations | Driver Courier                          | 19.11       |             |
| 31260       | Transportation/Mobile Equipment Operation Occupations | Parking and Lot Attendant               | 15.61       | ***         |
| 31290       | Transportation/Mobile Equipment Operation Occupations | Shuttle Bus Driver                      | 21.08       |             |
| 31310       | Transportation/Mobile Equipment Operation Occupations | Taxi Driver                             | 19.59       |             |
| 31361       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Light                      | 20.48       |             |
| 31362       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Medium                     | 22.63       |             |
| 31363       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Heavy                      | 28.54       |             |
| 31364       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Tractor-Trailer            | 28.54       |             |
| 99020       | Miscellaneous Occupations                             | Cabin Safety Specialist                 | 19.15       |             |
| 99030       | Miscellaneous Occupations                             | Cashier                                 | 16.51       | ***         |
| 99050       | Miscellaneous Occupations                             | Desk Clerk                              | 18.15       |             |
| 99095       | Miscellaneous Occupations                             | Embalmer                                | 36.23       |             |
| 99130       | Miscellaneous Occupations                             | Flight Follower                         | 32.46       |             |
| 99251       | Miscellaneous Occupations                             | Laboratory Animal Caretaker I           | 22.54       |             |
| 99252       | Miscellaneous Occupations                             | Laboratory Animal Caretaker II          | 24.15       |             |
| 99260       | Miscellaneous Occupations                             | Marketing Analyst                       | 31.07       |             |
| 99310       | Miscellaneous Occupations                             | Mortician                               | 36.23       |             |
| 99410       | Miscellaneous Occupations                             | Pest Controller                         | 25.48       |             |
| 99510       | Miscellaneous Occupations                             | Photofinishing Worker                   | 17.06       | ***         |

| <b>Code</b> | <b>Category</b>           | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------|---------------------------------|-------------|-------------|
| 99710       | Miscellaneous Occupations | Recycling Laborer               | 23.94       |             |
| 99711       | Miscellaneous Occupations | Recycling Specialist            | 28.40       |             |
| 99730       | Miscellaneous Occupations | Refuse Collector                | 21.66       |             |
| 99810       | Miscellaneous Occupations | Sales Clerk                     | 17.38       |             |
| 99820       | Miscellaneous Occupations | School Crossing Guard           | 17.81       |             |
| 99830       | Miscellaneous Occupations | Survey Party Chief              | 24.28       |             |
| 99831       | Miscellaneous Occupations | Surveying Aide                  | 17.27       |             |
| 99832       | Miscellaneous Occupations | Surveying Technician            | 22.08       |             |
| 99840       | Miscellaneous Occupations | Vending Machine Attendant       | 22.54       |             |
| 99841       | Miscellaneous Occupations | Vending Machine Repairer        | 26.73       |             |
| 99842       | Miscellaneous Occupations | Vending Machine Repairer Helper | 22.54       |             |

## **Footer**

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.20 per hour) or 13658 (\$12.90 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. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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:** \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month **HEALTH & WELFARE EO 13706:** \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 per month\*

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

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

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans'

Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

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

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

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

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

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

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

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**\*\* HAZARDOUS PAY DIFFERENTIAL \*\***

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

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

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like;

minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below

that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear"

materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

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

**Conformance Process:**

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

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR

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

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S.

Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).

- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

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

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

Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

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## **Wage Determination No. : 2015-4077**

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

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

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 28

Date Of Last Revision : 07/22/2024

Source : [Source Website](#)

## **Header**

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

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2024.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.90 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 2024.

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).

This wage determination is applicable to the following towns in BERKSHIRE COUNTY:  
Alford, Egremont, Great Barrington, Monterey, Mount Washington, New Marlborough, Otis, Sandisfield, Sheffield, Stockbridge, Tyringham, West Stockbridge

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

## **Wage Determination Table**

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                        | <b>Rate</b> | <b>Note</b> |
|-------------|---|-------------------------------------|-------------|-------------|
| 01011       | Administrative Support And Clerical Occupations | Accounting Clerk I                  | 19.63       |             |
| 01012       | Administrative Support And Clerical Occupations | Accounting Clerk II                 | 22.03       |             |
| 01013       | Administrative Support And Clerical Occupations | Accounting Clerk III                | 24.64       |             |
| 01020       | Administrative Support And Clerical Occupations | Administrative Assistant            | 32.65       |             |
| 01035       | Administrative Support And Clerical Occupations | Court Reporter                      | 23.09       |             |
| 01041       | Administrative Support And Clerical Occupations | Customer Service Representative I   | 17.39       |             |
| 01042       | Administrative Support And Clerical Occupations | Customer Service Representative II  | 18.98       |             |
| 01043       | Administrative Support And Clerical Occupations | Customer Service Representative III | 21.31       |             |
| 01051       | Administrative Support And Clerical Occupations | Data Entry Operator I               | 17.90       |             |
| 01052       | Administrative Support And Clerical Occupations | Data Entry Operator II              | 19.53       |             |
| 01060       | Administrative Support And Clerical Occupations | Dispatcher, Motor Vehicle           | 23.89       |             |
| 01070       | Administrative Support And Clerical Occupations | Document Preparation Clerk          | 18.40       |             |
| 01090       | Administrative Support And Clerical Occupations | Duplicating Machine Operator        | 18.40       |             |
| 01111       | Administrative Support And Clerical Occupations | General Clerk I                     | 18.33       |             |
| 01112       | Administrative Support And Clerical Occupations | General Clerk II                    | 20.00       |             |
| 01113       | Administrative Support And Clerical Occupations | General Clerk III                   | 22.44       |             |
| 01120       | Administrative Support And Clerical Occupations | Housing Referral Assistant          | 25.75       |             |
| 01141       | Administrative Support And Clerical Occupations | Messenger Courier                   | 14.98       | ***         |
| 01191       | Administrative Support And Clerical Occupations | Order Clerk I                       | 16.86       | ***         |

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------------|-------------|-------------|
| 01192       | Administrative Support And Clerical Occupations | Order Clerk II                       | 18.40       |             |
| 01261       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) I   | 20.64       |             |
| 01262       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) II  | 23.09       |             |
| 01263       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) III | 25.75       |             |
| 01270       | Administrative Support And Clerical Occupations | Production Control Clerk             | 25.54       |             |
| 01290       | Administrative Support And Clerical Occupations | Rental Clerk                         | 21.36       |             |
| 01300       | Administrative Support And Clerical Occupations | Scheduler, Maintenance               | 20.64       |             |
| 01311       | Administrative Support And Clerical Occupations | Secretary I                          | 20.64       |             |
| 01312       | Administrative Support And Clerical Occupations | Secretary II                         | 23.09       |             |
| 01313       | Administrative Support And Clerical Occupations | Secretary III                        | 25.75       |             |
| 01320       | Administrative Support And Clerical Occupations | Service Order Dispatcher             | 21.53       |             |
| 01410       | Administrative Support And Clerical Occupations | Supply Technician                    | 32.65       |             |
| 01420       | Administrative Support And Clerical Occupations | Survey Worker                        | 23.09       |             |
| 01460       | Administrative Support And Clerical Occupations | Switchboard Operator/Receptionist    | 18.97       |             |
| 01531       | Administrative Support And Clerical Occupations | Travel Clerk I                       | 17.07       | ***         |
| 01532       | Administrative Support And Clerical Occupations | Travel Clerk II                      | 18.39       |             |
| 01533       | Administrative Support And Clerical Occupations | Travel Clerk III                     | 19.81       |             |
| 01611       | Administrative Support And Clerical Occupations | Word Processor I                     | 18.40       |             |
| 01612       | Administrative Support And Clerical Occupations | Word Processor II                    | 20.64       |             |

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------------|-------------|-------------|
| 01613       | Administrative Support And Clerical Occupations | Word Processor III                   | 23.09       |             |
| 05005       | Automotive Service Occupations                  | Automobile Body Repairer, Fiberglass | 25.83       |             |
| 05010       | Automotive Service Occupations                  | Automotive Electrician               | 23.91       |             |
| 05040       | Automotive Service Occupations                  | Automotive Glass Installer           | 22.92       |             |
| 05070       | Automotive Service Occupations                  | Automotive Worker                    | 22.92       |             |
| 05110       | Automotive Service Occupations                  | Mobile Equipment Servicer            | 20.71       |             |
| 05130       | Automotive Service Occupations                  | Motor Equipment Metal Mechanic       | 24.93       |             |
| 05160       | Automotive Service Occupations                  | Motor Equipment Metal Worker         | 22.92       |             |
| 05190       | Automotive Service Occupations                  | Motor Vehicle Mechanic               | 24.93       |             |
| 05220       | Automotive Service Occupations                  | Motor Vehicle Mechanic Helper        | 19.32       |             |
| 05250       | Automotive Service Occupations                  | Motor Vehicle Upholstery Worker      | 21.85       |             |
| 05280       | Automotive Service Occupations                  | Motor Vehicle Wrecker                | 22.92       |             |
| 05310       | Automotive Service Occupations                  | Painter, Automotive                  | 23.91       |             |
| 05340       | Automotive Service Occupations                  | Radiator Repair Specialist           | 22.92       |             |
| 05370       | Automotive Service Occupations                  | Tire Repairer                        | 17.83       |             |
| 05400       | Automotive Service Occupations                  | Transmission Repair Specialist       | 24.93       |             |
| 07010       | Food Preparation And Service Occupations        | Baker                                | 18.77       |             |
| 07041       | Food Preparation And Service Occupations        | Cook I                               | 22.10       |             |
| 07042       | Food Preparation And Service Occupations        | Cook II                              | 24.47       |             |
| 07070       | Food Preparation And Service Occupations        | Dishwasher                           | 17.14       | ***         |
| 07130       | Food Preparation And Service Occupations        | Food Service Worker                  | 18.21       |             |
| 07210       | Food Preparation And Service Occupations        | Meat Cutter                          | 22.62       |             |
| 07260       | Food Preparation And Service Occupations        | Waiter/Waitress                      | 16.61       | ***         |
| 09010       | Furniture Maintenance And Repair Occupations    | Electrostatic Spray Painter          | 29.34       |             |
| 09040       | Furniture Maintenance And Repair Occupations    | Furniture Handler                    | 20.15       |             |

| <b>Code</b> | <b>Category</b>                              | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 09080       | Furniture Maintenance And Repair Occupations | Furniture Refinisher                       | 29.34       |             |
| 09090       | Furniture Maintenance And Repair Occupations | Furniture Refinisher Helper                | 23.62       |             |
| 09110       | Furniture Maintenance And Repair Occupations | Furniture Repairer, Minor                  | 26.75       |             |
| 09130       | Furniture Maintenance And Repair Occupations | Upholsterer                                | 29.34       |             |
| 11030       | General Services And Support Occupations     | Cleaner, Vehicles                          | 18.73       |             |
| 11060       | General Services And Support Occupations     | Elevator Operator                          | 18.59       |             |
| 11090       | General Services And Support Occupations     | Gardener                                   | 28.82       |             |
| 11122       | General Services And Support Occupations     | Housekeeping Aide                          | 18.59       |             |
| 11150       | General Services And Support Occupations     | Janitor                                    | 18.59       |             |
| 11210       | General Services And Support Occupations     | Laborer, Grounds Maintenance               | 22.89       |             |
| 11240       | General Services And Support Occupations     | Maid or Houseman                           | 17.98       |             |
| 11260       | General Services And Support Occupations     | Pruner                                     | 21.04       |             |
| 11270       | General Services And Support Occupations     | Tractor Operator                           | 26.84       |             |
| 11330       | General Services And Support Occupations     | Trail Maintenance Worker                   | 22.89       |             |
| 11360       | General Services And Support Occupations     | Window Cleaner                             | 20.18       |             |
| 12010       | Health Occupations                           | Ambulance Driver                           | 24.48       |             |
| 12011       | Health Occupations                           | Breath Alcohol Technician                  | 30.35       |             |
| 12012       | Health Occupations                           | Certified Occupational Therapist Assistant | 36.12       |             |
| 12015       | Health Occupations                           | Certified Physical Therapist Assistant     | 34.98       |             |
| 12020       | Health Occupations                           | Dental Assistant                           | 25.42       |             |
| 12025       | Health Occupations                           | Dental Hygienist                           | 47.50       |             |

| <b>Code</b> | <b>Category</b>                  | <b>Title</b>                        | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------|-------------------------------------|-------------|-------------|
| 12030       | Health Occupations               | EKG Technician                      | 46.01       |             |
| 12035       | Health Occupations               | Electroneurodiagnostic Technologist | 46.01       |             |
| 12040       | Health Occupations               | Emergency Medical Technician        | 24.48       |             |
| 12071       | Health Occupations               | Licensed Practical Nurse I          | 27.14       |             |
| 12072       | Health Occupations               | Licensed Practical Nurse II         | 30.35       |             |
| 12073       | Health Occupations               | Licensed Practical Nurse III        | 33.85       |             |
| 12100       | Health Occupations               | Medical Assistant                   | 23.13       |             |
| 12130       | Health Occupations               | Medical Laboratory Technician       | 34.89       |             |
| 12160       | Health Occupations               | Medical Record Clerk                | 20.54       |             |
| 12190       | Health Occupations               | Medical Record Technician           | 27.76       |             |
| 12195       | Health Occupations               | Medical Transcriptionist            | 27.14       |             |
| 12210       | Health Occupations               | Nuclear Medicine Technologist       | 66.71       |             |
| 12221       | Health Occupations               | Nursing Assistant I                 | 15.16       | ***         |
| 12222       | Health Occupations               | Nursing Assistant II                | 17.05       | ***         |
| 12223       | Health Occupations               | Nursing Assistant III               | 18.60       |             |
| 12224       | Health Occupations               | Nursing Assistant IV                | 20.89       |             |
| 12235       | Health Occupations               | Optical Dispenser                   | 30.35       |             |
| 12236       | Health Occupations               | Optical Technician                  | 27.14       |             |
| 12250       | Health Occupations               | Pharmacy Technician                 | 28.86       |             |
| 12280       | Health Occupations               | Phlebotomist                        | 23.99       |             |
| 12305       | Health Occupations               | Radiologic Technologist             | 39.59       |             |
| 12311       | Health Occupations               | Registered Nurse I                  | 30.72       |             |
| 12312       | Health Occupations               | Registered Nurse II                 | 37.58       |             |
| 12313       | Health Occupations               | Registered Nurse II, Specialist     | 37.58       |             |
| 12314       | Health Occupations               | Registered Nurse III                | 45.75       |             |
| 12315       | Health Occupations               | Registered Nurse III, Anesthetist   | 45.75       |             |
| 12316       | Health Occupations               | Registered Nurse IV                 | 54.49       |             |
| 12317       | Health Occupations               | Scheduler                           | 37.61       |             |
| 12320       | Health Occupations               | Substance Abuse Treatment Counselor | 28.41       |             |
| 13011       | Information And Arts Occupations | Exhibits Specialist I               | 23.01       |             |
| 13012       | Information And Arts Occupations | Exhibits Specialist II              | 28.51       |             |
| 13013       | Information And Arts Occupations | Exhibits Specialist III             | 34.87       |             |

| <b>Code</b> | <b>Category</b>                    | <b>Title</b>                           | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------|--|-------------|-------------|
| 13041       | Information And Arts Occupations   | Illustrator I                          | 23.01       |             |
| 13042       | Information And Arts Occupations   | Illustrator II                         | 28.51       |             |
| 13043       | Information And Arts Occupations   | Illustrator III                        | 34.87       |             |
| 13047       | Information And Arts Occupations   | Librarian                              | 31.57       |             |
| 13050       | Information And Arts Occupations   | Library Aide/Clerk                     | 17.68       |             |
| 13054       | Information And Arts Occupations   | Library Information Technology Systems | 28.51       |             |
| 13058       | Information And Arts Occupations   | Library Technician                     | 24.05       |             |
| 13061       | Information And Arts Occupations   | Media Specialist I                     | 20.57       |             |
| 13062       | Information And Arts Occupations   | Media Specialist II                    | 23.01       |             |
| 13063       | Information And Arts Occupations   | Media Specialist III                   | 25.66       |             |
| 13071       | Information And Arts Occupations   | Photographer I                         | 20.15       |             |
| 13072       | Information And Arts Occupations   | Photographer II                        | 22.53       |             |
| 13073       | Information And Arts Occupations   | Photographer III                       | 27.93       |             |
| 13074       | Information And Arts Occupations   | Photographer IV                        | 34.15       |             |
| 13075       | Information And Arts Occupations   | Photographer V                         | 41.31       |             |
| 13090       | Information And Arts Occupations   | Technical Order Library Clerk          | 22.20       |             |
| 13110       | Information And Arts Occupations   | Video Teleconference Technician        | 22.46       |             |
| 14041       | Information Technology Occupations | Computer Operator I                    | 16.13       | ***         |
| 14042       | Information Technology Occupations | Computer Operator II                   | 18.66       |             |
| 14043       | Information Technology Occupations | Computer Operator III                  | 20.45       |             |
| 14044       | Information Technology Occupations | Computer Operator IV                   | 23.38       |             |
| 14045       | Information Technology Occupations | Computer Operator V                    | 25.89       |             |
| 14071       | Information Technology Occupations | Computer Programmer I                  | 21.27       | see 1       |
| 14072       | Information Technology Occupations | Computer Programmer II                 | 26.34       | see 1       |
| 14073       | Information Technology Occupations | Computer Programmer III                | NaN         | see 1       |
| 14074       | Information Technology Occupations | Computer Programmer IV                 | NaN         | see 1       |
| 14101       | Information Technology Occupations | Computer Systems Analyst I             | NaN         | see 1       |
| 14102       | Information Technology Occupations | Computer Systems Analyst II            | NaN         | see 1       |

| <b>Code</b> | <b>Category</b>   | <b>Title</b>                                    | <b>Rate</b> | <b>Note</b> |
|-------------|---|---|-------------|-------------|
| 14103       | Information Technology Occupations                      | Computer Systems Analyst III                    | NaN         | see<br>1    |
| 14150       | Information Technology Occupations                      | Peripheral Equipment Operator                   | 16.13       | ***         |
| 14160       | Information Technology Occupations                      | Personal Computer Support Technician            | 23.38       |             |
| 14170       | Information Technology Occupations                      | System Support Specialist                       | 25.89       |             |
| 15010       | Instructional Occupations                               | Aircrew Training Devices Instructor             | 34.94       |             |
| 15020       | Instructional Occupations                               | Aircrew Training Devices Instructor             | 42.28       |             |
| 15030       | Instructional Occupations                               | Air Crew Training Devices Instructor            | 50.67       |             |
| 15050       | Instructional Occupations                               | Computer Based Training Specialist / Instructor | 34.94       |             |
| 15060       | Instructional Occupations                               | Educational Technologist                        | 35.89       |             |
| 15070       | Instructional Occupations                               | Flight Instructor                               | 50.67       |             |
| 15080       | Instructional Occupations                               | Graphic Artist                                  | 28.02       |             |
| 15085       | Instructional Occupations                               | Maintenance Test Pilot, Fixed, Jet/Prop         | 50.67       |             |
| 15086       | Instructional Occupations                               | Maintenance Test Pilot, Rotary Wing             | 50.67       |             |
| 15088       | Instructional Occupations                               | Non-Maintenance Test/Co-Pilot                   | 50.67       |             |
| 15090       | Instructional Occupations                               | Technical Instructor                            | 25.26       |             |
| 15095       | Instructional Occupations                               | Technical Instructor/Course Developer           | 30.89       |             |
| 15110       | Instructional Occupations                               | Test Proctor                                    | 20.38       |             |
| 15120       | Instructional Occupations                               | Tutor   | 20.38       |             |
| 16010       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Assembler                                       | 17.31       |             |
| 16030       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Counter Attendant                               | 17.31       |             |
| 16040       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Dry Cleaner                                     | 19.77       |             |
| 16070       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Finisher, Flatwork, Machine                     | 17.31       |             |
| 16090       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Hand                                   | 17.31       |             |

| <b>Code</b> | <b>Category</b>   | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|---|--|-------------|-------------|
| 16110       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Drycleaning              | 17.31       |             |
| 16130       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Shirts                   | 17.31       |             |
| 16160       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Wearing Apparel, Laundry | 17.31       |             |
| 16190       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Sewing Machine Operator                    | 20.60       |             |
| 16220       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Tailor                                     | 21.42       |             |
| 16250       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Washer, Machine                            | 18.13       |             |
| 19010       | Machine Tool Operation And Repair Occupations           | Machine-Tool Operator                      | 28.69       |             |
| 19040       | Machine Tool Operation And Repair Occupations           | Tool And Die Maker                         | 33.26       |             |
| 21020       | Materials Handling And Packing Occupations              | Forklift Operator                          | 25.16       |             |
| 21030       | Materials Handling And Packing Occupations              | Material Coordinator                       | 25.45       |             |
| 21040       | Materials Handling And Packing Occupations              | Material Expediter                         | 25.45       |             |
| 21050       | Materials Handling And Packing Occupations              | Material Handling Laborer                  | 19.21       |             |
| 21071       | Materials Handling And Packing Occupations              | Order Filler                               | 17.64       |             |
| 21080       | Materials Handling And Packing Occupations              | Production Line Worker                     | 25.16       |             |
| 21110       | Materials Handling And Packing Occupations              | Shipping Packer                            | 21.33       |             |
| 21130       | Materials Handling And Packing Occupations              | Shipping/Receiving Clerk                   | 21.33       |             |
| 21140       | Materials Handling And Packing Occupations              | Store Worker I                             | 16.45       | ***         |
| 21150       | Materials Handling And Packing Occupations              | Stock Clerk                                | 20.94       |             |
| 21210       | Materials Handling And Packing Occupations              | Tools And Parts Attendant                  | 25.16       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                                   | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 21410       | Materials Handling And Packing Occupations       | Warehouse Specialist                           | 25.16       |             |
| 23010       | Mechanics And Maintenance And Repair Occupations | Aerospace Structural Welder                    | 32.61       |             |
| 23019       | Mechanics And Maintenance And Repair Occupations | Aircraft Logs and Records Technician           | 27.56       |             |
| 23021       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic I                            | 31.45       |             |
| 23022       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic II                           | 32.61       |             |
| 23023       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic III                          | 33.81       |             |
| 23040       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic Helper                       | 24.38       |             |
| 23050       | Mechanics And Maintenance And Repair Occupations | Aircraft, Painter                              | 30.16       |             |
| 23060       | Mechanics And Maintenance And Repair Occupations | Aircraft Servicer                              | 27.56       |             |
| 23070       | Mechanics And Maintenance And Repair Occupations | Aircraft Survival Flight Equipment Technician  | 30.16       |             |
| 23080       | Mechanics And Maintenance And Repair Occupations | Aircraft Worker                                | 28.91       |             |
| 23091       | Mechanics And Maintenance And Repair Occupations | Aircrew Life Support Equipment (ALSE) Mechanic | 28.91       |             |
| 23092       | Mechanics And Maintenance And Repair Occupations | Aircrew Life Support Equipment (ALSE) Mechanic | 31.45       |             |
| 23110       | Mechanics And Maintenance And Repair Occupations | Appliance Mechanic                             | 30.16       |             |
| 23120       | Mechanics And Maintenance And Repair Occupations | Bicycle Repairer                               | 26.12       |             |
| 23125       | Mechanics And Maintenance And Repair Occupations | Cable Splicer                                  | 43.48       |             |
| 23130       | Mechanics And Maintenance And Repair Occupations | Carpenter, Maintenance                         | 30.59       |             |
| 23140       | Mechanics And Maintenance And Repair Occupations | Carpet Layer                                   | 28.91       |             |
| 23160       | Mechanics And Maintenance And Repair Occupations | Electrician, Maintenance                       | 34.95       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 23181       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance I      | 28.91       |             |
| 23182       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance II     | 30.16       |             |
| 23183       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance III    | 31.45       |             |
| 23260       | Mechanics And Maintenance And Repair Occupations | Fabric Worker                             | 27.56       |             |
| 23290       | Mechanics And Maintenance And Repair Occupations | Fire Alarm System Mechanic                | 30.66       |             |
| 23310       | Mechanics And Maintenance And Repair Occupations | Fire Extinguisher Repairer                | 26.12       |             |
| 23311       | Mechanics And Maintenance And Repair Occupations | Fuel Distribution System Mechanic         | 31.45       |             |
| 23312       | Mechanics And Maintenance And Repair Occupations | Fuel Distribution System Operator         | 26.12       |             |
| 23370       | Mechanics And Maintenance And Repair Occupations | General Maintenance Worker                | 23.12       |             |
| 23380       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Mechanic         | 31.45       |             |
| 23381       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Servicer         | 27.56       |             |
| 23382       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Worker           | 28.91       |             |
| 23391       | Mechanics And Maintenance And Repair Occupations | Gunsmith I                                | 26.12       |             |
| 23392       | Mechanics And Maintenance And Repair Occupations | Gunsmith II                               | 28.91       |             |
| 23393       | Mechanics And Maintenance And Repair Occupations | Gunsmith III                              | 31.45       |             |
| 23410       | Mechanics And Maintenance And Repair Occupations | Heating, Ventilation And Air-Conditioning | 30.75       |             |
| 23411       | Mechanics And Maintenance And Repair Occupations | Heating, Ventilation And Air Contidioning | 31.74       |             |
| 23430       | Mechanics And Maintenance And Repair Occupations | Heavy Equipment Mechanic                  | 31.47       |             |
| 23440       | Mechanics And Maintenance And Repair Occupations | Heavy Equipment Operator                  | 32.37       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|--|---------------------------------|-------------|-------------|
| 23460       | Mechanics And Maintenance And Repair Occupations | Instrument Mechanic             | 31.45       |             |
| 23465       | Mechanics And Maintenance And Repair Occupations | Laboratory/Shelter Mechanic     | 30.16       |             |
| 23470       | Mechanics And Maintenance And Repair Occupations | Laborer                         | 19.21       |             |
| 23510       | Mechanics And Maintenance And Repair Occupations | Locksmith                       | 30.16       |             |
| 23530       | Mechanics And Maintenance And Repair Occupations | Machinery Maintenance Mechanic  | 32.42       |             |
| 23550       | Mechanics And Maintenance And Repair Occupations | Machinist, Maintenance          | 28.08       |             |
| 23580       | Mechanics And Maintenance And Repair Occupations | Maintenance Trades Helper       | 23.62       |             |
| 23591       | Mechanics And Maintenance And Repair Occupations | Metrology Technician I          | 31.45       |             |
| 23592       | Mechanics And Maintenance And Repair Occupations | Metrology Technician II         | 32.61       |             |
| 23593       | Mechanics And Maintenance And Repair Occupations | Metrology Technician III        | 33.81       |             |
| 23640       | Mechanics And Maintenance And Repair Occupations | Millwright                      | 31.45       |             |
| 23710       | Mechanics And Maintenance And Repair Occupations | Office Appliance Repairer       | 30.16       |             |
| 23760       | Mechanics And Maintenance And Repair Occupations | Painter, Maintenance            | 28.93       |             |
| 23790       | Mechanics And Maintenance And Repair Occupations | Pipefitter, Maintenance         | 37.42       |             |
| 23810       | Mechanics And Maintenance And Repair Occupations | Plumber, Maintenance            | 35.89       |             |
| 23820       | Mechanics And Maintenance And Repair Occupations | Pneudraulic Systems Mechanic    | 31.45       |             |
| 23850       | Mechanics And Maintenance And Repair Occupations | Rigger                          | 31.45       |             |
| 23870       | Mechanics And Maintenance And Repair Occupations | Scale Mechanic                  | 28.91       |             |
| 23890       | Mechanics And Maintenance And Repair Occupations | Sheet-Metal Worker, Maintenance | 31.45       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                          | <b>Rate</b> | <b>Note</b> |
|-------------|--|---------------------------------------|-------------|-------------|
| 23910       | Mechanics And Maintenance And Repair Occupations | Small Engine Mechanic                 | 28.91       |             |
| 23931       | Mechanics And Maintenance And Repair Occupations | Telecommunications Mechanic I         | 32.90       |             |
| 23932       | Mechanics And Maintenance And Repair Occupations | Telecommunications Mechanic II        | 34.13       |             |
| 23950       | Mechanics And Maintenance And Repair Occupations | Telephone Lineman                     | 33.27       |             |
| 23960       | Mechanics And Maintenance And Repair Occupations | Welder, Combination, Maintenance      | 29.14       |             |
| 23965       | Mechanics And Maintenance And Repair Occupations | Well Driller                          | 31.45       |             |
| 23970       | Mechanics And Maintenance And Repair Occupations | Woodcraft Worker                      | 31.45       |             |
| 23980       | Mechanics And Maintenance And Repair Occupations | Woodworker                            | 26.12       |             |
| 24550       | Personal Needs Occupations                       | Case Manager                          | 20.65       |             |
| 24570       | Personal Needs Occupations                       | Child Care Attendant                  | 19.04       |             |
| 24580       | Personal Needs Occupations                       | Child Care Center Clerk               | 23.74       |             |
| 24610       | Personal Needs Occupations                       | Chore Aide                            | 18.48       |             |
| 24620       | Personal Needs Occupations                       | Family Readiness And Support Services | 20.65       |             |
| 24630       | Personal Needs Occupations                       | Homemaker                             | 20.65       |             |
| 25010       | Plant And System Operations Occupations          | Boiler Tender                         | 30.18       |             |
| 25040       | Plant And System Operations Occupations          | Sewage Plant Operator                 | 28.95       |             |
| 25070       | Plant And System Operations Occupations          | Stationary Engineer                   | 30.18       |             |
| 25190       | Plant And System Operations Occupations          | Ventilation Equipment Tender          | 23.31       |             |
| 25210       | Plant And System Operations Occupations          | Water Treatment Plant Operator        | 28.95       |             |
| 27004       | Protective Service Occupations                   | Alarm Monitor                         | 25.27       |             |
| 27007       | Protective Service Occupations                   | Baggage Inspector                     | 19.94       |             |
| 27008       | Protective Service Occupations                   | Corrections Officer                   | 26.93       |             |
| 27010       | Protective Service Occupations                   | Court Security Officer                | 26.93       |             |

| <b>Code</b> | <b>Category</b>                                | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 27030       | Protective Service Occupations                 | Detection Dog Handler                     | 22.30       |             |
| 27040       | Protective Service Occupations                 | Detention Officer                         | 26.93       |             |
| 27070       | Protective Service Occupations                 | Firefighter                               | 27.81       |             |
| 27101       | Protective Service Occupations                 | Guard I                                   | 19.94       |             |
| 27102       | Protective Service Occupations                 | Guard II                                  | 22.30       |             |
| 27131       | Protective Service Occupations                 | Police Officer I                          | 28.38       |             |
| 27132       | Protective Service Occupations                 | Police Officer II                         | 31.54       |             |
| 28041       | Recreation Occupations                         | Carnival Equipment Operator               | 20.24       |             |
| 28042       | Recreation Occupations                         | Carnival Equipment Repairer               | 18.58       |             |
| 28043       | Recreation Occupations                         | Carnival Worker                           | 16.00       | ***         |
| 28210       | Recreation Occupations                         | Gate Attendant/Gate Tender                | 22.40       |             |
| 28310       | Recreation Occupations                         | Lifeguard                                 | 16.45       | ***         |
| 28350       | Recreation Occupations                         | Park Attendant                            | 25.05       |             |
| 28510       | Recreation Occupations                         | Recreation Aide/Health Facility Attendant | 18.29       |             |
| 28515       | Recreation Occupations                         | Recreation Specialist                     | 31.04       |             |
| 28630       | Recreation Occupations                         | Sports Official                           | 19.96       |             |
| 28690       | Recreation Occupations                         | Swimming Pool Operator                    | 24.01       |             |
| 29010       | Stevedoring/Longshoremen Occupational Services | Blocker And Bracer                        | 28.91       |             |
| 29020       | Stevedoring/Longshoremen Occupational Services | Hatch Tender                              | 28.91       |             |
| 29030       | Stevedoring/Longshoremen Occupational Services | Line Handler                              | 28.91       |             |
| 29041       | Stevedoring/Longshoremen Occupational Services | Stevedore I                               | 27.56       |             |
| 29042       | Stevedoring/Longshoremen Occupational Services | Stevedore II                              | 30.16       |             |
| 30010       | Technical Occupations                          | Air Traffic Control Specialist, Center    | 51.07       | see 2       |
| 30011       | Technical Occupations                          | Air Traffic Control Specialist, Station   | 35.22       | see 2       |
| 30012       | Technical Occupations                          | Air Traffic Control Specialist, Terminal  | 38.79       | see 2       |
| 30021       | Technical Occupations                          | Archeological Technician I                | 19.87       |             |
| 30022       | Technical Occupations                          | Archeological Technician II               | 22.23       |             |

| <b>Code</b> | <b>Category</b>       | <b>Title</b>                           | <b>Rate</b> | <b>Note</b> |
|-------------|-----------------------|--|-------------|-------------|
| 30023       | Technical Occupations | Archeological Technician III           | 27.54       |             |
| 30030       | Technical Occupations | Cartographic Technician                | 27.54       |             |
| 30040       | Technical Occupations | Civil Engineering Technician           | 27.54       |             |
| 30051       | Technical Occupations | Cryogenic Technician I                 | 28.27       |             |
| 30052       | Technical Occupations | Cryogenic Technician II                | 31.23       |             |
| 30061       | Technical Occupations | Drafter/CAD Operator I                 | 19.87       |             |
| 30062       | Technical Occupations | Drafter/CAD Operator II                | 22.23       |             |
| 30063       | Technical Occupations | Drafter/CAD Operator III               | 24.79       |             |
| 30064       | Technical Occupations | Drafter/CAD Operator IV                | 30.50       |             |
| 30081       | Technical Occupations | Engineering Technician I               | 17.71       |             |
| 30082       | Technical Occupations | Engineering Technician II              | 19.87       |             |
| 30083       | Technical Occupations | Engineering Technician III             | 22.23       |             |
| 30084       | Technical Occupations | Engineering Technician IV              | 27.54       |             |
| 30085       | Technical Occupations | Engineering Technician V               | 33.69       |             |
| 30086       | Technical Occupations | Engineering Technician VI              | 40.76       |             |
| 30090       | Technical Occupations | Environmental Technician               | 27.54       |             |
| 30095       | Technical Occupations | Evidence Control Specialist            | 25.53       |             |
| 30210       | Technical Occupations | Laboratory Technician                  | 24.79       |             |
| 30221       | Technical Occupations | Latent Fingerprint Technician I        | 28.27       |             |
| 30222       | Technical Occupations | Latent Fingerprint Technician II       | 31.23       |             |
| 30240       | Technical Occupations | Mathematical Technician                | 27.54       |             |
| 30361       | Technical Occupations | Paralegal/Legal Assistant I            | 23.74       |             |
| 30362       | Technical Occupations | Paralegal/Legal Assistant II           | 29.42       |             |
| 30363       | Technical Occupations | Paralegal/Legal Assistant III          | 35.99       |             |
| 30364       | Technical Occupations | Paralegal/Legal Assistant IV           | 43.54       |             |
| 30375       | Technical Occupations | Petroleum Supply Specialist            | 31.23       |             |
| 30390       | Technical Occupations | Photo-Optics Technician                | 27.54       |             |
| 30395       | Technical Occupations | Radiation Control Technician           | 31.23       |             |
| 30461       | Technical Occupations | Technical Writer I                     | 27.54       |             |
| 30462       | Technical Occupations | Technical Writer II                    | 33.69       |             |
| 30463       | Technical Occupations | Technical Writer III                   | 40.76       |             |
| 30491       | Technical Occupations | Unexploded Ordnance (UXO) Technician I | 32.46       |             |

| <b>Code</b> | <b>Category</b>                                       | <b>Title</b>                             | <b>Rate</b> | <b>Note</b> |
|-------------|---|--|-------------|-------------|
| 30492       | Technical Occupations                                 | Unexploded Ordnance (UXO) Technician II  | 39.27       |             |
| 30493       | Technical Occupations                                 | Unexploded Ordnance (UXO) Technician III | 47.07       |             |
| 30494       | Technical Occupations                                 | Unexploded (UXO) Safety Escort           | 32.46       |             |
| 30495       | Technical Occupations                                 | Unexploded (UXO) Sweep Personnel         | 32.46       |             |
| 30501       | Technical Occupations                                 | Weather Forecaster I                     | 30.50       |             |
| 30502       | Technical Occupations                                 | Weather Forecaster II                    | 37.10       |             |
| 30620       | Technical Occupations                                 | Weather Observer, Combined Upper Air Or  | 24.79       | see 2       |
| 30621       | Technical Occupations                                 | Weather Observer, Senior                 | 27.54       | see 2       |
| 31010       | Transportation/Mobile Equipment Operation Occupations | Airplane Pilot                           | 39.27       |             |
| 31020       | Transportation/Mobile Equipment Operation Occupations | Bus Aide                                 | 17.10       | ***         |
| 31030       | Transportation/Mobile Equipment Operation Occupations | Bus Driver                               | 24.10       |             |
| 31043       | Transportation/Mobile Equipment Operation Occupations | Driver Courier                           | 18.16       |             |
| 31260       | Transportation/Mobile Equipment Operation Occupations | Parking and Lot Attendant                | 15.61       | ***         |
| 31290       | Transportation/Mobile Equipment Operation Occupations | Shuttle Bus Driver                       | 20.03       |             |
| 31310       | Transportation/Mobile Equipment Operation Occupations | Taxi Driver                              | 19.37       |             |
| 31361       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Light                       | 19.46       |             |
| 31362       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Medium                      | 20.53       |             |
| 31363       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Heavy                       | 28.54       |             |
| 31364       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Tractor-Trailer             | 28.54       |             |
| 99020       | Miscellaneous Occupations                             | Cabin Safety Specialist                  | 19.15       |             |
| 99030       | Miscellaneous Occupations                             | Cashier                                  | 16.51       | ***         |
| 99050       | Miscellaneous Occupations                             | Desk Clerk                               | 18.15       |             |

| <b>Code</b> | <b>Category</b>           | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------|---------------------------------|-------------|-------------|
| 99095       | Miscellaneous Occupations | Embalmer                        | 32.46       |             |
| 99130       | Miscellaneous Occupations | Flight Follower                 | 32.46       |             |
| 99251       | Miscellaneous Occupations | Laboratory Animal Caretaker I   | 21.91       |             |
| 99252       | Miscellaneous Occupations | Laboratory Animal Caretaker II  | 23.40       |             |
| 99260       | Miscellaneous Occupations | Marketing Analyst               | 31.07       |             |
| 99310       | Miscellaneous Occupations | Mortician                       | 32.46       |             |
| 99410       | Miscellaneous Occupations | Pest Controller                 | 25.48       |             |
| 99510       | Miscellaneous Occupations | Photofinishing Worker           | 17.06       | ***         |
| 99710       | Miscellaneous Occupations | Recycling Laborer               | 21.14       |             |
| 99711       | Miscellaneous Occupations | Recycling Specialist            | 24.78       |             |
| 99730       | Miscellaneous Occupations | Refuse Collector                | 19.38       |             |
| 99810       | Miscellaneous Occupations | Sales Clerk                     | 17.38       |             |
| 99820       | Miscellaneous Occupations | School Crossing Guard           | 17.81       |             |
| 99830       | Miscellaneous Occupations | Survey Party Chief              | 23.88       |             |
| 99831       | Miscellaneous Occupations | Surveying Aide                  | 15.64       | ***         |
| 99832       | Miscellaneous Occupations | Surveying Technician            | 21.42       |             |
| 99840       | Miscellaneous Occupations | Vending Machine Attendant       | 22.54       |             |
| 99841       | Miscellaneous Occupations | Vending Machine Repairer        | 26.73       |             |
| 99842       | Miscellaneous Occupations | Vending Machine Repairer Helper | 22.54       |             |

## Footer

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.20 per hour) or 13658 (\$12.90 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. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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:** \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month **HEALTH & WELFARE EO 13706:** \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 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 PARENTHESSES 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)).

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## **Wage Determination No. : 2015-4079**

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

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

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 27

Date Of Last Revision : 07/22/2024

Source : [Source Website](#)

### **Header**

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

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2024.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.90 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 2024.

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).

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

BERKSHIRE COUNTY: Clarksburg, Florida, Hancock, North Adams, Williamstown

FRANKLIN COUNTY: Bernardston, Buckland, Charlemont, Colrain, Erving, Gill, Greenfield, Hawley, Heath, Leyden, Monroe, Montague, Northfield, Rowe, Shelburne

HAMPSHIRE COUNTY: Plainfield

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

### **Wage Determination Table**

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                        | <b>Rate</b> | <b>Note</b> |
|-------------|---|-------------------------------------|-------------|-------------|
| 01011       | Administrative Support And Clerical Occupations | Accounting Clerk I                  | 19.63       |             |
| 01012       | Administrative Support And Clerical Occupations | Accounting Clerk II                 | 22.03       |             |
| 01013       | Administrative Support And Clerical Occupations | Accounting Clerk III                | 24.64       |             |
| 01020       | Administrative Support And Clerical Occupations | Administrative Assistant            | 32.65       |             |
| 01035       | Administrative Support And Clerical Occupations | Court Reporter                      | 23.09       |             |
| 01041       | Administrative Support And Clerical Occupations | Customer Service Representative I   | 17.39       |             |
| 01042       | Administrative Support And Clerical Occupations | Customer Service Representative II  | 18.98       |             |
| 01043       | Administrative Support And Clerical Occupations | Customer Service Representative III | 21.31       |             |
| 01051       | Administrative Support And Clerical Occupations | Data Entry Operator I               | 17.90       |             |
| 01052       | Administrative Support And Clerical Occupations | Data Entry Operator II              | 19.53       |             |
| 01060       | Administrative Support And Clerical Occupations | Dispatcher, Motor Vehicle           | 23.89       |             |

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------------|-------------|-------------|
| 01070       | Administrative Support And Clerical Occupations | Document Preparation Clerk           | 18.40       |             |
| 01090       | Administrative Support And Clerical Occupations | Duplicating Machine Operator         | 18.40       |             |
| 01111       | Administrative Support And Clerical Occupations | General Clerk I                      | 18.33       |             |
| 01112       | Administrative Support And Clerical Occupations | General Clerk II                     | 20.00       |             |
| 01113       | Administrative Support And Clerical Occupations | General Clerk III                    | 22.44       |             |
| 01120       | Administrative Support And Clerical Occupations | Housing Referral Assistant           | 25.75       |             |
| 01141       | Administrative Support And Clerical Occupations | Messenger Courier                    | 14.98       | ***         |
| 01191       | Administrative Support And Clerical Occupations | Order Clerk I                        | 16.86       | ***         |
| 01192       | Administrative Support And Clerical Occupations | Order Clerk II                       | 18.40       |             |
| 01261       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) I   | 20.64       |             |
| 01262       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) II  | 23.09       |             |
| 01263       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) III | 25.75       |             |
| 01270       | Administrative Support And Clerical Occupations | Production Control Clerk             | 24.87       |             |
| 01290       | Administrative Support And Clerical Occupations | Rental Clerk                         | 21.36       |             |
| 01300       | Administrative Support And Clerical Occupations | Scheduler, Maintenance               | 20.64       |             |
| 01311       | Administrative Support And Clerical Occupations | Secretary I                          | 20.64       |             |
| 01312       | Administrative Support And Clerical Occupations | Secretary II                         | 23.09       |             |
| 01313       | Administrative Support And Clerical Occupations | Secretary III                        | 25.75       |             |
| 01320       | Administrative Support And Clerical Occupations | Service Order Dispatcher             | 21.53       |             |

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------------|-------------|-------------|
| 01410       | Administrative Support And Clerical Occupations | Supply Technician                    | 32.65       |             |
| 01420       | Administrative Support And Clerical Occupations | Survey Worker                        | 23.09       |             |
| 01460       | Administrative Support And Clerical Occupations | Switchboard Operator/Receptionist    | 18.97       |             |
| 01531       | Administrative Support And Clerical Occupations | Travel Clerk I                       | 17.07       | ***         |
| 01532       | Administrative Support And Clerical Occupations | Travel Clerk II                      | 18.39       |             |
| 01533       | Administrative Support And Clerical Occupations | Travel Clerk III                     | 19.81       |             |
| 01611       | Administrative Support And Clerical Occupations | Word Processor I                     | 18.40       |             |
| 01612       | Administrative Support And Clerical Occupations | Word Processor II                    | 20.64       |             |
| 01613       | Administrative Support And Clerical Occupations | Word Processor III                   | 23.09       |             |
| 05005       | Automotive Service Occupations                  | Automobile Body Repairer, Fiberglass | 25.83       |             |
| 05010       | Automotive Service Occupations                  | Automotive Electrician               | 23.91       |             |
| 05040       | Automotive Service Occupations                  | Automotive Glass Installer           | 22.92       |             |
| 05070       | Automotive Service Occupations                  | Automotive Worker                    | 22.92       |             |
| 05110       | Automotive Service Occupations                  | Mobile Equipment Servicer            | 20.71       |             |
| 05130       | Automotive Service Occupations                  | Motor Equipment Metal Mechanic       | 24.93       |             |
| 05160       | Automotive Service Occupations                  | Motor Equipment Metal Worker         | 22.92       |             |
| 05190       | Automotive Service Occupations                  | Motor Vehicle Mechanic               | 24.93       |             |
| 05220       | Automotive Service Occupations                  | Motor Vehicle Mechanic Helper        | 19.32       |             |
| 05250       | Automotive Service Occupations                  | Motor Vehicle Upholstery Worker      | 21.85       |             |
| 05280       | Automotive Service Occupations                  | Motor Vehicle Wrecker                | 22.92       |             |
| 05310       | Automotive Service Occupations                  | Painter, Automotive                  | 23.91       |             |
| 05340       | Automotive Service Occupations                  | Radiator Repair Specialist           | 22.92       |             |
| 05370       | Automotive Service Occupations                  | Tire Repairer                        | 17.83       |             |
| 05400       | Automotive Service Occupations                  | Transmission Repair Specialist       | 24.93       |             |
| 07010       | Food Preparation And Service Occupations        | Baker                                | 18.77       |             |

| <b>Code</b> | <b>Category</b>                              | <b>Title</b>                 | <b>Rate</b> | <b>Note</b> |
|-------------|--|------------------------------|-------------|-------------|
| 07041       | Food Preparation And Service Occupations     | Cook I                       | 22.10       |             |
| 07042       | Food Preparation And Service Occupations     | Cook II                      | 24.47       |             |
| 07070       | Food Preparation And Service Occupations     | Dishwasher                   | 17.14       | ***         |
| 07130       | Food Preparation And Service Occupations     | Food Service Worker          | 18.21       |             |
| 07210       | Food Preparation And Service Occupations     | Meat Cutter                  | 22.62       |             |
| 07260       | Food Preparation And Service Occupations     | Waiter/Waitress              | 16.61       | ***         |
| 09010       | Furniture Maintenance And Repair Occupations | Electrostatic Spray Painter  | 29.34       |             |
| 09040       | Furniture Maintenance And Repair Occupations | Furniture Handler            | 20.15       |             |
| 09080       | Furniture Maintenance And Repair Occupations | Furniture Refinisher         | 29.34       |             |
| 09090       | Furniture Maintenance And Repair Occupations | Furniture Refinisher Helper  | 23.62       |             |
| 09110       | Furniture Maintenance And Repair Occupations | Furniture Repairer, Minor    | 26.75       |             |
| 09130       | Furniture Maintenance And Repair Occupations | Upholsterer                  | 29.34       |             |
| 11030       | General Services And Support Occupations     | Cleaner, Vehicles            | 18.73       |             |
| 11060       | General Services And Support Occupations     | Elevator Operator            | 18.59       |             |
| 11090       | General Services And Support Occupations     | Gardener                     | 28.82       |             |
| 11122       | General Services And Support Occupations     | Housekeeping Aide            | 18.59       |             |
| 11150       | General Services And Support Occupations     | Janitor                      | 18.59       |             |
| 11210       | General Services And Support Occupations     | Laborer, Grounds Maintenance | 22.89       |             |
| 11240       | General Services And Support Occupations     | Maid or Houseman             | 17.98       |             |

| <b>Code</b> | <b>Category</b>                          | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 11260       | General Services And Support Occupations | Pruner                                     | 21.04       |             |
| 11270       | General Services And Support Occupations | Tractor Operator                           | 26.84       |             |
| 11330       | General Services And Support Occupations | Trail Maintenance Worker                   | 22.89       |             |
| 11360       | General Services And Support Occupations | Window Cleaner                             | 20.18       |             |
| 12010       | Health Occupations                       | Ambulance Driver                           | 23.96       |             |
| 12011       | Health Occupations                       | Breath Alcohol Technician                  | 30.35       |             |
| 12012       | Health Occupations                       | Certified Occupational Therapist Assistant | 36.12       |             |
| 12015       | Health Occupations                       | Certified Physical Therapist Assistant     | 34.98       |             |
| 12020       | Health Occupations                       | Dental Assistant                           | 25.42       |             |
| 12025       | Health Occupations                       | Dental Hygienist                           | 47.50       |             |
| 12030       | Health Occupations                       | EKG Technician                             | 46.01       |             |
| 12035       | Health Occupations                       | Electroneurodiagnostic Technologist        | 46.01       |             |
| 12040       | Health Occupations                       | Emergency Medical Technician               | 23.96       |             |
| 12071       | Health Occupations                       | Licensed Practical Nurse I                 | 27.14       |             |
| 12072       | Health Occupations                       | Licensed Practical Nurse II                | 30.35       |             |
| 12073       | Health Occupations                       | Licensed Practical Nurse III               | 33.85       |             |
| 12100       | Health Occupations                       | Medical Assistant                          | 22.40       |             |
| 12130       | Health Occupations                       | Medical Laboratory Technician              | 33.28       |             |
| 12160       | Health Occupations                       | Medical Record Clerk                       | 20.54       |             |
| 12190       | Health Occupations                       | Medical Record Technician                  | 24.40       |             |
| 12195       | Health Occupations                       | Medical Transcriptionist                   | 27.14       |             |
| 12210       | Health Occupations                       | Nuclear Medicine Technologist              | 66.71       |             |
| 12221       | Health Occupations                       | Nursing Assistant I                        | 15.16       | ***         |
| 12222       | Health Occupations                       | Nursing Assistant II                       | 17.05       | ***         |
| 12223       | Health Occupations                       | Nursing Assistant III                      | 18.60       |             |
| 12224       | Health Occupations                       | Nursing Assistant IV                       | 20.89       |             |
| 12235       | Health Occupations                       | Optical Dispenser                          | 30.35       |             |
| 12236       | Health Occupations                       | Optical Technician                         | 27.14       |             |
| 12250       | Health Occupations                       | Pharmacy Technician                        | 21.93       |             |

| <b>Code</b> | <b>Category</b>                    | <b>Title</b>                           | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------|--|-------------|-------------|
| 12280       | Health Occupations                 | Phlebotomist                           | 23.99       |             |
| 12305       | Health Occupations                 | Radiologic Technologist                | 39.59       |             |
| 12311       | Health Occupations                 | Registered Nurse I                     | 30.72       |             |
| 12312       | Health Occupations                 | Registered Nurse II                    | 37.58       |             |
| 12313       | Health Occupations                 | Registered Nurse II, Specialist        | 37.58       |             |
| 12314       | Health Occupations                 | Registered Nurse III                   | 45.75       |             |
| 12315       | Health Occupations                 | Registered Nurse III, Anesthetist      | 45.75       |             |
| 12316       | Health Occupations                 | Registered Nurse IV                    | 54.49       |             |
| 12317       | Health Occupations                 | Scheduler                              | 37.61       |             |
| 12320       | Health Occupations                 | Substance Abuse Treatment Counselor    | 28.41       |             |
| 13011       | Information And Arts Occupations   | Exhibits Specialist I                  | 23.01       |             |
| 13012       | Information And Arts Occupations   | Exhibits Specialist II                 | 28.51       |             |
| 13013       | Information And Arts Occupations   | Exhibits Specialist III                | 34.87       |             |
| 13041       | Information And Arts Occupations   | Illustrator I                          | 23.01       |             |
| 13042       | Information And Arts Occupations   | Illustrator II                         | 28.51       |             |
| 13043       | Information And Arts Occupations   | Illustrator III                        | 34.87       |             |
| 13047       | Information And Arts Occupations   | Librarian                              | 31.57       |             |
| 13050       | Information And Arts Occupations   | Library Aide/Clerk                     | 17.68       |             |
| 13054       | Information And Arts Occupations   | Library Information Technology Systems | 28.51       |             |
| 13058       | Information And Arts Occupations   | Library Technician                     | 24.05       |             |
| 13061       | Information And Arts Occupations   | Media Specialist I                     | 20.57       |             |
| 13062       | Information And Arts Occupations   | Media Specialist II                    | 23.01       |             |
| 13063       | Information And Arts Occupations   | Media Specialist III                   | 25.66       |             |
| 13071       | Information And Arts Occupations   | Photographer I                         | 20.15       |             |
| 13072       | Information And Arts Occupations   | Photographer II                        | 22.53       |             |
| 13073       | Information And Arts Occupations   | Photographer III                       | 27.93       |             |
| 13074       | Information And Arts Occupations   | Photographer IV                        | 34.15       |             |
| 13075       | Information And Arts Occupations   | Photographer V                         | 41.31       |             |
| 13090       | Information And Arts Occupations   | Technical Order Library Clerk          | 22.20       |             |
| 13110       | Information And Arts Occupations   | Video Teleconference Technician        | 22.46       |             |
| 14041       | Information Technology Occupations | Computer Operator I                    | 16.13       | ***         |
| 14042       | Information Technology Occupations | Computer Operator II                   | 18.66       |             |

| <b>Code</b> | <b>Category</b>                    | <b>Title</b>                                    | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------|---|-------------|-------------|
| 14043       | Information Technology Occupations | Computer Operator III                           | 20.45       |             |
| 14044       | Information Technology Occupations | Computer Operator IV                            | 23.38       |             |
| 14045       | Information Technology Occupations | Computer Operator V                             | 25.89       |             |
| 14071       | Information Technology Occupations | Computer Programmer I                           | 21.27       | see<br>1    |
| 14072       | Information Technology Occupations | Computer Programmer II                          | 26.34       | see<br>1    |
| 14073       | Information Technology Occupations | Computer Programmer III                         | NaN         | see<br>1    |
| 14074       | Information Technology Occupations | Computer Programmer IV                          | NaN         | see<br>1    |
| 14101       | Information Technology Occupations | Computer Systems Analyst I                      | NaN         | see<br>1    |
| 14102       | Information Technology Occupations | Computer Systems Analyst II                     | NaN         | see<br>1    |
| 14103       | Information Technology Occupations | Computer Systems Analyst III                    | NaN         | see<br>1    |
| 14150       | Information Technology Occupations | Peripheral Equipment Operator                   | 16.13       | ***         |
| 14160       | Information Technology Occupations | Personal Computer Support Technician            | 23.38       |             |
| 14170       | Information Technology Occupations | System Support Specialist                       | 25.89       |             |
| 15010       | Instructional Occupations          | Aircrew Training Devices Instructor             | 34.94       |             |
| 15020       | Instructional Occupations          | Aircrew Training Devices Instructor             | 42.28       |             |
| 15030       | Instructional Occupations          | Air Crew Training Devices Instructor            | 50.67       |             |
| 15050       | Instructional Occupations          | Computer Based Training Specialist / Instructor | 34.94       |             |
| 15060       | Instructional Occupations          | Educational Technologist                        | 37.29       |             |
| 15070       | Instructional Occupations          | Flight Instructor                               | 50.67       |             |
| 15080       | Instructional Occupations          | Graphic Artist                                  | 28.02       |             |
| 15085       | Instructional Occupations          | Maintenance Test Pilot, Fixed, Jet/Prop         | 50.67       |             |
| 15086       | Instructional Occupations          | Maintenance Test Pilot, Rotary Wing             | 50.67       |             |
| 15088       | Instructional Occupations          | Non-Maintenance Test/Co-Pilot                   | 50.67       |             |

| <b>Code</b> | <b>Category</b>   | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|---|--|-------------|-------------|
| 15090       | Instructional Occupations                               | Technical Instructor                       | 25.26       |             |
| 15095       | Instructional Occupations                               | Technical Instructor/Course Developer      | 30.89       |             |
| 15110       | Instructional Occupations                               | Test Proctor                               | 20.38       |             |
| 15120       | Instructional Occupations                               | Tutor                                      | 20.38       |             |
| 16010       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Assembler                                  | 17.31       |             |
| 16030       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Counter Attendant                          | 17.31       |             |
| 16040       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Dry Cleaner                                | 19.77       |             |
| 16070       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Finisher, Flatwork, Machine                | 17.31       |             |
| 16090       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Hand                              | 17.31       |             |
| 16110       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Drycleaning              | 17.31       |             |
| 16130       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Shirts                   | 17.31       |             |
| 16160       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Wearing Apparel, Laundry | 17.31       |             |
| 16190       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Sewing Machine Operator                    | 20.60       |             |
| 16220       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Tailor                                     | 21.42       |             |
| 16250       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Washer, Machine                            | 18.13       |             |
| 19010       | Machine Tool Operation And Repair Occupations           | Machine-Tool Operator                      | 28.69       |             |
| 19040       | Machine Tool Operation And Repair Occupations           | Tool And Die Maker                         | 33.26       |             |
| 21020       | Materials Handling And Packing Occupations              | Forklift Operator                          | 25.16       |             |
| 21030       | Materials Handling And Packing Occupations              | Material Coordinator                       | 25.45       |             |
| 21040       | Materials Handling And Packing Occupations              | Material Expediter                         | 25.45       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                                  | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 21050       | Materials Handling And Packing Occupations       | Material Handling Laborer                     | 19.09       |             |
| 21071       | Materials Handling And Packing Occupations       | Order Filler                                  | 17.64       |             |
| 21080       | Materials Handling And Packing Occupations       | Production Line Worker                        | 25.16       |             |
| 21110       | Materials Handling And Packing Occupations       | Shipping Packer                               | 21.33       |             |
| 21130       | Materials Handling And Packing Occupations       | Shipping/Receiving Clerk                      | 21.33       |             |
| 21140       | Materials Handling And Packing Occupations       | Store Worker I                                | 16.45       | ***         |
| 21150       | Materials Handling And Packing Occupations       | Stock Clerk                                   | 20.94       |             |
| 21210       | Materials Handling And Packing Occupations       | Tools And Parts Attendant                     | 25.16       |             |
| 21410       | Materials Handling And Packing Occupations       | Warehouse Specialist                          | 25.16       |             |
| 23010       | Mechanics And Maintenance And Repair Occupations | Aerospace Structural Welder                   | 32.61       |             |
| 23019       | Mechanics And Maintenance And Repair Occupations | Aircraft Logs and Records Technician          | 27.56       |             |
| 23021       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic I                           | 31.45       |             |
| 23022       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic II                          | 32.61       |             |
| 23023       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic III                         | 33.81       |             |
| 23040       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic Helper                      | 24.38       |             |
| 23050       | Mechanics And Maintenance And Repair Occupations | Aircraft, Painter                             | 30.16       |             |
| 23060       | Mechanics And Maintenance And Repair Occupations | Aircraft Servicer                             | 27.56       |             |
| 23070       | Mechanics And Maintenance And Repair Occupations | Aircraft Survival Flight Equipment Technician | 30.16       |             |
| 23080       | Mechanics And Maintenance And Repair Occupations | Aircraft Worker                               | 28.91       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                                   | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 23091       | Mechanics And Maintenance And Repair Occupations | Aircrew Life Support Equipment (ALSE) Mechanic | 28.91       |             |
| 23092       | Mechanics And Maintenance And Repair Occupations | Aircrew Life Support Equipment (ALSE) Mechanic | 31.45       |             |
| 23110       | Mechanics And Maintenance And Repair Occupations | Appliance Mechanic                             | 30.16       |             |
| 23120       | Mechanics And Maintenance And Repair Occupations | Bicycle Repairer                               | 26.12       |             |
| 23125       | Mechanics And Maintenance And Repair Occupations | Cable Splicer                                  | 39.55       |             |
| 23130       | Mechanics And Maintenance And Repair Occupations | Carpenter, Maintenance                         | 30.59       |             |
| 23140       | Mechanics And Maintenance And Repair Occupations | Carpet Layer                                   | 28.91       |             |
| 23160       | Mechanics And Maintenance And Repair Occupations | Electrician, Maintenance                       | 34.95       |             |
| 23181       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance I           | 28.91       |             |
| 23182       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance II          | 30.16       |             |
| 23183       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance III         | 31.45       |             |
| 23260       | Mechanics And Maintenance And Repair Occupations | Fabric Worker                                  | 27.56       |             |
| 23290       | Mechanics And Maintenance And Repair Occupations | Fire Alarm System Mechanic                     | 30.66       |             |
| 23310       | Mechanics And Maintenance And Repair Occupations | Fire Extinguisher Repairer                     | 26.12       |             |
| 23311       | Mechanics And Maintenance And Repair Occupations | Fuel Distribution System Mechanic              | 31.45       |             |
| 23312       | Mechanics And Maintenance And Repair Occupations | Fuel Distribution System Operator              | 26.12       |             |
| 23370       | Mechanics And Maintenance And Repair Occupations | General Maintenance Worker                     | 23.12       |             |
| 23380       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Mechanic              | 31.45       |             |
| 23381       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Servicer              | 27.56       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 23382       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Worker           | 28.91       |             |
| 23391       | Mechanics And Maintenance And Repair Occupations | Gunsmith I                                | 26.12       |             |
| 23392       | Mechanics And Maintenance And Repair Occupations | Gunsmith II                               | 28.91       |             |
| 23393       | Mechanics And Maintenance And Repair Occupations | Gunsmith III                              | 31.45       |             |
| 23410       | Mechanics And Maintenance And Repair Occupations | Heating, Ventilation And Air-Conditioning | 30.60       |             |
| 23411       | Mechanics And Maintenance And Repair Occupations | Heating, Ventilation And Air Contidioning | 31.74       |             |
| 23430       | Mechanics And Maintenance And Repair Occupations | Heavy Equipment Mechanic                  | 31.47       |             |
| 23440       | Mechanics And Maintenance And Repair Occupations | Heavy Equipment Operator                  | 32.37       |             |
| 23460       | Mechanics And Maintenance And Repair Occupations | Instrument Mechanic                       | 31.45       |             |
| 23465       | Mechanics And Maintenance And Repair Occupations | Laboratory/Shelter Mechanic               | 30.16       |             |
| 23470       | Mechanics And Maintenance And Repair Occupations | Laborer                                   | 19.09       |             |
| 23510       | Mechanics And Maintenance And Repair Occupations | Locksmith                                 | 30.16       |             |
| 23530       | Mechanics And Maintenance And Repair Occupations | Machinery Maintenance Mechanic            | 32.42       |             |
| 23550       | Mechanics And Maintenance And Repair Occupations | Machinist, Maintenance                    | 27.47       |             |
| 23580       | Mechanics And Maintenance And Repair Occupations | Maintenance Trades Helper                 | 23.62       |             |
| 23591       | Mechanics And Maintenance And Repair Occupations | Metrology Technician I                    | 31.45       |             |
| 23592       | Mechanics And Maintenance And Repair Occupations | Metrology Technician II                   | 32.61       |             |
| 23593       | Mechanics And Maintenance And Repair Occupations | Metrology Technician III                  | 33.81       |             |
| 23640       | Mechanics And Maintenance And Repair Occupations | Millwright                                | 31.45       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                          | <b>Rate</b> | <b>Note</b> |
|-------------|--|---------------------------------------|-------------|-------------|
| 23710       | Mechanics And Maintenance And Repair Occupations | Office Appliance Repairer             | 30.16       |             |
| 23760       | Mechanics And Maintenance And Repair Occupations | Painter, Maintenance                  | 27.85       |             |
| 23790       | Mechanics And Maintenance And Repair Occupations | Pipefitter, Maintenance               | 37.42       |             |
| 23810       | Mechanics And Maintenance And Repair Occupations | Plumber, Maintenance                  | 35.89       |             |
| 23820       | Mechanics And Maintenance And Repair Occupations | Pneudraulic Systems Mechanic          | 31.45       |             |
| 23850       | Mechanics And Maintenance And Repair Occupations | Rigger                                | 31.45       |             |
| 23870       | Mechanics And Maintenance And Repair Occupations | Scale Mechanic                        | 28.91       |             |
| 23890       | Mechanics And Maintenance And Repair Occupations | Sheet-Metal Worker, Maintenance       | 31.45       |             |
| 23910       | Mechanics And Maintenance And Repair Occupations | Small Engine Mechanic                 | 28.91       |             |
| 23931       | Mechanics And Maintenance And Repair Occupations | Telecommunications Mechanic I         | 32.90       |             |
| 23932       | Mechanics And Maintenance And Repair Occupations | Telecommunications Mechanic II        | 34.13       |             |
| 23950       | Mechanics And Maintenance And Repair Occupations | Telephone Lineman                     | 33.27       |             |
| 23960       | Mechanics And Maintenance And Repair Occupations | Welder, Combination, Maintenance      | 29.14       |             |
| 23965       | Mechanics And Maintenance And Repair Occupations | Well Driller                          | 31.45       |             |
| 23970       | Mechanics And Maintenance And Repair Occupations | Woodcraft Worker                      | 31.45       |             |
| 23980       | Mechanics And Maintenance And Repair Occupations | Woodworker                            | 26.12       |             |
| 24550       | Personal Needs Occupations                       | Case Manager                          | 20.65       |             |
| 24570       | Personal Needs Occupations                       | Child Care Attendant                  | 18.74       |             |
| 24580       | Personal Needs Occupations                       | Child Care Center Clerk               | 23.39       |             |
| 24610       | Personal Needs Occupations                       | Chore Aide                            | 18.48       |             |
| 24620       | Personal Needs Occupations                       | Family Readiness And Support Services | 20.65       |             |

| <b>Code</b> | <b>Category</b>                                | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 24630       | Personal Needs Occupations                     | Homemaker                                 | 20.65       |             |
| 25010       | Plant And System Operations Occupations        | Boiler Tender                             | 30.18       |             |
| 25040       | Plant And System Operations Occupations        | Sewage Plant Operator                     | 28.95       |             |
| 25070       | Plant And System Operations Occupations        | Stationary Engineer                       | 30.18       |             |
| 25190       | Plant And System Operations Occupations        | Ventilation Equipment Tender              | 23.31       |             |
| 25210       | Plant And System Operations Occupations        | Water Treatment Plant Operator            | 28.95       |             |
| 27004       | Protective Service Occupations                 | Alarm Monitor                             | 25.27       |             |
| 27007       | Protective Service Occupations                 | Baggage Inspector                         | 19.94       |             |
| 27008       | Protective Service Occupations                 | Corrections Officer                       | 26.92       |             |
| 27010       | Protective Service Occupations                 | Court Security Officer                    | 26.92       |             |
| 27030       | Protective Service Occupations                 | Detection Dog Handler                     | 22.30       |             |
| 27040       | Protective Service Occupations                 | Detention Officer                         | 26.92       |             |
| 27070       | Protective Service Occupations                 | Firefighter                               | 26.92       |             |
| 27101       | Protective Service Occupations                 | Guard I                                   | 19.94       |             |
| 27102       | Protective Service Occupations                 | Guard II                                  | 22.30       |             |
| 27131       | Protective Service Occupations                 | Police Officer I                          | 28.38       |             |
| 27132       | Protective Service Occupations                 | Police Officer II                         | 31.54       |             |
| 28041       | Recreation Occupations                         | Carnival Equipment Operator               | 20.24       |             |
| 28042       | Recreation Occupations                         | Carnival Equipment Repairer               | 21.69       |             |
| 28043       | Recreation Occupations                         | Carnival Worker                           | 16.00       | ***         |
| 28210       | Recreation Occupations                         | Gate Attendant/Gate Tender                | 22.40       |             |
| 28310       | Recreation Occupations                         | Lifeguard                                 | 16.45       | ***         |
| 28350       | Recreation Occupations                         | Park Attendant                            | 25.05       |             |
| 28510       | Recreation Occupations                         | Recreation Aide/Health Facility Attendant | 18.29       |             |
| 28515       | Recreation Occupations                         | Recreation Specialist                     | 31.04       |             |
| 28630       | Recreation Occupations                         | Sports Official                           | 19.96       |             |
| 28690       | Recreation Occupations                         | Swimming Pool Operator                    | 24.01       |             |
| 29010       | Stevedoring/Longshoremen Occupational Services | Blocker And Bracer                        | 28.91       |             |

| <b>Code</b> | <b>Category</b>                                | <b>Title</b>                             | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 29020       | Stevedoring/Longshoremen Occupational Services | Hatch Tender                             | 28.91       |             |
| 29030       | Stevedoring/Longshoremen Occupational Services | Line Handler                             | 28.91       |             |
| 29041       | Stevedoring/Longshoremen Occupational Services | Stevedore I                              | 27.56       |             |
| 29042       | Stevedoring/Longshoremen Occupational Services | Stevedore II                             | 30.16       |             |
| 30010       | Technical Occupations                          | Air Traffic Control Specialist, Center   | 51.07       | see 2       |
| 30011       | Technical Occupations                          | Air Traffic Control Specialist, Station  | 35.22       | see 2       |
| 30012       | Technical Occupations                          | Air Traffic Control Specialist, Terminal | 38.79       | see 2       |
| 30021       | Technical Occupations                          | Archeological Technician I               | 19.87       |             |
| 30022       | Technical Occupations                          | Archeological Technician II              | 22.23       |             |
| 30023       | Technical Occupations                          | Archeological Technician III             | 27.54       |             |
| 30030       | Technical Occupations                          | Cartographic Technician                  | 27.54       |             |
| 30040       | Technical Occupations                          | Civil Engineering Technician             | 27.54       |             |
| 30051       | Technical Occupations                          | Cryogenic Technician I                   | 28.27       |             |
| 30052       | Technical Occupations                          | Cryogenic Technician II                  | 31.23       |             |
| 30061       | Technical Occupations                          | Drafter/CAD Operator I                   | 19.87       |             |
| 30062       | Technical Occupations                          | Drafter/CAD Operator II                  | 22.23       |             |
| 30063       | Technical Occupations                          | Drafter/CAD Operator III                 | 24.79       |             |
| 30064       | Technical Occupations                          | Drafter/CAD Operator IV                  | 30.50       |             |
| 30081       | Technical Occupations                          | Engineering Technician I                 | 17.71       |             |
| 30082       | Technical Occupations                          | Engineering Technician II                | 19.87       |             |
| 30083       | Technical Occupations                          | Engineering Technician III               | 22.23       |             |
| 30084       | Technical Occupations                          | Engineering Technician IV                | 27.54       |             |
| 30085       | Technical Occupations                          | Engineering Technician V                 | 33.69       |             |
| 30086       | Technical Occupations                          | Engineering Technician VI                | 40.76       |             |
| 30090       | Technical Occupations                          | Environmental Technician                 | 27.54       |             |
| 30095       | Technical Occupations                          | Evidence Control Specialist              | 25.53       |             |
| 30210       | Technical Occupations                          | Laboratory Technician                    | 24.79       |             |
| 30221       | Technical Occupations                          | Latent Fingerprint Technician I          | 28.27       |             |
| 30222       | Technical Occupations                          | Latent Fingerprint Technician II         | 31.23       |             |

| <b>Code</b> | <b>Category</b>                                       | <b>Title</b>                             | <b>Rate</b> | <b>Note</b> |
|-------------|---|--|-------------|-------------|
| 30240       | Technical Occupations                                 | Mathematical Technician                  | 27.54       |             |
| 30361       | Technical Occupations                                 | Paralegal/Legal Assistant I              | 23.74       |             |
| 30362       | Technical Occupations                                 | Paralegal/Legal Assistant II             | 29.42       |             |
| 30363       | Technical Occupations                                 | Paralegal/Legal Assistant III            | 35.99       |             |
| 30364       | Technical Occupations                                 | Paralegal/Legal Assistant IV             | 43.54       |             |
| 30375       | Technical Occupations                                 | Petroleum Supply Specialist              | 31.23       |             |
| 30390       | Technical Occupations                                 | Photo-Optics Technician                  | 27.54       |             |
| 30395       | Technical Occupations                                 | Radiation Control Technician             | 31.23       |             |
| 30461       | Technical Occupations                                 | Technical Writer I                       | 27.54       |             |
| 30462       | Technical Occupations                                 | Technical Writer II                      | 33.69       |             |
| 30463       | Technical Occupations                                 | Technical Writer III                     | 40.76       |             |
| 30491       | Technical Occupations                                 | Unexploded Ordnance (UXO) Technician I   | 32.46       |             |
| 30492       | Technical Occupations                                 | Unexploded Ordnance (UXO) Technician II  | 39.27       |             |
| 30493       | Technical Occupations                                 | Unexploded Ordnance (UXO) Technician III | 47.07       |             |
| 30494       | Technical Occupations                                 | Unexploded (UXO) Safety Escort           | 32.46       |             |
| 30495       | Technical Occupations                                 | Unexploded (UXO) Sweep Personnel         | 32.46       |             |
| 30501       | Technical Occupations                                 | Weather Forecaster I                     | 30.50       |             |
| 30502       | Technical Occupations                                 | Weather Forecaster II                    | 37.10       |             |
| 30620       | Technical Occupations                                 | Weather Observer, Combined Upper Air Or  | 24.79       | see 2       |
| 30621       | Technical Occupations                                 | Weather Observer, Senior                 | 27.54       | see 2       |
| 31010       | Transportation/Mobile Equipment Operation Occupations | Airplane Pilot                           | 39.27       |             |
| 31020       | Transportation/Mobile Equipment Operation Occupations | Bus Aide                                 | 17.10       | ***         |
| 31030       | Transportation/Mobile Equipment Operation Occupations | Bus Driver                               | 24.10       |             |
| 31043       | Transportation/Mobile Equipment Operation Occupations | Driver Courier                           | 18.16       |             |
| 31260       | Transportation/Mobile Equipment Operation Occupations | Parking and Lot Attendant                | 15.61       | ***         |

| <b>Code</b> | <b>Category</b>                                       | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|---|---------------------------------|-------------|-------------|
| 31290       | Transportation/Mobile Equipment Operation Occupations | Shuttle Bus Driver              | 20.03       |             |
| 31310       | Transportation/Mobile Equipment Operation Occupations | Taxi Driver                     | 16.97       | ***         |
| 31361       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Light              | 19.46       |             |
| 31362       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Medium             | 20.53       |             |
| 31363       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Heavy              | 28.54       |             |
| 31364       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Tractor-Trailer    | 28.54       |             |
| 99020       | Miscellaneous Occupations                             | Cabin Safety Specialist         | 19.15       |             |
| 99030       | Miscellaneous Occupations                             | Cashier                         | 16.51       | ***         |
| 99050       | Miscellaneous Occupations                             | Desk Clerk                      | 18.15       |             |
| 99095       | Miscellaneous Occupations                             | Embalmer                        | 32.46       |             |
| 99130       | Miscellaneous Occupations                             | Flight Follower                 | 32.46       |             |
| 99251       | Miscellaneous Occupations                             | Laboratory Animal Caretaker I   | 22.14       |             |
| 99252       | Miscellaneous Occupations                             | Laboratory Animal Caretaker II  | 23.40       |             |
| 99260       | Miscellaneous Occupations                             | Marketing Analyst               | 31.07       |             |
| 99310       | Miscellaneous Occupations                             | Mortician                       | 32.46       |             |
| 99410       | Miscellaneous Occupations                             | Pest Controller                 | 25.48       |             |
| 99510       | Miscellaneous Occupations                             | Photofinishing Worker           | 17.06       | ***         |
| 99710       | Miscellaneous Occupations                             | Recycling Laborer               | 21.30       |             |
| 99711       | Miscellaneous Occupations                             | Recycling Specialist            | 24.78       |             |
| 99730       | Miscellaneous Occupations                             | Refuse Collector                | 19.61       |             |
| 99810       | Miscellaneous Occupations                             | Sales Clerk                     | 17.38       |             |
| 99820       | Miscellaneous Occupations                             | School Crossing Guard           | 17.81       |             |
| 99830       | Miscellaneous Occupations                             | Survey Party Chief              | 23.88       |             |
| 99831       | Miscellaneous Occupations                             | Surveying Aide                  | 15.64       | ***         |
| 99832       | Miscellaneous Occupations                             | Surveying Technician            | 21.42       |             |
| 99840       | Miscellaneous Occupations                             | Vending Machine Attendant       | 22.54       |             |
| 99841       | Miscellaneous Occupations                             | Vending Machine Repairer        | 26.73       |             |
| 99842       | Miscellaneous Occupations                             | Vending Machine Repairer Helper | 22.54       |             |

**Footer**

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.20 per hour) or 13658 (\$12.90 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. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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: \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 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)).

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## **Wage Determination No. : 2015-4081**

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

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

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 27

Date Of Last Revision : 07/22/2024

Source : [Source Website](#)

## Header

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

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2024.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.90 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 2024.

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).

This wage determination is applicable to the following towns in the following counties in MASSACHUSETTS:

FRANKLIN COUNTY: New Salem, Orange, Warwick

WORCESTER COUNTY: Athol, Hardwick, Petersham

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

## Wage Determination Table

| Code  | Category  | Title                    | Rate  | Note |
|-------|---|--------------------------|-------|------|
| 01011 | Administrative Support And Clerical Occupations | Accounting Clerk I       | 19.63 |      |
| 01012 | Administrative Support And Clerical Occupations | Accounting Clerk II      | 22.03 |      |
| 01013 | Administrative Support And Clerical Occupations | Accounting Clerk III     | 24.64 |      |
| 01020 | Administrative Support And Clerical Occupations | Administrative Assistant | 32.65 |      |
| 01035 | Administrative Support And Clerical Occupations | Court Reporter           | 23.09 |      |

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------------|-------------|-------------|
| 01041       | Administrative Support And Clerical Occupations | Customer Service Representative I    | 17.39       |             |
| 01042       | Administrative Support And Clerical Occupations | Customer Service Representative II   | 18.98       |             |
| 01043       | Administrative Support And Clerical Occupations | Customer Service Representative III  | 21.31       |             |
| 01051       | Administrative Support And Clerical Occupations | Data Entry Operator I                | 17.90       |             |
| 01052       | Administrative Support And Clerical Occupations | Data Entry Operator II               | 19.53       |             |
| 01060       | Administrative Support And Clerical Occupations | Dispatcher, Motor Vehicle            | 23.89       |             |
| 01070       | Administrative Support And Clerical Occupations | Document Preparation Clerk           | 18.40       |             |
| 01090       | Administrative Support And Clerical Occupations | Duplicating Machine Operator         | 18.40       |             |
| 01111       | Administrative Support And Clerical Occupations | General Clerk I                      | 18.33       |             |
| 01112       | Administrative Support And Clerical Occupations | General Clerk II                     | 20.00       |             |
| 01113       | Administrative Support And Clerical Occupations | General Clerk III                    | 22.44       |             |
| 01120       | Administrative Support And Clerical Occupations | Housing Referral Assistant           | 25.75       |             |
| 01141       | Administrative Support And Clerical Occupations | Messenger Courier                    | 14.98       | ***         |
| 01191       | Administrative Support And Clerical Occupations | Order Clerk I                        | 16.86       | ***         |
| 01192       | Administrative Support And Clerical Occupations | Order Clerk II                       | 18.40       |             |
| 01261       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) I   | 20.64       |             |
| 01262       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) II  | 23.09       |             |
| 01263       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) III | 25.75       |             |
| 01270       | Administrative Support And Clerical Occupations | Production Control Clerk             | 25.54       |             |

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------------|-------------|-------------|
| 01290       | Administrative Support And Clerical Occupations | Rental Clerk                         | 21.36       |             |
| 01300       | Administrative Support And Clerical Occupations | Scheduler, Maintenance               | 20.64       |             |
| 01311       | Administrative Support And Clerical Occupations | Secretary I                          | 20.64       |             |
| 01312       | Administrative Support And Clerical Occupations | Secretary II                         | 23.09       |             |
| 01313       | Administrative Support And Clerical Occupations | Secretary III                        | 25.75       |             |
| 01320       | Administrative Support And Clerical Occupations | Service Order Dispatcher             | 21.53       |             |
| 01410       | Administrative Support And Clerical Occupations | Supply Technician                    | 32.65       |             |
| 01420       | Administrative Support And Clerical Occupations | Survey Worker                        | 23.09       |             |
| 01460       | Administrative Support And Clerical Occupations | Switchboard Operator/Receptionist    | 18.97       |             |
| 01531       | Administrative Support And Clerical Occupations | Travel Clerk I                       | 17.07       | ***         |
| 01532       | Administrative Support And Clerical Occupations | Travel Clerk II                      | 18.39       |             |
| 01533       | Administrative Support And Clerical Occupations | Travel Clerk III                     | 19.81       |             |
| 01611       | Administrative Support And Clerical Occupations | Word Processor I                     | 18.40       |             |
| 01612       | Administrative Support And Clerical Occupations | Word Processor II                    | 20.64       |             |
| 01613       | Administrative Support And Clerical Occupations | Word Processor III                   | 23.09       |             |
| 05005       | Automotive Service Occupations                  | Automobile Body Repairer, Fiberglass | 25.83       |             |
| 05010       | Automotive Service Occupations                  | Automotive Electrician               | 23.91       |             |
| 05040       | Automotive Service Occupations                  | Automotive Glass Installer           | 22.92       |             |
| 05070       | Automotive Service Occupations                  | Automotive Worker                    | 22.92       |             |
| 05110       | Automotive Service Occupations                  | Mobile Equipment Servicer            | 20.71       |             |
| 05130       | Automotive Service Occupations                  | Motor Equipment Metal Mechanic       | 24.93       |             |
| 05160       | Automotive Service Occupations                  | Motor Equipment Metal Worker         | 22.92       |             |

| <b>Code</b> | <b>Category</b>                              | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|--|---------------------------------|-------------|-------------|
| 05190       | Automotive Service Occupations               | Motor Vehicle Mechanic          | 24.93       |             |
| 05220       | Automotive Service Occupations               | Motor Vehicle Mechanic Helper   | 19.32       |             |
| 05250       | Automotive Service Occupations               | Motor Vehicle Upholstery Worker | 21.85       |             |
| 05280       | Automotive Service Occupations               | Motor Vehicle Wrecker           | 22.92       |             |
| 05310       | Automotive Service Occupations               | Painter, Automotive             | 23.91       |             |
| 05340       | Automotive Service Occupations               | Radiator Repair Specialist      | 22.92       |             |
| 05370       | Automotive Service Occupations               | Tire Repairer                   | 17.83       |             |
| 05400       | Automotive Service Occupations               | Transmission Repair Specialist  | 24.93       |             |
| 07010       | Food Preparation And Service Occupations     | Baker                           | 18.77       |             |
| 07041       | Food Preparation And Service Occupations     | Cook I                          | 22.10       |             |
| 07042       | Food Preparation And Service Occupations     | Cook II                         | 24.47       |             |
| 07070       | Food Preparation And Service Occupations     | Dishwasher                      | 17.14       | ***         |
| 07130       | Food Preparation And Service Occupations     | Food Service Worker             | 18.21       |             |
| 07210       | Food Preparation And Service Occupations     | Meat Cutter                     | 22.62       |             |
| 07260       | Food Preparation And Service Occupations     | Waiter/Waitress                 | 16.61       | ***         |
| 09010       | Furniture Maintenance And Repair Occupations | Electrostatic Spray Painter     | 29.34       |             |
| 09040       | Furniture Maintenance And Repair Occupations | Furniture Handler               | 20.15       |             |
| 09080       | Furniture Maintenance And Repair Occupations | Furniture Refinisher            | 29.34       |             |
| 09090       | Furniture Maintenance And Repair Occupations | Furniture Refinisher Helper     | 23.62       |             |
| 09110       | Furniture Maintenance And Repair Occupations | Furniture Repairer, Minor       | 26.75       |             |
| 09130       | Furniture Maintenance And Repair Occupations | Upholsterer                     | 29.34       |             |
| 11030       | General Services And Support Occupations     | Cleaner, Vehicles               | 18.73       |             |

| <b>Code</b> | <b>Category</b>                          | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 11060       | General Services And Support Occupations | Elevator Operator                          | 18.59       |             |
| 11090       | General Services And Support Occupations | Gardener                                   | 28.82       |             |
| 11122       | General Services And Support Occupations | Housekeeping Aide                          | 18.59       |             |
| 11150       | General Services And Support Occupations | Janitor                                    | 18.59       |             |
| 11210       | General Services And Support Occupations | Laborer, Grounds Maintenance               | 22.89       |             |
| 11240       | General Services And Support Occupations | Maid or Houseman                           | 17.98       |             |
| 11260       | General Services And Support Occupations | Pruner                                     | 21.04       |             |
| 11270       | General Services And Support Occupations | Tractor Operator                           | 26.84       |             |
| 11330       | General Services And Support Occupations | Trail Maintenance Worker                   | 22.89       |             |
| 11360       | General Services And Support Occupations | Window Cleaner                             | 20.18       |             |
| 12010       | Health Occupations                       | Ambulance Driver                           | 23.96       |             |
| 12011       | Health Occupations                       | Breath Alcohol Technician                  | 30.35       |             |
| 12012       | Health Occupations                       | Certified Occupational Therapist Assistant | 32.42       |             |
| 12015       | Health Occupations                       | Certified Physical Therapist Assistant     | 34.98       |             |
| 12020       | Health Occupations                       | Dental Assistant                           | 25.42       |             |
| 12025       | Health Occupations                       | Dental Hygienist                           | 47.50       |             |
| 12030       | Health Occupations                       | EKG Technician                             | 46.01       |             |
| 12035       | Health Occupations                       | Electroneurodiagnostic Technologist        | 46.01       |             |
| 12040       | Health Occupations                       | Emergency Medical Technician               | 23.96       |             |
| 12071       | Health Occupations                       | Licensed Practical Nurse I                 | 27.14       |             |
| 12072       | Health Occupations                       | Licensed Practical Nurse II                | 30.35       |             |
| 12073       | Health Occupations                       | Licensed Practical Nurse III               | 33.85       |             |
| 12100       | Health Occupations                       | Medical Assistant                          | 22.17       |             |
| 12130       | Health Occupations                       | Medical Laboratory Technician              | 31.72       |             |

| <b>Code</b> | <b>Category</b>                  | <b>Title</b>                           | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------|--|-------------|-------------|
| 12160       | Health Occupations               | Medical Record Clerk                   | 20.54       |             |
| 12190       | Health Occupations               | Medical Record Technician              | 22.98       |             |
| 12195       | Health Occupations               | Medical Transcriptionist               | 27.14       |             |
| 12210       | Health Occupations               | Nuclear Medicine Technologist          | 63.20       |             |
| 12221       | Health Occupations               | Nursing Assistant I                    | 15.16       | ***         |
| 12222       | Health Occupations               | Nursing Assistant II                   | 17.05       | ***         |
| 12223       | Health Occupations               | Nursing Assistant III                  | 18.60       |             |
| 12224       | Health Occupations               | Nursing Assistant IV                   | 20.89       |             |
| 12235       | Health Occupations               | Optical Dispenser                      | 30.35       |             |
| 12236       | Health Occupations               | Optical Technician                     | 27.14       |             |
| 12250       | Health Occupations               | Pharmacy Technician                    | 21.93       |             |
| 12280       | Health Occupations               | Phlebotomist                           | 23.54       |             |
| 12305       | Health Occupations               | Radiologic Technologist                | 39.59       |             |
| 12311       | Health Occupations               | Registered Nurse I                     | 30.72       |             |
| 12312       | Health Occupations               | Registered Nurse II                    | 37.58       |             |
| 12313       | Health Occupations               | Registered Nurse II, Specialist        | 37.58       |             |
| 12314       | Health Occupations               | Registered Nurse III                   | 45.75       |             |
| 12315       | Health Occupations               | Registered Nurse III, Anesthetist      | 45.75       |             |
| 12316       | Health Occupations               | Registered Nurse IV                    | 54.49       |             |
| 12317       | Health Occupations               | Scheduler                              | 37.61       |             |
| 12320       | Health Occupations               | Substance Abuse Treatment Counselor    | 28.41       |             |
| 13011       | Information And Arts Occupations | Exhibits Specialist I                  | 23.01       |             |
| 13012       | Information And Arts Occupations | Exhibits Specialist II                 | 28.51       |             |
| 13013       | Information And Arts Occupations | Exhibits Specialist III                | 34.87       |             |
| 13041       | Information And Arts Occupations | Illustrator I                          | 23.01       |             |
| 13042       | Information And Arts Occupations | Illustrator II                         | 28.51       |             |
| 13043       | Information And Arts Occupations | Illustrator III                        | 34.87       |             |
| 13047       | Information And Arts Occupations | Librarian                              | 31.57       |             |
| 13050       | Information And Arts Occupations | Library Aide/Clerk                     | 17.68       |             |
| 13054       | Information And Arts Occupations | Library Information Technology Systems | 28.51       |             |
| 13058       | Information And Arts Occupations | Library Technician                     | 24.05       |             |
| 13061       | Information And Arts Occupations | Media Specialist I                     | 20.57       |             |

| <b>Code</b> | <b>Category</b>                    | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------|--------------------------------------|-------------|-------------|
| 13062       | Information And Arts Occupations   | Media Specialist II                  | 23.01       |             |
| 13063       | Information And Arts Occupations   | Media Specialist III                 | 25.66       |             |
| 13071       | Information And Arts Occupations   | Photographer I                       | 20.15       |             |
| 13072       | Information And Arts Occupations   | Photographer II                      | 22.53       |             |
| 13073       | Information And Arts Occupations   | Photographer III                     | 27.93       |             |
| 13074       | Information And Arts Occupations   | Photographer IV                      | 34.15       |             |
| 13075       | Information And Arts Occupations   | Photographer V                       | 41.31       |             |
| 13090       | Information And Arts Occupations   | Technical Order Library Clerk        | 22.20       |             |
| 13110       | Information And Arts Occupations   | Video Teleconference Technician      | 22.46       |             |
| 14041       | Information Technology Occupations | Computer Operator I                  | 16.13       | ***         |
| 14042       | Information Technology Occupations | Computer Operator II                 | 18.66       |             |
| 14043       | Information Technology Occupations | Computer Operator III                | 20.45       |             |
| 14044       | Information Technology Occupations | Computer Operator IV                 | 23.38       |             |
| 14045       | Information Technology Occupations | Computer Operator V                  | 25.89       |             |
| 14071       | Information Technology Occupations | Computer Programmer I                | 21.27       | see 1       |
| 14072       | Information Technology Occupations | Computer Programmer II               | 26.34       | see 1       |
| 14073       | Information Technology Occupations | Computer Programmer III              | NaN         | see 1       |
| 14074       | Information Technology Occupations | Computer Programmer IV               | NaN         | see 1       |
| 14101       | Information Technology Occupations | Computer Systems Analyst I           | NaN         | see 1       |
| 14102       | Information Technology Occupations | Computer Systems Analyst II          | NaN         | see 1       |
| 14103       | Information Technology Occupations | Computer Systems Analyst III         | NaN         | see 1       |
| 14150       | Information Technology Occupations | Peripheral Equipment Operator        | 16.13       | ***         |
| 14160       | Information Technology Occupations | Personal Computer Support Technician | 23.38       |             |
| 14170       | Information Technology Occupations | System Support Specialist            | 25.89       |             |
| 15010       | Instructional Occupations          | Aircrew Training Devices Instructor  | 34.94       |             |
| 15020       | Instructional Occupations          | Aircrew Training Devices Instructor  | 42.28       |             |

| <b>Code</b> | <b>Category</b>   | <b>Title</b>                                    | <b>Rate</b> | <b>Note</b> |
|-------------|---|---|-------------|-------------|
| 15030       | Instructional Occupations                               | Air Crew Training Devices Instructor            | 50.67       |             |
| 15050       | Instructional Occupations                               | Computer Based Training Specialist / Instructor | 34.94       |             |
| 15060       | Instructional Occupations                               | Educational Technologist                        | 35.89       |             |
| 15070       | Instructional Occupations                               | Flight Instructor                               | 50.67       |             |
| 15080       | Instructional Occupations                               | Graphic Artist                                  | 28.02       |             |
| 15085       | Instructional Occupations                               | Maintenance Test Pilot, Fixed, Jet/Prop         | 50.67       |             |
| 15086       | Instructional Occupations                               | Maintenance Test Pilot, Rotary Wing             | 50.67       |             |
| 15088       | Instructional Occupations                               | Non-Maintenance Test/Co-Pilot                   | 50.67       |             |
| 15090       | Instructional Occupations                               | Technical Instructor                            | 25.26       |             |
| 15095       | Instructional Occupations                               | Technical Instructor/Course Developer           | 30.89       |             |
| 15110       | Instructional Occupations                               | Test Proctor                                    | 20.38       |             |
| 15120       | Instructional Occupations                               | Tutor   | 20.38       |             |
| 16010       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Assembler                                       | 17.31       |             |
| 16030       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Counter Attendant                               | 17.31       |             |
| 16040       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Dry Cleaner                                     | 19.77       |             |
| 16070       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Finisher, Flatwork, Machine                     | 17.31       |             |
| 16090       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Hand                                   | 17.31       |             |
| 16110       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Drycleaning                   | 17.31       |             |
| 16130       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Shirts                        | 17.31       |             |
| 16160       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Wearing Apparel, Laundry      | 17.31       |             |
| 16190       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Sewing Machine Operator                         | 20.60       |             |
| 16220       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Tailor  | 21.42       |             |

| <b>Code</b> | <b>Category</b>   | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------------|-------------|-------------|
| 16250       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Washer, Machine                      | 18.13       |             |
| 19010       | Machine Tool Operation And Repair Occupations           | Machine-Tool Operator                | 28.64       |             |
| 19040       | Machine Tool Operation And Repair Occupations           | Tool And Die Maker                   | 33.16       |             |
| 21020       | Materials Handling And Packing Occupations              | Forklift Operator                    | 25.16       |             |
| 21030       | Materials Handling And Packing Occupations              | Material Coordinator                 | 25.45       |             |
| 21040       | Materials Handling And Packing Occupations              | Material Expediter                   | 25.45       |             |
| 21050       | Materials Handling And Packing Occupations              | Material Handling Laborer            | 19.09       |             |
| 21071       | Materials Handling And Packing Occupations              | Order Filler                         | 17.64       |             |
| 21080       | Materials Handling And Packing Occupations              | Production Line Worker               | 25.16       |             |
| 21110       | Materials Handling And Packing Occupations              | Shipping Packer                      | 21.33       |             |
| 21130       | Materials Handling And Packing Occupations              | Shipping/Receiving Clerk             | 21.33       |             |
| 21140       | Materials Handling And Packing Occupations              | Store Worker I                       | 16.45       | ***         |
| 21150       | Materials Handling And Packing Occupations              | Stock Clerk                          | 20.94       |             |
| 21210       | Materials Handling And Packing Occupations              | Tools And Parts Attendant            | 25.16       |             |
| 21410       | Materials Handling And Packing Occupations              | Warehouse Specialist                 | 25.16       |             |
| 23010       | Mechanics And Maintenance And Repair Occupations        | Aerospace Structural Welder          | 32.61       |             |
| 23019       | Mechanics And Maintenance And Repair Occupations        | Aircraft Logs and Records Technician | 27.56       |             |
| 23021       | Mechanics And Maintenance And Repair Occupations        | Aircraft Mechanic I                  | 31.45       |             |
| 23022       | Mechanics And Maintenance And Repair Occupations        | Aircraft Mechanic II                 | 32.61       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                                   | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 23023       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic III                          | 33.81       |             |
| 23040       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic Helper                       | 24.38       |             |
| 23050       | Mechanics And Maintenance And Repair Occupations | Aircraft, Painter                              | 30.16       |             |
| 23060       | Mechanics And Maintenance And Repair Occupations | Aircraft Servicer                              | 27.56       |             |
| 23070       | Mechanics And Maintenance And Repair Occupations | Aircraft Survival Flight Equipment Technician  | 30.16       |             |
| 23080       | Mechanics And Maintenance And Repair Occupations | Aircraft Worker                                | 28.91       |             |
| 23091       | Mechanics And Maintenance And Repair Occupations | Aircrew Life Support Equipment (ALSE) Mechanic | 28.91       |             |
| 23092       | Mechanics And Maintenance And Repair Occupations | Aircrew Life Support Equipment (ALSE) Mechanic | 31.45       |             |
| 23110       | Mechanics And Maintenance And Repair Occupations | Appliance Mechanic                             | 30.16       |             |
| 23120       | Mechanics And Maintenance And Repair Occupations | Bicycle Repairer                               | 26.12       |             |
| 23125       | Mechanics And Maintenance And Repair Occupations | Cable Splicer                                  | 39.55       |             |
| 23130       | Mechanics And Maintenance And Repair Occupations | Carpenter, Maintenance                         | 30.59       |             |
| 23140       | Mechanics And Maintenance And Repair Occupations | Carpet Layer                                   | 28.91       |             |
| 23160       | Mechanics And Maintenance And Repair Occupations | Electrician, Maintenance                       | 34.95       |             |
| 23181       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance I           | 28.91       |             |
| 23182       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance II          | 30.16       |             |
| 23183       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance III         | 31.45       |             |
| 23260       | Mechanics And Maintenance And Repair Occupations | Fabric Worker                                  | 27.56       |             |
| 23290       | Mechanics And Maintenance And Repair Occupations | Fire Alarm System Mechanic                     | 30.66       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 23310       | Mechanics And Maintenance And Repair Occupations | Fire Extinguisher Repairer                | 26.12       |             |
| 23311       | Mechanics And Maintenance And Repair Occupations | Fuel Distribution System Mechanic         | 31.45       |             |
| 23312       | Mechanics And Maintenance And Repair Occupations | Fuel Distribution System Operator         | 26.12       |             |
| 23370       | Mechanics And Maintenance And Repair Occupations | General Maintenance Worker                | 23.12       |             |
| 23380       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Mechanic         | 31.45       |             |
| 23381       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Servicer         | 27.56       |             |
| 23382       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Worker           | 28.91       |             |
| 23391       | Mechanics And Maintenance And Repair Occupations | Gunsmith I                                | 26.12       |             |
| 23392       | Mechanics And Maintenance And Repair Occupations | Gunsmith II                               | 28.91       |             |
| 23393       | Mechanics And Maintenance And Repair Occupations | Gunsmith III                              | 31.45       |             |
| 23410       | Mechanics And Maintenance And Repair Occupations | Heating, Ventilation And Air-Conditioning | 30.60       |             |
| 23411       | Mechanics And Maintenance And Repair Occupations | Heating, Ventilation And Air Contidioning | 31.74       |             |
| 23430       | Mechanics And Maintenance And Repair Occupations | Heavy Equipment Mechanic                  | 31.47       |             |
| 23440       | Mechanics And Maintenance And Repair Occupations | Heavy Equipment Operator                  | 32.37       |             |
| 23460       | Mechanics And Maintenance And Repair Occupations | Instrument Mechanic                       | 31.45       |             |
| 23465       | Mechanics And Maintenance And Repair Occupations | Laboratory/Shelter Mechanic               | 30.16       |             |
| 23470       | Mechanics And Maintenance And Repair Occupations | Laborer                                   | 19.09       |             |
| 23510       | Mechanics And Maintenance And Repair Occupations | Locksmith                                 | 30.16       |             |
| 23530       | Mechanics And Maintenance And Repair Occupations | Machinery Maintenance Mechanic            | 32.42       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                     | <b>Rate</b> | <b>Note</b> |
|-------------|--|----------------------------------|-------------|-------------|
| 23550       | Mechanics And Maintenance And Repair Occupations | Machinist, Maintenance           | 27.47       |             |
| 23580       | Mechanics And Maintenance And Repair Occupations | Maintenance Trades Helper        | 22.59       |             |
| 23591       | Mechanics And Maintenance And Repair Occupations | Metrology Technician I           | 31.45       |             |
| 23592       | Mechanics And Maintenance And Repair Occupations | Metrology Technician II          | 32.61       |             |
| 23593       | Mechanics And Maintenance And Repair Occupations | Metrology Technician III         | 33.81       |             |
| 23640       | Mechanics And Maintenance And Repair Occupations | Millwright                       | 31.45       |             |
| 23710       | Mechanics And Maintenance And Repair Occupations | Office Appliance Repairer        | 30.16       |             |
| 23760       | Mechanics And Maintenance And Repair Occupations | Painter, Maintenance             | 27.85       |             |
| 23790       | Mechanics And Maintenance And Repair Occupations | Pipefitter, Maintenance          | 37.42       |             |
| 23810       | Mechanics And Maintenance And Repair Occupations | Plumber, Maintenance             | 35.89       |             |
| 23820       | Mechanics And Maintenance And Repair Occupations | Pneudraulic Systems Mechanic     | 31.45       |             |
| 23850       | Mechanics And Maintenance And Repair Occupations | Rigger                           | 31.45       |             |
| 23870       | Mechanics And Maintenance And Repair Occupations | Scale Mechanic                   | 28.91       |             |
| 23890       | Mechanics And Maintenance And Repair Occupations | Sheet-Metal Worker, Maintenance  | 31.45       |             |
| 23910       | Mechanics And Maintenance And Repair Occupations | Small Engine Mechanic            | 28.91       |             |
| 23931       | Mechanics And Maintenance And Repair Occupations | Telecommunications Mechanic I    | 32.90       |             |
| 23932       | Mechanics And Maintenance And Repair Occupations | Telecommunications Mechanic II   | 34.13       |             |
| 23950       | Mechanics And Maintenance And Repair Occupations | Telephone Lineman                | 33.27       |             |
| 23960       | Mechanics And Maintenance And Repair Occupations | Welder, Combination, Maintenance | 29.14       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                          | <b>Rate</b> | <b>Note</b> |
|-------------|--|---------------------------------------|-------------|-------------|
| 23965       | Mechanics And Maintenance And Repair Occupations | Well Driller                          | 31.45       |             |
| 23970       | Mechanics And Maintenance And Repair Occupations | Woodcraft Worker                      | 31.45       |             |
| 23980       | Mechanics And Maintenance And Repair Occupations | Woodworker                            | 26.12       |             |
| 24550       | Personal Needs Occupations                       | Case Manager                          | 20.65       |             |
| 24570       | Personal Needs Occupations                       | Child Care Attendant                  | 18.74       |             |
| 24580       | Personal Needs Occupations                       | Child Care Center Clerk               | 23.39       |             |
| 24610       | Personal Needs Occupations                       | Chore Aide                            | 18.48       |             |
| 24620       | Personal Needs Occupations                       | Family Readiness And Support Services | 20.65       |             |
| 24630       | Personal Needs Occupations                       | Homemaker                             | 20.65       |             |
| 25010       | Plant And System Operations Occupations          | Boiler Tender                         | 30.18       |             |
| 25040       | Plant And System Operations Occupations          | Sewage Plant Operator                 | 28.95       |             |
| 25070       | Plant And System Operations Occupations          | Stationary Engineer                   | 30.18       |             |
| 25190       | Plant And System Operations Occupations          | Ventilation Equipment Tender          | 23.31       |             |
| 25210       | Plant And System Operations Occupations          | Water Treatment Plant Operator        | 28.95       |             |
| 27004       | Protective Service Occupations                   | Alarm Monitor                         | 25.27       |             |
| 27007       | Protective Service Occupations                   | Baggage Inspector                     | 19.94       |             |
| 27008       | Protective Service Occupations                   | Corrections Officer                   | 26.92       |             |
| 27010       | Protective Service Occupations                   | Court Security Officer                | 26.92       |             |
| 27030       | Protective Service Occupations                   | Detection Dog Handler                 | 22.30       |             |
| 27040       | Protective Service Occupations                   | Detention Officer                     | 26.92       |             |
| 27070       | Protective Service Occupations                   | Firefighter                           | 26.92       |             |
| 27101       | Protective Service Occupations                   | Guard I                               | 19.94       |             |
| 27102       | Protective Service Occupations                   | Guard II                              | 22.30       |             |
| 27131       | Protective Service Occupations                   | Police Officer I                      | 28.38       |             |
| 27132       | Protective Service Occupations                   | Police Officer II                     | 31.54       |             |
| 28041       | Recreation Occupations                           | Carnival Equipment Operator           | 20.24       |             |
| 28042       | Recreation Occupations                           | Carnival Equipment Repairer           | 18.58       |             |

| <b>Code</b> | <b>Category</b>                                | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 28043       | Recreation Occupations                         | Carnival Worker                           | 16.00       | ***         |
| 28210       | Recreation Occupations                         | Gate Attendant/Gate Tender                | 22.40       |             |
| 28310       | Recreation Occupations                         | Lifeguard                                 | 16.45       | ***         |
| 28350       | Recreation Occupations                         | Park Attendant                            | 25.05       |             |
| 28510       | Recreation Occupations                         | Recreation Aide/Health Facility Attendant | 18.29       |             |
| 28515       | Recreation Occupations                         | Recreation Specialist                     | 28.89       |             |
| 28630       | Recreation Occupations                         | Sports Official                           | 19.96       |             |
| 28690       | Recreation Occupations                         | Swimming Pool Operator                    | 24.01       |             |
| 29010       | Stevedoring/Longshoremen Occupational Services | Blocker And Bracer                        | 28.91       |             |
| 29020       | Stevedoring/Longshoremen Occupational Services | Hatch Tender                              | 28.91       |             |
| 29030       | Stevedoring/Longshoremen Occupational Services | Line Handler                              | 28.91       |             |
| 29041       | Stevedoring/Longshoremen Occupational Services | Stevedore I                               | 27.56       |             |
| 29042       | Stevedoring/Longshoremen Occupational Services | Stevedore II                              | 30.16       |             |
| 30010       | Technical Occupations                          | Air Traffic Control Specialist, Center    | 51.07       | see 2       |
| 30011       | Technical Occupations                          | Air Traffic Control Specialist, Station   | 35.22       | see 2       |
| 30012       | Technical Occupations                          | Air Traffic Control Specialist, Terminal  | 38.79       | see 2       |
| 30021       | Technical Occupations                          | Archeological Technician I                | 19.87       |             |
| 30022       | Technical Occupations                          | Archeological Technician II               | 22.23       |             |
| 30023       | Technical Occupations                          | Archeological Technician III              | 27.54       |             |
| 30030       | Technical Occupations                          | Cartographic Technician                   | 27.54       |             |
| 30040       | Technical Occupations                          | Civil Engineering Technician              | 27.54       |             |
| 30051       | Technical Occupations                          | Cryogenic Technician I                    | 28.27       |             |
| 30052       | Technical Occupations                          | Cryogenic Technician II                   | 31.23       |             |
| 30061       | Technical Occupations                          | Drafter/CAD Operator I                    | 19.87       |             |
| 30062       | Technical Occupations                          | Drafter/CAD Operator II                   | 22.23       |             |
| 30063       | Technical Occupations                          | Drafter/CAD Operator III                  | 24.79       |             |
| 30064       | Technical Occupations                          | Drafter/CAD Operator IV                   | 30.50       |             |

| <b>Code</b> | <b>Category</b>       | <b>Title</b>                             | <b>Rate</b> | <b>Note</b> |
|-------------|-----------------------|--|-------------|-------------|
| 30081       | Technical Occupations | Engineering Technician I                 | 17.71       |             |
| 30082       | Technical Occupations | Engineering Technician II                | 19.87       |             |
| 30083       | Technical Occupations | Engineering Technician III               | 22.23       |             |
| 30084       | Technical Occupations | Engineering Technician IV                | 27.54       |             |
| 30085       | Technical Occupations | Engineering Technician V                 | 33.69       |             |
| 30086       | Technical Occupations | Engineering Technician VI                | 40.76       |             |
| 30090       | Technical Occupations | Environmental Technician                 | 27.54       |             |
| 30095       | Technical Occupations | Evidence Control Specialist              | 25.53       |             |
| 30210       | Technical Occupations | Laboratory Technician                    | 24.79       |             |
| 30221       | Technical Occupations | Latent Fingerprint Technician I          | 28.27       |             |
| 30222       | Technical Occupations | Latent Fingerprint Technician II         | 31.23       |             |
| 30240       | Technical Occupations | Mathematical Technician                  | 27.54       |             |
| 30361       | Technical Occupations | Paralegal/Legal Assistant I              | 23.74       |             |
| 30362       | Technical Occupations | Paralegal/Legal Assistant II             | 29.42       |             |
| 30363       | Technical Occupations | Paralegal/Legal Assistant III            | 35.99       |             |
| 30364       | Technical Occupations | Paralegal/Legal Assistant IV             | 43.54       |             |
| 30375       | Technical Occupations | Petroleum Supply Specialist              | 31.23       |             |
| 30390       | Technical Occupations | Photo-Optics Technician                  | 27.54       |             |
| 30395       | Technical Occupations | Radiation Control Technician             | 31.23       |             |
| 30461       | Technical Occupations | Technical Writer I                       | 27.54       |             |
| 30462       | Technical Occupations | Technical Writer II                      | 33.69       |             |
| 30463       | Technical Occupations | Technical Writer III                     | 40.76       |             |
| 30491       | Technical Occupations | Unexploded Ordnance (UXO) Technician I   | 32.46       |             |
| 30492       | Technical Occupations | Unexploded Ordnance (UXO) Technician II  | 39.27       |             |
| 30493       | Technical Occupations | Unexploded Ordnance (UXO) Technician III | 47.07       |             |
| 30494       | Technical Occupations | Unexploded (UXO) Safety Escort           | 32.46       |             |
| 30495       | Technical Occupations | Unexploded (UXO) Sweep Personnel         | 32.46       |             |
| 30501       | Technical Occupations | Weather Forecaster I                     | 30.50       |             |
| 30502       | Technical Occupations | Weather Forecaster II                    | 37.10       |             |
| 30620       | Technical Occupations | Weather Observer, Combined Upper Air Or  | 24.79       | see 2       |

| <b>Code</b> | <b>Category</b>  | <b>Title</b>                   | <b>Rate</b> | <b>Note</b> |
|-------------|--|--------------------------------|-------------|-------------|
| 30621       | Technical Occupations                                    | Weather Observer, Senior       | 27.54       | see<br>2    |
| 31010       | Transportation/Mobile Equipment<br>Operation Occupations | Airplane Pilot                 | 39.27       |             |
| 31020       | Transportation/Mobile Equipment<br>Operation Occupations | Bus Aide                       | 16.74       | ***         |
| 31030       | Transportation/Mobile Equipment<br>Operation Occupations | Bus Driver                     | 24.10       |             |
| 31043       | Transportation/Mobile Equipment<br>Operation Occupations | Driver Courier                 | 18.16       |             |
| 31260       | Transportation/Mobile Equipment<br>Operation Occupations | Parking and Lot Attendant      | 15.41       | ***         |
| 31290       | Transportation/Mobile Equipment<br>Operation Occupations | Shuttle Bus Driver             | 20.03       |             |
| 31310       | Transportation/Mobile Equipment<br>Operation Occupations | Taxi Driver                    | 19.37       |             |
| 31361       | Transportation/Mobile Equipment<br>Operation Occupations | Truckdriver, Light             | 19.46       |             |
| 31362       | Transportation/Mobile Equipment<br>Operation Occupations | Truckdriver, Medium            | 20.53       |             |
| 31363       | Transportation/Mobile Equipment<br>Operation Occupations | Truckdriver, Heavy             | 28.54       |             |
| 31364       | Transportation/Mobile Equipment<br>Operation Occupations | Truckdriver, Tractor-Trailer   | 28.54       |             |
| 99020       | Miscellaneous Occupations                                | Cabin Safety Specialist        | 19.15       |             |
| 99030       | Miscellaneous Occupations                                | Cashier                        | 16.51       | ***         |
| 99050       | Miscellaneous Occupations                                | Desk Clerk                     | 18.15       |             |
| 99095       | Miscellaneous Occupations                                | Embalmer                       | 32.46       |             |
| 99130       | Miscellaneous Occupations                                | Flight Follower                | 32.46       |             |
| 99251       | Miscellaneous Occupations                                | Laboratory Animal Caretaker I  | 22.14       |             |
| 99252       | Miscellaneous Occupations                                | Laboratory Animal Caretaker II | 23.40       |             |
| 99260       | Miscellaneous Occupations                                | Marketing Analyst              | 31.07       |             |
| 99310       | Miscellaneous Occupations                                | Mortician                      | 32.46       |             |
| 99410       | Miscellaneous Occupations                                | Pest Controller                | 25.48       |             |
| 99510       | Miscellaneous Occupations                                | Photofinishing Worker          | 17.06       | ***         |
| 99710       | Miscellaneous Occupations                                | Recycling Laborer              | 21.67       |             |
| 99711       | Miscellaneous Occupations                                | Recycling Specialist           | 25.09       |             |

| Code  | Category                  | Title                           | Rate  | Note |
|-------|---------------------------|---------------------------------|-------|------|
| 99730 | Miscellaneous Occupations | Refuse Collector                | 19.98 |      |
| 99810 | Miscellaneous Occupations | Sales Clerk                     | 17.38 |      |
| 99820 | Miscellaneous Occupations | School Crossing Guard           | 17.81 |      |
| 99830 | Miscellaneous Occupations | Survey Party Chief              | 23.88 |      |
| 99831 | Miscellaneous Occupations | Surveying Aide                  | 15.64 | ***  |
| 99832 | Miscellaneous Occupations | Surveying Technician            | 21.42 |      |
| 99840 | Miscellaneous Occupations | Vending Machine Attendant       | 22.54 |      |
| 99841 | Miscellaneous Occupations | Vending Machine Repairer        | 26.73 |      |
| 99842 | Miscellaneous Occupations | Vending Machine Repairer Helper | 22.54 |      |

## Footer

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.20 per hour) or 13658 (\$12.90 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. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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: \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 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)).

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## **Wage Determination No. : 2015-4083**

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

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

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 27

Date Of Last Revision : 07/22/2024

Source : [Source Website](#)

## **Header**

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

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2024.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.90 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 2024.

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).

This wage determination is applicable in the following cities and towns in MASSACHUSETTS and RHODE ISLAND:

Massachusetts: BRISTOL COUNTY: Attleboro, North Attleborough, Rehoboth, Seekonk

NORFOLK COUNTY: Plainville

WORCESTER COUNTY: Blackstone, Millville

Rhode Island: PROVIDENCE COUNTY: Burrillville, Central Falls, Cumberland, Lincoln, North Smithfield, Pawtucket, Providence, Smithfield, Woonsocket

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

### Wage Determination Table

| Code  | Category  | Title                               | Rate  | Note |
|-------|---|-------------------------------------|-------|------|
| 01011 | Administrative Support And Clerical Occupations | Accounting Clerk I                  | 19.01 |      |
| 01012 | Administrative Support And Clerical Occupations | Accounting Clerk II                 | 21.33 |      |
| 01013 | Administrative Support And Clerical Occupations | Accounting Clerk III                | 23.86 |      |
| 01020 | Administrative Support And Clerical Occupations | Administrative Assistant            | 36.49 |      |
| 01035 | Administrative Support And Clerical Occupations | Court Reporter                      | 27.46 |      |
| 01041 | Administrative Support And Clerical Occupations | Customer Service Representative I   | 16.80 | ***  |
| 01042 | Administrative Support And Clerical Occupations | Customer Service Representative II  | 18.33 |      |
| 01043 | Administrative Support And Clerical Occupations | Customer Service Representative III | 20.57 |      |
| 01051 | Administrative Support And Clerical Occupations | Data Entry Operator I               | 18.20 |      |
| 01052 | Administrative Support And Clerical Occupations | Data Entry Operator II              | 19.86 |      |
| 01060 | Administrative Support And Clerical Occupations | Dispatcher, Motor Vehicle           | 22.67 |      |
| 01070 | Administrative Support And Clerical Occupations | Document Preparation Clerk          | 20.83 |      |
| 01090 | Administrative Support And Clerical Occupations | Duplicating Machine Operator        | 20.83 |      |
| 01111 | Administrative Support And Clerical Occupations | General Clerk I                     | 17.62 |      |
| 01112 | Administrative Support And Clerical Occupations | General Clerk II                    | 19.22 |      |
| 01113 | Administrative Support And Clerical Occupations | General Clerk III                   | 21.57 |      |
| 01120 | Administrative Support And Clerical Occupations | Housing Referral Assistant          | 26.44 |      |

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------------|-------------|-------------|
| 01141       | Administrative Support And Clerical Occupations | Messenger Courier                    | 18.47       |             |
| 01191       | Administrative Support And Clerical Occupations | Order Clerk I                        | 17.69       |             |
| 01192       | Administrative Support And Clerical Occupations | Order Clerk II                       | 19.30       |             |
| 01261       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) I   | 20.04       |             |
| 01262       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) II  | 22.42       |             |
| 01263       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) III | 24.99       |             |
| 01270       | Administrative Support And Clerical Occupations | Production Control Clerk             | 29.28       |             |
| 01290       | Administrative Support And Clerical Occupations | Rental Clerk                         | 17.73       |             |
| 01300       | Administrative Support And Clerical Occupations | Scheduler, Maintenance               | 21.20       |             |
| 01311       | Administrative Support And Clerical Occupations | Secretary I                          | 21.20       |             |
| 01312       | Administrative Support And Clerical Occupations | Secretary II                         | 23.71       |             |
| 01313       | Administrative Support And Clerical Occupations | Secretary III                        | 26.44       |             |
| 01320       | Administrative Support And Clerical Occupations | Service Order Dispatcher             | 20.26       |             |
| 01410       | Administrative Support And Clerical Occupations | Supply Technician                    | 36.49       |             |
| 01420       | Administrative Support And Clerical Occupations | Survey Worker                        | 24.79       |             |
| 01460       | Administrative Support And Clerical Occupations | Switchboard Operator/Receptionist    | 18.11       |             |
| 01531       | Administrative Support And Clerical Occupations | Travel Clerk I                       | 18.41       |             |
| 01532       | Administrative Support And Clerical Occupations | Travel Clerk II                      | 19.68       |             |
| 01533       | Administrative Support And Clerical Occupations | Travel Clerk III                     | 20.57       |             |

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------------|-------------|-------------|
| 01611       | Administrative Support And Clerical Occupations | Word Processor I                     | 18.68       |             |
| 01612       | Administrative Support And Clerical Occupations | Word Processor II                    | 20.96       |             |
| 01613       | Administrative Support And Clerical Occupations | Word Processor III                   | 23.45       |             |
| 05005       | Automotive Service Occupations                  | Automobile Body Repairer, Fiberglass | 26.87       |             |
| 05010       | Automotive Service Occupations                  | Automotive Electrician               | 21.93       |             |
| 05040       | Automotive Service Occupations                  | Automotive Glass Installer           | 21.06       |             |
| 05070       | Automotive Service Occupations                  | Automotive Worker                    | 21.06       |             |
| 05110       | Automotive Service Occupations                  | Mobile Equipment Servicer            | 19.31       |             |
| 05130       | Automotive Service Occupations                  | Motor Equipment Metal Mechanic       | 22.82       |             |
| 05160       | Automotive Service Occupations                  | Motor Equipment Metal Worker         | 21.06       |             |
| 05190       | Automotive Service Occupations                  | Motor Vehicle Mechanic               | 22.82       |             |
| 05220       | Automotive Service Occupations                  | Motor Vehicle Mechanic Helper        | 18.39       |             |
| 05250       | Automotive Service Occupations                  | Motor Vehicle Upholstery Worker      | 20.14       |             |
| 05280       | Automotive Service Occupations                  | Motor Vehicle Wrecker                | 21.06       |             |
| 05310       | Automotive Service Occupations                  | Painter, Automotive                  | 21.93       |             |
| 05340       | Automotive Service Occupations                  | Radiator Repair Specialist           | 21.06       |             |
| 05370       | Automotive Service Occupations                  | Tire Repairer                        | 17.60       |             |
| 05400       | Automotive Service Occupations                  | Transmission Repair Specialist       | 22.82       |             |
| 07010       | Food Preparation And Service Occupations        | Baker                                | 15.88       | ***         |
| 07041       | Food Preparation And Service Occupations        | Cook I                               | 21.17       |             |
| 07042       | Food Preparation And Service Occupations        | Cook II                              | 23.09       |             |
| 07070       | Food Preparation And Service Occupations        | Dishwasher                           | 15.65       | ***         |
| 07130       | Food Preparation And Service Occupations        | Food Service Worker                  | 15.27       | ***         |
| 07210       | Food Preparation And Service Occupations        | Meat Cutter                          | 21.97       |             |
| 07260       | Food Preparation And Service Occupations        | Waiter/Waitress                      | 15.11       | ***         |

| <b>Code</b> | <b>Category</b>                              | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 09010       | Furniture Maintenance And Repair Occupations | Electrostatic Spray Painter                | 22.72       |             |
| 09040       | Furniture Maintenance And Repair Occupations | Furniture Handler                          | 15.90       | ***         |
| 09080       | Furniture Maintenance And Repair Occupations | Furniture Refinisher                       | 22.24       |             |
| 09090       | Furniture Maintenance And Repair Occupations | Furniture Refinisher Helper                | 18.63       |             |
| 09110       | Furniture Maintenance And Repair Occupations | Furniture Repairer, Minor                  | 20.42       |             |
| 09130       | Furniture Maintenance And Repair Occupations | Upholsterer                                | 22.23       |             |
| 11030       | General Services And Support Occupations     | Cleaner, Vehicles                          | 16.74       | ***         |
| 11060       | General Services And Support Occupations     | Elevator Operator                          | 16.74       | ***         |
| 11090       | General Services And Support Occupations     | Gardener                                   | 26.03       |             |
| 11122       | General Services And Support Occupations     | Housekeeping Aide                          | 17.33       |             |
| 11150       | General Services And Support Occupations     | Janitor                                    | 17.33       |             |
| 11210       | General Services And Support Occupations     | Laborer, Grounds Maintenance               | 21.15       |             |
| 11240       | General Services And Support Occupations     | Maid or Houseman                           | 16.61       | ***         |
| 11260       | General Services And Support Occupations     | Pruner                                     | 20.01       |             |
| 11270       | General Services And Support Occupations     | Tractor Operator                           | 24.78       |             |
| 11330       | General Services And Support Occupations     | Trail Maintenance Worker                   | 21.15       |             |
| 11360       | General Services And Support Occupations     | Window Cleaner                             | 18.31       |             |
| 12010       | Health Occupations                           | Ambulance Driver                           | 21.57       |             |
| 12011       | Health Occupations                           | Breath Alcohol Technician                  | 29.51       |             |
| 12012       | Health Occupations                           | Certified Occupational Therapist Assistant | 29.97       |             |

| <b>Code</b> | <b>Category</b>    | <b>Title</b>                           | <b>Rate</b> | <b>Note</b> |
|-------------|--------------------|--|-------------|-------------|
| 12015       | Health Occupations | Certified Physical Therapist Assistant | 31.81       |             |
| 12020       | Health Occupations | Dental Assistant                       | 23.21       |             |
| 12025       | Health Occupations | Dental Hygienist                       | 40.40       |             |
| 12030       | Health Occupations | EKG Technician                         | 46.27       |             |
| 12035       | Health Occupations | Electroneurodiagnostic Technologist    | 46.27       |             |
| 12040       | Health Occupations | Emergency Medical Technician           | 21.57       |             |
| 12071       | Health Occupations | Licensed Practical Nurse I             | 26.39       |             |
| 12072       | Health Occupations | Licensed Practical Nurse II            | 29.51       |             |
| 12073       | Health Occupations | Licensed Practical Nurse III           | 32.90       |             |
| 12100       | Health Occupations | Medical Assistant                      | 21.00       |             |
| 12130       | Health Occupations | Medical Laboratory Technician          | 33.50       |             |
| 12160       | Health Occupations | Medical Record Clerk                   | 22.90       |             |
| 12190       | Health Occupations | Medical Record Technician              | 25.62       |             |
| 12195       | Health Occupations | Medical Transcriptionist               | 21.63       |             |
| 12210       | Health Occupations | Nuclear Medicine Technologist          | 50.54       |             |
| 12221       | Health Occupations | Nursing Assistant I                    | 14.51       | ***         |
| 12222       | Health Occupations | Nursing Assistant II                   | 16.33       | ***         |
| 12223       | Health Occupations | Nursing Assistant III                  | 17.82       |             |
| 12224       | Health Occupations | Nursing Assistant IV                   | 20.00       |             |
| 12235       | Health Occupations | Optical Dispenser                      | 27.44       |             |
| 12236       | Health Occupations | Optical Technician                     | 20.00       |             |
| 12250       | Health Occupations | Pharmacy Technician                    | 18.72       |             |
| 12280       | Health Occupations | Phlebotomist                           | 21.94       |             |
| 12305       | Health Occupations | Radiologic Technologist                | 39.44       |             |
| 12311       | Health Occupations | Registered Nurse I                     | 30.47       |             |
| 12312       | Health Occupations | Registered Nurse II                    | 37.27       |             |
| 12313       | Health Occupations | Registered Nurse II, Specialist        | 37.27       |             |
| 12314       | Health Occupations | Registered Nurse III                   | 44.84       |             |
| 12315       | Health Occupations | Registered Nurse III, Anesthetist      | 44.84       |             |
| 12316       | Health Occupations | Registered Nurse IV                    | 53.75       |             |
| 12317       | Health Occupations | Scheduler                              | 36.58       |             |
| 12320       | Health Occupations | Substance Abuse Treatment Counselor    | 25.72       |             |

| <b>Code</b> | <b>Category</b>                    | <b>Title</b>                           | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------|--|-------------|-------------|
| 13011       | Information And Arts Occupations   | Exhibits Specialist I                  | 25.53       |             |
| 13012       | Information And Arts Occupations   | Exhibits Specialist II                 | 31.63       |             |
| 13013       | Information And Arts Occupations   | Exhibits Specialist III                | 38.70       |             |
| 13041       | Information And Arts Occupations   | Illustrator I                          | 25.53       |             |
| 13042       | Information And Arts Occupations   | Illustrator II                         | 31.63       |             |
| 13043       | Information And Arts Occupations   | Illustrator III                        | 38.70       |             |
| 13047       | Information And Arts Occupations   | Librarian                              | 35.03       |             |
| 13050       | Information And Arts Occupations   | Library Aide/Clerk                     | 16.66       | ***         |
| 13054       | Information And Arts Occupations   | Library Information Technology Systems | 31.63       |             |
| 13058       | Information And Arts Occupations   | Library Technician                     | 24.64       |             |
| 13061       | Information And Arts Occupations   | Media Specialist I                     | 22.82       |             |
| 13062       | Information And Arts Occupations   | Media Specialist II                    | 25.53       |             |
| 13063       | Information And Arts Occupations   | Media Specialist III                   | 28.47       |             |
| 13071       | Information And Arts Occupations   | Photographer I                         | 22.23       |             |
| 13072       | Information And Arts Occupations   | Photographer II                        | 24.87       |             |
| 13073       | Information And Arts Occupations   | Photographer III                       | 30.81       |             |
| 13074       | Information And Arts Occupations   | Photographer IV                        | 37.69       |             |
| 13075       | Information And Arts Occupations   | Photographer V                         | 45.58       |             |
| 13090       | Information And Arts Occupations   | Technical Order Library Clerk          | 20.91       |             |
| 13110       | Information And Arts Occupations   | Video Teleconference Technician        | 25.73       |             |
| 14041       | Information Technology Occupations | Computer Operator I                    | 21.88       |             |
| 14042       | Information Technology Occupations | Computer Operator II                   | 24.46       |             |
| 14043       | Information Technology Occupations | Computer Operator III                  | 27.27       |             |
| 14044       | Information Technology Occupations | Computer Operator IV                   | 30.32       |             |
| 14045       | Information Technology Occupations | Computer Operator V                    | 33.56       |             |
| 14071       | Information Technology Occupations | Computer Programmer I                  | 24.08       | see 1       |
| 14072       | Information Technology Occupations | Computer Programmer II                 | NaN         | see 1       |
| 14073       | Information Technology Occupations | Computer Programmer III                | NaN         | see 1       |
| 14074       | Information Technology Occupations | Computer Programmer IV                 | NaN         | see 1       |

| <b>Code</b> | <b>Category</b>   | <b>Title</b>                                    | <b>Rate</b> | <b>Note</b> |
|-------------|---|---|-------------|-------------|
| 14101       | Information Technology Occupations                      | Computer Systems Analyst I                      | NaN         | see<br>1    |
| 14102       | Information Technology Occupations                      | Computer Systems Analyst II                     | NaN         | see<br>1    |
| 14103       | Information Technology Occupations                      | Computer Systems Analyst III                    | NaN         | see<br>1    |
| 14150       | Information Technology Occupations                      | Peripheral Equipment Operator                   | 21.88       |             |
| 14160       | Information Technology Occupations                      | Personal Computer Support Technician            | 30.86       |             |
| 14170       | Information Technology Occupations                      | System Support Specialist                       | 33.56       |             |
| 15010       | Instructional Occupations                               | Aircrew Training Devices Instructor             | 35.52       |             |
| 15020       | Instructional Occupations                               | Aircrew Training Devices Instructor             | 42.98       |             |
| 15030       | Instructional Occupations                               | Air Crew Training Devices Instructor            | 51.51       |             |
| 15050       | Instructional Occupations                               | Computer Based Training Specialist / Instructor | 35.52       |             |
| 15060       | Instructional Occupations                               | Educational Technologist                        | 31.03       |             |
| 15070       | Instructional Occupations                               | Flight Instructor                               | 51.51       |             |
| 15080       | Instructional Occupations                               | Graphic Artist                                  | 31.45       |             |
| 15085       | Instructional Occupations                               | Maintenance Test Pilot, Fixed, Jet/Prop         | 51.51       |             |
| 15086       | Instructional Occupations                               | Maintenance Test Pilot, Rotary Wing             | 51.51       |             |
| 15088       | Instructional Occupations                               | Non-Maintenance Test/Co-Pilot                   | 51.51       |             |
| 15090       | Instructional Occupations                               | Technical Instructor                            | 29.89       |             |
| 15095       | Instructional Occupations                               | Technical Instructor/Course Developer           | 36.56       |             |
| 15110       | Instructional Occupations                               | Test Proctor                                    | 24.12       |             |
| 15120       | Instructional Occupations                               | Tutor   | 24.12       |             |
| 16010       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Assembler                                       | 17.21       |             |
| 16030       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Counter Attendant                               | 17.21       |             |
| 16040       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Dry Cleaner                                     | 19.67       |             |

| <b>Code</b> | <b>Category</b>   | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|---|--|-------------|-------------|
| 16070       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Finisher, Flatwork, Machine                | 17.21       |             |
| 16090       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Hand                              | 17.21       |             |
| 16110       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Drycleaning              | 17.21       |             |
| 16130       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Shirts                   | 17.21       |             |
| 16160       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Wearing Apparel, Laundry | 17.21       |             |
| 16190       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Sewing Machine Operator                    | 20.49       |             |
| 16220       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Tailor                                     | 21.30       |             |
| 16250       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Washer, Machine                            | 18.03       |             |
| 19010       | Machine Tool Operation And Repair Occupations           | Machine-Tool Operator                      | 26.12       |             |
| 19040       | Machine Tool Operation And Repair Occupations           | Tool And Die Maker                         | 30.40       |             |
| 21020       | Materials Handling And Packing Occupations              | Forklift Operator                          | 21.58       |             |
| 21030       | Materials Handling And Packing Occupations              | Material Coordinator                       | 29.28       |             |
| 21040       | Materials Handling And Packing Occupations              | Material Expediter                         | 29.28       |             |
| 21050       | Materials Handling And Packing Occupations              | Material Handling Laborer                  | 18.02       |             |
| 21071       | Materials Handling And Packing Occupations              | Order Filler                               | 17.68       |             |
| 21080       | Materials Handling And Packing Occupations              | Production Line Worker                     | 21.58       |             |
| 21110       | Materials Handling And Packing Occupations              | Shipping Packer                            | 19.64       |             |
| 21130       | Materials Handling And Packing Occupations              | Shipping/Receiving Clerk                   | 19.64       |             |
| 21140       | Materials Handling And Packing Occupations              | Store Worker I                             | 17.30       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                                   | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 21150       | Materials Handling And Packing Occupations       | Stock Clerk                                    | 20.84       |             |
| 21210       | Materials Handling And Packing Occupations       | Tools And Parts Attendant                      | 21.58       |             |
| 21410       | Materials Handling And Packing Occupations       | Warehouse Specialist                           | 21.58       |             |
| 23010       | Mechanics And Maintenance And Repair Occupations | Aerospace Structural Welder                    | 37.65       |             |
| 23019       | Mechanics And Maintenance And Repair Occupations | Aircraft Logs and Records Technician           | 32.02       |             |
| 23021       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic I                            | 36.29       |             |
| 23022       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic II                           | 37.65       |             |
| 23023       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic III                          | 39.10       |             |
| 23040       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic Helper                       | 29.24       |             |
| 23050       | Mechanics And Maintenance And Repair Occupations | Aircraft, Painter                              | 34.87       |             |
| 23060       | Mechanics And Maintenance And Repair Occupations | Aircraft Servicer                              | 32.02       |             |
| 23070       | Mechanics And Maintenance And Repair Occupations | Aircraft Survival Flight Equipment Technician  | 34.87       |             |
| 23080       | Mechanics And Maintenance And Repair Occupations | Aircraft Worker                                | 33.47       |             |
| 23091       | Mechanics And Maintenance And Repair Occupations | Aircrew Life Support Equipment (ALSE) Mechanic | 33.47       |             |
| 23092       | Mechanics And Maintenance And Repair Occupations | Aircrew Life Support Equipment (ALSE) Mechanic | 36.29       |             |
| 23110       | Mechanics And Maintenance And Repair Occupations | Appliance Mechanic                             | 25.25       |             |
| 23120       | Mechanics And Maintenance And Repair Occupations | Bicycle Repairer                               | 22.57       |             |
| 23125       | Mechanics And Maintenance And Repair Occupations | Cable Splicer                                  | 48.07       |             |
| 23130       | Mechanics And Maintenance And Repair Occupations | Carpenter, Maintenance                         | 29.35       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 23140       | Mechanics And Maintenance And Repair Occupations | Carpet Layer                              | 31.11       |             |
| 23160       | Mechanics And Maintenance And Repair Occupations | Electrician, Maintenance                  | 32.70       |             |
| 23181       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance I      | 30.12       |             |
| 23182       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance II     | 31.37       |             |
| 23183       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance III    | 32.67       |             |
| 23260       | Mechanics And Maintenance And Repair Occupations | Fabric Worker                             | 29.77       |             |
| 23290       | Mechanics And Maintenance And Repair Occupations | Fire Alarm System Mechanic                | 23.68       |             |
| 23310       | Mechanics And Maintenance And Repair Occupations | Fire Extinguisher Repairer                | 28.53       |             |
| 23311       | Mechanics And Maintenance And Repair Occupations | Fuel Distribution System Mechanic         | 38.74       |             |
| 23312       | Mechanics And Maintenance And Repair Occupations | Fuel Distribution System Operator         | 32.78       |             |
| 23370       | Mechanics And Maintenance And Repair Occupations | General Maintenance Worker                | 23.98       |             |
| 23380       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Mechanic         | 36.29       |             |
| 23381       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Servicer         | 32.02       |             |
| 23382       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Worker           | 33.47       |             |
| 23391       | Mechanics And Maintenance And Repair Occupations | Gunsmith I                                | 28.53       |             |
| 23392       | Mechanics And Maintenance And Repair Occupations | Gunsmith II                               | 31.11       |             |
| 23393       | Mechanics And Maintenance And Repair Occupations | Gunsmith III                              | 33.71       |             |
| 23410       | Mechanics And Maintenance And Repair Occupations | Heating, Ventilation And Air-Conditioning | 29.85       |             |
| 23411       | Mechanics And Maintenance And Repair Occupations | Heating, Ventilation And Air Contidioning | 31.00       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                   | <b>Rate</b> | <b>Note</b> |
|-------------|--|--------------------------------|-------------|-------------|
| 23430       | Mechanics And Maintenance And Repair Occupations | Heavy Equipment Mechanic       | 33.06       |             |
| 23440       | Mechanics And Maintenance And Repair Occupations | Heavy Equipment Operator       | 33.37       |             |
| 23460       | Mechanics And Maintenance And Repair Occupations | Instrument Mechanic            | 33.71       |             |
| 23465       | Mechanics And Maintenance And Repair Occupations | Laboratory/Shelter Mechanic    | 32.42       |             |
| 23470       | Mechanics And Maintenance And Repair Occupations | Laborer                        | 18.02       |             |
| 23510       | Mechanics And Maintenance And Repair Occupations | Locksmith                      | 32.90       |             |
| 23530       | Mechanics And Maintenance And Repair Occupations | Machinery Maintenance Mechanic | 29.07       |             |
| 23550       | Mechanics And Maintenance And Repair Occupations | Machinist, Maintenance         | 27.23       |             |
| 23580       | Mechanics And Maintenance And Repair Occupations | Maintenance Trades Helper      | 21.49       |             |
| 23591       | Mechanics And Maintenance And Repair Occupations | Metrology Technician I         | 33.71       |             |
| 23592       | Mechanics And Maintenance And Repair Occupations | Metrology Technician II        | 35.01       |             |
| 23593       | Mechanics And Maintenance And Repair Occupations | Metrology Technician III       | 36.36       |             |
| 23640       | Mechanics And Maintenance And Repair Occupations | Millwright                     | 33.71       |             |
| 23710       | Mechanics And Maintenance And Repair Occupations | Office Appliance Repairer      | 25.62       |             |
| 23760       | Mechanics And Maintenance And Repair Occupations | Painter, Maintenance           | 23.12       |             |
| 23790       | Mechanics And Maintenance And Repair Occupations | Pipefitter, Maintenance        | 36.19       |             |
| 23810       | Mechanics And Maintenance And Repair Occupations | Plumber, Maintenance           | 34.79       |             |
| 23820       | Mechanics And Maintenance And Repair Occupations | Pneudraulic Systems Mechanic   | 33.71       |             |
| 23850       | Mechanics And Maintenance And Repair Occupations | Rigger                         | 31.48       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                          | <b>Rate</b> | <b>Note</b> |
|-------------|--|---------------------------------------|-------------|-------------|
| 23870       | Mechanics And Maintenance And Repair Occupations | Scale Mechanic                        | 31.11       |             |
| 23890       | Mechanics And Maintenance And Repair Occupations | Sheet-Metal Worker, Maintenance       | 30.15       |             |
| 23910       | Mechanics And Maintenance And Repair Occupations | Small Engine Mechanic                 | 23.85       |             |
| 23931       | Mechanics And Maintenance And Repair Occupations | Telecommunications Mechanic I         | 42.27       |             |
| 23932       | Mechanics And Maintenance And Repair Occupations | Telecommunications Mechanic II        | 43.89       |             |
| 23950       | Mechanics And Maintenance And Repair Occupations | Telephone Lineman                     | 47.73       |             |
| 23960       | Mechanics And Maintenance And Repair Occupations | Welder, Combination, Maintenance      | 28.35       |             |
| 23965       | Mechanics And Maintenance And Repair Occupations | Well Driller                          | 33.71       |             |
| 23970       | Mechanics And Maintenance And Repair Occupations | Woodcraft Worker                      | 33.71       |             |
| 23980       | Mechanics And Maintenance And Repair Occupations | Woodworker                            | 28.53       |             |
| 24550       | Personal Needs Occupations                       | Case Manager                          | 20.19       |             |
| 24570       | Personal Needs Occupations                       | Child Care Attendant                  | 15.68       | ***         |
| 24580       | Personal Needs Occupations                       | Child Care Center Clerk               | 19.55       |             |
| 24610       | Personal Needs Occupations                       | Chore Aide                            | 17.68       |             |
| 24620       | Personal Needs Occupations                       | Family Readiness And Support Services | 20.19       |             |
| 24630       | Personal Needs Occupations                       | Homemaker                             | 20.19       |             |
| 25010       | Plant And System Operations Occupations          | Boiler Tender                         | 29.69       |             |
| 25040       | Plant And System Operations Occupations          | Sewage Plant Operator                 | 28.37       |             |
| 25070       | Plant And System Operations Occupations          | Stationary Engineer                   | 29.69       |             |
| 25190       | Plant And System Operations Occupations          | Ventilation Equipment Tender          | 23.92       |             |
| 25210       | Plant And System Operations Occupations          | Water Treatment Plant Operator        | 28.37       |             |
| 27004       | Protective Service Occupations                   | Alarm Monitor                         | 24.35       |             |

| <b>Code</b> | <b>Category</b>                                | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 27007       | Protective Service Occupations                 | Baggage Inspector                         | 18.45       |             |
| 27008       | Protective Service Occupations                 | Corrections Officer                       | 35.68       |             |
| 27010       | Protective Service Occupations                 | Court Security Officer                    | 32.37       |             |
| 27030       | Protective Service Occupations                 | Detection Dog Handler                     | 20.64       |             |
| 27040       | Protective Service Occupations                 | Detention Officer                         | 35.68       |             |
| 27070       | Protective Service Occupations                 | Firefighter                               | 31.14       |             |
| 27101       | Protective Service Occupations                 | Guard I                                   | 18.45       |             |
| 27102       | Protective Service Occupations                 | Guard II                                  | 20.64       |             |
| 27131       | Protective Service Occupations                 | Police Officer I                          | 31.38       |             |
| 27132       | Protective Service Occupations                 | Police Officer II                         | 34.89       |             |
| 28041       | Recreation Occupations                         | Carnival Equipment Operator               | 17.89       |             |
| 28042       | Recreation Occupations                         | Carnival Equipment Repairer               | 18.79       |             |
| 28043       | Recreation Occupations                         | Carnival Worker                           | 14.45       | ***         |
| 28210       | Recreation Occupations                         | Gate Attendant/Gate Tender                | 20.90       |             |
| 28310       | Recreation Occupations                         | Lifeguard                                 | 15.00       | ***         |
| 28350       | Recreation Occupations                         | Park Attendant                            | 23.38       |             |
| 28510       | Recreation Occupations                         | Recreation Aide/Health Facility Attendant | 17.07       | ***         |
| 28515       | Recreation Occupations                         | Recreation Specialist                     | 28.77       |             |
| 28630       | Recreation Occupations                         | Sports Official                           | 18.63       |             |
| 28690       | Recreation Occupations                         | Swimming Pool Operator                    | 20.49       |             |
| 29010       | Stevedoring/Longshoremen Occupational Services | Blocker And Bracer                        | 31.72       |             |
| 29020       | Stevedoring/Longshoremen Occupational Services | Hatch Tender                              | 31.72       |             |
| 29030       | Stevedoring/Longshoremen Occupational Services | Line Handler                              | 31.72       |             |
| 29041       | Stevedoring/Longshoremen Occupational Services | Stevedore I                               | 30.34       |             |
| 29042       | Stevedoring/Longshoremen Occupational Services | Stevedore II                              | 33.04       |             |
| 30010       | Technical Occupations                          | Air Traffic Control Specialist, Center    | 51.07       | see 2       |
| 30011       | Technical Occupations                          | Air Traffic Control Specialist, Station   | 35.22       | see 2       |

| <b>Code</b> | <b>Category</b>       | <b>Title</b>                             | <b>Rate</b> | <b>Note</b> |
|-------------|-----------------------|--|-------------|-------------|
| 30012       | Technical Occupations | Air Traffic Control Specialist, Terminal | 38.79       | see 2       |
| 30021       | Technical Occupations | Archeological Technician I               | 20.77       |             |
| 30022       | Technical Occupations | Archeological Technician II              | 23.23       |             |
| 30023       | Technical Occupations | Archeological Technician III             | 28.79       |             |
| 30030       | Technical Occupations | Cartographic Technician                  | 28.79       |             |
| 30040       | Technical Occupations | Civil Engineering Technician             | 28.67       |             |
| 30051       | Technical Occupations | Cryogenic Technician I                   | 31.88       |             |
| 30052       | Technical Occupations | Cryogenic Technician II                  | 35.22       |             |
| 30061       | Technical Occupations | Drafter/CAD Operator I                   | 20.77       |             |
| 30062       | Technical Occupations | Drafter/CAD Operator II                  | 23.23       |             |
| 30063       | Technical Occupations | Drafter/CAD Operator III                 | 25.91       |             |
| 30064       | Technical Occupations | Drafter/CAD Operator IV                  | 31.88       |             |
| 30081       | Technical Occupations | Engineering Technician I                 | 20.74       |             |
| 30082       | Technical Occupations | Engineering Technician II                | 23.27       |             |
| 30083       | Technical Occupations | Engineering Technician III               | 26.03       |             |
| 30084       | Technical Occupations | Engineering Technician IV                | 32.25       |             |
| 30085       | Technical Occupations | Engineering Technician V                 | 39.46       |             |
| 30086       | Technical Occupations | Engineering Technician VI                | 47.72       |             |
| 30090       | Technical Occupations | Environmental Technician                 | 31.49       |             |
| 30095       | Technical Occupations | Evidence Control Specialist              | 28.79       |             |
| 30210       | Technical Occupations | Laboratory Technician                    | 25.09       |             |
| 30221       | Technical Occupations | Latent Fingerprint Technician I          | 31.88       |             |
| 30222       | Technical Occupations | Latent Fingerprint Technician II         | 35.22       |             |
| 30240       | Technical Occupations | Mathematical Technician                  | 30.42       |             |
| 30361       | Technical Occupations | Paralegal/Legal Assistant I              | 24.62       |             |
| 30362       | Technical Occupations | Paralegal/Legal Assistant II             | 30.50       |             |
| 30363       | Technical Occupations | Paralegal/Legal Assistant III            | 37.31       |             |
| 30364       | Technical Occupations | Paralegal/Legal Assistant IV             | 45.14       |             |
| 30375       | Technical Occupations | Petroleum Supply Specialist              | 35.22       |             |
| 30390       | Technical Occupations | Photo-Optics Technician                  | 28.79       |             |
| 30395       | Technical Occupations | Radiation Control Technician             | 35.22       |             |
| 30461       | Technical Occupations | Technical Writer I                       | 30.14       |             |
| 30462       | Technical Occupations | Technical Writer II                      | 36.87       |             |

| <b>Code</b> | <b>Category</b>                                       | <b>Title</b>                             | <b>Rate</b> | <b>Note</b> |
|-------------|---|--|-------------|-------------|
| 30463       | Technical Occupations                                 | Technical Writer III                     | 44.62       |             |
| 30491       | Technical Occupations                                 | Unexploded Ordnance (UXO) Technician I   | 32.46       |             |
| 30492       | Technical Occupations                                 | Unexploded Ordnance (UXO) Technician II  | 39.27       |             |
| 30493       | Technical Occupations                                 | Unexploded Ordnance (UXO) Technician III | 47.07       |             |
| 30494       | Technical Occupations                                 | Unexploded (UXO) Safety Escort           | 32.46       |             |
| 30495       | Technical Occupations                                 | Unexploded (UXO) Sweep Personnel         | 32.46       |             |
| 30501       | Technical Occupations                                 | Weather Forecaster I                     | 31.88       |             |
| 30502       | Technical Occupations                                 | Weather Forecaster II                    | 38.78       |             |
| 30620       | Technical Occupations                                 | Weather Observer, Combined Upper Air Or  | 26.44       | see 2       |
| 30621       | Technical Occupations                                 | Weather Observer, Senior                 | 28.79       | see 2       |
| 31010       | Transportation/Mobile Equipment Operation Occupations | Airplane Pilot                           | 39.27       |             |
| 31020       | Transportation/Mobile Equipment Operation Occupations | Bus Aide                                 | 17.25       |             |
| 31030       | Transportation/Mobile Equipment Operation Occupations | Bus Driver                               | 22.15       |             |
| 31043       | Transportation/Mobile Equipment Operation Occupations | Driver Courier                           | 19.50       |             |
| 31260       | Transportation/Mobile Equipment Operation Occupations | Parking and Lot Attendant                | 16.50       | ***         |
| 31290       | Transportation/Mobile Equipment Operation Occupations | Shuttle Bus Driver                       | 17.73       |             |
| 31310       | Transportation/Mobile Equipment Operation Occupations | Taxi Driver                              | 15.90       | ***         |
| 31361       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Light                       | 20.48       |             |
| 31362       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Medium                      | 21.37       |             |
| 31363       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Heavy                       | 28.13       |             |
| 31364       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Tractor-Trailer             | 28.13       |             |

| <b>Code</b> | <b>Category</b>           | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------|---------------------------------|-------------|-------------|
| 99020       | Miscellaneous Occupations | Cabin Safety Specialist         | 19.15       |             |
| 99030       | Miscellaneous Occupations | Cashier                         | 15.00       | ***         |
| 99050       | Miscellaneous Occupations | Desk Clerk                      | 16.10       | ***         |
| 99095       | Miscellaneous Occupations | Embalmer                        | 37.72       |             |
| 99130       | Miscellaneous Occupations | Flight Follower                 | 32.46       |             |
| 99251       | Miscellaneous Occupations | Laboratory Animal Caretaker I   | 20.66       |             |
| 99252       | Miscellaneous Occupations | Laboratory Animal Caretaker II  | 21.69       |             |
| 99260       | Miscellaneous Occupations | Marketing Analyst               | 35.69       |             |
| 99310       | Miscellaneous Occupations | Mortician                       | 38.43       |             |
| 99410       | Miscellaneous Occupations | Pest Controller                 | 22.00       |             |
| 99510       | Miscellaneous Occupations | Photofinishing Worker           | 17.06       | ***         |
| 99710       | Miscellaneous Occupations | Recycling Laborer               | 25.78       |             |
| 99711       | Miscellaneous Occupations | Recycling Specialist            | 29.61       |             |
| 99730       | Miscellaneous Occupations | Refuse Collector                | 23.66       |             |
| 99810       | Miscellaneous Occupations | Sales Clerk                     | 16.67       | ***         |
| 99820       | Miscellaneous Occupations | School Crossing Guard           | 19.32       |             |
| 99830       | Miscellaneous Occupations | Survey Party Chief              | 32.57       |             |
| 99831       | Miscellaneous Occupations | Surveying Aide                  | 23.32       |             |
| 99832       | Miscellaneous Occupations | Surveying Technician            | 31.07       |             |
| 99840       | Miscellaneous Occupations | Vending Machine Attendant       | 22.61       |             |
| 99841       | Miscellaneous Occupations | Vending Machine Repairer        | 25.90       |             |
| 99842       | Miscellaneous Occupations | Vending Machine Repairer Helper | 22.61       |             |

## Footer

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.20 per hour) or 13658 (\$12.90 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. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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:** \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month **HEALTH & WELFARE EO 13706:** \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 per month\*

\*This rate is to be used only when compensating employees for performance on an SCA-

covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

**VACATION:** 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 10 years, and 4 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 PARENTHESSES 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)).

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## **Wage Determination No. : 2015-4085**

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

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

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 28

Date Of Last Revision : 07/22/2024

Source : [Source Website](#)

### **Header**

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

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2024.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.90 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 2024.

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: Massachusetts

This wage determination is applicable to Bellingham town in Norfolk County

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

**Wage Determination Table**

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                        | <b>Rate</b> | <b>Note</b> |
|-------------|---|-------------------------------------|-------------|-------------|
| 01011       | Administrative Support And Clerical Occupations | Accounting Clerk I                  | 19.01       |             |
| 01012       | Administrative Support And Clerical Occupations | Accounting Clerk II                 | 21.33       |             |
| 01013       | Administrative Support And Clerical Occupations | Accounting Clerk III                | 23.86       |             |
| 01020       | Administrative Support And Clerical Occupations | Administrative Assistant            | 36.49       |             |
| 01035       | Administrative Support And Clerical Occupations | Court Reporter                      | 27.46       |             |
| 01041       | Administrative Support And Clerical Occupations | Customer Service Representative I   | 16.80       | ***         |
| 01042       | Administrative Support And Clerical Occupations | Customer Service Representative II  | 18.33       |             |
| 01043       | Administrative Support And Clerical Occupations | Customer Service Representative III | 20.57       |             |
| 01051       | Administrative Support And Clerical Occupations | Data Entry Operator I               | 18.20       |             |
| 01052       | Administrative Support And Clerical Occupations | Data Entry Operator II              | 19.86       |             |
| 01060       | Administrative Support And Clerical Occupations | Dispatcher, Motor Vehicle           | 22.67       |             |
| 01070       | Administrative Support And Clerical Occupations | Document Preparation Clerk          | 20.83       |             |
| 01090       | Administrative Support And Clerical Occupations | Duplicating Machine Operator        | 20.83       |             |

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------------|-------------|-------------|
| 01111       | Administrative Support And Clerical Occupations | General Clerk I                      | 17.62       |             |
| 01112       | Administrative Support And Clerical Occupations | General Clerk II                     | 19.22       |             |
| 01113       | Administrative Support And Clerical Occupations | General Clerk III                    | 21.57       |             |
| 01120       | Administrative Support And Clerical Occupations | Housing Referral Assistant           | 26.44       |             |
| 01141       | Administrative Support And Clerical Occupations | Messenger Courier                    | 18.47       |             |
| 01191       | Administrative Support And Clerical Occupations | Order Clerk I                        | 17.69       |             |
| 01192       | Administrative Support And Clerical Occupations | Order Clerk II                       | 19.30       |             |
| 01261       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) I   | 20.04       |             |
| 01262       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) II  | 22.42       |             |
| 01263       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) III | 24.99       |             |
| 01270       | Administrative Support And Clerical Occupations | Production Control Clerk             | 29.28       |             |
| 01290       | Administrative Support And Clerical Occupations | Rental Clerk                         | 17.73       |             |
| 01300       | Administrative Support And Clerical Occupations | Scheduler, Maintenance               | 21.20       |             |
| 01311       | Administrative Support And Clerical Occupations | Secretary I                          | 21.20       |             |
| 01312       | Administrative Support And Clerical Occupations | Secretary II                         | 23.71       |             |
| 01313       | Administrative Support And Clerical Occupations | Secretary III                        | 26.44       |             |
| 01320       | Administrative Support And Clerical Occupations | Service Order Dispatcher             | 20.26       |             |
| 01410       | Administrative Support And Clerical Occupations | Supply Technician                    | 36.49       |             |
| 01420       | Administrative Support And Clerical Occupations | Survey Worker                        | 24.79       |             |

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------------|-------------|-------------|
| 01460       | Administrative Support And Clerical Occupations | Switchboard Operator/Receptionist    | 18.11       |             |
| 01531       | Administrative Support And Clerical Occupations | Travel Clerk I                       | 18.41       |             |
| 01532       | Administrative Support And Clerical Occupations | Travel Clerk II                      | 19.68       |             |
| 01533       | Administrative Support And Clerical Occupations | Travel Clerk III                     | 20.57       |             |
| 01611       | Administrative Support And Clerical Occupations | Word Processor I                     | 18.68       |             |
| 01612       | Administrative Support And Clerical Occupations | Word Processor II                    | 20.96       |             |
| 01613       | Administrative Support And Clerical Occupations | Word Processor III                   | 23.45       |             |
| 05005       | Automotive Service Occupations                  | Automobile Body Repairer, Fiberglass | 26.87       |             |
| 05010       | Automotive Service Occupations                  | Automotive Electrician               | 21.93       |             |
| 05040       | Automotive Service Occupations                  | Automotive Glass Installer           | 21.06       |             |
| 05070       | Automotive Service Occupations                  | Automotive Worker                    | 21.06       |             |
| 05110       | Automotive Service Occupations                  | Mobile Equipment Servicer            | 19.31       |             |
| 05130       | Automotive Service Occupations                  | Motor Equipment Metal Mechanic       | 22.82       |             |
| 05160       | Automotive Service Occupations                  | Motor Equipment Metal Worker         | 21.06       |             |
| 05190       | Automotive Service Occupations                  | Motor Vehicle Mechanic               | 22.82       |             |
| 05220       | Automotive Service Occupations                  | Motor Vehicle Mechanic Helper        | 18.39       |             |
| 05250       | Automotive Service Occupations                  | Motor Vehicle Upholstery Worker      | 20.14       |             |
| 05280       | Automotive Service Occupations                  | Motor Vehicle Wrecker                | 21.06       |             |
| 05310       | Automotive Service Occupations                  | Painter, Automotive                  | 21.93       |             |
| 05340       | Automotive Service Occupations                  | Radiator Repair Specialist           | 21.06       |             |
| 05370       | Automotive Service Occupations                  | Tire Repairer                        | 17.80       |             |
| 05400       | Automotive Service Occupations                  | Transmission Repair Specialist       | 22.82       |             |
| 07010       | Food Preparation And Service Occupations        | Baker                                | 15.88       | ***         |
| 07041       | Food Preparation And Service Occupations        | Cook I                               | 21.17       |             |
| 07042       | Food Preparation And Service Occupations        | Cook II                              | 23.09       |             |

| <b>Code</b> | <b>Category</b>                              | <b>Title</b>                 | <b>Rate</b> | <b>Note</b> |
|-------------|--|------------------------------|-------------|-------------|
| 07070       | Food Preparation And Service Occupations     | Dishwasher                   | 15.65       | ***         |
| 07130       | Food Preparation And Service Occupations     | Food Service Worker          | 15.27       | ***         |
| 07210       | Food Preparation And Service Occupations     | Meat Cutter                  | 21.97       |             |
| 07260       | Food Preparation And Service Occupations     | Waiter/Waitress              | 15.11       | ***         |
| 09010       | Furniture Maintenance And Repair Occupations | Electrostatic Spray Painter  | 22.72       |             |
| 09040       | Furniture Maintenance And Repair Occupations | Furniture Handler            | 15.90       | ***         |
| 09080       | Furniture Maintenance And Repair Occupations | Furniture Refinisher         | 22.24       |             |
| 09090       | Furniture Maintenance And Repair Occupations | Furniture Refinisher Helper  | 18.63       |             |
| 09110       | Furniture Maintenance And Repair Occupations | Furniture Repairer, Minor    | 20.42       |             |
| 09130       | Furniture Maintenance And Repair Occupations | Upholsterer                  | 22.23       |             |
| 11030       | General Services And Support Occupations     | Cleaner, Vehicles            | 16.74       | ***         |
| 11060       | General Services And Support Occupations     | Elevator Operator            | 16.74       | ***         |
| 11090       | General Services And Support Occupations     | Gardener                     | 26.03       |             |
| 11122       | General Services And Support Occupations     | Housekeeping Aide            | 17.33       |             |
| 11150       | General Services And Support Occupations     | Janitor                      | 17.33       |             |
| 11210       | General Services And Support Occupations     | Laborer, Grounds Maintenance | 21.15       |             |
| 11240       | General Services And Support Occupations     | Maid or Houseman             | 16.61       | ***         |
| 11260       | General Services And Support Occupations     | Pruner                       | 20.01       |             |
| 11270       | General Services And Support Occupations     | Tractor Operator             | 24.78       |             |

| <b>Code</b> | <b>Category</b>                          | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 11330       | General Services And Support Occupations | Trail Maintenance Worker                   | 21.15       |             |
| 11360       | General Services And Support Occupations | Window Cleaner                             | 18.31       |             |
| 12010       | Health Occupations                       | Ambulance Driver                           | 21.57       |             |
| 12011       | Health Occupations                       | Breath Alcohol Technician                  | 29.51       |             |
| 12012       | Health Occupations                       | Certified Occupational Therapist Assistant | 29.97       |             |
| 12015       | Health Occupations                       | Certified Physical Therapist Assistant     | 31.81       |             |
| 12020       | Health Occupations                       | Dental Assistant                           | 23.21       |             |
| 12025       | Health Occupations                       | Dental Hygienist                           | 40.40       |             |
| 12030       | Health Occupations                       | EKG Technician                             | 46.27       |             |
| 12035       | Health Occupations                       | Electroneurodiagnostic Technologist        | 46.27       |             |
| 12040       | Health Occupations                       | Emergency Medical Technician               | 21.57       |             |
| 12071       | Health Occupations                       | Licensed Practical Nurse I                 | 26.39       |             |
| 12072       | Health Occupations                       | Licensed Practical Nurse II                | 29.51       |             |
| 12073       | Health Occupations                       | Licensed Practical Nurse III               | 32.90       |             |
| 12100       | Health Occupations                       | Medical Assistant                          | 21.00       |             |
| 12130       | Health Occupations                       | Medical Laboratory Technician              | 33.50       |             |
| 12160       | Health Occupations                       | Medical Record Clerk                       | 22.90       |             |
| 12190       | Health Occupations                       | Medical Record Technician                  | 25.62       |             |
| 12195       | Health Occupations                       | Medical Transcriptionist                   | 21.63       |             |
| 12210       | Health Occupations                       | Nuclear Medicine Technologist              | 50.54       |             |
| 12221       | Health Occupations                       | Nursing Assistant I                        | 14.51       | ***         |
| 12222       | Health Occupations                       | Nursing Assistant II                       | 16.33       | ***         |
| 12223       | Health Occupations                       | Nursing Assistant III                      | 17.82       |             |
| 12224       | Health Occupations                       | Nursing Assistant IV                       | 20.00       |             |
| 12235       | Health Occupations                       | Optical Dispenser                          | 27.44       |             |
| 12236       | Health Occupations                       | Optical Technician                         | 20.00       |             |
| 12250       | Health Occupations                       | Pharmacy Technician                        | 18.72       |             |
| 12280       | Health Occupations                       | Phlebotomist                               | 21.94       |             |
| 12305       | Health Occupations                       | Radiologic Technologist                    | 39.44       |             |
| 12311       | Health Occupations                       | Registered Nurse I                         | 30.31       |             |

| <b>Code</b> | <b>Category</b>                    | <b>Title</b>                           | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------|--|-------------|-------------|
| 12312       | Health Occupations                 | Registered Nurse II                    | 37.06       |             |
| 12313       | Health Occupations                 | Registered Nurse II, Specialist        | 37.06       |             |
| 12314       | Health Occupations                 | Registered Nurse III                   | 44.84       |             |
| 12315       | Health Occupations                 | Registered Nurse III, Anesthetist      | 44.84       |             |
| 12316       | Health Occupations                 | Registered Nurse IV                    | 53.75       |             |
| 12317       | Health Occupations                 | Scheduler                              | 36.58       |             |
| 12320       | Health Occupations                 | Substance Abuse Treatment Counselor    | 25.72       |             |
| 13011       | Information And Arts Occupations   | Exhibits Specialist I                  | 25.53       |             |
| 13012       | Information And Arts Occupations   | Exhibits Specialist II                 | 31.63       |             |
| 13013       | Information And Arts Occupations   | Exhibits Specialist III                | 38.70       |             |
| 13041       | Information And Arts Occupations   | Illustrator I                          | 25.53       |             |
| 13042       | Information And Arts Occupations   | Illustrator II                         | 31.63       |             |
| 13043       | Information And Arts Occupations   | Illustrator III                        | 38.70       |             |
| 13047       | Information And Arts Occupations   | Librarian                              | 35.03       |             |
| 13050       | Information And Arts Occupations   | Library Aide/Clerk                     | 16.66       | ***         |
| 13054       | Information And Arts Occupations   | Library Information Technology Systems | 31.63       |             |
| 13058       | Information And Arts Occupations   | Library Technician                     | 24.64       |             |
| 13061       | Information And Arts Occupations   | Media Specialist I                     | 22.82       |             |
| 13062       | Information And Arts Occupations   | Media Specialist II                    | 25.53       |             |
| 13063       | Information And Arts Occupations   | Media Specialist III                   | 28.47       |             |
| 13071       | Information And Arts Occupations   | Photographer I                         | 22.23       |             |
| 13072       | Information And Arts Occupations   | Photographer II                        | 24.87       |             |
| 13073       | Information And Arts Occupations   | Photographer III                       | 30.81       |             |
| 13074       | Information And Arts Occupations   | Photographer IV                        | 37.69       |             |
| 13075       | Information And Arts Occupations   | Photographer V                         | 45.58       |             |
| 13090       | Information And Arts Occupations   | Technical Order Library Clerk          | 20.91       |             |
| 13110       | Information And Arts Occupations   | Video Teleconference Technician        | 25.73       |             |
| 14041       | Information Technology Occupations | Computer Operator I                    | 21.88       |             |
| 14042       | Information Technology Occupations | Computer Operator II                   | 24.46       |             |
| 14043       | Information Technology Occupations | Computer Operator III                  | 27.27       |             |
| 14044       | Information Technology Occupations | Computer Operator IV                   | 30.32       |             |
| 14045       | Information Technology Occupations | Computer Operator V                    | 33.56       |             |

| <b>Code</b> | <b>Category</b>                    | <b>Title</b>                                    | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------|---|-------------|-------------|
| 14071       | Information Technology Occupations | Computer Programmer I                           | 25.43       | see<br>1    |
| 14072       | Information Technology Occupations | Computer Programmer II                          | NaN         | see<br>1    |
| 14073       | Information Technology Occupations | Computer Programmer III                         | NaN         | see<br>1    |
| 14074       | Information Technology Occupations | Computer Programmer IV                          | NaN         | see<br>1    |
| 14101       | Information Technology Occupations | Computer Systems Analyst I                      | NaN         | see<br>1    |
| 14102       | Information Technology Occupations | Computer Systems Analyst II                     | NaN         | see<br>1    |
| 14103       | Information Technology Occupations | Computer Systems Analyst III                    | NaN         | see<br>1    |
| 14150       | Information Technology Occupations | Peripheral Equipment Operator                   | 21.88       |             |
| 14160       | Information Technology Occupations | Personal Computer Support Technician            | 30.32       |             |
| 14170       | Information Technology Occupations | System Support Specialist                       | 33.56       |             |
| 15010       | Instructional Occupations          | Aircrew Training Devices Instructor             | 35.52       |             |
| 15020       | Instructional Occupations          | Aircrew Training Devices Instructor             | 42.98       |             |
| 15030       | Instructional Occupations          | Air Crew Training Devices Instructor            | 51.51       |             |
| 15050       | Instructional Occupations          | Computer Based Training Specialist / Instructor | 35.52       |             |
| 15060       | Instructional Occupations          | Educational Technologist                        | 31.03       |             |
| 15070       | Instructional Occupations          | Flight Instructor                               | 51.51       |             |
| 15080       | Instructional Occupations          | Graphic Artist                                  | 33.41       |             |
| 15085       | Instructional Occupations          | Maintenance Test Pilot, Fixed, Jet/Prop         | 51.51       |             |
| 15086       | Instructional Occupations          | Maintenance Test Pilot, Rotary Wing             | 51.51       |             |
| 15088       | Instructional Occupations          | Non-Maintenance Test/Co-Pilot                   | 51.51       |             |
| 15090       | Instructional Occupations          | Technical Instructor                            | 29.89       |             |
| 15095       | Instructional Occupations          | Technical Instructor/Course Developer           | 36.56       |             |

| <b>Code</b> | <b>Category</b>   | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|---|--|-------------|-------------|
| 15110       | Instructional Occupations                               | Test Proctor                               | 24.12       |             |
| 15120       | Instructional Occupations                               | Tutor                                      | 24.12       |             |
| 16010       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Assembler                                  | 17.21       |             |
| 16030       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Counter Attendant                          | 17.21       |             |
| 16040       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Dry Cleaner                                | 19.67       |             |
| 16070       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Finisher, Flatwork, Machine                | 17.21       |             |
| 16090       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Hand                              | 17.21       |             |
| 16110       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Drycleaning              | 17.21       |             |
| 16130       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Shirts                   | 17.21       |             |
| 16160       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Wearing Apparel, Laundry | 17.21       |             |
| 16190       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Sewing Machine Operator                    | 20.49       |             |
| 16220       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Tailor                                     | 21.30       |             |
| 16250       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Washer, Machine                            | 18.03       |             |
| 19010       | Machine Tool Operation And Repair Occupations           | Machine-Tool Operator                      | 26.12       |             |
| 19040       | Machine Tool Operation And Repair Occupations           | Tool And Die Maker                         | 30.40       |             |
| 21020       | Materials Handling And Packing Occupations              | Forklift Operator                          | 21.58       |             |
| 21030       | Materials Handling And Packing Occupations              | Material Coordinator                       | 29.28       |             |
| 21040       | Materials Handling And Packing Occupations              | Material Expediter                         | 29.28       |             |
| 21050       | Materials Handling And Packing Occupations              | Material Handling Laborer                  | 18.02       |             |
| 21071       | Materials Handling And Packing Occupations              | Order Filler                               | 17.68       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                                   | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 21080       | Materials Handling And Packing Occupations       | Production Line Worker                         | 21.58       |             |
| 21110       | Materials Handling And Packing Occupations       | Shipping Packer                                | 19.64       |             |
| 21130       | Materials Handling And Packing Occupations       | Shipping/Receiving Clerk                       | 19.64       |             |
| 21140       | Materials Handling And Packing Occupations       | Store Worker I                                 | 17.30       |             |
| 21150       | Materials Handling And Packing Occupations       | Stock Clerk                                    | 20.84       |             |
| 21210       | Materials Handling And Packing Occupations       | Tools And Parts Attendant                      | 21.58       |             |
| 21410       | Materials Handling And Packing Occupations       | Warehouse Specialist                           | 21.58       |             |
| 23010       | Mechanics And Maintenance And Repair Occupations | Aerospace Structural Welder                    | 37.65       |             |
| 23019       | Mechanics And Maintenance And Repair Occupations | Aircraft Logs and Records Technician           | 31.54       |             |
| 23021       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic I                            | 36.29       |             |
| 23022       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic II                           | 37.65       |             |
| 23023       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic III                          | 39.10       |             |
| 23040       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic Helper                       | 29.11       |             |
| 23050       | Mechanics And Maintenance And Repair Occupations | Aircraft, Painter                              | 34.35       |             |
| 23060       | Mechanics And Maintenance And Repair Occupations | Aircraft Servicer                              | 31.54       |             |
| 23070       | Mechanics And Maintenance And Repair Occupations | Aircraft Survival Flight Equipment Technician  | 34.35       |             |
| 23080       | Mechanics And Maintenance And Repair Occupations | Aircraft Worker                                | 32.97       |             |
| 23091       | Mechanics And Maintenance And Repair Occupations | Aircrew Life Support Equipment (ALSE) Mechanic | 32.97       |             |
| 23092       | Mechanics And Maintenance And Repair Occupations | Aircrew Life Support Equipment (ALSE) Mechanic | 36.29       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                           | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 23110       | Mechanics And Maintenance And Repair Occupations | Appliance Mechanic                     | 25.99       |             |
| 23120       | Mechanics And Maintenance And Repair Occupations | Bicycle Repairer                       | 25.80       |             |
| 23125       | Mechanics And Maintenance And Repair Occupations | Cable Splicer                          | 48.07       |             |
| 23130       | Mechanics And Maintenance And Repair Occupations | Carpenter, Maintenance                 | 29.35       |             |
| 23140       | Mechanics And Maintenance And Repair Occupations | Carpet Layer                           | 31.11       |             |
| 23160       | Mechanics And Maintenance And Repair Occupations | Electrician, Maintenance               | 32.70       |             |
| 23181       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance I   | 30.09       |             |
| 23182       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance II  | 31.35       |             |
| 23183       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance III | 32.63       |             |
| 23260       | Mechanics And Maintenance And Repair Occupations | Fabric Worker                          | 29.77       |             |
| 23290       | Mechanics And Maintenance And Repair Occupations | Fire Alarm System Mechanic             | 23.68       |             |
| 23310       | Mechanics And Maintenance And Repair Occupations | Fire Extinguisher Repairer             | 28.53       |             |
| 23311       | Mechanics And Maintenance And Repair Occupations | Fuel Distribution System Mechanic      | 38.74       |             |
| 23312       | Mechanics And Maintenance And Repair Occupations | Fuel Distribution System Operator      | 32.78       |             |
| 23370       | Mechanics And Maintenance And Repair Occupations | General Maintenance Worker             | 23.98       |             |
| 23380       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Mechanic      | 36.29       |             |
| 23381       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Servicer      | 31.54       |             |
| 23382       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Worker        | 32.97       |             |
| 23391       | Mechanics And Maintenance And Repair Occupations | Gunsmith I                             | 28.53       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 23392       | Mechanics And Maintenance And Repair Occupations | Gunsmith II                               | 31.11       |             |
| 23393       | Mechanics And Maintenance And Repair Occupations | Gunsmith III                              | 33.71       |             |
| 23410       | Mechanics And Maintenance And Repair Occupations | Heating, Ventilation And Air-Conditioning | 29.85       |             |
| 23411       | Mechanics And Maintenance And Repair Occupations | Heating, Ventilation And Air Contidioning | 31.00       |             |
| 23430       | Mechanics And Maintenance And Repair Occupations | Heavy Equipment Mechanic                  | 33.06       |             |
| 23440       | Mechanics And Maintenance And Repair Occupations | Heavy Equipment Operator                  | 33.37       |             |
| 23460       | Mechanics And Maintenance And Repair Occupations | Instrument Mechanic                       | 33.71       |             |
| 23465       | Mechanics And Maintenance And Repair Occupations | Laboratory/Shelter Mechanic               | 32.42       |             |
| 23470       | Mechanics And Maintenance And Repair Occupations | Laborer                                   | 18.02       |             |
| 23510       | Mechanics And Maintenance And Repair Occupations | Locksmith                                 | 32.90       |             |
| 23530       | Mechanics And Maintenance And Repair Occupations | Machinery Maintenance Mechanic            | 29.07       |             |
| 23550       | Mechanics And Maintenance And Repair Occupations | Machinist, Maintenance                    | 27.23       |             |
| 23580       | Mechanics And Maintenance And Repair Occupations | Maintenance Trades Helper                 | 21.49       |             |
| 23591       | Mechanics And Maintenance And Repair Occupations | Metrology Technician I                    | 33.71       |             |
| 23592       | Mechanics And Maintenance And Repair Occupations | Metrology Technician II                   | 35.01       |             |
| 23593       | Mechanics And Maintenance And Repair Occupations | Metrology Technician III                  | 36.36       |             |
| 23640       | Mechanics And Maintenance And Repair Occupations | Millwright                                | 33.71       |             |
| 23710       | Mechanics And Maintenance And Repair Occupations | Office Appliance Repairer                 | 25.62       |             |
| 23760       | Mechanics And Maintenance And Repair Occupations | Painter, Maintenance                      | 23.12       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                          | <b>Rate</b> | <b>Note</b> |
|-------------|--|---------------------------------------|-------------|-------------|
| 23790       | Mechanics And Maintenance And Repair Occupations | Pipefitter, Maintenance               | 36.19       |             |
| 23810       | Mechanics And Maintenance And Repair Occupations | Plumber, Maintenance                  | 34.79       |             |
| 23820       | Mechanics And Maintenance And Repair Occupations | Pneudraulic Systems Mechanic          | 33.71       |             |
| 23850       | Mechanics And Maintenance And Repair Occupations | Rigger                                | 31.48       |             |
| 23870       | Mechanics And Maintenance And Repair Occupations | Scale Mechanic                        | 31.11       |             |
| 23890       | Mechanics And Maintenance And Repair Occupations | Sheet-Metal Worker, Maintenance       | 30.15       |             |
| 23910       | Mechanics And Maintenance And Repair Occupations | Small Engine Mechanic                 | 23.85       |             |
| 23931       | Mechanics And Maintenance And Repair Occupations | Telecommunications Mechanic I         | 42.27       |             |
| 23932       | Mechanics And Maintenance And Repair Occupations | Telecommunications Mechanic II        | 43.89       |             |
| 23950       | Mechanics And Maintenance And Repair Occupations | Telephone Lineman                     | 47.73       |             |
| 23960       | Mechanics And Maintenance And Repair Occupations | Welder, Combination, Maintenance      | 28.35       |             |
| 23965       | Mechanics And Maintenance And Repair Occupations | Well Driller                          | 33.71       |             |
| 23970       | Mechanics And Maintenance And Repair Occupations | Woodcraft Worker                      | 33.71       |             |
| 23980       | Mechanics And Maintenance And Repair Occupations | Woodworker                            | 28.53       |             |
| 24550       | Personal Needs Occupations                       | Case Manager                          | 20.19       |             |
| 24570       | Personal Needs Occupations                       | Child Care Attendant                  | 15.68       | ***         |
| 24580       | Personal Needs Occupations                       | Child Care Center Clerk               | 19.55       |             |
| 24610       | Personal Needs Occupations                       | Chore Aide                            | 17.68       |             |
| 24620       | Personal Needs Occupations                       | Family Readiness And Support Services | 20.19       |             |
| 24630       | Personal Needs Occupations                       | Homemaker                             | 20.19       |             |
| 25010       | Plant And System Operations Occupations          | Boiler Tender                         | 29.69       |             |

| <b>Code</b> | <b>Category</b>                                | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 25040       | Plant And System Operations Occupations        | Sewage Plant Operator                     | 28.37       |             |
| 25070       | Plant And System Operations Occupations        | Stationary Engineer                       | 29.69       |             |
| 25190       | Plant And System Operations Occupations        | Ventilation Equipment Tender              | 23.92       |             |
| 25210       | Plant And System Operations Occupations        | Water Treatment Plant Operator            | 28.37       |             |
| 27004       | Protective Service Occupations                 | Alarm Monitor                             | 24.35       |             |
| 27007       | Protective Service Occupations                 | Baggage Inspector                         | 18.45       |             |
| 27008       | Protective Service Occupations                 | Corrections Officer                       | 35.68       |             |
| 27010       | Protective Service Occupations                 | Court Security Officer                    | 32.37       |             |
| 27030       | Protective Service Occupations                 | Detection Dog Handler                     | 20.64       |             |
| 27040       | Protective Service Occupations                 | Detention Officer                         | 35.68       |             |
| 27070       | Protective Service Occupations                 | Firefighter                               | 31.14       |             |
| 27101       | Protective Service Occupations                 | Guard I                                   | 18.45       |             |
| 27102       | Protective Service Occupations                 | Guard II                                  | 20.64       |             |
| 27131       | Protective Service Occupations                 | Police Officer I                          | 31.38       |             |
| 27132       | Protective Service Occupations                 | Police Officer II                         | 34.89       |             |
| 28041       | Recreation Occupations                         | Carnival Equipment Operator               | 17.89       |             |
| 28042       | Recreation Occupations                         | Carnival Equipment Repairer               | 18.79       |             |
| 28043       | Recreation Occupations                         | Carnival Worker                           | 14.45       | ***         |
| 28210       | Recreation Occupations                         | Gate Attendant/Gate Tender                | 20.90       |             |
| 28310       | Recreation Occupations                         | Lifeguard                                 | 15.00       | ***         |
| 28350       | Recreation Occupations                         | Park Attendant                            | 23.38       |             |
| 28510       | Recreation Occupations                         | Recreation Aide/Health Facility Attendant | 17.07       | ***         |
| 28515       | Recreation Occupations                         | Recreation Specialist                     | 28.97       |             |
| 28630       | Recreation Occupations                         | Sports Official                           | 18.63       |             |
| 28690       | Recreation Occupations                         | Swimming Pool Operator                    | 20.49       |             |
| 29010       | Stevedoring/Longshoremen Occupational Services | Blocker And Bracer                        | 31.72       |             |
| 29020       | Stevedoring/Longshoremen Occupational Services | Hatch Tender                              | 31.72       |             |
| 29030       | Stevedoring/Longshoremen Occupational Services | Line Handler                              | 31.72       |             |

| <b>Code</b> | <b>Category</b>                                | <b>Title</b>                             | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 29041       | Stevedoring/Longshoremen Occupational Services | Stevedore I                              | 30.34       |             |
| 29042       | Stevedoring/Longshoremen Occupational Services | Stevedore II                             | 33.04       |             |
| 30010       | Technical Occupations                          | Air Traffic Control Specialist, Center   | 51.07       | see 2       |
| 30011       | Technical Occupations                          | Air Traffic Control Specialist, Station  | 35.22       | see 2       |
| 30012       | Technical Occupations                          | Air Traffic Control Specialist, Terminal | 38.79       | see 2       |
| 30021       | Technical Occupations                          | Archeological Technician I               | 22.31       |             |
| 30022       | Technical Occupations                          | Archeological Technician II              | 23.23       |             |
| 30023       | Technical Occupations                          | Archeological Technician III             | 28.79       |             |
| 30030       | Technical Occupations                          | Cartographic Technician                  | 28.79       |             |
| 30040       | Technical Occupations                          | Civil Engineering Technician             | 28.67       |             |
| 30051       | Technical Occupations                          | Cryogenic Technician I                   | 31.88       |             |
| 30052       | Technical Occupations                          | Cryogenic Technician II                  | 35.22       |             |
| 30061       | Technical Occupations                          | Drafter/CAD Operator I                   | 22.31       |             |
| 30062       | Technical Occupations                          | Drafter/CAD Operator II                  | 23.23       |             |
| 30063       | Technical Occupations                          | Drafter/CAD Operator III                 | 25.91       |             |
| 30064       | Technical Occupations                          | Drafter/CAD Operator IV                  | 31.88       |             |
| 30081       | Technical Occupations                          | Engineering Technician I                 | 20.74       |             |
| 30082       | Technical Occupations                          | Engineering Technician II                | 23.27       |             |
| 30083       | Technical Occupations                          | Engineering Technician III               | 26.03       |             |
| 30084       | Technical Occupations                          | Engineering Technician IV                | 32.25       |             |
| 30085       | Technical Occupations                          | Engineering Technician V                 | 39.46       |             |
| 30086       | Technical Occupations                          | Engineering Technician VI                | 47.72       |             |
| 30090       | Technical Occupations                          | Environmental Technician                 | 31.49       |             |
| 30095       | Technical Occupations                          | Evidence Control Specialist              | 28.79       |             |
| 30210       | Technical Occupations                          | Laboratory Technician                    | 25.09       |             |
| 30221       | Technical Occupations                          | Latent Fingerprint Technician I          | 31.88       |             |
| 30222       | Technical Occupations                          | Latent Fingerprint Technician II         | 35.22       |             |
| 30240       | Technical Occupations                          | Mathematical Technician                  | 30.42       |             |
| 30361       | Technical Occupations                          | Paralegal/Legal Assistant I              | 24.62       |             |
| 30362       | Technical Occupations                          | Paralegal/Legal Assistant II             | 30.50       |             |

| <b>Code</b> | <b>Category</b>                                       | <b>Title</b>                             | <b>Rate</b> | <b>Note</b> |
|-------------|---|--|-------------|-------------|
| 30363       | Technical Occupations                                 | Paralegal/Legal Assistant III            | 37.31       |             |
| 30364       | Technical Occupations                                 | Paralegal/Legal Assistant IV             | 45.14       |             |
| 30375       | Technical Occupations                                 | Petroleum Supply Specialist              | 35.22       |             |
| 30390       | Technical Occupations                                 | Photo-Optics Technician                  | 28.79       |             |
| 30395       | Technical Occupations                                 | Radiation Control Technician             | 35.22       |             |
| 30461       | Technical Occupations                                 | Technical Writer I                       | 30.14       |             |
| 30462       | Technical Occupations                                 | Technical Writer II                      | 36.87       |             |
| 30463       | Technical Occupations                                 | Technical Writer III                     | 44.62       |             |
| 30491       | Technical Occupations                                 | Unexploded Ordnance (UXO) Technician I   | 32.46       |             |
| 30492       | Technical Occupations                                 | Unexploded Ordnance (UXO) Technician II  | 39.27       |             |
| 30493       | Technical Occupations                                 | Unexploded Ordnance (UXO) Technician III | 47.07       |             |
| 30494       | Technical Occupations                                 | Unexploded (UXO) Safety Escort           | 32.46       |             |
| 30495       | Technical Occupations                                 | Unexploded (UXO) Sweep Personnel         | 32.46       |             |
| 30501       | Technical Occupations                                 | Weather Forecaster I                     | 31.88       |             |
| 30502       | Technical Occupations                                 | Weather Forecaster II                    | 38.78       |             |
| 30620       | Technical Occupations                                 | Weather Observer, Combined Upper Air Or  | 25.91       | see 2       |
| 30621       | Technical Occupations                                 | Weather Observer, Senior                 | 28.79       | see 2       |
| 31010       | Transportation/Mobile Equipment Operation Occupations | Airplane Pilot                           | 39.27       |             |
| 31020       | Transportation/Mobile Equipment Operation Occupations | Bus Aide                                 | 17.25       |             |
| 31030       | Transportation/Mobile Equipment Operation Occupations | Bus Driver                               | 22.15       |             |
| 31043       | Transportation/Mobile Equipment Operation Occupations | Driver Courier                           | 19.50       |             |
| 31260       | Transportation/Mobile Equipment Operation Occupations | Parking and Lot Attendant                | 16.75       | ***         |
| 31290       | Transportation/Mobile Equipment Operation Occupations | Shuttle Bus Driver                       | 17.70       |             |
| 31310       | Transportation/Mobile Equipment Operation Occupations | Taxi Driver                              | 15.90       | ***         |

| <b>Code</b> | <b>Category</b>                                       | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|---|---------------------------------|-------------|-------------|
| 31361       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Light              | 20.48       |             |
| 31362       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Medium             | 21.37       |             |
| 31363       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Heavy              | 28.13       |             |
| 31364       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Tractor-Trailer    | 28.13       |             |
| 99020       | Miscellaneous Occupations                             | Cabin Safety Specialist         | 19.15       |             |
| 99030       | Miscellaneous Occupations                             | Cashier                         | 15.00       | ***         |
| 99050       | Miscellaneous Occupations                             | Desk Clerk                      | 16.10       | ***         |
| 99095       | Miscellaneous Occupations                             | Embalmer                        | 30.74       |             |
| 99130       | Miscellaneous Occupations                             | Flight Follower                 | 32.46       |             |
| 99251       | Miscellaneous Occupations                             | Laboratory Animal Caretaker I   | 20.66       |             |
| 99252       | Miscellaneous Occupations                             | Laboratory Animal Caretaker II  | 21.69       |             |
| 99260       | Miscellaneous Occupations                             | Marketing Analyst               | 35.69       |             |
| 99310       | Miscellaneous Occupations                             | Mortician                       | 30.74       |             |
| 99410       | Miscellaneous Occupations                             | Pest Controller                 | 22.00       |             |
| 99510       | Miscellaneous Occupations                             | Photofinishing Worker           | 17.06       | ***         |
| 99710       | Miscellaneous Occupations                             | Recycling Laborer               | 25.26       |             |
| 99711       | Miscellaneous Occupations                             | Recycling Specialist            | 29.61       |             |
| 99730       | Miscellaneous Occupations                             | Refuse Collector                | 23.66       |             |
| 99810       | Miscellaneous Occupations                             | Sales Clerk                     | 16.67       | ***         |
| 99820       | Miscellaneous Occupations                             | School Crossing Guard           | 19.32       |             |
| 99830       | Miscellaneous Occupations                             | Survey Party Chief              | 32.19       |             |
| 99831       | Miscellaneous Occupations                             | Surveying Aide                  | 25.20       |             |
| 99832       | Miscellaneous Occupations                             | Surveying Technician            | 31.07       |             |
| 99840       | Miscellaneous Occupations                             | Vending Machine Attendant       | 22.61       |             |
| 99841       | Miscellaneous Occupations                             | Vending Machine Repairer        | 25.90       |             |
| 99842       | Miscellaneous Occupations                             | Vending Machine Repairer Helper | 22.61       |             |

## Footer

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.20 per hour) or 13658 (\$12.90 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. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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: \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 per month\*

\*This rate is to be used only when compensating employees for performance on an SCA-

covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

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

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans'

Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

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

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

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

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

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

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

2) **AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:** If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**\*\* HAZARDOUS PAY DIFFERENTIAL \*\***

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

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

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like;

minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

#### \*\* UNIFORM ALLOWANCE \*\*

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of ""wash and wear""

materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

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

**Conformance Process:**

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

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR

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

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S.

Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

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

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

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

Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

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## **Wage Determination No. : 2015-4087**

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

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

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 28

Date Of Last Revision : 07/22/2024

Source : [Source Website](#)

## Header

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

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2024.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.90 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 2024.

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: Massachusetts

This wage determination is applicable to the following cities and towns in BRISTOL COUNTY:  
Fall River, Somerset, Swansea, Westport

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

## Wage Determination Table

| Code  | Category  | Title                             | Rate  | Note |
|-------|---|-----------------------------------|-------|------|
| 01011 | Administrative Support And Clerical Occupations | Accounting Clerk I                | 19.01 |      |
| 01012 | Administrative Support And Clerical Occupations | Accounting Clerk II               | 21.33 |      |
| 01013 | Administrative Support And Clerical Occupations | Accounting Clerk III              | 23.86 |      |
| 01020 | Administrative Support And Clerical Occupations | Administrative Assistant          | 36.49 |      |
| 01035 | Administrative Support And Clerical Occupations | Court Reporter                    | 30.56 |      |
| 01041 | Administrative Support And Clerical Occupations | Customer Service Representative I | 16.80 | ***  |

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------------|-------------|-------------|
| 01042       | Administrative Support And Clerical Occupations | Customer Service Representative II   | 18.33       |             |
| 01043       | Administrative Support And Clerical Occupations | Customer Service Representative III  | 20.57       |             |
| 01051       | Administrative Support And Clerical Occupations | Data Entry Operator I                | 18.20       |             |
| 01052       | Administrative Support And Clerical Occupations | Data Entry Operator II               | 19.86       |             |
| 01060       | Administrative Support And Clerical Occupations | Dispatcher, Motor Vehicle            | 22.67       |             |
| 01070       | Administrative Support And Clerical Occupations | Document Preparation Clerk           | 20.83       |             |
| 01090       | Administrative Support And Clerical Occupations | Duplicating Machine Operator         | 20.83       |             |
| 01111       | Administrative Support And Clerical Occupations | General Clerk I                      | 17.62       |             |
| 01112       | Administrative Support And Clerical Occupations | General Clerk II                     | 19.22       |             |
| 01113       | Administrative Support And Clerical Occupations | General Clerk III                    | 21.57       |             |
| 01120       | Administrative Support And Clerical Occupations | Housing Referral Assistant           | 26.44       |             |
| 01141       | Administrative Support And Clerical Occupations | Messenger Courier                    | 18.47       |             |
| 01191       | Administrative Support And Clerical Occupations | Order Clerk I                        | 17.69       |             |
| 01192       | Administrative Support And Clerical Occupations | Order Clerk II                       | 19.30       |             |
| 01261       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) I   | 20.04       |             |
| 01262       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) II  | 22.42       |             |
| 01263       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) III | 24.99       |             |
| 01270       | Administrative Support And Clerical Occupations | Production Control Clerk             | 29.28       |             |
| 01290       | Administrative Support And Clerical Occupations | Rental Clerk                         | 17.83       |             |

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------------|-------------|-------------|
| 01300       | Administrative Support And Clerical Occupations | Scheduler, Maintenance               | 21.20       |             |
| 01311       | Administrative Support And Clerical Occupations | Secretary I                          | 21.20       |             |
| 01312       | Administrative Support And Clerical Occupations | Secretary II                         | 23.71       |             |
| 01313       | Administrative Support And Clerical Occupations | Secretary III                        | 26.44       |             |
| 01320       | Administrative Support And Clerical Occupations | Service Order Dispatcher             | 20.26       |             |
| 01410       | Administrative Support And Clerical Occupations | Supply Technician                    | 36.49       |             |
| 01420       | Administrative Support And Clerical Occupations | Survey Worker                        | 24.79       |             |
| 01460       | Administrative Support And Clerical Occupations | Switchboard Operator/Receptionist    | 18.11       |             |
| 01531       | Administrative Support And Clerical Occupations | Travel Clerk I                       | 18.41       |             |
| 01532       | Administrative Support And Clerical Occupations | Travel Clerk II                      | 19.68       |             |
| 01533       | Administrative Support And Clerical Occupations | Travel Clerk III                     | 20.57       |             |
| 01611       | Administrative Support And Clerical Occupations | Word Processor I                     | 18.68       |             |
| 01612       | Administrative Support And Clerical Occupations | Word Processor II                    | 20.96       |             |
| 01613       | Administrative Support And Clerical Occupations | Word Processor III                   | 23.45       |             |
| 05005       | Automotive Service Occupations                  | Automobile Body Repairer, Fiberglass | 27.12       |             |
| 05010       | Automotive Service Occupations                  | Automotive Electrician               | 21.99       |             |
| 05040       | Automotive Service Occupations                  | Automotive Glass Installer           | 21.06       |             |
| 05070       | Automotive Service Occupations                  | Automotive Worker                    | 21.06       |             |
| 05110       | Automotive Service Occupations                  | Mobile Equipment Servicer            | 19.31       |             |
| 05130       | Automotive Service Occupations                  | Motor Equipment Metal Mechanic       | 22.95       |             |
| 05160       | Automotive Service Occupations                  | Motor Equipment Metal Worker         | 21.06       |             |
| 05190       | Automotive Service Occupations                  | Motor Vehicle Mechanic               | 22.95       |             |

| <b>Code</b> | <b>Category</b>                              | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|--|---------------------------------|-------------|-------------|
| 05220       | Automotive Service Occupations               | Motor Vehicle Mechanic Helper   | 18.39       |             |
| 05250       | Automotive Service Occupations               | Motor Vehicle Upholstery Worker | 20.14       |             |
| 05280       | Automotive Service Occupations               | Motor Vehicle Wrecker           | 21.06       |             |
| 05310       | Automotive Service Occupations               | Painter, Automotive             | 21.99       |             |
| 05340       | Automotive Service Occupations               | Radiator Repair Specialist      | 21.06       |             |
| 05370       | Automotive Service Occupations               | Tire Repairer                   | 17.77       |             |
| 05400       | Automotive Service Occupations               | Transmission Repair Specialist  | 22.95       |             |
| 07010       | Food Preparation And Service Occupations     | Baker                           | 15.88       | ***         |
| 07041       | Food Preparation And Service Occupations     | Cook I                          | 21.17       |             |
| 07042       | Food Preparation And Service Occupations     | Cook II                         | 23.09       |             |
| 07070       | Food Preparation And Service Occupations     | Dishwasher                      | 15.65       | ***         |
| 07130       | Food Preparation And Service Occupations     | Food Service Worker             | 15.27       | ***         |
| 07210       | Food Preparation And Service Occupations     | Meat Cutter                     | 21.97       |             |
| 07260       | Food Preparation And Service Occupations     | Waiter/Waitress                 | 15.11       | ***         |
| 09010       | Furniture Maintenance And Repair Occupations | Electrostatic Spray Painter     | 22.72       |             |
| 09040       | Furniture Maintenance And Repair Occupations | Furniture Handler               | 15.90       | ***         |
| 09080       | Furniture Maintenance And Repair Occupations | Furniture Refinisher            | 22.24       |             |
| 09090       | Furniture Maintenance And Repair Occupations | Furniture Refinisher Helper     | 18.63       |             |
| 09110       | Furniture Maintenance And Repair Occupations | Furniture Repairer, Minor       | 20.42       |             |
| 09130       | Furniture Maintenance And Repair Occupations | Upholsterer                     | 22.23       |             |
| 11030       | General Services And Support Occupations     | Cleaner, Vehicles               | 16.74       | ***         |
| 11060       | General Services And Support Occupations     | Elevator Operator               | 16.74       | ***         |

| <b>Code</b> | <b>Category</b>                          | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 11090       | General Services And Support Occupations | Gardener                                   | 26.03       |             |
| 11122       | General Services And Support Occupations | Housekeeping Aide                          | 17.33       |             |
| 11150       | General Services And Support Occupations | Janitor                                    | 17.33       |             |
| 11210       | General Services And Support Occupations | Laborer, Grounds Maintenance               | 21.15       |             |
| 11240       | General Services And Support Occupations | Maid or Houseman                           | 16.61       | ***         |
| 11260       | General Services And Support Occupations | Pruner                                     | 20.01       |             |
| 11270       | General Services And Support Occupations | Tractor Operator                           | 24.78       |             |
| 11330       | General Services And Support Occupations | Trail Maintenance Worker                   | 21.15       |             |
| 11360       | General Services And Support Occupations | Window Cleaner                             | 18.31       |             |
| 12010       | Health Occupations                       | Ambulance Driver                           | 21.57       |             |
| 12011       | Health Occupations                       | Breath Alcohol Technician                  | 29.51       |             |
| 12012       | Health Occupations                       | Certified Occupational Therapist Assistant | 29.97       |             |
| 12015       | Health Occupations                       | Certified Physical Therapist Assistant     | 31.81       |             |
| 12020       | Health Occupations                       | Dental Assistant                           | 23.21       |             |
| 12025       | Health Occupations                       | Dental Hygienist                           | 41.58       |             |
| 12030       | Health Occupations                       | EKG Technician                             | 46.27       |             |
| 12035       | Health Occupations                       | Electroneurodiagnostic Technologist        | 46.27       |             |
| 12040       | Health Occupations                       | Emergency Medical Technician               | 21.57       |             |
| 12071       | Health Occupations                       | Licensed Practical Nurse I                 | 26.39       |             |
| 12072       | Health Occupations                       | Licensed Practical Nurse II                | 29.51       |             |
| 12073       | Health Occupations                       | Licensed Practical Nurse III               | 32.90       |             |
| 12100       | Health Occupations                       | Medical Assistant                          | 21.00       |             |
| 12130       | Health Occupations                       | Medical Laboratory Technician              | 33.50       |             |
| 12160       | Health Occupations                       | Medical Record Clerk                       | 22.90       |             |
| 12190       | Health Occupations                       | Medical Record Technician                  | 25.62       |             |

| <b>Code</b> | <b>Category</b>                  | <b>Title</b>                           | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------|--|-------------|-------------|
| 12195       | Health Occupations               | Medical Transcriptionist               | 21.63       |             |
| 12210       | Health Occupations               | Nuclear Medicine Technologist          | 50.54       |             |
| 12221       | Health Occupations               | Nursing Assistant I                    | 14.51       | ***         |
| 12222       | Health Occupations               | Nursing Assistant II                   | 16.33       | ***         |
| 12223       | Health Occupations               | Nursing Assistant III                  | 17.82       |             |
| 12224       | Health Occupations               | Nursing Assistant IV                   | 20.00       |             |
| 12235       | Health Occupations               | Optical Dispenser                      | 27.44       |             |
| 12236       | Health Occupations               | Optical Technician                     | 21.10       |             |
| 12250       | Health Occupations               | Pharmacy Technician                    | 20.80       |             |
| 12280       | Health Occupations               | Phlebotomist                           | 21.94       |             |
| 12305       | Health Occupations               | Radiologic Technologist                | 39.44       |             |
| 12311       | Health Occupations               | Registered Nurse I                     | 31.18       |             |
| 12312       | Health Occupations               | Registered Nurse II                    | 40.19       |             |
| 12313       | Health Occupations               | Registered Nurse II, Specialist        | 40.19       |             |
| 12314       | Health Occupations               | Registered Nurse III                   | 48.63       |             |
| 12315       | Health Occupations               | Registered Nurse III, Anesthetist      | 48.63       |             |
| 12316       | Health Occupations               | Registered Nurse IV                    | 58.29       |             |
| 12317       | Health Occupations               | Scheduler                              | 36.58       |             |
| 12320       | Health Occupations               | Substance Abuse Treatment Counselor    | 25.72       |             |
| 13011       | Information And Arts Occupations | Exhibits Specialist I                  | 25.53       |             |
| 13012       | Information And Arts Occupations | Exhibits Specialist II                 | 31.63       |             |
| 13013       | Information And Arts Occupations | Exhibits Specialist III                | 38.70       |             |
| 13041       | Information And Arts Occupations | Illustrator I                          | 25.53       |             |
| 13042       | Information And Arts Occupations | Illustrator II                         | 31.63       |             |
| 13043       | Information And Arts Occupations | Illustrator III                        | 38.70       |             |
| 13047       | Information And Arts Occupations | Librarian                              | 35.03       |             |
| 13050       | Information And Arts Occupations | Library Aide/Clerk                     | 17.29       |             |
| 13054       | Information And Arts Occupations | Library Information Technology Systems | 31.63       |             |
| 13058       | Information And Arts Occupations | Library Technician                     | 24.64       |             |
| 13061       | Information And Arts Occupations | Media Specialist I                     | 22.82       |             |
| 13062       | Information And Arts Occupations | Media Specialist II                    | 25.53       |             |
| 13063       | Information And Arts Occupations | Media Specialist III                   | 28.47       |             |

| <b>Code</b> | <b>Category</b>                    | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------|--------------------------------------|-------------|-------------|
| 13071       | Information And Arts Occupations   | Photographer I                       | 22.23       |             |
| 13072       | Information And Arts Occupations   | Photographer II                      | 24.87       |             |
| 13073       | Information And Arts Occupations   | Photographer III                     | 30.81       |             |
| 13074       | Information And Arts Occupations   | Photographer IV                      | 37.69       |             |
| 13075       | Information And Arts Occupations   | Photographer V                       | 45.58       |             |
| 13090       | Information And Arts Occupations   | Technical Order Library Clerk        | 20.91       |             |
| 13110       | Information And Arts Occupations   | Video Teleconference Technician      | 25.73       |             |
| 14041       | Information Technology Occupations | Computer Operator I                  | 23.85       |             |
| 14042       | Information Technology Occupations | Computer Operator II                 | 26.69       |             |
| 14043       | Information Technology Occupations | Computer Operator III                | 29.74       |             |
| 14044       | Information Technology Occupations | Computer Operator IV                 | 33.06       |             |
| 14045       | Information Technology Occupations | Computer Operator V                  | 36.61       |             |
| 14071       | Information Technology Occupations | Computer Programmer I                | 24.68       | see<br>1    |
| 14072       | Information Technology Occupations | Computer Programmer II               | NaN         | see<br>1    |
| 14073       | Information Technology Occupations | Computer Programmer III              | NaN         | see<br>1    |
| 14074       | Information Technology Occupations | Computer Programmer IV               | NaN         | see<br>1    |
| 14101       | Information Technology Occupations | Computer Systems Analyst I           | NaN         | see<br>1    |
| 14102       | Information Technology Occupations | Computer Systems Analyst II          | NaN         | see<br>1    |
| 14103       | Information Technology Occupations | Computer Systems Analyst III         | NaN         | see<br>1    |
| 14150       | Information Technology Occupations | Peripheral Equipment Operator        | 23.85       |             |
| 14160       | Information Technology Occupations | Personal Computer Support Technician | 33.06       |             |
| 14170       | Information Technology Occupations | System Support Specialist            | 34.11       |             |
| 15010       | Instructional Occupations          | Aircrew Training Devices Instructor  | 35.72       |             |
| 15020       | Instructional Occupations          | Aircrew Training Devices Instructor  | 43.22       |             |
| 15030       | Instructional Occupations          | Air Crew Training Devices Instructor | 51.51       |             |

| <b>Code</b> | <b>Category</b>   | <b>Title</b>                                    | <b>Rate</b> | <b>Note</b> |
|-------------|---|---|-------------|-------------|
| 15050       | Instructional Occupations                               | Computer Based Training Specialist / Instructor | 35.72       |             |
| 15060       | Instructional Occupations                               | Educational Technologist                        | 32.16       |             |
| 15070       | Instructional Occupations                               | Flight Instructor                               | 51.51       |             |
| 15080       | Instructional Occupations                               | Graphic Artist                                  | 31.54       |             |
| 15085       | Instructional Occupations                               | Maintenance Test Pilot, Fixed, Jet/Prop         | 51.51       |             |
| 15086       | Instructional Occupations                               | Maintenance Test Pilot, Rotary Wing             | 51.51       |             |
| 15088       | Instructional Occupations                               | Non-Maintenance Test/Co-Pilot                   | 51.51       |             |
| 15090       | Instructional Occupations                               | Technical Instructor                            | 29.89       |             |
| 15095       | Instructional Occupations                               | Technical Instructor/Course Developer           | 36.56       |             |
| 15110       | Instructional Occupations                               | Test Proctor                                    | 24.12       |             |
| 15120       | Instructional Occupations                               | Tutor   | 24.12       |             |
| 16010       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Assembler                                       | 17.21       |             |
| 16030       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Counter Attendant                               | 17.21       |             |
| 16040       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Dry Cleaner                                     | 19.67       |             |
| 16070       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Finisher, Flatwork, Machine                     | 17.21       |             |
| 16090       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Hand                                   | 17.21       |             |
| 16110       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Drycleaning                   | 17.21       |             |
| 16130       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Shirts                        | 17.21       |             |
| 16160       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Wearing Apparel, Laundry      | 17.21       |             |
| 16190       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Sewing Machine Operator                         | 20.49       |             |
| 16220       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Tailor  | 21.30       |             |
| 16250       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Washer, Machine                                 | 18.03       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|--|--------------------------------------|-------------|-------------|
| 19010       | Machine Tool Operation And Repair Occupations    | Machine-Tool Operator                | 26.12       |             |
| 19040       | Machine Tool Operation And Repair Occupations    | Tool And Die Maker                   | 30.40       |             |
| 21020       | Materials Handling And Packing Occupations       | Forklift Operator                    | 21.58       |             |
| 21030       | Materials Handling And Packing Occupations       | Material Coordinator                 | 29.28       |             |
| 21040       | Materials Handling And Packing Occupations       | Material Expediter                   | 29.28       |             |
| 21050       | Materials Handling And Packing Occupations       | Material Handling Laborer            | 18.02       |             |
| 21071       | Materials Handling And Packing Occupations       | Order Filler                         | 17.68       |             |
| 21080       | Materials Handling And Packing Occupations       | Production Line Worker               | 21.58       |             |
| 21110       | Materials Handling And Packing Occupations       | Shipping Packer                      | 19.64       |             |
| 21130       | Materials Handling And Packing Occupations       | Shipping/Receiving Clerk             | 19.64       |             |
| 21140       | Materials Handling And Packing Occupations       | Store Worker I                       | 17.30       |             |
| 21150       | Materials Handling And Packing Occupations       | Stock Clerk                          | 20.84       |             |
| 21210       | Materials Handling And Packing Occupations       | Tools And Parts Attendant            | 21.58       |             |
| 21410       | Materials Handling And Packing Occupations       | Warehouse Specialist                 | 21.58       |             |
| 23010       | Mechanics And Maintenance And Repair Occupations | Aerospace Structural Welder          | 38.82       |             |
| 23019       | Mechanics And Maintenance And Repair Occupations | Aircraft Logs and Records Technician | 32.02       |             |
| 23021       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic I                  | 37.40       |             |
| 23022       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic II                 | 38.82       |             |
| 23023       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic III                | 40.30       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                                   | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 23040       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic Helper                       | 29.24       |             |
| 23050       | Mechanics And Maintenance And Repair Occupations | Aircraft, Painter                              | 34.87       |             |
| 23060       | Mechanics And Maintenance And Repair Occupations | Aircraft Servicer                              | 32.02       |             |
| 23070       | Mechanics And Maintenance And Repair Occupations | Aircraft Survival Flight Equipment Technician  | 34.87       |             |
| 23080       | Mechanics And Maintenance And Repair Occupations | Aircraft Worker                                | 33.47       |             |
| 23091       | Mechanics And Maintenance And Repair Occupations | Aircrew Life Support Equipment (ALSE) Mechanic | 33.47       |             |
| 23092       | Mechanics And Maintenance And Repair Occupations | Aircrew Life Support Equipment (ALSE) Mechanic | 37.40       |             |
| 23110       | Mechanics And Maintenance And Repair Occupations | Appliance Mechanic                             | 29.33       |             |
| 23120       | Mechanics And Maintenance And Repair Occupations | Bicycle Repairer                               | 25.01       |             |
| 23125       | Mechanics And Maintenance And Repair Occupations | Cable Splicer                                  | 48.07       |             |
| 23130       | Mechanics And Maintenance And Repair Occupations | Carpenter, Maintenance                         | 29.35       |             |
| 23140       | Mechanics And Maintenance And Repair Occupations | Carpet Layer                                   | 31.11       |             |
| 23160       | Mechanics And Maintenance And Repair Occupations | Electrician, Maintenance                       | 32.70       |             |
| 23181       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance I           | 30.94       |             |
| 23182       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance II          | 32.23       |             |
| 23183       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance III         | 33.55       |             |
| 23260       | Mechanics And Maintenance And Repair Occupations | Fabric Worker                                  | 29.77       |             |
| 23290       | Mechanics And Maintenance And Repair Occupations | Fire Alarm System Mechanic                     | 24.63       |             |
| 23310       | Mechanics And Maintenance And Repair Occupations | Fire Extinguisher Repairer                     | 28.53       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 23311       | Mechanics And Maintenance And Repair Occupations | Fuel Distribution System Mechanic         | 38.74       |             |
| 23312       | Mechanics And Maintenance And Repair Occupations | Fuel Distribution System Operator         | 32.78       |             |
| 23370       | Mechanics And Maintenance And Repair Occupations | General Maintenance Worker                | 25.32       |             |
| 23380       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Mechanic         | 37.40       |             |
| 23381       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Servicer         | 32.02       |             |
| 23382       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Worker           | 33.47       |             |
| 23391       | Mechanics And Maintenance And Repair Occupations | Gunsmith I                                | 28.53       |             |
| 23392       | Mechanics And Maintenance And Repair Occupations | Gunsmith II                               | 31.11       |             |
| 23393       | Mechanics And Maintenance And Repair Occupations | Gunsmith III                              | 33.71       |             |
| 23410       | Mechanics And Maintenance And Repair Occupations | Heating, Ventilation And Air-Conditioning | 29.85       |             |
| 23411       | Mechanics And Maintenance And Repair Occupations | Heating, Ventilation And Air Contidioning | 31.00       |             |
| 23430       | Mechanics And Maintenance And Repair Occupations | Heavy Equipment Mechanic                  | 33.06       |             |
| 23440       | Mechanics And Maintenance And Repair Occupations | Heavy Equipment Operator                  | 33.37       |             |
| 23460       | Mechanics And Maintenance And Repair Occupations | Instrument Mechanic                       | 33.71       |             |
| 23465       | Mechanics And Maintenance And Repair Occupations | Laboratory/Shelter Mechanic               | 32.42       |             |
| 23470       | Mechanics And Maintenance And Repair Occupations | Laborer                                   | 18.02       |             |
| 23510       | Mechanics And Maintenance And Repair Occupations | Locksmith                                 | 32.90       |             |
| 23530       | Mechanics And Maintenance And Repair Occupations | Machinery Maintenance Mechanic            | 29.07       |             |
| 23550       | Mechanics And Maintenance And Repair Occupations | Machinist, Maintenance                    | 27.83       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                     | <b>Rate</b> | <b>Note</b> |
|-------------|--|----------------------------------|-------------|-------------|
| 23580       | Mechanics And Maintenance And Repair Occupations | Maintenance Trades Helper        | 21.49       |             |
| 23591       | Mechanics And Maintenance And Repair Occupations | Metrology Technician I           | 33.71       |             |
| 23592       | Mechanics And Maintenance And Repair Occupations | Metrology Technician II          | 35.01       |             |
| 23593       | Mechanics And Maintenance And Repair Occupations | Metrology Technician III         | 36.36       |             |
| 23640       | Mechanics And Maintenance And Repair Occupations | Millwright                       | 33.71       |             |
| 23710       | Mechanics And Maintenance And Repair Occupations | Office Appliance Repairer        | 26.66       |             |
| 23760       | Mechanics And Maintenance And Repair Occupations | Painter, Maintenance             | 24.24       |             |
| 23790       | Mechanics And Maintenance And Repair Occupations | Pipefitter, Maintenance          | 36.19       |             |
| 23810       | Mechanics And Maintenance And Repair Occupations | Plumber, Maintenance             | 34.79       |             |
| 23820       | Mechanics And Maintenance And Repair Occupations | Pneudraulic Systems Mechanic     | 33.71       |             |
| 23850       | Mechanics And Maintenance And Repair Occupations | Rigger                           | 31.48       |             |
| 23870       | Mechanics And Maintenance And Repair Occupations | Scale Mechanic                   | 31.11       |             |
| 23890       | Mechanics And Maintenance And Repair Occupations | Sheet-Metal Worker, Maintenance  | 30.15       |             |
| 23910       | Mechanics And Maintenance And Repair Occupations | Small Engine Mechanic            | 23.85       |             |
| 23931       | Mechanics And Maintenance And Repair Occupations | Telecommunications Mechanic I    | 42.36       |             |
| 23932       | Mechanics And Maintenance And Repair Occupations | Telecommunications Mechanic II   | 43.96       |             |
| 23950       | Mechanics And Maintenance And Repair Occupations | Telephone Lineman                | 47.73       |             |
| 23960       | Mechanics And Maintenance And Repair Occupations | Welder, Combination, Maintenance | 28.35       |             |
| 23965       | Mechanics And Maintenance And Repair Occupations | Well Driller                     | 33.71       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                          | <b>Rate</b> | <b>Note</b> |
|-------------|--|---------------------------------------|-------------|-------------|
| 23970       | Mechanics And Maintenance And Repair Occupations | Woodcraft Worker                      | 33.71       |             |
| 23980       | Mechanics And Maintenance And Repair Occupations | Woodworker                            | 28.53       |             |
| 24550       | Personal Needs Occupations                       | Case Manager                          | 20.19       |             |
| 24570       | Personal Needs Occupations                       | Child Care Attendant                  | 15.68       | ***         |
| 24580       | Personal Needs Occupations                       | Child Care Center Clerk               | 19.55       |             |
| 24610       | Personal Needs Occupations                       | Chore Aide                            | 17.68       |             |
| 24620       | Personal Needs Occupations                       | Family Readiness And Support Services | 20.19       |             |
| 24630       | Personal Needs Occupations                       | Homemaker                             | 21.29       |             |
| 25010       | Plant And System Operations Occupations          | Boiler Tender                         | 29.69       |             |
| 25040       | Plant And System Operations Occupations          | Sewage Plant Operator                 | 28.37       |             |
| 25070       | Plant And System Operations Occupations          | Stationary Engineer                   | 29.69       |             |
| 25190       | Plant And System Operations Occupations          | Ventilation Equipment Tender          | 23.92       |             |
| 25210       | Plant And System Operations Occupations          | Water Treatment Plant Operator        | 28.37       |             |
| 27004       | Protective Service Occupations                   | Alarm Monitor                         | 24.35       |             |
| 27007       | Protective Service Occupations                   | Baggage Inspector                     | 18.45       |             |
| 27008       | Protective Service Occupations                   | Corrections Officer                   | 35.68       |             |
| 27010       | Protective Service Occupations                   | Court Security Officer                | 32.37       |             |
| 27030       | Protective Service Occupations                   | Detection Dog Handler                 | 20.64       |             |
| 27040       | Protective Service Occupations                   | Detention Officer                     | 35.68       |             |
| 27070       | Protective Service Occupations                   | Firefighter                           | 31.14       |             |
| 27101       | Protective Service Occupations                   | Guard I                               | 18.45       |             |
| 27102       | Protective Service Occupations                   | Guard II                              | 20.64       |             |
| 27131       | Protective Service Occupations                   | Police Officer I                      | 31.38       |             |
| 27132       | Protective Service Occupations                   | Police Officer II                     | 34.89       |             |
| 28041       | Recreation Occupations                           | Carnival Equipment Operator           | 17.89       |             |
| 28042       | Recreation Occupations                           | Carnival Equipment Repairer           | 18.79       |             |
| 28043       | Recreation Occupations                           | Carnival Worker                       | 14.45       | ***         |
| 28210       | Recreation Occupations                           | Gate Attendant/Gate Tender            | 20.90       |             |

| <b>Code</b> | <b>Category</b>                                | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 28310       | Recreation Occupations                         | Lifeguard                                 | 15.00       | ***         |
| 28350       | Recreation Occupations                         | Park Attendant                            | 23.38       |             |
| 28510       | Recreation Occupations                         | Recreation Aide/Health Facility Attendant | 17.07       | ***         |
| 28515       | Recreation Occupations                         | Recreation Specialist                     | 28.97       |             |
| 28630       | Recreation Occupations                         | Sports Official                           | 18.63       |             |
| 28690       | Recreation Occupations                         | Swimming Pool Operator                    | 20.49       |             |
| 29010       | Stevedoring/Longshoremen Occupational Services | Blocker And Bracer                        | 31.72       |             |
| 29020       | Stevedoring/Longshoremen Occupational Services | Hatch Tender                              | 31.72       |             |
| 29030       | Stevedoring/Longshoremen Occupational Services | Line Handler                              | 31.72       |             |
| 29041       | Stevedoring/Longshoremen Occupational Services | Stevedore I                               | 30.34       |             |
| 29042       | Stevedoring/Longshoremen Occupational Services | Stevedore II                              | 33.04       |             |
| 30010       | Technical Occupations                          | Air Traffic Control Specialist, Center    | 51.07       | see 2       |
| 30011       | Technical Occupations                          | Air Traffic Control Specialist, Station   | 35.22       | see 2       |
| 30012       | Technical Occupations                          | Air Traffic Control Specialist, Terminal  | 38.79       | see 2       |
| 30021       | Technical Occupations                          | Archeological Technician I                | 23.18       |             |
| 30022       | Technical Occupations                          | Archeological Technician II               | 25.93       |             |
| 30023       | Technical Occupations                          | Archeological Technician III              | 32.12       |             |
| 30030       | Technical Occupations                          | Cartographic Technician                   | 32.12       |             |
| 30040       | Technical Occupations                          | Civil Engineering Technician              | 29.19       |             |
| 30051       | Technical Occupations                          | Cryogenic Technician I                    | 31.88       |             |
| 30052       | Technical Occupations                          | Cryogenic Technician II                   | 35.22       |             |
| 30061       | Technical Occupations                          | Drafter/CAD Operator I                    | 23.18       |             |
| 30062       | Technical Occupations                          | Drafter/CAD Operator II                   | 25.93       |             |
| 30063       | Technical Occupations                          | Drafter/CAD Operator III                  | 28.90       |             |
| 30064       | Technical Occupations                          | Drafter/CAD Operator IV                   | 35.57       |             |
| 30081       | Technical Occupations                          | Engineering Technician I                  | 20.74       |             |
| 30082       | Technical Occupations                          | Engineering Technician II                 | 23.27       |             |

| <b>Code</b> | <b>Category</b>       | <b>Title</b>                             | <b>Rate</b> | <b>Note</b> |
|-------------|-----------------------|--|-------------|-------------|
| 30083       | Technical Occupations | Engineering Technician III               | 26.03       |             |
| 30084       | Technical Occupations | Engineering Technician IV                | 32.25       |             |
| 30085       | Technical Occupations | Engineering Technician V                 | 39.46       |             |
| 30086       | Technical Occupations | Engineering Technician VI                | 47.72       |             |
| 30090       | Technical Occupations | Environmental Technician                 | 31.49       |             |
| 30095       | Technical Occupations | Evidence Control Specialist              | 28.79       |             |
| 30210       | Technical Occupations | Laboratory Technician                    | 25.09       |             |
| 30221       | Technical Occupations | Latent Fingerprint Technician I          | 31.88       |             |
| 30222       | Technical Occupations | Latent Fingerprint Technician II         | 35.22       |             |
| 30240       | Technical Occupations | Mathematical Technician                  | 32.55       |             |
| 30361       | Technical Occupations | Paralegal/Legal Assistant I              | 24.62       |             |
| 30362       | Technical Occupations | Paralegal/Legal Assistant II             | 30.50       |             |
| 30363       | Technical Occupations | Paralegal/Legal Assistant III            | 37.31       |             |
| 30364       | Technical Occupations | Paralegal/Legal Assistant IV             | 45.14       |             |
| 30375       | Technical Occupations | Petroleum Supply Specialist              | 35.22       |             |
| 30390       | Technical Occupations | Photo-Optics Technician                  | 32.12       |             |
| 30395       | Technical Occupations | Radiation Control Technician             | 35.22       |             |
| 30461       | Technical Occupations | Technical Writer I                       | 30.14       |             |
| 30462       | Technical Occupations | Technical Writer II                      | 36.87       |             |
| 30463       | Technical Occupations | Technical Writer III                     | 44.62       |             |
| 30491       | Technical Occupations | Unexploded Ordnance (UXO) Technician I   | 32.46       |             |
| 30492       | Technical Occupations | Unexploded Ordnance (UXO) Technician II  | 39.27       |             |
| 30493       | Technical Occupations | Unexploded Ordnance (UXO) Technician III | 47.07       |             |
| 30494       | Technical Occupations | Unexploded (UXO) Safety Escort           | 32.46       |             |
| 30495       | Technical Occupations | Unexploded (UXO) Sweep Personnel         | 32.46       |             |
| 30501       | Technical Occupations | Weather Forecaster I                     | 35.57       |             |
| 30502       | Technical Occupations | Weather Forecaster II                    | 43.26       |             |
| 30620       | Technical Occupations | Weather Observer, Combined Upper Air Or  | 28.90       | see 2       |
| 30621       | Technical Occupations | Weather Observer, Senior                 | 32.12       | see 2       |

| <b>Code</b> | <b>Category</b>                                       | <b>Title</b>                   | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------|-------------|-------------|
| 31010       | Transportation/Mobile Equipment Operation Occupations | Airplane Pilot                 | 39.27       |             |
| 31020       | Transportation/Mobile Equipment Operation Occupations | Bus Aide                       | 17.25       |             |
| 31030       | Transportation/Mobile Equipment Operation Occupations | Bus Driver                     | 22.15       |             |
| 31043       | Transportation/Mobile Equipment Operation Occupations | Driver Courier                 | 19.50       |             |
| 31260       | Transportation/Mobile Equipment Operation Occupations | Parking and Lot Attendant      | 16.50       | ***         |
| 31290       | Transportation/Mobile Equipment Operation Occupations | Shuttle Bus Driver             | 18.62       |             |
| 31310       | Transportation/Mobile Equipment Operation Occupations | Taxi Driver                    | 15.90       | ***         |
| 31361       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Light             | 20.48       |             |
| 31362       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Medium            | 21.37       |             |
| 31363       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Heavy             | 28.13       |             |
| 31364       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Tractor-Trailer   | 28.13       |             |
| 99020       | Miscellaneous Occupations                             | Cabin Safety Specialist        | 19.15       |             |
| 99030       | Miscellaneous Occupations                             | Cashier                        | 15.00       | ***         |
| 99050       | Miscellaneous Occupations                             | Desk Clerk                     | 16.10       | ***         |
| 99095       | Miscellaneous Occupations                             | Embalmer                       | 36.23       |             |
| 99130       | Miscellaneous Occupations                             | Flight Follower                | 32.46       |             |
| 99251       | Miscellaneous Occupations                             | Laboratory Animal Caretaker I  | 20.72       |             |
| 99252       | Miscellaneous Occupations                             | Laboratory Animal Caretaker II | 21.77       |             |
| 99260       | Miscellaneous Occupations                             | Marketing Analyst              | 35.69       |             |
| 99310       | Miscellaneous Occupations                             | Mortician                      | 36.23       |             |
| 99410       | Miscellaneous Occupations                             | Pest Controller                | 22.00       |             |
| 99510       | Miscellaneous Occupations                             | Photofinishing Worker          | 17.06       | ***         |
| 99710       | Miscellaneous Occupations                             | Recycling Laborer              | 25.78       |             |
| 99711       | Miscellaneous Occupations                             | Recycling Specialist           | 30.21       |             |
| 99730       | Miscellaneous Occupations                             | Refuse Collector               | 23.66       |             |

| <b>Code</b> | <b>Category</b>           | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------|---------------------------------|-------------|-------------|
| 99810       | Miscellaneous Occupations | Sales Clerk                     | 16.67       | ***         |
| 99820       | Miscellaneous Occupations | School Crossing Guard           | 19.32       |             |
| 99830       | Miscellaneous Occupations | Survey Party Chief              | 34.17       |             |
| 99831       | Miscellaneous Occupations | Surveying Aide                  | 24.31       |             |
| 99832       | Miscellaneous Occupations | Surveying Technician            | 31.07       |             |
| 99840       | Miscellaneous Occupations | Vending Machine Attendant       | 22.61       |             |
| 99841       | Miscellaneous Occupations | Vending Machine Repairer        | 25.90       |             |
| 99842       | Miscellaneous Occupations | Vending Machine Repairer Helper | 22.61       |             |

## **Footer**

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.20 per hour) or 13658 (\$12.90 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. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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: \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 per month\*

\*This rate is to be used only when compensating employees for performance on an SCA-

covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

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

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans'

Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

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

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

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

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

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

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

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**\*\* HAZARDOUS PAY DIFFERENTIAL \*\***

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

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

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like;

minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below

that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear"

materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

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

**Conformance Process:**

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

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR

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

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S.

Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).

- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

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

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

Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

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## **Wage Determination No. : 2015-4089**

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

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

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 27

Date Of Last Revision : 07/22/2024

Source : [Source Website](#)

## **Header**

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

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2024.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.90 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 2024.

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).

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

BRISTOL COUNTY: Barrington, Bristol, Warren

KENT COUNTY: Coventry, East Greenwich, Warwick, West Greenwich, West Warwick

NEWPORT COUNTY: Jamestown, Little Compton, Middletown, Newport, Portsmouth, Tiverton

PROVIDENCE COUNTY: Cranston, East Providence, Foster, Gloucester, Johnston, North Providence, Scituate

WASHINGTON COUNTY: Charlestown, Exeter, Narragansett, North Kingstown, Richmond, South Kingstown

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

**Wage Determination Table**

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                        | <b>Rate</b> | <b>Note</b> |
|-------------|---|-------------------------------------|-------------|-------------|
| 01011       | Administrative Support And Clerical Occupations | Accounting Clerk I                  | 19.01       |             |
| 01012       | Administrative Support And Clerical Occupations | Accounting Clerk II                 | 21.33       |             |
| 01013       | Administrative Support And Clerical Occupations | Accounting Clerk III                | 23.86       |             |
| 01020       | Administrative Support And Clerical Occupations | Administrative Assistant            | 36.49       |             |
| 01035       | Administrative Support And Clerical Occupations | Court Reporter                      | 27.46       |             |
| 01041       | Administrative Support And Clerical Occupations | Customer Service Representative I   | 16.80       | ***         |
| 01042       | Administrative Support And Clerical Occupations | Customer Service Representative II  | 18.33       |             |
| 01043       | Administrative Support And Clerical Occupations | Customer Service Representative III | 20.57       |             |
| 01051       | Administrative Support And Clerical Occupations | Data Entry Operator I               | 18.20       |             |
| 01052       | Administrative Support And Clerical Occupations | Data Entry Operator II              | 19.86       |             |
| 01060       | Administrative Support And Clerical Occupations | Dispatcher, Motor Vehicle           | 22.67       |             |
| 01070       | Administrative Support And Clerical Occupations | Document Preparation Clerk          | 20.83       |             |
| 01090       | Administrative Support And Clerical Occupations | Duplicating Machine Operator        | 20.83       |             |
| 01111       | Administrative Support And Clerical Occupations | General Clerk I                     | 17.62       |             |
| 01112       | Administrative Support And Clerical Occupations | General Clerk II                    | 19.22       |             |

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------------|-------------|-------------|
| 01113       | Administrative Support And Clerical Occupations | General Clerk III                    | 21.57       |             |
| 01120       | Administrative Support And Clerical Occupations | Housing Referral Assistant           | 26.44       |             |
| 01141       | Administrative Support And Clerical Occupations | Messenger Courier                    | 18.47       |             |
| 01191       | Administrative Support And Clerical Occupations | Order Clerk I                        | 17.69       |             |
| 01192       | Administrative Support And Clerical Occupations | Order Clerk II                       | 19.30       |             |
| 01261       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) I   | 20.04       |             |
| 01262       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) II  | 22.42       |             |
| 01263       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) III | 24.99       |             |
| 01270       | Administrative Support And Clerical Occupations | Production Control Clerk             | 29.28       |             |
| 01290       | Administrative Support And Clerical Occupations | Rental Clerk                         | 17.73       |             |
| 01300       | Administrative Support And Clerical Occupations | Scheduler, Maintenance               | 21.20       |             |
| 01311       | Administrative Support And Clerical Occupations | Secretary I                          | 21.20       |             |
| 01312       | Administrative Support And Clerical Occupations | Secretary II                         | 23.71       |             |
| 01313       | Administrative Support And Clerical Occupations | Secretary III                        | 26.44       |             |
| 01320       | Administrative Support And Clerical Occupations | Service Order Dispatcher             | 20.26       |             |
| 01410       | Administrative Support And Clerical Occupations | Supply Technician                    | 36.49       |             |
| 01420       | Administrative Support And Clerical Occupations | Survey Worker                        | 24.79       |             |
| 01460       | Administrative Support And Clerical Occupations | Switchboard Operator/Receptionist    | 18.11       |             |
| 01531       | Administrative Support And Clerical Occupations | Travel Clerk I                       | 18.41       |             |

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------------|-------------|-------------|
| 01532       | Administrative Support And Clerical Occupations | Travel Clerk II                      | 19.68       |             |
| 01533       | Administrative Support And Clerical Occupations | Travel Clerk III                     | 20.57       |             |
| 01611       | Administrative Support And Clerical Occupations | Word Processor I                     | 18.68       |             |
| 01612       | Administrative Support And Clerical Occupations | Word Processor II                    | 20.96       |             |
| 01613       | Administrative Support And Clerical Occupations | Word Processor III                   | 23.45       |             |
| 05005       | Automotive Service Occupations                  | Automobile Body Repairer, Fiberglass | 26.87       |             |
| 05010       | Automotive Service Occupations                  | Automotive Electrician               | 21.93       |             |
| 05040       | Automotive Service Occupations                  | Automotive Glass Installer           | 21.06       |             |
| 05070       | Automotive Service Occupations                  | Automotive Worker                    | 21.06       |             |
| 05110       | Automotive Service Occupations                  | Mobile Equipment Servicer            | 19.31       |             |
| 05130       | Automotive Service Occupations                  | Motor Equipment Metal Mechanic       | 22.82       |             |
| 05160       | Automotive Service Occupations                  | Motor Equipment Metal Worker         | 21.06       |             |
| 05190       | Automotive Service Occupations                  | Motor Vehicle Mechanic               | 22.82       |             |
| 05220       | Automotive Service Occupations                  | Motor Vehicle Mechanic Helper        | 18.39       |             |
| 05250       | Automotive Service Occupations                  | Motor Vehicle Upholstery Worker      | 20.14       |             |
| 05280       | Automotive Service Occupations                  | Motor Vehicle Wrecker                | 21.06       |             |
| 05310       | Automotive Service Occupations                  | Painter, Automotive                  | 21.93       |             |
| 05340       | Automotive Service Occupations                  | Radiator Repair Specialist           | 21.06       |             |
| 05370       | Automotive Service Occupations                  | Tire Repairer                        | 17.80       |             |
| 05400       | Automotive Service Occupations                  | Transmission Repair Specialist       | 22.82       |             |
| 07010       | Food Preparation And Service Occupations        | Baker                                | 15.88       | ***         |
| 07041       | Food Preparation And Service Occupations        | Cook I                               | 21.17       |             |
| 07042       | Food Preparation And Service Occupations        | Cook II                              | 23.09       |             |
| 07070       | Food Preparation And Service Occupations        | Dishwasher                           | 15.65       | ***         |
| 07130       | Food Preparation And Service Occupations        | Food Service Worker                  | 15.27       | ***         |

| <b>Code</b> | <b>Category</b>                              | <b>Title</b>                 | <b>Rate</b> | <b>Note</b> |
|-------------|--|------------------------------|-------------|-------------|
| 07210       | Food Preparation And Service Occupations     | Meat Cutter                  | 21.97       |             |
| 07260       | Food Preparation And Service Occupations     | Waiter/Waitress              | 15.11       | ***         |
| 09010       | Furniture Maintenance And Repair Occupations | Electrostatic Spray Painter  | 22.72       |             |
| 09040       | Furniture Maintenance And Repair Occupations | Furniture Handler            | 15.90       | ***         |
| 09080       | Furniture Maintenance And Repair Occupations | Furniture Refinisher         | 22.24       |             |
| 09090       | Furniture Maintenance And Repair Occupations | Furniture Refinisher Helper  | 18.63       |             |
| 09110       | Furniture Maintenance And Repair Occupations | Furniture Repairer, Minor    | 20.42       |             |
| 09130       | Furniture Maintenance And Repair Occupations | Upholsterer                  | 22.23       |             |
| 11030       | General Services And Support Occupations     | Cleaner, Vehicles            | 16.74       | ***         |
| 11060       | General Services And Support Occupations     | Elevator Operator            | 16.74       | ***         |
| 11090       | General Services And Support Occupations     | Gardener                     | 26.03       |             |
| 11122       | General Services And Support Occupations     | Housekeeping Aide            | 17.33       |             |
| 11150       | General Services And Support Occupations     | Janitor                      | 17.33       |             |
| 11210       | General Services And Support Occupations     | Laborer, Grounds Maintenance | 21.15       |             |
| 11240       | General Services And Support Occupations     | Maid or Houseman             | 16.61       | ***         |
| 11260       | General Services And Support Occupations     | Pruner                       | 20.01       |             |
| 11270       | General Services And Support Occupations     | Tractor Operator             | 24.78       |             |
| 11330       | General Services And Support Occupations     | Trail Maintenance Worker     | 21.15       |             |
| 11360       | General Services And Support Occupations     | Window Cleaner               | 18.31       |             |

| <b>Code</b> | <b>Category</b>    | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|--------------------|--|-------------|-------------|
| 12010       | Health Occupations | Ambulance Driver                           | 21.57       |             |
| 12011       | Health Occupations | Breath Alcohol Technician                  | 29.51       |             |
| 12012       | Health Occupations | Certified Occupational Therapist Assistant | 29.97       |             |
| 12015       | Health Occupations | Certified Physical Therapist Assistant     | 31.81       |             |
| 12020       | Health Occupations | Dental Assistant                           | 23.21       |             |
| 12025       | Health Occupations | Dental Hygienist                           | 40.40       |             |
| 12030       | Health Occupations | EKG Technician                             | 46.27       |             |
| 12035       | Health Occupations | Electroneurodiagnostic Technologist        | 46.27       |             |
| 12040       | Health Occupations | Emergency Medical Technician               | 21.57       |             |
| 12071       | Health Occupations | Licensed Practical Nurse I                 | 26.39       |             |
| 12072       | Health Occupations | Licensed Practical Nurse II                | 29.51       |             |
| 12073       | Health Occupations | Licensed Practical Nurse III               | 32.90       |             |
| 12100       | Health Occupations | Medical Assistant                          | 21.00       |             |
| 12130       | Health Occupations | Medical Laboratory Technician              | 33.50       |             |
| 12160       | Health Occupations | Medical Record Clerk                       | 22.90       |             |
| 12190       | Health Occupations | Medical Record Technician                  | 25.62       |             |
| 12195       | Health Occupations | Medical Transcriptionist                   | 21.63       |             |
| 12210       | Health Occupations | Nuclear Medicine Technologist              | 50.54       |             |
| 12221       | Health Occupations | Nursing Assistant I                        | 14.51       | ***         |
| 12222       | Health Occupations | Nursing Assistant II                       | 16.33       | ***         |
| 12223       | Health Occupations | Nursing Assistant III                      | 17.82       |             |
| 12224       | Health Occupations | Nursing Assistant IV                       | 20.00       |             |
| 12235       | Health Occupations | Optical Dispenser                          | 27.44       |             |
| 12236       | Health Occupations | Optical Technician                         | 20.00       |             |
| 12250       | Health Occupations | Pharmacy Technician                        | 18.72       |             |
| 12280       | Health Occupations | Phlebotomist                               | 21.94       |             |
| 12305       | Health Occupations | Radiologic Technologist                    | 39.44       |             |
| 12311       | Health Occupations | Registered Nurse I                         | 30.31       |             |
| 12312       | Health Occupations | Registered Nurse II                        | 37.06       |             |
| 12313       | Health Occupations | Registered Nurse II, Specialist            | 37.06       |             |
| 12314       | Health Occupations | Registered Nurse III                       | 44.84       |             |
| 12315       | Health Occupations | Registered Nurse III, Anesthetist          | 44.84       |             |

| <b>Code</b> | <b>Category</b>                    | <b>Title</b>                           | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------|--|-------------|-------------|
| 12316       | Health Occupations                 | Registered Nurse IV                    | 53.75       |             |
| 12317       | Health Occupations                 | Scheduler                              | 36.58       |             |
| 12320       | Health Occupations                 | Substance Abuse Treatment Counselor    | 25.72       |             |
| 13011       | Information And Arts Occupations   | Exhibits Specialist I                  | 25.53       |             |
| 13012       | Information And Arts Occupations   | Exhibits Specialist II                 | 31.63       |             |
| 13013       | Information And Arts Occupations   | Exhibits Specialist III                | 38.70       |             |
| 13041       | Information And Arts Occupations   | Illustrator I                          | 25.53       |             |
| 13042       | Information And Arts Occupations   | Illustrator II                         | 31.63       |             |
| 13043       | Information And Arts Occupations   | Illustrator III                        | 38.70       |             |
| 13047       | Information And Arts Occupations   | Librarian                              | 35.03       |             |
| 13050       | Information And Arts Occupations   | Library Aide/Clerk                     | 16.66       | ***         |
| 13054       | Information And Arts Occupations   | Library Information Technology Systems | 31.63       |             |
| 13058       | Information And Arts Occupations   | Library Technician                     | 24.64       |             |
| 13061       | Information And Arts Occupations   | Media Specialist I                     | 22.82       |             |
| 13062       | Information And Arts Occupations   | Media Specialist II                    | 25.53       |             |
| 13063       | Information And Arts Occupations   | Media Specialist III                   | 28.47       |             |
| 13071       | Information And Arts Occupations   | Photographer I                         | 22.23       |             |
| 13072       | Information And Arts Occupations   | Photographer II                        | 24.87       |             |
| 13073       | Information And Arts Occupations   | Photographer III                       | 30.81       |             |
| 13074       | Information And Arts Occupations   | Photographer IV                        | 37.69       |             |
| 13075       | Information And Arts Occupations   | Photographer V                         | 45.58       |             |
| 13090       | Information And Arts Occupations   | Technical Order Library Clerk          | 20.91       |             |
| 13110       | Information And Arts Occupations   | Video Teleconference Technician        | 25.73       |             |
| 14041       | Information Technology Occupations | Computer Operator I                    | 21.88       |             |
| 14042       | Information Technology Occupations | Computer Operator II                   | 24.46       |             |
| 14043       | Information Technology Occupations | Computer Operator III                  | 27.27       |             |
| 14044       | Information Technology Occupations | Computer Operator IV                   | 30.32       |             |
| 14045       | Information Technology Occupations | Computer Operator V                    | 33.56       |             |
| 14071       | Information Technology Occupations | Computer Programmer I                  | 25.43       | see 1       |
| 14072       | Information Technology Occupations | Computer Programmer II                 | NaN         | see 1       |

| <b>Code</b> | <b>Category</b>   | <b>Title</b>                                    | <b>Rate</b> | <b>Note</b> |
|-------------|---|---|-------------|-------------|
| 14073       | Information Technology Occupations                      | Computer Programmer III                         | NaN         | see 1       |
| 14074       | Information Technology Occupations                      | Computer Programmer IV                          | NaN         | see 1       |
| 14101       | Information Technology Occupations                      | Computer Systems Analyst I                      | NaN         | see 1       |
| 14102       | Information Technology Occupations                      | Computer Systems Analyst II                     | NaN         | see 1       |
| 14103       | Information Technology Occupations                      | Computer Systems Analyst III                    | NaN         | see 1       |
| 14150       | Information Technology Occupations                      | Peripheral Equipment Operator                   | 21.88       |             |
| 14160       | Information Technology Occupations                      | Personal Computer Support Technician            | 30.32       |             |
| 14170       | Information Technology Occupations                      | System Support Specialist                       | 33.56       |             |
| 15010       | Instructional Occupations                               | Aircrew Training Devices Instructor             | 35.52       |             |
| 15020       | Instructional Occupations                               | Aircrew Training Devices Instructor             | 42.98       |             |
| 15030       | Instructional Occupations                               | Air Crew Training Devices Instructor            | 51.51       |             |
| 15050       | Instructional Occupations                               | Computer Based Training Specialist / Instructor | 35.52       |             |
| 15060       | Instructional Occupations                               | Educational Technologist                        | 31.03       |             |
| 15070       | Instructional Occupations                               | Flight Instructor                               | 51.51       |             |
| 15080       | Instructional Occupations                               | Graphic Artist                                  | 33.41       |             |
| 15085       | Instructional Occupations                               | Maintenance Test Pilot, Fixed, Jet/Prop         | 51.51       |             |
| 15086       | Instructional Occupations                               | Maintenance Test Pilot, Rotary Wing             | 51.51       |             |
| 15088       | Instructional Occupations                               | Non-Maintenance Test/Co-Pilot                   | 51.51       |             |
| 15090       | Instructional Occupations                               | Technical Instructor                            | 29.89       |             |
| 15095       | Instructional Occupations                               | Technical Instructor/Course Developer           | 36.56       |             |
| 15110       | Instructional Occupations                               | Test Proctor                                    | 24.12       |             |
| 15120       | Instructional Occupations                               | Tutor   | 24.12       |             |
| 16010       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Assembler                                       | 17.21       |             |

| <b>Code</b> | <b>Category</b>   | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|---|--|-------------|-------------|
| 16030       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Counter Attendant                          | 17.21       |             |
| 16040       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Dry Cleaner                                | 19.67       |             |
| 16070       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Finisher, Flatwork, Machine                | 17.21       |             |
| 16090       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Hand                              | 17.21       |             |
| 16110       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Drycleaning              | 17.21       |             |
| 16130       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Shirts                   | 17.21       |             |
| 16160       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Wearing Apparel, Laundry | 17.21       |             |
| 16190       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Sewing Machine Operator                    | 20.49       |             |
| 16220       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Tailor                                     | 21.30       |             |
| 16250       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Washer, Machine                            | 18.03       |             |
| 19010       | Machine Tool Operation And Repair Occupations           | Machine-Tool Operator                      | 26.12       |             |
| 19040       | Machine Tool Operation And Repair Occupations           | Tool And Die Maker                         | 30.40       |             |
| 21020       | Materials Handling And Packing Occupations              | Forklift Operator                          | 21.58       |             |
| 21030       | Materials Handling And Packing Occupations              | Material Coordinator                       | 29.28       |             |
| 21040       | Materials Handling And Packing Occupations              | Material Expediter                         | 29.28       |             |
| 21050       | Materials Handling And Packing Occupations              | Material Handling Laborer                  | 18.02       |             |
| 21071       | Materials Handling And Packing Occupations              | Order Filler                               | 17.68       |             |
| 21080       | Materials Handling And Packing Occupations              | Production Line Worker                     | 21.58       |             |
| 21110       | Materials Handling And Packing Occupations              | Shipping Packer                            | 19.64       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                                   | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 21130       | Materials Handling And Packing Occupations       | Shipping/Receiving Clerk                       | 19.64       |             |
| 21140       | Materials Handling And Packing Occupations       | Store Worker I                                 | 17.30       |             |
| 21150       | Materials Handling And Packing Occupations       | Stock Clerk                                    | 20.84       |             |
| 21210       | Materials Handling And Packing Occupations       | Tools And Parts Attendant                      | 21.58       |             |
| 21410       | Materials Handling And Packing Occupations       | Warehouse Specialist                           | 21.58       |             |
| 23010       | Mechanics And Maintenance And Repair Occupations | Aerospace Structural Welder                    | 37.65       |             |
| 23019       | Mechanics And Maintenance And Repair Occupations | Aircraft Logs and Records Technician           | 31.54       |             |
| 23021       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic I                            | 36.29       |             |
| 23022       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic II                           | 37.65       |             |
| 23023       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic III                          | 39.10       |             |
| 23040       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic Helper                       | 29.11       |             |
| 23050       | Mechanics And Maintenance And Repair Occupations | Aircraft, Painter                              | 34.35       |             |
| 23060       | Mechanics And Maintenance And Repair Occupations | Aircraft Servicer                              | 31.54       |             |
| 23070       | Mechanics And Maintenance And Repair Occupations | Aircraft Survival Flight Equipment Technician  | 34.35       |             |
| 23080       | Mechanics And Maintenance And Repair Occupations | Aircraft Worker                                | 32.97       |             |
| 23091       | Mechanics And Maintenance And Repair Occupations | Aircrew Life Support Equipment (ALSE) Mechanic | 32.97       |             |
| 23092       | Mechanics And Maintenance And Repair Occupations | Aircrew Life Support Equipment (ALSE) Mechanic | 36.29       |             |
| 23110       | Mechanics And Maintenance And Repair Occupations | Appliance Mechanic                             | 25.99       |             |
| 23120       | Mechanics And Maintenance And Repair Occupations | Bicycle Repairer                               | 25.80       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                           | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 23125       | Mechanics And Maintenance And Repair Occupations | Cable Splicer                          | 48.07       |             |
| 23130       | Mechanics And Maintenance And Repair Occupations | Carpenter, Maintenance                 | 29.35       |             |
| 23140       | Mechanics And Maintenance And Repair Occupations | Carpet Layer                           | 31.11       |             |
| 23160       | Mechanics And Maintenance And Repair Occupations | Electrician, Maintenance               | 32.70       |             |
| 23181       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance I   | 30.09       |             |
| 23182       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance II  | 31.35       |             |
| 23183       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance III | 32.63       |             |
| 23260       | Mechanics And Maintenance And Repair Occupations | Fabric Worker                          | 29.77       |             |
| 23290       | Mechanics And Maintenance And Repair Occupations | Fire Alarm System Mechanic             | 23.68       |             |
| 23310       | Mechanics And Maintenance And Repair Occupations | Fire Extinguisher Repairer             | 28.53       |             |
| 23311       | Mechanics And Maintenance And Repair Occupations | Fuel Distribution System Mechanic      | 38.74       |             |
| 23312       | Mechanics And Maintenance And Repair Occupations | Fuel Distribution System Operator      | 32.78       |             |
| 23370       | Mechanics And Maintenance And Repair Occupations | General Maintenance Worker             | 23.98       |             |
| 23380       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Mechanic      | 36.29       |             |
| 23381       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Servicer      | 31.54       |             |
| 23382       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Worker        | 32.97       |             |
| 23391       | Mechanics And Maintenance And Repair Occupations | Gunsmith I                             | 28.53       |             |
| 23392       | Mechanics And Maintenance And Repair Occupations | Gunsmith II                            | 31.11       |             |
| 23393       | Mechanics And Maintenance And Repair Occupations | Gunsmith III                           | 33.71       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 23410       | Mechanics And Maintenance And Repair Occupations | Heating, Ventilation And Air-Conditioning | 29.85       |             |
| 23411       | Mechanics And Maintenance And Repair Occupations | Heating, Ventilation And Air Contidioning | 31.00       |             |
| 23430       | Mechanics And Maintenance And Repair Occupations | Heavy Equipment Mechanic                  | 33.06       |             |
| 23440       | Mechanics And Maintenance And Repair Occupations | Heavy Equipment Operator                  | 33.37       |             |
| 23460       | Mechanics And Maintenance And Repair Occupations | Instrument Mechanic                       | 33.71       |             |
| 23465       | Mechanics And Maintenance And Repair Occupations | Laboratory/Shelter Mechanic               | 32.42       |             |
| 23470       | Mechanics And Maintenance And Repair Occupations | Laborer                                   | 18.02       |             |
| 23510       | Mechanics And Maintenance And Repair Occupations | Locksmith                                 | 32.90       |             |
| 23530       | Mechanics And Maintenance And Repair Occupations | Machinery Maintenance Mechanic            | 29.07       |             |
| 23550       | Mechanics And Maintenance And Repair Occupations | Machinist, Maintenance                    | 27.23       |             |
| 23580       | Mechanics And Maintenance And Repair Occupations | Maintenance Trades Helper                 | 21.49       |             |
| 23591       | Mechanics And Maintenance And Repair Occupations | Metrology Technician I                    | 33.71       |             |
| 23592       | Mechanics And Maintenance And Repair Occupations | Metrology Technician II                   | 35.01       |             |
| 23593       | Mechanics And Maintenance And Repair Occupations | Metrology Technician III                  | 36.36       |             |
| 23640       | Mechanics And Maintenance And Repair Occupations | Millwright                                | 33.71       |             |
| 23710       | Mechanics And Maintenance And Repair Occupations | Office Appliance Repairer                 | 25.62       |             |
| 23760       | Mechanics And Maintenance And Repair Occupations | Painter, Maintenance                      | 23.12       |             |
| 23790       | Mechanics And Maintenance And Repair Occupations | Pipefitter, Maintenance                   | 36.19       |             |
| 23810       | Mechanics And Maintenance And Repair Occupations | Plumber, Maintenance                      | 34.79       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                          | <b>Rate</b> | <b>Note</b> |
|-------------|--|---------------------------------------|-------------|-------------|
| 23820       | Mechanics And Maintenance And Repair Occupations | Pneudraulic Systems Mechanic          | 33.71       |             |
| 23850       | Mechanics And Maintenance And Repair Occupations | Rigger                                | 31.48       |             |
| 23870       | Mechanics And Maintenance And Repair Occupations | Scale Mechanic                        | 31.11       |             |
| 23890       | Mechanics And Maintenance And Repair Occupations | Sheet-Metal Worker, Maintenance       | 30.15       |             |
| 23910       | Mechanics And Maintenance And Repair Occupations | Small Engine Mechanic                 | 23.85       |             |
| 23931       | Mechanics And Maintenance And Repair Occupations | Telecommunications Mechanic I         | 42.27       |             |
| 23932       | Mechanics And Maintenance And Repair Occupations | Telecommunications Mechanic II        | 43.89       |             |
| 23950       | Mechanics And Maintenance And Repair Occupations | Telephone Lineman                     | 47.73       |             |
| 23960       | Mechanics And Maintenance And Repair Occupations | Welder, Combination, Maintenance      | 28.35       |             |
| 23965       | Mechanics And Maintenance And Repair Occupations | Well Driller                          | 33.71       |             |
| 23970       | Mechanics And Maintenance And Repair Occupations | Woodcraft Worker                      | 33.71       |             |
| 23980       | Mechanics And Maintenance And Repair Occupations | Woodworker                            | 28.53       |             |
| 24550       | Personal Needs Occupations                       | Case Manager                          | 20.19       |             |
| 24570       | Personal Needs Occupations                       | Child Care Attendant                  | 15.68       | ***         |
| 24580       | Personal Needs Occupations                       | Child Care Center Clerk               | 19.55       |             |
| 24610       | Personal Needs Occupations                       | Chore Aide                            | 17.68       |             |
| 24620       | Personal Needs Occupations                       | Family Readiness And Support Services | 20.19       |             |
| 24630       | Personal Needs Occupations                       | Homemaker                             | 20.19       |             |
| 25010       | Plant And System Operations Occupations          | Boiler Tender                         | 29.69       |             |
| 25040       | Plant And System Operations Occupations          | Sewage Plant Operator                 | 28.37       |             |
| 25070       | Plant And System Operations Occupations          | Stationary Engineer                   | 29.69       |             |

| <b>Code</b> | <b>Category</b>                                | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 25190       | Plant And System Operations Occupations        | Ventilation Equipment Tender              | 23.92       |             |
| 25210       | Plant And System Operations Occupations        | Water Treatment Plant Operator            | 28.37       |             |
| 27004       | Protective Service Occupations                 | Alarm Monitor                             | 24.35       |             |
| 27007       | Protective Service Occupations                 | Baggage Inspector                         | 18.45       |             |
| 27008       | Protective Service Occupations                 | Corrections Officer                       | 35.68       |             |
| 27010       | Protective Service Occupations                 | Court Security Officer                    | 32.37       |             |
| 27030       | Protective Service Occupations                 | Detection Dog Handler                     | 20.64       |             |
| 27040       | Protective Service Occupations                 | Detention Officer                         | 35.68       |             |
| 27070       | Protective Service Occupations                 | Firefighter                               | 31.14       |             |
| 27101       | Protective Service Occupations                 | Guard I                                   | 18.45       |             |
| 27102       | Protective Service Occupations                 | Guard II                                  | 20.64       |             |
| 27131       | Protective Service Occupations                 | Police Officer I                          | 31.38       |             |
| 27132       | Protective Service Occupations                 | Police Officer II                         | 34.89       |             |
| 28041       | Recreation Occupations                         | Carnival Equipment Operator               | 17.89       |             |
| 28042       | Recreation Occupations                         | Carnival Equipment Repairer               | 18.79       |             |
| 28043       | Recreation Occupations                         | Carnival Worker                           | 14.45       | ***         |
| 28210       | Recreation Occupations                         | Gate Attendant/Gate Tender                | 20.90       |             |
| 28310       | Recreation Occupations                         | Lifeguard                                 | 15.00       | ***         |
| 28350       | Recreation Occupations                         | Park Attendant                            | 23.38       |             |
| 28510       | Recreation Occupations                         | Recreation Aide/Health Facility Attendant | 17.07       | ***         |
| 28515       | Recreation Occupations                         | Recreation Specialist                     | 28.97       |             |
| 28630       | Recreation Occupations                         | Sports Official                           | 18.63       |             |
| 28690       | Recreation Occupations                         | Swimming Pool Operator                    | 20.49       |             |
| 29010       | Stevedoring/Longshoremen Occupational Services | Blocker And Bracer                        | 31.72       |             |
| 29020       | Stevedoring/Longshoremen Occupational Services | Hatch Tender                              | 31.72       |             |
| 29030       | Stevedoring/Longshoremen Occupational Services | Line Handler                              | 31.72       |             |
| 29041       | Stevedoring/Longshoremen Occupational Services | Stevedore I                               | 30.34       |             |
| 29042       | Stevedoring/Longshoremen Occupational Services | Stevedore II                              | 33.04       |             |

| <b>Code</b> | <b>Category</b>       | <b>Title</b>                             | <b>Rate</b> | <b>Note</b> |
|-------------|-----------------------|--|-------------|-------------|
| 30010       | Technical Occupations | Air Traffic Control Specialist, Center   | 51.07       | see 2       |
| 30011       | Technical Occupations | Air Traffic Control Specialist, Station  | 35.22       | see 2       |
| 30012       | Technical Occupations | Air Traffic Control Specialist, Terminal | 38.79       | see 2       |
| 30021       | Technical Occupations | Archeological Technician I               | 22.31       |             |
| 30022       | Technical Occupations | Archeological Technician II              | 23.23       |             |
| 30023       | Technical Occupations | Archeological Technician III             | 28.79       |             |
| 30030       | Technical Occupations | Cartographic Technician                  | 28.79       |             |
| 30040       | Technical Occupations | Civil Engineering Technician             | 28.67       |             |
| 30051       | Technical Occupations | Cryogenic Technician I                   | 31.88       |             |
| 30052       | Technical Occupations | Cryogenic Technician II                  | 35.22       |             |
| 30061       | Technical Occupations | Drafter/CAD Operator I                   | 22.31       |             |
| 30062       | Technical Occupations | Drafter/CAD Operator II                  | 23.23       |             |
| 30063       | Technical Occupations | Drafter/CAD Operator III                 | 25.91       |             |
| 30064       | Technical Occupations | Drafter/CAD Operator IV                  | 31.88       |             |
| 30081       | Technical Occupations | Engineering Technician I                 | 20.74       |             |
| 30082       | Technical Occupations | Engineering Technician II                | 23.27       |             |
| 30083       | Technical Occupations | Engineering Technician III               | 26.03       |             |
| 30084       | Technical Occupations | Engineering Technician IV                | 32.25       |             |
| 30085       | Technical Occupations | Engineering Technician V                 | 39.46       |             |
| 30086       | Technical Occupations | Engineering Technician VI                | 47.72       |             |
| 30090       | Technical Occupations | Environmental Technician                 | 31.49       |             |
| 30095       | Technical Occupations | Evidence Control Specialist              | 28.79       |             |
| 30210       | Technical Occupations | Laboratory Technician                    | 25.09       |             |
| 30221       | Technical Occupations | Latent Fingerprint Technician I          | 31.88       |             |
| 30222       | Technical Occupations | Latent Fingerprint Technician II         | 35.22       |             |
| 30240       | Technical Occupations | Mathematical Technician                  | 30.42       |             |
| 30361       | Technical Occupations | Paralegal/Legal Assistant I              | 24.62       |             |
| 30362       | Technical Occupations | Paralegal/Legal Assistant II             | 30.50       |             |
| 30363       | Technical Occupations | Paralegal/Legal Assistant III            | 37.31       |             |
| 30364       | Technical Occupations | Paralegal/Legal Assistant IV             | 45.14       |             |
| 30375       | Technical Occupations | Petroleum Supply Specialist              | 35.22       |             |
| 30390       | Technical Occupations | Photo-Optics Technician                  | 28.79       |             |

| <b>Code</b> | <b>Category</b>                                       | <b>Title</b>                             | <b>Rate</b> | <b>Note</b> |
|-------------|---|--|-------------|-------------|
| 30395       | Technical Occupations                                 | Radiation Control Technician             | 35.22       |             |
| 30461       | Technical Occupations                                 | Technical Writer I                       | 30.14       |             |
| 30462       | Technical Occupations                                 | Technical Writer II                      | 36.87       |             |
| 30463       | Technical Occupations                                 | Technical Writer III                     | 44.62       |             |
| 30491       | Technical Occupations                                 | Unexploded Ordnance (UXO) Technician I   | 32.46       |             |
| 30492       | Technical Occupations                                 | Unexploded Ordnance (UXO) Technician II  | 39.27       |             |
| 30493       | Technical Occupations                                 | Unexploded Ordnance (UXO) Technician III | 47.07       |             |
| 30494       | Technical Occupations                                 | Unexploded (UXO) Safety Escort           | 32.46       |             |
| 30495       | Technical Occupations                                 | Unexploded (UXO) Sweep Personnel         | 32.46       |             |
| 30501       | Technical Occupations                                 | Weather Forecaster I                     | 31.88       |             |
| 30502       | Technical Occupations                                 | Weather Forecaster II                    | 38.78       |             |
| 30620       | Technical Occupations                                 | Weather Observer, Combined Upper Air Or  | 25.91       | see 2       |
| 30621       | Technical Occupations                                 | Weather Observer, Senior                 | 28.79       | see 2       |
| 31010       | Transportation/Mobile Equipment Operation Occupations | Airplane Pilot                           | 39.27       |             |
| 31020       | Transportation/Mobile Equipment Operation Occupations | Bus Aide                                 | 17.25       |             |
| 31030       | Transportation/Mobile Equipment Operation Occupations | Bus Driver                               | 22.15       |             |
| 31043       | Transportation/Mobile Equipment Operation Occupations | Driver Courier                           | 19.50       |             |
| 31260       | Transportation/Mobile Equipment Operation Occupations | Parking and Lot Attendant                | 16.75       | ***         |
| 31290       | Transportation/Mobile Equipment Operation Occupations | Shuttle Bus Driver                       | 17.70       |             |
| 31310       | Transportation/Mobile Equipment Operation Occupations | Taxi Driver                              | 15.90       | ***         |
| 31361       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Light                       | 20.48       |             |
| 31362       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Medium                      | 21.37       |             |

| <b>Code</b> | <b>Category</b>                                       | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|---|---------------------------------|-------------|-------------|
| 31363       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Heavy              | 28.13       |             |
| 31364       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Tractor-Trailer    | 28.13       |             |
| 99020       | Miscellaneous Occupations                             | Cabin Safety Specialist         | 19.15       |             |
| 99030       | Miscellaneous Occupations                             | Cashier                         | 15.00       | ***         |
| 99050       | Miscellaneous Occupations                             | Desk Clerk                      | 16.10       | ***         |
| 99095       | Miscellaneous Occupations                             | Embalmer                        | 30.74       |             |
| 99130       | Miscellaneous Occupations                             | Flight Follower                 | 32.46       |             |
| 99251       | Miscellaneous Occupations                             | Laboratory Animal Caretaker I   | 20.66       |             |
| 99252       | Miscellaneous Occupations                             | Laboratory Animal Caretaker II  | 21.69       |             |
| 99260       | Miscellaneous Occupations                             | Marketing Analyst               | 35.69       |             |
| 99310       | Miscellaneous Occupations                             | Mortician                       | 30.74       |             |
| 99410       | Miscellaneous Occupations                             | Pest Controller                 | 22.00       |             |
| 99510       | Miscellaneous Occupations                             | Photofinishing Worker           | 17.06       | ***         |
| 99710       | Miscellaneous Occupations                             | Recycling Laborer               | 25.26       |             |
| 99711       | Miscellaneous Occupations                             | Recycling Specialist            | 29.61       |             |
| 99730       | Miscellaneous Occupations                             | Refuse Collector                | 23.66       |             |
| 99810       | Miscellaneous Occupations                             | Sales Clerk                     | 16.67       | ***         |
| 99820       | Miscellaneous Occupations                             | School Crossing Guard           | 19.32       |             |
| 99830       | Miscellaneous Occupations                             | Survey Party Chief              | 32.19       |             |
| 99831       | Miscellaneous Occupations                             | Surveying Aide                  | 25.20       |             |
| 99832       | Miscellaneous Occupations                             | Surveying Technician            | 31.07       |             |
| 99840       | Miscellaneous Occupations                             | Vending Machine Attendant       | 22.61       |             |
| 99841       | Miscellaneous Occupations                             | Vending Machine Repairer        | 25.90       |             |
| 99842       | Miscellaneous Occupations                             | Vending Machine Repairer Helper | 22.61       |             |

## Footer

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.20 per hour) or 13658 (\$12.90 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. The minimum wage requirements of Executive Order 14026 also are not currently being

enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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: \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 per month\*

\*This rate is to be used only when compensating employees for performance on an SCA-

covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 10 years, and 4 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)).

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## **Wage Determination No. : 2015-4091**

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

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

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 27

Date Of Last Revision : 07/22/2024

Source : [Source Website](#)

### **Header**

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

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2024.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.90 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 2024.

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).

Applicable in the state of Connecticut as follows:

HARTFORD COUNTY - East Windsor town, Enfield town, Suffield town, Windsor Locks town

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

### Wage Determination Table

| Code  | Category  | Title                               | Rate  | Note |
|-------|---|-------------------------------------|-------|------|
| 01011 | Administrative Support And Clerical Occupations | Accounting Clerk I                  | 18.87 |      |
| 01012 | Administrative Support And Clerical Occupations | Accounting Clerk II                 | 21.18 |      |
| 01013 | Administrative Support And Clerical Occupations | Accounting Clerk III                | 23.69 |      |
| 01020 | Administrative Support And Clerical Occupations | Administrative Assistant            | 31.08 |      |
| 01035 | Administrative Support And Clerical Occupations | Court Reporter                      | 22.91 |      |
| 01041 | Administrative Support And Clerical Occupations | Customer Service Representative I   | 17.39 |      |
| 01042 | Administrative Support And Clerical Occupations | Customer Service Representative II  | 18.98 |      |
| 01043 | Administrative Support And Clerical Occupations | Customer Service Representative III | 21.32 |      |
| 01051 | Administrative Support And Clerical Occupations | Data Entry Operator I               | 19.86 |      |

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------------|-------------|-------------|
| 01052       | Administrative Support And Clerical Occupations | Data Entry Operator II               | 21.67       |             |
| 01060       | Administrative Support And Clerical Occupations | Dispatcher, Motor Vehicle            | 23.67       |             |
| 01070       | Administrative Support And Clerical Occupations | Document Preparation Clerk           | 20.39       |             |
| 01090       | Administrative Support And Clerical Occupations | Duplicating Machine Operator         | 20.39       |             |
| 01111       | Administrative Support And Clerical Occupations | General Clerk I                      | 17.89       |             |
| 01112       | Administrative Support And Clerical Occupations | General Clerk II                     | 19.52       |             |
| 01113       | Administrative Support And Clerical Occupations | General Clerk III                    | 21.91       |             |
| 01120       | Administrative Support And Clerical Occupations | Housing Referral Assistant           | 25.55       |             |
| 01141       | Administrative Support And Clerical Occupations | Messenger Courier                    | 18.50       |             |
| 01191       | Administrative Support And Clerical Occupations | Order Clerk I                        | 18.35       |             |
| 01192       | Administrative Support And Clerical Occupations | Order Clerk II                       | 20.02       |             |
| 01261       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) I   | 20.38       |             |
| 01262       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) II  | 22.79       |             |
| 01263       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) III | 26.46       |             |
| 01270       | Administrative Support And Clerical Occupations | Production Control Clerk             | 27.46       |             |
| 01290       | Administrative Support And Clerical Occupations | Rental Clerk                         | 19.04       |             |
| 01300       | Administrative Support And Clerical Occupations | Scheduler, Maintenance               | 20.48       |             |
| 01311       | Administrative Support And Clerical Occupations | Secretary I                          | 20.48       |             |
| 01312       | Administrative Support And Clerical Occupations | Secretary II                         | 22.91       |             |

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------------|-------------|-------------|
| 01313       | Administrative Support And Clerical Occupations | Secretary III                        | 25.55       |             |
| 01320       | Administrative Support And Clerical Occupations | Service Order Dispatcher             | 21.17       |             |
| 01410       | Administrative Support And Clerical Occupations | Supply Technician                    | 31.08       |             |
| 01420       | Administrative Support And Clerical Occupations | Survey Worker                        | 21.05       |             |
| 01460       | Administrative Support And Clerical Occupations | Switchboard Operator/Receptionist    | 17.79       |             |
| 01531       | Administrative Support And Clerical Occupations | Travel Clerk I                       | 17.90       |             |
| 01532       | Administrative Support And Clerical Occupations | Travel Clerk II                      | 20.09       |             |
| 01533       | Administrative Support And Clerical Occupations | Travel Clerk III                     | 21.93       |             |
| 01611       | Administrative Support And Clerical Occupations | Word Processor I                     | 18.25       |             |
| 01612       | Administrative Support And Clerical Occupations | Word Processor II                    | 20.48       |             |
| 01613       | Administrative Support And Clerical Occupations | Word Processor III                   | 22.91       |             |
| 05005       | Automotive Service Occupations                  | Automobile Body Repairer, Fiberglass | 28.23       |             |
| 05010       | Automotive Service Occupations                  | Automotive Electrician               | 22.50       |             |
| 05040       | Automotive Service Occupations                  | Automotive Glass Installer           | 21.57       |             |
| 05070       | Automotive Service Occupations                  | Automotive Worker                    | 21.57       |             |
| 05110       | Automotive Service Occupations                  | Mobile Equipment Servicer            | 19.73       |             |
| 05130       | Automotive Service Occupations                  | Motor Equipment Metal Mechanic       | 23.42       |             |
| 05160       | Automotive Service Occupations                  | Motor Equipment Metal Worker         | 21.57       |             |
| 05190       | Automotive Service Occupations                  | Motor Vehicle Mechanic               | 23.42       |             |
| 05220       | Automotive Service Occupations                  | Motor Vehicle Mechanic Helper        | 18.63       |             |
| 05250       | Automotive Service Occupations                  | Motor Vehicle Upholstery Worker      | 20.75       |             |
| 05280       | Automotive Service Occupations                  | Motor Vehicle Wrecker                | 21.57       |             |
| 05310       | Automotive Service Occupations                  | Painter, Automotive                  | 22.50       |             |
| 05340       | Automotive Service Occupations                  | Radiator Repair Specialist           | 21.57       |             |
| 05370       | Automotive Service Occupations                  | Tire Repairer                        | 16.28       | ***         |

| <b>Code</b> | <b>Category</b>                              | <b>Title</b>                   | <b>Rate</b> | <b>Note</b> |
|-------------|--|--------------------------------|-------------|-------------|
| 05400       | Automotive Service Occupations               | Transmission Repair Specialist | 23.42       |             |
| 07010       | Food Preparation And Service Occupations     | Baker                          | 17.45       |             |
| 07041       | Food Preparation And Service Occupations     | Cook I                         | 20.26       |             |
| 07042       | Food Preparation And Service Occupations     | Cook II                        | 22.15       |             |
| 07070       | Food Preparation And Service Occupations     | Dishwasher                     | 16.35       | ***         |
| 07130       | Food Preparation And Service Occupations     | Food Service Worker            | 17.01       | ***         |
| 07210       | Food Preparation And Service Occupations     | Meat Cutter                    | 22.25       |             |
| 07260       | Food Preparation And Service Occupations     | Waiter/Waitress                | 16.28       | ***         |
| 09010       | Furniture Maintenance And Repair Occupations | Electrostatic Spray Painter    | 23.22       |             |
| 09040       | Furniture Maintenance And Repair Occupations | Furniture Handler              | 16.71       | ***         |
| 09080       | Furniture Maintenance And Repair Occupations | Furniture Refinisher           | 23.22       |             |
| 09090       | Furniture Maintenance And Repair Occupations | Furniture Refinisher Helper    | 19.23       |             |
| 09110       | Furniture Maintenance And Repair Occupations | Furniture Repairer, Minor      | 21.41       |             |
| 09130       | Furniture Maintenance And Repair Occupations | Upholsterer                    | 23.22       |             |
| 11030       | General Services And Support Occupations     | Cleaner, Vehicles              | 16.68       | ***         |
| 11060       | General Services And Support Occupations     | Elevator Operator              | 17.85       |             |
| 11090       | General Services And Support Occupations     | Gardener                       | 24.27       |             |
| 11122       | General Services And Support Occupations     | Housekeeping Aide              | 17.85       |             |
| 11150       | General Services And Support Occupations     | Janitor                        | 17.85       |             |

| <b>Code</b> | <b>Category</b>                          | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 11210       | General Services And Support Occupations | Laborer, Grounds Maintenance               | 19.90       |             |
| 11240       | General Services And Support Occupations | Maid or Houseman                           | 16.83       | ***         |
| 11260       | General Services And Support Occupations | Pruner                                     | 18.14       |             |
| 11270       | General Services And Support Occupations | Tractor Operator                           | 22.90       |             |
| 11330       | General Services And Support Occupations | Trail Maintenance Worker                   | 19.90       |             |
| 11360       | General Services And Support Occupations | Window Cleaner                             | 19.57       |             |
| 12010       | Health Occupations                       | Ambulance Driver                           | 22.36       |             |
| 12011       | Health Occupations                       | Breath Alcohol Technician                  | 28.48       |             |
| 12012       | Health Occupations                       | Certified Occupational Therapist Assistant | 32.12       |             |
| 12015       | Health Occupations                       | Certified Physical Therapist Assistant     | 32.27       |             |
| 12020       | Health Occupations                       | Dental Assistant                           | 23.92       |             |
| 12025       | Health Occupations                       | Dental Hygienist                           | 45.08       |             |
| 12030       | Health Occupations                       | EKG Technician                             | 35.61       |             |
| 12035       | Health Occupations                       | Electroneurodiagnostic Technologist        | 35.61       |             |
| 12040       | Health Occupations                       | Emergency Medical Technician               | 22.36       |             |
| 12071       | Health Occupations                       | Licensed Practical Nurse I                 | 25.46       |             |
| 12072       | Health Occupations                       | Licensed Practical Nurse II                | 28.48       |             |
| 12073       | Health Occupations                       | Licensed Practical Nurse III               | 31.76       |             |
| 12100       | Health Occupations                       | Medical Assistant                          | 21.93       |             |
| 12130       | Health Occupations                       | Medical Laboratory Technician              | 31.09       |             |
| 12160       | Health Occupations                       | Medical Record Clerk                       | 23.20       |             |
| 12190       | Health Occupations                       | Medical Record Technician                  | 25.95       |             |
| 12195       | Health Occupations                       | Medical Transcriptionist                   | 20.86       |             |
| 12210       | Health Occupations                       | Nuclear Medicine Technologist              | 57.00       |             |
| 12221       | Health Occupations                       | Nursing Assistant I                        | 14.65       | ***         |
| 12222       | Health Occupations                       | Nursing Assistant II                       | 16.47       | ***         |
| 12223       | Health Occupations                       | Nursing Assistant III                      | 17.97       |             |

| <b>Code</b> | <b>Category</b>                  | <b>Title</b>                           | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------|--|-------------|-------------|
| 12224       | Health Occupations               | Nursing Assistant IV                   | 20.18       |             |
| 12235       | Health Occupations               | Optical Dispenser                      | 29.70       |             |
| 12236       | Health Occupations               | Optical Technician                     | 25.46       |             |
| 12250       | Health Occupations               | Pharmacy Technician                    | 19.67       |             |
| 12280       | Health Occupations               | Phlebotomist                           | 22.19       |             |
| 12305       | Health Occupations               | Radiologic Technologist                | 35.70       |             |
| 12311       | Health Occupations               | Registered Nurse I                     | 28.30       |             |
| 12312       | Health Occupations               | Registered Nurse II                    | 34.62       |             |
| 12313       | Health Occupations               | Registered Nurse II, Specialist        | 34.62       |             |
| 12314       | Health Occupations               | Registered Nurse III                   | 41.88       |             |
| 12315       | Health Occupations               | Registered Nurse III, Anesthetist      | 41.88       |             |
| 12316       | Health Occupations               | Registered Nurse IV                    | 50.20       |             |
| 12317       | Health Occupations               | Scheduler                              | 35.29       |             |
| 12320       | Health Occupations               | Substance Abuse Treatment Counselor    | 25.07       |             |
| 13011       | Information And Arts Occupations | Exhibits Specialist I                  | 23.79       |             |
| 13012       | Information And Arts Occupations | Exhibits Specialist II                 | 29.48       |             |
| 13013       | Information And Arts Occupations | Exhibits Specialist III                | 36.05       |             |
| 13041       | Information And Arts Occupations | Illustrator I                          | 23.79       |             |
| 13042       | Information And Arts Occupations | Illustrator II                         | 29.48       |             |
| 13043       | Information And Arts Occupations | Illustrator III                        | 36.05       |             |
| 13047       | Information And Arts Occupations | Librarian                              | 32.64       |             |
| 13050       | Information And Arts Occupations | Library Aide/Clerk                     | 16.80       | ***         |
| 13054       | Information And Arts Occupations | Library Information Technology Systems | 29.48       |             |
| 13058       | Information And Arts Occupations | Library Technician                     | 23.29       |             |
| 13061       | Information And Arts Occupations | Media Specialist I                     | 21.27       |             |
| 13062       | Information And Arts Occupations | Media Specialist II                    | 23.79       |             |
| 13063       | Information And Arts Occupations | Media Specialist III                   | 26.52       |             |
| 13071       | Information And Arts Occupations | Photographer I                         | 22.78       |             |
| 13072       | Information And Arts Occupations | Photographer II                        | 25.48       |             |
| 13073       | Information And Arts Occupations | Photographer III                       | 31.57       |             |
| 13074       | Information And Arts Occupations | Photographer IV                        | 38.62       |             |
| 13075       | Information And Arts Occupations | Photographer V                         | 46.72       |             |

| <b>Code</b> | <b>Category</b>                    | <b>Title</b>                                    | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------|---|-------------|-------------|
| 13090       | Information And Arts Occupations   | Technical Order Library Clerk                   | 21.72       |             |
| 13110       | Information And Arts Occupations   | Video Teleconference Technician                 | 28.92       |             |
| 14041       | Information Technology Occupations | Computer Operator I                             | 19.98       |             |
| 14042       | Information Technology Occupations | Computer Operator II                            | 22.48       |             |
| 14043       | Information Technology Occupations | Computer Operator III                           | 25.44       |             |
| 14044       | Information Technology Occupations | Computer Operator IV                            | 27.84       |             |
| 14045       | Information Technology Occupations | Computer Operator V                             | 30.84       |             |
| 14071       | Information Technology Occupations | Computer Programmer I                           | NaN         | see 1       |
| 14072       | Information Technology Occupations | Computer Programmer II                          | NaN         | see 1       |
| 14073       | Information Technology Occupations | Computer Programmer III                         | NaN         | see 1       |
| 14074       | Information Technology Occupations | Computer Programmer IV                          | NaN         | see 1       |
| 14101       | Information Technology Occupations | Computer Systems Analyst I                      | NaN         | see 1       |
| 14102       | Information Technology Occupations | Computer Systems Analyst II                     | NaN         | see 1       |
| 14103       | Information Technology Occupations | Computer Systems Analyst III                    | NaN         | see 1       |
| 14150       | Information Technology Occupations | Peripheral Equipment Operator                   | 19.98       |             |
| 14160       | Information Technology Occupations | Personal Computer Support Technician            | 27.84       |             |
| 14170       | Information Technology Occupations | System Support Specialist                       | 39.52       |             |
| 15010       | Instructional Occupations          | Aircrew Training Devices Instructor             | 34.17       |             |
| 15020       | Instructional Occupations          | Aircrew Training Devices Instructor             | 41.35       |             |
| 15030       | Instructional Occupations          | Air Crew Training Devices Instructor            | 49.55       |             |
| 15050       | Instructional Occupations          | Computer Based Training Specialist / Instructor | 34.17       |             |
| 15060       | Instructional Occupations          | Educational Technologist                        | 39.31       |             |
| 15070       | Instructional Occupations          | Flight Instructor                               | 49.55       |             |
| 15080       | Instructional Occupations          | Graphic Artist                                  | 28.61       |             |

| <b>Code</b> | <b>Category</b>   | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|---|--|-------------|-------------|
| 15085       | Instructional Occupations                               | Maintenance Test Pilot, Fixed, Jet/Prop    | 47.77       |             |
| 15086       | Instructional Occupations                               | Maintenance Test Pilot, Rotary Wing        | 47.77       |             |
| 15088       | Instructional Occupations                               | Non-Maintenance Test/Co-Pilot              | 47.77       |             |
| 15090       | Instructional Occupations                               | Technical Instructor                       | 26.85       |             |
| 15095       | Instructional Occupations                               | Technical Instructor/Course Developer      | 32.84       |             |
| 15110       | Instructional Occupations                               | Test Proctor                               | 21.67       |             |
| 15120       | Instructional Occupations                               | Tutor                                      | 21.67       |             |
| 16010       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Assembler                                  | 17.28       |             |
| 16030       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Counter Attendant                          | 17.28       |             |
| 16040       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Dry Cleaner                                | 19.74       |             |
| 16070       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Finisher, Flatwork, Machine                | 17.28       |             |
| 16090       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Hand                              | 17.28       |             |
| 16110       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Drycleaning              | 17.28       |             |
| 16130       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Shirts                   | 17.28       |             |
| 16160       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Wearing Apparel, Laundry | 17.28       |             |
| 16190       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Sewing Machine Operator                    | 20.56       |             |
| 16220       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Tailor                                     | 21.39       |             |
| 16250       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Washer, Machine                            | 18.10       |             |
| 19010       | Machine Tool Operation And Repair Occupations           | Machine-Tool Operator                      | 27.18       |             |
| 19040       | Machine Tool Operation And Repair Occupations           | Tool And Die Maker                         | 31.49       |             |
| 21020       | Materials Handling And Packing Occupations              | Forklift Operator                          | 21.69       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|--|--------------------------------------|-------------|-------------|
| 21030       | Materials Handling And Packing Occupations       | Material Coordinator                 | 27.46       |             |
| 21040       | Materials Handling And Packing Occupations       | Material Expediter                   | 27.46       |             |
| 21050       | Materials Handling And Packing Occupations       | Material Handling Laborer            | 19.36       |             |
| 21071       | Materials Handling And Packing Occupations       | Order Filler                         | 17.71       |             |
| 21080       | Materials Handling And Packing Occupations       | Production Line Worker               | 21.69       |             |
| 21110       | Materials Handling And Packing Occupations       | Shipping Packer                      | 21.31       |             |
| 21130       | Materials Handling And Packing Occupations       | Shipping/Receiving Clerk             | 21.31       |             |
| 21140       | Materials Handling And Packing Occupations       | Store Worker I                       | 16.44       | ***         |
| 21150       | Materials Handling And Packing Occupations       | Stock Clerk                          | 21.36       |             |
| 21210       | Materials Handling And Packing Occupations       | Tools And Parts Attendant            | 21.69       |             |
| 21410       | Materials Handling And Packing Occupations       | Warehouse Specialist                 | 21.69       |             |
| 23010       | Mechanics And Maintenance And Repair Occupations | Aerospace Structural Welder          | 37.96       |             |
| 23019       | Mechanics And Maintenance And Repair Occupations | Aircraft Logs and Records Technician | 32.45       |             |
| 23021       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic I                  | 36.64       |             |
| 23022       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic II                 | 37.96       |             |
| 23023       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic III                | 39.39       |             |
| 23040       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic Helper             | 29.14       |             |
| 23050       | Mechanics And Maintenance And Repair Occupations | Aircraft, Painter                    | 35.20       |             |
| 23060       | Mechanics And Maintenance And Repair Occupations | Aircraft Servicer                    | 32.45       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                                   | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 23070       | Mechanics And Maintenance And Repair Occupations | Aircraft Survival Flight Equipment Technician  | 35.20       |             |
| 23080       | Mechanics And Maintenance And Repair Occupations | Aircraft Worker                                | 33.75       |             |
| 23091       | Mechanics And Maintenance And Repair Occupations | Aircrew Life Support Equipment (ALSE) Mechanic | 33.75       |             |
| 23092       | Mechanics And Maintenance And Repair Occupations | Aircrew Life Support Equipment (ALSE) Mechanic | 36.64       |             |
| 23110       | Mechanics And Maintenance And Repair Occupations | Appliance Mechanic                             | 26.52       |             |
| 23120       | Mechanics And Maintenance And Repair Occupations | Bicycle Repairer                               | 29.17       |             |
| 23125       | Mechanics And Maintenance And Repair Occupations | Cable Splicer                                  | 49.78       |             |
| 23130       | Mechanics And Maintenance And Repair Occupations | Carpenter, Maintenance                         | 28.41       |             |
| 23140       | Mechanics And Maintenance And Repair Occupations | Carpet Layer                                   | 31.56       |             |
| 23160       | Mechanics And Maintenance And Repair Occupations | Electrician, Maintenance                       | 37.84       |             |
| 23181       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance I           | 37.64       |             |
| 23182       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance II          | 39.26       |             |
| 23183       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance III         | 40.86       |             |
| 23260       | Mechanics And Maintenance And Repair Occupations | Fabric Worker                                  | 30.67       |             |
| 23290       | Mechanics And Maintenance And Repair Occupations | Fire Alarm System Mechanic                     | 28.73       |             |
| 23310       | Mechanics And Maintenance And Repair Occupations | Fire Extinguisher Repairer                     | 29.17       |             |
| 23311       | Mechanics And Maintenance And Repair Occupations | Fuel Distribution System Mechanic              | 39.42       |             |
| 23312       | Mechanics And Maintenance And Repair Occupations | Fuel Distribution System Operator              | 33.22       |             |
| 23370       | Mechanics And Maintenance And Repair Occupations | General Maintenance Worker                     | 22.90       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 23380       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Mechanic         | 36.64       |             |
| 23381       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Servicer         | 32.45       |             |
| 23382       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Worker           | 33.75       |             |
| 23391       | Mechanics And Maintenance And Repair Occupations | Gunsmith I                                | 29.17       |             |
| 23392       | Mechanics And Maintenance And Repair Occupations | Gunsmith II                               | 31.89       |             |
| 23393       | Mechanics And Maintenance And Repair Occupations | Gunsmith III                              | 34.62       |             |
| 23410       | Mechanics And Maintenance And Repair Occupations | Heating, Ventilation And Air-Conditioning | 32.74       |             |
| 23411       | Mechanics And Maintenance And Repair Occupations | Heating, Ventilation And Air Contidioning | 33.93       |             |
| 23430       | Mechanics And Maintenance And Repair Occupations | Heavy Equipment Mechanic                  | 30.84       |             |
| 23440       | Mechanics And Maintenance And Repair Occupations | Heavy Equipment Operator                  | 32.33       |             |
| 23460       | Mechanics And Maintenance And Repair Occupations | Instrument Mechanic                       | 34.62       |             |
| 23465       | Mechanics And Maintenance And Repair Occupations | Laboratory/Shelter Mechanic               | 33.26       |             |
| 23470       | Mechanics And Maintenance And Repair Occupations | Laborer                                   | 19.36       |             |
| 23510       | Mechanics And Maintenance And Repair Occupations | Locksmith                                 | 28.83       |             |
| 23530       | Mechanics And Maintenance And Repair Occupations | Machinery Maintenance Mechanic            | 30.70       |             |
| 23550       | Mechanics And Maintenance And Repair Occupations | Machinist, Maintenance                    | 28.82       |             |
| 23580       | Mechanics And Maintenance And Repair Occupations | Maintenance Trades Helper                 | 20.78       |             |
| 23591       | Mechanics And Maintenance And Repair Occupations | Metrology Technician I                    | 34.62       |             |
| 23592       | Mechanics And Maintenance And Repair Occupations | Metrology Technician II                   | 35.87       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                     | <b>Rate</b> | <b>Note</b> |
|-------------|--|----------------------------------|-------------|-------------|
| 23593       | Mechanics And Maintenance And Repair Occupations | Metrology Technician III         | 37.22       |             |
| 23640       | Mechanics And Maintenance And Repair Occupations | Millwright                       | 34.62       |             |
| 23710       | Mechanics And Maintenance And Repair Occupations | Office Appliance Repairer        | 24.48       |             |
| 23760       | Mechanics And Maintenance And Repair Occupations | Painter, Maintenance             | 23.90       |             |
| 23790       | Mechanics And Maintenance And Repair Occupations | Pipefitter, Maintenance          | 39.35       |             |
| 23810       | Mechanics And Maintenance And Repair Occupations | Plumber, Maintenance             | 37.81       |             |
| 23820       | Mechanics And Maintenance And Repair Occupations | Pneudraulic Systems Mechanic     | 34.62       |             |
| 23850       | Mechanics And Maintenance And Repair Occupations | Rigger                           | 34.62       |             |
| 23870       | Mechanics And Maintenance And Repair Occupations | Scale Mechanic                   | 31.89       |             |
| 23890       | Mechanics And Maintenance And Repair Occupations | Sheet-Metal Worker, Maintenance  | 36.43       |             |
| 23910       | Mechanics And Maintenance And Repair Occupations | Small Engine Mechanic            | 23.39       |             |
| 23931       | Mechanics And Maintenance And Repair Occupations | Telecommunications Mechanic I    | 38.92       |             |
| 23932       | Mechanics And Maintenance And Repair Occupations | Telecommunications Mechanic II   | 40.32       |             |
| 23950       | Mechanics And Maintenance And Repair Occupations | Telephone Lineman                | 44.59       |             |
| 23960       | Mechanics And Maintenance And Repair Occupations | Welder, Combination, Maintenance | 27.48       |             |
| 23965       | Mechanics And Maintenance And Repair Occupations | Well Driller                     | 34.62       |             |
| 23970       | Mechanics And Maintenance And Repair Occupations | Woodcraft Worker                 | 34.62       |             |
| 23980       | Mechanics And Maintenance And Repair Occupations | Woodworker                       | 29.17       |             |
| 24550       | Personal Needs Occupations                       | Case Manager                     | 21.93       |             |
| 24570       | Personal Needs Occupations                       | Child Care Attendant             | 17.43       |             |

| <b>Code</b> | <b>Category</b>                         | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|---|---|-------------|-------------|
| 24580       | Personal Needs Occupations              | Child Care Center Clerk                   | 21.74       |             |
| 24610       | Personal Needs Occupations              | Chore Aide                                | 18.00       |             |
| 24620       | Personal Needs Occupations              | Family Readiness And Support Services     | 21.93       |             |
| 24630       | Personal Needs Occupations              | Homemaker                                 | 23.11       |             |
| 25010       | Plant And System Operations Occupations | Boiler Tender                             | 33.34       |             |
| 25040       | Plant And System Operations Occupations | Sewage Plant Operator                     | 30.03       |             |
| 25070       | Plant And System Operations Occupations | Stationary Engineer                       | 33.34       |             |
| 25190       | Plant And System Operations Occupations | Ventilation Equipment Tender              | 26.52       |             |
| 25210       | Plant And System Operations Occupations | Water Treatment Plant Operator            | 30.03       |             |
| 27004       | Protective Service Occupations          | Alarm Monitor                             | 25.91       |             |
| 27007       | Protective Service Occupations          | Baggage Inspector                         | 18.25       |             |
| 27008       | Protective Service Occupations          | Corrections Officer                       | 28.78       |             |
| 27010       | Protective Service Occupations          | Court Security Officer                    | 29.53       |             |
| 27030       | Protective Service Occupations          | Detection Dog Handler                     | 20.41       |             |
| 27040       | Protective Service Occupations          | Detention Officer                         | 28.78       |             |
| 27070       | Protective Service Occupations          | Firefighter                               | 30.28       |             |
| 27101       | Protective Service Occupations          | Guard I                                   | 18.25       |             |
| 27102       | Protective Service Occupations          | Guard II                                  | 20.41       |             |
| 27131       | Protective Service Occupations          | Police Officer I                          | 34.96       |             |
| 27132       | Protective Service Occupations          | Police Officer II                         | 38.84       |             |
| 28041       | Recreation Occupations                  | Carnival Equipment Operator               | 18.95       |             |
| 28042       | Recreation Occupations                  | Carnival Equipment Repairer               | 20.07       |             |
| 28043       | Recreation Occupations                  | Carnival Worker                           | 15.00       | ***         |
| 28210       | Recreation Occupations                  | Gate Attendant/Gate Tender                | 21.43       |             |
| 28310       | Recreation Occupations                  | Lifeguard                                 | 15.75       | ***         |
| 28350       | Recreation Occupations                  | Park Attendant                            | 23.97       |             |
| 28510       | Recreation Occupations                  | Recreation Aide/Health Facility Attendant | 17.50       |             |
| 28515       | Recreation Occupations                  | Recreation Specialist                     | 29.70       |             |
| 28630       | Recreation Occupations                  | Sports Official                           | 19.09       |             |

| <b>Code</b> | <b>Category</b>                                | <b>Title</b>                             | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 28690       | Recreation Occupations                         | Swimming Pool Operator                   | 21.94       |             |
| 29010       | Stevedoring/Longshoremen Occupational Services | Blocker And Bracer                       | 33.29       |             |
| 29020       | Stevedoring/Longshoremen Occupational Services | Hatch Tender                             | 33.29       |             |
| 29030       | Stevedoring/Longshoremen Occupational Services | Line Handler                             | 33.29       |             |
| 29041       | Stevedoring/Longshoremen Occupational Services | Stevedore I                              | 32.02       |             |
| 29042       | Stevedoring/Longshoremen Occupational Services | Stevedore II                             | 34.72       |             |
| 30010       | Technical Occupations                          | Air Traffic Control Specialist, Center   | 50.94       | see 2       |
| 30011       | Technical Occupations                          | Air Traffic Control Specialist, Station  | 35.12       | see 2       |
| 30012       | Technical Occupations                          | Air Traffic Control Specialist, Terminal | 38.68       | see 2       |
| 30021       | Technical Occupations                          | Archeological Technician I               | 19.71       |             |
| 30022       | Technical Occupations                          | Archeological Technician II              | 22.05       |             |
| 30023       | Technical Occupations                          | Archeological Technician III             | 27.32       |             |
| 30030       | Technical Occupations                          | Cartographic Technician                  | 27.32       |             |
| 30040       | Technical Occupations                          | Civil Engineering Technician             | 31.76       |             |
| 30051       | Technical Occupations                          | Cryogenic Technician I                   | 30.25       |             |
| 30052       | Technical Occupations                          | Cryogenic Technician II                  | 33.41       |             |
| 30061       | Technical Occupations                          | Drafter/CAD Operator I                   | 19.71       |             |
| 30062       | Technical Occupations                          | Drafter/CAD Operator II                  | 22.05       |             |
| 30063       | Technical Occupations                          | Drafter/CAD Operator III                 | 24.59       |             |
| 30064       | Technical Occupations                          | Drafter/CAD Operator IV                  | 30.25       |             |
| 30081       | Technical Occupations                          | Engineering Technician I                 | 18.38       |             |
| 30082       | Technical Occupations                          | Engineering Technician II                | 20.62       |             |
| 30083       | Technical Occupations                          | Engineering Technician III               | 23.07       |             |
| 30084       | Technical Occupations                          | Engineering Technician IV                | 28.58       |             |
| 30085       | Technical Occupations                          | Engineering Technician V                 | 34.96       |             |
| 30086       | Technical Occupations                          | Engineering Technician VI                | 42.29       |             |
| 30090       | Technical Occupations                          | Environmental Technician                 | 25.66       |             |
| 30095       | Technical Occupations                          | Evidence Control Specialist              | 27.32       |             |

| <b>Code</b> | <b>Category</b>                                       | <b>Title</b>                             | <b>Rate</b> | <b>Note</b> |
|-------------|---|--|-------------|-------------|
| 30210       | Technical Occupations                                 | Laboratory Technician                    | 34.14       |             |
| 30221       | Technical Occupations                                 | Latent Fingerprint Technician I          | 30.25       |             |
| 30222       | Technical Occupations                                 | Latent Fingerprint Technician II         | 33.41       |             |
| 30240       | Technical Occupations                                 | Mathematical Technician                  | 28.55       |             |
| 30361       | Technical Occupations                                 | Paralegal/Legal Assistant I              | 23.99       |             |
| 30362       | Technical Occupations                                 | Paralegal/Legal Assistant II             | 29.73       |             |
| 30363       | Technical Occupations                                 | Paralegal/Legal Assistant III            | 36.37       |             |
| 30364       | Technical Occupations                                 | Paralegal/Legal Assistant IV             | 44.00       |             |
| 30375       | Technical Occupations                                 | Petroleum Supply Specialist              | 33.41       |             |
| 30390       | Technical Occupations                                 | Photo-Optics Technician                  | 27.32       |             |
| 30395       | Technical Occupations                                 | Radiation Control Technician             | 33.41       |             |
| 30461       | Technical Occupations                                 | Technical Writer I                       | 29.84       |             |
| 30462       | Technical Occupations                                 | Technical Writer II                      | 36.50       |             |
| 30463       | Technical Occupations                                 | Technical Writer III                     | 44.16       |             |
| 30491       | Technical Occupations                                 | Unexploded Ordnance (UXO) Technician I   | 32.37       |             |
| 30492       | Technical Occupations                                 | Unexploded Ordnance (UXO) Technician II  | 39.17       |             |
| 30493       | Technical Occupations                                 | Unexploded Ordnance (UXO) Technician III | 46.95       |             |
| 30494       | Technical Occupations                                 | Unexploded (UXO) Safety Escort           | 32.37       |             |
| 30495       | Technical Occupations                                 | Unexploded (UXO) Sweep Personnel         | 32.37       |             |
| 30501       | Technical Occupations                                 | Weather Forecaster I                     | 30.25       |             |
| 30502       | Technical Occupations                                 | Weather Forecaster II                    | 36.80       |             |
| 30620       | Technical Occupations                                 | Weather Observer, Combined Upper Air Or  | 24.59       | see 2       |
| 30621       | Technical Occupations                                 | Weather Observer, Senior                 | 27.32       | see 2       |
| 31010       | Transportation/Mobile Equipment Operation Occupations | Airplane Pilot                           | 39.17       |             |
| 31020       | Transportation/Mobile Equipment Operation Occupations | Bus Aide                                 | 20.67       |             |
| 31030       | Transportation/Mobile Equipment Operation Occupations | Bus Driver                               | 29.29       |             |

| <b>Code</b> | <b>Category</b>                                       | <b>Title</b>                   | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------|-------------|-------------|
| 31043       | Transportation/Mobile Equipment Operation Occupations | Driver Courier                 | 20.22       |             |
| 31260       | Transportation/Mobile Equipment Operation Occupations | Parking and Lot Attendant      | 15.00       | ***         |
| 31290       | Transportation/Mobile Equipment Operation Occupations | Shuttle Bus Driver             | 18.02       |             |
| 31310       | Transportation/Mobile Equipment Operation Occupations | Taxi Driver                    | 17.02       | ***         |
| 31361       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Light             | 21.42       |             |
| 31362       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Medium            | 22.52       |             |
| 31363       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Heavy             | 27.54       |             |
| 31364       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Tractor-Trailer   | 27.54       |             |
| 99020       | Miscellaneous Occupations                             | Cabin Safety Specialist        | 19.10       |             |
| 99030       | Miscellaneous Occupations                             | Cashier                        | 15.99       | ***         |
| 99050       | Miscellaneous Occupations                             | Desk Clerk                     | 17.01       | ***         |
| 99095       | Miscellaneous Occupations                             | Embalmer                       | 37.16       |             |
| 99130       | Miscellaneous Occupations                             | Flight Follower                | 32.37       |             |
| 99251       | Miscellaneous Occupations                             | Laboratory Animal Caretaker I  | 18.80       |             |
| 99252       | Miscellaneous Occupations                             | Laboratory Animal Caretaker II | 19.92       |             |
| 99260       | Miscellaneous Occupations                             | Marketing Analyst              | 35.82       |             |
| 99310       | Miscellaneous Occupations                             | Mortician                      | 37.63       |             |
| 99410       | Miscellaneous Occupations                             | Pest Controller                | 22.42       |             |
| 99510       | Miscellaneous Occupations                             | Photofinishing Worker          | 17.01       | ***         |
| 99710       | Miscellaneous Occupations                             | Recycling Laborer              | 26.43       |             |
| 99711       | Miscellaneous Occupations                             | Recycling Specialist           | 30.44       |             |
| 99730       | Miscellaneous Occupations                             | Refuse Collector               | 24.10       |             |
| 99810       | Miscellaneous Occupations                             | Sales Clerk                    | 16.67       | ***         |
| 99820       | Miscellaneous Occupations                             | School Crossing Guard          | 15.84       | ***         |
| 99830       | Miscellaneous Occupations                             | Survey Party Chief             | 27.51       |             |
| 99831       | Miscellaneous Occupations                             | Surveying Aide                 | 15.17       | ***         |
| 99832       | Miscellaneous Occupations                             | Surveying Technician           | 25.00       |             |
| 99840       | Miscellaneous Occupations                             | Vending Machine Attendant      | 22.82       |             |

| <b>Code</b> | <b>Category</b>           | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------|---------------------------------|-------------|-------------|
| 99841       | Miscellaneous Occupations | Vending Machine Repairer        | 26.43       |             |
| 99842       | Miscellaneous Occupations | Vending Machine Repairer Helper | 22.82       |             |

## **Footer**

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.20 per hour) or 13658 (\$12.90 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. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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:** \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month **HEALTH & WELFARE EO 13706:** \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 per month\*

\*This rate is to be used only when compensating employees for performance on an SCA-

covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

**VACATION:** 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 25 years.

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

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

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

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

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

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

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

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

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

2) **AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:** If you work at night as part of a regular tour of duty, you will earn a night

differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**\*\* HAZARDOUS PAY DIFFERENTIAL \*\***

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

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

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like;

minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of

contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of ""wash and wear""

materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

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

**Conformance Process:**

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

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

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job

description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S.

Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

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

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

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

Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

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## **Wage Determination No. : 2015-4093**

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

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

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 27

Date Of Last Revision : 07/22/2024

Source : [Source Website](#)

**Header**

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

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2024.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.90 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 2024.

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).

Applicable in the state of Connecticut as follows:

TOLLAND COUNTY - Somers town

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

**Wage Determination Table**

| Code  | Category  | Title               | Rate  | Note |
|-------|---|---------------------|-------|------|
| 01011 | Administrative Support And Clerical Occupations | Accounting Clerk I  | 18.87 |      |
| 01012 | Administrative Support And Clerical Occupations | Accounting Clerk II | 21.18 |      |

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                        | <b>Rate</b> | <b>Note</b> |
|-------------|---|-------------------------------------|-------------|-------------|
| 01013       | Administrative Support And Clerical Occupations | Accounting Clerk III                | 23.69       |             |
| 01020       | Administrative Support And Clerical Occupations | Administrative Assistant            | 31.08       |             |
| 01035       | Administrative Support And Clerical Occupations | Court Reporter                      | 22.91       |             |
| 01041       | Administrative Support And Clerical Occupations | Customer Service Representative I   | 17.39       |             |
| 01042       | Administrative Support And Clerical Occupations | Customer Service Representative II  | 18.98       |             |
| 01043       | Administrative Support And Clerical Occupations | Customer Service Representative III | 21.32       |             |
| 01051       | Administrative Support And Clerical Occupations | Data Entry Operator I               | 19.86       |             |
| 01052       | Administrative Support And Clerical Occupations | Data Entry Operator II              | 21.67       |             |
| 01060       | Administrative Support And Clerical Occupations | Dispatcher, Motor Vehicle           | 23.67       |             |
| 01070       | Administrative Support And Clerical Occupations | Document Preparation Clerk          | 20.39       |             |
| 01090       | Administrative Support And Clerical Occupations | Duplicating Machine Operator        | 20.39       |             |
| 01111       | Administrative Support And Clerical Occupations | General Clerk I                     | 17.22       |             |
| 01112       | Administrative Support And Clerical Occupations | General Clerk II                    | 18.79       |             |
| 01113       | Administrative Support And Clerical Occupations | General Clerk III                   | 21.10       |             |
| 01120       | Administrative Support And Clerical Occupations | Housing Referral Assistant          | 25.55       |             |
| 01141       | Administrative Support And Clerical Occupations | Messenger Courier                   | 18.50       |             |
| 01191       | Administrative Support And Clerical Occupations | Order Clerk I                       | 18.35       |             |
| 01192       | Administrative Support And Clerical Occupations | Order Clerk II                      | 20.02       |             |
| 01261       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) I  | 20.38       |             |

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------------|-------------|-------------|
| 01262       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) II  | 22.79       |             |
| 01263       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) III | 25.41       |             |
| 01270       | Administrative Support And Clerical Occupations | Production Control Clerk             | 27.46       |             |
| 01290       | Administrative Support And Clerical Occupations | Rental Clerk                         | 18.78       |             |
| 01300       | Administrative Support And Clerical Occupations | Scheduler, Maintenance               | 20.48       |             |
| 01311       | Administrative Support And Clerical Occupations | Secretary I                          | 20.48       |             |
| 01312       | Administrative Support And Clerical Occupations | Secretary II                         | 22.91       |             |
| 01313       | Administrative Support And Clerical Occupations | Secretary III                        | 25.55       |             |
| 01320       | Administrative Support And Clerical Occupations | Service Order Dispatcher             | 21.17       |             |
| 01410       | Administrative Support And Clerical Occupations | Supply Technician                    | 31.08       |             |
| 01420       | Administrative Support And Clerical Occupations | Survey Worker                        | 21.05       |             |
| 01460       | Administrative Support And Clerical Occupations | Switchboard Operator/Receptionist    | 17.79       |             |
| 01531       | Administrative Support And Clerical Occupations | Travel Clerk I                       | 17.90       |             |
| 01532       | Administrative Support And Clerical Occupations | Travel Clerk II                      | 20.09       |             |
| 01533       | Administrative Support And Clerical Occupations | Travel Clerk III                     | 21.93       |             |
| 01611       | Administrative Support And Clerical Occupations | Word Processor I                     | 18.25       |             |
| 01612       | Administrative Support And Clerical Occupations | Word Processor II                    | 20.48       |             |
| 01613       | Administrative Support And Clerical Occupations | Word Processor III                   | 22.91       |             |
| 05005       | Automotive Service Occupations                  | Automobile Body Repairer, Fiberglass | 28.23       |             |

| <b>Code</b> | <b>Category</b>                              | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|--|---------------------------------|-------------|-------------|
| 05010       | Automotive Service Occupations               | Automotive Electrician          | 22.65       |             |
| 05040       | Automotive Service Occupations               | Automotive Glass Installer      | 21.90       |             |
| 05070       | Automotive Service Occupations               | Automotive Worker               | 21.90       |             |
| 05110       | Automotive Service Occupations               | Mobile Equipment Servicer       | 20.56       |             |
| 05130       | Automotive Service Occupations               | Motor Equipment Metal Mechanic  | 23.42       |             |
| 05160       | Automotive Service Occupations               | Motor Equipment Metal Worker    | 21.90       |             |
| 05190       | Automotive Service Occupations               | Motor Vehicle Mechanic          | 23.42       |             |
| 05220       | Automotive Service Occupations               | Motor Vehicle Mechanic Helper   | 19.81       |             |
| 05250       | Automotive Service Occupations               | Motor Vehicle Upholstery Worker | 21.27       |             |
| 05280       | Automotive Service Occupations               | Motor Vehicle Wrecker           | 21.90       |             |
| 05310       | Automotive Service Occupations               | Painter, Automotive             | 22.50       |             |
| 05340       | Automotive Service Occupations               | Radiator Repair Specialist      | 21.57       |             |
| 05370       | Automotive Service Occupations               | Tire Repairer                   | 16.28       | ***         |
| 05400       | Automotive Service Occupations               | Transmission Repair Specialist  | 23.42       |             |
| 07010       | Food Preparation And Service Occupations     | Baker                           | 17.45       |             |
| 07041       | Food Preparation And Service Occupations     | Cook I                          | 20.26       |             |
| 07042       | Food Preparation And Service Occupations     | Cook II                         | 22.15       |             |
| 07070       | Food Preparation And Service Occupations     | Dishwasher                      | 16.35       | ***         |
| 07130       | Food Preparation And Service Occupations     | Food Service Worker             | 17.01       | ***         |
| 07210       | Food Preparation And Service Occupations     | Meat Cutter                     | 22.25       |             |
| 07260       | Food Preparation And Service Occupations     | Waiter/Waitress                 | 16.28       | ***         |
| 09010       | Furniture Maintenance And Repair Occupations | Electrostatic Spray Painter     | 23.22       |             |
| 09040       | Furniture Maintenance And Repair Occupations | Furniture Handler               | 18.11       |             |
| 09080       | Furniture Maintenance And Repair Occupations | Furniture Refinisher            | 23.86       |             |
| 09090       | Furniture Maintenance And Repair Occupations | Furniture Refinisher Helper     | 19.99       |             |

| <b>Code</b> | <b>Category</b>                              | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 09110       | Furniture Maintenance And Repair Occupations | Furniture Repairer, Minor                  | 21.98       |             |
| 09130       | Furniture Maintenance And Repair Occupations | Upholsterer                                | 23.22       |             |
| 11030       | General Services And Support Occupations     | Cleaner, Vehicles                          | 16.68       | ***         |
| 11060       | General Services And Support Occupations     | Elevator Operator                          | 17.85       |             |
| 11090       | General Services And Support Occupations     | Gardener                                   | 24.27       |             |
| 11122       | General Services And Support Occupations     | Housekeeping Aide                          | 17.85       |             |
| 11150       | General Services And Support Occupations     | Janitor                                    | 17.85       |             |
| 11210       | General Services And Support Occupations     | Laborer, Grounds Maintenance               | 19.90       |             |
| 11240       | General Services And Support Occupations     | Maid or Houseman                           | 16.83       | ***         |
| 11260       | General Services And Support Occupations     | Pruner                                     | 18.14       |             |
| 11270       | General Services And Support Occupations     | Tractor Operator                           | 22.90       |             |
| 11330       | General Services And Support Occupations     | Trail Maintenance Worker                   | 19.90       |             |
| 11360       | General Services And Support Occupations     | Window Cleaner                             | 19.57       |             |
| 12010       | Health Occupations                           | Ambulance Driver                           | 22.06       |             |
| 12011       | Health Occupations                           | Breath Alcohol Technician                  | 28.48       |             |
| 12012       | Health Occupations                           | Certified Occupational Therapist Assistant | 32.12       |             |
| 12015       | Health Occupations                           | Certified Physical Therapist Assistant     | 32.27       |             |
| 12020       | Health Occupations                           | Dental Assistant                           | 23.92       |             |
| 12025       | Health Occupations                           | Dental Hygienist                           | 45.34       |             |
| 12030       | Health Occupations                           | EKG Technician                             | 35.61       |             |
| 12035       | Health Occupations                           | Electroneurodiagnostic Technologist        | 35.61       |             |
| 12040       | Health Occupations                           | Emergency Medical Technician               | 22.06       |             |

| <b>Code</b> | <b>Category</b>                  | <b>Title</b>                        | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------|-------------------------------------|-------------|-------------|
| 12071       | Health Occupations               | Licensed Practical Nurse I          | 25.46       |             |
| 12072       | Health Occupations               | Licensed Practical Nurse II         | 28.48       |             |
| 12073       | Health Occupations               | Licensed Practical Nurse III        | 31.76       |             |
| 12100       | Health Occupations               | Medical Assistant                   | 21.93       |             |
| 12130       | Health Occupations               | Medical Laboratory Technician       | 31.09       |             |
| 12160       | Health Occupations               | Medical Record Clerk                | 23.20       |             |
| 12190       | Health Occupations               | Medical Record Technician           | 25.95       |             |
| 12195       | Health Occupations               | Medical Transcriptionist            | 20.86       |             |
| 12210       | Health Occupations               | Nuclear Medicine Technologist       | 57.00       |             |
| 12221       | Health Occupations               | Nursing Assistant I                 | 14.65       | ***         |
| 12222       | Health Occupations               | Nursing Assistant II                | 16.47       | ***         |
| 12223       | Health Occupations               | Nursing Assistant III               | 17.97       |             |
| 12224       | Health Occupations               | Nursing Assistant IV                | 20.18       |             |
| 12235       | Health Occupations               | Optical Dispenser                   | 29.70       |             |
| 12236       | Health Occupations               | Optical Technician                  | 25.46       |             |
| 12250       | Health Occupations               | Pharmacy Technician                 | 19.67       |             |
| 12280       | Health Occupations               | Phlebotomist                        | 22.19       |             |
| 12305       | Health Occupations               | Radiologic Technologist             | 35.70       |             |
| 12311       | Health Occupations               | Registered Nurse I                  | 28.30       |             |
| 12312       | Health Occupations               | Registered Nurse II                 | 34.62       |             |
| 12313       | Health Occupations               | Registered Nurse II, Specialist     | 34.62       |             |
| 12314       | Health Occupations               | Registered Nurse III                | 41.88       |             |
| 12315       | Health Occupations               | Registered Nurse III, Anesthetist   | 41.88       |             |
| 12316       | Health Occupations               | Registered Nurse IV                 | 50.20       |             |
| 12317       | Health Occupations               | Scheduler                           | 35.29       |             |
| 12320       | Health Occupations               | Substance Abuse Treatment Counselor | 25.07       |             |
| 13011       | Information And Arts Occupations | Exhibits Specialist I               | 23.79       |             |
| 13012       | Information And Arts Occupations | Exhibits Specialist II              | 29.48       |             |
| 13013       | Information And Arts Occupations | Exhibits Specialist III             | 36.05       |             |
| 13041       | Information And Arts Occupations | Illustrator I                       | 23.79       |             |
| 13042       | Information And Arts Occupations | Illustrator II                      | 29.48       |             |
| 13043       | Information And Arts Occupations | Illustrator III                     | 36.05       |             |
| 13047       | Information And Arts Occupations | Librarian                           | 32.64       |             |

| <b>Code</b> | <b>Category</b>                    | <b>Title</b>                           | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------|--|-------------|-------------|
| 13050       | Information And Arts Occupations   | Library Aide/Clerk                     | 17.30       |             |
| 13054       | Information And Arts Occupations   | Library Information Technology Systems | 29.48       |             |
| 13058       | Information And Arts Occupations   | Library Technician                     | 23.29       |             |
| 13061       | Information And Arts Occupations   | Media Specialist I                     | 21.27       |             |
| 13062       | Information And Arts Occupations   | Media Specialist II                    | 23.79       |             |
| 13063       | Information And Arts Occupations   | Media Specialist III                   | 26.52       |             |
| 13071       | Information And Arts Occupations   | Photographer I                         | 22.74       |             |
| 13072       | Information And Arts Occupations   | Photographer II                        | 25.48       |             |
| 13073       | Information And Arts Occupations   | Photographer III                       | 31.57       |             |
| 13074       | Information And Arts Occupations   | Photographer IV                        | 38.62       |             |
| 13075       | Information And Arts Occupations   | Photographer V                         | 46.72       |             |
| 13090       | Information And Arts Occupations   | Technical Order Library Clerk          | 21.72       |             |
| 13110       | Information And Arts Occupations   | Video Teleconference Technician        | 28.92       |             |
| 14041       | Information Technology Occupations | Computer Operator I                    | 19.98       |             |
| 14042       | Information Technology Occupations | Computer Operator II                   | 22.34       |             |
| 14043       | Information Technology Occupations | Computer Operator III                  | 24.90       |             |
| 14044       | Information Technology Occupations | Computer Operator IV                   | 27.68       |             |
| 14045       | Information Technology Occupations | Computer Operator V                    | 30.66       |             |
| 14071       | Information Technology Occupations | Computer Programmer I                  | NaN         |             |
| 14072       | Information Technology Occupations | Computer Programmer II                 | NaN         |             |
| 14073       | Information Technology Occupations | Computer Programmer III                | NaN         |             |
| 14074       | Information Technology Occupations | Computer Programmer IV                 | NaN         |             |
| 14101       | Information Technology Occupations | Computer Systems Analyst I             | NaN         |             |
| 14102       | Information Technology Occupations | Computer Systems Analyst II            | NaN         |             |
| 14103       | Information Technology Occupations | Computer Systems Analyst III           | NaN         |             |
| 14150       | Information Technology Occupations | Peripheral Equipment Operator          | 19.98       |             |
| 14160       | Information Technology Occupations | Personal Computer Support Technician   | 29.29       |             |
| 14170       | Information Technology Occupations | System Support Specialist              | 39.52       |             |
| 15010       | Instructional Occupations          | Aircrew Training Devices Instructor    | 32.94       |             |
| 15020       | Instructional Occupations          | Aircrew Training Devices Instructor    | 39.86       |             |

| <b>Code</b> | <b>Category</b>   | <b>Title</b>                                    | <b>Rate</b> | <b>Note</b> |
|-------------|---|---|-------------|-------------|
| 15030       | Instructional Occupations                               | Air Crew Training Devices Instructor            | 47.77       |             |
| 15050       | Instructional Occupations                               | Computer Based Training Specialist / Instructor | 32.94       |             |
| 15060       | Instructional Occupations                               | Educational Technologist                        | 39.47       |             |
| 15070       | Instructional Occupations                               | Flight Instructor                               | 47.77       |             |
| 15080       | Instructional Occupations                               | Graphic Artist                                  | 28.61       |             |
| 15085       | Instructional Occupations                               | Maintenance Test Pilot, Fixed, Jet/Prop         | 47.77       |             |
| 15086       | Instructional Occupations                               | Maintenance Test Pilot, Rotary Wing             | 47.77       |             |
| 15088       | Instructional Occupations                               | Non-Maintenance Test/Co-Pilot                   | 47.77       |             |
| 15090       | Instructional Occupations                               | Technical Instructor                            | 26.85       |             |
| 15095       | Instructional Occupations                               | Technical Instructor/Course Developer           | 32.84       |             |
| 15110       | Instructional Occupations                               | Test Proctor                                    | 21.67       |             |
| 15120       | Instructional Occupations                               | Tutor   | 21.67       |             |
| 16010       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Assembler                                       | 17.28       |             |
| 16030       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Counter Attendant                               | 17.28       |             |
| 16040       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Dry Cleaner                                     | 19.74       |             |
| 16070       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Finisher, Flatwork, Machine                     | 17.28       |             |
| 16090       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Hand                                   | 17.28       |             |
| 16110       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Drycleaning                   | 17.28       |             |
| 16130       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Shirts                        | 17.28       |             |
| 16160       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Wearing Apparel, Laundry      | 17.28       |             |
| 16190       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Sewing Machine Operator                         | 20.56       |             |
| 16220       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Tailor  | 21.39       |             |

| <b>Code</b> | <b>Category</b>   | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------------|-------------|-------------|
| 16250       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Washer, Machine                      | 18.10       |             |
| 19010       | Machine Tool Operation And Repair Occupations           | Machine-Tool Operator                | 27.18       |             |
| 19040       | Machine Tool Operation And Repair Occupations           | Tool And Die Maker                   | 31.49       |             |
| 21020       | Materials Handling And Packing Occupations              | Forklift Operator                    | 21.69       |             |
| 21030       | Materials Handling And Packing Occupations              | Material Coordinator                 | 27.46       |             |
| 21040       | Materials Handling And Packing Occupations              | Material Expediter                   | 27.46       |             |
| 21050       | Materials Handling And Packing Occupations              | Material Handling Laborer            | 19.36       |             |
| 21071       | Materials Handling And Packing Occupations              | Order Filler                         | 17.71       |             |
| 21080       | Materials Handling And Packing Occupations              | Production Line Worker               | 21.69       |             |
| 21110       | Materials Handling And Packing Occupations              | Shipping Packer                      | 21.31       |             |
| 21130       | Materials Handling And Packing Occupations              | Shipping/Receiving Clerk             | 21.31       |             |
| 21140       | Materials Handling And Packing Occupations              | Store Worker I                       | 16.44       | ***         |
| 21150       | Materials Handling And Packing Occupations              | Stock Clerk                          | 21.36       |             |
| 21210       | Materials Handling And Packing Occupations              | Tools And Parts Attendant            | 21.69       |             |
| 21410       | Materials Handling And Packing Occupations              | Warehouse Specialist                 | 21.69       |             |
| 23010       | Mechanics And Maintenance And Repair Occupations        | Aerospace Structural Welder          | 37.96       |             |
| 23019       | Mechanics And Maintenance And Repair Occupations        | Aircraft Logs and Records Technician | 32.45       |             |
| 23021       | Mechanics And Maintenance And Repair Occupations        | Aircraft Mechanic I                  | 36.64       |             |
| 23022       | Mechanics And Maintenance And Repair Occupations        | Aircraft Mechanic II                 | 37.96       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                                   | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 23023       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic III                          | 39.39       |             |
| 23040       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic Helper                       | 29.14       |             |
| 23050       | Mechanics And Maintenance And Repair Occupations | Aircraft, Painter                              | 35.20       |             |
| 23060       | Mechanics And Maintenance And Repair Occupations | Aircraft Servicer                              | 32.45       |             |
| 23070       | Mechanics And Maintenance And Repair Occupations | Aircraft Survival Flight Equipment Technician  | 35.20       |             |
| 23080       | Mechanics And Maintenance And Repair Occupations | Aircraft Worker                                | 33.75       |             |
| 23091       | Mechanics And Maintenance And Repair Occupations | Aircrew Life Support Equipment (ALSE) Mechanic | 33.75       |             |
| 23092       | Mechanics And Maintenance And Repair Occupations | Aircrew Life Support Equipment (ALSE) Mechanic | 36.64       |             |
| 23110       | Mechanics And Maintenance And Repair Occupations | Appliance Mechanic                             | 26.52       |             |
| 23120       | Mechanics And Maintenance And Repair Occupations | Bicycle Repairer                               | 29.17       |             |
| 23125       | Mechanics And Maintenance And Repair Occupations | Cable Splicer                                  | 49.78       |             |
| 23130       | Mechanics And Maintenance And Repair Occupations | Carpenter, Maintenance                         | 28.41       |             |
| 23140       | Mechanics And Maintenance And Repair Occupations | Carpet Layer                                   | 31.56       |             |
| 23160       | Mechanics And Maintenance And Repair Occupations | Electrician, Maintenance                       | 37.84       |             |
| 23181       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance I           | 37.64       |             |
| 23182       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance II          | 39.26       |             |
| 23183       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance III         | 40.86       |             |
| 23260       | Mechanics And Maintenance And Repair Occupations | Fabric Worker                                  | 30.67       |             |
| 23290       | Mechanics And Maintenance And Repair Occupations | Fire Alarm System Mechanic                     | 28.73       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 23310       | Mechanics And Maintenance And Repair Occupations | Fire Extinguisher Repairer                | 29.17       |             |
| 23311       | Mechanics And Maintenance And Repair Occupations | Fuel Distribution System Mechanic         | 39.42       |             |
| 23312       | Mechanics And Maintenance And Repair Occupations | Fuel Distribution System Operator         | 33.22       |             |
| 23370       | Mechanics And Maintenance And Repair Occupations | General Maintenance Worker                | 22.90       |             |
| 23380       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Mechanic         | 36.64       |             |
| 23381       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Servicer         | 32.45       |             |
| 23382       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Worker           | 33.75       |             |
| 23391       | Mechanics And Maintenance And Repair Occupations | Gunsmith I                                | 29.17       |             |
| 23392       | Mechanics And Maintenance And Repair Occupations | Gunsmith II                               | 31.89       |             |
| 23393       | Mechanics And Maintenance And Repair Occupations | Gunsmith III                              | 34.62       |             |
| 23410       | Mechanics And Maintenance And Repair Occupations | Heating, Ventilation And Air-Conditioning | 32.74       |             |
| 23411       | Mechanics And Maintenance And Repair Occupations | Heating, Ventilation And Air Contidioning | 33.93       |             |
| 23430       | Mechanics And Maintenance And Repair Occupations | Heavy Equipment Mechanic                  | 30.84       |             |
| 23440       | Mechanics And Maintenance And Repair Occupations | Heavy Equipment Operator                  | 32.33       |             |
| 23460       | Mechanics And Maintenance And Repair Occupations | Instrument Mechanic                       | 34.62       |             |
| 23465       | Mechanics And Maintenance And Repair Occupations | Laboratory/Shelter Mechanic               | 33.26       |             |
| 23470       | Mechanics And Maintenance And Repair Occupations | Laborer                                   | 19.36       |             |
| 23510       | Mechanics And Maintenance And Repair Occupations | Locksmith                                 | 28.83       |             |
| 23530       | Mechanics And Maintenance And Repair Occupations | Machinery Maintenance Mechanic            | 30.70       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                     | <b>Rate</b> | <b>Note</b> |
|-------------|--|----------------------------------|-------------|-------------|
| 23550       | Mechanics And Maintenance And Repair Occupations | Machinist, Maintenance           | 28.82       |             |
| 23580       | Mechanics And Maintenance And Repair Occupations | Maintenance Trades Helper        | 20.78       |             |
| 23591       | Mechanics And Maintenance And Repair Occupations | Metrology Technician I           | 34.62       |             |
| 23592       | Mechanics And Maintenance And Repair Occupations | Metrology Technician II          | 35.87       |             |
| 23593       | Mechanics And Maintenance And Repair Occupations | Metrology Technician III         | 37.22       |             |
| 23640       | Mechanics And Maintenance And Repair Occupations | Millwright                       | 34.62       |             |
| 23710       | Mechanics And Maintenance And Repair Occupations | Office Appliance Repairer        | 24.48       |             |
| 23760       | Mechanics And Maintenance And Repair Occupations | Painter, Maintenance             | 23.90       |             |
| 23790       | Mechanics And Maintenance And Repair Occupations | Pipefitter, Maintenance          | 39.35       |             |
| 23810       | Mechanics And Maintenance And Repair Occupations | Plumber, Maintenance             | 37.81       |             |
| 23820       | Mechanics And Maintenance And Repair Occupations | Pneudraulic Systems Mechanic     | 34.62       |             |
| 23850       | Mechanics And Maintenance And Repair Occupations | Rigger                           | 34.62       |             |
| 23870       | Mechanics And Maintenance And Repair Occupations | Scale Mechanic                   | 31.89       |             |
| 23890       | Mechanics And Maintenance And Repair Occupations | Sheet-Metal Worker, Maintenance  | 36.15       |             |
| 23910       | Mechanics And Maintenance And Repair Occupations | Small Engine Mechanic            | 23.64       |             |
| 23931       | Mechanics And Maintenance And Repair Occupations | Telecommunications Mechanic I    | 38.92       |             |
| 23932       | Mechanics And Maintenance And Repair Occupations | Telecommunications Mechanic II   | 40.32       |             |
| 23950       | Mechanics And Maintenance And Repair Occupations | Telephone Lineman                | 44.59       |             |
| 23960       | Mechanics And Maintenance And Repair Occupations | Welder, Combination, Maintenance | 27.48       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                          | <b>Rate</b> | <b>Note</b> |
|-------------|--|---------------------------------------|-------------|-------------|
| 23965       | Mechanics And Maintenance And Repair Occupations | Well Driller                          | 34.62       |             |
| 23970       | Mechanics And Maintenance And Repair Occupations | Woodcraft Worker                      | 34.62       |             |
| 23980       | Mechanics And Maintenance And Repair Occupations | Woodworker                            | 29.17       |             |
| 24550       | Personal Needs Occupations                       | Case Manager                          | 21.32       |             |
| 24570       | Personal Needs Occupations                       | Child Care Attendant                  | 17.43       |             |
| 24580       | Personal Needs Occupations                       | Child Care Center Clerk               | 21.74       |             |
| 24610       | Personal Needs Occupations                       | Chore Aide                            | 18.00       |             |
| 24620       | Personal Needs Occupations                       | Family Readiness And Support Services | 21.32       |             |
| 24630       | Personal Needs Occupations                       | Homemaker                             | 22.09       |             |
| 25010       | Plant And System Operations Occupations          | Boiler Tender                         | 33.34       |             |
| 25040       | Plant And System Operations Occupations          | Sewage Plant Operator                 | 30.03       |             |
| 25070       | Plant And System Operations Occupations          | Stationary Engineer                   | 33.34       |             |
| 25190       | Plant And System Operations Occupations          | Ventilation Equipment Tender          | 26.52       |             |
| 25210       | Plant And System Operations Occupations          | Water Treatment Plant Operator        | 30.03       |             |
| 27004       | Protective Service Occupations                   | Alarm Monitor                         | 25.91       |             |
| 27007       | Protective Service Occupations                   | Baggage Inspector                     | 18.25       |             |
| 27008       | Protective Service Occupations                   | Corrections Officer                   | 28.78       |             |
| 27010       | Protective Service Occupations                   | Court Security Officer                | 29.53       |             |
| 27030       | Protective Service Occupations                   | Detection Dog Handler                 | 20.41       |             |
| 27040       | Protective Service Occupations                   | Detention Officer                     | 28.78       |             |
| 27070       | Protective Service Occupations                   | Firefighter                           | 30.28       |             |
| 27101       | Protective Service Occupations                   | Guard I                               | 18.25       |             |
| 27102       | Protective Service Occupations                   | Guard II                              | 20.41       |             |
| 27131       | Protective Service Occupations                   | Police Officer I                      | 34.96       |             |
| 27132       | Protective Service Occupations                   | Police Officer II                     | 38.84       |             |
| 28041       | Recreation Occupations                           | Carnival Equipment Operator           | 18.95       |             |
| 28042       | Recreation Occupations                           | Carnival Equipment Repairer           | 20.07       |             |

| <b>Code</b> | <b>Category</b>                                | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 28043       | Recreation Occupations                         | Carnival Worker                           | 15.00       | ***         |
| 28210       | Recreation Occupations                         | Gate Attendant/Gate Tender                | 21.43       |             |
| 28310       | Recreation Occupations                         | Lifeguard                                 | 15.75       | ***         |
| 28350       | Recreation Occupations                         | Park Attendant                            | 23.97       |             |
| 28510       | Recreation Occupations                         | Recreation Aide/Health Facility Attendant | 17.50       |             |
| 28515       | Recreation Occupations                         | Recreation Specialist                     | 29.70       |             |
| 28630       | Recreation Occupations                         | Sports Official                           | 19.09       |             |
| 28690       | Recreation Occupations                         | Swimming Pool Operator                    | 21.94       |             |
| 29010       | Stevedoring/Longshoremen Occupational Services | Blocker And Bracer                        | 33.10       |             |
| 29020       | Stevedoring/Longshoremen Occupational Services | Hatch Tender                              | 33.10       |             |
| 29030       | Stevedoring/Longshoremen Occupational Services | Line Handler                              | 33.10       |             |
| 29041       | Stevedoring/Longshoremen Occupational Services | Stevedore I                               | 31.83       |             |
| 29042       | Stevedoring/Longshoremen Occupational Services | Stevedore II                              | 34.52       |             |
| 30010       | Technical Occupations                          | Air Traffic Control Specialist, Center    | 50.94       | see 1       |
| 30011       | Technical Occupations                          | Air Traffic Control Specialist, Station   | 35.12       | see 1       |
| 30012       | Technical Occupations                          | Air Traffic Control Specialist, Terminal  | 38.68       | see 1       |
| 30021       | Technical Occupations                          | Archeological Technician I                | 19.71       |             |
| 30022       | Technical Occupations                          | Archeological Technician II               | 22.05       |             |
| 30023       | Technical Occupations                          | Archeological Technician III              | 27.32       |             |
| 30030       | Technical Occupations                          | Cartographic Technician                   | 27.32       |             |
| 30040       | Technical Occupations                          | Civil Engineering Technician              | 28.93       |             |
| 30051       | Technical Occupations                          | Cryogenic Technician I                    | 30.25       |             |
| 30052       | Technical Occupations                          | Cryogenic Technician II                   | 33.41       |             |
| 30061       | Technical Occupations                          | Drafter/CAD Operator I                    | 19.71       |             |
| 30062       | Technical Occupations                          | Drafter/CAD Operator II                   | 22.05       |             |
| 30063       | Technical Occupations                          | Drafter/CAD Operator III                  | 24.59       |             |
| 30064       | Technical Occupations                          | Drafter/CAD Operator IV                   | 30.25       |             |

| <b>Code</b> | <b>Category</b>       | <b>Title</b>                             | <b>Rate</b> | <b>Note</b> |
|-------------|-----------------------|--|-------------|-------------|
| 30081       | Technical Occupations | Engineering Technician I                 | 18.38       |             |
| 30082       | Technical Occupations | Engineering Technician II                | 20.62       |             |
| 30083       | Technical Occupations | Engineering Technician III               | 23.07       |             |
| 30084       | Technical Occupations | Engineering Technician IV                | 28.58       |             |
| 30085       | Technical Occupations | Engineering Technician V                 | 34.96       |             |
| 30086       | Technical Occupations | Engineering Technician VI                | 42.29       |             |
| 30090       | Technical Occupations | Environmental Technician                 | 25.95       |             |
| 30095       | Technical Occupations | Evidence Control Specialist              | 27.32       |             |
| 30210       | Technical Occupations | Laboratory Technician                    | 34.14       |             |
| 30221       | Technical Occupations | Latent Fingerprint Technician I          | 30.25       |             |
| 30222       | Technical Occupations | Latent Fingerprint Technician II         | 33.41       |             |
| 30240       | Technical Occupations | Mathematical Technician                  | 29.33       |             |
| 30361       | Technical Occupations | Paralegal/Legal Assistant I              | 23.99       |             |
| 30362       | Technical Occupations | Paralegal/Legal Assistant II             | 29.73       |             |
| 30363       | Technical Occupations | Paralegal/Legal Assistant III            | 36.37       |             |
| 30364       | Technical Occupations | Paralegal/Legal Assistant IV             | 44.00       |             |
| 30375       | Technical Occupations | Petroleum Supply Specialist              | 33.41       |             |
| 30390       | Technical Occupations | Photo-Optics Technician                  | 27.32       |             |
| 30395       | Technical Occupations | Radiation Control Technician             | 33.41       |             |
| 30461       | Technical Occupations | Technical Writer I                       | 29.84       |             |
| 30462       | Technical Occupations | Technical Writer II                      | 36.50       |             |
| 30463       | Technical Occupations | Technical Writer III                     | 44.16       |             |
| 30491       | Technical Occupations | Unexploded Ordnance (UXO) Technician I   | 32.37       |             |
| 30492       | Technical Occupations | Unexploded Ordnance (UXO) Technician II  | 39.17       |             |
| 30493       | Technical Occupations | Unexploded Ordnance (UXO) Technician III | 46.95       |             |
| 30494       | Technical Occupations | Unexploded (UXO) Safety Escort           | 32.37       |             |
| 30495       | Technical Occupations | Unexploded (UXO) Sweep Personnel         | 32.37       |             |
| 30501       | Technical Occupations | Weather Forecaster I                     | 30.25       |             |
| 30502       | Technical Occupations | Weather Forecaster II                    | 36.80       |             |
| 30620       | Technical Occupations | Weather Observer, Combined Upper Air Or  | 24.59       | see 1       |

| <b>Code</b> | <b>Category</b>  | <b>Title</b>                   | <b>Rate</b> | <b>Note</b> |
|-------------|--|--------------------------------|-------------|-------------|
| 30621       | Technical Occupations                                    | Weather Observer, Senior       | 27.32       | see<br>1    |
| 31010       | Transportation/Mobile Equipment<br>Operation Occupations | Airplane Pilot                 | 39.17       |             |
| 31020       | Transportation/Mobile Equipment<br>Operation Occupations | Bus Aide                       | 22.86       |             |
| 31030       | Transportation/Mobile Equipment<br>Operation Occupations | Bus Driver                     | 29.29       |             |
| 31043       | Transportation/Mobile Equipment<br>Operation Occupations | Driver Courier                 | 20.22       |             |
| 31260       | Transportation/Mobile Equipment<br>Operation Occupations | Parking and Lot Attendant      | 15.00       | ***         |
| 31290       | Transportation/Mobile Equipment<br>Operation Occupations | Shuttle Bus Driver             | 18.02       |             |
| 31310       | Transportation/Mobile Equipment<br>Operation Occupations | Taxi Driver                    | 16.37       | ***         |
| 31361       | Transportation/Mobile Equipment<br>Operation Occupations | Truckdriver, Light             | 21.42       |             |
| 31362       | Transportation/Mobile Equipment<br>Operation Occupations | Truckdriver, Medium            | 22.52       |             |
| 31363       | Transportation/Mobile Equipment<br>Operation Occupations | Truckdriver, Heavy             | 27.54       |             |
| 31364       | Transportation/Mobile Equipment<br>Operation Occupations | Truckdriver, Tractor-Trailer   | 27.54       |             |
| 99020       | Miscellaneous Occupations                                | Cabin Safety Specialist        | 19.10       |             |
| 99030       | Miscellaneous Occupations                                | Cashier                        | 15.99       | ***         |
| 99050       | Miscellaneous Occupations                                | Desk Clerk                     | 17.01       | ***         |
| 99095       | Miscellaneous Occupations                                | Embalmer                       | 32.85       |             |
| 99130       | Miscellaneous Occupations                                | Flight Follower                | 32.37       |             |
| 99251       | Miscellaneous Occupations                                | Laboratory Animal Caretaker I  | 18.80       |             |
| 99252       | Miscellaneous Occupations                                | Laboratory Animal Caretaker II | 19.92       |             |
| 99260       | Miscellaneous Occupations                                | Marketing Analyst              | 35.82       |             |
| 99310       | Miscellaneous Occupations                                | Mortician                      | 32.85       |             |
| 99410       | Miscellaneous Occupations                                | Pest Controller                | 22.42       |             |
| 99510       | Miscellaneous Occupations                                | Photofinishing Worker          | 17.01       | ***         |
| 99710       | Miscellaneous Occupations                                | Recycling Laborer              | 26.43       |             |
| 99711       | Miscellaneous Occupations                                | Recycling Specialist           | 30.44       |             |

| Code  | Category                  | Title                           | Rate  | Note |
|-------|---------------------------|---------------------------------|-------|------|
| 99730 | Miscellaneous Occupations | Refuse Collector                | 24.10 |      |
| 99810 | Miscellaneous Occupations | Sales Clerk                     | 16.67 | ***  |
| 99820 | Miscellaneous Occupations | School Crossing Guard           | 15.84 | ***  |
| 99830 | Miscellaneous Occupations | Survey Party Chief              | 33.03 |      |
| 99831 | Miscellaneous Occupations | Surveying Aide                  | 20.68 |      |
| 99832 | Miscellaneous Occupations | Surveying Technician            | 25.00 |      |
| 99840 | Miscellaneous Occupations | Vending Machine Attendant       | 22.82 |      |
| 99841 | Miscellaneous Occupations | Vending Machine Repairer        | 26.43 |      |
| 99842 | Miscellaneous Occupations | Vending Machine Repairer Helper | 22.82 |      |

## Footer

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.20 per hour) or 13658 (\$12.90 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. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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: \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 per month\*

\*This rate is to be used only when compensating employees for performance on an SCA-

covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 25 years.

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

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

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

1) 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)).

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## **Wage Determination No. : 2015-4095**

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

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

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 28

Date Of Last Revision : 07/22/2024

Source : [Source Website](#)

### **Header**

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

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2024.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.90 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 2024.

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).

Applicable in the state of Massachusetts as follows:

FRANKLIN COUNTY - Ashfield town, Conway town, Deerfield town, Leverett town, Shutesbury town, Sunderland town, Wendell town, Whately town

HAMPDEN COUNTY - Agawam city, Blandford town, Chester town, Chicopee city, East Longmeadow town, Granville town, Hampden town, Holyoke city, Longmeadow town, Ludlow town, Monson town, Montgomery town, Palmer town, Russell town, Southwich town, Springfield city, Tolland town, Wales town, West Springfield town, Westfield city, Wilbraham town

HAMPSHIRE COUNTY - Amherst town, Belchertown town, Chesterfield town, Cummington town, Easthampton town, Goshen town, Granby town, Hadley town, Hatfield town, Huntington town, Northampton city, Pelham town, South Hadley town, Southampton town, Ware town, Westhampton town, Williamsburg town, Worthington town

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

### Wage Determination Table

| Code  | Category  | Title                              | Rate  | Note |
|-------|---|------------------------------------|-------|------|
| 01011 | Administrative Support And Clerical Occupations | Accounting Clerk I                 | 18.87 |      |
| 01012 | Administrative Support And Clerical Occupations | Accounting Clerk II                | 21.18 |      |
| 01013 | Administrative Support And Clerical Occupations | Accounting Clerk III               | 23.69 |      |
| 01020 | Administrative Support And Clerical Occupations | Administrative Assistant           | 31.08 |      |
| 01035 | Administrative Support And Clerical Occupations | Court Reporter                     | 22.91 |      |
| 01041 | Administrative Support And Clerical Occupations | Customer Service Representative I  | 17.39 |      |
| 01042 | Administrative Support And Clerical Occupations | Customer Service Representative II | 18.98 |      |

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------------|-------------|-------------|
| 01043       | Administrative Support And Clerical Occupations | Customer Service Representative III  | 21.32       |             |
| 01051       | Administrative Support And Clerical Occupations | Data Entry Operator I                | 19.86       |             |
| 01052       | Administrative Support And Clerical Occupations | Data Entry Operator II               | 21.67       |             |
| 01060       | Administrative Support And Clerical Occupations | Dispatcher, Motor Vehicle            | 23.67       |             |
| 01070       | Administrative Support And Clerical Occupations | Document Preparation Clerk           | 20.39       |             |
| 01090       | Administrative Support And Clerical Occupations | Duplicating Machine Operator         | 20.39       |             |
| 01111       | Administrative Support And Clerical Occupations | General Clerk I                      | 17.22       |             |
| 01112       | Administrative Support And Clerical Occupations | General Clerk II                     | 18.79       |             |
| 01113       | Administrative Support And Clerical Occupations | General Clerk III                    | 21.10       |             |
| 01120       | Administrative Support And Clerical Occupations | Housing Referral Assistant           | 25.55       |             |
| 01141       | Administrative Support And Clerical Occupations | Messenger Courier                    | 18.50       |             |
| 01191       | Administrative Support And Clerical Occupations | Order Clerk I                        | 18.35       |             |
| 01192       | Administrative Support And Clerical Occupations | Order Clerk II                       | 20.02       |             |
| 01261       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) I   | 20.38       |             |
| 01262       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) II  | 22.79       |             |
| 01263       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) III | 25.41       |             |
| 01270       | Administrative Support And Clerical Occupations | Production Control Clerk             | 27.46       |             |
| 01290       | Administrative Support And Clerical Occupations | Rental Clerk                         | 19.04       |             |
| 01300       | Administrative Support And Clerical Occupations | Scheduler, Maintenance               | 20.48       |             |

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------------|-------------|-------------|
| 01311       | Administrative Support And Clerical Occupations | Secretary I                          | 20.48       |             |
| 01312       | Administrative Support And Clerical Occupations | Secretary II                         | 22.91       |             |
| 01313       | Administrative Support And Clerical Occupations | Secretary III                        | 25.55       |             |
| 01320       | Administrative Support And Clerical Occupations | Service Order Dispatcher             | 21.17       |             |
| 01410       | Administrative Support And Clerical Occupations | Supply Technician                    | 31.08       |             |
| 01420       | Administrative Support And Clerical Occupations | Survey Worker                        | 21.05       |             |
| 01460       | Administrative Support And Clerical Occupations | Switchboard Operator/Receptionist    | 17.79       |             |
| 01531       | Administrative Support And Clerical Occupations | Travel Clerk I                       | 17.90       |             |
| 01532       | Administrative Support And Clerical Occupations | Travel Clerk II                      | 20.09       |             |
| 01533       | Administrative Support And Clerical Occupations | Travel Clerk III                     | 21.93       |             |
| 01611       | Administrative Support And Clerical Occupations | Word Processor I                     | 18.25       |             |
| 01612       | Administrative Support And Clerical Occupations | Word Processor II                    | 20.48       |             |
| 01613       | Administrative Support And Clerical Occupations | Word Processor III                   | 22.91       |             |
| 05005       | Automotive Service Occupations                  | Automobile Body Repairer, Fiberglass | 28.23       |             |
| 05010       | Automotive Service Occupations                  | Automotive Electrician               | 22.50       |             |
| 05040       | Automotive Service Occupations                  | Automotive Glass Installer           | 21.57       |             |
| 05070       | Automotive Service Occupations                  | Automotive Worker                    | 21.57       |             |
| 05110       | Automotive Service Occupations                  | Mobile Equipment Servicer            | 19.73       |             |
| 05130       | Automotive Service Occupations                  | Motor Equipment Metal Mechanic       | 23.42       |             |
| 05160       | Automotive Service Occupations                  | Motor Equipment Metal Worker         | 21.57       |             |
| 05190       | Automotive Service Occupations                  | Motor Vehicle Mechanic               | 23.42       |             |
| 05220       | Automotive Service Occupations                  | Motor Vehicle Mechanic Helper        | 18.63       |             |
| 05250       | Automotive Service Occupations                  | Motor Vehicle Upholstery Worker      | 20.75       |             |

| <b>Code</b> | <b>Category</b>                              | <b>Title</b>                   | <b>Rate</b> | <b>Note</b> |
|-------------|--|--------------------------------|-------------|-------------|
| 05280       | Automotive Service Occupations               | Motor Vehicle Wrecker          | 21.57       |             |
| 05310       | Automotive Service Occupations               | Painter, Automotive            | 22.50       |             |
| 05340       | Automotive Service Occupations               | Radiator Repair Specialist     | 21.57       |             |
| 05370       | Automotive Service Occupations               | Tire Repairer                  | 16.26       | ***         |
| 05400       | Automotive Service Occupations               | Transmission Repair Specialist | 23.42       |             |
| 07010       | Food Preparation And Service Occupations     | Baker                          | 17.45       |             |
| 07041       | Food Preparation And Service Occupations     | Cook I                         | 20.26       |             |
| 07042       | Food Preparation And Service Occupations     | Cook II                        | 22.15       |             |
| 07070       | Food Preparation And Service Occupations     | Dishwasher                     | 16.35       | ***         |
| 07130       | Food Preparation And Service Occupations     | Food Service Worker            | 17.01       | ***         |
| 07210       | Food Preparation And Service Occupations     | Meat Cutter                    | 22.25       |             |
| 07260       | Food Preparation And Service Occupations     | Waiter/Waitress                | 16.28       | ***         |
| 09010       | Furniture Maintenance And Repair Occupations | Electrostatic Spray Painter    | 23.22       |             |
| 09040       | Furniture Maintenance And Repair Occupations | Furniture Handler              | 16.69       | ***         |
| 09080       | Furniture Maintenance And Repair Occupations | Furniture Refinisher           | 23.22       |             |
| 09090       | Furniture Maintenance And Repair Occupations | Furniture Refinisher Helper    | 19.23       |             |
| 09110       | Furniture Maintenance And Repair Occupations | Furniture Repairer, Minor      | 21.41       |             |
| 09130       | Furniture Maintenance And Repair Occupations | Upholsterer                    | 23.22       |             |
| 11030       | General Services And Support Occupations     | Cleaner, Vehicles              | 16.68       | ***         |
| 11060       | General Services And Support Occupations     | Elevator Operator              | 17.85       |             |
| 11090       | General Services And Support Occupations     | Gardener                       | 24.27       |             |

| <b>Code</b> | <b>Category</b>                          | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 11122       | General Services And Support Occupations | Housekeeping Aide                          | 17.85       |             |
| 11150       | General Services And Support Occupations | Janitor                                    | 17.85       |             |
| 11210       | General Services And Support Occupations | Laborer, Grounds Maintenance               | 19.90       |             |
| 11240       | General Services And Support Occupations | Maid or Houseman                           | 16.83       | ***         |
| 11260       | General Services And Support Occupations | Pruner                                     | 18.14       |             |
| 11270       | General Services And Support Occupations | Tractor Operator                           | 22.90       |             |
| 11330       | General Services And Support Occupations | Trail Maintenance Worker                   | 19.90       |             |
| 11360       | General Services And Support Occupations | Window Cleaner                             | 19.57       |             |
| 12010       | Health Occupations                       | Ambulance Driver                           | 22.06       |             |
| 12011       | Health Occupations                       | Breath Alcohol Technician                  | 28.48       |             |
| 12012       | Health Occupations                       | Certified Occupational Therapist Assistant | 32.12       |             |
| 12015       | Health Occupations                       | Certified Physical Therapist Assistant     | 32.27       |             |
| 12020       | Health Occupations                       | Dental Assistant                           | 23.92       |             |
| 12025       | Health Occupations                       | Dental Hygienist                           | 44.89       |             |
| 12030       | Health Occupations                       | EKG Technician                             | 35.61       |             |
| 12035       | Health Occupations                       | Electroneurodiagnostic Technologist        | 35.61       |             |
| 12040       | Health Occupations                       | Emergency Medical Technician               | 22.06       |             |
| 12071       | Health Occupations                       | Licensed Practical Nurse I                 | 25.46       |             |
| 12072       | Health Occupations                       | Licensed Practical Nurse II                | 28.48       |             |
| 12073       | Health Occupations                       | Licensed Practical Nurse III               | 31.76       |             |
| 12100       | Health Occupations                       | Medical Assistant                          | 21.93       |             |
| 12130       | Health Occupations                       | Medical Laboratory Technician              | 31.09       |             |
| 12160       | Health Occupations                       | Medical Record Clerk                       | 23.20       |             |
| 12190       | Health Occupations                       | Medical Record Technician                  | 25.95       |             |
| 12195       | Health Occupations                       | Medical Transcriptionist                   | 20.86       |             |

| <b>Code</b> | <b>Category</b>                  | <b>Title</b>                           | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------|--|-------------|-------------|
| 12210       | Health Occupations               | Nuclear Medicine Technologist          | 57.00       |             |
| 12221       | Health Occupations               | Nursing Assistant I                    | 14.65       | ***         |
| 12222       | Health Occupations               | Nursing Assistant II                   | 16.47       | ***         |
| 12223       | Health Occupations               | Nursing Assistant III                  | 17.97       |             |
| 12224       | Health Occupations               | Nursing Assistant IV                   | 20.18       |             |
| 12235       | Health Occupations               | Optical Dispenser                      | 29.70       |             |
| 12236       | Health Occupations               | Optical Technician                     | 25.46       |             |
| 12250       | Health Occupations               | Pharmacy Technician                    | 19.67       |             |
| 12280       | Health Occupations               | Phlebotomist                           | 22.19       |             |
| 12305       | Health Occupations               | Radiologic Technologist                | 35.70       |             |
| 12311       | Health Occupations               | Registered Nurse I                     | 29.56       |             |
| 12312       | Health Occupations               | Registered Nurse II                    | 36.16       |             |
| 12313       | Health Occupations               | Registered Nurse II, Specialist        | 36.16       |             |
| 12314       | Health Occupations               | Registered Nurse III                   | 45.75       |             |
| 12315       | Health Occupations               | Registered Nurse III, Anesthetist      | 45.75       |             |
| 12316       | Health Occupations               | Registered Nurse IV                    | 52.44       |             |
| 12317       | Health Occupations               | Scheduler                              | 35.29       |             |
| 12320       | Health Occupations               | Substance Abuse Treatment Counselor    | 25.07       |             |
| 13011       | Information And Arts Occupations | Exhibits Specialist I                  | 23.79       |             |
| 13012       | Information And Arts Occupations | Exhibits Specialist II                 | 29.48       |             |
| 13013       | Information And Arts Occupations | Exhibits Specialist III                | 36.05       |             |
| 13041       | Information And Arts Occupations | Illustrator I                          | 23.79       |             |
| 13042       | Information And Arts Occupations | Illustrator II                         | 29.48       |             |
| 13043       | Information And Arts Occupations | Illustrator III                        | 36.05       |             |
| 13047       | Information And Arts Occupations | Librarian                              | 32.64       |             |
| 13050       | Information And Arts Occupations | Library Aide/Clerk                     | 17.30       |             |
| 13054       | Information And Arts Occupations | Library Information Technology Systems | 29.48       |             |
| 13058       | Information And Arts Occupations | Library Technician                     | 23.29       |             |
| 13061       | Information And Arts Occupations | Media Specialist I                     | 21.27       |             |
| 13062       | Information And Arts Occupations | Media Specialist II                    | 23.79       |             |
| 13063       | Information And Arts Occupations | Media Specialist III                   | 26.52       |             |
| 13071       | Information And Arts Occupations | Photographer I                         | 21.92       |             |

| <b>Code</b> | <b>Category</b>                    | <b>Title</b>                                    | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------|---|-------------|-------------|
| 13072       | Information And Arts Occupations   | Photographer II                                 | 25.11       |             |
| 13073       | Information And Arts Occupations   | Photographer III                                | 31.11       |             |
| 13074       | Information And Arts Occupations   | Photographer IV                                 | 38.05       |             |
| 13075       | Information And Arts Occupations   | Photographer V                                  | 46.04       |             |
| 13090       | Information And Arts Occupations   | Technical Order Library Clerk                   | 21.72       |             |
| 13110       | Information And Arts Occupations   | Video Teleconference Technician                 | 28.92       |             |
| 14041       | Information Technology Occupations | Computer Operator I                             | 19.51       |             |
| 14042       | Information Technology Occupations | Computer Operator II                            | 22.34       |             |
| 14043       | Information Technology Occupations | Computer Operator III                           | 24.75       |             |
| 14044       | Information Technology Occupations | Computer Operator IV                            | 27.68       |             |
| 14045       | Information Technology Occupations | Computer Operator V                             | 30.66       |             |
| 14071       | Information Technology Occupations | Computer Programmer I                           | NaN         | see 1       |
| 14072       | Information Technology Occupations | Computer Programmer II                          | NaN         | see 1       |
| 14073       | Information Technology Occupations | Computer Programmer III                         | NaN         | see 1       |
| 14074       | Information Technology Occupations | Computer Programmer IV                          | NaN         | see 1       |
| 14101       | Information Technology Occupations | Computer Systems Analyst I                      | NaN         | see 1       |
| 14102       | Information Technology Occupations | Computer Systems Analyst II                     | NaN         | see 1       |
| 14103       | Information Technology Occupations | Computer Systems Analyst III                    | NaN         | see 1       |
| 14150       | Information Technology Occupations | Peripheral Equipment Operator                   | 19.51       |             |
| 14160       | Information Technology Occupations | Personal Computer Support Technician            | 27.68       |             |
| 14170       | Information Technology Occupations | System Support Specialist                       | 39.52       |             |
| 15010       | Instructional Occupations          | Aircrew Training Devices Instructor             | 32.94       |             |
| 15020       | Instructional Occupations          | Aircrew Training Devices Instructor             | 39.86       |             |
| 15030       | Instructional Occupations          | Air Crew Training Devices Instructor            | 47.77       |             |
| 15050       | Instructional Occupations          | Computer Based Training Specialist / Instructor | 32.94       |             |

| <b>Code</b> | <b>Category</b>   | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|---|--|-------------|-------------|
| 15060       | Instructional Occupations                               | Educational Technologist                   | 37.74       |             |
| 15070       | Instructional Occupations                               | Flight Instructor                          | 47.77       |             |
| 15080       | Instructional Occupations                               | Graphic Artist                             | 28.61       |             |
| 15085       | Instructional Occupations                               | Maintenance Test Pilot, Fixed, Jet/Prop    | 47.77       |             |
| 15086       | Instructional Occupations                               | Maintenance Test Pilot, Rotary Wing        | 47.77       |             |
| 15088       | Instructional Occupations                               | Non-Maintenance Test/Co-Pilot              | 47.77       |             |
| 15090       | Instructional Occupations                               | Technical Instructor                       | 26.85       |             |
| 15095       | Instructional Occupations                               | Technical Instructor/Course Developer      | 32.84       |             |
| 15110       | Instructional Occupations                               | Test Proctor                               | 21.67       |             |
| 15120       | Instructional Occupations                               | Tutor                                      | 21.67       |             |
| 16010       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Assembler                                  | 17.28       |             |
| 16030       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Counter Attendant                          | 17.28       |             |
| 16040       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Dry Cleaner                                | 19.74       |             |
| 16070       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Finisher, Flatwork, Machine                | 17.28       |             |
| 16090       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Hand                              | 17.28       |             |
| 16110       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Drycleaning              | 17.28       |             |
| 16130       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Shirts                   | 17.28       |             |
| 16160       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Wearing Apparel, Laundry | 17.28       |             |
| 16190       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Sewing Machine Operator                    | 20.56       |             |
| 16220       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Tailor                                     | 21.39       |             |
| 16250       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Washer, Machine                            | 18.10       |             |
| 19010       | Machine Tool Operation And Repair Occupations           | Machine-Tool Operator                      | 27.18       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|--|--------------------------------------|-------------|-------------|
| 19040       | Machine Tool Operation And Repair Occupations    | Tool And Die Maker                   | 31.49       |             |
| 21020       | Materials Handling And Packing Occupations       | Forklift Operator                    | 21.69       |             |
| 21030       | Materials Handling And Packing Occupations       | Material Coordinator                 | 27.46       |             |
| 21040       | Materials Handling And Packing Occupations       | Material Expediter                   | 27.46       |             |
| 21050       | Materials Handling And Packing Occupations       | Material Handling Laborer            | 19.36       |             |
| 21071       | Materials Handling And Packing Occupations       | Order Filler                         | 17.71       |             |
| 21080       | Materials Handling And Packing Occupations       | Production Line Worker               | 21.69       |             |
| 21110       | Materials Handling And Packing Occupations       | Shipping Packer                      | 21.31       |             |
| 21130       | Materials Handling And Packing Occupations       | Shipping/Receiving Clerk             | 21.31       |             |
| 21140       | Materials Handling And Packing Occupations       | Store Worker I                       | 16.44       | ***         |
| 21150       | Materials Handling And Packing Occupations       | Stock Clerk                          | 21.36       |             |
| 21210       | Materials Handling And Packing Occupations       | Tools And Parts Attendant            | 21.69       |             |
| 21410       | Materials Handling And Packing Occupations       | Warehouse Specialist                 | 21.69       |             |
| 23010       | Mechanics And Maintenance And Repair Occupations | Aerospace Structural Welder          | 37.96       |             |
| 23019       | Mechanics And Maintenance And Repair Occupations | Aircraft Logs and Records Technician | 32.45       |             |
| 23021       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic I                  | 36.64       |             |
| 23022       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic II                 | 37.96       |             |
| 23023       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic III                | 39.39       |             |
| 23040       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic Helper             | 29.14       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                                   | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 23050       | Mechanics And Maintenance And Repair Occupations | Aircraft, Painter                              | 35.20       |             |
| 23060       | Mechanics And Maintenance And Repair Occupations | Aircraft Servicer                              | 32.45       |             |
| 23070       | Mechanics And Maintenance And Repair Occupations | Aircraft Survival Flight Equipment Technician  | 35.20       |             |
| 23080       | Mechanics And Maintenance And Repair Occupations | Aircraft Worker                                | 33.75       |             |
| 23091       | Mechanics And Maintenance And Repair Occupations | Aircrew Life Support Equipment (ALSE) Mechanic | 33.75       |             |
| 23092       | Mechanics And Maintenance And Repair Occupations | Aircrew Life Support Equipment (ALSE) Mechanic | 36.64       |             |
| 23110       | Mechanics And Maintenance And Repair Occupations | Appliance Mechanic                             | 26.52       |             |
| 23120       | Mechanics And Maintenance And Repair Occupations | Bicycle Repairer                               | 25.78       |             |
| 23125       | Mechanics And Maintenance And Repair Occupations | Cable Splicer                                  | 49.78       |             |
| 23130       | Mechanics And Maintenance And Repair Occupations | Carpenter, Maintenance                         | 28.41       |             |
| 23140       | Mechanics And Maintenance And Repair Occupations | Carpet Layer                                   | 31.36       |             |
| 23160       | Mechanics And Maintenance And Repair Occupations | Electrician, Maintenance                       | 37.84       |             |
| 23181       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance I           | 37.64       |             |
| 23182       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance II          | 39.26       |             |
| 23183       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance III         | 40.86       |             |
| 23260       | Mechanics And Maintenance And Repair Occupations | Fabric Worker                                  | 30.67       |             |
| 23290       | Mechanics And Maintenance And Repair Occupations | Fire Alarm System Mechanic                     | 28.73       |             |
| 23310       | Mechanics And Maintenance And Repair Occupations | Fire Extinguisher Repairer                     | 29.17       |             |
| 23311       | Mechanics And Maintenance And Repair Occupations | Fuel Distribution System Mechanic              | 38.42       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 23312       | Mechanics And Maintenance And Repair Occupations | Fuel Distribution System Operator         | 32.37       |             |
| 23370       | Mechanics And Maintenance And Repair Occupations | General Maintenance Worker                | 22.90       |             |
| 23380       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Mechanic         | 36.64       |             |
| 23381       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Servicer         | 32.45       |             |
| 23382       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Worker           | 33.75       |             |
| 23391       | Mechanics And Maintenance And Repair Occupations | Gunsmith I                                | 29.17       |             |
| 23392       | Mechanics And Maintenance And Repair Occupations | Gunsmith II                               | 31.89       |             |
| 23393       | Mechanics And Maintenance And Repair Occupations | Gunsmith III                              | 34.62       |             |
| 23410       | Mechanics And Maintenance And Repair Occupations | Heating, Ventilation And Air-Conditioning | 32.74       |             |
| 23411       | Mechanics And Maintenance And Repair Occupations | Heating, Ventilation And Air Contidioning | 33.93       |             |
| 23430       | Mechanics And Maintenance And Repair Occupations | Heavy Equipment Mechanic                  | 30.84       |             |
| 23440       | Mechanics And Maintenance And Repair Occupations | Heavy Equipment Operator                  | 32.33       |             |
| 23460       | Mechanics And Maintenance And Repair Occupations | Instrument Mechanic                       | 34.62       |             |
| 23465       | Mechanics And Maintenance And Repair Occupations | Laboratory/Shelter Mechanic               | 33.26       |             |
| 23470       | Mechanics And Maintenance And Repair Occupations | Laborer                                   | 19.36       |             |
| 23510       | Mechanics And Maintenance And Repair Occupations | Locksmith                                 | 28.83       |             |
| 23530       | Mechanics And Maintenance And Repair Occupations | Machinery Maintenance Mechanic            | 30.70       |             |
| 23550       | Mechanics And Maintenance And Repair Occupations | Machinist, Maintenance                    | 28.82       |             |
| 23580       | Mechanics And Maintenance And Repair Occupations | Maintenance Trades Helper                 | 19.46       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                     | <b>Rate</b> | <b>Note</b> |
|-------------|--|----------------------------------|-------------|-------------|
| 23591       | Mechanics And Maintenance And Repair Occupations | Metrology Technician I           | 34.62       |             |
| 23592       | Mechanics And Maintenance And Repair Occupations | Metrology Technician II          | 35.87       |             |
| 23593       | Mechanics And Maintenance And Repair Occupations | Metrology Technician III         | 37.22       |             |
| 23640       | Mechanics And Maintenance And Repair Occupations | Millwright                       | 34.62       |             |
| 23710       | Mechanics And Maintenance And Repair Occupations | Office Appliance Repairer        | 23.93       |             |
| 23760       | Mechanics And Maintenance And Repair Occupations | Painter, Maintenance             | 23.90       |             |
| 23790       | Mechanics And Maintenance And Repair Occupations | Pipefitter, Maintenance          | 39.35       |             |
| 23810       | Mechanics And Maintenance And Repair Occupations | Plumber, Maintenance             | 37.81       |             |
| 23820       | Mechanics And Maintenance And Repair Occupations | Pneudraulic Systems Mechanic     | 34.62       |             |
| 23850       | Mechanics And Maintenance And Repair Occupations | Rigger                           | 34.62       |             |
| 23870       | Mechanics And Maintenance And Repair Occupations | Scale Mechanic                   | 31.89       |             |
| 23890       | Mechanics And Maintenance And Repair Occupations | Sheet-Metal Worker, Maintenance  | 36.15       |             |
| 23910       | Mechanics And Maintenance And Repair Occupations | Small Engine Mechanic            | 23.39       |             |
| 23931       | Mechanics And Maintenance And Repair Occupations | Telecommunications Mechanic I    | 40.98       |             |
| 23932       | Mechanics And Maintenance And Repair Occupations | Telecommunications Mechanic II   | 42.46       |             |
| 23950       | Mechanics And Maintenance And Repair Occupations | Telephone Lineman                | 44.59       |             |
| 23960       | Mechanics And Maintenance And Repair Occupations | Welder, Combination, Maintenance | 27.48       |             |
| 23965       | Mechanics And Maintenance And Repair Occupations | Well Driller                     | 34.62       |             |
| 23970       | Mechanics And Maintenance And Repair Occupations | Woodcraft Worker                 | 34.62       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                          | <b>Rate</b> | <b>Note</b> |
|-------------|--|---------------------------------------|-------------|-------------|
| 23980       | Mechanics And Maintenance And Repair Occupations | Woodworker                            | 29.17       |             |
| 24550       | Personal Needs Occupations                       | Case Manager                          | 19.69       |             |
| 24570       | Personal Needs Occupations                       | Child Care Attendant                  | 17.43       |             |
| 24580       | Personal Needs Occupations                       | Child Care Center Clerk               | 21.74       |             |
| 24610       | Personal Needs Occupations                       | Chore Aide                            | 18.00       |             |
| 24620       | Personal Needs Occupations                       | Family Readiness And Support Services | 19.69       |             |
| 24630       | Personal Needs Occupations                       | Homemaker                             | 20.39       |             |
| 25010       | Plant And System Operations Occupations          | Boiler Tender                         | 33.34       |             |
| 25040       | Plant And System Operations Occupations          | Sewage Plant Operator                 | 30.03       |             |
| 25070       | Plant And System Operations Occupations          | Stationary Engineer                   | 33.34       |             |
| 25190       | Plant And System Operations Occupations          | Ventilation Equipment Tender          | 26.52       |             |
| 25210       | Plant And System Operations Occupations          | Water Treatment Plant Operator        | 30.03       |             |
| 27004       | Protective Service Occupations                   | Alarm Monitor                         | 25.91       |             |
| 27007       | Protective Service Occupations                   | Baggage Inspector                     | 18.25       |             |
| 27008       | Protective Service Occupations                   | Corrections Officer                   | 28.78       |             |
| 27010       | Protective Service Occupations                   | Court Security Officer                | 29.53       |             |
| 27030       | Protective Service Occupations                   | Detection Dog Handler                 | 20.41       |             |
| 27040       | Protective Service Occupations                   | Detention Officer                     | 28.78       |             |
| 27070       | Protective Service Occupations                   | Firefighter                           | 30.28       |             |
| 27101       | Protective Service Occupations                   | Guard I                               | 18.25       |             |
| 27102       | Protective Service Occupations                   | Guard II                              | 20.41       |             |
| 27131       | Protective Service Occupations                   | Police Officer I                      | 34.96       |             |
| 27132       | Protective Service Occupations                   | Police Officer II                     | 38.84       |             |
| 28041       | Recreation Occupations                           | Carnival Equipment Operator           | 18.95       |             |
| 28042       | Recreation Occupations                           | Carnival Equipment Repairer           | 20.07       |             |
| 28043       | Recreation Occupations                           | Carnival Worker                       | 15.00       | ***         |
| 28210       | Recreation Occupations                           | Gate Attendant/Gate Tender            | 21.43       |             |
| 28310       | Recreation Occupations                           | Lifeguard                             | 15.75       | ***         |
| 28350       | Recreation Occupations                           | Park Attendant                        | 23.97       |             |

| <b>Code</b> | <b>Category</b>                                | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 28510       | Recreation Occupations                         | Recreation Aide/Health Facility Attendant | 17.50       |             |
| 28515       | Recreation Occupations                         | Recreation Specialist                     | 29.70       |             |
| 28630       | Recreation Occupations                         | Sports Official                           | 19.09       |             |
| 28690       | Recreation Occupations                         | Swimming Pool Operator                    | 21.94       |             |
| 29010       | Stevedoring/Longshoremen Occupational Services | Blocker And Bracer                        | 33.10       |             |
| 29020       | Stevedoring/Longshoremen Occupational Services | Hatch Tender                              | 33.10       |             |
| 29030       | Stevedoring/Longshoremen Occupational Services | Line Handler                              | 33.10       |             |
| 29041       | Stevedoring/Longshoremen Occupational Services | Stevedore I                               | 31.83       |             |
| 29042       | Stevedoring/Longshoremen Occupational Services | Stevedore II                              | 34.52       |             |
| 30010       | Technical Occupations                          | Air Traffic Control Specialist, Center    | 50.94       | see 2       |
| 30011       | Technical Occupations                          | Air Traffic Control Specialist, Station   | 35.12       | see 2       |
| 30012       | Technical Occupations                          | Air Traffic Control Specialist, Terminal  | 38.68       | see 2       |
| 30021       | Technical Occupations                          | Archeological Technician I                | 19.71       |             |
| 30022       | Technical Occupations                          | Archeological Technician II               | 22.05       |             |
| 30023       | Technical Occupations                          | Archeological Technician III              | 27.32       |             |
| 30030       | Technical Occupations                          | Cartographic Technician                   | 27.32       |             |
| 30040       | Technical Occupations                          | Civil Engineering Technician              | 28.93       |             |
| 30051       | Technical Occupations                          | Cryogenic Technician I                    | 30.25       |             |
| 30052       | Technical Occupations                          | Cryogenic Technician II                   | 33.41       |             |
| 30061       | Technical Occupations                          | Drafter/CAD Operator I                    | 19.71       |             |
| 30062       | Technical Occupations                          | Drafter/CAD Operator II                   | 22.05       |             |
| 30063       | Technical Occupations                          | Drafter/CAD Operator III                  | 24.59       |             |
| 30064       | Technical Occupations                          | Drafter/CAD Operator IV                   | 30.25       |             |
| 30081       | Technical Occupations                          | Engineering Technician I                  | 18.38       |             |
| 30082       | Technical Occupations                          | Engineering Technician II                 | 20.62       |             |
| 30083       | Technical Occupations                          | Engineering Technician III                | 23.07       |             |
| 30084       | Technical Occupations                          | Engineering Technician IV                 | 28.58       |             |

| <b>Code</b> | <b>Category</b>                                       | <b>Title</b>                             | <b>Rate</b> | <b>Note</b> |
|-------------|---|--|-------------|-------------|
| 30085       | Technical Occupations                                 | Engineering Technician V                 | 34.96       |             |
| 30086       | Technical Occupations                                 | Engineering Technician VI                | 42.29       |             |
| 30090       | Technical Occupations                                 | Environmental Technician                 | 25.95       |             |
| 30095       | Technical Occupations                                 | Evidence Control Specialist              | 27.32       |             |
| 30210       | Technical Occupations                                 | Laboratory Technician                    | 34.14       |             |
| 30221       | Technical Occupations                                 | Latent Fingerprint Technician I          | 30.25       |             |
| 30222       | Technical Occupations                                 | Latent Fingerprint Technician II         | 33.41       |             |
| 30240       | Technical Occupations                                 | Mathematical Technician                  | 28.55       |             |
| 30361       | Technical Occupations                                 | Paralegal/Legal Assistant I              | 23.99       |             |
| 30362       | Technical Occupations                                 | Paralegal/Legal Assistant II             | 29.73       |             |
| 30363       | Technical Occupations                                 | Paralegal/Legal Assistant III            | 36.37       |             |
| 30364       | Technical Occupations                                 | Paralegal/Legal Assistant IV             | 44.00       |             |
| 30375       | Technical Occupations                                 | Petroleum Supply Specialist              | 33.41       |             |
| 30390       | Technical Occupations                                 | Photo-Optics Technician                  | 27.32       |             |
| 30395       | Technical Occupations                                 | Radiation Control Technician             | 33.41       |             |
| 30461       | Technical Occupations                                 | Technical Writer I                       | 29.84       |             |
| 30462       | Technical Occupations                                 | Technical Writer II                      | 36.50       |             |
| 30463       | Technical Occupations                                 | Technical Writer III                     | 44.16       |             |
| 30491       | Technical Occupations                                 | Unexploded Ordnance (UXO) Technician I   | 32.37       |             |
| 30492       | Technical Occupations                                 | Unexploded Ordnance (UXO) Technician II  | 39.17       |             |
| 30493       | Technical Occupations                                 | Unexploded Ordnance (UXO) Technician III | 46.95       |             |
| 30494       | Technical Occupations                                 | Unexploded (UXO) Safety Escort           | 32.37       |             |
| 30495       | Technical Occupations                                 | Unexploded (UXO) Sweep Personnel         | 32.37       |             |
| 30501       | Technical Occupations                                 | Weather Forecaster I                     | 30.25       |             |
| 30502       | Technical Occupations                                 | Weather Forecaster II                    | 36.80       |             |
| 30620       | Technical Occupations                                 | Weather Observer, Combined Upper Air Or  | 24.59       | see 2       |
| 30621       | Technical Occupations                                 | Weather Observer, Senior                 | 27.32       | see 2       |
| 31010       | Transportation/Mobile Equipment Operation Occupations | Airplane Pilot                           | 39.17       |             |

| <b>Code</b> | <b>Category</b>                                       | <b>Title</b>                   | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------|-------------|-------------|
| 31020       | Transportation/Mobile Equipment Operation Occupations | Bus Aide                       | 20.67       |             |
| 31030       | Transportation/Mobile Equipment Operation Occupations | Bus Driver                     | 28.34       |             |
| 31043       | Transportation/Mobile Equipment Operation Occupations | Driver Courier                 | 20.22       |             |
| 31260       | Transportation/Mobile Equipment Operation Occupations | Parking and Lot Attendant      | 15.00       | ***         |
| 31290       | Transportation/Mobile Equipment Operation Occupations | Shuttle Bus Driver             | 18.02       |             |
| 31310       | Transportation/Mobile Equipment Operation Occupations | Taxi Driver                    | 15.57       | ***         |
| 31361       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Light             | 21.42       |             |
| 31362       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Medium            | 22.52       |             |
| 31363       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Heavy             | 27.54       |             |
| 31364       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Tractor-Trailer   | 27.54       |             |
| 99020       | Miscellaneous Occupations                             | Cabin Safety Specialist        | 19.10       |             |
| 99030       | Miscellaneous Occupations                             | Cashier                        | 15.99       | ***         |
| 99050       | Miscellaneous Occupations                             | Desk Clerk                     | 17.01       | ***         |
| 99095       | Miscellaneous Occupations                             | Embalmer                       | 29.67       |             |
| 99130       | Miscellaneous Occupations                             | Flight Follower                | 32.37       |             |
| 99251       | Miscellaneous Occupations                             | Laboratory Animal Caretaker I  | 18.80       |             |
| 99252       | Miscellaneous Occupations                             | Laboratory Animal Caretaker II | 19.92       |             |
| 99260       | Miscellaneous Occupations                             | Marketing Analyst              | 35.82       |             |
| 99310       | Miscellaneous Occupations                             | Mortician                      | 30.30       |             |
| 99410       | Miscellaneous Occupations                             | Pest Controller                | 22.42       |             |
| 99510       | Miscellaneous Occupations                             | Photofinishing Worker          | 17.01       | ***         |
| 99710       | Miscellaneous Occupations                             | Recycling Laborer              | 26.43       |             |
| 99711       | Miscellaneous Occupations                             | Recycling Specialist           | 30.44       |             |
| 99730       | Miscellaneous Occupations                             | Refuse Collector               | 24.10       |             |
| 99810       | Miscellaneous Occupations                             | Sales Clerk                    | 16.67       | ***         |
| 99820       | Miscellaneous Occupations                             | School Crossing Guard          | 15.84       | ***         |

| <b>Code</b> | <b>Category</b>           | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------|---------------------------------|-------------|-------------|
| 99830       | Miscellaneous Occupations | Survey Party Chief              | 27.86       |             |
| 99831       | Miscellaneous Occupations | Surveying Aide                  | 18.24       |             |
| 99832       | Miscellaneous Occupations | Surveying Technician            | 25.00       |             |
| 99840       | Miscellaneous Occupations | Vending Machine Attendant       | 22.82       |             |
| 99841       | Miscellaneous Occupations | Vending Machine Repairer        | 26.43       |             |
| 99842       | Miscellaneous Occupations | Vending Machine Repairer Helper | 22.82       |             |

## **Footer**

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.20 per hour) or 13658 (\$12.90 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. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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: \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 per month\*

\*This rate is to be used only when compensating employees for performance on an SCA-

covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 25 years.

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

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

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

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

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

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

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

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

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

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**\*\* HAZARDOUS PAY DIFFERENTIAL \*\***

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

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

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like;

minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all

contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of ""wash and wear""

materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

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

**Conformance Process:**

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

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

The process for preparing a conformance request is as follows:

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

2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S.

Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

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

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

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

Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

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## **Wage Determination No. : 2015-4097**

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

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

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 28

Date Of Last Revision : 07/22/2024

Source : [Source Website](#)

**Header**

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

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2024.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.90 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 2024.

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: Connecticut

This wage determination applies to the following towns in Windham county: Brooklyn, Killingly, Plainfield, Pomfret, Putnam, Sterling, Thompson, Woodstock

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

**Wage Determination Table**

| Code  | Category  | Title              | Rate  | Note |
|-------|---|--------------------|-------|------|
| 01011 | Administrative Support And Clerical Occupations | Accounting Clerk I | 19.02 |      |

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                        | <b>Rate</b> | <b>Note</b> |
|-------------|---|-------------------------------------|-------------|-------------|
| 01012       | Administrative Support And Clerical Occupations | Accounting Clerk II                 | 21.34       |             |
| 01013       | Administrative Support And Clerical Occupations | Accounting Clerk III                | 23.87       |             |
| 01020       | Administrative Support And Clerical Occupations | Administrative Assistant            | 33.59       |             |
| 01035       | Administrative Support And Clerical Occupations | Court Reporter                      | 23.80       |             |
| 01041       | Administrative Support And Clerical Occupations | Customer Service Representative I   | 17.70       |             |
| 01042       | Administrative Support And Clerical Occupations | Customer Service Representative II  | 19.31       |             |
| 01043       | Administrative Support And Clerical Occupations | Customer Service Representative III | 21.67       |             |
| 01051       | Administrative Support And Clerical Occupations | Data Entry Operator I               | 18.89       |             |
| 01052       | Administrative Support And Clerical Occupations | Data Entry Operator II              | 20.60       |             |
| 01060       | Administrative Support And Clerical Occupations | Dispatcher, Motor Vehicle           | 23.80       |             |
| 01070       | Administrative Support And Clerical Occupations | Document Preparation Clerk          | 20.41       |             |
| 01090       | Administrative Support And Clerical Occupations | Duplicating Machine Operator        | 20.41       |             |
| 01111       | Administrative Support And Clerical Occupations | General Clerk I                     | 17.91       |             |
| 01112       | Administrative Support And Clerical Occupations | General Clerk II                    | 19.54       |             |
| 01113       | Administrative Support And Clerical Occupations | General Clerk III                   | 21.93       |             |
| 01120       | Administrative Support And Clerical Occupations | Housing Referral Assistant          | 26.54       |             |
| 01141       | Administrative Support And Clerical Occupations | Messenger Courier                   | 19.57       |             |
| 01191       | Administrative Support And Clerical Occupations | Order Clerk I                       | 18.05       |             |
| 01192       | Administrative Support And Clerical Occupations | Order Clerk II                      | 19.69       |             |

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------------|-------------|-------------|
| 01261       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) I   | 20.15       |             |
| 01262       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) II  | 22.54       |             |
| 01263       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) III | 25.14       |             |
| 01270       | Administrative Support And Clerical Occupations | Production Control Clerk             | 27.55       |             |
| 01290       | Administrative Support And Clerical Occupations | Rental Clerk                         | 19.35       |             |
| 01300       | Administrative Support And Clerical Occupations | Scheduler, Maintenance               | 21.28       |             |
| 01311       | Administrative Support And Clerical Occupations | Secretary I                          | 21.28       |             |
| 01312       | Administrative Support And Clerical Occupations | Secretary II                         | 23.80       |             |
| 01313       | Administrative Support And Clerical Occupations | Secretary III                        | 26.54       |             |
| 01320       | Administrative Support And Clerical Occupations | Service Order Dispatcher             | 21.28       |             |
| 01410       | Administrative Support And Clerical Occupations | Supply Technician                    | 33.59       |             |
| 01420       | Administrative Support And Clerical Occupations | Survey Worker                        | 22.81       |             |
| 01460       | Administrative Support And Clerical Occupations | Switchboard Operator/Receptionist    | 18.04       |             |
| 01531       | Administrative Support And Clerical Occupations | Travel Clerk I                       | 17.72       |             |
| 01532       | Administrative Support And Clerical Occupations | Travel Clerk II                      | 19.21       |             |
| 01533       | Administrative Support And Clerical Occupations | Travel Clerk III                     | 20.13       |             |
| 01611       | Administrative Support And Clerical Occupations | Word Processor I                     | 17.74       |             |
| 01612       | Administrative Support And Clerical Occupations | Word Processor II                    | 19.91       |             |
| 01613       | Administrative Support And Clerical Occupations | Word Processor III                   | 22.28       |             |

| <b>Code</b> | <b>Category</b>                              | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|--|--------------------------------------|-------------|-------------|
| 05005       | Automotive Service Occupations               | Automobile Body Repairer, Fiberglass | 28.29       |             |
| 05010       | Automotive Service Occupations               | Automotive Electrician               | 22.69       |             |
| 05040       | Automotive Service Occupations               | Automotive Glass Installer           | 21.90       |             |
| 05070       | Automotive Service Occupations               | Automotive Worker                    | 21.90       |             |
| 05110       | Automotive Service Occupations               | Mobile Equipment Servicer            | 20.56       |             |
| 05130       | Automotive Service Occupations               | Motor Equipment Metal Mechanic       | 23.50       |             |
| 05160       | Automotive Service Occupations               | Motor Equipment Metal Worker         | 21.90       |             |
| 05190       | Automotive Service Occupations               | Motor Vehicle Mechanic               | 23.50       |             |
| 05220       | Automotive Service Occupations               | Motor Vehicle Mechanic Helper        | 19.81       |             |
| 05250       | Automotive Service Occupations               | Motor Vehicle Upholstery Worker      | 21.27       |             |
| 05280       | Automotive Service Occupations               | Motor Vehicle Wrecker                | 21.90       |             |
| 05310       | Automotive Service Occupations               | Painter, Automotive                  | 22.69       |             |
| 05340       | Automotive Service Occupations               | Radiator Repair Specialist           | 21.85       |             |
| 05370       | Automotive Service Occupations               | Tire Repairer                        | 16.31       | ***         |
| 05400       | Automotive Service Occupations               | Transmission Repair Specialist       | 23.50       |             |
| 07010       | Food Preparation And Service Occupations     | Baker                                | 17.38       |             |
| 07041       | Food Preparation And Service Occupations     | Cook I                               | 20.67       |             |
| 07042       | Food Preparation And Service Occupations     | Cook II                              | 22.51       |             |
| 07070       | Food Preparation And Service Occupations     | Dishwasher                           | 16.30       | ***         |
| 07130       | Food Preparation And Service Occupations     | Food Service Worker                  | 17.04       | ***         |
| 07210       | Food Preparation And Service Occupations     | Meat Cutter                          | 21.93       |             |
| 07260       | Food Preparation And Service Occupations     | Waiter/Waitress                      | 16.35       | ***         |
| 09010       | Furniture Maintenance And Repair Occupations | Electrostatic Spray Painter          | 24.44       |             |
| 09040       | Furniture Maintenance And Repair Occupations | Furniture Handler                    | 19.92       |             |
| 09080       | Furniture Maintenance And Repair Occupations | Furniture Refinisher                 | 26.25       |             |

| <b>Code</b> | <b>Category</b>                              | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 09090       | Furniture Maintenance And Repair Occupations | Furniture Refinisher Helper                | 21.99       |             |
| 09110       | Furniture Maintenance And Repair Occupations | Furniture Repairer, Minor                  | 24.18       |             |
| 09130       | Furniture Maintenance And Repair Occupations | Upholsterer                                | 24.44       |             |
| 11030       | General Services And Support Occupations     | Cleaner, Vehicles                          | 18.00       |             |
| 11060       | General Services And Support Occupations     | Elevator Operator                          | 18.06       |             |
| 11090       | General Services And Support Occupations     | Gardener                                   | 24.39       |             |
| 11122       | General Services And Support Occupations     | Housekeeping Aide                          | 18.06       |             |
| 11150       | General Services And Support Occupations     | Janitor                                    | 18.06       |             |
| 11210       | General Services And Support Occupations     | Laborer, Grounds Maintenance               | 20.24       |             |
| 11240       | General Services And Support Occupations     | Maid or Houseman                           | 17.34       |             |
| 11260       | General Services And Support Occupations     | Pruner                                     | 18.77       |             |
| 11270       | General Services And Support Occupations     | Tractor Operator                           | 23.07       |             |
| 11330       | General Services And Support Occupations     | Trail Maintenance Worker                   | 20.24       |             |
| 11360       | General Services And Support Occupations     | Window Cleaner                             | 19.47       |             |
| 12010       | Health Occupations                           | Ambulance Driver                           | 22.03       |             |
| 12011       | Health Occupations                           | Breath Alcohol Technician                  | 29.08       |             |
| 12012       | Health Occupations                           | Certified Occupational Therapist Assistant | 33.65       |             |
| 12015       | Health Occupations                           | Certified Physical Therapist Assistant     | 33.69       |             |
| 12020       | Health Occupations                           | Dental Assistant                           | 24.70       |             |
| 12025       | Health Occupations                           | Dental Hygienist                           | 46.21       |             |
| 12030       | Health Occupations                           | EKG Technician                             | 42.44       |             |

| <b>Code</b> | <b>Category</b>                  | <b>Title</b>                        | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------|-------------------------------------|-------------|-------------|
| 12035       | Health Occupations               | Electroneurodiagnostic Technologist | 42.44       |             |
| 12040       | Health Occupations               | Emergency Medical Technician        | 22.03       |             |
| 12071       | Health Occupations               | Licensed Practical Nurse I          | 26.00       |             |
| 12072       | Health Occupations               | Licensed Practical Nurse II         | 29.08       |             |
| 12073       | Health Occupations               | Licensed Practical Nurse III        | 32.43       |             |
| 12100       | Health Occupations               | Medical Assistant                   | 22.64       |             |
| 12130       | Health Occupations               | Medical Laboratory Technician       | 31.88       |             |
| 12160       | Health Occupations               | Medical Record Clerk                | 24.24       |             |
| 12190       | Health Occupations               | Medical Record Technician           | 27.34       |             |
| 12195       | Health Occupations               | Medical Transcriptionist            | 24.53       |             |
| 12210       | Health Occupations               | Nuclear Medicine Technologist       | 63.91       |             |
| 12221       | Health Occupations               | Nursing Assistant I                 | 14.19       | ***         |
| 12222       | Health Occupations               | Nursing Assistant II                | 15.97       | ***         |
| 12223       | Health Occupations               | Nursing Assistant III               | 17.42       |             |
| 12224       | Health Occupations               | Nursing Assistant IV                | 19.55       |             |
| 12235       | Health Occupations               | Optical Dispenser                   | 29.59       |             |
| 12236       | Health Occupations               | Optical Technician                  | 26.00       |             |
| 12250       | Health Occupations               | Pharmacy Technician                 | 18.89       |             |
| 12280       | Health Occupations               | Phlebotomist                        | 22.34       |             |
| 12305       | Health Occupations               | Radiologic Technologist             | 39.39       |             |
| 12311       | Health Occupations               | Registered Nurse I                  | 27.91       |             |
| 12312       | Health Occupations               | Registered Nurse II                 | 34.14       |             |
| 12313       | Health Occupations               | Registered Nurse II, Specialist     | 34.14       |             |
| 12314       | Health Occupations               | Registered Nurse III                | 41.30       |             |
| 12315       | Health Occupations               | Registered Nurse III, Anesthetist   | 41.30       |             |
| 12316       | Health Occupations               | Registered Nurse IV                 | 49.50       |             |
| 12317       | Health Occupations               | Scheduler                           | 36.03       |             |
| 12320       | Health Occupations               | Substance Abuse Treatment Counselor | 25.58       |             |
| 13011       | Information And Arts Occupations | Exhibits Specialist I               | 24.49       |             |
| 13012       | Information And Arts Occupations | Exhibits Specialist II              | 30.35       |             |
| 13013       | Information And Arts Occupations | Exhibits Specialist III             | 37.13       |             |
| 13041       | Information And Arts Occupations | Illustrator I                       | 24.49       |             |

| <b>Code</b> | <b>Category</b>                    | <b>Title</b>                           | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------|--|-------------|-------------|
| 13042       | Information And Arts Occupations   | Illustrator II                         | 30.35       |             |
| 13043       | Information And Arts Occupations   | Illustrator III                        | 37.13       |             |
| 13047       | Information And Arts Occupations   | Librarian                              | 33.61       |             |
| 13050       | Information And Arts Occupations   | Library Aide/Clerk                     | 18.25       |             |
| 13054       | Information And Arts Occupations   | Library Information Technology Systems | 30.35       |             |
| 13058       | Information And Arts Occupations   | Library Technician                     | 22.43       |             |
| 13061       | Information And Arts Occupations   | Media Specialist I                     | 21.90       |             |
| 13062       | Information And Arts Occupations   | Media Specialist II                    | 24.49       |             |
| 13063       | Information And Arts Occupations   | Media Specialist III                   | 27.32       |             |
| 13071       | Information And Arts Occupations   | Photographer I                         | 20.75       |             |
| 13072       | Information And Arts Occupations   | Photographer II                        | 23.20       |             |
| 13073       | Information And Arts Occupations   | Photographer III                       | 28.75       |             |
| 13074       | Information And Arts Occupations   | Photographer IV                        | 35.16       |             |
| 13075       | Information And Arts Occupations   | Photographer V                         | 42.54       |             |
| 13090       | Information And Arts Occupations   | Technical Order Library Clerk          | 22.59       |             |
| 13110       | Information And Arts Occupations   | Video Teleconference Technician        | 32.04       |             |
| 14041       | Information Technology Occupations | Computer Operator I                    | 23.61       |             |
| 14042       | Information Technology Occupations | Computer Operator II                   | 26.40       |             |
| 14043       | Information Technology Occupations | Computer Operator III                  | 29.45       |             |
| 14044       | Information Technology Occupations | Computer Operator IV                   | 32.72       |             |
| 14045       | Information Technology Occupations | Computer Operator V                    | 36.23       |             |
| 14071       | Information Technology Occupations | Computer Programmer I                  | NaN         | see 1       |
| 14072       | Information Technology Occupations | Computer Programmer II                 | NaN         | see 1       |
| 14073       | Information Technology Occupations | Computer Programmer III                | NaN         | see 1       |
| 14074       | Information Technology Occupations | Computer Programmer IV                 | NaN         | see 1       |
| 14101       | Information Technology Occupations | Computer Systems Analyst I             | NaN         | see 1       |
| 14102       | Information Technology Occupations | Computer Systems Analyst II            | NaN         | see 1       |
| 14103       | Information Technology Occupations | Computer Systems Analyst III           | NaN         | see 1       |

| <b>Code</b> | <b>Category</b>   | <b>Title</b>                                    | <b>Rate</b> | <b>Note</b> |
|-------------|---|---|-------------|-------------|
| 14150       | Information Technology Occupations                      | Peripheral Equipment Operator                   | 23.61       |             |
| 14160       | Information Technology Occupations                      | Personal Computer Support Technician            | 32.98       |             |
| 14170       | Information Technology Occupations                      | System Support Specialist                       | 43.01       |             |
| 15010       | Instructional Occupations                               | Aircrew Training Devices Instructor             | 34.60       |             |
| 15020       | Instructional Occupations                               | Aircrew Training Devices Instructor             | 41.86       |             |
| 15030       | Instructional Occupations                               | Air Crew Training Devices Instructor            | 50.17       |             |
| 15050       | Instructional Occupations                               | Computer Based Training Specialist / Instructor | 34.60       |             |
| 15060       | Instructional Occupations                               | Educational Technologist                        | 40.26       |             |
| 15070       | Instructional Occupations                               | Flight Instructor                               | 50.17       |             |
| 15080       | Instructional Occupations                               | Graphic Artist                                  | 30.05       |             |
| 15085       | Instructional Occupations                               | Maintenance Test Pilot, Fixed, Jet/Prop         | 50.17       |             |
| 15086       | Instructional Occupations                               | Maintenance Test Pilot, Rotary Wing             | 50.17       |             |
| 15088       | Instructional Occupations                               | Non-Maintenance Test/Co-Pilot                   | 50.17       |             |
| 15090       | Instructional Occupations                               | Technical Instructor                            | 25.80       |             |
| 15095       | Instructional Occupations                               | Technical Instructor/Course Developer           | 31.56       |             |
| 15110       | Instructional Occupations                               | Test Proctor                                    | 20.83       |             |
| 15120       | Instructional Occupations                               | Tutor   | 20.83       |             |
| 16010       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Assembler                                       | 17.18       | ***         |
| 16030       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Counter Attendant                               | 17.18       | ***         |
| 16040       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Dry Cleaner                                     | 19.63       |             |
| 16070       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Finisher, Flatwork, Machine                     | 17.18       | ***         |
| 16090       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Hand                                   | 17.18       | ***         |
| 16110       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Drycleaning                   | 17.18       | ***         |

| <b>Code</b> | <b>Category</b>   | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|---|--|-------------|-------------|
| 16130       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Shirts                   | 17.18       | ***         |
| 16160       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Wearing Apparel, Laundry | 17.18       | ***         |
| 16190       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Sewing Machine Operator                    | 20.45       |             |
| 16220       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Tailor                                     | 21.26       |             |
| 16250       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Washer, Machine                            | 18.00       |             |
| 19010       | Machine Tool Operation And Repair Occupations           | Machine-Tool Operator                      | 26.66       |             |
| 19040       | Machine Tool Operation And Repair Occupations           | Tool And Die Maker                         | 30.43       |             |
| 21020       | Materials Handling And Packing Occupations              | Forklift Operator                          | 20.64       |             |
| 21030       | Materials Handling And Packing Occupations              | Material Coordinator                       | 27.55       |             |
| 21040       | Materials Handling And Packing Occupations              | Material Expediter                         | 27.55       |             |
| 21050       | Materials Handling And Packing Occupations              | Material Handling Laborer                  | 19.73       |             |
| 21071       | Materials Handling And Packing Occupations              | Order Filler                               | 17.57       |             |
| 21080       | Materials Handling And Packing Occupations              | Production Line Worker                     | 20.64       |             |
| 21110       | Materials Handling And Packing Occupations              | Shipping Packer                            | 22.18       |             |
| 21130       | Materials Handling And Packing Occupations              | Shipping/Receiving Clerk                   | 22.18       |             |
| 21140       | Materials Handling And Packing Occupations              | Store Worker I                             | 17.19       | ***         |
| 21150       | Materials Handling And Packing Occupations              | Stock Clerk                                | 21.32       |             |
| 21210       | Materials Handling And Packing Occupations              | Tools And Parts Attendant                  | 20.64       |             |
| 21410       | Materials Handling And Packing Occupations              | Warehouse Specialist                       | 20.64       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                                   | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 23010       | Mechanics And Maintenance And Repair Occupations | Aerospace Structural Welder                    | 35.54       |             |
| 23019       | Mechanics And Maintenance And Repair Occupations | Aircraft Logs and Records Technician           | 30.79       |             |
| 23021       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic I                            | 34.34       |             |
| 23022       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic II                           | 35.54       |             |
| 23023       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic III                          | 36.68       |             |
| 23040       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic Helper                       | 27.74       |             |
| 23050       | Mechanics And Maintenance And Repair Occupations | Aircraft, Painter                              | 33.15       |             |
| 23060       | Mechanics And Maintenance And Repair Occupations | Aircraft Servicer                              | 30.79       |             |
| 23070       | Mechanics And Maintenance And Repair Occupations | Aircraft Survival Flight Equipment Technician  | 33.15       |             |
| 23080       | Mechanics And Maintenance And Repair Occupations | Aircraft Worker                                | 31.92       |             |
| 23091       | Mechanics And Maintenance And Repair Occupations | Aircrew Life Support Equipment (ALSE) Mechanic | 31.92       |             |
| 23092       | Mechanics And Maintenance And Repair Occupations | Aircrew Life Support Equipment (ALSE) Mechanic | 34.34       |             |
| 23110       | Mechanics And Maintenance And Repair Occupations | Appliance Mechanic                             | 32.32       |             |
| 23120       | Mechanics And Maintenance And Repair Occupations | Bicycle Repairer                               | 29.32       |             |
| 23125       | Mechanics And Maintenance And Repair Occupations | Cable Splicer                                  | 48.58       |             |
| 23130       | Mechanics And Maintenance And Repair Occupations | Carpenter, Maintenance                         | 29.52       |             |
| 23140       | Mechanics And Maintenance And Repair Occupations | Carpet Layer                                   | 31.92       |             |
| 23160       | Mechanics And Maintenance And Repair Occupations | Electrician, Maintenance                       | 37.78       |             |
| 23181       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance I           | 32.89       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 23182       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance II     | 34.14       |             |
| 23183       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance III    | 35.38       |             |
| 23260       | Mechanics And Maintenance And Repair Occupations | Fabric Worker                             | 30.79       |             |
| 23290       | Mechanics And Maintenance And Repair Occupations | Fire Alarm System Mechanic                | 33.05       |             |
| 23310       | Mechanics And Maintenance And Repair Occupations | Fire Extinguisher Repairer                | 29.32       |             |
| 23311       | Mechanics And Maintenance And Repair Occupations | Fuel Distribution System Mechanic         | 41.78       |             |
| 23312       | Mechanics And Maintenance And Repair Occupations | Fuel Distribution System Operator         | 37.24       |             |
| 23370       | Mechanics And Maintenance And Repair Occupations | General Maintenance Worker                | 23.97       |             |
| 23380       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Mechanic         | 34.34       |             |
| 23381       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Servicer         | 30.79       |             |
| 23382       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Worker           | 31.92       |             |
| 23391       | Mechanics And Maintenance And Repair Occupations | Gunsmith I                                | 29.32       |             |
| 23392       | Mechanics And Maintenance And Repair Occupations | Gunsmith II                               | 31.92       |             |
| 23393       | Mechanics And Maintenance And Repair Occupations | Gunsmith III                              | 34.34       |             |
| 23410       | Mechanics And Maintenance And Repair Occupations | Heating, Ventilation And Air-Conditioning | 32.21       |             |
| 23411       | Mechanics And Maintenance And Repair Occupations | Heating, Ventilation And Air Contidioning | 33.34       |             |
| 23430       | Mechanics And Maintenance And Repair Occupations | Heavy Equipment Mechanic                  | 32.16       |             |
| 23440       | Mechanics And Maintenance And Repair Occupations | Heavy Equipment Operator                  | 33.33       |             |
| 23460       | Mechanics And Maintenance And Repair Occupations | Instrument Mechanic                       | 34.34       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|--|---------------------------------|-------------|-------------|
| 23465       | Mechanics And Maintenance And Repair Occupations | Laboratory/Shelter Mechanic     | 33.15       |             |
| 23470       | Mechanics And Maintenance And Repair Occupations | Laborer                         | 19.73       |             |
| 23510       | Mechanics And Maintenance And Repair Occupations | Locksmith                       | 33.15       |             |
| 23530       | Mechanics And Maintenance And Repair Occupations | Machinery Maintenance Mechanic  | 29.89       |             |
| 23550       | Mechanics And Maintenance And Repair Occupations | Machinist, Maintenance          | 26.62       |             |
| 23580       | Mechanics And Maintenance And Repair Occupations | Maintenance Trades Helper       | 19.38       |             |
| 23591       | Mechanics And Maintenance And Repair Occupations | Metrology Technician I          | 34.34       |             |
| 23592       | Mechanics And Maintenance And Repair Occupations | Metrology Technician II         | 35.54       |             |
| 23593       | Mechanics And Maintenance And Repair Occupations | Metrology Technician III        | 36.68       |             |
| 23640       | Mechanics And Maintenance And Repair Occupations | Millwright                      | 34.34       |             |
| 23710       | Mechanics And Maintenance And Repair Occupations | Office Appliance Repairer       | 24.87       |             |
| 23760       | Mechanics And Maintenance And Repair Occupations | Painter, Maintenance            | 24.77       |             |
| 23790       | Mechanics And Maintenance And Repair Occupations | Pipefitter, Maintenance         | 38.54       |             |
| 23810       | Mechanics And Maintenance And Repair Occupations | Plumber, Maintenance            | 37.21       |             |
| 23820       | Mechanics And Maintenance And Repair Occupations | Pneudraulic Systems Mechanic    | 34.34       |             |
| 23850       | Mechanics And Maintenance And Repair Occupations | Rigger                          | 34.34       |             |
| 23870       | Mechanics And Maintenance And Repair Occupations | Scale Mechanic                  | 31.92       |             |
| 23890       | Mechanics And Maintenance And Repair Occupations | Sheet-Metal Worker, Maintenance | 34.57       |             |
| 23910       | Mechanics And Maintenance And Repair Occupations | Small Engine Mechanic           | 24.66       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                          | <b>Rate</b> | <b>Note</b> |
|-------------|--|---------------------------------------|-------------|-------------|
| 23931       | Mechanics And Maintenance And Repair Occupations | Telecommunications Mechanic I         | 36.26       |             |
| 23932       | Mechanics And Maintenance And Repair Occupations | Telecommunications Mechanic II        | 37.52       |             |
| 23950       | Mechanics And Maintenance And Repair Occupations | Telephone Lineman                     | 44.48       |             |
| 23960       | Mechanics And Maintenance And Repair Occupations | Welder, Combination, Maintenance      | 25.23       |             |
| 23965       | Mechanics And Maintenance And Repair Occupations | Well Driller                          | 34.34       |             |
| 23970       | Mechanics And Maintenance And Repair Occupations | Woodcraft Worker                      | 34.34       |             |
| 23980       | Mechanics And Maintenance And Repair Occupations | Woodworker                            | 29.32       |             |
| 24550       | Personal Needs Occupations                       | Case Manager                          | 20.66       |             |
| 24570       | Personal Needs Occupations                       | Child Care Attendant                  | 17.50       |             |
| 24580       | Personal Needs Occupations                       | Child Care Center Clerk               | 21.81       |             |
| 24610       | Personal Needs Occupations                       | Chore Aide                            | 18.00       |             |
| 24620       | Personal Needs Occupations                       | Family Readiness And Support Services | 20.66       |             |
| 24630       | Personal Needs Occupations                       | Homemaker                             | 22.09       |             |
| 25010       | Plant And System Operations Occupations          | Boiler Tender                         | 30.98       |             |
| 25040       | Plant And System Operations Occupations          | Sewage Plant Operator                 | 30.54       |             |
| 25070       | Plant And System Operations Occupations          | Stationary Engineer                   | 30.98       |             |
| 25190       | Plant And System Operations Occupations          | Ventilation Equipment Tender          | 25.03       |             |
| 25210       | Plant And System Operations Occupations          | Water Treatment Plant Operator        | 30.54       |             |
| 27004       | Protective Service Occupations                   | Alarm Monitor                         | 25.63       |             |
| 27007       | Protective Service Occupations                   | Baggage Inspector                     | 19.34       |             |
| 27008       | Protective Service Occupations                   | Corrections Officer                   | 31.38       |             |
| 27010       | Protective Service Occupations                   | Court Security Officer                | 31.38       |             |
| 27030       | Protective Service Occupations                   | Detection Dog Handler                 | 21.86       |             |
| 27040       | Protective Service Occupations                   | Detention Officer                     | 31.38       |             |

| <b>Code</b> | <b>Category</b>                                | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 27070       | Protective Service Occupations                 | Firefighter                               | 31.38       |             |
| 27101       | Protective Service Occupations                 | Guard I                                   | 19.34       |             |
| 27102       | Protective Service Occupations                 | Guard II                                  | 21.86       |             |
| 27131       | Protective Service Occupations                 | Police Officer I                          | 31.37       |             |
| 27132       | Protective Service Occupations                 | Police Officer II                         | 34.85       |             |
| 28041       | Recreation Occupations                         | Carnival Equipment Operator               | 19.85       |             |
| 28042       | Recreation Occupations                         | Carnival Equipment Repairer               | 20.98       |             |
| 28043       | Recreation Occupations                         | Carnival Worker                           | 16.16       | ***         |
| 28210       | Recreation Occupations                         | Gate Attendant/Gate Tender                | 20.67       |             |
| 28310       | Recreation Occupations                         | Lifeguard                                 | 16.17       | ***         |
| 28350       | Recreation Occupations                         | Park Attendant                            | 23.12       |             |
| 28510       | Recreation Occupations                         | Recreation Aide/Health Facility Attendant | 16.88       | ***         |
| 28515       | Recreation Occupations                         | Recreation Specialist                     | 28.65       |             |
| 28630       | Recreation Occupations                         | Sports Official                           | 18.42       |             |
| 28690       | Recreation Occupations                         | Swimming Pool Operator                    | 22.85       |             |
| 29010       | Stevedoring/Longshoremen Occupational Services | Blocker And Bracer                        | 31.71       |             |
| 29020       | Stevedoring/Longshoremen Occupational Services | Hatch Tender                              | 31.71       |             |
| 29030       | Stevedoring/Longshoremen Occupational Services | Line Handler                              | 31.71       |             |
| 29041       | Stevedoring/Longshoremen Occupational Services | Stevedore I                               | 30.59       |             |
| 29042       | Stevedoring/Longshoremen Occupational Services | Stevedore II                              | 32.93       |             |
| 30010       | Technical Occupations                          | Air Traffic Control Specialist, Center    | 51.07       | see 2       |
| 30011       | Technical Occupations                          | Air Traffic Control Specialist, Station   | 35.22       | see 2       |
| 30012       | Technical Occupations                          | Air Traffic Control Specialist, Terminal  | 38.79       | see 2       |
| 30021       | Technical Occupations                          | Archeological Technician I                | 23.63       |             |
| 30022       | Technical Occupations                          | Archeological Technician II               | 26.42       |             |
| 30023       | Technical Occupations                          | Archeological Technician III              | 32.75       |             |
| 30030       | Technical Occupations                          | Cartographic Technician                   | 32.75       |             |

| <b>Code</b> | <b>Category</b>       | <b>Title</b>                             | <b>Rate</b> | <b>Note</b> |
|-------------|-----------------------|--|-------------|-------------|
| 30040       | Technical Occupations | Civil Engineering Technician             | 31.26       |             |
| 30051       | Technical Occupations | Cryogenic Technician I                   | 36.26       |             |
| 30052       | Technical Occupations | Cryogenic Technician II                  | 40.04       |             |
| 30061       | Technical Occupations | Drafter/CAD Operator I                   | 23.63       |             |
| 30062       | Technical Occupations | Drafter/CAD Operator II                  | 26.42       |             |
| 30063       | Technical Occupations | Drafter/CAD Operator III                 | 29.46       |             |
| 30064       | Technical Occupations | Drafter/CAD Operator IV                  | 36.26       |             |
| 30081       | Technical Occupations | Engineering Technician I                 | 19.38       |             |
| 30082       | Technical Occupations | Engineering Technician II                | 21.75       |             |
| 30083       | Technical Occupations | Engineering Technician III               | 24.32       |             |
| 30084       | Technical Occupations | Engineering Technician IV                | 30.14       |             |
| 30085       | Technical Occupations | Engineering Technician V                 | 36.87       |             |
| 30086       | Technical Occupations | Engineering Technician VI                | 44.60       |             |
| 30090       | Technical Occupations | Environmental Technician                 | 28.73       |             |
| 30095       | Technical Occupations | Evidence Control Specialist              | 32.75       |             |
| 30210       | Technical Occupations | Laboratory Technician                    | 25.98       |             |
| 30221       | Technical Occupations | Latent Fingerprint Technician I          | 36.26       |             |
| 30222       | Technical Occupations | Latent Fingerprint Technician II         | 40.04       |             |
| 30240       | Technical Occupations | Mathematical Technician                  | 32.75       |             |
| 30361       | Technical Occupations | Paralegal/Legal Assistant I              | 23.21       |             |
| 30362       | Technical Occupations | Paralegal/Legal Assistant II             | 28.76       |             |
| 30363       | Technical Occupations | Paralegal/Legal Assistant III            | 35.18       |             |
| 30364       | Technical Occupations | Paralegal/Legal Assistant IV             | 42.56       |             |
| 30375       | Technical Occupations | Petroleum Supply Specialist              | 40.04       |             |
| 30390       | Technical Occupations | Photo-Optics Technician                  | 32.75       |             |
| 30395       | Technical Occupations | Radiation Control Technician             | 40.04       |             |
| 30461       | Technical Occupations | Technical Writer I                       | 30.60       |             |
| 30462       | Technical Occupations | Technical Writer II                      | 37.43       |             |
| 30463       | Technical Occupations | Technical Writer III                     | 45.30       |             |
| 30491       | Technical Occupations | Unexploded Ordnance (UXO) Technician I   | 32.46       |             |
| 30492       | Technical Occupations | Unexploded Ordnance (UXO) Technician II  | 39.27       |             |
| 30493       | Technical Occupations | Unexploded Ordnance (UXO) Technician III | 47.07       |             |

| <b>Code</b> | <b>Category</b>                                       | <b>Title</b>                            | <b>Rate</b> | <b>Note</b> |
|-------------|---|---|-------------|-------------|
| 30494       | Technical Occupations                                 | Unexploded (UXO) Safety Escort          | 32.46       |             |
| 30495       | Technical Occupations                                 | Unexploded (UXO) Sweep Personnel        | 32.46       |             |
| 30501       | Technical Occupations                                 | Weather Forecaster I                    | 36.26       |             |
| 30502       | Technical Occupations                                 | Weather Forecaster II                   | 44.10       |             |
| 30620       | Technical Occupations                                 | Weather Observer, Combined Upper Air Or | 29.46       | see 2       |
| 30621       | Technical Occupations                                 | Weather Observer, Senior                | 32.75       | see 2       |
| 31010       | Transportation/Mobile Equipment Operation Occupations | Airplane Pilot                          | 39.27       |             |
| 31020       | Transportation/Mobile Equipment Operation Occupations | Bus Aide                                | 19.02       |             |
| 31030       | Transportation/Mobile Equipment Operation Occupations | Bus Driver                              | 24.05       |             |
| 31043       | Transportation/Mobile Equipment Operation Occupations | Driver Courier                          | 20.03       |             |
| 31260       | Transportation/Mobile Equipment Operation Occupations | Parking and Lot Attendant               | 17.16       | ***         |
| 31290       | Transportation/Mobile Equipment Operation Occupations | Shuttle Bus Driver                      | 18.62       |             |
| 31310       | Transportation/Mobile Equipment Operation Occupations | Taxi Driver                             | 17.58       |             |
| 31361       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Light                      | 21.17       |             |
| 31362       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Medium                     | 22.23       |             |
| 31363       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Heavy                      | 27.15       |             |
| 31364       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Tractor-Trailer            | 27.15       |             |
| 99020       | Miscellaneous Occupations                             | Cabin Safety Specialist                 | 19.15       |             |
| 99030       | Miscellaneous Occupations                             | Cashier                                 | 16.04       | ***         |
| 99050       | Miscellaneous Occupations                             | Desk Clerk                              | 17.16       | ***         |
| 99095       | Miscellaneous Occupations                             | Embalmer                                | 39.75       |             |
| 99130       | Miscellaneous Occupations                             | Flight Follower                         | 32.46       |             |
| 99251       | Miscellaneous Occupations                             | Laboratory Animal Caretaker I           | 20.66       |             |

| Code  | Category                  | Title                           | Rate  | Note |
|-------|---------------------------|---------------------------------|-------|------|
| 99252 | Miscellaneous Occupations | Laboratory Animal Caretaker II  | 21.84 |      |
| 99260 | Miscellaneous Occupations | Marketing Analyst               | 35.56 |      |
| 99310 | Miscellaneous Occupations | Mortician                       | 39.75 |      |
| 99410 | Miscellaneous Occupations | Pest Controller                 | 24.92 |      |
| 99510 | Miscellaneous Occupations | Photofinishing Worker           | 17.06 | ***  |
| 99710 | Miscellaneous Occupations | Recycling Laborer               | 29.92 |      |
| 99711 | Miscellaneous Occupations | Recycling Specialist            | 34.10 |      |
| 99730 | Miscellaneous Occupations | Refuse Collector                | 27.73 |      |
| 99810 | Miscellaneous Occupations | Sales Clerk                     | 16.89 | ***  |
| 99820 | Miscellaneous Occupations | School Crossing Guard           | 17.54 |      |
| 99830 | Miscellaneous Occupations | Survey Party Chief              | 37.71 |      |
| 99831 | Miscellaneous Occupations | Surveying Aide                  | 23.61 |      |
| 99832 | Miscellaneous Occupations | Surveying Technician            | 28.55 |      |
| 99840 | Miscellaneous Occupations | Vending Machine Attendant       | 22.65 |      |
| 99841 | Miscellaneous Occupations | Vending Machine Repairer        | 26.06 |      |
| 99842 | Miscellaneous Occupations | Vending Machine Repairer Helper | 22.65 |      |

## Footer

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.20 per hour) or 13658 (\$12.90 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. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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: \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 per month\*

\*This rate is to be used only when compensating employees for performance on an SCA-

covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 25 years.

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

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

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESSES 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)).

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## **Wage Determination No. : 2015-4099**

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

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

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 29

Date Of Last Revision : 07/22/2024

Source : [Source Website](#)

### **Header**

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

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2024.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.90 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 2024.

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: Massachusetts

This wage determination applies to the following towns in Worcester county: Lancaster, Upton

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

**Wage Determination Table**

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                        | <b>Rate</b> | <b>Note</b> |
|-------------|---|-------------------------------------|-------------|-------------|
| 01011       | Administrative Support And Clerical Occupations | Accounting Clerk I                  | 19.02       |             |
| 01012       | Administrative Support And Clerical Occupations | Accounting Clerk II                 | 21.34       |             |
| 01013       | Administrative Support And Clerical Occupations | Accounting Clerk III                | 23.87       |             |
| 01020       | Administrative Support And Clerical Occupations | Administrative Assistant            | 33.59       |             |
| 01035       | Administrative Support And Clerical Occupations | Court Reporter                      | 23.80       |             |
| 01041       | Administrative Support And Clerical Occupations | Customer Service Representative I   | 17.70       |             |
| 01042       | Administrative Support And Clerical Occupations | Customer Service Representative II  | 19.31       |             |
| 01043       | Administrative Support And Clerical Occupations | Customer Service Representative III | 21.67       |             |
| 01051       | Administrative Support And Clerical Occupations | Data Entry Operator I               | 18.89       |             |
| 01052       | Administrative Support And Clerical Occupations | Data Entry Operator II              | 20.60       |             |
| 01060       | Administrative Support And Clerical Occupations | Dispatcher, Motor Vehicle           | 23.80       |             |
| 01070       | Administrative Support And Clerical Occupations | Document Preparation Clerk          | 20.41       |             |
| 01090       | Administrative Support And Clerical Occupations | Duplicating Machine Operator        | 20.41       |             |
| 01111       | Administrative Support And Clerical Occupations | General Clerk I                     | 17.91       |             |

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------------|-------------|-------------|
| 01112       | Administrative Support And Clerical Occupations | General Clerk II                     | 19.54       |             |
| 01113       | Administrative Support And Clerical Occupations | General Clerk III                    | 21.93       |             |
| 01120       | Administrative Support And Clerical Occupations | Housing Referral Assistant           | 26.54       |             |
| 01141       | Administrative Support And Clerical Occupations | Messenger Courier                    | 19.57       |             |
| 01191       | Administrative Support And Clerical Occupations | Order Clerk I                        | 18.05       |             |
| 01192       | Administrative Support And Clerical Occupations | Order Clerk II                       | 19.69       |             |
| 01261       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) I   | 19.24       |             |
| 01262       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) II  | 21.52       |             |
| 01263       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) III | 24.00       |             |
| 01270       | Administrative Support And Clerical Occupations | Production Control Clerk             | 27.55       |             |
| 01290       | Administrative Support And Clerical Occupations | Rental Clerk                         | 19.35       |             |
| 01300       | Administrative Support And Clerical Occupations | Scheduler, Maintenance               | 21.28       |             |
| 01311       | Administrative Support And Clerical Occupations | Secretary I                          | 21.28       |             |
| 01312       | Administrative Support And Clerical Occupations | Secretary II                         | 23.80       |             |
| 01313       | Administrative Support And Clerical Occupations | Secretary III                        | 26.54       |             |
| 01320       | Administrative Support And Clerical Occupations | Service Order Dispatcher             | 21.28       |             |
| 01410       | Administrative Support And Clerical Occupations | Supply Technician                    | 33.59       |             |
| 01420       | Administrative Support And Clerical Occupations | Survey Worker                        | 22.81       |             |
| 01460       | Administrative Support And Clerical Occupations | Switchboard Operator/Receptionist    | 18.04       |             |

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------------|-------------|-------------|
| 01531       | Administrative Support And Clerical Occupations | Travel Clerk I                       | 17.72       |             |
| 01532       | Administrative Support And Clerical Occupations | Travel Clerk II                      | 19.21       |             |
| 01533       | Administrative Support And Clerical Occupations | Travel Clerk III                     | 20.13       |             |
| 01611       | Administrative Support And Clerical Occupations | Word Processor I                     | 17.74       |             |
| 01612       | Administrative Support And Clerical Occupations | Word Processor II                    | 19.91       |             |
| 01613       | Administrative Support And Clerical Occupations | Word Processor III                   | 22.28       |             |
| 05005       | Automotive Service Occupations                  | Automobile Body Repairer, Fiberglass | 28.71       |             |
| 05010       | Automotive Service Occupations                  | Automotive Electrician               | 22.69       |             |
| 05040       | Automotive Service Occupations                  | Automotive Glass Installer           | 21.85       |             |
| 05070       | Automotive Service Occupations                  | Automotive Worker                    | 21.85       |             |
| 05110       | Automotive Service Occupations                  | Mobile Equipment Servicer            | 20.06       |             |
| 05130       | Automotive Service Occupations                  | Motor Equipment Metal Mechanic       | 23.50       |             |
| 05160       | Automotive Service Occupations                  | Motor Equipment Metal Worker         | 21.85       |             |
| 05190       | Automotive Service Occupations                  | Motor Vehicle Mechanic               | 23.50       |             |
| 05220       | Automotive Service Occupations                  | Motor Vehicle Mechanic Helper        | 18.98       |             |
| 05250       | Automotive Service Occupations                  | Motor Vehicle Upholstery Worker      | 21.07       |             |
| 05280       | Automotive Service Occupations                  | Motor Vehicle Wrecker                | 21.85       |             |
| 05310       | Automotive Service Occupations                  | Painter, Automotive                  | 22.69       |             |
| 05340       | Automotive Service Occupations                  | Radiator Repair Specialist           | 21.85       |             |
| 05370       | Automotive Service Occupations                  | Tire Repairer                        | 16.31       | ***         |
| 05400       | Automotive Service Occupations                  | Transmission Repair Specialist       | 23.50       |             |
| 07010       | Food Preparation And Service Occupations        | Baker                                | 17.38       |             |
| 07041       | Food Preparation And Service Occupations        | Cook I                               | 20.67       |             |
| 07042       | Food Preparation And Service Occupations        | Cook II                              | 22.51       |             |
| 07070       | Food Preparation And Service Occupations        | Dishwasher                           | 16.30       | ***         |

| <b>Code</b> | <b>Category</b>                              | <b>Title</b>                 | <b>Rate</b> | <b>Note</b> |
|-------------|--|------------------------------|-------------|-------------|
| 07130       | Food Preparation And Service Occupations     | Food Service Worker          | 17.04       | ***         |
| 07210       | Food Preparation And Service Occupations     | Meat Cutter                  | 21.93       |             |
| 07260       | Food Preparation And Service Occupations     | Waiter/Waitress              | 16.35       | ***         |
| 09010       | Furniture Maintenance And Repair Occupations | Electrostatic Spray Painter  | 23.37       |             |
| 09040       | Furniture Maintenance And Repair Occupations | Furniture Handler            | 17.17       | ***         |
| 09080       | Furniture Maintenance And Repair Occupations | Furniture Refinisher         | 23.37       |             |
| 09090       | Furniture Maintenance And Repair Occupations | Furniture Refinisher Helper  | 19.56       |             |
| 09110       | Furniture Maintenance And Repair Occupations | Furniture Repairer, Minor    | 21.71       |             |
| 09130       | Furniture Maintenance And Repair Occupations | Upholsterer                  | 23.37       |             |
| 11030       | General Services And Support Occupations     | Cleaner, Vehicles            | 18.00       |             |
| 11060       | General Services And Support Occupations     | Elevator Operator            | 18.06       |             |
| 11090       | General Services And Support Occupations     | Gardener                     | 24.39       |             |
| 11122       | General Services And Support Occupations     | Housekeeping Aide            | 18.06       |             |
| 11150       | General Services And Support Occupations     | Janitor                      | 18.06       |             |
| 11210       | General Services And Support Occupations     | Laborer, Grounds Maintenance | 20.24       |             |
| 11240       | General Services And Support Occupations     | Maid or Houseman             | 17.34       |             |
| 11260       | General Services And Support Occupations     | Pruner                       | 18.77       |             |
| 11270       | General Services And Support Occupations     | Tractor Operator             | 23.07       |             |
| 11330       | General Services And Support Occupations     | Trail Maintenance Worker     | 20.24       |             |

| <b>Code</b> | <b>Category</b>                          | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 11360       | General Services And Support Occupations | Window Cleaner                             | 19.47       |             |
| 12010       | Health Occupations                       | Ambulance Driver                           | 22.03       |             |
| 12011       | Health Occupations                       | Breath Alcohol Technician                  | 29.08       |             |
| 12012       | Health Occupations                       | Certified Occupational Therapist Assistant | 33.65       |             |
| 12015       | Health Occupations                       | Certified Physical Therapist Assistant     | 33.69       |             |
| 12020       | Health Occupations                       | Dental Assistant                           | 24.70       |             |
| 12025       | Health Occupations                       | Dental Hygienist                           | 46.21       |             |
| 12030       | Health Occupations                       | EKG Technician                             | 42.44       |             |
| 12035       | Health Occupations                       | Electroneurodiagnostic Technologist        | 42.44       |             |
| 12040       | Health Occupations                       | Emergency Medical Technician               | 22.03       |             |
| 12071       | Health Occupations                       | Licensed Practical Nurse I                 | 26.00       |             |
| 12072       | Health Occupations                       | Licensed Practical Nurse II                | 29.08       |             |
| 12073       | Health Occupations                       | Licensed Practical Nurse III               | 32.43       |             |
| 12100       | Health Occupations                       | Medical Assistant                          | 22.64       |             |
| 12130       | Health Occupations                       | Medical Laboratory Technician              | 31.88       |             |
| 12160       | Health Occupations                       | Medical Record Clerk                       | 24.24       |             |
| 12190       | Health Occupations                       | Medical Record Technician                  | 27.34       |             |
| 12195       | Health Occupations                       | Medical Transcriptionist                   | 24.53       |             |
| 12210       | Health Occupations                       | Nuclear Medicine Technologist              | 63.91       |             |
| 12221       | Health Occupations                       | Nursing Assistant I                        | 14.19       | ***         |
| 12222       | Health Occupations                       | Nursing Assistant II                       | 15.97       | ***         |
| 12223       | Health Occupations                       | Nursing Assistant III                      | 17.42       |             |
| 12224       | Health Occupations                       | Nursing Assistant IV                       | 19.55       |             |
| 12235       | Health Occupations                       | Optical Dispenser                          | 29.59       |             |
| 12236       | Health Occupations                       | Optical Technician                         | 26.00       |             |
| 12250       | Health Occupations                       | Pharmacy Technician                        | 20.80       |             |
| 12280       | Health Occupations                       | Phlebotomist                               | 22.34       |             |
| 12305       | Health Occupations                       | Radiologic Technologist                    | 39.39       |             |
| 12311       | Health Occupations                       | Registered Nurse I                         | 31.18       |             |
| 12312       | Health Occupations                       | Registered Nurse II                        | 40.19       |             |
| 12313       | Health Occupations                       | Registered Nurse II, Specialist            | 40.19       |             |

| <b>Code</b> | <b>Category</b>                    | <b>Title</b>                           | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------|--|-------------|-------------|
| 12314       | Health Occupations                 | Registered Nurse III                   | 48.83       |             |
| 12315       | Health Occupations                 | Registered Nurse III, Anesthetist      | 48.63       |             |
| 12316       | Health Occupations                 | Registered Nurse IV                    | 58.29       |             |
| 12317       | Health Occupations                 | Scheduler                              | 36.03       |             |
| 12320       | Health Occupations                 | Substance Abuse Treatment Counselor    | 25.58       |             |
| 13011       | Information And Arts Occupations   | Exhibits Specialist I                  | 24.49       |             |
| 13012       | Information And Arts Occupations   | Exhibits Specialist II                 | 30.35       |             |
| 13013       | Information And Arts Occupations   | Exhibits Specialist III                | 37.13       |             |
| 13041       | Information And Arts Occupations   | Illustrator I                          | 24.49       |             |
| 13042       | Information And Arts Occupations   | Illustrator II                         | 30.35       |             |
| 13043       | Information And Arts Occupations   | Illustrator III                        | 37.13       |             |
| 13047       | Information And Arts Occupations   | Librarian                              | 34.75       |             |
| 13050       | Information And Arts Occupations   | Library Aide/Clerk                     | 18.62       |             |
| 13054       | Information And Arts Occupations   | Library Information Technology Systems | 30.35       |             |
| 13058       | Information And Arts Occupations   | Library Technician                     | 22.43       |             |
| 13061       | Information And Arts Occupations   | Media Specialist I                     | 21.90       |             |
| 13062       | Information And Arts Occupations   | Media Specialist II                    | 24.49       |             |
| 13063       | Information And Arts Occupations   | Media Specialist III                   | 27.32       |             |
| 13071       | Information And Arts Occupations   | Photographer I                         | 20.75       |             |
| 13072       | Information And Arts Occupations   | Photographer II                        | 23.20       |             |
| 13073       | Information And Arts Occupations   | Photographer III                       | 28.75       |             |
| 13074       | Information And Arts Occupations   | Photographer IV                        | 35.16       |             |
| 13075       | Information And Arts Occupations   | Photographer V                         | 42.54       |             |
| 13090       | Information And Arts Occupations   | Technical Order Library Clerk          | 22.59       |             |
| 13110       | Information And Arts Occupations   | Video Teleconference Technician        | 32.04       |             |
| 14041       | Information Technology Occupations | Computer Operator I                    | 23.80       |             |
| 14042       | Information Technology Occupations | Computer Operator II                   | 26.61       |             |
| 14043       | Information Technology Occupations | Computer Operator III                  | 29.67       |             |
| 14044       | Information Technology Occupations | Computer Operator IV                   | 32.98       |             |
| 14045       | Information Technology Occupations | Computer Operator V                    | 36.52       |             |
| 14071       | Information Technology Occupations | Computer Programmer I                  | NaN         | see<br>1    |

| <b>Code</b> | <b>Category</b>                    | <b>Title</b>                                    | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------|---|-------------|-------------|
| 14072       | Information Technology Occupations | Computer Programmer II                          | NaN         | see 1       |
| 14073       | Information Technology Occupations | Computer Programmer III                         | NaN         | see 1       |
| 14074       | Information Technology Occupations | Computer Programmer IV                          | NaN         | see 1       |
| 14101       | Information Technology Occupations | Computer Systems Analyst I                      | NaN         | see 1       |
| 14102       | Information Technology Occupations | Computer Systems Analyst II                     | NaN         | see 1       |
| 14103       | Information Technology Occupations | Computer Systems Analyst III                    | NaN         | see 1       |
| 14150       | Information Technology Occupations | Peripheral Equipment Operator                   | 23.80       |             |
| 14160       | Information Technology Occupations | Personal Computer Support Technician            | 32.98       |             |
| 14170       | Information Technology Occupations | System Support Specialist                       | 43.01       |             |
| 15010       | Instructional Occupations          | Aircrew Training Devices Instructor             | 35.72       |             |
| 15020       | Instructional Occupations          | Aircrew Training Devices Instructor             | 43.22       |             |
| 15030       | Instructional Occupations          | Air Crew Training Devices Instructor            | 51.80       |             |
| 15050       | Instructional Occupations          | Computer Based Training Specialist / Instructor | 35.72       |             |
| 15060       | Instructional Occupations          | Educational Technologist                        | 40.26       |             |
| 15070       | Instructional Occupations          | Flight Instructor                               | 51.80       |             |
| 15080       | Instructional Occupations          | Graphic Artist                                  | 31.54       |             |
| 15085       | Instructional Occupations          | Maintenance Test Pilot, Fixed, Jet/Prop         | 50.17       |             |
| 15086       | Instructional Occupations          | Maintenance Test Pilot, Rotary Wing             | 50.17       |             |
| 15088       | Instructional Occupations          | Non-Maintenance Test/Co-Pilot                   | 50.17       |             |
| 15090       | Instructional Occupations          | Technical Instructor                            | 25.80       |             |
| 15095       | Instructional Occupations          | Technical Instructor/Course Developer           | 31.56       |             |
| 15110       | Instructional Occupations          | Test Proctor                                    | 20.83       |             |
| 15120       | Instructional Occupations          | Tutor   | 20.83       |             |

| <b>Code</b> | <b>Category</b>   | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|---|--|-------------|-------------|
| 16010       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Assembler                                  | 17.18       | ***         |
| 16030       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Counter Attendant                          | 17.18       | ***         |
| 16040       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Dry Cleaner                                | 19.63       |             |
| 16070       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Finisher, Flatwork, Machine                | 17.18       | ***         |
| 16090       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Hand                              | 17.18       | ***         |
| 16110       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Drycleaning              | 17.18       | ***         |
| 16130       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Shirts                   | 17.18       | ***         |
| 16160       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Wearing Apparel, Laundry | 17.18       | ***         |
| 16190       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Sewing Machine Operator                    | 20.45       |             |
| 16220       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Tailor                                     | 21.26       |             |
| 16250       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Washer, Machine                            | 18.00       |             |
| 19010       | Machine Tool Operation And Repair Occupations           | Machine-Tool Operator                      | 26.66       |             |
| 19040       | Machine Tool Operation And Repair Occupations           | Tool And Die Maker                         | 30.43       |             |
| 21020       | Materials Handling And Packing Occupations              | Forklift Operator                          | 20.64       |             |
| 21030       | Materials Handling And Packing Occupations              | Material Coordinator                       | 27.55       |             |
| 21040       | Materials Handling And Packing Occupations              | Material Expediter                         | 27.55       |             |
| 21050       | Materials Handling And Packing Occupations              | Material Handling Laborer                  | 19.73       |             |
| 21071       | Materials Handling And Packing Occupations              | Order Filler                               | 17.57       |             |
| 21080       | Materials Handling And Packing Occupations              | Production Line Worker                     | 20.64       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                                   | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 21110       | Materials Handling And Packing Occupations       | Shipping Packer                                | 22.18       |             |
| 21130       | Materials Handling And Packing Occupations       | Shipping/Receiving Clerk                       | 22.18       |             |
| 21140       | Materials Handling And Packing Occupations       | Store Worker I                                 | 17.19       | ***         |
| 21150       | Materials Handling And Packing Occupations       | Stock Clerk                                    | 21.32       |             |
| 21210       | Materials Handling And Packing Occupations       | Tools And Parts Attendant                      | 20.64       |             |
| 21410       | Materials Handling And Packing Occupations       | Warehouse Specialist                           | 20.64       |             |
| 23010       | Mechanics And Maintenance And Repair Occupations | Aerospace Structural Welder                    | 35.77       |             |
| 23019       | Mechanics And Maintenance And Repair Occupations | Aircraft Logs and Records Technician           | 30.79       |             |
| 23021       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic I                            | 34.34       |             |
| 23022       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic II                           | 35.77       |             |
| 23023       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic III                          | 36.92       |             |
| 23040       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic Helper                       | 27.74       |             |
| 23050       | Mechanics And Maintenance And Repair Occupations | Aircraft, Painter                              | 33.15       |             |
| 23060       | Mechanics And Maintenance And Repair Occupations | Aircraft Servicer                              | 30.79       |             |
| 23070       | Mechanics And Maintenance And Repair Occupations | Aircraft Survival Flight Equipment Technician  | 33.15       |             |
| 23080       | Mechanics And Maintenance And Repair Occupations | Aircraft Worker                                | 31.92       |             |
| 23091       | Mechanics And Maintenance And Repair Occupations | Aircrew Life Support Equipment (ALSE) Mechanic | 31.92       |             |
| 23092       | Mechanics And Maintenance And Repair Occupations | Aircrew Life Support Equipment (ALSE) Mechanic | 34.34       |             |
| 23110       | Mechanics And Maintenance And Repair Occupations | Appliance Mechanic                             | 32.32       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                           | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 23120       | Mechanics And Maintenance And Repair Occupations | Bicycle Repairer                       | 29.32       |             |
| 23125       | Mechanics And Maintenance And Repair Occupations | Cable Splicer                          | 48.58       |             |
| 23130       | Mechanics And Maintenance And Repair Occupations | Carpenter, Maintenance                 | 29.52       |             |
| 23140       | Mechanics And Maintenance And Repair Occupations | Carpet Layer                           | 31.92       |             |
| 23160       | Mechanics And Maintenance And Repair Occupations | Electrician, Maintenance               | 37.78       |             |
| 23181       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance I   | 32.89       |             |
| 23182       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance II  | 34.14       |             |
| 23183       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance III | 35.38       |             |
| 23260       | Mechanics And Maintenance And Repair Occupations | Fabric Worker                          | 30.79       |             |
| 23290       | Mechanics And Maintenance And Repair Occupations | Fire Alarm System Mechanic             | 33.05       |             |
| 23310       | Mechanics And Maintenance And Repair Occupations | Fire Extinguisher Repairer             | 29.32       |             |
| 23311       | Mechanics And Maintenance And Repair Occupations | Fuel Distribution System Mechanic      | 37.64       |             |
| 23312       | Mechanics And Maintenance And Repair Occupations | Fuel Distribution System Operator      | 30.84       |             |
| 23370       | Mechanics And Maintenance And Repair Occupations | General Maintenance Worker             | 23.97       |             |
| 23380       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Mechanic      | 34.34       |             |
| 23381       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Servicer      | 30.79       |             |
| 23382       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Worker        | 31.92       |             |
| 23391       | Mechanics And Maintenance And Repair Occupations | Gunsmith I                             | 29.32       |             |
| 23392       | Mechanics And Maintenance And Repair Occupations | Gunsmith II                            | 31.92       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 23393       | Mechanics And Maintenance And Repair Occupations | Gunsmith III                              | 34.34       |             |
| 23410       | Mechanics And Maintenance And Repair Occupations | Heating, Ventilation And Air-Conditioning | 32.21       |             |
| 23411       | Mechanics And Maintenance And Repair Occupations | Heating, Ventilation And Air Contidioning | 33.34       |             |
| 23430       | Mechanics And Maintenance And Repair Occupations | Heavy Equipment Mechanic                  | 32.16       |             |
| 23440       | Mechanics And Maintenance And Repair Occupations | Heavy Equipment Operator                  | 33.33       |             |
| 23460       | Mechanics And Maintenance And Repair Occupations | Instrument Mechanic                       | 34.34       |             |
| 23465       | Mechanics And Maintenance And Repair Occupations | Laboratory/Shelter Mechanic               | 33.15       |             |
| 23470       | Mechanics And Maintenance And Repair Occupations | Laborer                                   | 19.73       |             |
| 23510       | Mechanics And Maintenance And Repair Occupations | Locksmith                                 | 33.15       |             |
| 23530       | Mechanics And Maintenance And Repair Occupations | Machinery Maintenance Mechanic            | 29.89       |             |
| 23550       | Mechanics And Maintenance And Repair Occupations | Machinist, Maintenance                    | 27.83       |             |
| 23580       | Mechanics And Maintenance And Repair Occupations | Maintenance Trades Helper                 | 19.59       |             |
| 23591       | Mechanics And Maintenance And Repair Occupations | Metrology Technician I                    | 34.34       |             |
| 23592       | Mechanics And Maintenance And Repair Occupations | Metrology Technician II                   | 35.54       |             |
| 23593       | Mechanics And Maintenance And Repair Occupations | Metrology Technician III                  | 36.68       |             |
| 23640       | Mechanics And Maintenance And Repair Occupations | Millwright                                | 34.34       |             |
| 23710       | Mechanics And Maintenance And Repair Occupations | Office Appliance Repairer                 | 24.87       |             |
| 23760       | Mechanics And Maintenance And Repair Occupations | Painter, Maintenance                      | 24.77       |             |
| 23790       | Mechanics And Maintenance And Repair Occupations | Pipefitter, Maintenance                   | 38.54       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                          | <b>Rate</b> | <b>Note</b> |
|-------------|--|---------------------------------------|-------------|-------------|
| 23810       | Mechanics And Maintenance And Repair Occupations | Plumber, Maintenance                  | 37.21       |             |
| 23820       | Mechanics And Maintenance And Repair Occupations | Pneudraulic Systems Mechanic          | 34.34       |             |
| 23850       | Mechanics And Maintenance And Repair Occupations | Rigger                                | 34.34       |             |
| 23870       | Mechanics And Maintenance And Repair Occupations | Scale Mechanic                        | 31.92       |             |
| 23890       | Mechanics And Maintenance And Repair Occupations | Sheet-Metal Worker, Maintenance       | 34.57       |             |
| 23910       | Mechanics And Maintenance And Repair Occupations | Small Engine Mechanic                 | 24.66       |             |
| 23931       | Mechanics And Maintenance And Repair Occupations | Telecommunications Mechanic I         | 36.26       |             |
| 23932       | Mechanics And Maintenance And Repair Occupations | Telecommunications Mechanic II        | 37.52       |             |
| 23950       | Mechanics And Maintenance And Repair Occupations | Telephone Lineman                     | 44.56       |             |
| 23960       | Mechanics And Maintenance And Repair Occupations | Welder, Combination, Maintenance      | 25.30       |             |
| 23965       | Mechanics And Maintenance And Repair Occupations | Well Driller                          | 34.34       |             |
| 23970       | Mechanics And Maintenance And Repair Occupations | Woodcraft Worker                      | 34.34       |             |
| 23980       | Mechanics And Maintenance And Repair Occupations | Woodworker                            | 29.32       |             |
| 24550       | Personal Needs Occupations                       | Case Manager                          | 20.11       |             |
| 24570       | Personal Needs Occupations                       | Child Care Attendant                  | 17.50       |             |
| 24580       | Personal Needs Occupations                       | Child Care Center Clerk               | 21.81       |             |
| 24610       | Personal Needs Occupations                       | Chore Aide                            | 18.00       |             |
| 24620       | Personal Needs Occupations                       | Family Readiness And Support Services | 20.11       |             |
| 24630       | Personal Needs Occupations                       | Homemaker                             | 20.66       |             |
| 25010       | Plant And System Operations Occupations          | Boiler Tender                         | 30.98       |             |
| 25040       | Plant And System Operations Occupations          | Sewage Plant Operator                 | 30.54       |             |

| <b>Code</b> | <b>Category</b>                                | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 25070       | Plant And System Operations Occupations        | Stationary Engineer                       | 30.98       |             |
| 25190       | Plant And System Operations Occupations        | Ventilation Equipment Tender              | 25.03       |             |
| 25210       | Plant And System Operations Occupations        | Water Treatment Plant Operator            | 30.54       |             |
| 27004       | Protective Service Occupations                 | Alarm Monitor                             | 25.63       |             |
| 27007       | Protective Service Occupations                 | Baggage Inspector                         | 19.34       |             |
| 27008       | Protective Service Occupations                 | Corrections Officer                       | 31.38       |             |
| 27010       | Protective Service Occupations                 | Court Security Officer                    | 31.38       |             |
| 27030       | Protective Service Occupations                 | Detection Dog Handler                     | 21.63       |             |
| 27040       | Protective Service Occupations                 | Detention Officer                         | 31.38       |             |
| 27070       | Protective Service Occupations                 | Firefighter                               | 31.38       |             |
| 27101       | Protective Service Occupations                 | Guard I                                   | 19.34       |             |
| 27102       | Protective Service Occupations                 | Guard II                                  | 21.63       |             |
| 27131       | Protective Service Occupations                 | Police Officer I                          | 30.64       |             |
| 27132       | Protective Service Occupations                 | Police Officer II                         | 34.05       |             |
| 28041       | Recreation Occupations                         | Carnival Equipment Operator               | 19.85       |             |
| 28042       | Recreation Occupations                         | Carnival Equipment Repairer               | 20.98       |             |
| 28043       | Recreation Occupations                         | Carnival Worker                           | 16.16       | ***         |
| 28210       | Recreation Occupations                         | Gate Attendant/Gate Tender                | 20.67       |             |
| 28310       | Recreation Occupations                         | Lifeguard                                 | 16.17       | ***         |
| 28350       | Recreation Occupations                         | Park Attendant                            | 23.12       |             |
| 28510       | Recreation Occupations                         | Recreation Aide/Health Facility Attendant | 16.88       | ***         |
| 28515       | Recreation Occupations                         | Recreation Specialist                     | 28.65       |             |
| 28630       | Recreation Occupations                         | Sports Official                           | 18.42       |             |
| 28690       | Recreation Occupations                         | Swimming Pool Operator                    | 22.85       |             |
| 29010       | Stevedoring/Longshoremen Occupational Services | Blocker And Bracer                        | 31.71       |             |
| 29020       | Stevedoring/Longshoremen Occupational Services | Hatch Tender                              | 31.71       |             |
| 29030       | Stevedoring/Longshoremen Occupational Services | Line Handler                              | 31.71       |             |
| 29041       | Stevedoring/Longshoremen Occupational Services | Stevedore I                               | 30.59       |             |

| <b>Code</b> | <b>Category</b>                                | <b>Title</b>                             | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 29042       | Stevedoring/Longshoremen Occupational Services | Stevedore II                             | 32.93       |             |
| 30010       | Technical Occupations                          | Air Traffic Control Specialist, Center   | 51.07       | see 2       |
| 30011       | Technical Occupations                          | Air Traffic Control Specialist, Station  | 35.22       | see 2       |
| 30012       | Technical Occupations                          | Air Traffic Control Specialist, Terminal | 38.79       | see 2       |
| 30021       | Technical Occupations                          | Archeological Technician I               | 23.63       |             |
| 30022       | Technical Occupations                          | Archeological Technician II              | 26.42       |             |
| 30023       | Technical Occupations                          | Archeological Technician III             | 32.75       |             |
| 30030       | Technical Occupations                          | Cartographic Technician                  | 32.75       |             |
| 30040       | Technical Occupations                          | Civil Engineering Technician             | 31.26       |             |
| 30051       | Technical Occupations                          | Cryogenic Technician I                   | 36.26       |             |
| 30052       | Technical Occupations                          | Cryogenic Technician II                  | 40.04       |             |
| 30061       | Technical Occupations                          | Drafter/CAD Operator I                   | 23.63       |             |
| 30062       | Technical Occupations                          | Drafter/CAD Operator II                  | 26.42       |             |
| 30063       | Technical Occupations                          | Drafter/CAD Operator III                 | 29.46       |             |
| 30064       | Technical Occupations                          | Drafter/CAD Operator IV                  | 36.26       |             |
| 30081       | Technical Occupations                          | Engineering Technician I                 | 19.38       |             |
| 30082       | Technical Occupations                          | Engineering Technician II                | 21.75       |             |
| 30083       | Technical Occupations                          | Engineering Technician III               | 24.32       |             |
| 30084       | Technical Occupations                          | Engineering Technician IV                | 30.14       |             |
| 30085       | Technical Occupations                          | Engineering Technician V                 | 36.87       |             |
| 30086       | Technical Occupations                          | Engineering Technician VI                | 44.60       |             |
| 30090       | Technical Occupations                          | Environmental Technician                 | 28.73       |             |
| 30095       | Technical Occupations                          | Evidence Control Specialist              | 32.75       |             |
| 30210       | Technical Occupations                          | Laboratory Technician                    | 25.98       |             |
| 30221       | Technical Occupations                          | Latent Fingerprint Technician I          | 36.26       |             |
| 30222       | Technical Occupations                          | Latent Fingerprint Technician II         | 40.04       |             |
| 30240       | Technical Occupations                          | Mathematical Technician                  | 33.77       |             |
| 30361       | Technical Occupations                          | Paralegal/Legal Assistant I              | 23.21       |             |
| 30362       | Technical Occupations                          | Paralegal/Legal Assistant II             | 28.76       |             |
| 30363       | Technical Occupations                          | Paralegal/Legal Assistant III            | 35.18       |             |
| 30364       | Technical Occupations                          | Paralegal/Legal Assistant IV             | 42.56       |             |

| <b>Code</b> | <b>Category</b>                                       | <b>Title</b>                             | <b>Rate</b> | <b>Note</b> |
|-------------|---|--|-------------|-------------|
| 30375       | Technical Occupations                                 | Petroleum Supply Specialist              | 40.04       |             |
| 30390       | Technical Occupations                                 | Photo-Optics Technician                  | 32.75       |             |
| 30395       | Technical Occupations                                 | Radiation Control Technician             | 40.04       |             |
| 30461       | Technical Occupations                                 | Technical Writer I                       | 31.53       |             |
| 30462       | Technical Occupations                                 | Technical Writer II                      | 38.57       |             |
| 30463       | Technical Occupations                                 | Technical Writer III                     | 46.67       |             |
| 30491       | Technical Occupations                                 | Unexploded Ordnance (UXO) Technician I   | 32.46       |             |
| 30492       | Technical Occupations                                 | Unexploded Ordnance (UXO) Technician II  | 39.27       |             |
| 30493       | Technical Occupations                                 | Unexploded Ordnance (UXO) Technician III | 47.07       |             |
| 30494       | Technical Occupations                                 | Unexploded (UXO) Safety Escort           | 32.46       |             |
| 30495       | Technical Occupations                                 | Unexploded (UXO) Sweep Personnel         | 32.46       |             |
| 30501       | Technical Occupations                                 | Weather Forecaster I                     | 36.26       |             |
| 30502       | Technical Occupations                                 | Weather Forecaster II                    | 44.10       |             |
| 30620       | Technical Occupations                                 | Weather Observer, Combined Upper Air Or  | 29.46       | see 2       |
| 30621       | Technical Occupations                                 | Weather Observer, Senior                 | 32.75       | see 2       |
| 31010       | Transportation/Mobile Equipment Operation Occupations | Airplane Pilot                           | 39.27       |             |
| 31020       | Transportation/Mobile Equipment Operation Occupations | Bus Aide                                 | 19.02       |             |
| 31030       | Transportation/Mobile Equipment Operation Occupations | Bus Driver                               | 24.05       |             |
| 31043       | Transportation/Mobile Equipment Operation Occupations | Driver Courier                           | 20.03       |             |
| 31260       | Transportation/Mobile Equipment Operation Occupations | Parking and Lot Attendant                | 17.16       | ***         |
| 31290       | Transportation/Mobile Equipment Operation Occupations | Shuttle Bus Driver                       | 18.62       |             |
| 31310       | Transportation/Mobile Equipment Operation Occupations | Taxi Driver                              | 16.25       | ***         |
| 31361       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Light                       | 21.17       |             |

| <b>Code</b> | <b>Category</b>                                       | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|---|---------------------------------|-------------|-------------|
| 31362       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Medium             | 22.23       |             |
| 31363       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Heavy              | 27.15       |             |
| 31364       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Tractor-Trailer    | 27.15       |             |
| 99020       | Miscellaneous Occupations                             | Cabin Safety Specialist         | 19.15       |             |
| 99030       | Miscellaneous Occupations                             | Cashier                         | 16.04       | ***         |
| 99050       | Miscellaneous Occupations                             | Desk Clerk                      | 17.16       | ***         |
| 99095       | Miscellaneous Occupations                             | Embalmer                        | 39.85       |             |
| 99130       | Miscellaneous Occupations                             | Flight Follower                 | 32.46       |             |
| 99251       | Miscellaneous Occupations                             | Laboratory Animal Caretaker I   | 20.66       |             |
| 99252       | Miscellaneous Occupations                             | Laboratory Animal Caretaker II  | 21.84       |             |
| 99260       | Miscellaneous Occupations                             | Marketing Analyst               | 35.56       |             |
| 99310       | Miscellaneous Occupations                             | Mortician                       | 39.85       |             |
| 99410       | Miscellaneous Occupations                             | Pest Controller                 | 24.92       |             |
| 99510       | Miscellaneous Occupations                             | Photofinishing Worker           | 17.06       | ***         |
| 99710       | Miscellaneous Occupations                             | Recycling Laborer               | 29.92       |             |
| 99711       | Miscellaneous Occupations                             | Recycling Specialist            | 34.10       |             |
| 99730       | Miscellaneous Occupations                             | Refuse Collector                | 27.73       |             |
| 99810       | Miscellaneous Occupations                             | Sales Clerk                     | 16.89       | ***         |
| 99820       | Miscellaneous Occupations                             | School Crossing Guard           | 17.54       |             |
| 99830       | Miscellaneous Occupations                             | Survey Party Chief              | 31.42       |             |
| 99831       | Miscellaneous Occupations                             | Surveying Aide                  | 20.79       |             |
| 99832       | Miscellaneous Occupations                             | Surveying Technician            | 28.55       |             |
| 99840       | Miscellaneous Occupations                             | Vending Machine Attendant       | 22.65       |             |
| 99841       | Miscellaneous Occupations                             | Vending Machine Repairer        | 26.06       |             |
| 99842       | Miscellaneous Occupations                             | Vending Machine Repairer Helper | 22.65       |             |

## Footer

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.20 per hour) or 13658 (\$12.90 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. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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: \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 per month\*

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

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

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans'

Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

**THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESSES 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)).

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## **Wage Determination No. : 2015-4101**

### REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

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

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 27

Date Of Last Revision : 07/22/2024

Source : [Source Website](#)

**Header**

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

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2024.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.90 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 2024.

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).

This wage determination applies to the following localities in Massachusetts:

Hampden county: Brimfield, Holland

Worcester county: Hubbardston, New Braintree, Oakham, Sturbridge, Warren, West Brookfield

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

### **Wage Determination Table**

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                      | <b>Rate</b> | <b>Note</b> |
|-------------|---|-----------------------------------|-------------|-------------|
| 01011       | Administrative Support And Clerical Occupations | Accounting Clerk I                | 19.02       |             |
| 01012       | Administrative Support And Clerical Occupations | Accounting Clerk II               | 21.34       |             |
| 01013       | Administrative Support And Clerical Occupations | Accounting Clerk III              | 23.87       |             |
| 01020       | Administrative Support And Clerical Occupations | Administrative Assistant          | 33.59       |             |
| 01035       | Administrative Support And Clerical Occupations | Court Reporter                    | 23.80       |             |
| 01041       | Administrative Support And Clerical Occupations | Customer Service Representative I | 17.70       |             |

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------------|-------------|-------------|
| 01042       | Administrative Support And Clerical Occupations | Customer Service Representative II   | 19.31       |             |
| 01043       | Administrative Support And Clerical Occupations | Customer Service Representative III  | 21.67       |             |
| 01051       | Administrative Support And Clerical Occupations | Data Entry Operator I                | 18.89       |             |
| 01052       | Administrative Support And Clerical Occupations | Data Entry Operator II               | 20.60       |             |
| 01060       | Administrative Support And Clerical Occupations | Dispatcher, Motor Vehicle            | 23.80       |             |
| 01070       | Administrative Support And Clerical Occupations | Document Preparation Clerk           | 20.41       |             |
| 01090       | Administrative Support And Clerical Occupations | Duplicating Machine Operator         | 20.41       |             |
| 01111       | Administrative Support And Clerical Occupations | General Clerk I                      | 17.91       |             |
| 01112       | Administrative Support And Clerical Occupations | General Clerk II                     | 19.54       |             |
| 01113       | Administrative Support And Clerical Occupations | General Clerk III                    | 21.93       |             |
| 01120       | Administrative Support And Clerical Occupations | Housing Referral Assistant           | 26.54       |             |
| 01141       | Administrative Support And Clerical Occupations | Messenger Courier                    | 19.57       |             |
| 01191       | Administrative Support And Clerical Occupations | Order Clerk I                        | 18.05       |             |
| 01192       | Administrative Support And Clerical Occupations | Order Clerk II                       | 19.69       |             |
| 01261       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) I   | 19.24       |             |
| 01262       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) II  | 21.52       |             |
| 01263       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) III | 24.00       |             |
| 01270       | Administrative Support And Clerical Occupations | Production Control Clerk             | 27.55       |             |
| 01290       | Administrative Support And Clerical Occupations | Rental Clerk                         | 19.35       |             |

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------------|-------------|-------------|
| 01300       | Administrative Support And Clerical Occupations | Scheduler, Maintenance               | 21.28       |             |
| 01311       | Administrative Support And Clerical Occupations | Secretary I                          | 21.28       |             |
| 01312       | Administrative Support And Clerical Occupations | Secretary II                         | 23.80       |             |
| 01313       | Administrative Support And Clerical Occupations | Secretary III                        | 26.54       |             |
| 01320       | Administrative Support And Clerical Occupations | Service Order Dispatcher             | 21.28       |             |
| 01410       | Administrative Support And Clerical Occupations | Supply Technician                    | 33.59       |             |
| 01420       | Administrative Support And Clerical Occupations | Survey Worker                        | 22.81       |             |
| 01460       | Administrative Support And Clerical Occupations | Switchboard Operator/Receptionist    | 18.04       |             |
| 01531       | Administrative Support And Clerical Occupations | Travel Clerk I                       | 17.72       |             |
| 01532       | Administrative Support And Clerical Occupations | Travel Clerk II                      | 19.21       |             |
| 01533       | Administrative Support And Clerical Occupations | Travel Clerk III                     | 20.13       |             |
| 01611       | Administrative Support And Clerical Occupations | Word Processor I                     | 17.74       |             |
| 01612       | Administrative Support And Clerical Occupations | Word Processor II                    | 19.91       |             |
| 01613       | Administrative Support And Clerical Occupations | Word Processor III                   | 22.28       |             |
| 05005       | Automotive Service Occupations                  | Automobile Body Repairer, Fiberglass | 28.29       |             |
| 05010       | Automotive Service Occupations                  | Automotive Electrician               | 22.69       |             |
| 05040       | Automotive Service Occupations                  | Automotive Glass Installer           | 21.85       |             |
| 05070       | Automotive Service Occupations                  | Automotive Worker                    | 21.85       |             |
| 05110       | Automotive Service Occupations                  | Mobile Equipment Servicer            | 20.06       |             |
| 05130       | Automotive Service Occupations                  | Motor Equipment Metal Mechanic       | 23.50       |             |
| 05160       | Automotive Service Occupations                  | Motor Equipment Metal Worker         | 21.85       |             |
| 05190       | Automotive Service Occupations                  | Motor Vehicle Mechanic               | 23.50       |             |

| <b>Code</b> | <b>Category</b>                              | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|--|---------------------------------|-------------|-------------|
| 05220       | Automotive Service Occupations               | Motor Vehicle Mechanic Helper   | 18.98       |             |
| 05250       | Automotive Service Occupations               | Motor Vehicle Upholstery Worker | 21.07       |             |
| 05280       | Automotive Service Occupations               | Motor Vehicle Wrecker           | 21.85       |             |
| 05310       | Automotive Service Occupations               | Painter, Automotive             | 22.69       |             |
| 05340       | Automotive Service Occupations               | Radiator Repair Specialist      | 21.85       |             |
| 05370       | Automotive Service Occupations               | Tire Repairer                   | 16.31       | ***         |
| 05400       | Automotive Service Occupations               | Transmission Repair Specialist  | 23.50       |             |
| 07010       | Food Preparation And Service Occupations     | Baker                           | 17.38       |             |
| 07041       | Food Preparation And Service Occupations     | Cook I                          | 20.67       |             |
| 07042       | Food Preparation And Service Occupations     | Cook II                         | 22.51       |             |
| 07070       | Food Preparation And Service Occupations     | Dishwasher                      | 16.30       | ***         |
| 07130       | Food Preparation And Service Occupations     | Food Service Worker             | 17.04       | ***         |
| 07210       | Food Preparation And Service Occupations     | Meat Cutter                     | 21.93       |             |
| 07260       | Food Preparation And Service Occupations     | Waiter/Waitress                 | 16.35       | ***         |
| 09010       | Furniture Maintenance And Repair Occupations | Electrostatic Spray Painter     | 23.37       |             |
| 09040       | Furniture Maintenance And Repair Occupations | Furniture Handler               | 17.17       | ***         |
| 09080       | Furniture Maintenance And Repair Occupations | Furniture Refinisher            | 23.37       |             |
| 09090       | Furniture Maintenance And Repair Occupations | Furniture Refinisher Helper     | 19.56       |             |
| 09110       | Furniture Maintenance And Repair Occupations | Furniture Repairer, Minor       | 21.71       |             |
| 09130       | Furniture Maintenance And Repair Occupations | Upholsterer                     | 23.37       |             |
| 11030       | General Services And Support Occupations     | Cleaner, Vehicles               | 18.00       |             |
| 11060       | General Services And Support Occupations     | Elevator Operator               | 18.06       |             |

| <b>Code</b> | <b>Category</b>                          | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 11090       | General Services And Support Occupations | Gardener                                   | 24.39       |             |
| 11122       | General Services And Support Occupations | Housekeeping Aide                          | 18.06       |             |
| 11150       | General Services And Support Occupations | Janitor                                    | 18.06       |             |
| 11210       | General Services And Support Occupations | Laborer, Grounds Maintenance               | 20.24       |             |
| 11240       | General Services And Support Occupations | Maid or Houseman                           | 17.34       |             |
| 11260       | General Services And Support Occupations | Pruner                                     | 18.77       |             |
| 11270       | General Services And Support Occupations | Tractor Operator                           | 23.07       |             |
| 11330       | General Services And Support Occupations | Trail Maintenance Worker                   | 20.24       |             |
| 11360       | General Services And Support Occupations | Window Cleaner                             | 19.47       |             |
| 12010       | Health Occupations                       | Ambulance Driver                           | 22.03       |             |
| 12011       | Health Occupations                       | Breath Alcohol Technician                  | 29.08       |             |
| 12012       | Health Occupations                       | Certified Occupational Therapist Assistant | 33.65       |             |
| 12015       | Health Occupations                       | Certified Physical Therapist Assistant     | 33.69       |             |
| 12020       | Health Occupations                       | Dental Assistant                           | 24.70       |             |
| 12025       | Health Occupations                       | Dental Hygienist                           | 46.21       |             |
| 12030       | Health Occupations                       | EKG Technician                             | 42.44       |             |
| 12035       | Health Occupations                       | Electroneurodiagnostic Technologist        | 42.44       |             |
| 12040       | Health Occupations                       | Emergency Medical Technician               | 22.03       |             |
| 12071       | Health Occupations                       | Licensed Practical Nurse I                 | 26.00       |             |
| 12072       | Health Occupations                       | Licensed Practical Nurse II                | 29.08       |             |
| 12073       | Health Occupations                       | Licensed Practical Nurse III               | 32.43       |             |
| 12100       | Health Occupations                       | Medical Assistant                          | 22.64       |             |
| 12130       | Health Occupations                       | Medical Laboratory Technician              | 31.88       |             |
| 12160       | Health Occupations                       | Medical Record Clerk                       | 24.24       |             |
| 12190       | Health Occupations                       | Medical Record Technician                  | 27.34       |             |

| <b>Code</b> | <b>Category</b>                  | <b>Title</b>                           | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------|--|-------------|-------------|
| 12195       | Health Occupations               | Medical Transcriptionist               | 24.33       |             |
| 12210       | Health Occupations               | Nuclear Medicine Technologist          | 63.91       |             |
| 12221       | Health Occupations               | Nursing Assistant I                    | 14.19       | ***         |
| 12222       | Health Occupations               | Nursing Assistant II                   | 15.97       | ***         |
| 12223       | Health Occupations               | Nursing Assistant III                  | 17.42       |             |
| 12224       | Health Occupations               | Nursing Assistant IV                   | 19.55       |             |
| 12235       | Health Occupations               | Optical Dispenser                      | 29.59       |             |
| 12236       | Health Occupations               | Optical Technician                     | 26.00       |             |
| 12250       | Health Occupations               | Pharmacy Technician                    | 18.89       |             |
| 12280       | Health Occupations               | Phlebotomist                           | 22.34       |             |
| 12305       | Health Occupations               | Radiologic Technologist                | 39.39       |             |
| 12311       | Health Occupations               | Registered Nurse I                     | 29.56       |             |
| 12312       | Health Occupations               | Registered Nurse II                    | 36.16       |             |
| 12313       | Health Occupations               | Registered Nurse II, Specialist        | 36.16       |             |
| 12314       | Health Occupations               | Registered Nurse III                   | 45.75       |             |
| 12315       | Health Occupations               | Registered Nurse III, Anesthetist      | 45.75       |             |
| 12316       | Health Occupations               | Registered Nurse IV                    | 52.44       |             |
| 12317       | Health Occupations               | Scheduler                              | 36.03       |             |
| 12320       | Health Occupations               | Substance Abuse Treatment Counselor    | 25.58       |             |
| 13011       | Information And Arts Occupations | Exhibits Specialist I                  | 24.49       |             |
| 13012       | Information And Arts Occupations | Exhibits Specialist II                 | 30.35       |             |
| 13013       | Information And Arts Occupations | Exhibits Specialist III                | 37.13       |             |
| 13041       | Information And Arts Occupations | Illustrator I                          | 24.49       |             |
| 13042       | Information And Arts Occupations | Illustrator II                         | 30.35       |             |
| 13043       | Information And Arts Occupations | Illustrator III                        | 37.13       |             |
| 13047       | Information And Arts Occupations | Librarian                              | 33.61       |             |
| 13050       | Information And Arts Occupations | Library Aide/Clerk                     | 18.62       |             |
| 13054       | Information And Arts Occupations | Library Information Technology Systems | 30.35       |             |
| 13058       | Information And Arts Occupations | Library Technician                     | 22.43       |             |
| 13061       | Information And Arts Occupations | Media Specialist I                     | 21.90       |             |
| 13062       | Information And Arts Occupations | Media Specialist II                    | 24.49       |             |
| 13063       | Information And Arts Occupations | Media Specialist III                   | 27.32       |             |

| <b>Code</b> | <b>Category</b>                    | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------|--------------------------------------|-------------|-------------|
| 13071       | Information And Arts Occupations   | Photographer I                       | 20.75       |             |
| 13072       | Information And Arts Occupations   | Photographer II                      | 23.20       |             |
| 13073       | Information And Arts Occupations   | Photographer III                     | 28.75       |             |
| 13074       | Information And Arts Occupations   | Photographer IV                      | 35.16       |             |
| 13075       | Information And Arts Occupations   | Photographer V                       | 42.54       |             |
| 13090       | Information And Arts Occupations   | Technical Order Library Clerk        | 22.59       |             |
| 13110       | Information And Arts Occupations   | Video Teleconference Technician      | 32.04       |             |
| 14041       | Information Technology Occupations | Computer Operator I                  | 23.61       |             |
| 14042       | Information Technology Occupations | Computer Operator II                 | 26.40       |             |
| 14043       | Information Technology Occupations | Computer Operator III                | 29.45       |             |
| 14044       | Information Technology Occupations | Computer Operator IV                 | 32.72       |             |
| 14045       | Information Technology Occupations | Computer Operator V                  | 34.86       |             |
| 14071       | Information Technology Occupations | Computer Programmer I                | NaN         | see 1       |
| 14072       | Information Technology Occupations | Computer Programmer II               | NaN         | see 1       |
| 14073       | Information Technology Occupations | Computer Programmer III              | NaN         | see 1       |
| 14074       | Information Technology Occupations | Computer Programmer IV               | NaN         | see 1       |
| 14101       | Information Technology Occupations | Computer Systems Analyst I           | NaN         | see 1       |
| 14102       | Information Technology Occupations | Computer Systems Analyst II          | NaN         | see 1       |
| 14103       | Information Technology Occupations | Computer Systems Analyst III         | NaN         | see 1       |
| 14150       | Information Technology Occupations | Peripheral Equipment Operator        | 23.61       |             |
| 14160       | Information Technology Occupations | Personal Computer Support Technician | 32.72       |             |
| 14170       | Information Technology Occupations | System Support Specialist            | 43.01       |             |
| 15010       | Instructional Occupations          | Aircrew Training Devices Instructor  | 34.60       |             |
| 15020       | Instructional Occupations          | Aircrew Training Devices Instructor  | 41.86       |             |
| 15030       | Instructional Occupations          | Air Crew Training Devices Instructor | 50.17       |             |

| <b>Code</b> | <b>Category</b>   | <b>Title</b>                                    | <b>Rate</b> | <b>Note</b> |
|-------------|---|---|-------------|-------------|
| 15050       | Instructional Occupations                               | Computer Based Training Specialist / Instructor | 34.60       |             |
| 15060       | Instructional Occupations                               | Educational Technologist                        | 39.71       |             |
| 15070       | Instructional Occupations                               | Flight Instructor                               | 50.17       |             |
| 15080       | Instructional Occupations                               | Graphic Artist                                  | 30.05       |             |
| 15085       | Instructional Occupations                               | Maintenance Test Pilot, Fixed, Jet/Prop         | 50.17       |             |
| 15086       | Instructional Occupations                               | Maintenance Test Pilot, Rotary Wing             | 50.17       |             |
| 15088       | Instructional Occupations                               | Non-Maintenance Test/Co-Pilot                   | 50.17       |             |
| 15090       | Instructional Occupations                               | Technical Instructor                            | 25.80       |             |
| 15095       | Instructional Occupations                               | Technical Instructor/Course Developer           | 31.56       |             |
| 15110       | Instructional Occupations                               | Test Proctor                                    | 20.83       |             |
| 15120       | Instructional Occupations                               | Tutor   | 20.83       |             |
| 16010       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Assembler                                       | 17.18       | ***         |
| 16030       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Counter Attendant                               | 17.18       | ***         |
| 16040       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Dry Cleaner                                     | 19.63       |             |
| 16070       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Finisher, Flatwork, Machine                     | 17.18       | ***         |
| 16090       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Hand                                   | 17.18       | ***         |
| 16110       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Drycleaning                   | 17.18       | ***         |
| 16130       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Shirts                        | 17.18       | ***         |
| 16160       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Wearing Apparel, Laundry      | 17.18       | ***         |
| 16190       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Sewing Machine Operator                         | 20.45       |             |
| 16220       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Tailor  | 21.26       |             |
| 16250       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Washer, Machine                                 | 18.00       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|--|--------------------------------------|-------------|-------------|
| 19010       | Machine Tool Operation And Repair Occupations    | Machine-Tool Operator                | 26.66       |             |
| 19040       | Machine Tool Operation And Repair Occupations    | Tool And Die Maker                   | 30.43       |             |
| 21020       | Materials Handling And Packing Occupations       | Forklift Operator                    | 20.64       |             |
| 21030       | Materials Handling And Packing Occupations       | Material Coordinator                 | 27.55       |             |
| 21040       | Materials Handling And Packing Occupations       | Material Expediter                   | 27.55       |             |
| 21050       | Materials Handling And Packing Occupations       | Material Handling Laborer            | 19.73       |             |
| 21071       | Materials Handling And Packing Occupations       | Order Filler                         | 17.57       |             |
| 21080       | Materials Handling And Packing Occupations       | Production Line Worker               | 20.64       |             |
| 21110       | Materials Handling And Packing Occupations       | Shipping Packer                      | 22.18       |             |
| 21130       | Materials Handling And Packing Occupations       | Shipping/Receiving Clerk             | 22.18       |             |
| 21140       | Materials Handling And Packing Occupations       | Store Worker I                       | 17.19       | ***         |
| 21150       | Materials Handling And Packing Occupations       | Stock Clerk                          | 21.32       |             |
| 21210       | Materials Handling And Packing Occupations       | Tools And Parts Attendant            | 20.64       |             |
| 21410       | Materials Handling And Packing Occupations       | Warehouse Specialist                 | 20.64       |             |
| 23010       | Mechanics And Maintenance And Repair Occupations | Aerospace Structural Welder          | 35.54       |             |
| 23019       | Mechanics And Maintenance And Repair Occupations | Aircraft Logs and Records Technician | 30.79       |             |
| 23021       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic I                  | 34.34       |             |
| 23022       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic II                 | 35.54       |             |
| 23023       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic III                | 36.68       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                                   | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 23040       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic Helper                       | 27.74       |             |
| 23050       | Mechanics And Maintenance And Repair Occupations | Aircraft, Painter                              | 33.15       |             |
| 23060       | Mechanics And Maintenance And Repair Occupations | Aircraft Servicer                              | 30.79       |             |
| 23070       | Mechanics And Maintenance And Repair Occupations | Aircraft Survival Flight Equipment Technician  | 33.15       |             |
| 23080       | Mechanics And Maintenance And Repair Occupations | Aircraft Worker                                | 31.92       |             |
| 23091       | Mechanics And Maintenance And Repair Occupations | Aircrew Life Support Equipment (ALSE) Mechanic | 31.92       |             |
| 23092       | Mechanics And Maintenance And Repair Occupations | Aircrew Life Support Equipment (ALSE) Mechanic | 34.34       |             |
| 23110       | Mechanics And Maintenance And Repair Occupations | Appliance Mechanic                             | 29.60       |             |
| 23120       | Mechanics And Maintenance And Repair Occupations | Bicycle Repairer                               | 29.32       |             |
| 23125       | Mechanics And Maintenance And Repair Occupations | Cable Splicer                                  | 48.58       |             |
| 23130       | Mechanics And Maintenance And Repair Occupations | Carpenter, Maintenance                         | 29.52       |             |
| 23140       | Mechanics And Maintenance And Repair Occupations | Carpet Layer                                   | 31.92       |             |
| 23160       | Mechanics And Maintenance And Repair Occupations | Electrician, Maintenance                       | 37.78       |             |
| 23181       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance I           | 32.89       |             |
| 23182       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance II          | 34.14       |             |
| 23183       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance III         | 35.38       |             |
| 23260       | Mechanics And Maintenance And Repair Occupations | Fabric Worker                                  | 30.79       |             |
| 23290       | Mechanics And Maintenance And Repair Occupations | Fire Alarm System Mechanic                     | 32.95       |             |
| 23310       | Mechanics And Maintenance And Repair Occupations | Fire Extinguisher Repairer                     | 29.32       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 23311       | Mechanics And Maintenance And Repair Occupations | Fuel Distribution System Mechanic         | 36.10       |             |
| 23312       | Mechanics And Maintenance And Repair Occupations | Fuel Distribution System Operator         | 30.84       |             |
| 23370       | Mechanics And Maintenance And Repair Occupations | General Maintenance Worker                | 23.97       |             |
| 23380       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Mechanic         | 34.34       |             |
| 23381       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Servicer         | 30.79       |             |
| 23382       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Worker           | 31.92       |             |
| 23391       | Mechanics And Maintenance And Repair Occupations | Gunsmith I                                | 29.32       |             |
| 23392       | Mechanics And Maintenance And Repair Occupations | Gunsmith II                               | 31.92       |             |
| 23393       | Mechanics And Maintenance And Repair Occupations | Gunsmith III                              | 34.34       |             |
| 23410       | Mechanics And Maintenance And Repair Occupations | Heating, Ventilation And Air-Conditioning | 32.21       |             |
| 23411       | Mechanics And Maintenance And Repair Occupations | Heating, Ventilation And Air Contidioning | 33.34       |             |
| 23430       | Mechanics And Maintenance And Repair Occupations | Heavy Equipment Mechanic                  | 32.16       |             |
| 23440       | Mechanics And Maintenance And Repair Occupations | Heavy Equipment Operator                  | 33.33       |             |
| 23460       | Mechanics And Maintenance And Repair Occupations | Instrument Mechanic                       | 34.34       |             |
| 23465       | Mechanics And Maintenance And Repair Occupations | Laboratory/Shelter Mechanic               | 33.15       |             |
| 23470       | Mechanics And Maintenance And Repair Occupations | Laborer                                   | 19.73       |             |
| 23510       | Mechanics And Maintenance And Repair Occupations | Locksmith                                 | 33.15       |             |
| 23530       | Mechanics And Maintenance And Repair Occupations | Machinery Maintenance Mechanic            | 29.89       |             |
| 23550       | Mechanics And Maintenance And Repair Occupations | Machinist, Maintenance                    | 26.62       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                     | <b>Rate</b> | <b>Note</b> |
|-------------|--|----------------------------------|-------------|-------------|
| 23580       | Mechanics And Maintenance And Repair Occupations | Maintenance Trades Helper        | 18.27       |             |
| 23591       | Mechanics And Maintenance And Repair Occupations | Metrology Technician I           | 34.34       |             |
| 23592       | Mechanics And Maintenance And Repair Occupations | Metrology Technician II          | 35.54       |             |
| 23593       | Mechanics And Maintenance And Repair Occupations | Metrology Technician III         | 36.68       |             |
| 23640       | Mechanics And Maintenance And Repair Occupations | Millwright                       | 34.34       |             |
| 23710       | Mechanics And Maintenance And Repair Occupations | Office Appliance Repairer        | 24.87       |             |
| 23760       | Mechanics And Maintenance And Repair Occupations | Painter, Maintenance             | 24.77       |             |
| 23790       | Mechanics And Maintenance And Repair Occupations | Pipefitter, Maintenance          | 38.54       |             |
| 23810       | Mechanics And Maintenance And Repair Occupations | Plumber, Maintenance             | 37.21       |             |
| 23820       | Mechanics And Maintenance And Repair Occupations | Pneudraulic Systems Mechanic     | 34.34       |             |
| 23850       | Mechanics And Maintenance And Repair Occupations | Rigger                           | 34.34       |             |
| 23870       | Mechanics And Maintenance And Repair Occupations | Scale Mechanic                   | 31.92       |             |
| 23890       | Mechanics And Maintenance And Repair Occupations | Sheet-Metal Worker, Maintenance  | 34.57       |             |
| 23910       | Mechanics And Maintenance And Repair Occupations | Small Engine Mechanic            | 24.66       |             |
| 23931       | Mechanics And Maintenance And Repair Occupations | Telecommunications Mechanic I    | 36.26       |             |
| 23932       | Mechanics And Maintenance And Repair Occupations | Telecommunications Mechanic II   | 37.52       |             |
| 23950       | Mechanics And Maintenance And Repair Occupations | Telephone Lineman                | 44.48       |             |
| 23960       | Mechanics And Maintenance And Repair Occupations | Welder, Combination, Maintenance | 25.23       |             |
| 23965       | Mechanics And Maintenance And Repair Occupations | Well Driller                     | 34.34       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                          | <b>Rate</b> | <b>Note</b> |
|-------------|--|---------------------------------------|-------------|-------------|
| 23970       | Mechanics And Maintenance And Repair Occupations | Woodcraft Worker                      | 34.34       |             |
| 23980       | Mechanics And Maintenance And Repair Occupations | Woodworker                            | 29.32       |             |
| 24550       | Personal Needs Occupations                       | Case Manager                          | 20.11       |             |
| 24570       | Personal Needs Occupations                       | Child Care Attendant                  | 17.50       |             |
| 24580       | Personal Needs Occupations                       | Child Care Center Clerk               | 21.81       |             |
| 24610       | Personal Needs Occupations                       | Chore Aide                            | 18.00       |             |
| 24620       | Personal Needs Occupations                       | Family Readiness And Support Services | 20.11       |             |
| 24630       | Personal Needs Occupations                       | Homemaker                             | 20.39       |             |
| 25010       | Plant And System Operations Occupations          | Boiler Tender                         | 30.98       |             |
| 25040       | Plant And System Operations Occupations          | Sewage Plant Operator                 | 30.54       |             |
| 25070       | Plant And System Operations Occupations          | Stationary Engineer                   | 30.98       |             |
| 25190       | Plant And System Operations Occupations          | Ventilation Equipment Tender          | 25.03       |             |
| 25210       | Plant And System Operations Occupations          | Water Treatment Plant Operator        | 30.54       |             |
| 27004       | Protective Service Occupations                   | Alarm Monitor                         | 25.63       |             |
| 27007       | Protective Service Occupations                   | Baggage Inspector                     | 19.34       |             |
| 27008       | Protective Service Occupations                   | Corrections Officer                   | 31.38       |             |
| 27010       | Protective Service Occupations                   | Court Security Officer                | 31.38       |             |
| 27030       | Protective Service Occupations                   | Detection Dog Handler                 | 21.63       |             |
| 27040       | Protective Service Occupations                   | Detention Officer                     | 31.38       |             |
| 27070       | Protective Service Occupations                   | Firefighter                           | 31.38       |             |
| 27101       | Protective Service Occupations                   | Guard I                               | 19.34       |             |
| 27102       | Protective Service Occupations                   | Guard II                              | 21.63       |             |
| 27131       | Protective Service Occupations                   | Police Officer I                      | 30.64       |             |
| 27132       | Protective Service Occupations                   | Police Officer II                     | 34.05       |             |
| 28041       | Recreation Occupations                           | Carnival Equipment Operator           | 19.85       |             |
| 28042       | Recreation Occupations                           | Carnival Equipment Repairer           | 20.98       |             |
| 28043       | Recreation Occupations                           | Carnival Worker                       | 16.16       | ***         |
| 28210       | Recreation Occupations                           | Gate Attendant/Gate Tender            | 20.67       |             |

| <b>Code</b> | <b>Category</b>                                | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 28310       | Recreation Occupations                         | Lifeguard                                 | 16.17       | ***         |
| 28350       | Recreation Occupations                         | Park Attendant                            | 23.12       |             |
| 28510       | Recreation Occupations                         | Recreation Aide/Health Facility Attendant | 16.88       | ***         |
| 28515       | Recreation Occupations                         | Recreation Specialist                     | 28.65       |             |
| 28630       | Recreation Occupations                         | Sports Official                           | 18.42       |             |
| 28690       | Recreation Occupations                         | Swimming Pool Operator                    | 22.85       |             |
| 29010       | Stevedoring/Longshoremen Occupational Services | Blocker And Bracer                        | 31.71       |             |
| 29020       | Stevedoring/Longshoremen Occupational Services | Hatch Tender                              | 31.71       |             |
| 29030       | Stevedoring/Longshoremen Occupational Services | Line Handler                              | 31.71       |             |
| 29041       | Stevedoring/Longshoremen Occupational Services | Stevedore I                               | 30.59       |             |
| 29042       | Stevedoring/Longshoremen Occupational Services | Stevedore II                              | 32.93       |             |
| 30010       | Technical Occupations                          | Air Traffic Control Specialist, Center    | 51.07       | see 2       |
| 30011       | Technical Occupations                          | Air Traffic Control Specialist, Station   | 35.22       | see 2       |
| 30012       | Technical Occupations                          | Air Traffic Control Specialist, Terminal  | 38.79       | see 2       |
| 30021       | Technical Occupations                          | Archeological Technician I                | 23.63       |             |
| 30022       | Technical Occupations                          | Archeological Technician II               | 26.42       |             |
| 30023       | Technical Occupations                          | Archeological Technician III              | 32.75       |             |
| 30030       | Technical Occupations                          | Cartographic Technician                   | 32.75       |             |
| 30040       | Technical Occupations                          | Civil Engineering Technician              | 31.26       |             |
| 30051       | Technical Occupations                          | Cryogenic Technician I                    | 36.26       |             |
| 30052       | Technical Occupations                          | Cryogenic Technician II                   | 40.04       |             |
| 30061       | Technical Occupations                          | Drafter/CAD Operator I                    | 23.63       |             |
| 30062       | Technical Occupations                          | Drafter/CAD Operator II                   | 26.42       |             |
| 30063       | Technical Occupations                          | Drafter/CAD Operator III                  | 29.46       |             |
| 30064       | Technical Occupations                          | Drafter/CAD Operator IV                   | 36.26       |             |
| 30081       | Technical Occupations                          | Engineering Technician I                  | 19.38       |             |
| 30082       | Technical Occupations                          | Engineering Technician II                 | 21.75       |             |

| <b>Code</b> | <b>Category</b>       | <b>Title</b>                             | <b>Rate</b> | <b>Note</b> |
|-------------|-----------------------|--|-------------|-------------|
| 30083       | Technical Occupations | Engineering Technician III               | 24.32       |             |
| 30084       | Technical Occupations | Engineering Technician IV                | 30.14       |             |
| 30085       | Technical Occupations | Engineering Technician V                 | 36.87       |             |
| 30086       | Technical Occupations | Engineering Technician VI                | 44.60       |             |
| 30090       | Technical Occupations | Environmental Technician                 | 28.73       |             |
| 30095       | Technical Occupations | Evidence Control Specialist              | 32.75       |             |
| 30210       | Technical Occupations | Laboratory Technician                    | 25.98       |             |
| 30221       | Technical Occupations | Latent Fingerprint Technician I          | 36.26       |             |
| 30222       | Technical Occupations | Latent Fingerprint Technician II         | 40.04       |             |
| 30240       | Technical Occupations | Mathematical Technician                  | 32.75       |             |
| 30361       | Technical Occupations | Paralegal/Legal Assistant I              | 23.21       |             |
| 30362       | Technical Occupations | Paralegal/Legal Assistant II             | 28.76       |             |
| 30363       | Technical Occupations | Paralegal/Legal Assistant III            | 35.18       |             |
| 30364       | Technical Occupations | Paralegal/Legal Assistant IV             | 42.56       |             |
| 30375       | Technical Occupations | Petroleum Supply Specialist              | 40.04       |             |
| 30390       | Technical Occupations | Photo-Optics Technician                  | 32.75       |             |
| 30395       | Technical Occupations | Radiation Control Technician             | 40.04       |             |
| 30461       | Technical Occupations | Technical Writer I                       | 30.33       |             |
| 30462       | Technical Occupations | Technical Writer II                      | 37.09       |             |
| 30463       | Technical Occupations | Technical Writer III                     | 44.89       |             |
| 30491       | Technical Occupations | Unexploded Ordnance (UXO) Technician I   | 32.46       |             |
| 30492       | Technical Occupations | Unexploded Ordnance (UXO) Technician II  | 39.27       |             |
| 30493       | Technical Occupations | Unexploded Ordnance (UXO) Technician III | 47.07       |             |
| 30494       | Technical Occupations | Unexploded (UXO) Safety Escort           | 32.46       |             |
| 30495       | Technical Occupations | Unexploded (UXO) Sweep Personnel         | 32.46       |             |
| 30501       | Technical Occupations | Weather Forecaster I                     | 36.26       |             |
| 30502       | Technical Occupations | Weather Forecaster II                    | 44.10       |             |
| 30620       | Technical Occupations | Weather Observer, Combined Upper Air Or  | 29.46       | see 2       |
| 30621       | Technical Occupations | Weather Observer, Senior                 | 32.75       | see 2       |

| <b>Code</b> | <b>Category</b>                                       | <b>Title</b>                   | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------|-------------|-------------|
| 31010       | Transportation/Mobile Equipment Operation Occupations | Airplane Pilot                 | 39.27       |             |
| 31020       | Transportation/Mobile Equipment Operation Occupations | Bus Aide                       | 18.29       |             |
| 31030       | Transportation/Mobile Equipment Operation Occupations | Bus Driver                     | 24.05       |             |
| 31043       | Transportation/Mobile Equipment Operation Occupations | Driver Courier                 | 20.03       |             |
| 31260       | Transportation/Mobile Equipment Operation Occupations | Parking and Lot Attendant      | 17.16       | ***         |
| 31290       | Transportation/Mobile Equipment Operation Occupations | Shuttle Bus Driver             | 18.62       |             |
| 31310       | Transportation/Mobile Equipment Operation Occupations | Taxi Driver                    | 16.25       | ***         |
| 31361       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Light             | 21.17       |             |
| 31362       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Medium            | 22.23       |             |
| 31363       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Heavy             | 27.15       |             |
| 31364       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Tractor-Trailer   | 27.15       |             |
| 99020       | Miscellaneous Occupations                             | Cabin Safety Specialist        | 19.15       |             |
| 99030       | Miscellaneous Occupations                             | Cashier                        | 16.04       | ***         |
| 99050       | Miscellaneous Occupations                             | Desk Clerk                     | 17.16       | ***         |
| 99095       | Miscellaneous Occupations                             | Embalmer                       | 35.90       |             |
| 99130       | Miscellaneous Occupations                             | Flight Follower                | 32.46       |             |
| 99251       | Miscellaneous Occupations                             | Laboratory Animal Caretaker I  | 20.66       |             |
| 99252       | Miscellaneous Occupations                             | Laboratory Animal Caretaker II | 21.84       |             |
| 99260       | Miscellaneous Occupations                             | Marketing Analyst              | 35.56       |             |
| 99310       | Miscellaneous Occupations                             | Mortician                      | 35.90       |             |
| 99410       | Miscellaneous Occupations                             | Pest Controller                | 24.92       |             |
| 99510       | Miscellaneous Occupations                             | Photofinishing Worker          | 17.06       | ***         |
| 99710       | Miscellaneous Occupations                             | Recycling Laborer              | 29.92       |             |
| 99711       | Miscellaneous Occupations                             | Recycling Specialist           | 34.10       |             |
| 99730       | Miscellaneous Occupations                             | Refuse Collector               | 27.73       |             |

| <b>Code</b> | <b>Category</b>           | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------|---------------------------------|-------------|-------------|
| 99810       | Miscellaneous Occupations | Sales Clerk                     | 16.89       | ***         |
| 99820       | Miscellaneous Occupations | School Crossing Guard           | 17.54       |             |
| 99830       | Miscellaneous Occupations | Survey Party Chief              | 30.87       |             |
| 99831       | Miscellaneous Occupations | Surveying Aide                  | 20.22       |             |
| 99832       | Miscellaneous Occupations | Surveying Technician            | 27.69       |             |
| 99840       | Miscellaneous Occupations | Vending Machine Attendant       | 22.65       |             |
| 99841       | Miscellaneous Occupations | Vending Machine Repairer        | 26.06       |             |
| 99842       | Miscellaneous Occupations | Vending Machine Repairer Helper | 22.65       |             |

## Footer

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.20 per hour) or 13658 (\$12.90 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. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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: \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 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)).

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## **Wage Determination No. : 2015-4103**

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

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

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 28

Date Of Last Revision : 07/22/2024

Source : [Source Website](#)

## Header

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

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2024.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.90 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 2024.

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: Massachusetts

This wage determination applies to the following towns and cities in Worcester county: Auburn, Barre, Boylston, Brookfield, Charlton, Clinton, Douglas, Dudley, East Brookfield, Grafton, Holden, Leicester, Millbury, North Brookfield, Northborough, Northbridge, Oxford, Paxton, Princeton, Rutland, Shrewsbury, Southbridge, Spencer, Sterling, Sutton, Uxbridge, Webster, West Boylston, Westborough, Worcester

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

## Wage Determination Table

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                        | <b>Rate</b> | <b>Note</b> |
|-------------|---|-------------------------------------|-------------|-------------|
| 01011       | Administrative Support And Clerical Occupations | Accounting Clerk I                  | 19.02       |             |
| 01012       | Administrative Support And Clerical Occupations | Accounting Clerk II                 | 21.34       |             |
| 01013       | Administrative Support And Clerical Occupations | Accounting Clerk III                | 23.87       |             |
| 01020       | Administrative Support And Clerical Occupations | Administrative Assistant            | 33.59       |             |
| 01035       | Administrative Support And Clerical Occupations | Court Reporter                      | 23.80       |             |
| 01041       | Administrative Support And Clerical Occupations | Customer Service Representative I   | 17.70       |             |
| 01042       | Administrative Support And Clerical Occupations | Customer Service Representative II  | 19.31       |             |
| 01043       | Administrative Support And Clerical Occupations | Customer Service Representative III | 21.67       |             |
| 01051       | Administrative Support And Clerical Occupations | Data Entry Operator I               | 18.89       |             |
| 01052       | Administrative Support And Clerical Occupations | Data Entry Operator II              | 20.60       |             |
| 01060       | Administrative Support And Clerical Occupations | Dispatcher, Motor Vehicle           | 23.80       |             |
| 01070       | Administrative Support And Clerical Occupations | Document Preparation Clerk          | 20.41       |             |
| 01090       | Administrative Support And Clerical Occupations | Duplicating Machine Operator        | 20.41       |             |
| 01111       | Administrative Support And Clerical Occupations | General Clerk I                     | 17.91       |             |
| 01112       | Administrative Support And Clerical Occupations | General Clerk II                    | 19.54       |             |
| 01113       | Administrative Support And Clerical Occupations | General Clerk III                   | 21.93       |             |
| 01120       | Administrative Support And Clerical Occupations | Housing Referral Assistant          | 26.54       |             |
| 01141       | Administrative Support And Clerical Occupations | Messenger Courier                   | 19.57       |             |
| 01191       | Administrative Support And Clerical Occupations | Order Clerk I                       | 18.05       |             |

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------------|-------------|-------------|
| 01192       | Administrative Support And Clerical Occupations | Order Clerk II                       | 19.69       |             |
| 01261       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) I   | 19.24       |             |
| 01262       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) II  | 21.52       |             |
| 01263       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) III | 24.00       |             |
| 01270       | Administrative Support And Clerical Occupations | Production Control Clerk             | 27.55       |             |
| 01290       | Administrative Support And Clerical Occupations | Rental Clerk                         | 19.35       |             |
| 01300       | Administrative Support And Clerical Occupations | Scheduler, Maintenance               | 21.28       |             |
| 01311       | Administrative Support And Clerical Occupations | Secretary I                          | 21.28       |             |
| 01312       | Administrative Support And Clerical Occupations | Secretary II                         | 23.80       |             |
| 01313       | Administrative Support And Clerical Occupations | Secretary III                        | 26.54       |             |
| 01320       | Administrative Support And Clerical Occupations | Service Order Dispatcher             | 21.28       |             |
| 01410       | Administrative Support And Clerical Occupations | Supply Technician                    | 33.59       |             |
| 01420       | Administrative Support And Clerical Occupations | Survey Worker                        | 22.81       |             |
| 01460       | Administrative Support And Clerical Occupations | Switchboard Operator/Receptionist    | 18.04       |             |
| 01531       | Administrative Support And Clerical Occupations | Travel Clerk I                       | 17.72       |             |
| 01532       | Administrative Support And Clerical Occupations | Travel Clerk II                      | 19.21       |             |
| 01533       | Administrative Support And Clerical Occupations | Travel Clerk III                     | 20.13       |             |
| 01611       | Administrative Support And Clerical Occupations | Word Processor I                     | 17.74       |             |
| 01612       | Administrative Support And Clerical Occupations | Word Processor II                    | 19.91       |             |

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------------|-------------|-------------|
| 01613       | Administrative Support And Clerical Occupations | Word Processor III                   | 22.28       |             |
| 05005       | Automotive Service Occupations                  | Automobile Body Repairer, Fiberglass | 28.71       |             |
| 05010       | Automotive Service Occupations                  | Automotive Electrician               | 22.69       |             |
| 05040       | Automotive Service Occupations                  | Automotive Glass Installer           | 21.85       |             |
| 05070       | Automotive Service Occupations                  | Automotive Worker                    | 21.85       |             |
| 05110       | Automotive Service Occupations                  | Mobile Equipment Servicer            | 20.06       |             |
| 05130       | Automotive Service Occupations                  | Motor Equipment Metal Mechanic       | 23.50       |             |
| 05160       | Automotive Service Occupations                  | Motor Equipment Metal Worker         | 21.85       |             |
| 05190       | Automotive Service Occupations                  | Motor Vehicle Mechanic               | 23.50       |             |
| 05220       | Automotive Service Occupations                  | Motor Vehicle Mechanic Helper        | 18.98       |             |
| 05250       | Automotive Service Occupations                  | Motor Vehicle Upholstery Worker      | 21.07       |             |
| 05280       | Automotive Service Occupations                  | Motor Vehicle Wrecker                | 21.85       |             |
| 05310       | Automotive Service Occupations                  | Painter, Automotive                  | 22.69       |             |
| 05340       | Automotive Service Occupations                  | Radiator Repair Specialist           | 21.85       |             |
| 05370       | Automotive Service Occupations                  | Tire Repairer                        | 16.31       | ***         |
| 05400       | Automotive Service Occupations                  | Transmission Repair Specialist       | 23.50       |             |
| 07010       | Food Preparation And Service Occupations        | Baker                                | 17.38       |             |
| 07041       | Food Preparation And Service Occupations        | Cook I                               | 20.67       |             |
| 07042       | Food Preparation And Service Occupations        | Cook II                              | 22.51       |             |
| 07070       | Food Preparation And Service Occupations        | Dishwasher                           | 16.30       | ***         |
| 07130       | Food Preparation And Service Occupations        | Food Service Worker                  | 17.04       | ***         |
| 07210       | Food Preparation And Service Occupations        | Meat Cutter                          | 21.93       |             |
| 07260       | Food Preparation And Service Occupations        | Waiter/Waitress                      | 16.35       | ***         |
| 09010       | Furniture Maintenance And Repair Occupations    | Electrostatic Spray Painter          | 23.37       |             |
| 09040       | Furniture Maintenance And Repair Occupations    | Furniture Handler                    | 17.17       | ***         |

| <b>Code</b> | <b>Category</b>                              | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 09080       | Furniture Maintenance And Repair Occupations | Furniture Refinisher                       | 23.37       |             |
| 09090       | Furniture Maintenance And Repair Occupations | Furniture Refinisher Helper                | 19.56       |             |
| 09110       | Furniture Maintenance And Repair Occupations | Furniture Repairer, Minor                  | 21.71       |             |
| 09130       | Furniture Maintenance And Repair Occupations | Upholsterer                                | 23.37       |             |
| 11030       | General Services And Support Occupations     | Cleaner, Vehicles                          | 18.00       |             |
| 11060       | General Services And Support Occupations     | Elevator Operator                          | 18.06       |             |
| 11090       | General Services And Support Occupations     | Gardener                                   | 24.39       |             |
| 11122       | General Services And Support Occupations     | Housekeeping Aide                          | 18.06       |             |
| 11150       | General Services And Support Occupations     | Janitor                                    | 18.06       |             |
| 11210       | General Services And Support Occupations     | Laborer, Grounds Maintenance               | 20.24       |             |
| 11240       | General Services And Support Occupations     | Maid or Houseman                           | 17.34       |             |
| 11260       | General Services And Support Occupations     | Pruner                                     | 18.77       |             |
| 11270       | General Services And Support Occupations     | Tractor Operator                           | 23.07       |             |
| 11330       | General Services And Support Occupations     | Trail Maintenance Worker                   | 20.24       |             |
| 11360       | General Services And Support Occupations     | Window Cleaner                             | 19.47       |             |
| 12010       | Health Occupations                           | Ambulance Driver                           | 22.03       |             |
| 12011       | Health Occupations                           | Breath Alcohol Technician                  | 29.08       |             |
| 12012       | Health Occupations                           | Certified Occupational Therapist Assistant | 33.65       |             |
| 12015       | Health Occupations                           | Certified Physical Therapist Assistant     | 33.69       |             |
| 12020       | Health Occupations                           | Dental Assistant                           | 24.70       |             |
| 12025       | Health Occupations                           | Dental Hygienist                           | 46.21       |             |

| <b>Code</b> | <b>Category</b>                  | <b>Title</b>                        | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------|-------------------------------------|-------------|-------------|
| 12030       | Health Occupations               | EKG Technician                      | 42.44       |             |
| 12035       | Health Occupations               | Electroneurodiagnostic Technologist | 42.44       |             |
| 12040       | Health Occupations               | Emergency Medical Technician        | 22.03       |             |
| 12071       | Health Occupations               | Licensed Practical Nurse I          | 26.00       |             |
| 12072       | Health Occupations               | Licensed Practical Nurse II         | 29.08       |             |
| 12073       | Health Occupations               | Licensed Practical Nurse III        | 32.43       |             |
| 12100       | Health Occupations               | Medical Assistant                   | 22.64       |             |
| 12130       | Health Occupations               | Medical Laboratory Technician       | 31.88       |             |
| 12160       | Health Occupations               | Medical Record Clerk                | 24.24       |             |
| 12190       | Health Occupations               | Medical Record Technician           | 27.34       |             |
| 12195       | Health Occupations               | Medical Transcriptionist            | 24.53       |             |
| 12210       | Health Occupations               | Nuclear Medicine Technologist       | 63.91       |             |
| 12221       | Health Occupations               | Nursing Assistant I                 | 14.19       | ***         |
| 12222       | Health Occupations               | Nursing Assistant II                | 15.97       | ***         |
| 12223       | Health Occupations               | Nursing Assistant III               | 17.42       |             |
| 12224       | Health Occupations               | Nursing Assistant IV                | 19.55       |             |
| 12235       | Health Occupations               | Optical Dispenser                   | 29.59       |             |
| 12236       | Health Occupations               | Optical Technician                  | 26.00       |             |
| 12250       | Health Occupations               | Pharmacy Technician                 | 20.80       |             |
| 12280       | Health Occupations               | Phlebotomist                        | 22.34       |             |
| 12305       | Health Occupations               | Radiologic Technologist             | 39.39       |             |
| 12311       | Health Occupations               | Registered Nurse I                  | 31.18       |             |
| 12312       | Health Occupations               | Registered Nurse II                 | 40.19       |             |
| 12313       | Health Occupations               | Registered Nurse II, Specialist     | 40.19       |             |
| 12314       | Health Occupations               | Registered Nurse III                | 48.83       |             |
| 12315       | Health Occupations               | Registered Nurse III, Anesthetist   | 48.83       |             |
| 12316       | Health Occupations               | Registered Nurse IV                 | 58.29       |             |
| 12317       | Health Occupations               | Scheduler                           | 36.03       |             |
| 12320       | Health Occupations               | Substance Abuse Treatment Counselor | 25.58       |             |
| 13011       | Information And Arts Occupations | Exhibits Specialist I               | 24.49       |             |
| 13012       | Information And Arts Occupations | Exhibits Specialist II              | 30.35       |             |
| 13013       | Information And Arts Occupations | Exhibits Specialist III             | 37.13       |             |

| <b>Code</b> | <b>Category</b>                    | <b>Title</b>                           | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------|--|-------------|-------------|
| 13041       | Information And Arts Occupations   | Illustrator I                          | 24.49       |             |
| 13042       | Information And Arts Occupations   | Illustrator II                         | 30.35       |             |
| 13043       | Information And Arts Occupations   | Illustrator III                        | 37.13       |             |
| 13047       | Information And Arts Occupations   | Librarian                              | 34.14       |             |
| 13050       | Information And Arts Occupations   | Library Aide/Clerk                     | 18.62       |             |
| 13054       | Information And Arts Occupations   | Library Information Technology Systems | 30.35       |             |
| 13058       | Information And Arts Occupations   | Library Technician                     | 22.43       |             |
| 13061       | Information And Arts Occupations   | Media Specialist I                     | 21.90       |             |
| 13062       | Information And Arts Occupations   | Media Specialist II                    | 24.49       |             |
| 13063       | Information And Arts Occupations   | Media Specialist III                   | 27.32       |             |
| 13071       | Information And Arts Occupations   | Photographer I                         | 20.75       |             |
| 13072       | Information And Arts Occupations   | Photographer II                        | 23.20       |             |
| 13073       | Information And Arts Occupations   | Photographer III                       | 28.75       |             |
| 13074       | Information And Arts Occupations   | Photographer IV                        | 35.16       |             |
| 13075       | Information And Arts Occupations   | Photographer V                         | 42.54       |             |
| 13090       | Information And Arts Occupations   | Technical Order Library Clerk          | 22.59       |             |
| 13110       | Information And Arts Occupations   | Video Teleconference Technician        | 32.04       |             |
| 14041       | Information Technology Occupations | Computer Operator I                    | 23.80       |             |
| 14042       | Information Technology Occupations | Computer Operator II                   | 26.61       |             |
| 14043       | Information Technology Occupations | Computer Operator III                  | 29.67       |             |
| 14044       | Information Technology Occupations | Computer Operator IV                   | 32.98       |             |
| 14045       | Information Technology Occupations | Computer Operator V                    | 36.52       |             |
| 14071       | Information Technology Occupations | Computer Programmer I                  | NaN         | see 1       |
| 14072       | Information Technology Occupations | Computer Programmer II                 | NaN         | see 1       |
| 14073       | Information Technology Occupations | Computer Programmer III                | NaN         | see 1       |
| 14074       | Information Technology Occupations | Computer Programmer IV                 | NaN         | see 1       |
| 14101       | Information Technology Occupations | Computer Systems Analyst I             | NaN         | see 1       |
| 14102       | Information Technology Occupations | Computer Systems Analyst II            | NaN         | see 1       |

| <b>Code</b> | <b>Category</b>   | <b>Title</b>                                    | <b>Rate</b> | <b>Note</b> |
|-------------|---|---|-------------|-------------|
| 14103       | Information Technology Occupations                      | Computer Systems Analyst III                    | NaN         | see<br>1    |
| 14150       | Information Technology Occupations                      | Peripheral Equipment Operator                   | 23.80       |             |
| 14160       | Information Technology Occupations                      | Personal Computer Support Technician            | 32.98       |             |
| 14170       | Information Technology Occupations                      | System Support Specialist                       | 43.01       |             |
| 15010       | Instructional Occupations                               | Aircrew Training Devices Instructor             | 35.72       |             |
| 15020       | Instructional Occupations                               | Aircrew Training Devices Instructor             | 43.22       |             |
| 15030       | Instructional Occupations                               | Air Crew Training Devices Instructor            | 51.80       |             |
| 15050       | Instructional Occupations                               | Computer Based Training Specialist / Instructor | 35.72       |             |
| 15060       | Instructional Occupations                               | Educational Technologist                        | 40.26       |             |
| 15070       | Instructional Occupations                               | Flight Instructor                               | 51.80       |             |
| 15080       | Instructional Occupations                               | Graphic Artist                                  | 31.54       |             |
| 15085       | Instructional Occupations                               | Maintenance Test Pilot, Fixed, Jet/Prop         | 50.17       |             |
| 15086       | Instructional Occupations                               | Maintenance Test Pilot, Rotary Wing             | 50.17       |             |
| 15088       | Instructional Occupations                               | Non-Maintenance Test/Co-Pilot                   | 50.17       |             |
| 15090       | Instructional Occupations                               | Technical Instructor                            | 25.80       |             |
| 15095       | Instructional Occupations                               | Technical Instructor/Course Developer           | 31.56       |             |
| 15110       | Instructional Occupations                               | Test Proctor                                    | 20.83       |             |
| 15120       | Instructional Occupations                               | Tutor   | 20.83       |             |
| 16010       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Assembler                                       | 17.18       | ***         |
| 16030       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Counter Attendant                               | 17.18       | ***         |
| 16040       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Dry Cleaner                                     | 19.63       |             |
| 16070       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Finisher, Flatwork, Machine                     | 17.18       | ***         |
| 16090       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Hand                                   | 17.18       | ***         |

| <b>Code</b> | <b>Category</b>   | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|---|--|-------------|-------------|
| 16110       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Drycleaning              | 17.18       | ***         |
| 16130       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Shirts                   | 17.18       | ***         |
| 16160       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Wearing Apparel, Laundry | 17.18       | ***         |
| 16190       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Sewing Machine Operator                    | 20.45       |             |
| 16220       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Tailor                                     | 21.26       |             |
| 16250       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Washer, Machine                            | 18.00       |             |
| 19010       | Machine Tool Operation And Repair Occupations           | Machine-Tool Operator                      | 26.66       |             |
| 19040       | Machine Tool Operation And Repair Occupations           | Tool And Die Maker                         | 30.43       |             |
| 21020       | Materials Handling And Packing Occupations              | Forklift Operator                          | 20.64       |             |
| 21030       | Materials Handling And Packing Occupations              | Material Coordinator                       | 27.55       |             |
| 21040       | Materials Handling And Packing Occupations              | Material Expediter                         | 27.55       |             |
| 21050       | Materials Handling And Packing Occupations              | Material Handling Laborer                  | 19.73       |             |
| 21071       | Materials Handling And Packing Occupations              | Order Filler                               | 17.57       |             |
| 21080       | Materials Handling And Packing Occupations              | Production Line Worker                     | 20.64       |             |
| 21110       | Materials Handling And Packing Occupations              | Shipping Packer                            | 22.18       |             |
| 21130       | Materials Handling And Packing Occupations              | Shipping/Receiving Clerk                   | 22.18       |             |
| 21140       | Materials Handling And Packing Occupations              | Store Worker I                             | 17.19       | ***         |
| 21150       | Materials Handling And Packing Occupations              | Stock Clerk                                | 21.32       |             |
| 21210       | Materials Handling And Packing Occupations              | Tools And Parts Attendant                  | 20.64       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                                   | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 21410       | Materials Handling And Packing Occupations       | Warehouse Specialist                           | 20.64       |             |
| 23010       | Mechanics And Maintenance And Repair Occupations | Aerospace Structural Welder                    | 35.77       |             |
| 23019       | Mechanics And Maintenance And Repair Occupations | Aircraft Logs and Records Technician           | 30.79       |             |
| 23021       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic I                            | 34.34       |             |
| 23022       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic II                           | 35.77       |             |
| 23023       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic III                          | 36.92       |             |
| 23040       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic Helper                       | 27.74       |             |
| 23050       | Mechanics And Maintenance And Repair Occupations | Aircraft, Painter                              | 33.15       |             |
| 23060       | Mechanics And Maintenance And Repair Occupations | Aircraft Servicer                              | 30.79       |             |
| 23070       | Mechanics And Maintenance And Repair Occupations | Aircraft Survival Flight Equipment Technician  | 33.15       |             |
| 23080       | Mechanics And Maintenance And Repair Occupations | Aircraft Worker                                | 31.92       |             |
| 23091       | Mechanics And Maintenance And Repair Occupations | Aircrew Life Support Equipment (ALSE) Mechanic | 31.92       |             |
| 23092       | Mechanics And Maintenance And Repair Occupations | Aircrew Life Support Equipment (ALSE) Mechanic | 34.34       |             |
| 23110       | Mechanics And Maintenance And Repair Occupations | Appliance Mechanic                             | 32.32       |             |
| 23120       | Mechanics And Maintenance And Repair Occupations | Bicycle Repairer                               | 29.32       |             |
| 23125       | Mechanics And Maintenance And Repair Occupations | Cable Splicer                                  | 48.58       |             |
| 23130       | Mechanics And Maintenance And Repair Occupations | Carpenter, Maintenance                         | 29.52       |             |
| 23140       | Mechanics And Maintenance And Repair Occupations | Carpet Layer                                   | 31.92       |             |
| 23160       | Mechanics And Maintenance And Repair Occupations | Electrician, Maintenance                       | 37.78       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 23181       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance I      | 32.89       |             |
| 23182       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance II     | 34.14       |             |
| 23183       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance III    | 35.38       |             |
| 23260       | Mechanics And Maintenance And Repair Occupations | Fabric Worker                             | 30.79       |             |
| 23290       | Mechanics And Maintenance And Repair Occupations | Fire Alarm System Mechanic                | 33.05       |             |
| 23310       | Mechanics And Maintenance And Repair Occupations | Fire Extinguisher Repairer                | 29.32       |             |
| 23311       | Mechanics And Maintenance And Repair Occupations | Fuel Distribution System Mechanic         | 37.64       |             |
| 23312       | Mechanics And Maintenance And Repair Occupations | Fuel Distribution System Operator         | 30.84       |             |
| 23370       | Mechanics And Maintenance And Repair Occupations | General Maintenance Worker                | 23.97       |             |
| 23380       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Mechanic         | 34.34       |             |
| 23381       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Servicer         | 30.79       |             |
| 23382       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Worker           | 31.92       |             |
| 23391       | Mechanics And Maintenance And Repair Occupations | Gunsmith I                                | 29.32       |             |
| 23392       | Mechanics And Maintenance And Repair Occupations | Gunsmith II                               | 31.92       |             |
| 23393       | Mechanics And Maintenance And Repair Occupations | Gunsmith III                              | 34.34       |             |
| 23410       | Mechanics And Maintenance And Repair Occupations | Heating, Ventilation And Air-Conditioning | 32.21       |             |
| 23411       | Mechanics And Maintenance And Repair Occupations | Heating, Ventilation And Air Contidioning | 33.34       |             |
| 23430       | Mechanics And Maintenance And Repair Occupations | Heavy Equipment Mechanic                  | 32.16       |             |
| 23440       | Mechanics And Maintenance And Repair Occupations | Heavy Equipment Operator                  | 33.33       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|--|---------------------------------|-------------|-------------|
| 23460       | Mechanics And Maintenance And Repair Occupations | Instrument Mechanic             | 34.34       |             |
| 23465       | Mechanics And Maintenance And Repair Occupations | Laboratory/Shelter Mechanic     | 33.15       |             |
| 23470       | Mechanics And Maintenance And Repair Occupations | Laborer                         | 19.73       |             |
| 23510       | Mechanics And Maintenance And Repair Occupations | Locksmith                       | 33.15       |             |
| 23530       | Mechanics And Maintenance And Repair Occupations | Machinery Maintenance Mechanic  | 29.89       |             |
| 23550       | Mechanics And Maintenance And Repair Occupations | Machinist, Maintenance          | 27.83       |             |
| 23580       | Mechanics And Maintenance And Repair Occupations | Maintenance Trades Helper       | 19.59       |             |
| 23591       | Mechanics And Maintenance And Repair Occupations | Metrology Technician I          | 34.34       |             |
| 23592       | Mechanics And Maintenance And Repair Occupations | Metrology Technician II         | 35.54       |             |
| 23593       | Mechanics And Maintenance And Repair Occupations | Metrology Technician III        | 36.68       |             |
| 23640       | Mechanics And Maintenance And Repair Occupations | Millwright                      | 34.34       |             |
| 23710       | Mechanics And Maintenance And Repair Occupations | Office Appliance Repairer       | 24.87       |             |
| 23760       | Mechanics And Maintenance And Repair Occupations | Painter, Maintenance            | 24.77       |             |
| 23790       | Mechanics And Maintenance And Repair Occupations | Pipefitter, Maintenance         | 38.54       |             |
| 23810       | Mechanics And Maintenance And Repair Occupations | Plumber, Maintenance            | 37.21       |             |
| 23820       | Mechanics And Maintenance And Repair Occupations | Pneudraulic Systems Mechanic    | 34.34       |             |
| 23850       | Mechanics And Maintenance And Repair Occupations | Rigger                          | 34.34       |             |
| 23870       | Mechanics And Maintenance And Repair Occupations | Scale Mechanic                  | 31.92       |             |
| 23890       | Mechanics And Maintenance And Repair Occupations | Sheet-Metal Worker, Maintenance | 34.57       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                          | <b>Rate</b> | <b>Note</b> |
|-------------|--|---------------------------------------|-------------|-------------|
| 23910       | Mechanics And Maintenance And Repair Occupations | Small Engine Mechanic                 | 24.66       |             |
| 23931       | Mechanics And Maintenance And Repair Occupations | Telecommunications Mechanic I         | 36.26       |             |
| 23932       | Mechanics And Maintenance And Repair Occupations | Telecommunications Mechanic II        | 37.52       |             |
| 23950       | Mechanics And Maintenance And Repair Occupations | Telephone Lineman                     | 44.56       |             |
| 23960       | Mechanics And Maintenance And Repair Occupations | Welder, Combination, Maintenance      | 25.30       |             |
| 23965       | Mechanics And Maintenance And Repair Occupations | Well Driller                          | 34.34       |             |
| 23970       | Mechanics And Maintenance And Repair Occupations | Woodcraft Worker                      | 34.34       |             |
| 23980       | Mechanics And Maintenance And Repair Occupations | Woodworker                            | 29.32       |             |
| 24550       | Personal Needs Occupations                       | Case Manager                          | 20.11       |             |
| 24570       | Personal Needs Occupations                       | Child Care Attendant                  | 17.50       |             |
| 24580       | Personal Needs Occupations                       | Child Care Center Clerk               | 21.81       |             |
| 24610       | Personal Needs Occupations                       | Chore Aide                            | 18.00       |             |
| 24620       | Personal Needs Occupations                       | Family Readiness And Support Services | 20.11       |             |
| 24630       | Personal Needs Occupations                       | Homemaker                             | 20.66       |             |
| 25010       | Plant And System Operations Occupations          | Boiler Tender                         | 30.98       |             |
| 25040       | Plant And System Operations Occupations          | Sewage Plant Operator                 | 30.54       |             |
| 25070       | Plant And System Operations Occupations          | Stationary Engineer                   | 30.98       |             |
| 25190       | Plant And System Operations Occupations          | Ventilation Equipment Tender          | 25.03       |             |
| 25210       | Plant And System Operations Occupations          | Water Treatment Plant Operator        | 30.54       |             |
| 27004       | Protective Service Occupations                   | Alarm Monitor                         | 25.63       |             |
| 27007       | Protective Service Occupations                   | Baggage Inspector                     | 19.34       |             |
| 27008       | Protective Service Occupations                   | Corrections Officer                   | 31.38       |             |
| 27010       | Protective Service Occupations                   | Court Security Officer                | 31.38       |             |

| <b>Code</b> | <b>Category</b>                                | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 27030       | Protective Service Occupations                 | Detection Dog Handler                     | 21.63       |             |
| 27040       | Protective Service Occupations                 | Detention Officer                         | 31.38       |             |
| 27070       | Protective Service Occupations                 | Firefighter                               | 31.38       |             |
| 27101       | Protective Service Occupations                 | Guard I                                   | 19.34       |             |
| 27102       | Protective Service Occupations                 | Guard II                                  | 21.63       |             |
| 27131       | Protective Service Occupations                 | Police Officer I                          | 30.64       |             |
| 27132       | Protective Service Occupations                 | Police Officer II                         | 34.05       |             |
| 28041       | Recreation Occupations                         | Carnival Equipment Operator               | 19.85       |             |
| 28042       | Recreation Occupations                         | Carnival Equipment Repairer               | 20.98       |             |
| 28043       | Recreation Occupations                         | Carnival Worker                           | 16.16       | ***         |
| 28210       | Recreation Occupations                         | Gate Attendant/Gate Tender                | 20.67       |             |
| 28310       | Recreation Occupations                         | Lifeguard                                 | 16.17       | ***         |
| 28350       | Recreation Occupations                         | Park Attendant                            | 23.12       |             |
| 28510       | Recreation Occupations                         | Recreation Aide/Health Facility Attendant | 16.88       | ***         |
| 28515       | Recreation Occupations                         | Recreation Specialist                     | 28.65       |             |
| 28630       | Recreation Occupations                         | Sports Official                           | 18.42       |             |
| 28690       | Recreation Occupations                         | Swimming Pool Operator                    | 22.85       |             |
| 29010       | Stevedoring/Longshoremen Occupational Services | Blocker And Bracer                        | 31.71       |             |
| 29020       | Stevedoring/Longshoremen Occupational Services | Hatch Tender                              | 31.71       |             |
| 29030       | Stevedoring/Longshoremen Occupational Services | Line Handler                              | 31.71       |             |
| 29041       | Stevedoring/Longshoremen Occupational Services | Stevedore I                               | 30.59       |             |
| 29042       | Stevedoring/Longshoremen Occupational Services | Stevedore II                              | 32.93       |             |
| 30010       | Technical Occupations                          | Air Traffic Control Specialist, Center    | 51.07       | see 2       |
| 30011       | Technical Occupations                          | Air Traffic Control Specialist, Station   | 35.22       | see 2       |
| 30012       | Technical Occupations                          | Air Traffic Control Specialist, Terminal  | 38.79       | see 2       |
| 30021       | Technical Occupations                          | Archeological Technician I                | 23.63       |             |
| 30022       | Technical Occupations                          | Archeological Technician II               | 26.42       |             |

| <b>Code</b> | <b>Category</b>       | <b>Title</b>                           | <b>Rate</b> | <b>Note</b> |
|-------------|-----------------------|--|-------------|-------------|
| 30023       | Technical Occupations | Archeological Technician III           | 32.75       |             |
| 30030       | Technical Occupations | Cartographic Technician                | 32.75       |             |
| 30040       | Technical Occupations | Civil Engineering Technician           | 31.26       |             |
| 30051       | Technical Occupations | Cryogenic Technician I                 | 36.26       |             |
| 30052       | Technical Occupations | Cryogenic Technician II                | 40.04       |             |
| 30061       | Technical Occupations | Drafter/CAD Operator I                 | 23.63       |             |
| 30062       | Technical Occupations | Drafter/CAD Operator II                | 26.42       |             |
| 30063       | Technical Occupations | Drafter/CAD Operator III               | 29.46       |             |
| 30064       | Technical Occupations | Drafter/CAD Operator IV                | 36.26       |             |
| 30081       | Technical Occupations | Engineering Technician I               | 19.38       |             |
| 30082       | Technical Occupations | Engineering Technician II              | 21.75       |             |
| 30083       | Technical Occupations | Engineering Technician III             | 24.32       |             |
| 30084       | Technical Occupations | Engineering Technician IV              | 30.14       |             |
| 30085       | Technical Occupations | Engineering Technician V               | 36.87       |             |
| 30086       | Technical Occupations | Engineering Technician VI              | 44.60       |             |
| 30090       | Technical Occupations | Environmental Technician               | 28.73       |             |
| 30095       | Technical Occupations | Evidence Control Specialist            | 32.75       |             |
| 30210       | Technical Occupations | Laboratory Technician                  | 25.98       |             |
| 30221       | Technical Occupations | Latent Fingerprint Technician I        | 36.26       |             |
| 30222       | Technical Occupations | Latent Fingerprint Technician II       | 40.04       |             |
| 30240       | Technical Occupations | Mathematical Technician                | 33.77       |             |
| 30361       | Technical Occupations | Paralegal/Legal Assistant I            | 23.21       |             |
| 30362       | Technical Occupations | Paralegal/Legal Assistant II           | 28.76       |             |
| 30363       | Technical Occupations | Paralegal/Legal Assistant III          | 35.18       |             |
| 30364       | Technical Occupations | Paralegal/Legal Assistant IV           | 42.56       |             |
| 30375       | Technical Occupations | Petroleum Supply Specialist            | 40.04       |             |
| 30390       | Technical Occupations | Photo-Optics Technician                | 32.75       |             |
| 30395       | Technical Occupations | Radiation Control Technician           | 40.04       |             |
| 30461       | Technical Occupations | Technical Writer I                     | 31.53       |             |
| 30462       | Technical Occupations | Technical Writer II                    | 38.57       |             |
| 30463       | Technical Occupations | Technical Writer III                   | 46.67       |             |
| 30491       | Technical Occupations | Unexploded Ordnance (UXO) Technician I | 32.46       |             |

| <b>Code</b> | <b>Category</b>                                       | <b>Title</b>                             | <b>Rate</b> | <b>Note</b> |
|-------------|---|--|-------------|-------------|
| 30492       | Technical Occupations                                 | Unexploded Ordnance (UXO) Technician II  | 39.27       |             |
| 30493       | Technical Occupations                                 | Unexploded Ordnance (UXO) Technician III | 47.07       |             |
| 30494       | Technical Occupations                                 | Unexploded (UXO) Safety Escort           | 32.46       |             |
| 30495       | Technical Occupations                                 | Unexploded (UXO) Sweep Personnel         | 32.46       |             |
| 30501       | Technical Occupations                                 | Weather Forecaster I                     | 36.26       |             |
| 30502       | Technical Occupations                                 | Weather Forecaster II                    | 44.10       |             |
| 30620       | Technical Occupations                                 | Weather Observer, Combined Upper Air Or  | 29.46       | see 2       |
| 30621       | Technical Occupations                                 | Weather Observer, Senior                 | 32.75       | see 2       |
| 31010       | Transportation/Mobile Equipment Operation Occupations | Airplane Pilot                           | 39.27       |             |
| 31020       | Transportation/Mobile Equipment Operation Occupations | Bus Aide                                 | 19.02       |             |
| 31030       | Transportation/Mobile Equipment Operation Occupations | Bus Driver                               | 24.05       |             |
| 31043       | Transportation/Mobile Equipment Operation Occupations | Driver Courier                           | 20.03       |             |
| 31260       | Transportation/Mobile Equipment Operation Occupations | Parking and Lot Attendant                | 17.16       | ***         |
| 31290       | Transportation/Mobile Equipment Operation Occupations | Shuttle Bus Driver                       | 18.62       |             |
| 31310       | Transportation/Mobile Equipment Operation Occupations | Taxi Driver                              | 16.25       | ***         |
| 31361       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Light                       | 21.17       |             |
| 31362       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Medium                      | 22.23       |             |
| 31363       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Heavy                       | 27.15       |             |
| 31364       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Tractor-Trailer             | 27.15       |             |
| 99020       | Miscellaneous Occupations                             | Cabin Safety Specialist                  | 19.15       |             |
| 99030       | Miscellaneous Occupations                             | Cashier                                  | 16.04       | ***         |
| 99050       | Miscellaneous Occupations                             | Desk Clerk                               | 17.16       | ***         |

| <b>Code</b> | <b>Category</b>           | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------|---------------------------------|-------------|-------------|
| 99095       | Miscellaneous Occupations | Embalmer                        | 39.85       |             |
| 99130       | Miscellaneous Occupations | Flight Follower                 | 32.46       |             |
| 99251       | Miscellaneous Occupations | Laboratory Animal Caretaker I   | 20.66       |             |
| 99252       | Miscellaneous Occupations | Laboratory Animal Caretaker II  | 21.84       |             |
| 99260       | Miscellaneous Occupations | Marketing Analyst               | 35.56       |             |
| 99310       | Miscellaneous Occupations | Mortician                       | 39.85       |             |
| 99410       | Miscellaneous Occupations | Pest Controller                 | 24.92       |             |
| 99510       | Miscellaneous Occupations | Photofinishing Worker           | 17.06       | ***         |
| 99710       | Miscellaneous Occupations | Recycling Laborer               | 29.92       |             |
| 99711       | Miscellaneous Occupations | Recycling Specialist            | 34.10       |             |
| 99730       | Miscellaneous Occupations | Refuse Collector                | 27.73       |             |
| 99810       | Miscellaneous Occupations | Sales Clerk                     | 16.89       | ***         |
| 99820       | Miscellaneous Occupations | School Crossing Guard           | 17.54       |             |
| 99830       | Miscellaneous Occupations | Survey Party Chief              | 31.42       |             |
| 99831       | Miscellaneous Occupations | Surveying Aide                  | 20.79       |             |
| 99832       | Miscellaneous Occupations | Surveying Technician            | 28.55       |             |
| 99840       | Miscellaneous Occupations | Vending Machine Attendant       | 22.65       |             |
| 99841       | Miscellaneous Occupations | Vending Machine Repairer        | 26.06       |             |
| 99842       | Miscellaneous Occupations | Vending Machine Repairer Helper | 22.65       |             |

## **Footer**

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.20 per hour) or 13658 (\$12.90 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. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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:** \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month **HEALTH & WELFARE EO 13706:** \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 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, 4 weeks after 15 years, and 5 weeks after 30 years.

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

**HOLIDAYS:** A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans'

Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

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

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

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

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

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

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

**2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:** If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**\*\* HAZARDOUS PAY DIFFERENTIAL \*\***

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

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

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as

laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like;

minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of ""wash and wear""

materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

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

**Conformance Process:**

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed

by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

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

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S.

Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).

- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

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

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

Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

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## **Wage Determination No. : 2015-4105**

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

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

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 26

Date Of Last Revision : 07/22/2024

Source : [Source Website](#)

### **Header**

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

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2024.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.90 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 2024.

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: Rhode Island

This wage determination is applicable to New Shoreham town in Washington County.

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

### **Wage Determination Table**

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                        | <b>Rate</b> | <b>Note</b> |
|-------------|---|-------------------------------------|-------------|-------------|
| 01011       | Administrative Support And Clerical Occupations | Accounting Clerk I                  | 19.01       |             |
| 01012       | Administrative Support And Clerical Occupations | Accounting Clerk II                 | 21.33       |             |
| 01013       | Administrative Support And Clerical Occupations | Accounting Clerk III                | 23.86       |             |
| 01020       | Administrative Support And Clerical Occupations | Administrative Assistant            | 34.50       |             |
| 01035       | Administrative Support And Clerical Occupations | Court Reporter                      | 23.71       |             |
| 01041       | Administrative Support And Clerical Occupations | Customer Service Representative I   | 16.80       | ***         |
| 01042       | Administrative Support And Clerical Occupations | Customer Service Representative II  | 18.33       |             |
| 01043       | Administrative Support And Clerical Occupations | Customer Service Representative III | 20.57       |             |
| 01051       | Administrative Support And Clerical Occupations | Data Entry Operator I               | 18.20       |             |
| 01052       | Administrative Support And Clerical Occupations | Data Entry Operator II              | 19.86       |             |
| 01060       | Administrative Support And Clerical Occupations | Dispatcher, Motor Vehicle           | 22.67       |             |
| 01070       | Administrative Support And Clerical Occupations | Document Preparation Clerk          | 20.83       |             |
| 01090       | Administrative Support And Clerical Occupations | Duplicating Machine Operator        | 20.83       |             |

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------------|-------------|-------------|
| 01111       | Administrative Support And Clerical Occupations | General Clerk I                      | 17.62       |             |
| 01112       | Administrative Support And Clerical Occupations | General Clerk II                     | 19.22       |             |
| 01113       | Administrative Support And Clerical Occupations | General Clerk III                    | 21.57       |             |
| 01120       | Administrative Support And Clerical Occupations | Housing Referral Assistant           | 26.44       |             |
| 01141       | Administrative Support And Clerical Occupations | Messenger Courier                    | 18.44       |             |
| 01191       | Administrative Support And Clerical Occupations | Order Clerk I                        | 17.69       |             |
| 01192       | Administrative Support And Clerical Occupations | Order Clerk II                       | 19.30       |             |
| 01261       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) I   | 20.04       |             |
| 01262       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) II  | 22.42       |             |
| 01263       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) III | 24.99       |             |
| 01270       | Administrative Support And Clerical Occupations | Production Control Clerk             | 29.28       |             |
| 01290       | Administrative Support And Clerical Occupations | Rental Clerk                         | 17.73       |             |
| 01300       | Administrative Support And Clerical Occupations | Scheduler, Maintenance               | 21.20       |             |
| 01311       | Administrative Support And Clerical Occupations | Secretary I                          | 21.20       |             |
| 01312       | Administrative Support And Clerical Occupations | Secretary II                         | 23.71       |             |
| 01313       | Administrative Support And Clerical Occupations | Secretary III                        | 26.44       |             |
| 01320       | Administrative Support And Clerical Occupations | Service Order Dispatcher             | 20.26       |             |
| 01410       | Administrative Support And Clerical Occupations | Supply Technician                    | 34.50       |             |
| 01420       | Administrative Support And Clerical Occupations | Survey Worker                        | 24.64       |             |

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------------|-------------|-------------|
| 01460       | Administrative Support And Clerical Occupations | Switchboard Operator/Receptionist    | 18.11       |             |
| 01531       | Administrative Support And Clerical Occupations | Travel Clerk I                       | 18.49       |             |
| 01532       | Administrative Support And Clerical Occupations | Travel Clerk II                      | 19.62       |             |
| 01533       | Administrative Support And Clerical Occupations | Travel Clerk III                     | 20.57       |             |
| 01611       | Administrative Support And Clerical Occupations | Word Processor I                     | 18.68       |             |
| 01612       | Administrative Support And Clerical Occupations | Word Processor II                    | 20.96       |             |
| 01613       | Administrative Support And Clerical Occupations | Word Processor III                   | 23.45       |             |
| 05005       | Automotive Service Occupations                  | Automobile Body Repairer, Fiberglass | 26.87       |             |
| 05010       | Automotive Service Occupations                  | Automotive Electrician               | 21.82       |             |
| 05040       | Automotive Service Occupations                  | Automotive Glass Installer           | 20.94       |             |
| 05070       | Automotive Service Occupations                  | Automotive Worker                    | 20.94       |             |
| 05110       | Automotive Service Occupations                  | Mobile Equipment Servicer            | 19.20       |             |
| 05130       | Automotive Service Occupations                  | Motor Equipment Metal Mechanic       | 22.69       |             |
| 05160       | Automotive Service Occupations                  | Motor Equipment Metal Worker         | 20.94       |             |
| 05190       | Automotive Service Occupations                  | Motor Vehicle Mechanic               | 22.69       |             |
| 05220       | Automotive Service Occupations                  | Motor Vehicle Mechanic Helper        | 18.28       |             |
| 05250       | Automotive Service Occupations                  | Motor Vehicle Upholstery Worker      | 20.04       |             |
| 05280       | Automotive Service Occupations                  | Motor Vehicle Wrecker                | 20.94       |             |
| 05310       | Automotive Service Occupations                  | Painter, Automotive                  | 21.86       |             |
| 05340       | Automotive Service Occupations                  | Radiator Repair Specialist           | 20.94       |             |
| 05370       | Automotive Service Occupations                  | Tire Repairer                        | 17.42       |             |
| 05400       | Automotive Service Occupations                  | Transmission Repair Specialist       | 22.69       |             |
| 07010       | Food Preparation And Service Occupations        | Baker                                | 15.88       | ***         |
| 07041       | Food Preparation And Service Occupations        | Cook I                               | 21.17       |             |
| 07042       | Food Preparation And Service Occupations        | Cook II                              | 23.09       |             |

| <b>Code</b> | <b>Category</b>                              | <b>Title</b>                 | <b>Rate</b> | <b>Note</b> |
|-------------|--|------------------------------|-------------|-------------|
| 07070       | Food Preparation And Service Occupations     | Dishwasher                   | 14.91       | ***         |
| 07130       | Food Preparation And Service Occupations     | Food Service Worker          | 15.09       | ***         |
| 07210       | Food Preparation And Service Occupations     | Meat Cutter                  | 21.03       |             |
| 07260       | Food Preparation And Service Occupations     | Waiter/Waitress              | 15.11       | ***         |
| 09010       | Furniture Maintenance And Repair Occupations | Electrostatic Spray Painter  | 22.72       |             |
| 09040       | Furniture Maintenance And Repair Occupations | Furniture Handler            | 15.90       | ***         |
| 09080       | Furniture Maintenance And Repair Occupations | Furniture Refinisher         | 22.24       |             |
| 09090       | Furniture Maintenance And Repair Occupations | Furniture Refinisher Helper  | 18.63       |             |
| 09110       | Furniture Maintenance And Repair Occupations | Furniture Repairer, Minor    | 20.42       |             |
| 09130       | Furniture Maintenance And Repair Occupations | Upholsterer                  | 22.23       |             |
| 11030       | General Services And Support Occupations     | Cleaner, Vehicles            | 16.74       | ***         |
| 11060       | General Services And Support Occupations     | Elevator Operator            | 16.74       | ***         |
| 11090       | General Services And Support Occupations     | Gardener                     | 24.12       |             |
| 11122       | General Services And Support Occupations     | Housekeeping Aide            | 17.33       |             |
| 11150       | General Services And Support Occupations     | Janitor                      | 17.33       |             |
| 11210       | General Services And Support Occupations     | Laborer, Grounds Maintenance | 21.15       |             |
| 11240       | General Services And Support Occupations     | Maid or Houseman             | 16.61       | ***         |
| 11260       | General Services And Support Occupations     | Pruner                       | 19.97       |             |
| 11270       | General Services And Support Occupations     | Tractor Operator             | 24.05       |             |

| <b>Code</b> | <b>Category</b>                          | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 11330       | General Services And Support Occupations | Trail Maintenance Worker                   | 21.15       |             |
| 11360       | General Services And Support Occupations | Window Cleaner                             | 18.31       |             |
| 12010       | Health Occupations                       | Ambulance Driver                           | 21.26       |             |
| 12011       | Health Occupations                       | Breath Alcohol Technician                  | 29.51       |             |
| 12012       | Health Occupations                       | Certified Occupational Therapist Assistant | 29.41       |             |
| 12015       | Health Occupations                       | Certified Physical Therapist Assistant     | 30.49       |             |
| 12020       | Health Occupations                       | Dental Assistant                           | 23.13       |             |
| 12025       | Health Occupations                       | Dental Hygienist                           | 40.40       |             |
| 12030       | Health Occupations                       | EKG Technician                             | 41.82       |             |
| 12035       | Health Occupations                       | Electroneurodiagnostic Technologist        | 41.82       |             |
| 12040       | Health Occupations                       | Emergency Medical Technician               | 21.26       |             |
| 12071       | Health Occupations                       | Licensed Practical Nurse I                 | 26.39       |             |
| 12072       | Health Occupations                       | Licensed Practical Nurse II                | 29.51       |             |
| 12073       | Health Occupations                       | Licensed Practical Nurse III               | 32.90       |             |
| 12100       | Health Occupations                       | Medical Assistant                          | 21.00       |             |
| 12130       | Health Occupations                       | Medical Laboratory Technician              | 33.50       |             |
| 12160       | Health Occupations                       | Medical Record Clerk                       | 22.90       |             |
| 12190       | Health Occupations                       | Medical Record Technician                  | 25.62       |             |
| 12195       | Health Occupations                       | Medical Transcriptionist                   | 20.19       |             |
| 12210       | Health Occupations                       | Nuclear Medicine Technologist              | 50.54       |             |
| 12221       | Health Occupations                       | Nursing Assistant I                        | 14.51       | ***         |
| 12222       | Health Occupations                       | Nursing Assistant II                       | 16.33       | ***         |
| 12223       | Health Occupations                       | Nursing Assistant III                      | 17.82       |             |
| 12224       | Health Occupations                       | Nursing Assistant IV                       | 20.00       |             |
| 12235       | Health Occupations                       | Optical Dispenser                          | 25.54       |             |
| 12236       | Health Occupations                       | Optical Technician                         | 20.00       |             |
| 12250       | Health Occupations                       | Pharmacy Technician                        | 18.72       |             |
| 12280       | Health Occupations                       | Phlebotomist                               | 21.94       |             |
| 12305       | Health Occupations                       | Radiologic Technologist                    | 39.44       |             |
| 12311       | Health Occupations                       | Registered Nurse I                         | 30.31       |             |

| <b>Code</b> | <b>Category</b>                    | <b>Title</b>                           | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------|--|-------------|-------------|
| 12312       | Health Occupations                 | Registered Nurse II                    | 37.06       |             |
| 12313       | Health Occupations                 | Registered Nurse II, Specialist        | 37.06       |             |
| 12314       | Health Occupations                 | Registered Nurse III                   | 44.84       |             |
| 12315       | Health Occupations                 | Registered Nurse III, Anesthetist      | 44.84       |             |
| 12316       | Health Occupations                 | Registered Nurse IV                    | 53.75       |             |
| 12317       | Health Occupations                 | Scheduler                              | 31.86       |             |
| 12320       | Health Occupations                 | Substance Abuse Treatment Counselor    | 25.41       |             |
| 13011       | Information And Arts Occupations   | Exhibits Specialist I                  | 25.53       |             |
| 13012       | Information And Arts Occupations   | Exhibits Specialist II                 | 31.63       |             |
| 13013       | Information And Arts Occupations   | Exhibits Specialist III                | 38.70       |             |
| 13041       | Information And Arts Occupations   | Illustrator I                          | 25.53       |             |
| 13042       | Information And Arts Occupations   | Illustrator II                         | 31.63       |             |
| 13043       | Information And Arts Occupations   | Illustrator III                        | 38.70       |             |
| 13047       | Information And Arts Occupations   | Librarian                              | 35.03       |             |
| 13050       | Information And Arts Occupations   | Library Aide/Clerk                     | 16.20       | ***         |
| 13054       | Information And Arts Occupations   | Library Information Technology Systems | 31.63       |             |
| 13058       | Information And Arts Occupations   | Library Technician                     | 23.60       |             |
| 13061       | Information And Arts Occupations   | Media Specialist I                     | 22.82       |             |
| 13062       | Information And Arts Occupations   | Media Specialist II                    | 25.53       |             |
| 13063       | Information And Arts Occupations   | Media Specialist III                   | 28.47       |             |
| 13071       | Information And Arts Occupations   | Photographer I                         | 20.81       |             |
| 13072       | Information And Arts Occupations   | Photographer II                        | 23.28       |             |
| 13073       | Information And Arts Occupations   | Photographer III                       | 30.44       |             |
| 13074       | Information And Arts Occupations   | Photographer IV                        | 35.27       |             |
| 13075       | Information And Arts Occupations   | Photographer V                         | 42.68       |             |
| 13090       | Information And Arts Occupations   | Technical Order Library Clerk          | 20.91       |             |
| 13110       | Information And Arts Occupations   | Video Teleconference Technician        | 25.01       |             |
| 14041       | Information Technology Occupations | Computer Operator I                    | 21.88       |             |
| 14042       | Information Technology Occupations | Computer Operator II                   | 24.46       |             |
| 14043       | Information Technology Occupations | Computer Operator III                  | 27.27       |             |
| 14044       | Information Technology Occupations | Computer Operator IV                   | 30.32       |             |
| 14045       | Information Technology Occupations | Computer Operator V                    | 33.56       |             |

| <b>Code</b> | <b>Category</b>                    | <b>Title</b>                                    | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------|---|-------------|-------------|
| 14071       | Information Technology Occupations | Computer Programmer I                           | 25.43       | see<br>1    |
| 14072       | Information Technology Occupations | Computer Programmer II                          | NaN         | see<br>1    |
| 14073       | Information Technology Occupations | Computer Programmer III                         | NaN         | see<br>1    |
| 14074       | Information Technology Occupations | Computer Programmer IV                          | NaN         | see<br>1    |
| 14101       | Information Technology Occupations | Computer Systems Analyst I                      | NaN         | see<br>1    |
| 14102       | Information Technology Occupations | Computer Systems Analyst II                     | NaN         | see<br>1    |
| 14103       | Information Technology Occupations | Computer Systems Analyst III                    | NaN         | see<br>1    |
| 14150       | Information Technology Occupations | Peripheral Equipment Operator                   | 21.88       |             |
| 14160       | Information Technology Occupations | Personal Computer Support Technician            | 30.32       |             |
| 14170       | Information Technology Occupations | System Support Specialist                       | 33.56       |             |
| 15010       | Instructional Occupations          | Aircrew Training Devices Instructor             | 35.52       |             |
| 15020       | Instructional Occupations          | Aircrew Training Devices Instructor             | 42.98       |             |
| 15030       | Instructional Occupations          | Air Crew Training Devices Instructor            | 51.51       |             |
| 15050       | Instructional Occupations          | Computer Based Training Specialist / Instructor | 35.52       |             |
| 15060       | Instructional Occupations          | Educational Technologist                        | 31.03       |             |
| 15070       | Instructional Occupations          | Flight Instructor                               | 51.51       |             |
| 15080       | Instructional Occupations          | Graphic Artist                                  | 33.41       |             |
| 15085       | Instructional Occupations          | Maintenance Test Pilot, Fixed, Jet/Prop         | 51.51       |             |
| 15086       | Instructional Occupations          | Maintenance Test Pilot, Rotary Wing             | 51.51       |             |
| 15088       | Instructional Occupations          | Non-Maintenance Test/Co-Pilot                   | 51.51       |             |
| 15090       | Instructional Occupations          | Technical Instructor                            | 29.89       |             |
| 15095       | Instructional Occupations          | Technical Instructor/Course Developer           | 34.64       |             |

| <b>Code</b> | <b>Category</b>   | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|---|--|-------------|-------------|
| 15110       | Instructional Occupations                               | Test Proctor                               | 24.12       |             |
| 15120       | Instructional Occupations                               | Tutor                                      | 24.12       |             |
| 16010       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Assembler                                  | 17.21       |             |
| 16030       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Counter Attendant                          | 17.21       |             |
| 16040       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Dry Cleaner                                | 19.67       |             |
| 16070       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Finisher, Flatwork, Machine                | 17.21       |             |
| 16090       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Hand                              | 17.21       |             |
| 16110       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Drycleaning              | 17.21       |             |
| 16130       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Shirts                   | 17.21       |             |
| 16160       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Wearing Apparel, Laundry | 17.21       |             |
| 16190       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Sewing Machine Operator                    | 20.49       |             |
| 16220       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Tailor                                     | 21.30       |             |
| 16250       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Washer, Machine                            | 18.03       |             |
| 19010       | Machine Tool Operation And Repair Occupations           | Machine-Tool Operator                      | 26.12       |             |
| 19040       | Machine Tool Operation And Repair Occupations           | Tool And Die Maker                         | 30.40       |             |
| 21020       | Materials Handling And Packing Occupations              | Forklift Operator                          | 21.58       |             |
| 21030       | Materials Handling And Packing Occupations              | Material Coordinator                       | 29.28       |             |
| 21040       | Materials Handling And Packing Occupations              | Material Expediter                         | 29.28       |             |
| 21050       | Materials Handling And Packing Occupations              | Material Handling Laborer                  | 18.02       |             |
| 21071       | Materials Handling And Packing Occupations              | Order Filler                               | 17.66       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                                   | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 21080       | Materials Handling And Packing Occupations       | Production Line Worker                         | 21.58       |             |
| 21110       | Materials Handling And Packing Occupations       | Shipping Packer                                | 19.64       |             |
| 21130       | Materials Handling And Packing Occupations       | Shipping/Receiving Clerk                       | 19.64       |             |
| 21140       | Materials Handling And Packing Occupations       | Store Worker I                                 | 17.30       |             |
| 21150       | Materials Handling And Packing Occupations       | Stock Clerk                                    | 20.84       |             |
| 21210       | Materials Handling And Packing Occupations       | Tools And Parts Attendant                      | 21.58       |             |
| 21410       | Materials Handling And Packing Occupations       | Warehouse Specialist                           | 21.58       |             |
| 23010       | Mechanics And Maintenance And Repair Occupations | Aerospace Structural Welder                    | 37.09       |             |
| 23019       | Mechanics And Maintenance And Repair Occupations | Aircraft Logs and Records Technician           | 30.42       |             |
| 23021       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic I                            | 35.72       |             |
| 23022       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic II                           | 37.09       |             |
| 23023       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic III                          | 38.52       |             |
| 23040       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic Helper                       | 28.78       |             |
| 23050       | Mechanics And Maintenance And Repair Occupations | Aircraft, Painter                              | 33.52       |             |
| 23060       | Mechanics And Maintenance And Repair Occupations | Aircraft Servicer                              | 30.42       |             |
| 23070       | Mechanics And Maintenance And Repair Occupations | Aircraft Survival Flight Equipment Technician  | 33.52       |             |
| 23080       | Mechanics And Maintenance And Repair Occupations | Aircraft Worker                                | 31.99       |             |
| 23091       | Mechanics And Maintenance And Repair Occupations | Aircrew Life Support Equipment (ALSE) Mechanic | 31.99       |             |
| 23092       | Mechanics And Maintenance And Repair Occupations | Aircrew Life Support Equipment (ALSE) Mechanic | 35.72       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                           | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 23110       | Mechanics And Maintenance And Repair Occupations | Appliance Mechanic                     | 25.99       |             |
| 23120       | Mechanics And Maintenance And Repair Occupations | Bicycle Repairer                       | 19.38       |             |
| 23125       | Mechanics And Maintenance And Repair Occupations | Cable Splicer                          | 43.54       |             |
| 23130       | Mechanics And Maintenance And Repair Occupations | Carpenter, Maintenance                 | 29.35       |             |
| 23140       | Mechanics And Maintenance And Repair Occupations | Carpet Layer                           | 27.81       |             |
| 23160       | Mechanics And Maintenance And Repair Occupations | Electrician, Maintenance               | 32.70       |             |
| 23181       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance I   | 29.28       |             |
| 23182       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance II  | 30.81       |             |
| 23183       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance III | 32.06       |             |
| 23260       | Mechanics And Maintenance And Repair Occupations | Fabric Worker                          | 27.80       |             |
| 23290       | Mechanics And Maintenance And Repair Occupations | Fire Alarm System Mechanic             | 23.68       |             |
| 23310       | Mechanics And Maintenance And Repair Occupations | Fire Extinguisher Repairer             | 28.53       |             |
| 23311       | Mechanics And Maintenance And Repair Occupations | Fuel Distribution System Mechanic      | 37.68       |             |
| 23312       | Mechanics And Maintenance And Repair Occupations | Fuel Distribution System Operator      | 31.90       |             |
| 23370       | Mechanics And Maintenance And Repair Occupations | General Maintenance Worker             | 23.98       |             |
| 23380       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Mechanic      | 35.72       |             |
| 23381       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Servicer      | 30.42       |             |
| 23382       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Worker        | 31.99       |             |
| 23391       | Mechanics And Maintenance And Repair Occupations | Gunsmith I                             | 28.53       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 23392       | Mechanics And Maintenance And Repair Occupations | Gunsmith II                               | 31.11       |             |
| 23393       | Mechanics And Maintenance And Repair Occupations | Gunsmith III                              | 33.71       |             |
| 23410       | Mechanics And Maintenance And Repair Occupations | Heating, Ventilation And Air-Conditioning | 29.85       |             |
| 23411       | Mechanics And Maintenance And Repair Occupations | Heating, Ventilation And Air Contidioning | 31.00       |             |
| 23430       | Mechanics And Maintenance And Repair Occupations | Heavy Equipment Mechanic                  | 31.82       |             |
| 23440       | Mechanics And Maintenance And Repair Occupations | Heavy Equipment Operator                  | 33.37       |             |
| 23460       | Mechanics And Maintenance And Repair Occupations | Instrument Mechanic                       | 33.71       |             |
| 23465       | Mechanics And Maintenance And Repair Occupations | Laboratory/Shelter Mechanic               | 32.42       |             |
| 23470       | Mechanics And Maintenance And Repair Occupations | Laborer                                   | 18.02       |             |
| 23510       | Mechanics And Maintenance And Repair Occupations | Locksmith                                 | 28.83       |             |
| 23530       | Mechanics And Maintenance And Repair Occupations | Machinery Maintenance Mechanic            | 29.07       |             |
| 23550       | Mechanics And Maintenance And Repair Occupations | Machinist, Maintenance                    | 27.23       |             |
| 23580       | Mechanics And Maintenance And Repair Occupations | Maintenance Trades Helper                 | 21.49       |             |
| 23591       | Mechanics And Maintenance And Repair Occupations | Metrology Technician I                    | 33.71       |             |
| 23592       | Mechanics And Maintenance And Repair Occupations | Metrology Technician II                   | 35.01       |             |
| 23593       | Mechanics And Maintenance And Repair Occupations | Metrology Technician III                  | 36.36       |             |
| 23640       | Mechanics And Maintenance And Repair Occupations | Millwright                                | 33.71       |             |
| 23710       | Mechanics And Maintenance And Repair Occupations | Office Appliance Repairer                 | 25.26       |             |
| 23760       | Mechanics And Maintenance And Repair Occupations | Painter, Maintenance                      | 23.12       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                          | <b>Rate</b> | <b>Note</b> |
|-------------|--|---------------------------------------|-------------|-------------|
| 23790       | Mechanics And Maintenance And Repair Occupations | Pipefitter, Maintenance               | 36.19       |             |
| 23810       | Mechanics And Maintenance And Repair Occupations | Plumber, Maintenance                  | 34.79       |             |
| 23820       | Mechanics And Maintenance And Repair Occupations | Pneudraulic Systems Mechanic          | 33.71       |             |
| 23850       | Mechanics And Maintenance And Repair Occupations | Rigger                                | 31.48       |             |
| 23870       | Mechanics And Maintenance And Repair Occupations | Scale Mechanic                        | 31.11       |             |
| 23890       | Mechanics And Maintenance And Repair Occupations | Sheet-Metal Worker, Maintenance       | 30.15       |             |
| 23910       | Mechanics And Maintenance And Repair Occupations | Small Engine Mechanic                 | 23.85       |             |
| 23931       | Mechanics And Maintenance And Repair Occupations | Telecommunications Mechanic I         | 38.20       |             |
| 23932       | Mechanics And Maintenance And Repair Occupations | Telecommunications Mechanic II        | 39.66       |             |
| 23950       | Mechanics And Maintenance And Repair Occupations | Telephone Lineman                     | 38.46       |             |
| 23960       | Mechanics And Maintenance And Repair Occupations | Welder, Combination, Maintenance      | 28.35       |             |
| 23965       | Mechanics And Maintenance And Repair Occupations | Well Driller                          | 33.71       |             |
| 23970       | Mechanics And Maintenance And Repair Occupations | Woodcraft Worker                      | 33.71       |             |
| 23980       | Mechanics And Maintenance And Repair Occupations | Woodworker                            | 25.80       |             |
| 24550       | Personal Needs Occupations                       | Case Manager                          | 20.19       |             |
| 24570       | Personal Needs Occupations                       | Child Care Attendant                  | 15.68       | ***         |
| 24580       | Personal Needs Occupations                       | Child Care Center Clerk               | 19.55       |             |
| 24610       | Personal Needs Occupations                       | Chore Aide                            | 17.39       |             |
| 24620       | Personal Needs Occupations                       | Family Readiness And Support Services | 20.19       |             |
| 24630       | Personal Needs Occupations                       | Homemaker                             | 20.19       |             |
| 25010       | Plant And System Operations Occupations          | Boiler Tender                         | 29.69       |             |

| <b>Code</b> | <b>Category</b>                                | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 25040       | Plant And System Operations Occupations        | Sewage Plant Operator                     | 28.37       |             |
| 25070       | Plant And System Operations Occupations        | Stationary Engineer                       | 29.69       |             |
| 25190       | Plant And System Operations Occupations        | Ventilation Equipment Tender              | 23.92       |             |
| 25210       | Plant And System Operations Occupations        | Water Treatment Plant Operator            | 28.37       |             |
| 27004       | Protective Service Occupations                 | Alarm Monitor                             | 24.35       |             |
| 27007       | Protective Service Occupations                 | Baggage Inspector                         | 18.45       |             |
| 27008       | Protective Service Occupations                 | Corrections Officer                       | 31.14       |             |
| 27010       | Protective Service Occupations                 | Court Security Officer                    | 31.14       |             |
| 27030       | Protective Service Occupations                 | Detection Dog Handler                     | 20.64       |             |
| 27040       | Protective Service Occupations                 | Detention Officer                         | 31.14       |             |
| 27070       | Protective Service Occupations                 | Firefighter                               | 31.14       |             |
| 27101       | Protective Service Occupations                 | Guard I                                   | 18.45       |             |
| 27102       | Protective Service Occupations                 | Guard II                                  | 20.64       |             |
| 27131       | Protective Service Occupations                 | Police Officer I                          | 31.38       |             |
| 27132       | Protective Service Occupations                 | Police Officer II                         | 34.89       |             |
| 28041       | Recreation Occupations                         | Carnival Equipment Operator               | 17.89       |             |
| 28042       | Recreation Occupations                         | Carnival Equipment Repairer               | 18.79       |             |
| 28043       | Recreation Occupations                         | Carnival Worker                           | 14.45       | ***         |
| 28210       | Recreation Occupations                         | Gate Attendant/Gate Tender                | 20.90       |             |
| 28310       | Recreation Occupations                         | Lifeguard                                 | 15.00       | ***         |
| 28350       | Recreation Occupations                         | Park Attendant                            | 23.38       |             |
| 28510       | Recreation Occupations                         | Recreation Aide/Health Facility Attendant | 17.07       | ***         |
| 28515       | Recreation Occupations                         | Recreation Specialist                     | 28.97       |             |
| 28630       | Recreation Occupations                         | Sports Official                           | 18.63       |             |
| 28690       | Recreation Occupations                         | Swimming Pool Operator                    | 21.21       |             |
| 29010       | Stevedoring/Longshoremen Occupational Services | Blocker And Bracer                        | 31.72       |             |
| 29020       | Stevedoring/Longshoremen Occupational Services | Hatch Tender                              | 31.72       |             |
| 29030       | Stevedoring/Longshoremen Occupational Services | Line Handler                              | 31.72       |             |

| <b>Code</b> | <b>Category</b>                                | <b>Title</b>                             | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 29041       | Stevedoring/Longshoremen Occupational Services | Stevedore I                              | 30.34       |             |
| 29042       | Stevedoring/Longshoremen Occupational Services | Stevedore II                             | 33.04       |             |
| 30010       | Technical Occupations                          | Air Traffic Control Specialist, Center   | 51.07       | see 2       |
| 30011       | Technical Occupations                          | Air Traffic Control Specialist, Station  | 35.22       | see 2       |
| 30012       | Technical Occupations                          | Air Traffic Control Specialist, Terminal | 38.79       | see 2       |
| 30021       | Technical Occupations                          | Archeological Technician I               | 22.31       |             |
| 30022       | Technical Occupations                          | Archeological Technician II              | 23.23       |             |
| 30023       | Technical Occupations                          | Archeological Technician III             | 28.79       |             |
| 30030       | Technical Occupations                          | Cartographic Technician                  | 28.79       |             |
| 30040       | Technical Occupations                          | Civil Engineering Technician             | 28.67       |             |
| 30051       | Technical Occupations                          | Cryogenic Technician I                   | 31.88       |             |
| 30052       | Technical Occupations                          | Cryogenic Technician II                  | 35.22       |             |
| 30061       | Technical Occupations                          | Drafter/CAD Operator I                   | 22.31       |             |
| 30062       | Technical Occupations                          | Drafter/CAD Operator II                  | 23.23       |             |
| 30063       | Technical Occupations                          | Drafter/CAD Operator III                 | 25.91       |             |
| 30064       | Technical Occupations                          | Drafter/CAD Operator IV                  | 31.88       |             |
| 30081       | Technical Occupations                          | Engineering Technician I                 | 20.74       |             |
| 30082       | Technical Occupations                          | Engineering Technician II                | 23.27       |             |
| 30083       | Technical Occupations                          | Engineering Technician III               | 26.03       |             |
| 30084       | Technical Occupations                          | Engineering Technician IV                | 32.25       |             |
| 30085       | Technical Occupations                          | Engineering Technician V                 | 39.46       |             |
| 30086       | Technical Occupations                          | Engineering Technician VI                | 47.72       |             |
| 30090       | Technical Occupations                          | Environmental Technician                 | 31.49       |             |
| 30095       | Technical Occupations                          | Evidence Control Specialist              | 28.79       |             |
| 30210       | Technical Occupations                          | Laboratory Technician                    | 25.09       |             |
| 30221       | Technical Occupations                          | Latent Fingerprint Technician I          | 31.88       |             |
| 30222       | Technical Occupations                          | Latent Fingerprint Technician II         | 35.22       |             |
| 30240       | Technical Occupations                          | Mathematical Technician                  | 32.55       |             |
| 30361       | Technical Occupations                          | Paralegal/Legal Assistant I              | 24.09       |             |
| 30362       | Technical Occupations                          | Paralegal/Legal Assistant II             | 29.85       |             |

| <b>Code</b> | <b>Category</b>                                       | <b>Title</b>                             | <b>Rate</b> | <b>Note</b> |
|-------------|---|--|-------------|-------------|
| 30363       | Technical Occupations                                 | Paralegal/Legal Assistant III            | 36.52       |             |
| 30364       | Technical Occupations                                 | Paralegal/Legal Assistant IV             | 44.18       |             |
| 30375       | Technical Occupations                                 | Petroleum Supply Specialist              | 35.22       |             |
| 30390       | Technical Occupations                                 | Photo-Optics Technician                  | 28.79       |             |
| 30395       | Technical Occupations                                 | Radiation Control Technician             | 35.22       |             |
| 30461       | Technical Occupations                                 | Technical Writer I                       | 30.14       |             |
| 30462       | Technical Occupations                                 | Technical Writer II                      | 36.87       |             |
| 30463       | Technical Occupations                                 | Technical Writer III                     | 44.62       |             |
| 30491       | Technical Occupations                                 | Unexploded Ordnance (UXO) Technician I   | 32.46       |             |
| 30492       | Technical Occupations                                 | Unexploded Ordnance (UXO) Technician II  | 39.27       |             |
| 30493       | Technical Occupations                                 | Unexploded Ordnance (UXO) Technician III | 47.07       |             |
| 30494       | Technical Occupations                                 | Unexploded (UXO) Safety Escort           | 32.46       |             |
| 30495       | Technical Occupations                                 | Unexploded (UXO) Sweep Personnel         | 32.46       |             |
| 30501       | Technical Occupations                                 | Weather Forecaster I                     | 31.88       |             |
| 30502       | Technical Occupations                                 | Weather Forecaster II                    | 38.78       |             |
| 30620       | Technical Occupations                                 | Weather Observer, Combined Upper Air Or  | 25.91       | see 2       |
| 30621       | Technical Occupations                                 | Weather Observer, Senior                 | 28.79       | see 2       |
| 31010       | Transportation/Mobile Equipment Operation Occupations | Airplane Pilot                           | 39.27       |             |
| 31020       | Transportation/Mobile Equipment Operation Occupations | Bus Aide                                 | 17.25       |             |
| 31030       | Transportation/Mobile Equipment Operation Occupations | Bus Driver                               | 22.15       |             |
| 31043       | Transportation/Mobile Equipment Operation Occupations | Driver Courier                           | 19.50       |             |
| 31260       | Transportation/Mobile Equipment Operation Occupations | Parking and Lot Attendant                | 16.75       | ***         |
| 31290       | Transportation/Mobile Equipment Operation Occupations | Shuttle Bus Driver                       | 17.70       |             |
| 31310       | Transportation/Mobile Equipment Operation Occupations | Taxi Driver                              | 14.30       | ***         |

| <b>Code</b> | <b>Category</b>                                       | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|---|---------------------------------|-------------|-------------|
| 31361       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Light              | 20.48       |             |
| 31362       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Medium             | 21.37       |             |
| 31363       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Heavy              | 28.13       |             |
| 31364       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Tractor-Trailer    | 28.13       |             |
| 99020       | Miscellaneous Occupations                             | Cabin Safety Specialist         | 19.15       |             |
| 99030       | Miscellaneous Occupations                             | Cashier                         | 15.00       | ***         |
| 99050       | Miscellaneous Occupations                             | Desk Clerk                      | 16.10       | ***         |
| 99095       | Miscellaneous Occupations                             | Embalmer                        | 30.13       |             |
| 99130       | Miscellaneous Occupations                             | Flight Follower                 | 32.46       |             |
| 99251       | Miscellaneous Occupations                             | Laboratory Animal Caretaker I   | 20.72       |             |
| 99252       | Miscellaneous Occupations                             | Laboratory Animal Caretaker II  | 21.77       |             |
| 99260       | Miscellaneous Occupations                             | Marketing Analyst               | 34.50       |             |
| 99310       | Miscellaneous Occupations                             | Mortician                       | 30.56       |             |
| 99410       | Miscellaneous Occupations                             | Pest Controller                 | 22.00       |             |
| 99510       | Miscellaneous Occupations                             | Photofinishing Worker           | 17.06       | ***         |
| 99710       | Miscellaneous Occupations                             | Recycling Laborer               | 24.32       |             |
| 99711       | Miscellaneous Occupations                             | Recycling Specialist            | 29.60       |             |
| 99730       | Miscellaneous Occupations                             | Refuse Collector                | 23.14       |             |
| 99810       | Miscellaneous Occupations                             | Sales Clerk                     | 16.67       | ***         |
| 99820       | Miscellaneous Occupations                             | School Crossing Guard           | 19.32       |             |
| 99830       | Miscellaneous Occupations                             | Survey Party Chief              | 30.44       |             |
| 99831       | Miscellaneous Occupations                             | Surveying Aide                  | 23.07       |             |
| 99832       | Miscellaneous Occupations                             | Surveying Technician            | 28.47       |             |
| 99840       | Miscellaneous Occupations                             | Vending Machine Attendant       | 22.28       |             |
| 99841       | Miscellaneous Occupations                             | Vending Machine Repairer        | 25.55       |             |
| 99842       | Miscellaneous Occupations                             | Vending Machine Repairer Helper | 22.28       |             |

## Footer

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.20 per hour) or 13658 (\$12.90 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. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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: \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 per month\*

\*This rate is to be used only when compensating employees for performance on an SCA-

covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 10 years, and 4 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)).

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## **Wage Determination No. : 2015-4107**

### REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

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

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 28

Date Of Last Revision : 07/22/2024

Source : [Source Website](#)

**Header**

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

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2024.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.90 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 2024.

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: Connecticut

This wage determination applies only to Windham County: Canterbury Town

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

**Wage Determination Table**

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                       | <b>Rate</b> | <b>Note</b> |
|-------------|---|------------------------------------|-------------|-------------|
| 01011       | Administrative Support And Clerical Occupations | Accounting Clerk I                 | 18.98       |             |
| 01012       | Administrative Support And Clerical Occupations | Accounting Clerk II                | 21.30       |             |
| 01013       | Administrative Support And Clerical Occupations | Accounting Clerk III               | 23.82       |             |
| 01020       | Administrative Support And Clerical Occupations | Administrative Assistant           | 31.54       |             |
| 01035       | Administrative Support And Clerical Occupations | Court Reporter                     | 22.36       |             |
| 01041       | Administrative Support And Clerical Occupations | Customer Service Representative I  | 16.86       | ***         |
| 01042       | Administrative Support And Clerical Occupations | Customer Service Representative II | 18.40       |             |

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------------|-------------|-------------|
| 01043       | Administrative Support And Clerical Occupations | Customer Service Representative III  | 20.65       |             |
| 01051       | Administrative Support And Clerical Occupations | Data Entry Operator I                | 17.78       |             |
| 01052       | Administrative Support And Clerical Occupations | Data Entry Operator II               | 19.40       |             |
| 01060       | Administrative Support And Clerical Occupations | Dispatcher, Motor Vehicle            | 20.22       |             |
| 01070       | Administrative Support And Clerical Occupations | Document Preparation Clerk           | 17.81       |             |
| 01090       | Administrative Support And Clerical Occupations | Duplicating Machine Operator         | 17.81       |             |
| 01111       | Administrative Support And Clerical Occupations | General Clerk I                      | 16.98       | ***         |
| 01112       | Administrative Support And Clerical Occupations | General Clerk II                     | 18.53       |             |
| 01113       | Administrative Support And Clerical Occupations | General Clerk III                    | 20.79       |             |
| 01120       | Administrative Support And Clerical Occupations | Housing Referral Assistant           | 24.80       |             |
| 01141       | Administrative Support And Clerical Occupations | Messenger Courier                    | 19.03       |             |
| 01191       | Administrative Support And Clerical Occupations | Order Clerk I                        | 17.64       |             |
| 01192       | Administrative Support And Clerical Occupations | Order Clerk II                       | 20.24       |             |
| 01261       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) I   | 20.04       |             |
| 01262       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) II  | 22.41       |             |
| 01263       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) III | 24.98       |             |
| 01270       | Administrative Support And Clerical Occupations | Production Control Clerk             | 33.26       |             |
| 01290       | Administrative Support And Clerical Occupations | Rental Clerk                         | 18.07       |             |
| 01300       | Administrative Support And Clerical Occupations | Scheduler, Maintenance               | 20.00       |             |

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------------|-------------|-------------|
| 01311       | Administrative Support And Clerical Occupations | Secretary I                          | 20.00       |             |
| 01312       | Administrative Support And Clerical Occupations | Secretary II                         | 22.36       |             |
| 01313       | Administrative Support And Clerical Occupations | Secretary III                        | 24.93       |             |
| 01320       | Administrative Support And Clerical Occupations | Service Order Dispatcher             | 19.27       |             |
| 01410       | Administrative Support And Clerical Occupations | Supply Technician                    | 31.54       |             |
| 01420       | Administrative Support And Clerical Occupations | Survey Worker                        | 25.92       |             |
| 01460       | Administrative Support And Clerical Occupations | Switchboard Operator/Receptionist    | 17.45       |             |
| 01531       | Administrative Support And Clerical Occupations | Travel Clerk I                       | 15.25       | ***         |
| 01532       | Administrative Support And Clerical Occupations | Travel Clerk II                      | 16.52       | ***         |
| 01533       | Administrative Support And Clerical Occupations | Travel Clerk III                     | 17.33       |             |
| 01611       | Administrative Support And Clerical Occupations | Word Processor I                     | 18.36       |             |
| 01612       | Administrative Support And Clerical Occupations | Word Processor II                    | 20.60       |             |
| 01613       | Administrative Support And Clerical Occupations | Word Processor III                   | 22.36       |             |
| 05005       | Automotive Service Occupations                  | Automobile Body Repairer, Fiberglass | 23.49       |             |
| 05010       | Automotive Service Occupations                  | Automotive Electrician               | 22.65       |             |
| 05040       | Automotive Service Occupations                  | Automotive Glass Installer           | 21.90       |             |
| 05070       | Automotive Service Occupations                  | Automotive Worker                    | 21.90       |             |
| 05110       | Automotive Service Occupations                  | Mobile Equipment Servicer            | 20.56       |             |
| 05130       | Automotive Service Occupations                  | Motor Equipment Metal Mechanic       | 23.29       |             |
| 05160       | Automotive Service Occupations                  | Motor Equipment Metal Worker         | 21.90       |             |
| 05190       | Automotive Service Occupations                  | Motor Vehicle Mechanic               | 23.29       |             |
| 05220       | Automotive Service Occupations                  | Motor Vehicle Mechanic Helper        | 19.81       |             |
| 05250       | Automotive Service Occupations                  | Motor Vehicle Upholstery Worker      | 21.27       |             |

| <b>Code</b> | <b>Category</b>                              | <b>Title</b>                   | <b>Rate</b> | <b>Note</b> |
|-------------|--|--------------------------------|-------------|-------------|
| 05280       | Automotive Service Occupations               | Motor Vehicle Wrecker          | 21.90       |             |
| 05310       | Automotive Service Occupations               | Painter, Automotive            | 22.53       |             |
| 05340       | Automotive Service Occupations               | Radiator Repair Specialist     | 21.71       |             |
| 05370       | Automotive Service Occupations               | Tire Repairer                  | 19.00       |             |
| 05400       | Automotive Service Occupations               | Transmission Repair Specialist | 23.29       |             |
| 07010       | Food Preparation And Service Occupations     | Baker                          | 16.65       | ***         |
| 07041       | Food Preparation And Service Occupations     | Cook I                         | 18.75       |             |
| 07042       | Food Preparation And Service Occupations     | Cook II                        | 20.24       |             |
| 07070       | Food Preparation And Service Occupations     | Dishwasher                     | 14.82       | ***         |
| 07130       | Food Preparation And Service Occupations     | Food Service Worker            | 15.58       | ***         |
| 07210       | Food Preparation And Service Occupations     | Meat Cutter                    | 23.23       |             |
| 07260       | Food Preparation And Service Occupations     | Waiter/Waitress                | 16.24       | ***         |
| 09010       | Furniture Maintenance And Repair Occupations | Electrostatic Spray Painter    | 28.95       |             |
| 09040       | Furniture Maintenance And Repair Occupations | Furniture Handler              | 21.82       |             |
| 09080       | Furniture Maintenance And Repair Occupations | Furniture Refinisher           | 28.95       |             |
| 09090       | Furniture Maintenance And Repair Occupations | Furniture Refinisher Helper    | 24.78       |             |
| 09110       | Furniture Maintenance And Repair Occupations | Furniture Repairer, Minor      | 26.88       |             |
| 09130       | Furniture Maintenance And Repair Occupations | Upholsterer                    | 29.35       |             |
| 11030       | General Services And Support Occupations     | Cleaner, Vehicles              | 15.46       | ***         |
| 11060       | General Services And Support Occupations     | Elevator Operator              | 16.70       | ***         |
| 11090       | General Services And Support Occupations     | Gardener                       | 22.45       |             |

| <b>Code</b> | <b>Category</b>                          | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 11122       | General Services And Support Occupations | Housekeeping Aide                          | 16.70       | ***         |
| 11150       | General Services And Support Occupations | Janitor                                    | 16.70       | ***         |
| 11210       | General Services And Support Occupations | Laborer, Grounds Maintenance               | 18.95       |             |
| 11240       | General Services And Support Occupations | Maid or Houseman                           | 16.37       | ***         |
| 11260       | General Services And Support Occupations | Pruner                                     | 17.83       |             |
| 11270       | General Services And Support Occupations | Tractor Operator                           | 21.52       |             |
| 11330       | General Services And Support Occupations | Trail Maintenance Worker                   | 18.95       |             |
| 11360       | General Services And Support Occupations | Window Cleaner                             | 17.82       |             |
| 12010       | Health Occupations                       | Ambulance Driver                           | 22.23       |             |
| 12011       | Health Occupations                       | Breath Alcohol Technician                  | 27.40       |             |
| 12012       | Health Occupations                       | Certified Occupational Therapist Assistant | 33.41       |             |
| 12015       | Health Occupations                       | Certified Physical Therapist Assistant     | 32.84       |             |
| 12020       | Health Occupations                       | Dental Assistant                           | 23.15       |             |
| 12025       | Health Occupations                       | Dental Hygienist                           | 43.93       |             |
| 12030       | Health Occupations                       | EKG Technician                             | 41.53       |             |
| 12035       | Health Occupations                       | Electroneurodiagnostic Technologist        | 41.53       |             |
| 12040       | Health Occupations                       | Emergency Medical Technician               | 22.23       |             |
| 12071       | Health Occupations                       | Licensed Practical Nurse I                 | 24.50       |             |
| 12072       | Health Occupations                       | Licensed Practical Nurse II                | 27.40       |             |
| 12073       | Health Occupations                       | Licensed Practical Nurse III               | 30.56       |             |
| 12100       | Health Occupations                       | Medical Assistant                          | 21.05       |             |
| 12130       | Health Occupations                       | Medical Laboratory Technician              | 40.53       |             |
| 12160       | Health Occupations                       | Medical Record Clerk                       | 25.15       |             |
| 12190       | Health Occupations                       | Medical Record Technician                  | 28.69       |             |
| 12195       | Health Occupations                       | Medical Transcriptionist                   | 24.50       |             |

| <b>Code</b> | <b>Category</b>                  | <b>Title</b>                           | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------|--|-------------|-------------|
| 12210       | Health Occupations               | Nuclear Medicine Technologist          | 60.23       |             |
| 12221       | Health Occupations               | Nursing Assistant I                    | 14.88       | ***         |
| 12222       | Health Occupations               | Nursing Assistant II                   | 16.75       | ***         |
| 12223       | Health Occupations               | Nursing Assistant III                  | 18.28       |             |
| 12224       | Health Occupations               | Nursing Assistant IV                   | 20.51       |             |
| 12235       | Health Occupations               | Optical Dispenser                      | 33.41       |             |
| 12236       | Health Occupations               | Optical Technician                     | 24.50       |             |
| 12250       | Health Occupations               | Pharmacy Technician                    | 19.75       |             |
| 12280       | Health Occupations               | Phlebotomist                           | 22.42       |             |
| 12305       | Health Occupations               | Radiologic Technologist                | 41.18       |             |
| 12311       | Health Occupations               | Registered Nurse I                     | 27.91       |             |
| 12312       | Health Occupations               | Registered Nurse II                    | 34.14       |             |
| 12313       | Health Occupations               | Registered Nurse II, Specialist        | 34.14       |             |
| 12314       | Health Occupations               | Registered Nurse III                   | 41.30       |             |
| 12315       | Health Occupations               | Registered Nurse III, Anesthetist      | 41.30       |             |
| 12316       | Health Occupations               | Registered Nurse IV                    | 49.50       |             |
| 12317       | Health Occupations               | Scheduler                              | 33.95       |             |
| 12320       | Health Occupations               | Substance Abuse Treatment Counselor    | 27.44       |             |
| 13011       | Information And Arts Occupations | Exhibits Specialist I                  | 22.71       |             |
| 13012       | Information And Arts Occupations | Exhibits Specialist II                 | 28.13       |             |
| 13013       | Information And Arts Occupations | Exhibits Specialist III                | 34.42       |             |
| 13041       | Information And Arts Occupations | Illustrator I                          | 23.40       |             |
| 13042       | Information And Arts Occupations | Illustrator II                         | 29.00       |             |
| 13043       | Information And Arts Occupations | Illustrator III                        | 35.47       |             |
| 13047       | Information And Arts Occupations | Librarian                              | 30.68       |             |
| 13050       | Information And Arts Occupations | Library Aide/Clerk                     | 17.84       |             |
| 13054       | Information And Arts Occupations | Library Information Technology Systems | 27.70       |             |
| 13058       | Information And Arts Occupations | Library Technician                     | 22.31       |             |
| 13061       | Information And Arts Occupations | Media Specialist I                     | 19.99       |             |
| 13062       | Information And Arts Occupations | Media Specialist II                    | 22.36       |             |
| 13063       | Information And Arts Occupations | Media Specialist III                   | 24.94       |             |
| 13071       | Information And Arts Occupations | Photographer I                         | 19.72       |             |

| <b>Code</b> | <b>Category</b>                    | <b>Title</b>                                    | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------|---|-------------|-------------|
| 13072       | Information And Arts Occupations   | Photographer II                                 | 22.06       |             |
| 13073       | Information And Arts Occupations   | Photographer III                                | 27.33       |             |
| 13074       | Information And Arts Occupations   | Photographer IV                                 | 33.44       |             |
| 13075       | Information And Arts Occupations   | Photographer V                                  | 40.45       |             |
| 13090       | Information And Arts Occupations   | Technical Order Library Clerk                   | 22.41       |             |
| 13110       | Information And Arts Occupations   | Video Teleconference Technician                 | 25.14       |             |
| 14041       | Information Technology Occupations | Computer Operator I                             | 24.46       |             |
| 14042       | Information Technology Occupations | Computer Operator II                            | 27.37       |             |
| 14043       | Information Technology Occupations | Computer Operator III                           | 30.53       |             |
| 14044       | Information Technology Occupations | Computer Operator IV                            | 35.44       |             |
| 14045       | Information Technology Occupations | Computer Operator V                             | 39.27       |             |
| 14071       | Information Technology Occupations | Computer Programmer I                           | 26.88       | see<br>1    |
| 14072       | Information Technology Occupations | Computer Programmer II                          | NaN         | see<br>1    |
| 14073       | Information Technology Occupations | Computer Programmer III                         | NaN         | see<br>1    |
| 14074       | Information Technology Occupations | Computer Programmer IV                          | NaN         | see<br>1    |
| 14101       | Information Technology Occupations | Computer Systems Analyst I                      | NaN         | see<br>1    |
| 14102       | Information Technology Occupations | Computer Systems Analyst II                     | NaN         | see<br>1    |
| 14103       | Information Technology Occupations | Computer Systems Analyst III                    | NaN         | see<br>1    |
| 14150       | Information Technology Occupations | Peripheral Equipment Operator                   | 24.46       |             |
| 14160       | Information Technology Occupations | Personal Computer Support Technician            | 38.98       |             |
| 14170       | Information Technology Occupations | System Support Specialist                       | 44.98       |             |
| 15010       | Instructional Occupations          | Aircrew Training Devices Instructor             | 35.18       |             |
| 15020       | Instructional Occupations          | Aircrew Training Devices Instructor             | 42.57       |             |
| 15030       | Instructional Occupations          | Air Crew Training Devices Instructor            | 51.03       |             |
| 15050       | Instructional Occupations          | Computer Based Training Specialist / Instructor | 35.18       |             |

| <b>Code</b> | <b>Category</b>   | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|---|--|-------------|-------------|
| 15060       | Instructional Occupations                               | Educational Technologist                   | 43.05       |             |
| 15070       | Instructional Occupations                               | Flight Instructor                          | 51.03       |             |
| 15080       | Instructional Occupations                               | Graphic Artist                             | 29.10       |             |
| 15085       | Instructional Occupations                               | Maintenance Test Pilot, Fixed, Jet/Prop    | 51.03       |             |
| 15086       | Instructional Occupations                               | Maintenance Test Pilot, Rotary Wing        | 51.03       |             |
| 15088       | Instructional Occupations                               | Non-Maintenance Test/Co-Pilot              | 51.03       |             |
| 15090       | Instructional Occupations                               | Technical Instructor                       | 34.08       |             |
| 15095       | Instructional Occupations                               | Technical Instructor/Course Developer      | 41.69       |             |
| 15110       | Instructional Occupations                               | Test Proctor                               | 27.51       |             |
| 15120       | Instructional Occupations                               | Tutor                                      | 27.51       |             |
| 16010       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Assembler                                  | 17.18       | ***         |
| 16030       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Counter Attendant                          | 17.18       | ***         |
| 16040       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Dry Cleaner                                | 19.63       |             |
| 16070       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Finisher, Flatwork, Machine                | 17.18       | ***         |
| 16090       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Hand                              | 17.18       | ***         |
| 16110       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Drycleaning              | 17.18       | ***         |
| 16130       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Shirts                   | 17.18       | ***         |
| 16160       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Wearing Apparel, Laundry | 17.18       | ***         |
| 16190       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Sewing Machine Operator                    | 20.45       |             |
| 16220       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Tailor                                     | 21.26       |             |
| 16250       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Washer, Machine                            | 18.00       |             |
| 19010       | Machine Tool Operation And Repair Occupations           | Machine-Tool Operator                      | 31.85       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|--|--------------------------------------|-------------|-------------|
| 19040       | Machine Tool Operation And Repair Occupations    | Tool And Die Maker                   | 36.35       |             |
| 21020       | Materials Handling And Packing Occupations       | Forklift Operator                    | 20.31       |             |
| 21030       | Materials Handling And Packing Occupations       | Material Coordinator                 | 33.26       |             |
| 21040       | Materials Handling And Packing Occupations       | Material Expediter                   | 33.26       |             |
| 21050       | Materials Handling And Packing Occupations       | Material Handling Laborer            | 18.00       |             |
| 21071       | Materials Handling And Packing Occupations       | Order Filler                         | 17.75       |             |
| 21080       | Materials Handling And Packing Occupations       | Production Line Worker               | 20.31       |             |
| 21110       | Materials Handling And Packing Occupations       | Shipping Packer                      | 20.06       |             |
| 21130       | Materials Handling And Packing Occupations       | Shipping/Receiving Clerk             | 20.06       |             |
| 21140       | Materials Handling And Packing Occupations       | Store Worker I                       | 18.05       |             |
| 21150       | Materials Handling And Packing Occupations       | Stock Clerk                          | 21.85       |             |
| 21210       | Materials Handling And Packing Occupations       | Tools And Parts Attendant            | 20.31       |             |
| 21410       | Materials Handling And Packing Occupations       | Warehouse Specialist                 | 20.31       |             |
| 23010       | Mechanics And Maintenance And Repair Occupations | Aerospace Structural Welder          | 38.34       |             |
| 23019       | Mechanics And Maintenance And Repair Occupations | Aircraft Logs and Records Technician | 33.26       |             |
| 23021       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic I                  | 37.02       |             |
| 23022       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic II                 | 38.34       |             |
| 23023       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic III                | 39.58       |             |
| 23040       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic Helper             | 30.64       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                                   | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 23050       | Mechanics And Maintenance And Repair Occupations | Aircraft, Painter                              | 35.82       |             |
| 23060       | Mechanics And Maintenance And Repair Occupations | Aircraft Servicer                              | 33.26       |             |
| 23070       | Mechanics And Maintenance And Repair Occupations | Aircraft Survival Flight Equipment Technician  | 35.82       |             |
| 23080       | Mechanics And Maintenance And Repair Occupations | Aircraft Worker                                | 34.51       |             |
| 23091       | Mechanics And Maintenance And Repair Occupations | Aircrew Life Support Equipment (ALSE) Mechanic | 34.51       |             |
| 23092       | Mechanics And Maintenance And Repair Occupations | Aircrew Life Support Equipment (ALSE) Mechanic | 37.02       |             |
| 23110       | Mechanics And Maintenance And Repair Occupations | Appliance Mechanic                             | 35.07       |             |
| 23120       | Mechanics And Maintenance And Repair Occupations | Bicycle Repairer                               | 31.30       |             |
| 23125       | Mechanics And Maintenance And Repair Occupations | Cable Splicer                                  | 51.62       |             |
| 23130       | Mechanics And Maintenance And Repair Occupations | Carpenter, Maintenance                         | 31.25       |             |
| 23140       | Mechanics And Maintenance And Repair Occupations | Carpet Layer                                   | 33.80       |             |
| 23160       | Mechanics And Maintenance And Repair Occupations | Electrician, Maintenance                       | 30.54       |             |
| 23181       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance I           | 35.90       |             |
| 23182       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance II          | 37.26       |             |
| 23183       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance III         | 38.51       |             |
| 23260       | Mechanics And Maintenance And Repair Occupations | Fabric Worker                                  | 32.57       |             |
| 23290       | Mechanics And Maintenance And Repair Occupations | Fire Alarm System Mechanic                     | 36.25       |             |
| 23310       | Mechanics And Maintenance And Repair Occupations | Fire Extinguisher Repairer                     | 31.30       |             |
| 23311       | Mechanics And Maintenance And Repair Occupations | Fuel Distribution System Mechanic              | 48.85       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 23312       | Mechanics And Maintenance And Repair Occupations | Fuel Distribution System Operator         | 42.18       |             |
| 23370       | Mechanics And Maintenance And Repair Occupations | General Maintenance Worker                | 24.47       |             |
| 23380       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Mechanic         | 37.02       |             |
| 23381       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Servicer         | 33.26       |             |
| 23382       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Worker           | 34.51       |             |
| 23391       | Mechanics And Maintenance And Repair Occupations | Gunsmith I                                | 31.30       |             |
| 23392       | Mechanics And Maintenance And Repair Occupations | Gunsmith II                               | 33.80       |             |
| 23393       | Mechanics And Maintenance And Repair Occupations | Gunsmith III                              | 36.25       |             |
| 23410       | Mechanics And Maintenance And Repair Occupations | Heating, Ventilation And Air-Conditioning | 31.73       |             |
| 23411       | Mechanics And Maintenance And Repair Occupations | Heating, Ventilation And Air Contidioning | 32.86       |             |
| 23430       | Mechanics And Maintenance And Repair Occupations | Heavy Equipment Mechanic                  | 33.01       |             |
| 23440       | Mechanics And Maintenance And Repair Occupations | Heavy Equipment Operator                  | 33.29       |             |
| 23460       | Mechanics And Maintenance And Repair Occupations | Instrument Mechanic                       | 36.25       |             |
| 23465       | Mechanics And Maintenance And Repair Occupations | Laboratory/Shelter Mechanic               | 35.07       |             |
| 23470       | Mechanics And Maintenance And Repair Occupations | Laborer                                   | 18.00       |             |
| 23510       | Mechanics And Maintenance And Repair Occupations | Locksmith                                 | 35.07       |             |
| 23530       | Mechanics And Maintenance And Repair Occupations | Machinery Maintenance Mechanic            | 41.35       |             |
| 23550       | Mechanics And Maintenance And Repair Occupations | Machinist, Maintenance                    | 32.80       |             |
| 23580       | Mechanics And Maintenance And Repair Occupations | Maintenance Trades Helper                 | 27.49       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                     | <b>Rate</b> | <b>Note</b> |
|-------------|--|----------------------------------|-------------|-------------|
| 23591       | Mechanics And Maintenance And Repair Occupations | Metrology Technician I           | 36.25       |             |
| 23592       | Mechanics And Maintenance And Repair Occupations | Metrology Technician II          | 37.54       |             |
| 23593       | Mechanics And Maintenance And Repair Occupations | Metrology Technician III         | 38.75       |             |
| 23640       | Mechanics And Maintenance And Repair Occupations | Millwright                       | 36.25       |             |
| 23710       | Mechanics And Maintenance And Repair Occupations | Office Appliance Repairer        | 35.07       |             |
| 23760       | Mechanics And Maintenance And Repair Occupations | Painter, Maintenance             | 30.96       |             |
| 23790       | Mechanics And Maintenance And Repair Occupations | Pipefitter, Maintenance          | 32.90       |             |
| 23810       | Mechanics And Maintenance And Repair Occupations | Plumber, Maintenance             | 31.82       |             |
| 23820       | Mechanics And Maintenance And Repair Occupations | Pneudraulic Systems Mechanic     | 36.25       |             |
| 23850       | Mechanics And Maintenance And Repair Occupations | Rigger                           | 36.25       |             |
| 23870       | Mechanics And Maintenance And Repair Occupations | Scale Mechanic                   | 33.80       |             |
| 23890       | Mechanics And Maintenance And Repair Occupations | Sheet-Metal Worker, Maintenance  | 35.75       |             |
| 23910       | Mechanics And Maintenance And Repair Occupations | Small Engine Mechanic            | 30.96       |             |
| 23931       | Mechanics And Maintenance And Repair Occupations | Telecommunications Mechanic I    | 36.13       |             |
| 23932       | Mechanics And Maintenance And Repair Occupations | Telecommunications Mechanic II   | 37.42       |             |
| 23950       | Mechanics And Maintenance And Repair Occupations | Telephone Lineman                | 36.25       |             |
| 23960       | Mechanics And Maintenance And Repair Occupations | Welder, Combination, Maintenance | 35.72       |             |
| 23965       | Mechanics And Maintenance And Repair Occupations | Well Driller                     | 36.25       |             |
| 23970       | Mechanics And Maintenance And Repair Occupations | Woodcraft Worker                 | 36.25       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                          | <b>Rate</b> | <b>Note</b> |
|-------------|--|---------------------------------------|-------------|-------------|
| 23980       | Mechanics And Maintenance And Repair Occupations | Woodworker                            | 31.30       |             |
| 24550       | Personal Needs Occupations                       | Case Manager                          | 20.60       |             |
| 24570       | Personal Needs Occupations                       | Child Care Attendant                  | 15.77       | ***         |
| 24580       | Personal Needs Occupations                       | Child Care Center Clerk               | 19.67       |             |
| 24610       | Personal Needs Occupations                       | Chore Aide                            | 17.76       |             |
| 24620       | Personal Needs Occupations                       | Family Readiness And Support Services | 20.60       |             |
| 24630       | Personal Needs Occupations                       | Homemaker                             | 22.09       |             |
| 25010       | Plant And System Operations Occupations          | Boiler Tender                         | 29.96       |             |
| 25040       | Plant And System Operations Occupations          | Sewage Plant Operator                 | 36.80       |             |
| 25070       | Plant And System Operations Occupations          | Stationary Engineer                   | 29.96       |             |
| 25190       | Plant And System Operations Occupations          | Ventilation Equipment Tender          | 24.80       |             |
| 25210       | Plant And System Operations Occupations          | Water Treatment Plant Operator        | 36.80       |             |
| 27004       | Protective Service Occupations                   | Alarm Monitor                         | 28.86       |             |
| 27007       | Protective Service Occupations                   | Baggage Inspector                     | 17.49       |             |
| 27008       | Protective Service Occupations                   | Corrections Officer                   | 29.48       |             |
| 27010       | Protective Service Occupations                   | Court Security Officer                | 29.48       |             |
| 27030       | Protective Service Occupations                   | Detection Dog Handler                 | 19.88       |             |
| 27040       | Protective Service Occupations                   | Detention Officer                     | 29.48       |             |
| 27070       | Protective Service Occupations                   | Firefighter                           | 29.90       |             |
| 27101       | Protective Service Occupations                   | Guard I                               | 17.49       |             |
| 27102       | Protective Service Occupations                   | Guard II                              | 19.88       |             |
| 27131       | Protective Service Occupations                   | Police Officer I                      | 34.63       |             |
| 27132       | Protective Service Occupations                   | Police Officer II                     | 38.50       |             |
| 28041       | Recreation Occupations                           | Carnival Equipment Operator           | 17.46       |             |
| 28042       | Recreation Occupations                           | Carnival Equipment Repairer           | 18.21       |             |
| 28043       | Recreation Occupations                           | Carnival Worker                       | 14.47       | ***         |
| 28210       | Recreation Occupations                           | Gate Attendant/Gate Tender            | 20.99       |             |
| 28310       | Recreation Occupations                           | Lifeguard                             | 15.09       | ***         |
| 28350       | Recreation Occupations                           | Park Attendant                        | 23.48       |             |

| <b>Code</b> | <b>Category</b>                                | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 28510       | Recreation Occupations                         | Recreation Aide/Health Facility Attendant | 17.14       | ***         |
| 28515       | Recreation Occupations                         | Recreation Specialist                     | 29.09       |             |
| 28630       | Recreation Occupations                         | Sports Official                           | 18.70       |             |
| 28690       | Recreation Occupations                         | Swimming Pool Operator                    | 19.66       |             |
| 29010       | Stevedoring/Longshoremen Occupational Services | Blocker And Bracer                        | 35.69       |             |
| 29020       | Stevedoring/Longshoremen Occupational Services | Hatch Tender                              | 35.69       |             |
| 29030       | Stevedoring/Longshoremen Occupational Services | Line Handler                              | 35.69       |             |
| 29041       | Stevedoring/Longshoremen Occupational Services | Stevedore I                               | 34.39       |             |
| 29042       | Stevedoring/Longshoremen Occupational Services | Stevedore II                              | 37.04       |             |
| 30010       | Technical Occupations                          | Air Traffic Control Specialist, Center    | 51.07       | see 2       |
| 30011       | Technical Occupations                          | Air Traffic Control Specialist, Station   | 35.22       | see 2       |
| 30012       | Technical Occupations                          | Air Traffic Control Specialist, Terminal  | 38.79       | see 2       |
| 30021       | Technical Occupations                          | Archeological Technician I                | 20.77       |             |
| 30022       | Technical Occupations                          | Archeological Technician II               | 24.15       |             |
| 30023       | Technical Occupations                          | Archeological Technician III              | 29.05       |             |
| 30030       | Technical Occupations                          | Cartographic Technician                   | 29.33       |             |
| 30040       | Technical Occupations                          | Civil Engineering Technician              | 30.90       |             |
| 30051       | Technical Occupations                          | Cryogenic Technician I                    | 31.88       |             |
| 30052       | Technical Occupations                          | Cryogenic Technician II                   | 35.21       |             |
| 30061       | Technical Occupations                          | Drafter/CAD Operator I                    | 20.77       |             |
| 30062       | Technical Occupations                          | Drafter/CAD Operator II                   | 24.15       |             |
| 30063       | Technical Occupations                          | Drafter/CAD Operator III                  | 25.91       |             |
| 30064       | Technical Occupations                          | Drafter/CAD Operator IV                   | 31.88       |             |
| 30081       | Technical Occupations                          | Engineering Technician I                  | 19.46       |             |
| 30082       | Technical Occupations                          | Engineering Technician II                 | 21.84       |             |
| 30083       | Technical Occupations                          | Engineering Technician III                | 24.43       |             |
| 30084       | Technical Occupations                          | Engineering Technician IV                 | 30.27       |             |

| <b>Code</b> | <b>Category</b>                                       | <b>Title</b>                             | <b>Rate</b> | <b>Note</b> |
|-------------|---|--|-------------|-------------|
| 30085       | Technical Occupations                                 | Engineering Technician V                 | 37.03       |             |
| 30086       | Technical Occupations                                 | Engineering Technician VI                | 44.80       |             |
| 30090       | Technical Occupations                                 | Environmental Technician                 | 28.79       |             |
| 30095       | Technical Occupations                                 | Evidence Control Specialist              | 28.79       |             |
| 30210       | Technical Occupations                                 | Laboratory Technician                    | 27.25       |             |
| 30221       | Technical Occupations                                 | Latent Fingerprint Technician I          | 31.88       |             |
| 30222       | Technical Occupations                                 | Latent Fingerprint Technician II         | 35.21       |             |
| 30240       | Technical Occupations                                 | Mathematical Technician                  | 29.33       |             |
| 30361       | Technical Occupations                                 | Paralegal/Legal Assistant I              | 24.86       |             |
| 30362       | Technical Occupations                                 | Paralegal/Legal Assistant II             | 30.81       |             |
| 30363       | Technical Occupations                                 | Paralegal/Legal Assistant III            | 37.67       |             |
| 30364       | Technical Occupations                                 | Paralegal/Legal Assistant IV             | 45.58       |             |
| 30375       | Technical Occupations                                 | Petroleum Supply Specialist              | 35.21       |             |
| 30390       | Technical Occupations                                 | Photo-Optics Technician                  | 29.33       |             |
| 30395       | Technical Occupations                                 | Radiation Control Technician             | 35.21       |             |
| 30461       | Technical Occupations                                 | Technical Writer I                       | 29.98       |             |
| 30462       | Technical Occupations                                 | Technical Writer II                      | 36.67       |             |
| 30463       | Technical Occupations                                 | Technical Writer III                     | 44.36       |             |
| 30491       | Technical Occupations                                 | Unexploded Ordnance (UXO) Technician I   | 32.46       |             |
| 30492       | Technical Occupations                                 | Unexploded Ordnance (UXO) Technician II  | 39.27       |             |
| 30493       | Technical Occupations                                 | Unexploded Ordnance (UXO) Technician III | 47.07       |             |
| 30494       | Technical Occupations                                 | Unexploded (UXO) Safety Escort           | 32.46       |             |
| 30495       | Technical Occupations                                 | Unexploded (UXO) Sweep Personnel         | 32.46       |             |
| 30501       | Technical Occupations                                 | Weather Forecaster I                     | 31.88       |             |
| 30502       | Technical Occupations                                 | Weather Forecaster II                    | 38.76       |             |
| 30620       | Technical Occupations                                 | Weather Observer, Combined Upper Air Or  | 25.91       | see 2       |
| 30621       | Technical Occupations                                 | Weather Observer, Senior                 | 28.79       | see 2       |
| 31010       | Transportation/Mobile Equipment Operation Occupations | Airplane Pilot                           | 39.27       |             |

| <b>Code</b> | <b>Category</b>                                       | <b>Title</b>                   | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------|-------------|-------------|
| 31020       | Transportation/Mobile Equipment Operation Occupations | Bus Aide                       | 20.56       |             |
| 31030       | Transportation/Mobile Equipment Operation Occupations | Bus Driver                     | 26.35       |             |
| 31043       | Transportation/Mobile Equipment Operation Occupations | Driver Courier                 | 21.02       |             |
| 31260       | Transportation/Mobile Equipment Operation Occupations | Parking and Lot Attendant      | 15.85       | ***         |
| 31290       | Transportation/Mobile Equipment Operation Occupations | Shuttle Bus Driver             | 18.53       |             |
| 31310       | Transportation/Mobile Equipment Operation Occupations | Taxi Driver                    | 15.98       | ***         |
| 31361       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Light             | 21.92       |             |
| 31362       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Medium            | 23.47       |             |
| 31363       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Heavy             | 27.33       |             |
| 31364       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Tractor-Trailer   | 27.33       |             |
| 99020       | Miscellaneous Occupations                             | Cabin Safety Specialist        | 19.15       |             |
| 99030       | Miscellaneous Occupations                             | Cashier                        | 14.74       | ***         |
| 99050       | Miscellaneous Occupations                             | Desk Clerk                     | 16.16       | ***         |
| 99095       | Miscellaneous Occupations                             | Embalmer                       | 34.36       |             |
| 99130       | Miscellaneous Occupations                             | Flight Follower                | 32.46       |             |
| 99251       | Miscellaneous Occupations                             | Laboratory Animal Caretaker I  | 18.55       |             |
| 99252       | Miscellaneous Occupations                             | Laboratory Animal Caretaker II | 19.35       |             |
| 99260       | Miscellaneous Occupations                             | Marketing Analyst              | 30.00       |             |
| 99310       | Miscellaneous Occupations                             | Mortician                      | 34.36       |             |
| 99410       | Miscellaneous Occupations                             | Pest Controller                | 23.80       |             |
| 99510       | Miscellaneous Occupations                             | Photofinishing Worker          | 17.06       | ***         |
| 99710       | Miscellaneous Occupations                             | Recycling Laborer              | 22.28       |             |
| 99711       | Miscellaneous Occupations                             | Recycling Specialist           | 25.30       |             |
| 99730       | Miscellaneous Occupations                             | Refuse Collector               | 20.89       |             |
| 99810       | Miscellaneous Occupations                             | Sales Clerk                    | 16.13       | ***         |
| 99820       | Miscellaneous Occupations                             | School Crossing Guard          | 16.95       | ***         |

| <b>Code</b> | <b>Category</b>           | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------|---------------------------------|-------------|-------------|
| 99830       | Miscellaneous Occupations | Survey Party Chief              | 35.00       |             |
| 99831       | Miscellaneous Occupations | Surveying Aide                  | 21.91       |             |
| 99832       | Miscellaneous Occupations | Surveying Technician            | 26.50       |             |
| 99840       | Miscellaneous Occupations | Vending Machine Attendant       | 23.10       |             |
| 99841       | Miscellaneous Occupations | Vending Machine Repairer        | 26.02       |             |
| 99842       | Miscellaneous Occupations | Vending Machine Repairer Helper | 23.10       |             |

## **Footer**

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.20 per hour) or 13658 (\$12.90 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. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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: \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 per month\*

\*This rate is to be used only when compensating employees for performance on an SCA-

covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 25 years.

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

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

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

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

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

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

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

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

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

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**\*\* HAZARDOUS PAY DIFFERENTIAL \*\***

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

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

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like;

minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all

contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of ""wash and wear""

materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

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

**Conformance Process:**

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

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

The process for preparing a conformance request is as follows:

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

2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S.

Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

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

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

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

Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

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## **Wage Determination No. : 2015-4109**

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

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

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 28

Date Of Last Revision : 07/22/2024

Source : [Source Website](#)

**Header**

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

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2024.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.90 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 2024.

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: Rhode Island

This wage determination applies to the following towns in WASHINGTON County: Hopkinton, Westerly

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

**Wage Determination Table**

| Code  | Category  | Title              | Rate  | Note |
|-------|---|--------------------|-------|------|
| 01011 | Administrative Support And Clerical Occupations | Accounting Clerk I | 18.98 |      |

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                        | <b>Rate</b> | <b>Note</b> |
|-------------|---|-------------------------------------|-------------|-------------|
| 01012       | Administrative Support And Clerical Occupations | Accounting Clerk II                 | 21.30       |             |
| 01013       | Administrative Support And Clerical Occupations | Accounting Clerk III                | 23.82       |             |
| 01020       | Administrative Support And Clerical Occupations | Administrative Assistant            | 31.54       |             |
| 01035       | Administrative Support And Clerical Occupations | Court Reporter                      | 23.54       |             |
| 01041       | Administrative Support And Clerical Occupations | Customer Service Representative I   | 16.86       | ***         |
| 01042       | Administrative Support And Clerical Occupations | Customer Service Representative II  | 18.40       |             |
| 01043       | Administrative Support And Clerical Occupations | Customer Service Representative III | 20.65       |             |
| 01051       | Administrative Support And Clerical Occupations | Data Entry Operator I               | 17.78       |             |
| 01052       | Administrative Support And Clerical Occupations | Data Entry Operator II              | 19.40       |             |
| 01060       | Administrative Support And Clerical Occupations | Dispatcher, Motor Vehicle           | 20.22       |             |
| 01070       | Administrative Support And Clerical Occupations | Document Preparation Clerk          | 17.81       |             |
| 01090       | Administrative Support And Clerical Occupations | Duplicating Machine Operator        | 17.81       |             |
| 01111       | Administrative Support And Clerical Occupations | General Clerk I                     | 16.98       | ***         |
| 01112       | Administrative Support And Clerical Occupations | General Clerk II                    | 18.53       |             |
| 01113       | Administrative Support And Clerical Occupations | General Clerk III                   | 20.79       |             |
| 01120       | Administrative Support And Clerical Occupations | Housing Referral Assistant          | 24.80       |             |
| 01141       | Administrative Support And Clerical Occupations | Messenger Courier                   | 19.03       |             |
| 01191       | Administrative Support And Clerical Occupations | Order Clerk I                       | 18.46       |             |
| 01192       | Administrative Support And Clerical Occupations | Order Clerk II                      | 20.54       |             |

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------------|-------------|-------------|
| 01261       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) I   | 20.04       |             |
| 01262       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) II  | 22.41       |             |
| 01263       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) III | 24.98       |             |
| 01270       | Administrative Support And Clerical Occupations | Production Control Clerk             | 30.24       |             |
| 01290       | Administrative Support And Clerical Occupations | Rental Clerk                         | 18.07       |             |
| 01300       | Administrative Support And Clerical Occupations | Scheduler, Maintenance               | 20.00       |             |
| 01311       | Administrative Support And Clerical Occupations | Secretary I                          | 20.00       |             |
| 01312       | Administrative Support And Clerical Occupations | Secretary II                         | 22.36       |             |
| 01313       | Administrative Support And Clerical Occupations | Secretary III                        | 24.93       |             |
| 01320       | Administrative Support And Clerical Occupations | Service Order Dispatcher             | 19.27       |             |
| 01410       | Administrative Support And Clerical Occupations | Supply Technician                    | 31.54       |             |
| 01420       | Administrative Support And Clerical Occupations | Survey Worker                        | 25.92       |             |
| 01460       | Administrative Support And Clerical Occupations | Switchboard Operator/Receptionist    | 17.45       |             |
| 01531       | Administrative Support And Clerical Occupations | Travel Clerk I                       | 15.25       | ***         |
| 01532       | Administrative Support And Clerical Occupations | Travel Clerk II                      | 16.52       | ***         |
| 01533       | Administrative Support And Clerical Occupations | Travel Clerk III                     | 17.33       |             |
| 01611       | Administrative Support And Clerical Occupations | Word Processor I                     | 17.81       |             |
| 01612       | Administrative Support And Clerical Occupations | Word Processor II                    | 20.00       |             |
| 01613       | Administrative Support And Clerical Occupations | Word Processor III                   | 22.36       |             |

| <b>Code</b> | <b>Category</b>                              | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|--|--------------------------------------|-------------|-------------|
| 05005       | Automotive Service Occupations               | Automobile Body Repairer, Fiberglass | 23.49       |             |
| 05010       | Automotive Service Occupations               | Automotive Electrician               | 22.65       |             |
| 05040       | Automotive Service Occupations               | Automotive Glass Installer           | 21.90       |             |
| 05070       | Automotive Service Occupations               | Automotive Worker                    | 21.90       |             |
| 05110       | Automotive Service Occupations               | Mobile Equipment Servicer            | 20.56       |             |
| 05130       | Automotive Service Occupations               | Motor Equipment Metal Mechanic       | 23.29       |             |
| 05160       | Automotive Service Occupations               | Motor Equipment Metal Worker         | 21.90       |             |
| 05190       | Automotive Service Occupations               | Motor Vehicle Mechanic               | 23.29       |             |
| 05220       | Automotive Service Occupations               | Motor Vehicle Mechanic Helper        | 19.81       |             |
| 05250       | Automotive Service Occupations               | Motor Vehicle Upholstery Worker      | 21.27       |             |
| 05280       | Automotive Service Occupations               | Motor Vehicle Wrecker                | 21.90       |             |
| 05310       | Automotive Service Occupations               | Painter, Automotive                  | 22.53       |             |
| 05340       | Automotive Service Occupations               | Radiator Repair Specialist           | 21.71       |             |
| 05370       | Automotive Service Occupations               | Tire Repairer                        | 19.00       |             |
| 05400       | Automotive Service Occupations               | Transmission Repair Specialist       | 23.29       |             |
| 07010       | Food Preparation And Service Occupations     | Baker                                | 16.65       | ***         |
| 07041       | Food Preparation And Service Occupations     | Cook I                               | 18.75       |             |
| 07042       | Food Preparation And Service Occupations     | Cook II                              | 20.24       |             |
| 07070       | Food Preparation And Service Occupations     | Dishwasher                           | 14.82       | ***         |
| 07130       | Food Preparation And Service Occupations     | Food Service Worker                  | 15.58       | ***         |
| 07210       | Food Preparation And Service Occupations     | Meat Cutter                          | 23.23       |             |
| 07260       | Food Preparation And Service Occupations     | Waiter/Waitress                      | 16.24       | ***         |
| 09010       | Furniture Maintenance And Repair Occupations | Electrostatic Spray Painter          | 28.95       |             |
| 09040       | Furniture Maintenance And Repair Occupations | Furniture Handler                    | 21.82       |             |
| 09080       | Furniture Maintenance And Repair Occupations | Furniture Refinisher                 | 28.95       |             |

| <b>Code</b> | <b>Category</b>                              | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 09090       | Furniture Maintenance And Repair Occupations | Furniture Refinisher Helper                | 24.78       |             |
| 09110       | Furniture Maintenance And Repair Occupations | Furniture Repairer, Minor                  | 26.88       |             |
| 09130       | Furniture Maintenance And Repair Occupations | Upholsterer                                | 29.35       |             |
| 11030       | General Services And Support Occupations     | Cleaner, Vehicles                          | 15.46       | ***         |
| 11060       | General Services And Support Occupations     | Elevator Operator                          | 16.70       | ***         |
| 11090       | General Services And Support Occupations     | Gardener                                   | 22.45       |             |
| 11122       | General Services And Support Occupations     | Housekeeping Aide                          | 16.70       | ***         |
| 11150       | General Services And Support Occupations     | Janitor                                    | 16.70       | ***         |
| 11210       | General Services And Support Occupations     | Laborer, Grounds Maintenance               | 18.95       |             |
| 11240       | General Services And Support Occupations     | Maid or Houseman                           | 16.37       | ***         |
| 11260       | General Services And Support Occupations     | Pruner                                     | 17.83       |             |
| 11270       | General Services And Support Occupations     | Tractor Operator                           | 21.52       |             |
| 11330       | General Services And Support Occupations     | Trail Maintenance Worker                   | 18.95       |             |
| 11360       | General Services And Support Occupations     | Window Cleaner                             | 17.82       |             |
| 12010       | Health Occupations                           | Ambulance Driver                           | 22.23       |             |
| 12011       | Health Occupations                           | Breath Alcohol Technician                  | 27.40       |             |
| 12012       | Health Occupations                           | Certified Occupational Therapist Assistant | 33.41       |             |
| 12015       | Health Occupations                           | Certified Physical Therapist Assistant     | 32.84       |             |
| 12020       | Health Occupations                           | Dental Assistant                           | 23.15       |             |
| 12025       | Health Occupations                           | Dental Hygienist                           | 44.44       |             |
| 12030       | Health Occupations                           | EKG Technician                             | 41.53       |             |

| <b>Code</b> | <b>Category</b>                  | <b>Title</b>                        | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------|-------------------------------------|-------------|-------------|
| 12035       | Health Occupations               | Electroneurodiagnostic Technologist | 41.53       |             |
| 12040       | Health Occupations               | Emergency Medical Technician        | 22.23       |             |
| 12071       | Health Occupations               | Licensed Practical Nurse I          | 24.50       |             |
| 12072       | Health Occupations               | Licensed Practical Nurse II         | 27.40       |             |
| 12073       | Health Occupations               | Licensed Practical Nurse III        | 30.56       |             |
| 12100       | Health Occupations               | Medical Assistant                   | 21.05       |             |
| 12130       | Health Occupations               | Medical Laboratory Technician       | 40.53       |             |
| 12160       | Health Occupations               | Medical Record Clerk                | 25.15       |             |
| 12190       | Health Occupations               | Medical Record Technician           | 28.69       |             |
| 12195       | Health Occupations               | Medical Transcriptionist            | 24.50       |             |
| 12210       | Health Occupations               | Nuclear Medicine Technologist       | 60.23       |             |
| 12221       | Health Occupations               | Nursing Assistant I                 | 14.88       | ***         |
| 12222       | Health Occupations               | Nursing Assistant II                | 16.75       | ***         |
| 12223       | Health Occupations               | Nursing Assistant III               | 18.28       |             |
| 12224       | Health Occupations               | Nursing Assistant IV                | 20.51       |             |
| 12235       | Health Occupations               | Optical Dispenser                   | 33.41       |             |
| 12236       | Health Occupations               | Optical Technician                  | 24.50       |             |
| 12250       | Health Occupations               | Pharmacy Technician                 | 19.75       |             |
| 12280       | Health Occupations               | Phlebotomist                        | 22.42       |             |
| 12305       | Health Occupations               | Radiologic Technologist             | 41.18       |             |
| 12311       | Health Occupations               | Registered Nurse I                  | 27.91       |             |
| 12312       | Health Occupations               | Registered Nurse II                 | 34.14       |             |
| 12313       | Health Occupations               | Registered Nurse II, Specialist     | 34.14       |             |
| 12314       | Health Occupations               | Registered Nurse III                | 41.30       |             |
| 12315       | Health Occupations               | Registered Nurse III, Anesthetist   | 41.30       |             |
| 12316       | Health Occupations               | Registered Nurse IV                 | 49.50       |             |
| 12317       | Health Occupations               | Scheduler                           | 33.95       |             |
| 12320       | Health Occupations               | Substance Abuse Treatment Counselor | 27.44       |             |
| 13011       | Information And Arts Occupations | Exhibits Specialist I               | 22.71       |             |
| 13012       | Information And Arts Occupations | Exhibits Specialist II              | 28.13       |             |
| 13013       | Information And Arts Occupations | Exhibits Specialist III             | 34.42       |             |
| 13041       | Information And Arts Occupations | Illustrator I                       | 23.78       |             |

| <b>Code</b> | <b>Category</b>                    | <b>Title</b>                           | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------|--|-------------|-------------|
| 13042       | Information And Arts Occupations   | Illustrator II                         | 29.45       |             |
| 13043       | Information And Arts Occupations   | Illustrator III                        | 36.02       |             |
| 13047       | Information And Arts Occupations   | Librarian                              | 32.61       |             |
| 13050       | Information And Arts Occupations   | Library Aide/Clerk                     | 17.84       |             |
| 13054       | Information And Arts Occupations   | Library Information Technology Systems | 29.45       |             |
| 13058       | Information And Arts Occupations   | Library Technician                     | 22.40       |             |
| 13061       | Information And Arts Occupations   | Media Specialist I                     | 21.25       |             |
| 13062       | Information And Arts Occupations   | Media Specialist II                    | 23.78       |             |
| 13063       | Information And Arts Occupations   | Media Specialist III                   | 26.50       |             |
| 13071       | Information And Arts Occupations   | Photographer I                         | 19.72       |             |
| 13072       | Information And Arts Occupations   | Photographer II                        | 22.06       |             |
| 13073       | Information And Arts Occupations   | Photographer III                       | 27.33       |             |
| 13074       | Information And Arts Occupations   | Photographer IV                        | 33.44       |             |
| 13075       | Information And Arts Occupations   | Photographer V                         | 40.45       |             |
| 13090       | Information And Arts Occupations   | Technical Order Library Clerk          | 22.41       |             |
| 13110       | Information And Arts Occupations   | Video Teleconference Technician        | 25.14       |             |
| 14041       | Information Technology Occupations | Computer Operator I                    | 24.46       |             |
| 14042       | Information Technology Occupations | Computer Operator II                   | 27.37       |             |
| 14043       | Information Technology Occupations | Computer Operator III                  | 30.53       |             |
| 14044       | Information Technology Occupations | Computer Operator IV                   | 35.44       |             |
| 14045       | Information Technology Occupations | Computer Operator V                    | 39.27       |             |
| 14071       | Information Technology Occupations | Computer Programmer I                  | 26.88       | see 1       |
| 14072       | Information Technology Occupations | Computer Programmer II                 | NaN         | see 1       |
| 14073       | Information Technology Occupations | Computer Programmer III                | NaN         | see 1       |
| 14074       | Information Technology Occupations | Computer Programmer IV                 | NaN         | see 1       |
| 14101       | Information Technology Occupations | Computer Systems Analyst I             | NaN         | see 1       |
| 14102       | Information Technology Occupations | Computer Systems Analyst II            | NaN         | see 1       |
| 14103       | Information Technology Occupations | Computer Systems Analyst III           | NaN         | see 1       |

| <b>Code</b> | <b>Category</b>   | <b>Title</b>                                    | <b>Rate</b> | <b>Note</b> |
|-------------|---|---|-------------|-------------|
| 14150       | Information Technology Occupations                      | Peripheral Equipment Operator                   | 24.46       |             |
| 14160       | Information Technology Occupations                      | Personal Computer Support Technician            | 38.98       |             |
| 14170       | Information Technology Occupations                      | System Support Specialist                       | 45.54       |             |
| 15010       | Instructional Occupations                               | Aircrew Training Devices Instructor             | 35.68       |             |
| 15020       | Instructional Occupations                               | Aircrew Training Devices Instructor             | 43.19       |             |
| 15030       | Instructional Occupations                               | Air Crew Training Devices Instructor            | 51.76       |             |
| 15050       | Instructional Occupations                               | Computer Based Training Specialist / Instructor | 35.68       |             |
| 15060       | Instructional Occupations                               | Educational Technologist                        | 43.05       |             |
| 15070       | Instructional Occupations                               | Flight Instructor                               | 51.76       |             |
| 15080       | Instructional Occupations                               | Graphic Artist                                  | 29.10       |             |
| 15085       | Instructional Occupations                               | Maintenance Test Pilot, Fixed, Jet/Prop         | 51.76       |             |
| 15086       | Instructional Occupations                               | Maintenance Test Pilot, Rotary Wing             | 51.76       |             |
| 15088       | Instructional Occupations                               | Non-Maintenance Test/Co-Pilot                   | 51.76       |             |
| 15090       | Instructional Occupations                               | Technical Instructor                            | 34.08       |             |
| 15095       | Instructional Occupations                               | Technical Instructor/Course Developer           | 41.69       |             |
| 15110       | Instructional Occupations                               | Test Proctor                                    | 27.51       |             |
| 15120       | Instructional Occupations                               | Tutor   | 27.51       |             |
| 16010       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Assembler                                       | 17.18       | ***         |
| 16030       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Counter Attendant                               | 17.18       | ***         |
| 16040       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Dry Cleaner                                     | 19.63       |             |
| 16070       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Finisher, Flatwork, Machine                     | 17.18       | ***         |
| 16090       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Hand                                   | 17.18       | ***         |
| 16110       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Drycleaning                   | 17.18       | ***         |

| <b>Code</b> | <b>Category</b>   | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|---|--|-------------|-------------|
| 16130       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Shirts                   | 17.18       | ***         |
| 16160       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Wearing Apparel, Laundry | 17.18       | ***         |
| 16190       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Sewing Machine Operator                    | 20.45       |             |
| 16220       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Tailor                                     | 21.26       |             |
| 16250       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Washer, Machine                            | 18.00       |             |
| 19010       | Machine Tool Operation And Repair Occupations           | Machine-Tool Operator                      | 31.85       |             |
| 19040       | Machine Tool Operation And Repair Occupations           | Tool And Die Maker                         | 36.35       |             |
| 21020       | Materials Handling And Packing Occupations              | Forklift Operator                          | 20.31       |             |
| 21030       | Materials Handling And Packing Occupations              | Material Coordinator                       | 30.24       |             |
| 21040       | Materials Handling And Packing Occupations              | Material Expediter                         | 30.24       |             |
| 21050       | Materials Handling And Packing Occupations              | Material Handling Laborer                  | 18.00       |             |
| 21071       | Materials Handling And Packing Occupations              | Order Filler                               | 17.75       |             |
| 21080       | Materials Handling And Packing Occupations              | Production Line Worker                     | 20.31       |             |
| 21110       | Materials Handling And Packing Occupations              | Shipping Packer                            | 20.06       |             |
| 21130       | Materials Handling And Packing Occupations              | Shipping/Receiving Clerk                   | 20.06       |             |
| 21140       | Materials Handling And Packing Occupations              | Store Worker I                             | 18.05       |             |
| 21150       | Materials Handling And Packing Occupations              | Stock Clerk                                | 21.85       |             |
| 21210       | Materials Handling And Packing Occupations              | Tools And Parts Attendant                  | 20.31       |             |
| 21410       | Materials Handling And Packing Occupations              | Warehouse Specialist                       | 20.31       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                                   | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 23010       | Mechanics And Maintenance And Repair Occupations | Aerospace Structural Welder                    | 38.34       |             |
| 23019       | Mechanics And Maintenance And Repair Occupations | Aircraft Logs and Records Technician           | 33.26       |             |
| 23021       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic I                            | 37.02       |             |
| 23022       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic II                           | 38.34       |             |
| 23023       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic III                          | 39.58       |             |
| 23040       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic Helper                       | 30.64       |             |
| 23050       | Mechanics And Maintenance And Repair Occupations | Aircraft, Painter                              | 35.82       |             |
| 23060       | Mechanics And Maintenance And Repair Occupations | Aircraft Servicer                              | 33.26       |             |
| 23070       | Mechanics And Maintenance And Repair Occupations | Aircraft Survival Flight Equipment Technician  | 35.82       |             |
| 23080       | Mechanics And Maintenance And Repair Occupations | Aircraft Worker                                | 34.51       |             |
| 23091       | Mechanics And Maintenance And Repair Occupations | Aircrew Life Support Equipment (ALSE) Mechanic | 34.51       |             |
| 23092       | Mechanics And Maintenance And Repair Occupations | Aircrew Life Support Equipment (ALSE) Mechanic | 37.02       |             |
| 23110       | Mechanics And Maintenance And Repair Occupations | Appliance Mechanic                             | 35.07       |             |
| 23120       | Mechanics And Maintenance And Repair Occupations | Bicycle Repairer                               | 31.30       |             |
| 23125       | Mechanics And Maintenance And Repair Occupations | Cable Splicer                                  | 51.62       |             |
| 23130       | Mechanics And Maintenance And Repair Occupations | Carpenter, Maintenance                         | 31.25       |             |
| 23140       | Mechanics And Maintenance And Repair Occupations | Carpet Layer                                   | 33.80       |             |
| 23160       | Mechanics And Maintenance And Repair Occupations | Electrician, Maintenance                       | 30.54       |             |
| 23181       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance I           | 35.90       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 23182       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance II     | 37.26       |             |
| 23183       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance III    | 38.51       |             |
| 23260       | Mechanics And Maintenance And Repair Occupations | Fabric Worker                             | 32.57       |             |
| 23290       | Mechanics And Maintenance And Repair Occupations | Fire Alarm System Mechanic                | 36.25       |             |
| 23310       | Mechanics And Maintenance And Repair Occupations | Fire Extinguisher Repairer                | 31.30       |             |
| 23311       | Mechanics And Maintenance And Repair Occupations | Fuel Distribution System Mechanic         | 48.85       |             |
| 23312       | Mechanics And Maintenance And Repair Occupations | Fuel Distribution System Operator         | 42.18       |             |
| 23370       | Mechanics And Maintenance And Repair Occupations | General Maintenance Worker                | 24.47       |             |
| 23380       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Mechanic         | 37.02       |             |
| 23381       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Servicer         | 33.26       |             |
| 23382       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Worker           | 34.51       |             |
| 23391       | Mechanics And Maintenance And Repair Occupations | Gunsmith I                                | 31.30       |             |
| 23392       | Mechanics And Maintenance And Repair Occupations | Gunsmith II                               | 33.80       |             |
| 23393       | Mechanics And Maintenance And Repair Occupations | Gunsmith III                              | 36.25       |             |
| 23410       | Mechanics And Maintenance And Repair Occupations | Heating, Ventilation And Air-Conditioning | 31.73       |             |
| 23411       | Mechanics And Maintenance And Repair Occupations | Heating, Ventilation And Air Contidioning | 32.86       |             |
| 23430       | Mechanics And Maintenance And Repair Occupations | Heavy Equipment Mechanic                  | 36.25       |             |
| 23440       | Mechanics And Maintenance And Repair Occupations | Heavy Equipment Operator                  | 33.59       |             |
| 23460       | Mechanics And Maintenance And Repair Occupations | Instrument Mechanic                       | 36.25       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|--|---------------------------------|-------------|-------------|
| 23465       | Mechanics And Maintenance And Repair Occupations | Laboratory/Shelter Mechanic     | 35.07       |             |
| 23470       | Mechanics And Maintenance And Repair Occupations | Laborer                         | 18.00       |             |
| 23510       | Mechanics And Maintenance And Repair Occupations | Locksmith                       | 35.07       |             |
| 23530       | Mechanics And Maintenance And Repair Occupations | Machinery Maintenance Mechanic  | 41.35       |             |
| 23550       | Mechanics And Maintenance And Repair Occupations | Machinist, Maintenance          | 32.80       |             |
| 23580       | Mechanics And Maintenance And Repair Occupations | Maintenance Trades Helper       | 27.49       |             |
| 23591       | Mechanics And Maintenance And Repair Occupations | Metrology Technician I          | 36.25       |             |
| 23592       | Mechanics And Maintenance And Repair Occupations | Metrology Technician II         | 37.54       |             |
| 23593       | Mechanics And Maintenance And Repair Occupations | Metrology Technician III        | 38.75       |             |
| 23640       | Mechanics And Maintenance And Repair Occupations | Millwright                      | 36.25       |             |
| 23710       | Mechanics And Maintenance And Repair Occupations | Office Appliance Repairer       | 35.07       |             |
| 23760       | Mechanics And Maintenance And Repair Occupations | Painter, Maintenance            | 30.96       |             |
| 23790       | Mechanics And Maintenance And Repair Occupations | Pipefitter, Maintenance         | 32.90       |             |
| 23810       | Mechanics And Maintenance And Repair Occupations | Plumber, Maintenance            | 31.82       |             |
| 23820       | Mechanics And Maintenance And Repair Occupations | Pneudraulic Systems Mechanic    | 36.25       |             |
| 23850       | Mechanics And Maintenance And Repair Occupations | Rigger                          | 36.25       |             |
| 23870       | Mechanics And Maintenance And Repair Occupations | Scale Mechanic                  | 33.80       |             |
| 23890       | Mechanics And Maintenance And Repair Occupations | Sheet-Metal Worker, Maintenance | 35.75       |             |
| 23910       | Mechanics And Maintenance And Repair Occupations | Small Engine Mechanic           | 30.96       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                          | <b>Rate</b> | <b>Note</b> |
|-------------|--|---------------------------------------|-------------|-------------|
| 23931       | Mechanics And Maintenance And Repair Occupations | Telecommunications Mechanic I         | 36.13       |             |
| 23932       | Mechanics And Maintenance And Repair Occupations | Telecommunications Mechanic II        | 37.42       |             |
| 23950       | Mechanics And Maintenance And Repair Occupations | Telephone Lineman                     | 36.25       |             |
| 23960       | Mechanics And Maintenance And Repair Occupations | Welder, Combination, Maintenance      | 35.72       |             |
| 23965       | Mechanics And Maintenance And Repair Occupations | Well Driller                          | 36.25       |             |
| 23970       | Mechanics And Maintenance And Repair Occupations | Woodcraft Worker                      | 36.25       |             |
| 23980       | Mechanics And Maintenance And Repair Occupations | Woodworker                            | 31.30       |             |
| 24550       | Personal Needs Occupations                       | Case Manager                          | 20.60       |             |
| 24570       | Personal Needs Occupations                       | Child Care Attendant                  | 15.77       | ***         |
| 24580       | Personal Needs Occupations                       | Child Care Center Clerk               | 19.67       |             |
| 24610       | Personal Needs Occupations                       | Chore Aide                            | 17.76       |             |
| 24620       | Personal Needs Occupations                       | Family Readiness And Support Services | 20.60       |             |
| 24630       | Personal Needs Occupations                       | Homemaker                             | 22.09       |             |
| 25010       | Plant And System Operations Occupations          | Boiler Tender                         | 29.96       |             |
| 25040       | Plant And System Operations Occupations          | Sewage Plant Operator                 | 36.80       |             |
| 25070       | Plant And System Operations Occupations          | Stationary Engineer                   | 29.96       |             |
| 25190       | Plant And System Operations Occupations          | Ventilation Equipment Tender          | 24.80       |             |
| 25210       | Plant And System Operations Occupations          | Water Treatment Plant Operator        | 36.80       |             |
| 27004       | Protective Service Occupations                   | Alarm Monitor                         | 28.86       |             |
| 27007       | Protective Service Occupations                   | Baggage Inspector                     | 17.49       |             |
| 27008       | Protective Service Occupations                   | Corrections Officer                   | 29.91       |             |
| 27010       | Protective Service Occupations                   | Court Security Officer                | 29.91       |             |
| 27030       | Protective Service Occupations                   | Detection Dog Handler                 | 19.88       |             |
| 27040       | Protective Service Occupations                   | Detention Officer                     | 29.91       |             |

| <b>Code</b> | <b>Category</b>                                | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 27070       | Protective Service Occupations                 | Firefighter                               | 29.90       |             |
| 27101       | Protective Service Occupations                 | Guard I                                   | 17.49       |             |
| 27102       | Protective Service Occupations                 | Guard II                                  | 19.88       |             |
| 27131       | Protective Service Occupations                 | Police Officer I                          | 34.63       |             |
| 27132       | Protective Service Occupations                 | Police Officer II                         | 38.50       |             |
| 28041       | Recreation Occupations                         | Carnival Equipment Operator               | 17.46       |             |
| 28042       | Recreation Occupations                         | Carnival Equipment Repairer               | 18.21       |             |
| 28043       | Recreation Occupations                         | Carnival Worker                           | 14.47       | ***         |
| 28210       | Recreation Occupations                         | Gate Attendant/Gate Tender                | 20.99       |             |
| 28310       | Recreation Occupations                         | Lifeguard                                 | 15.09       | ***         |
| 28350       | Recreation Occupations                         | Park Attendant                            | 23.48       |             |
| 28510       | Recreation Occupations                         | Recreation Aide/Health Facility Attendant | 17.14       | ***         |
| 28515       | Recreation Occupations                         | Recreation Specialist                     | 29.09       |             |
| 28630       | Recreation Occupations                         | Sports Official                           | 18.70       |             |
| 28690       | Recreation Occupations                         | Swimming Pool Operator                    | 19.66       |             |
| 29010       | Stevedoring/Longshoremen Occupational Services | Blocker And Bracer                        | 35.69       |             |
| 29020       | Stevedoring/Longshoremen Occupational Services | Hatch Tender                              | 35.69       |             |
| 29030       | Stevedoring/Longshoremen Occupational Services | Line Handler                              | 35.69       |             |
| 29041       | Stevedoring/Longshoremen Occupational Services | Stevedore I                               | 34.39       |             |
| 29042       | Stevedoring/Longshoremen Occupational Services | Stevedore II                              | 37.04       |             |
| 30010       | Technical Occupations                          | Air Traffic Control Specialist, Center    | 51.07       | see 2       |
| 30011       | Technical Occupations                          | Air Traffic Control Specialist, Station   | 35.22       | see 2       |
| 30012       | Technical Occupations                          | Air Traffic Control Specialist, Terminal  | 38.79       | see 2       |
| 30021       | Technical Occupations                          | Archeological Technician I                | 20.77       |             |
| 30022       | Technical Occupations                          | Archeological Technician II               | 24.15       |             |
| 30023       | Technical Occupations                          | Archeological Technician III              | 29.05       |             |
| 30030       | Technical Occupations                          | Cartographic Technician                   | 29.33       |             |

| <b>Code</b> | <b>Category</b>       | <b>Title</b>                             | <b>Rate</b> | <b>Note</b> |
|-------------|-----------------------|--|-------------|-------------|
| 30040       | Technical Occupations | Civil Engineering Technician             | 31.65       |             |
| 30051       | Technical Occupations | Cryogenic Technician I                   | 31.88       |             |
| 30052       | Technical Occupations | Cryogenic Technician II                  | 35.21       |             |
| 30061       | Technical Occupations | Drafter/CAD Operator I                   | 20.77       |             |
| 30062       | Technical Occupations | Drafter/CAD Operator II                  | 24.15       |             |
| 30063       | Technical Occupations | Drafter/CAD Operator III                 | 25.91       |             |
| 30064       | Technical Occupations | Drafter/CAD Operator IV                  | 31.88       |             |
| 30081       | Technical Occupations | Engineering Technician I                 | 19.46       |             |
| 30082       | Technical Occupations | Engineering Technician II                | 21.84       |             |
| 30083       | Technical Occupations | Engineering Technician III               | 24.43       |             |
| 30084       | Technical Occupations | Engineering Technician IV                | 30.27       |             |
| 30085       | Technical Occupations | Engineering Technician V                 | 37.03       |             |
| 30086       | Technical Occupations | Engineering Technician VI                | 44.80       |             |
| 30090       | Technical Occupations | Environmental Technician                 | 28.79       |             |
| 30095       | Technical Occupations | Evidence Control Specialist              | 28.79       |             |
| 30210       | Technical Occupations | Laboratory Technician                    | 27.25       |             |
| 30221       | Technical Occupations | Latent Fingerprint Technician I          | 31.88       |             |
| 30222       | Technical Occupations | Latent Fingerprint Technician II         | 35.21       |             |
| 30240       | Technical Occupations | Mathematical Technician                  | 29.33       |             |
| 30361       | Technical Occupations | Paralegal/Legal Assistant I              | 24.86       |             |
| 30362       | Technical Occupations | Paralegal/Legal Assistant II             | 30.81       |             |
| 30363       | Technical Occupations | Paralegal/Legal Assistant III            | 37.67       |             |
| 30364       | Technical Occupations | Paralegal/Legal Assistant IV             | 45.58       |             |
| 30375       | Technical Occupations | Petroleum Supply Specialist              | 35.21       |             |
| 30390       | Technical Occupations | Photo-Optics Technician                  | 29.33       |             |
| 30395       | Technical Occupations | Radiation Control Technician             | 35.21       |             |
| 30461       | Technical Occupations | Technical Writer I                       | 29.98       |             |
| 30462       | Technical Occupations | Technical Writer II                      | 36.67       |             |
| 30463       | Technical Occupations | Technical Writer III                     | 44.36       |             |
| 30491       | Technical Occupations | Unexploded Ordnance (UXO) Technician I   | 32.46       |             |
| 30492       | Technical Occupations | Unexploded Ordnance (UXO) Technician II  | 39.27       |             |
| 30493       | Technical Occupations | Unexploded Ordnance (UXO) Technician III | 47.07       |             |

| <b>Code</b> | <b>Category</b>                                       | <b>Title</b>                            | <b>Rate</b> | <b>Note</b> |
|-------------|---|---|-------------|-------------|
| 30494       | Technical Occupations                                 | Unexploded (UXO) Safety Escort          | 32.46       |             |
| 30495       | Technical Occupations                                 | Unexploded (UXO) Sweep Personnel        | 32.46       |             |
| 30501       | Technical Occupations                                 | Weather Forecaster I                    | 31.88       |             |
| 30502       | Technical Occupations                                 | Weather Forecaster II                   | 38.76       |             |
| 30620       | Technical Occupations                                 | Weather Observer, Combined Upper Air Or | 25.91       | see 2       |
| 30621       | Technical Occupations                                 | Weather Observer, Senior                | 28.79       | see 2       |
| 31010       | Transportation/Mobile Equipment Operation Occupations | Airplane Pilot                          | 39.27       |             |
| 31020       | Transportation/Mobile Equipment Operation Occupations | Bus Aide                                | 20.56       |             |
| 31030       | Transportation/Mobile Equipment Operation Occupations | Bus Driver                              | 26.35       |             |
| 31043       | Transportation/Mobile Equipment Operation Occupations | Driver Courier                          | 21.02       |             |
| 31260       | Transportation/Mobile Equipment Operation Occupations | Parking and Lot Attendant               | 15.85       | ***         |
| 31290       | Transportation/Mobile Equipment Operation Occupations | Shuttle Bus Driver                      | 18.53       |             |
| 31310       | Transportation/Mobile Equipment Operation Occupations | Taxi Driver                             | 15.98       | ***         |
| 31361       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Light                      | 21.92       |             |
| 31362       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Medium                     | 23.47       |             |
| 31363       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Heavy                      | 27.33       |             |
| 31364       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Tractor-Trailer            | 27.33       |             |
| 99020       | Miscellaneous Occupations                             | Cabin Safety Specialist                 | 19.15       |             |
| 99030       | Miscellaneous Occupations                             | Cashier                                 | 14.74       | ***         |
| 99050       | Miscellaneous Occupations                             | Desk Clerk                              | 16.16       | ***         |
| 99095       | Miscellaneous Occupations                             | Embalmer                                | 34.36       |             |
| 99130       | Miscellaneous Occupations                             | Flight Follower                         | 32.46       |             |
| 99251       | Miscellaneous Occupations                             | Laboratory Animal Caretaker I           | 18.55       |             |

| <b>Code</b> | <b>Category</b>           | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------|---------------------------------|-------------|-------------|
| 99252       | Miscellaneous Occupations | Laboratory Animal Caretaker II  | 19.35       |             |
| 99260       | Miscellaneous Occupations | Marketing Analyst               | 30.71       |             |
| 99310       | Miscellaneous Occupations | Mortician                       | 34.36       |             |
| 99410       | Miscellaneous Occupations | Pest Controller                 | 23.80       |             |
| 99510       | Miscellaneous Occupations | Photofinishing Worker           | 17.06       | ***         |
| 99710       | Miscellaneous Occupations | Recycling Laborer               | 22.28       |             |
| 99711       | Miscellaneous Occupations | Recycling Specialist            | 25.30       |             |
| 99730       | Miscellaneous Occupations | Refuse Collector                | 20.89       |             |
| 99810       | Miscellaneous Occupations | Sales Clerk                     | 16.13       | ***         |
| 99820       | Miscellaneous Occupations | School Crossing Guard           | 16.95       | ***         |
| 99830       | Miscellaneous Occupations | Survey Party Chief              | 37.15       |             |
| 99831       | Miscellaneous Occupations | Surveying Aide                  | 23.26       |             |
| 99832       | Miscellaneous Occupations | Surveying Technician            | 28.13       |             |
| 99840       | Miscellaneous Occupations | Vending Machine Attendant       | 23.10       |             |
| 99841       | Miscellaneous Occupations | Vending Machine Repairer        | 26.02       |             |
| 99842       | Miscellaneous Occupations | Vending Machine Repairer Helper | 23.10       |             |

## **Footer**

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.20 per hour) or 13658 (\$12.90 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. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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: \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 per month\*

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 25 years.

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

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

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

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

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

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

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

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

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

**2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:** If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**\*\* HAZARDOUS PAY DIFFERENTIAL \*\***

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

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

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like;

minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that

has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of ""wash and wear""

materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

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

**Conformance Process:**

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

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR

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

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S.

Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).

- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

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

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

Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

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## **Wage Determination No. : 2015-4111**

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

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

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 28

Date Of Last Revision : 07/22/2024

Source : [Source Website](#)

### **Header**

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

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2024.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.90 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 2024.

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).

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

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

### **Wage Determination Table**

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                        | <b>Rate</b> | <b>Note</b> |
|-------------|---|-------------------------------------|-------------|-------------|
| 01011       | Administrative Support And Clerical Occupations | Accounting Clerk I                  | 18.98       |             |
| 01012       | Administrative Support And Clerical Occupations | Accounting Clerk II                 | 21.30       |             |
| 01013       | Administrative Support And Clerical Occupations | Accounting Clerk III                | 23.82       |             |
| 01020       | Administrative Support And Clerical Occupations | Administrative Assistant            | 31.54       |             |
| 01035       | Administrative Support And Clerical Occupations | Court Reporter                      | 22.64       |             |
| 01041       | Administrative Support And Clerical Occupations | Customer Service Representative I   | 16.86       | ***         |
| 01042       | Administrative Support And Clerical Occupations | Customer Service Representative II  | 18.40       |             |
| 01043       | Administrative Support And Clerical Occupations | Customer Service Representative III | 20.65       |             |
| 01051       | Administrative Support And Clerical Occupations | Data Entry Operator I               | 17.78       |             |
| 01052       | Administrative Support And Clerical Occupations | Data Entry Operator II              | 19.40       |             |
| 01060       | Administrative Support And Clerical Occupations | Dispatcher, Motor Vehicle           | 20.22       |             |
| 01070       | Administrative Support And Clerical Occupations | Document Preparation Clerk          | 17.81       |             |
| 01090       | Administrative Support And Clerical Occupations | Duplicating Machine Operator        | 17.81       |             |

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------------|-------------|-------------|
| 01111       | Administrative Support And Clerical Occupations | General Clerk I                      | 16.98       | ***         |
| 01112       | Administrative Support And Clerical Occupations | General Clerk II                     | 18.53       |             |
| 01113       | Administrative Support And Clerical Occupations | General Clerk III                    | 20.79       |             |
| 01120       | Administrative Support And Clerical Occupations | Housing Referral Assistant           | 24.80       |             |
| 01141       | Administrative Support And Clerical Occupations | Messenger Courier                    | 18.06       |             |
| 01191       | Administrative Support And Clerical Occupations | Order Clerk I                        | 17.64       |             |
| 01192       | Administrative Support And Clerical Occupations | Order Clerk II                       | 19.25       |             |
| 01261       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) I   | 20.04       |             |
| 01262       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) II  | 22.41       |             |
| 01263       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) III | 24.98       |             |
| 01270       | Administrative Support And Clerical Occupations | Production Control Clerk             | 31.97       |             |
| 01290       | Administrative Support And Clerical Occupations | Rental Clerk                         | 18.07       |             |
| 01300       | Administrative Support And Clerical Occupations | Scheduler, Maintenance               | 20.00       |             |
| 01311       | Administrative Support And Clerical Occupations | Secretary I                          | 20.00       |             |
| 01312       | Administrative Support And Clerical Occupations | Secretary II                         | 22.36       |             |
| 01313       | Administrative Support And Clerical Occupations | Secretary III                        | 24.93       |             |
| 01320       | Administrative Support And Clerical Occupations | Service Order Dispatcher             | 18.08       |             |
| 01410       | Administrative Support And Clerical Occupations | Supply Technician                    | 31.54       |             |
| 01420       | Administrative Support And Clerical Occupations | Survey Worker                        | 25.92       |             |

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------------|-------------|-------------|
| 01460       | Administrative Support And Clerical Occupations | Switchboard Operator/Receptionist    | 17.45       |             |
| 01531       | Administrative Support And Clerical Occupations | Travel Clerk I                       | 15.25       | ***         |
| 01532       | Administrative Support And Clerical Occupations | Travel Clerk II                      | 16.52       | ***         |
| 01533       | Administrative Support And Clerical Occupations | Travel Clerk III                     | 17.33       |             |
| 01611       | Administrative Support And Clerical Occupations | Word Processor I                     | 17.81       |             |
| 01612       | Administrative Support And Clerical Occupations | Word Processor II                    | 20.00       |             |
| 01613       | Administrative Support And Clerical Occupations | Word Processor III                   | 22.36       |             |
| 05005       | Automotive Service Occupations                  | Automobile Body Repairer, Fiberglass | 23.49       |             |
| 05010       | Automotive Service Occupations                  | Automotive Electrician               | 22.53       |             |
| 05040       | Automotive Service Occupations                  | Automotive Glass Installer           | 21.71       |             |
| 05070       | Automotive Service Occupations                  | Automotive Worker                    | 21.71       |             |
| 05110       | Automotive Service Occupations                  | Mobile Equipment Servicer            | 20.17       |             |
| 05130       | Automotive Service Occupations                  | Motor Equipment Metal Mechanic       | 23.29       |             |
| 05160       | Automotive Service Occupations                  | Motor Equipment Metal Worker         | 21.71       |             |
| 05190       | Automotive Service Occupations                  | Motor Vehicle Mechanic               | 23.29       |             |
| 05220       | Automotive Service Occupations                  | Motor Vehicle Mechanic Helper        | 19.44       |             |
| 05250       | Automotive Service Occupations                  | Motor Vehicle Upholstery Worker      | 20.92       |             |
| 05280       | Automotive Service Occupations                  | Motor Vehicle Wrecker                | 21.71       |             |
| 05310       | Automotive Service Occupations                  | Painter, Automotive                  | 22.53       |             |
| 05340       | Automotive Service Occupations                  | Radiator Repair Specialist           | 21.71       |             |
| 05370       | Automotive Service Occupations                  | Tire Repairer                        | 19.00       |             |
| 05400       | Automotive Service Occupations                  | Transmission Repair Specialist       | 23.29       |             |
| 07010       | Food Preparation And Service Occupations        | Baker                                | 16.65       | ***         |
| 07041       | Food Preparation And Service Occupations        | Cook I                               | 18.75       |             |
| 07042       | Food Preparation And Service Occupations        | Cook II                              | 20.24       |             |

| <b>Code</b> | <b>Category</b>                              | <b>Title</b>                 | <b>Rate</b> | <b>Note</b> |
|-------------|--|------------------------------|-------------|-------------|
| 07070       | Food Preparation And Service Occupations     | Dishwasher                   | 14.82       | ***         |
| 07130       | Food Preparation And Service Occupations     | Food Service Worker          | 15.58       | ***         |
| 07210       | Food Preparation And Service Occupations     | Meat Cutter                  | 23.23       |             |
| 07260       | Food Preparation And Service Occupations     | Waiter/Waitress              | 16.24       | ***         |
| 09010       | Furniture Maintenance And Repair Occupations | Electrostatic Spray Painter  | 28.95       |             |
| 09040       | Furniture Maintenance And Repair Occupations | Furniture Handler            | 21.82       |             |
| 09080       | Furniture Maintenance And Repair Occupations | Furniture Refinisher         | 28.95       |             |
| 09090       | Furniture Maintenance And Repair Occupations | Furniture Refinisher Helper  | 24.78       |             |
| 09110       | Furniture Maintenance And Repair Occupations | Furniture Repairer, Minor    | 26.88       |             |
| 09130       | Furniture Maintenance And Repair Occupations | Upholsterer                  | 29.35       |             |
| 11030       | General Services And Support Occupations     | Cleaner, Vehicles            | 15.46       | ***         |
| 11060       | General Services And Support Occupations     | Elevator Operator            | 16.70       | ***         |
| 11090       | General Services And Support Occupations     | Gardener                     | 22.45       |             |
| 11122       | General Services And Support Occupations     | Housekeeping Aide            | 16.70       | ***         |
| 11150       | General Services And Support Occupations     | Janitor                      | 16.70       | ***         |
| 11210       | General Services And Support Occupations     | Laborer, Grounds Maintenance | 18.95       |             |
| 11240       | General Services And Support Occupations     | Maid or Houseman             | 16.37       | ***         |
| 11260       | General Services And Support Occupations     | Pruner                       | 17.83       |             |
| 11270       | General Services And Support Occupations     | Tractor Operator             | 21.52       |             |

| <b>Code</b> | <b>Category</b>                          | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 11330       | General Services And Support Occupations | Trail Maintenance Worker                   | 18.95       |             |
| 11360       | General Services And Support Occupations | Window Cleaner                             | 17.82       |             |
| 12010       | Health Occupations                       | Ambulance Driver                           | 22.23       |             |
| 12011       | Health Occupations                       | Breath Alcohol Technician                  | 27.40       |             |
| 12012       | Health Occupations                       | Certified Occupational Therapist Assistant | 32.86       |             |
| 12015       | Health Occupations                       | Certified Physical Therapist Assistant     | 32.84       |             |
| 12020       | Health Occupations                       | Dental Assistant                           | 23.15       |             |
| 12025       | Health Occupations                       | Dental Hygienist                           | 43.93       |             |
| 12030       | Health Occupations                       | EKG Technician                             | 41.53       |             |
| 12035       | Health Occupations                       | Electroneurodiagnostic Technologist        | 41.53       |             |
| 12040       | Health Occupations                       | Emergency Medical Technician               | 22.23       |             |
| 12071       | Health Occupations                       | Licensed Practical Nurse I                 | 24.50       |             |
| 12072       | Health Occupations                       | Licensed Practical Nurse II                | 27.40       |             |
| 12073       | Health Occupations                       | Licensed Practical Nurse III               | 30.56       |             |
| 12100       | Health Occupations                       | Medical Assistant                          | 21.05       |             |
| 12130       | Health Occupations                       | Medical Laboratory Technician              | 40.53       |             |
| 12160       | Health Occupations                       | Medical Record Clerk                       | 25.15       |             |
| 12190       | Health Occupations                       | Medical Record Technician                  | 28.69       |             |
| 12195       | Health Occupations                       | Medical Transcriptionist                   | 24.50       |             |
| 12210       | Health Occupations                       | Nuclear Medicine Technologist              | 60.23       |             |
| 12221       | Health Occupations                       | Nursing Assistant I                        | 14.88       | ***         |
| 12222       | Health Occupations                       | Nursing Assistant II                       | 16.75       | ***         |
| 12223       | Health Occupations                       | Nursing Assistant III                      | 18.28       |             |
| 12224       | Health Occupations                       | Nursing Assistant IV                       | 20.51       |             |
| 12235       | Health Occupations                       | Optical Dispenser                          | 33.41       |             |
| 12236       | Health Occupations                       | Optical Technician                         | 24.50       |             |
| 12250       | Health Occupations                       | Pharmacy Technician                        | 19.75       |             |
| 12280       | Health Occupations                       | Phlebotomist                               | 22.42       |             |
| 12305       | Health Occupations                       | Radiologic Technologist                    | 41.18       |             |
| 12311       | Health Occupations                       | Registered Nurse I                         | 27.59       |             |

| <b>Code</b> | <b>Category</b>                    | <b>Title</b>                           | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------|--|-------------|-------------|
| 12312       | Health Occupations                 | Registered Nurse II                    | 33.75       |             |
| 12313       | Health Occupations                 | Registered Nurse II, Specialist        | 33.75       |             |
| 12314       | Health Occupations                 | Registered Nurse III                   | 40.83       |             |
| 12315       | Health Occupations                 | Registered Nurse III, Anesthetist      | 40.83       |             |
| 12316       | Health Occupations                 | Registered Nurse IV                    | 48.94       |             |
| 12317       | Health Occupations                 | Scheduler                              | 33.95       |             |
| 12320       | Health Occupations                 | Substance Abuse Treatment Counselor    | 27.44       |             |
| 13011       | Information And Arts Occupations   | Exhibits Specialist I                  | 22.36       |             |
| 13012       | Information And Arts Occupations   | Exhibits Specialist II                 | 27.70       |             |
| 13013       | Information And Arts Occupations   | Exhibits Specialist III                | 33.89       |             |
| 13041       | Information And Arts Occupations   | Illustrator I                          | 22.36       |             |
| 13042       | Information And Arts Occupations   | Illustrator II                         | 27.70       |             |
| 13043       | Information And Arts Occupations   | Illustrator III                        | 33.89       |             |
| 13047       | Information And Arts Occupations   | Librarian                              | 30.68       |             |
| 13050       | Information And Arts Occupations   | Library Aide/Clerk                     | 17.84       |             |
| 13054       | Information And Arts Occupations   | Library Information Technology Systems | 27.70       |             |
| 13058       | Information And Arts Occupations   | Library Technician                     | 22.55       |             |
| 13061       | Information And Arts Occupations   | Media Specialist I                     | 19.99       |             |
| 13062       | Information And Arts Occupations   | Media Specialist II                    | 22.36       |             |
| 13063       | Information And Arts Occupations   | Media Specialist III                   | 24.94       |             |
| 13071       | Information And Arts Occupations   | Photographer I                         | 19.72       |             |
| 13072       | Information And Arts Occupations   | Photographer II                        | 22.06       |             |
| 13073       | Information And Arts Occupations   | Photographer III                       | 27.33       |             |
| 13074       | Information And Arts Occupations   | Photographer IV                        | 33.44       |             |
| 13075       | Information And Arts Occupations   | Photographer V                         | 40.45       |             |
| 13090       | Information And Arts Occupations   | Technical Order Library Clerk          | 22.41       |             |
| 13110       | Information And Arts Occupations   | Video Teleconference Technician        | 25.14       |             |
| 14041       | Information Technology Occupations | Computer Operator I                    | 24.41       |             |
| 14042       | Information Technology Occupations | Computer Operator II                   | 27.31       |             |
| 14043       | Information Technology Occupations | Computer Operator III                  | 30.45       |             |
| 14044       | Information Technology Occupations | Computer Operator IV                   | 33.84       |             |
| 14045       | Information Technology Occupations | Computer Operator V                    | 37.47       |             |

| <b>Code</b> | <b>Category</b>                    | <b>Title</b>                                    | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------|---|-------------|-------------|
| 14071       | Information Technology Occupations | Computer Programmer I                           | 27.32       | see 1       |
| 14072       | Information Technology Occupations | Computer Programmer II                          | NaN         | see 1       |
| 14073       | Information Technology Occupations | Computer Programmer III                         | NaN         | see 1       |
| 14074       | Information Technology Occupations | Computer Programmer IV                          | NaN         | see 1       |
| 14101       | Information Technology Occupations | Computer Systems Analyst I                      | NaN         | see 1       |
| 14102       | Information Technology Occupations | Computer Systems Analyst II                     | NaN         | see 1       |
| 14103       | Information Technology Occupations | Computer Systems Analyst III                    | NaN         | see 1       |
| 14150       | Information Technology Occupations | Peripheral Equipment Operator                   | 24.41       |             |
| 14160       | Information Technology Occupations | Personal Computer Support Technician            | 35.31       |             |
| 14170       | Information Technology Occupations | System Support Specialist                       | 45.54       |             |
| 15010       | Instructional Occupations          | Aircrew Training Devices Instructor             | 36.26       |             |
| 15020       | Instructional Occupations          | Aircrew Training Devices Instructor             | 43.86       |             |
| 15030       | Instructional Occupations          | Air Crew Training Devices Instructor            | 51.76       |             |
| 15050       | Instructional Occupations          | Computer Based Training Specialist / Instructor | 36.26       |             |
| 15060       | Instructional Occupations          | Educational Technologist                        | 43.05       |             |
| 15070       | Instructional Occupations          | Flight Instructor                               | 51.76       |             |
| 15080       | Instructional Occupations          | Graphic Artist                                  | 29.10       |             |
| 15085       | Instructional Occupations          | Maintenance Test Pilot, Fixed, Jet/Prop         | 51.76       |             |
| 15086       | Instructional Occupations          | Maintenance Test Pilot, Rotary Wing             | 51.76       |             |
| 15088       | Instructional Occupations          | Non-Maintenance Test/Co-Pilot                   | 51.76       |             |
| 15090       | Instructional Occupations          | Technical Instructor                            | 33.91       |             |
| 15095       | Instructional Occupations          | Technical Instructor/Course Developer           | 41.46       |             |

| <b>Code</b> | <b>Category</b>   | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|---|--|-------------|-------------|
| 15110       | Instructional Occupations                               | Test Proctor                               | 27.36       |             |
| 15120       | Instructional Occupations                               | Tutor                                      | 27.36       |             |
| 16010       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Assembler                                  | 17.18       | ***         |
| 16030       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Counter Attendant                          | 17.18       | ***         |
| 16040       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Dry Cleaner                                | 19.63       |             |
| 16070       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Finisher, Flatwork, Machine                | 17.18       | ***         |
| 16090       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Hand                              | 17.18       | ***         |
| 16110       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Drycleaning              | 17.18       | ***         |
| 16130       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Shirts                   | 17.18       | ***         |
| 16160       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Wearing Apparel, Laundry | 17.18       | ***         |
| 16190       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Sewing Machine Operator                    | 20.45       |             |
| 16220       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Tailor                                     | 21.26       |             |
| 16250       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Washer, Machine                            | 18.00       |             |
| 19010       | Machine Tool Operation And Repair Occupations           | Machine-Tool Operator                      | 31.85       |             |
| 19040       | Machine Tool Operation And Repair Occupations           | Tool And Die Maker                         | 36.35       |             |
| 21020       | Materials Handling And Packing Occupations              | Forklift Operator                          | 20.27       |             |
| 21030       | Materials Handling And Packing Occupations              | Material Coordinator                       | 29.80       |             |
| 21040       | Materials Handling And Packing Occupations              | Material Expediter                         | 29.80       |             |
| 21050       | Materials Handling And Packing Occupations              | Material Handling Laborer                  | 18.00       |             |
| 21071       | Materials Handling And Packing Occupations              | Order Filler                               | 17.75       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                                   | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 21080       | Materials Handling And Packing Occupations       | Production Line Worker                         | 20.27       |             |
| 21110       | Materials Handling And Packing Occupations       | Shipping Packer                                | 20.06       |             |
| 21130       | Materials Handling And Packing Occupations       | Shipping/Receiving Clerk                       | 20.06       |             |
| 21140       | Materials Handling And Packing Occupations       | Store Worker I                                 | 18.05       |             |
| 21150       | Materials Handling And Packing Occupations       | Stock Clerk                                    | 21.85       |             |
| 21210       | Materials Handling And Packing Occupations       | Tools And Parts Attendant                      | 20.27       |             |
| 21410       | Materials Handling And Packing Occupations       | Warehouse Specialist                           | 20.27       |             |
| 23010       | Mechanics And Maintenance And Repair Occupations | Aerospace Structural Welder                    | 38.34       |             |
| 23019       | Mechanics And Maintenance And Repair Occupations | Aircraft Logs and Records Technician           | 33.26       |             |
| 23021       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic I                            | 37.02       |             |
| 23022       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic II                           | 38.34       |             |
| 23023       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic III                          | 39.58       |             |
| 23040       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic Helper                       | 30.64       |             |
| 23050       | Mechanics And Maintenance And Repair Occupations | Aircraft, Painter                              | 35.82       |             |
| 23060       | Mechanics And Maintenance And Repair Occupations | Aircraft Servicer                              | 33.26       |             |
| 23070       | Mechanics And Maintenance And Repair Occupations | Aircraft Survival Flight Equipment Technician  | 35.82       |             |
| 23080       | Mechanics And Maintenance And Repair Occupations | Aircraft Worker                                | 34.51       |             |
| 23091       | Mechanics And Maintenance And Repair Occupations | Aircrew Life Support Equipment (ALSE) Mechanic | 34.51       |             |
| 23092       | Mechanics And Maintenance And Repair Occupations | Aircrew Life Support Equipment (ALSE) Mechanic | 37.02       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                           | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 23110       | Mechanics And Maintenance And Repair Occupations | Appliance Mechanic                     | 35.07       |             |
| 23120       | Mechanics And Maintenance And Repair Occupations | Bicycle Repairer                       | 31.30       |             |
| 23125       | Mechanics And Maintenance And Repair Occupations | Cable Splicer                          | 51.62       |             |
| 23130       | Mechanics And Maintenance And Repair Occupations | Carpenter, Maintenance                 | 31.25       |             |
| 23140       | Mechanics And Maintenance And Repair Occupations | Carpet Layer                           | 33.80       |             |
| 23160       | Mechanics And Maintenance And Repair Occupations | Electrician, Maintenance               | 30.54       |             |
| 23181       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance I   | 35.90       |             |
| 23182       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance II  | 37.26       |             |
| 23183       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance III | 38.51       |             |
| 23260       | Mechanics And Maintenance And Repair Occupations | Fabric Worker                          | 32.57       |             |
| 23290       | Mechanics And Maintenance And Repair Occupations | Fire Alarm System Mechanic             | 36.25       |             |
| 23310       | Mechanics And Maintenance And Repair Occupations | Fire Extinguisher Repairer             | 31.30       |             |
| 23311       | Mechanics And Maintenance And Repair Occupations | Fuel Distribution System Mechanic      | 48.66       |             |
| 23312       | Mechanics And Maintenance And Repair Occupations | Fuel Distribution System Operator      | 42.18       |             |
| 23370       | Mechanics And Maintenance And Repair Occupations | General Maintenance Worker             | 24.47       |             |
| 23380       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Mechanic      | 37.02       |             |
| 23381       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Servicer      | 33.26       |             |
| 23382       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Worker        | 34.51       |             |
| 23391       | Mechanics And Maintenance And Repair Occupations | Gunsmith I                             | 31.30       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 23392       | Mechanics And Maintenance And Repair Occupations | Gunsmith II                               | 33.80       |             |
| 23393       | Mechanics And Maintenance And Repair Occupations | Gunsmith III                              | 36.25       |             |
| 23410       | Mechanics And Maintenance And Repair Occupations | Heating, Ventilation And Air-Conditioning | 31.73       |             |
| 23411       | Mechanics And Maintenance And Repair Occupations | Heating, Ventilation And Air Contidioning | 32.86       |             |
| 23430       | Mechanics And Maintenance And Repair Occupations | Heavy Equipment Mechanic                  | 34.77       |             |
| 23440       | Mechanics And Maintenance And Repair Occupations | Heavy Equipment Operator                  | 33.29       |             |
| 23460       | Mechanics And Maintenance And Repair Occupations | Instrument Mechanic                       | 36.25       |             |
| 23465       | Mechanics And Maintenance And Repair Occupations | Laboratory/Shelter Mechanic               | 35.07       |             |
| 23470       | Mechanics And Maintenance And Repair Occupations | Laborer                                   | 18.00       |             |
| 23510       | Mechanics And Maintenance And Repair Occupations | Locksmith                                 | 35.07       |             |
| 23530       | Mechanics And Maintenance And Repair Occupations | Machinery Maintenance Mechanic            | 42.42       |             |
| 23550       | Mechanics And Maintenance And Repair Occupations | Machinist, Maintenance                    | 32.80       |             |
| 23580       | Mechanics And Maintenance And Repair Occupations | Maintenance Trades Helper                 | 27.49       |             |
| 23591       | Mechanics And Maintenance And Repair Occupations | Metrology Technician I                    | 36.25       |             |
| 23592       | Mechanics And Maintenance And Repair Occupations | Metrology Technician II                   | 37.54       |             |
| 23593       | Mechanics And Maintenance And Repair Occupations | Metrology Technician III                  | 38.75       |             |
| 23640       | Mechanics And Maintenance And Repair Occupations | Millwright                                | 36.25       |             |
| 23710       | Mechanics And Maintenance And Repair Occupations | Office Appliance Repairer                 | 35.07       |             |
| 23760       | Mechanics And Maintenance And Repair Occupations | Painter, Maintenance                      | 30.96       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                          | <b>Rate</b> | <b>Note</b> |
|-------------|--|---------------------------------------|-------------|-------------|
| 23790       | Mechanics And Maintenance And Repair Occupations | Pipefitter, Maintenance               | 32.90       |             |
| 23810       | Mechanics And Maintenance And Repair Occupations | Plumber, Maintenance                  | 31.82       |             |
| 23820       | Mechanics And Maintenance And Repair Occupations | Pneudraulic Systems Mechanic          | 36.25       |             |
| 23850       | Mechanics And Maintenance And Repair Occupations | Rigger                                | 36.25       |             |
| 23870       | Mechanics And Maintenance And Repair Occupations | Scale Mechanic                        | 33.80       |             |
| 23890       | Mechanics And Maintenance And Repair Occupations | Sheet-Metal Worker, Maintenance       | 35.75       |             |
| 23910       | Mechanics And Maintenance And Repair Occupations | Small Engine Mechanic                 | 30.96       |             |
| 23931       | Mechanics And Maintenance And Repair Occupations | Telecommunications Mechanic I         | 36.13       |             |
| 23932       | Mechanics And Maintenance And Repair Occupations | Telecommunications Mechanic II        | 37.42       |             |
| 23950       | Mechanics And Maintenance And Repair Occupations | Telephone Lineman                     | 36.25       |             |
| 23960       | Mechanics And Maintenance And Repair Occupations | Welder, Combination, Maintenance      | 35.72       |             |
| 23965       | Mechanics And Maintenance And Repair Occupations | Well Driller                          | 36.25       |             |
| 23970       | Mechanics And Maintenance And Repair Occupations | Woodcraft Worker                      | 36.25       |             |
| 23980       | Mechanics And Maintenance And Repair Occupations | Woodworker                            | 31.30       |             |
| 24550       | Personal Needs Occupations                       | Case Manager                          | 20.60       |             |
| 24570       | Personal Needs Occupations                       | Child Care Attendant                  | 15.77       | ***         |
| 24580       | Personal Needs Occupations                       | Child Care Center Clerk               | 19.67       |             |
| 24610       | Personal Needs Occupations                       | Chore Aide                            | 17.76       |             |
| 24620       | Personal Needs Occupations                       | Family Readiness And Support Services | 20.60       |             |
| 24630       | Personal Needs Occupations                       | Homemaker                             | 22.77       |             |
| 25010       | Plant And System Operations Occupations          | Boiler Tender                         | 29.96       |             |

| <b>Code</b> | <b>Category</b>                                | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 25040       | Plant And System Operations Occupations        | Sewage Plant Operator                     | 36.80       |             |
| 25070       | Plant And System Operations Occupations        | Stationary Engineer                       | 29.96       |             |
| 25190       | Plant And System Operations Occupations        | Ventilation Equipment Tender              | 24.80       |             |
| 25210       | Plant And System Operations Occupations        | Water Treatment Plant Operator            | 36.80       |             |
| 27004       | Protective Service Occupations                 | Alarm Monitor                             | 28.86       |             |
| 27007       | Protective Service Occupations                 | Baggage Inspector                         | 17.49       |             |
| 27008       | Protective Service Occupations                 | Corrections Officer                       | 29.48       |             |
| 27010       | Protective Service Occupations                 | Court Security Officer                    | 29.48       |             |
| 27030       | Protective Service Occupations                 | Detection Dog Handler                     | 20.07       |             |
| 27040       | Protective Service Occupations                 | Detention Officer                         | 29.48       |             |
| 27070       | Protective Service Occupations                 | Firefighter                               | 29.90       |             |
| 27101       | Protective Service Occupations                 | Guard I                                   | 17.49       |             |
| 27102       | Protective Service Occupations                 | Guard II                                  | 20.07       |             |
| 27131       | Protective Service Occupations                 | Police Officer I                          | 34.63       |             |
| 27132       | Protective Service Occupations                 | Police Officer II                         | 38.50       |             |
| 28041       | Recreation Occupations                         | Carnival Equipment Operator               | 17.46       |             |
| 28042       | Recreation Occupations                         | Carnival Equipment Repairer               | 18.21       |             |
| 28043       | Recreation Occupations                         | Carnival Worker                           | 14.47       | ***         |
| 28210       | Recreation Occupations                         | Gate Attendant/Gate Tender                | 20.99       |             |
| 28310       | Recreation Occupations                         | Lifeguard                                 | 14.88       | ***         |
| 28350       | Recreation Occupations                         | Park Attendant                            | 23.48       |             |
| 28510       | Recreation Occupations                         | Recreation Aide/Health Facility Attendant | 17.14       | ***         |
| 28515       | Recreation Occupations                         | Recreation Specialist                     | 29.09       |             |
| 28630       | Recreation Occupations                         | Sports Official                           | 18.70       |             |
| 28690       | Recreation Occupations                         | Swimming Pool Operator                    | 19.66       |             |
| 29010       | Stevedoring/Longshoremen Occupational Services | Blocker And Bracer                        | 35.69       |             |
| 29020       | Stevedoring/Longshoremen Occupational Services | Hatch Tender                              | 35.69       |             |
| 29030       | Stevedoring/Longshoremen Occupational Services | Line Handler                              | 35.69       |             |

| <b>Code</b> | <b>Category</b>                                | <b>Title</b>                             | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 29041       | Stevedoring/Longshoremen Occupational Services | Stevedore I                              | 34.39       |             |
| 29042       | Stevedoring/Longshoremen Occupational Services | Stevedore II                             | 37.04       |             |
| 30010       | Technical Occupations                          | Air Traffic Control Specialist, Center   | 51.07       | see 2       |
| 30011       | Technical Occupations                          | Air Traffic Control Specialist, Station  | 35.22       | see 2       |
| 30012       | Technical Occupations                          | Air Traffic Control Specialist, Terminal | 38.79       | see 2       |
| 30021       | Technical Occupations                          | Archeological Technician I               | 20.77       |             |
| 30022       | Technical Occupations                          | Archeological Technician II              | 23.23       |             |
| 30023       | Technical Occupations                          | Archeological Technician III             | 28.79       |             |
| 30030       | Technical Occupations                          | Cartographic Technician                  | 28.79       |             |
| 30040       | Technical Occupations                          | Civil Engineering Technician             | 31.65       |             |
| 30051       | Technical Occupations                          | Cryogenic Technician I                   | 31.88       |             |
| 30052       | Technical Occupations                          | Cryogenic Technician II                  | 35.21       |             |
| 30061       | Technical Occupations                          | Drafter/CAD Operator I                   | 20.77       |             |
| 30062       | Technical Occupations                          | Drafter/CAD Operator II                  | 23.23       |             |
| 30063       | Technical Occupations                          | Drafter/CAD Operator III                 | 25.91       |             |
| 30064       | Technical Occupations                          | Drafter/CAD Operator IV                  | 31.88       |             |
| 30081       | Technical Occupations                          | Engineering Technician I                 | 19.46       |             |
| 30082       | Technical Occupations                          | Engineering Technician II                | 21.84       |             |
| 30083       | Technical Occupations                          | Engineering Technician III               | 24.43       |             |
| 30084       | Technical Occupations                          | Engineering Technician IV                | 30.27       |             |
| 30085       | Technical Occupations                          | Engineering Technician V                 | 37.03       |             |
| 30086       | Technical Occupations                          | Engineering Technician VI                | 44.80       |             |
| 30090       | Technical Occupations                          | Environmental Technician                 | 28.88       |             |
| 30095       | Technical Occupations                          | Evidence Control Specialist              | 28.79       |             |
| 30210       | Technical Occupations                          | Laboratory Technician                    | 27.25       |             |
| 30221       | Technical Occupations                          | Latent Fingerprint Technician I          | 31.88       |             |
| 30222       | Technical Occupations                          | Latent Fingerprint Technician II         | 35.21       |             |
| 30240       | Technical Occupations                          | Mathematical Technician                  | 28.79       |             |
| 30361       | Technical Occupations                          | Paralegal/Legal Assistant I              | 24.86       |             |
| 30362       | Technical Occupations                          | Paralegal/Legal Assistant II             | 30.81       |             |

| <b>Code</b> | <b>Category</b>                                       | <b>Title</b>                             | <b>Rate</b> | <b>Note</b> |
|-------------|---|--|-------------|-------------|
| 30363       | Technical Occupations                                 | Paralegal/Legal Assistant III            | 37.67       |             |
| 30364       | Technical Occupations                                 | Paralegal/Legal Assistant IV             | 45.58       |             |
| 30375       | Technical Occupations                                 | Petroleum Supply Specialist              | 35.21       |             |
| 30390       | Technical Occupations                                 | Photo-Optics Technician                  | 28.79       |             |
| 30395       | Technical Occupations                                 | Radiation Control Technician             | 35.21       |             |
| 30461       | Technical Occupations                                 | Technical Writer I                       | 29.98       |             |
| 30462       | Technical Occupations                                 | Technical Writer II                      | 36.67       |             |
| 30463       | Technical Occupations                                 | Technical Writer III                     | 44.36       |             |
| 30491       | Technical Occupations                                 | Unexploded Ordnance (UXO) Technician I   | 32.46       |             |
| 30492       | Technical Occupations                                 | Unexploded Ordnance (UXO) Technician II  | 39.27       |             |
| 30493       | Technical Occupations                                 | Unexploded Ordnance (UXO) Technician III | 47.07       |             |
| 30494       | Technical Occupations                                 | Unexploded (UXO) Safety Escort           | 32.46       |             |
| 30495       | Technical Occupations                                 | Unexploded (UXO) Sweep Personnel         | 32.46       |             |
| 30501       | Technical Occupations                                 | Weather Forecaster I                     | 31.88       |             |
| 30502       | Technical Occupations                                 | Weather Forecaster II                    | 38.76       |             |
| 30620       | Technical Occupations                                 | Weather Observer, Combined Upper Air Or  | 25.91       | see 2       |
| 30621       | Technical Occupations                                 | Weather Observer, Senior                 | 28.79       | see 2       |
| 31010       | Transportation/Mobile Equipment Operation Occupations | Airplane Pilot                           | 39.27       |             |
| 31020       | Transportation/Mobile Equipment Operation Occupations | Bus Aide                                 | 20.56       |             |
| 31030       | Transportation/Mobile Equipment Operation Occupations | Bus Driver                               | 26.35       |             |
| 31043       | Transportation/Mobile Equipment Operation Occupations | Driver Courier                           | 21.18       |             |
| 31260       | Transportation/Mobile Equipment Operation Occupations | Parking and Lot Attendant                | 16.59       | ***         |
| 31290       | Transportation/Mobile Equipment Operation Occupations | Shuttle Bus Driver                       | 18.53       |             |
| 31310       | Transportation/Mobile Equipment Operation Occupations | Taxi Driver                              | 15.99       | ***         |

| <b>Code</b> | <b>Category</b>                                       | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|---|---------------------------------|-------------|-------------|
| 31361       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Light              | 21.96       |             |
| 31362       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Medium             | 23.47       |             |
| 31363       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Heavy              | 27.33       |             |
| 31364       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Tractor-Trailer    | 27.33       |             |
| 99020       | Miscellaneous Occupations                             | Cabin Safety Specialist         | 19.15       |             |
| 99030       | Miscellaneous Occupations                             | Cashier                         | 14.74       | ***         |
| 99050       | Miscellaneous Occupations                             | Desk Clerk                      | 16.16       | ***         |
| 99095       | Miscellaneous Occupations                             | Embalmer                        | 32.46       |             |
| 99130       | Miscellaneous Occupations                             | Flight Follower                 | 32.46       |             |
| 99251       | Miscellaneous Occupations                             | Laboratory Animal Caretaker I   | 17.97       |             |
| 99252       | Miscellaneous Occupations                             | Laboratory Animal Caretaker II  | 18.63       |             |
| 99260       | Miscellaneous Occupations                             | Marketing Analyst               | 30.71       |             |
| 99310       | Miscellaneous Occupations                             | Mortician                       | 32.46       |             |
| 99410       | Miscellaneous Occupations                             | Pest Controller                 | 23.80       |             |
| 99510       | Miscellaneous Occupations                             | Photofinishing Worker           | 17.06       | ***         |
| 99710       | Miscellaneous Occupations                             | Recycling Laborer               | 22.28       |             |
| 99711       | Miscellaneous Occupations                             | Recycling Specialist            | 25.30       |             |
| 99730       | Miscellaneous Occupations                             | Refuse Collector                | 20.89       |             |
| 99810       | Miscellaneous Occupations                             | Sales Clerk                     | 16.13       | ***         |
| 99820       | Miscellaneous Occupations                             | School Crossing Guard           | 16.95       | ***         |
| 99830       | Miscellaneous Occupations                             | Survey Party Chief              | 30.16       |             |
| 99831       | Miscellaneous Occupations                             | Surveying Aide                  | 18.92       |             |
| 99832       | Miscellaneous Occupations                             | Surveying Technician            | 28.13       |             |
| 99840       | Miscellaneous Occupations                             | Vending Machine Attendant       | 23.10       |             |
| 99841       | Miscellaneous Occupations                             | Vending Machine Repairer        | 26.02       |             |
| 99842       | Miscellaneous Occupations                             | Vending Machine Repairer Helper | 23.10       |             |

## Footer

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.20 per hour) or 13658 (\$12.90 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. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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: \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 per month\*

\*This rate is to be used only when compensating employees for performance on an SCA-

covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 25 years.

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

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

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

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

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

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

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

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

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

2) **AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:** If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**\*\* HAZARDOUS PAY DIFFERENTIAL \*\***

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

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

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like;

minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

#### \*\* UNIFORM ALLOWANCE \*\*

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of ""wash and wear""

materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

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

**Conformance Process:**

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

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR

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

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S.

Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

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

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

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

Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

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## **Wage Determination No. : 2015-4113**

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

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

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 29

Date Of Last Revision : 07/22/2024

Source : [Source Website](#)

## Header

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

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2024.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.90 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 2024.

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).

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

FAIRFIELD COUNTY: Bridgeport, Darien, Easton, Fairfield, Greenwich, Monroe, New Canaan, Norwalk, Redding, Ridgefield, Shelton, Stamford, Trumbull, Weston, Westport, Wilton

NEW HAVEN COUNTY: Ansonia, Derby, Milford, Oxford, Seymour, Southbury, Woodbridge

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

## Wage Determination Table

| Code  | Category  | Title                    | Rate  | Note |
|-------|---|--------------------------|-------|------|
| 01011 | Administrative Support And Clerical Occupations | Accounting Clerk I       | 21.43 |      |
| 01012 | Administrative Support And Clerical Occupations | Accounting Clerk II      | 24.05 |      |
| 01013 | Administrative Support And Clerical Occupations | Accounting Clerk III     | 26.90 |      |
| 01020 | Administrative Support And Clerical Occupations | Administrative Assistant | 40.80 |      |
| 01035 | Administrative Support And Clerical Occupations | Court Reporter           | 27.46 |      |

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------------|-------------|-------------|
| 01041       | Administrative Support And Clerical Occupations | Customer Service Representative I    | 18.84       |             |
| 01042       | Administrative Support And Clerical Occupations | Customer Service Representative II   | 20.56       |             |
| 01043       | Administrative Support And Clerical Occupations | Customer Service Representative III  | 23.07       |             |
| 01051       | Administrative Support And Clerical Occupations | Data Entry Operator I                | 18.94       |             |
| 01052       | Administrative Support And Clerical Occupations | Data Entry Operator II               | 20.66       |             |
| 01060       | Administrative Support And Clerical Occupations | Dispatcher, Motor Vehicle            | 26.48       |             |
| 01070       | Administrative Support And Clerical Occupations | Document Preparation Clerk           | 25.00       |             |
| 01090       | Administrative Support And Clerical Occupations | Duplicating Machine Operator         | 25.00       |             |
| 01111       | Administrative Support And Clerical Occupations | General Clerk I                      | 17.74       |             |
| 01112       | Administrative Support And Clerical Occupations | General Clerk II                     | 19.35       |             |
| 01113       | Administrative Support And Clerical Occupations | General Clerk III                    | 21.72       |             |
| 01120       | Administrative Support And Clerical Occupations | Housing Referral Assistant           | 26.92       |             |
| 01141       | Administrative Support And Clerical Occupations | Messenger Courier                    | 20.60       |             |
| 01191       | Administrative Support And Clerical Occupations | Order Clerk I                        | 21.20       |             |
| 01192       | Administrative Support And Clerical Occupations | Order Clerk II                       | 23.35       |             |
| 01261       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) I   | 20.70       |             |
| 01262       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) II  | 23.15       |             |
| 01263       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) III | 25.81       |             |
| 01270       | Administrative Support And Clerical Occupations | Production Control Clerk             | 31.49       |             |

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------------|-------------|-------------|
| 01290       | Administrative Support And Clerical Occupations | Rental Clerk                         | 19.10       |             |
| 01300       | Administrative Support And Clerical Occupations | Scheduler, Maintenance               | 21.57       |             |
| 01311       | Administrative Support And Clerical Occupations | Secretary I                          | 23.73       |             |
| 01312       | Administrative Support And Clerical Occupations | Secretary II                         | 27.30       |             |
| 01313       | Administrative Support And Clerical Occupations | Secretary III                        | 29.61       |             |
| 01320       | Administrative Support And Clerical Occupations | Service Order Dispatcher             | 23.68       |             |
| 01410       | Administrative Support And Clerical Occupations | Supply Technician                    | 40.80       |             |
| 01420       | Administrative Support And Clerical Occupations | Survey Worker                        | 23.34       |             |
| 01460       | Administrative Support And Clerical Occupations | Switchboard Operator/Receptionist    | 18.63       |             |
| 01531       | Administrative Support And Clerical Occupations | Travel Clerk I                       | 19.97       |             |
| 01532       | Administrative Support And Clerical Occupations | Travel Clerk II                      | 21.75       |             |
| 01533       | Administrative Support And Clerical Occupations | Travel Clerk III                     | 22.94       |             |
| 01611       | Administrative Support And Clerical Occupations | Word Processor I                     | 23.10       |             |
| 01612       | Administrative Support And Clerical Occupations | Word Processor II                    | 25.95       |             |
| 01613       | Administrative Support And Clerical Occupations | Word Processor III                   | 29.02       |             |
| 05005       | Automotive Service Occupations                  | Automobile Body Repairer, Fiberglass | 29.15       |             |
| 05010       | Automotive Service Occupations                  | Automotive Electrician               | 29.52       |             |
| 05040       | Automotive Service Occupations                  | Automotive Glass Installer           | 28.55       |             |
| 05070       | Automotive Service Occupations                  | Automotive Worker                    | 28.55       |             |
| 05110       | Automotive Service Occupations                  | Mobile Equipment Servicer            | 26.80       |             |
| 05130       | Automotive Service Occupations                  | Motor Equipment Metal Mechanic       | 30.34       |             |
| 05160       | Automotive Service Occupations                  | Motor Equipment Metal Worker         | 28.55       |             |

| <b>Code</b> | <b>Category</b>                              | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|--|---------------------------------|-------------|-------------|
| 05190       | Automotive Service Occupations               | Motor Vehicle Mechanic          | 29.68       |             |
| 05220       | Automotive Service Occupations               | Motor Vehicle Mechanic Helper   | 25.82       |             |
| 05250       | Automotive Service Occupations               | Motor Vehicle Upholstery Worker | 27.72       |             |
| 05280       | Automotive Service Occupations               | Motor Vehicle Wrecker           | 28.55       |             |
| 05310       | Automotive Service Occupations               | Painter, Automotive             | 28.79       |             |
| 05340       | Automotive Service Occupations               | Radiator Repair Specialist      | 26.95       |             |
| 05370       | Automotive Service Occupations               | Tire Repairer                   | 17.03       | ***         |
| 05400       | Automotive Service Occupations               | Transmission Repair Specialist  | 29.68       |             |
| 07010       | Food Preparation And Service Occupations     | Baker                           | 17.88       |             |
| 07041       | Food Preparation And Service Occupations     | Cook I                          | 22.24       |             |
| 07042       | Food Preparation And Service Occupations     | Cook II                         | 24.22       |             |
| 07070       | Food Preparation And Service Occupations     | Dishwasher                      | 15.93       | ***         |
| 07130       | Food Preparation And Service Occupations     | Food Service Worker             | 17.31       |             |
| 07210       | Food Preparation And Service Occupations     | Meat Cutter                     | 23.28       |             |
| 07260       | Food Preparation And Service Occupations     | Waiter/Waitress                 | 16.14       | ***         |
| 09010       | Furniture Maintenance And Repair Occupations | Electrostatic Spray Painter     | 24.50       |             |
| 09040       | Furniture Maintenance And Repair Occupations | Furniture Handler               | 18.11       |             |
| 09080       | Furniture Maintenance And Repair Occupations | Furniture Refinisher            | 23.36       |             |
| 09090       | Furniture Maintenance And Repair Occupations | Furniture Refinisher Helper     | 19.59       |             |
| 09110       | Furniture Maintenance And Repair Occupations | Furniture Repairer, Minor       | 21.51       |             |
| 09130       | Furniture Maintenance And Repair Occupations | Upholsterer                     | 25.66       |             |
| 11030       | General Services And Support Occupations     | Cleaner, Vehicles               | 14.88       | ***         |

| <b>Code</b> | <b>Category</b>                          | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 11060       | General Services And Support Occupations | Elevator Operator                          | 18.15       |             |
| 11090       | General Services And Support Occupations | Gardener                                   | 24.32       |             |
| 11122       | General Services And Support Occupations | Housekeeping Aide                          | 18.15       |             |
| 11150       | General Services And Support Occupations | Janitor                                    | 18.15       |             |
| 11210       | General Services And Support Occupations | Laborer, Grounds Maintenance               | 20.46       |             |
| 11240       | General Services And Support Occupations | Maid or Houseman                           | 17.21       |             |
| 11260       | General Services And Support Occupations | Pruner                                     | 18.46       |             |
| 11270       | General Services And Support Occupations | Tractor Operator                           | 23.18       |             |
| 11330       | General Services And Support Occupations | Trail Maintenance Worker                   | 20.46       |             |
| 11360       | General Services And Support Occupations | Window Cleaner                             | 20.11       |             |
| 12010       | Health Occupations                       | Ambulance Driver                           | 26.09       |             |
| 12011       | Health Occupations                       | Breath Alcohol Technician                  | 29.04       |             |
| 12012       | Health Occupations                       | Certified Occupational Therapist Assistant | 32.59       |             |
| 12015       | Health Occupations                       | Certified Physical Therapist Assistant     | 34.89       |             |
| 12020       | Health Occupations                       | Dental Assistant                           | 24.75       |             |
| 12025       | Health Occupations                       | Dental Hygienist                           | 49.36       |             |
| 12030       | Health Occupations                       | EKG Technician                             | 44.63       |             |
| 12035       | Health Occupations                       | Electroneurodiagnostic Technologist        | 44.63       |             |
| 12040       | Health Occupations                       | Emergency Medical Technician               | 26.09       |             |
| 12071       | Health Occupations                       | Licensed Practical Nurse I                 | 25.97       |             |
| 12072       | Health Occupations                       | Licensed Practical Nurse II                | 29.04       |             |
| 12073       | Health Occupations                       | Licensed Practical Nurse III               | 32.39       |             |
| 12100       | Health Occupations                       | Medical Assistant                          | 22.41       |             |
| 12130       | Health Occupations                       | Medical Laboratory Technician              | 36.06       |             |

| <b>Code</b> | <b>Category</b>                  | <b>Title</b>                           | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------|--|-------------|-------------|
| 12160       | Health Occupations               | Medical Record Clerk                   | 23.23       |             |
| 12190       | Health Occupations               | Medical Record Technician              | 27.06       |             |
| 12195       | Health Occupations               | Medical Transcriptionist               | 23.37       |             |
| 12210       | Health Occupations               | Nuclear Medicine Technologist          | 51.10       |             |
| 12221       | Health Occupations               | Nursing Assistant I                    | 14.64       | ***         |
| 12222       | Health Occupations               | Nursing Assistant II                   | 16.47       | ***         |
| 12223       | Health Occupations               | Nursing Assistant III                  | 17.97       |             |
| 12224       | Health Occupations               | Nursing Assistant IV                   | 20.17       |             |
| 12235       | Health Occupations               | Optical Dispenser                      | 36.80       |             |
| 12236       | Health Occupations               | Optical Technician                     | 25.97       |             |
| 12250       | Health Occupations               | Pharmacy Technician                    | 18.97       |             |
| 12280       | Health Occupations               | Phlebotomist                           | 23.42       |             |
| 12305       | Health Occupations               | Radiologic Technologist                | 40.48       |             |
| 12311       | Health Occupations               | Registered Nurse I                     | 32.76       |             |
| 12312       | Health Occupations               | Registered Nurse II                    | 38.41       |             |
| 12313       | Health Occupations               | Registered Nurse II, Specialist        | 38.41       |             |
| 12314       | Health Occupations               | Registered Nurse III                   | 49.39       |             |
| 12315       | Health Occupations               | Registered Nurse III, Anesthetist      | 49.39       |             |
| 12316       | Health Occupations               | Registered Nurse IV                    | 59.20       |             |
| 12317       | Health Occupations               | Scheduler                              | 35.99       |             |
| 12320       | Health Occupations               | Substance Abuse Treatment Counselor    | 28.39       |             |
| 13011       | Information And Arts Occupations | Exhibits Specialist I                  | 28.28       |             |
| 13012       | Information And Arts Occupations | Exhibits Specialist II                 | 35.03       |             |
| 13013       | Information And Arts Occupations | Exhibits Specialist III                | 42.85       |             |
| 13041       | Information And Arts Occupations | Illustrator I                          | 30.88       |             |
| 13042       | Information And Arts Occupations | Illustrator II                         | 38.59       |             |
| 13043       | Information And Arts Occupations | Illustrator III                        | 49.20       |             |
| 13047       | Information And Arts Occupations | Librarian                              | 37.25       |             |
| 13050       | Information And Arts Occupations | Library Aide/Clerk                     | 18.03       |             |
| 13054       | Information And Arts Occupations | Library Information Technology Systems | 33.25       |             |
| 13058       | Information And Arts Occupations | Library Technician                     | 28.18       |             |
| 13061       | Information And Arts Occupations | Media Specialist I                     | 23.99       |             |

| <b>Code</b> | <b>Category</b>                    | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------|--------------------------------------|-------------|-------------|
| 13062       | Information And Arts Occupations   | Media Specialist II                  | 26.84       |             |
| 13063       | Information And Arts Occupations   | Media Specialist III                 | 29.92       |             |
| 13071       | Information And Arts Occupations   | Photographer I                       | 22.87       |             |
| 13072       | Information And Arts Occupations   | Photographer II                      | 26.51       |             |
| 13073       | Information And Arts Occupations   | Photographer III                     | 33.29       |             |
| 13074       | Information And Arts Occupations   | Photographer IV                      | 44.26       |             |
| 13075       | Information And Arts Occupations   | Photographer V                       | 50.85       |             |
| 13090       | Information And Arts Occupations   | Technical Order Library Clerk        | 22.65       |             |
| 13110       | Information And Arts Occupations   | Video Teleconference Technician      | 29.61       |             |
| 14041       | Information Technology Occupations | Computer Operator I                  | 29.16       |             |
| 14042       | Information Technology Occupations | Computer Operator II                 | 32.62       |             |
| 14043       | Information Technology Occupations | Computer Operator III                | 36.38       |             |
| 14044       | Information Technology Occupations | Computer Operator IV                 | 40.42       |             |
| 14045       | Information Technology Occupations | Computer Operator V                  | 44.76       |             |
| 14071       | Information Technology Occupations | Computer Programmer I                | NaN         | see<br>1    |
| 14072       | Information Technology Occupations | Computer Programmer II               | NaN         | see<br>1    |
| 14073       | Information Technology Occupations | Computer Programmer III              | NaN         | see<br>1    |
| 14074       | Information Technology Occupations | Computer Programmer IV               | NaN         | see<br>1    |
| 14101       | Information Technology Occupations | Computer Systems Analyst I           | NaN         | see<br>1    |
| 14102       | Information Technology Occupations | Computer Systems Analyst II          | NaN         | see<br>1    |
| 14103       | Information Technology Occupations | Computer Systems Analyst III         | NaN         | see<br>1    |
| 14150       | Information Technology Occupations | Peripheral Equipment Operator        | 29.16       |             |
| 14160       | Information Technology Occupations | Personal Computer Support Technician | 40.42       |             |
| 14170       | Information Technology Occupations | System Support Specialist            | 46.30       |             |
| 15010       | Instructional Occupations          | Aircrew Training Devices Instructor  | 39.54       |             |
| 15020       | Instructional Occupations          | Aircrew Training Devices Instructor  | 44.22       |             |

| <b>Code</b> | <b>Category</b>   | <b>Title</b>                                    | <b>Rate</b> | <b>Note</b> |
|-------------|---|---|-------------|-------------|
| 15030       | Instructional Occupations                               | Air Crew Training Devices Instructor            | 53.01       |             |
| 15050       | Instructional Occupations                               | Computer Based Training Specialist / Instructor | 39.54       |             |
| 15060       | Instructional Occupations                               | Educational Technologist                        | 44.89       |             |
| 15070       | Instructional Occupations                               | Flight Instructor                               | 53.01       |             |
| 15080       | Instructional Occupations                               | Graphic Artist                                  | 32.92       |             |
| 15085       | Instructional Occupations                               | Maintenance Test Pilot, Fixed, Jet/Prop         | 53.01       |             |
| 15086       | Instructional Occupations                               | Maintenance Test Pilot, Rotary Wing             | 53.01       |             |
| 15088       | Instructional Occupations                               | Non-Maintenance Test/Co-Pilot                   | 53.01       |             |
| 15090       | Instructional Occupations                               | Technical Instructor                            | 32.72       |             |
| 15095       | Instructional Occupations                               | Technical Instructor/Course Developer           | 40.02       |             |
| 15110       | Instructional Occupations                               | Test Proctor                                    | 26.40       |             |
| 15120       | Instructional Occupations                               | Tutor   | 26.40       |             |
| 16010       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Assembler                                       | 17.18       | ***         |
| 16030       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Counter Attendant                               | 17.18       | ***         |
| 16040       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Dry Cleaner                                     | 19.63       |             |
| 16070       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Finisher, Flatwork, Machine                     | 17.18       | ***         |
| 16090       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Hand                                   | 17.18       | ***         |
| 16110       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Drycleaning                   | 17.18       | ***         |
| 16130       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Shirts                        | 17.18       | ***         |
| 16160       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Wearing Apparel, Laundry      | 17.18       | ***         |
| 16190       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Sewing Machine Operator                         | 20.45       |             |
| 16220       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Tailor  | 21.26       |             |

| <b>Code</b> | <b>Category</b>   | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------------|-------------|-------------|
| 16250       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Washer, Machine                      | 18.00       |             |
| 19010       | Machine Tool Operation And Repair Occupations           | Machine-Tool Operator                | 30.74       |             |
| 19040       | Machine Tool Operation And Repair Occupations           | Tool And Die Maker                   | 35.72       |             |
| 21020       | Materials Handling And Packing Occupations              | Forklift Operator                    | 23.55       |             |
| 21030       | Materials Handling And Packing Occupations              | Material Coordinator                 | 31.49       |             |
| 21040       | Materials Handling And Packing Occupations              | Material Expediter                   | 31.49       |             |
| 21050       | Materials Handling And Packing Occupations              | Material Handling Laborer            | 18.50       |             |
| 21071       | Materials Handling And Packing Occupations              | Order Filler                         | 17.73       |             |
| 21080       | Materials Handling And Packing Occupations              | Production Line Worker               | 23.55       |             |
| 21110       | Materials Handling And Packing Occupations              | Shipping Packer                      | 21.34       |             |
| 21130       | Materials Handling And Packing Occupations              | Shipping/Receiving Clerk             | 21.34       |             |
| 21140       | Materials Handling And Packing Occupations              | Store Worker I                       | 16.98       | ***         |
| 21150       | Materials Handling And Packing Occupations              | Stock Clerk                          | 22.72       |             |
| 21210       | Materials Handling And Packing Occupations              | Tools And Parts Attendant            | 23.55       |             |
| 21410       | Materials Handling And Packing Occupations              | Warehouse Specialist                 | 23.55       |             |
| 23010       | Mechanics And Maintenance And Repair Occupations        | Aerospace Structural Welder          | 43.15       |             |
| 23019       | Mechanics And Maintenance And Repair Occupations        | Aircraft Logs and Records Technician | 36.91       |             |
| 23021       | Mechanics And Maintenance And Repair Occupations        | Aircraft Mechanic I                  | 41.69       |             |
| 23022       | Mechanics And Maintenance And Repair Occupations        | Aircraft Mechanic II                 | 43.15       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                                   | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 23023       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic III                          | 44.88       |             |
| 23040       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic Helper                       | 33.63       |             |
| 23050       | Mechanics And Maintenance And Repair Occupations | Aircraft, Painter                              | 40.07       |             |
| 23060       | Mechanics And Maintenance And Repair Occupations | Aircraft Servicer                              | 36.91       |             |
| 23070       | Mechanics And Maintenance And Repair Occupations | Aircraft Survival Flight Equipment Technician  | 40.07       |             |
| 23080       | Mechanics And Maintenance And Repair Occupations | Aircraft Worker                                | 38.40       |             |
| 23091       | Mechanics And Maintenance And Repair Occupations | Aircrew Life Support Equipment (ALSE) Mechanic | 38.40       |             |
| 23092       | Mechanics And Maintenance And Repair Occupations | Aircrew Life Support Equipment (ALSE) Mechanic | 41.69       |             |
| 23110       | Mechanics And Maintenance And Repair Occupations | Appliance Mechanic                             | 29.64       |             |
| 23120       | Mechanics And Maintenance And Repair Occupations | Bicycle Repairer                               | 31.29       |             |
| 23125       | Mechanics And Maintenance And Repair Occupations | Cable Splicer                                  | 60.94       |             |
| 23130       | Mechanics And Maintenance And Repair Occupations | Carpenter, Maintenance                         | 32.53       |             |
| 23140       | Mechanics And Maintenance And Repair Occupations | Carpet Layer                                   | 34.07       |             |
| 23160       | Mechanics And Maintenance And Repair Occupations | Electrician, Maintenance                       | 36.84       |             |
| 23181       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance I           | 31.13       |             |
| 23182       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance II          | 32.47       |             |
| 23183       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance III         | 33.80       |             |
| 23260       | Mechanics And Maintenance And Repair Occupations | Fabric Worker                                  | 32.74       |             |
| 23290       | Mechanics And Maintenance And Repair Occupations | Fire Alarm System Mechanic                     | 33.94       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 23310       | Mechanics And Maintenance And Repair Occupations | Fire Extinguisher Repairer                | 31.29       |             |
| 23311       | Mechanics And Maintenance And Repair Occupations | Fuel Distribution System Mechanic         | 49.37       |             |
| 23312       | Mechanics And Maintenance And Repair Occupations | Fuel Distribution System Operator         | 43.03       |             |
| 23370       | Mechanics And Maintenance And Repair Occupations | General Maintenance Worker                | 24.67       |             |
| 23380       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Mechanic         | 41.69       |             |
| 23381       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Servicer         | 36.91       |             |
| 23382       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Worker           | 38.40       |             |
| 23391       | Mechanics And Maintenance And Repair Occupations | Gunsmith I                                | 31.29       |             |
| 23392       | Mechanics And Maintenance And Repair Occupations | Gunsmith II                               | 34.07       |             |
| 23393       | Mechanics And Maintenance And Repair Occupations | Gunsmith III                              | 36.99       |             |
| 23410       | Mechanics And Maintenance And Repair Occupations | Heating, Ventilation And Air-Conditioning | 34.54       |             |
| 23411       | Mechanics And Maintenance And Repair Occupations | Heating, Ventilation And Air Contidioning | 35.75       |             |
| 23430       | Mechanics And Maintenance And Repair Occupations | Heavy Equipment Mechanic                  | 37.19       |             |
| 23440       | Mechanics And Maintenance And Repair Occupations | Heavy Equipment Operator                  | 38.40       |             |
| 23460       | Mechanics And Maintenance And Repair Occupations | Instrument Mechanic                       | 36.99       |             |
| 23465       | Mechanics And Maintenance And Repair Occupations | Laboratory/Shelter Mechanic               | 35.54       |             |
| 23470       | Mechanics And Maintenance And Repair Occupations | Laborer                                   | 18.50       |             |
| 23510       | Mechanics And Maintenance And Repair Occupations | Locksmith                                 | 35.54       |             |
| 23530       | Mechanics And Maintenance And Repair Occupations | Machinery Maintenance Mechanic            | 32.73       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                     | <b>Rate</b> | <b>Note</b> |
|-------------|--|----------------------------------|-------------|-------------|
| 23550       | Mechanics And Maintenance And Repair Occupations | Machinist, Maintenance           | 29.97       |             |
| 23580       | Mechanics And Maintenance And Repair Occupations | Maintenance Trades Helper        | 19.75       |             |
| 23591       | Mechanics And Maintenance And Repair Occupations | Metrology Technician I           | 36.99       |             |
| 23592       | Mechanics And Maintenance And Repair Occupations | Metrology Technician II          | 38.28       |             |
| 23593       | Mechanics And Maintenance And Repair Occupations | Metrology Technician III         | 39.81       |             |
| 23640       | Mechanics And Maintenance And Repair Occupations | Millwright                       | 36.99       |             |
| 23710       | Mechanics And Maintenance And Repair Occupations | Office Appliance Repairer        | 24.40       |             |
| 23760       | Mechanics And Maintenance And Repair Occupations | Painter, Maintenance             | 26.98       |             |
| 23790       | Mechanics And Maintenance And Repair Occupations | Pipefitter, Maintenance          | 35.29       |             |
| 23810       | Mechanics And Maintenance And Repair Occupations | Plumber, Maintenance             | 34.09       |             |
| 23820       | Mechanics And Maintenance And Repair Occupations | Pneudraulic Systems Mechanic     | 36.99       |             |
| 23850       | Mechanics And Maintenance And Repair Occupations | Rigger                           | 36.99       |             |
| 23870       | Mechanics And Maintenance And Repair Occupations | Scale Mechanic                   | 34.07       |             |
| 23890       | Mechanics And Maintenance And Repair Occupations | Sheet-Metal Worker, Maintenance  | 34.36       |             |
| 23910       | Mechanics And Maintenance And Repair Occupations | Small Engine Mechanic            | 29.68       |             |
| 23931       | Mechanics And Maintenance And Repair Occupations | Telecommunications Mechanic I    | 38.94       |             |
| 23932       | Mechanics And Maintenance And Repair Occupations | Telecommunications Mechanic II   | 40.30       |             |
| 23950       | Mechanics And Maintenance And Repair Occupations | Telephone Lineman                | 36.99       |             |
| 23960       | Mechanics And Maintenance And Repair Occupations | Welder, Combination, Maintenance | 28.44       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                          | <b>Rate</b> | <b>Note</b> |
|-------------|--|---------------------------------------|-------------|-------------|
| 23965       | Mechanics And Maintenance And Repair Occupations | Well Driller                          | 35.88       |             |
| 23970       | Mechanics And Maintenance And Repair Occupations | Woodcraft Worker                      | 36.99       |             |
| 23980       | Mechanics And Maintenance And Repair Occupations | Woodworker                            | 31.29       |             |
| 24550       | Personal Needs Occupations                       | Case Manager                          | 23.12       |             |
| 24570       | Personal Needs Occupations                       | Child Care Attendant                  | 17.18       | ***         |
| 24580       | Personal Needs Occupations                       | Child Care Center Clerk               | 21.43       |             |
| 24610       | Personal Needs Occupations                       | Chore Aide                            | 17.69       |             |
| 24620       | Personal Needs Occupations                       | Family Readiness And Support Services | 23.12       |             |
| 24630       | Personal Needs Occupations                       | Homemaker                             | 24.30       |             |
| 25010       | Plant And System Operations Occupations          | Boiler Tender                         | 40.51       |             |
| 25040       | Plant And System Operations Occupations          | Sewage Plant Operator                 | 40.11       |             |
| 25070       | Plant And System Operations Occupations          | Stationary Engineer                   | 40.51       |             |
| 25190       | Plant And System Operations Occupations          | Ventilation Equipment Tender          | 33.13       |             |
| 25210       | Plant And System Operations Occupations          | Water Treatment Plant Operator        | 40.11       |             |
| 27004       | Protective Service Occupations                   | Alarm Monitor                         | 30.63       |             |
| 27007       | Protective Service Occupations                   | Baggage Inspector                     | 18.17       |             |
| 27008       | Protective Service Occupations                   | Corrections Officer                   | 36.82       |             |
| 27010       | Protective Service Occupations                   | Court Security Officer                | 36.82       |             |
| 27030       | Protective Service Occupations                   | Detection Dog Handler                 | 20.36       |             |
| 27040       | Protective Service Occupations                   | Detention Officer                     | 36.82       |             |
| 27070       | Protective Service Occupations                   | Firefighter                           | 37.91       |             |
| 27101       | Protective Service Occupations                   | Guard I                               | 18.17       |             |
| 27102       | Protective Service Occupations                   | Guard II                              | 20.36       |             |
| 27131       | Protective Service Occupations                   | Police Officer I                      | 36.38       |             |
| 27132       | Protective Service Occupations                   | Police Officer II                     | 40.44       |             |
| 28041       | Recreation Occupations                           | Carnival Equipment Operator           | 18.96       |             |
| 28042       | Recreation Occupations                           | Carnival Equipment Repairer           | 19.89       |             |

| <b>Code</b> | <b>Category</b>                                | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 28043       | Recreation Occupations                         | Carnival Worker                           | 15.10       | ***         |
| 28210       | Recreation Occupations                         | Gate Attendant/Gate Tender                | 20.02       |             |
| 28310       | Recreation Occupations                         | Lifeguard                                 | 14.87       | ***         |
| 28350       | Recreation Occupations                         | Park Attendant                            | 22.39       |             |
| 28510       | Recreation Occupations                         | Recreation Aide/Health Facility Attendant | 18.98       |             |
| 28515       | Recreation Occupations                         | Recreation Specialist                     | 27.75       |             |
| 28630       | Recreation Occupations                         | Sports Official                           | 17.84       |             |
| 28690       | Recreation Occupations                         | Swimming Pool Operator                    | 21.66       |             |
| 29010       | Stevedoring/Longshoremen Occupational Services | Blocker And Bracer                        | 38.43       |             |
| 29020       | Stevedoring/Longshoremen Occupational Services | Hatch Tender                              | 38.43       |             |
| 29030       | Stevedoring/Longshoremen Occupational Services | Line Handler                              | 38.43       |             |
| 29041       | Stevedoring/Longshoremen Occupational Services | Stevedore I                               | 36.93       |             |
| 29042       | Stevedoring/Longshoremen Occupational Services | Stevedore II                              | 40.10       |             |
| 30010       | Technical Occupations                          | Air Traffic Control Specialist, Center    | 53.11       | see 2       |
| 30011       | Technical Occupations                          | Air Traffic Control Specialist, Station   | 36.62       | see 2       |
| 30012       | Technical Occupations                          | Air Traffic Control Specialist, Terminal  | 40.33       | see 2       |
| 30021       | Technical Occupations                          | Archeological Technician I                | 21.30       |             |
| 30022       | Technical Occupations                          | Archeological Technician II               | 23.82       |             |
| 30023       | Technical Occupations                          | Archeological Technician III              | 29.52       |             |
| 30030       | Technical Occupations                          | Cartographic Technician                   | 29.52       |             |
| 30040       | Technical Occupations                          | Civil Engineering Technician              | 39.15       |             |
| 30051       | Technical Occupations                          | Cryogenic Technician I                    | 32.69       |             |
| 30052       | Technical Occupations                          | Cryogenic Technician II                   | 36.11       |             |
| 30061       | Technical Occupations                          | Drafter/CAD Operator I                    | 21.30       |             |
| 30062       | Technical Occupations                          | Drafter/CAD Operator II                   | 23.82       |             |
| 30063       | Technical Occupations                          | Drafter/CAD Operator III                  | 26.57       |             |
| 30064       | Technical Occupations                          | Drafter/CAD Operator IV                   | 32.69       |             |

| <b>Code</b> | <b>Category</b>       | <b>Title</b>                             | <b>Rate</b> | <b>Note</b> |
|-------------|-----------------------|--|-------------|-------------|
| 30081       | Technical Occupations | Engineering Technician I                 | 19.98       |             |
| 30082       | Technical Occupations | Engineering Technician II                | 22.47       |             |
| 30083       | Technical Occupations | Engineering Technician III               | 25.28       |             |
| 30084       | Technical Occupations | Engineering Technician IV                | 31.22       |             |
| 30085       | Technical Occupations | Engineering Technician V                 | 38.08       |             |
| 30086       | Technical Occupations | Engineering Technician VI                | 46.34       |             |
| 30090       | Technical Occupations | Environmental Technician                 | 29.52       |             |
| 30095       | Technical Occupations | Evidence Control Specialist              | 29.52       |             |
| 30210       | Technical Occupations | Laboratory Technician                    | 29.43       |             |
| 30221       | Technical Occupations | Latent Fingerprint Technician I          | 32.69       |             |
| 30222       | Technical Occupations | Latent Fingerprint Technician II         | 36.11       |             |
| 30240       | Technical Occupations | Mathematical Technician                  | 30.00       |             |
| 30361       | Technical Occupations | Paralegal/Legal Assistant I              | 26.93       |             |
| 30362       | Technical Occupations | Paralegal/Legal Assistant II             | 33.37       |             |
| 30363       | Technical Occupations | Paralegal/Legal Assistant III            | 40.82       |             |
| 30364       | Technical Occupations | Paralegal/Legal Assistant IV             | 49.38       |             |
| 30375       | Technical Occupations | Petroleum Supply Specialist              | 36.11       |             |
| 30390       | Technical Occupations | Photo-Optics Technician                  | 29.52       |             |
| 30395       | Technical Occupations | Radiation Control Technician             | 36.11       |             |
| 30461       | Technical Occupations | Technical Writer I                       | 31.67       |             |
| 30462       | Technical Occupations | Technical Writer II                      | 38.74       |             |
| 30463       | Technical Occupations | Technical Writer III                     | 46.86       |             |
| 30491       | Technical Occupations | Unexploded Ordnance (UXO) Technician I   | 33.76       |             |
| 30492       | Technical Occupations | Unexploded Ordnance (UXO) Technician II  | 40.84       |             |
| 30493       | Technical Occupations | Unexploded Ordnance (UXO) Technician III | 48.95       |             |
| 30494       | Technical Occupations | Unexploded (UXO) Safety Escort           | 33.76       |             |
| 30495       | Technical Occupations | Unexploded (UXO) Sweep Personnel         | 33.76       |             |
| 30501       | Technical Occupations | Weather Forecaster I                     | 32.69       |             |
| 30502       | Technical Occupations | Weather Forecaster II                    | 39.77       |             |
| 30620       | Technical Occupations | Weather Observer, Combined Upper Air Or  | 26.57       | see 2       |

| <b>Code</b> | <b>Category</b>  | <b>Title</b>                   | <b>Rate</b> | <b>Note</b> |
|-------------|--|--------------------------------|-------------|-------------|
| 30621       | Technical Occupations                                    | Weather Observer, Senior       | 29.52       | see<br>2    |
| 31010       | Transportation/Mobile Equipment<br>Operation Occupations | Airplane Pilot                 | 40.84       |             |
| 31020       | Transportation/Mobile Equipment<br>Operation Occupations | Bus Aide                       | 23.65       |             |
| 31030       | Transportation/Mobile Equipment<br>Operation Occupations | Bus Driver                     | 29.42       |             |
| 31043       | Transportation/Mobile Equipment<br>Operation Occupations | Driver Courier                 | 20.59       |             |
| 31260       | Transportation/Mobile Equipment<br>Operation Occupations | Parking and Lot Attendant      | 16.78       | ***         |
| 31290       | Transportation/Mobile Equipment<br>Operation Occupations | Shuttle Bus Driver             | 18.81       |             |
| 31310       | Transportation/Mobile Equipment<br>Operation Occupations | Taxi Driver                    | 18.39       |             |
| 31361       | Transportation/Mobile Equipment<br>Operation Occupations | Truckdriver, Light             | 21.54       |             |
| 31362       | Transportation/Mobile Equipment<br>Operation Occupations | Truckdriver, Medium            | 22.62       |             |
| 31363       | Transportation/Mobile Equipment<br>Operation Occupations | Truckdriver, Heavy             | 28.23       |             |
| 31364       | Transportation/Mobile Equipment<br>Operation Occupations | Truckdriver, Tractor-Trailer   | 28.23       |             |
| 99020       | Miscellaneous Occupations                                | Cabin Safety Specialist        | 19.91       |             |
| 99030       | Miscellaneous Occupations                                | Cashier                        | 15.87       | ***         |
| 99050       | Miscellaneous Occupations                                | Desk Clerk                     | 17.47       |             |
| 99095       | Miscellaneous Occupations                                | Embalmer                       | 37.55       |             |
| 99130       | Miscellaneous Occupations                                | Flight Follower                | 33.76       |             |
| 99251       | Miscellaneous Occupations                                | Laboratory Animal Caretaker I  | 17.85       |             |
| 99252       | Miscellaneous Occupations                                | Laboratory Animal Caretaker II | 18.73       |             |
| 99260       | Miscellaneous Occupations                                | Marketing Analyst              | 37.64       |             |
| 99310       | Miscellaneous Occupations                                | Mortician                      | 37.55       |             |
| 99410       | Miscellaneous Occupations                                | Pest Controller                | 22.39       |             |
| 99510       | Miscellaneous Occupations                                | Photofinishing Worker          | 17.74       |             |
| 99710       | Miscellaneous Occupations                                | Recycling Laborer              | 27.95       |             |
| 99711       | Miscellaneous Occupations                                | Recycling Specialist           | 31.66       |             |

| <b>Code</b> | <b>Category</b>           | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------|---------------------------------|-------------|-------------|
| 99730       | Miscellaneous Occupations | Refuse Collector                | 25.21       |             |
| 99810       | Miscellaneous Occupations | Sales Clerk                     | 17.05       | ***         |
| 99820       | Miscellaneous Occupations | School Crossing Guard           | 18.58       |             |
| 99830       | Miscellaneous Occupations | Survey Party Chief              | 34.02       |             |
| 99831       | Miscellaneous Occupations | Surveying Aide                  | 23.37       |             |
| 99832       | Miscellaneous Occupations | Surveying Technician            | 30.88       |             |
| 99840       | Miscellaneous Occupations | Vending Machine Attendant       | 22.01       |             |
| 99841       | Miscellaneous Occupations | Vending Machine Repairer        | 24.78       |             |
| 99842       | Miscellaneous Occupations | Vending Machine Repairer Helper | 22.01       |             |

## Footer

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.20 per hour) or 13658 (\$12.90 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. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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: \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 per month\*

\*This rate is to be used only when compensating employees for performance on an SCA-

covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

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

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

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

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

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

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

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

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section

13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**\*\* HAZARDOUS PAY DIFFERENTIAL \*\***

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

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

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like;

minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of ""wash and wear""

materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

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

**Conformance Process:**

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

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

The process for preparing a conformance request is as follows:

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

2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S.

Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

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

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

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

Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

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## **Wage Determination No. : 2015-4115**

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

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

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 28

Date Of Last Revision : 07/22/2024

Source : [Source Website](#)

## **Header**

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

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2024.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.90 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 2024.

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: Connecticut

This wage determination is applicable to the following towns in LITCHFIELD COUNTY:  
Bridgewater, New Milford

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

## **Wage Determination Table**

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                        | <b>Rate</b> | <b>Note</b> |
|-------------|---|-------------------------------------|-------------|-------------|
| 01011       | Administrative Support And Clerical Occupations | Accounting Clerk I                  | 19.42       |             |
| 01012       | Administrative Support And Clerical Occupations | Accounting Clerk II                 | 21.81       |             |
| 01013       | Administrative Support And Clerical Occupations | Accounting Clerk III                | 24.39       |             |
| 01020       | Administrative Support And Clerical Occupations | Administrative Assistant            | 35.57       |             |
| 01035       | Administrative Support And Clerical Occupations | Court Reporter                      | 23.77       |             |
| 01041       | Administrative Support And Clerical Occupations | Customer Service Representative I   | 18.11       |             |
| 01042       | Administrative Support And Clerical Occupations | Customer Service Representative II  | 19.76       |             |
| 01043       | Administrative Support And Clerical Occupations | Customer Service Representative III | 22.18       |             |
| 01051       | Administrative Support And Clerical Occupations | Data Entry Operator I               | 17.31       |             |
| 01052       | Administrative Support And Clerical Occupations | Data Entry Operator II              | 18.89       |             |
| 01060       | Administrative Support And Clerical Occupations | Dispatcher, Motor Vehicle           | 24.02       |             |
| 01070       | Administrative Support And Clerical Occupations | Document Preparation Clerk          | 20.60       |             |
| 01090       | Administrative Support And Clerical Occupations | Duplicating Machine Operator        | 20.60       |             |
| 01111       | Administrative Support And Clerical Occupations | General Clerk I                     | 16.71       | ***         |
| 01112       | Administrative Support And Clerical Occupations | General Clerk II                    | 18.23       |             |
| 01113       | Administrative Support And Clerical Occupations | General Clerk III                   | 20.46       |             |
| 01120       | Administrative Support And Clerical Occupations | Housing Referral Assistant          | 26.51       |             |
| 01141       | Administrative Support And Clerical Occupations | Messenger Courier                   | 15.88       | ***         |
| 01191       | Administrative Support And Clerical Occupations | Order Clerk I                       | 20.57       |             |

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------------|-------------|-------------|
| 01192       | Administrative Support And Clerical Occupations | Order Clerk II                       | 22.44       |             |
| 01261       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) I   | 21.07       |             |
| 01262       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) II  | 23.56       |             |
| 01263       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) III | 26.28       |             |
| 01270       | Administrative Support And Clerical Occupations | Production Control Clerk             | 27.60       |             |
| 01290       | Administrative Support And Clerical Occupations | Rental Clerk                         | 19.95       |             |
| 01300       | Administrative Support And Clerical Occupations | Scheduler, Maintenance               | 21.25       |             |
| 01311       | Administrative Support And Clerical Occupations | Secretary I                          | 21.25       |             |
| 01312       | Administrative Support And Clerical Occupations | Secretary II                         | 23.77       |             |
| 01313       | Administrative Support And Clerical Occupations | Secretary III                        | 26.51       |             |
| 01320       | Administrative Support And Clerical Occupations | Service Order Dispatcher             | 21.48       |             |
| 01410       | Administrative Support And Clerical Occupations | Supply Technician                    | 35.57       |             |
| 01420       | Administrative Support And Clerical Occupations | Survey Worker                        | 23.77       |             |
| 01460       | Administrative Support And Clerical Occupations | Switchboard Operator/Receptionist    | 17.92       |             |
| 01531       | Administrative Support And Clerical Occupations | Travel Clerk I                       | 16.78       | ***         |
| 01532       | Administrative Support And Clerical Occupations | Travel Clerk II                      | 18.17       |             |
| 01533       | Administrative Support And Clerical Occupations | Travel Clerk III                     | 19.06       |             |
| 01611       | Administrative Support And Clerical Occupations | Word Processor I                     | 18.94       |             |
| 01612       | Administrative Support And Clerical Occupations | Word Processor II                    | 21.25       |             |

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------------|-------------|-------------|
| 01613       | Administrative Support And Clerical Occupations | Word Processor III                   | 23.77       |             |
| 05005       | Automotive Service Occupations                  | Automobile Body Repairer, Fiberglass | 23.89       |             |
| 05010       | Automotive Service Occupations                  | Automotive Electrician               | 23.44       |             |
| 05040       | Automotive Service Occupations                  | Automotive Glass Installer           | 22.47       |             |
| 05070       | Automotive Service Occupations                  | Automotive Worker                    | 22.47       |             |
| 05110       | Automotive Service Occupations                  | Mobile Equipment Servicer            | 20.64       |             |
| 05130       | Automotive Service Occupations                  | Motor Equipment Metal Mechanic       | 24.40       |             |
| 05160       | Automotive Service Occupations                  | Motor Equipment Metal Worker         | 22.47       |             |
| 05190       | Automotive Service Occupations                  | Motor Vehicle Mechanic               | 24.40       |             |
| 05220       | Automotive Service Occupations                  | Motor Vehicle Mechanic Helper        | 19.81       |             |
| 05250       | Automotive Service Occupations                  | Motor Vehicle Upholstery Worker      | 21.60       |             |
| 05280       | Automotive Service Occupations                  | Motor Vehicle Wrecker                | 22.47       |             |
| 05310       | Automotive Service Occupations                  | Painter, Automotive                  | 23.44       |             |
| 05340       | Automotive Service Occupations                  | Radiator Repair Specialist           | 22.47       |             |
| 05370       | Automotive Service Occupations                  | Tire Repairer                        | 16.42       | ***         |
| 05400       | Automotive Service Occupations                  | Transmission Repair Specialist       | 24.40       |             |
| 07010       | Food Preparation And Service Occupations        | Baker                                | 17.41       |             |
| 07041       | Food Preparation And Service Occupations        | Cook I                               | 21.60       |             |
| 07042       | Food Preparation And Service Occupations        | Cook II                              | 23.52       |             |
| 07070       | Food Preparation And Service Occupations        | Dishwasher                           | 14.90       | ***         |
| 07130       | Food Preparation And Service Occupations        | Food Service Worker                  | 16.30       | ***         |
| 07210       | Food Preparation And Service Occupations        | Meat Cutter                          | 22.13       |             |
| 07260       | Food Preparation And Service Occupations        | Waiter/Waitress                      | 15.49       | ***         |
| 09010       | Furniture Maintenance And Repair Occupations    | Electrostatic Spray Painter          | 29.26       |             |
| 09040       | Furniture Maintenance And Repair Occupations    | Furniture Handler                    | 21.67       |             |

| <b>Code</b> | <b>Category</b>                              | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 09080       | Furniture Maintenance And Repair Occupations | Furniture Refinisher                       | 29.26       |             |
| 09090       | Furniture Maintenance And Repair Occupations | Furniture Refinisher Helper                | 24.55       |             |
| 09110       | Furniture Maintenance And Repair Occupations | Furniture Repairer, Minor                  | 26.95       |             |
| 09130       | Furniture Maintenance And Repair Occupations | Upholsterer                                | 29.26       |             |
| 11030       | General Services And Support Occupations     | Cleaner, Vehicles                          | 15.45       | ***         |
| 11060       | General Services And Support Occupations     | Elevator Operator                          | 17.22       |             |
| 11090       | General Services And Support Occupations     | Gardener                                   | 23.74       |             |
| 11122       | General Services And Support Occupations     | Housekeeping Aide                          | 17.22       |             |
| 11150       | General Services And Support Occupations     | Janitor                                    | 17.22       |             |
| 11210       | General Services And Support Occupations     | Laborer, Grounds Maintenance               | 19.97       |             |
| 11240       | General Services And Support Occupations     | Maid or Houseman                           | 16.31       | ***         |
| 11260       | General Services And Support Occupations     | Pruner                                     | 18.00       |             |
| 11270       | General Services And Support Occupations     | Tractor Operator                           | 22.63       |             |
| 11330       | General Services And Support Occupations     | Trail Maintenance Worker                   | 19.97       |             |
| 11360       | General Services And Support Occupations     | Window Cleaner                             | 19.08       |             |
| 12010       | Health Occupations                           | Ambulance Driver                           | 27.72       |             |
| 12011       | Health Occupations                           | Breath Alcohol Technician                  | 27.72       |             |
| 12012       | Health Occupations                           | Certified Occupational Therapist Assistant | 38.03       |             |
| 12015       | Health Occupations                           | Certified Physical Therapist Assistant     | 36.32       |             |
| 12020       | Health Occupations                           | Dental Assistant                           | 23.29       |             |
| 12025       | Health Occupations                           | Dental Hygienist                           | 48.18       |             |

| <b>Code</b> | <b>Category</b>                  | <b>Title</b>                        | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------|-------------------------------------|-------------|-------------|
| 12030       | Health Occupations               | EKG Technician                      | 42.01       |             |
| 12035       | Health Occupations               | Electroneurodiagnostic Technologist | 42.01       |             |
| 12040       | Health Occupations               | Emergency Medical Technician        | 27.72       |             |
| 12071       | Health Occupations               | Licensed Practical Nurse I          | 24.78       |             |
| 12072       | Health Occupations               | Licensed Practical Nurse II         | 27.72       |             |
| 12073       | Health Occupations               | Licensed Practical Nurse III        | 30.91       |             |
| 12100       | Health Occupations               | Medical Assistant                   | 21.71       |             |
| 12130       | Health Occupations               | Medical Laboratory Technician       | 26.04       |             |
| 12160       | Health Occupations               | Medical Record Clerk                | 24.84       |             |
| 12190       | Health Occupations               | Medical Record Technician           | 28.07       |             |
| 12195       | Health Occupations               | Medical Transcriptionist            | 24.78       |             |
| 12210       | Health Occupations               | Nuclear Medicine Technologist       | 60.91       |             |
| 12221       | Health Occupations               | Nursing Assistant I                 | 15.42       | ***         |
| 12222       | Health Occupations               | Nursing Assistant II                | 17.36       |             |
| 12223       | Health Occupations               | Nursing Assistant III               | 18.94       |             |
| 12224       | Health Occupations               | Nursing Assistant IV                | 21.25       |             |
| 12235       | Health Occupations               | Optical Dispenser                   | 32.16       |             |
| 12236       | Health Occupations               | Optical Technician                  | 24.78       |             |
| 12250       | Health Occupations               | Pharmacy Technician                 | 19.35       |             |
| 12280       | Health Occupations               | Phlebotomist                        | 22.15       |             |
| 12305       | Health Occupations               | Radiologic Technologist             | 40.65       |             |
| 12311       | Health Occupations               | Registered Nurse I                  | 31.42       |             |
| 12312       | Health Occupations               | Registered Nurse II                 | 38.42       |             |
| 12313       | Health Occupations               | Registered Nurse II, Specialist     | 38.42       |             |
| 12314       | Health Occupations               | Registered Nurse III                | 46.49       |             |
| 12315       | Health Occupations               | Registered Nurse III, Anesthetist   | 46.49       |             |
| 12316       | Health Occupations               | Registered Nurse IV                 | 55.73       |             |
| 12317       | Health Occupations               | Scheduler                           | 34.34       |             |
| 12320       | Health Occupations               | Substance Abuse Treatment Counselor | 27.44       |             |
| 13011       | Information And Arts Occupations | Exhibits Specialist I               | 27.56       |             |
| 13012       | Information And Arts Occupations | Exhibits Specialist II              | 34.14       |             |
| 13013       | Information And Arts Occupations | Exhibits Specialist III             | 41.76       |             |

| <b>Code</b> | <b>Category</b>                    | <b>Title</b>                           | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------|--|-------------|-------------|
| 13041       | Information And Arts Occupations   | Illustrator I                          | 27.56       |             |
| 13042       | Information And Arts Occupations   | Illustrator II                         | 34.14       |             |
| 13043       | Information And Arts Occupations   | Illustrator III                        | 41.76       |             |
| 13047       | Information And Arts Occupations   | Librarian                              | 37.81       |             |
| 13050       | Information And Arts Occupations   | Library Aide/Clerk                     | 18.25       |             |
| 13054       | Information And Arts Occupations   | Library Information Technology Systems | 34.14       |             |
| 13058       | Information And Arts Occupations   | Library Technician                     | 28.26       |             |
| 13061       | Information And Arts Occupations   | Media Specialist I                     | 24.65       |             |
| 13062       | Information And Arts Occupations   | Media Specialist II                    | 27.56       |             |
| 13063       | Information And Arts Occupations   | Media Specialist III                   | 30.72       |             |
| 13071       | Information And Arts Occupations   | Photographer I                         | 24.65       |             |
| 13072       | Information And Arts Occupations   | Photographer II                        | 27.56       |             |
| 13073       | Information And Arts Occupations   | Photographer III                       | 34.14       |             |
| 13074       | Information And Arts Occupations   | Photographer IV                        | 41.76       |             |
| 13075       | Information And Arts Occupations   | Photographer V                         | 50.54       |             |
| 13090       | Information And Arts Occupations   | Technical Order Library Clerk          | 24.81       |             |
| 13110       | Information And Arts Occupations   | Video Teleconference Technician        | 24.65       |             |
| 14041       | Information Technology Occupations | Computer Operator I                    | 22.24       |             |
| 14042       | Information Technology Occupations | Computer Operator II                   | 24.88       |             |
| 14043       | Information Technology Occupations | Computer Operator III                  | 27.75       |             |
| 14044       | Information Technology Occupations | Computer Operator IV                   | 32.22       |             |
| 14045       | Information Technology Occupations | Computer Operator V                    | 35.70       |             |
| 14071       | Information Technology Occupations | Computer Programmer I                  | 26.57       | see 1       |
| 14072       | Information Technology Occupations | Computer Programmer II                 | NaN         | see 1       |
| 14073       | Information Technology Occupations | Computer Programmer III                | NaN         | see 1       |
| 14074       | Information Technology Occupations | Computer Programmer IV                 | NaN         | see 1       |
| 14101       | Information Technology Occupations | Computer Systems Analyst I             | NaN         | see 1       |
| 14102       | Information Technology Occupations | Computer Systems Analyst II            | NaN         | see 1       |

| <b>Code</b> | <b>Category</b>   | <b>Title</b>                                    | <b>Rate</b> | <b>Note</b> |
|-------------|---|---|-------------|-------------|
| 14103       | Information Technology Occupations                      | Computer Systems Analyst III                    | NaN         | see<br>1    |
| 14150       | Information Technology Occupations                      | Peripheral Equipment Operator                   | 22.24       |             |
| 14160       | Information Technology Occupations                      | Personal Computer Support Technician            | 35.44       |             |
| 14170       | Information Technology Occupations                      | System Support Specialist                       | 43.44       |             |
| 15010       | Instructional Occupations                               | Aircrew Training Devices Instructor             | 39.23       |             |
| 15020       | Instructional Occupations                               | Aircrew Training Devices Instructor             | 47.47       |             |
| 15030       | Instructional Occupations                               | Air Crew Training Devices Instructor            | 56.90       |             |
| 15050       | Instructional Occupations                               | Computer Based Training Specialist / Instructor | 39.23       |             |
| 15060       | Instructional Occupations                               | Educational Technologist                        | 48.69       |             |
| 15070       | Instructional Occupations                               | Flight Instructor                               | 56.90       |             |
| 15080       | Instructional Occupations                               | Graphic Artist                                  | 29.07       |             |
| 15085       | Instructional Occupations                               | Maintenance Test Pilot, Fixed, Jet/Prop         | 56.90       |             |
| 15086       | Instructional Occupations                               | Maintenance Test Pilot, Rotary Wing             | 56.90       |             |
| 15088       | Instructional Occupations                               | Non-Maintenance Test/Co-Pilot                   | 56.90       |             |
| 15090       | Instructional Occupations                               | Technical Instructor                            | 27.18       |             |
| 15095       | Instructional Occupations                               | Technical Instructor/Course Developer           | 33.25       |             |
| 15110       | Instructional Occupations                               | Test Proctor                                    | 21.94       |             |
| 15120       | Instructional Occupations                               | Tutor   | 21.94       |             |
| 16010       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Assembler                                       | 17.18       | ***         |
| 16030       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Counter Attendant                               | 17.18       | ***         |
| 16040       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Dry Cleaner                                     | 19.63       |             |
| 16070       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Finisher, Flatwork, Machine                     | 17.18       | ***         |
| 16090       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Hand                                   | 17.18       | ***         |

| <b>Code</b> | <b>Category</b>   | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|---|--|-------------|-------------|
| 16110       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Drycleaning              | 17.18       | ***         |
| 16130       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Shirts                   | 17.18       | ***         |
| 16160       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Wearing Apparel, Laundry | 17.18       | ***         |
| 16190       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Sewing Machine Operator                    | 20.45       |             |
| 16220       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Tailor                                     | 21.26       |             |
| 16250       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Washer, Machine                            | 18.00       |             |
| 19010       | Machine Tool Operation And Repair Occupations           | Machine-Tool Operator                      | 28.77       |             |
| 19040       | Machine Tool Operation And Repair Occupations           | Tool And Die Maker                         | 33.43       |             |
| 21020       | Materials Handling And Packing Occupations              | Forklift Operator                          | 26.44       |             |
| 21030       | Materials Handling And Packing Occupations              | Material Coordinator                       | 27.60       |             |
| 21040       | Materials Handling And Packing Occupations              | Material Expediter                         | 27.60       |             |
| 21050       | Materials Handling And Packing Occupations              | Material Handling Laborer                  | 17.80       |             |
| 21071       | Materials Handling And Packing Occupations              | Order Filler                               | 17.32       |             |
| 21080       | Materials Handling And Packing Occupations              | Production Line Worker                     | 26.44       |             |
| 21110       | Materials Handling And Packing Occupations              | Shipping Packer                            | 21.56       |             |
| 21130       | Materials Handling And Packing Occupations              | Shipping/Receiving Clerk                   | 21.56       |             |
| 21140       | Materials Handling And Packing Occupations              | Store Worker I                             | 16.98       | ***         |
| 21150       | Materials Handling And Packing Occupations              | Stock Clerk                                | 22.72       |             |
| 21210       | Materials Handling And Packing Occupations              | Tools And Parts Attendant                  | 26.44       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                                   | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 21410       | Materials Handling And Packing Occupations       | Warehouse Specialist                           | 26.44       |             |
| 23010       | Mechanics And Maintenance And Repair Occupations | Aerospace Structural Welder                    | 36.63       |             |
| 23019       | Mechanics And Maintenance And Repair Occupations | Aircraft Logs and Records Technician           | 31.33       |             |
| 23021       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic I                            | 35.40       |             |
| 23022       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic II                           | 36.63       |             |
| 23023       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic III                          | 38.10       |             |
| 23040       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic Helper                       | 28.53       |             |
| 23050       | Mechanics And Maintenance And Repair Occupations | Aircraft, Painter                              | 34.02       |             |
| 23060       | Mechanics And Maintenance And Repair Occupations | Aircraft Servicer                              | 31.33       |             |
| 23070       | Mechanics And Maintenance And Repair Occupations | Aircraft Survival Flight Equipment Technician  | 34.02       |             |
| 23080       | Mechanics And Maintenance And Repair Occupations | Aircraft Worker                                | 32.60       |             |
| 23091       | Mechanics And Maintenance And Repair Occupations | Aircrew Life Support Equipment (ALSE) Mechanic | 32.60       |             |
| 23092       | Mechanics And Maintenance And Repair Occupations | Aircrew Life Support Equipment (ALSE) Mechanic | 35.40       |             |
| 23110       | Mechanics And Maintenance And Repair Occupations | Appliance Mechanic                             | 29.01       |             |
| 23120       | Mechanics And Maintenance And Repair Occupations | Bicycle Repairer                               | 25.54       |             |
| 23125       | Mechanics And Maintenance And Repair Occupations | Cable Splicer                                  | 33.67       |             |
| 23130       | Mechanics And Maintenance And Repair Occupations | Carpenter, Maintenance                         | 28.46       |             |
| 23140       | Mechanics And Maintenance And Repair Occupations | Carpet Layer                                   | 27.82       |             |
| 23160       | Mechanics And Maintenance And Repair Occupations | Electrician, Maintenance                       | 33.00       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 23181       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance I      | 27.68       |             |
| 23182       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance II     | 28.88       |             |
| 23183       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance III    | 30.05       |             |
| 23260       | Mechanics And Maintenance And Repair Occupations | Fabric Worker                             | 26.73       |             |
| 23290       | Mechanics And Maintenance And Repair Occupations | Fire Alarm System Mechanic                | 30.20       |             |
| 23310       | Mechanics And Maintenance And Repair Occupations | Fire Extinguisher Repairer                | 25.54       |             |
| 23311       | Mechanics And Maintenance And Repair Occupations | Fuel Distribution System Mechanic         | 31.39       |             |
| 23312       | Mechanics And Maintenance And Repair Occupations | Fuel Distribution System Operator         | 27.97       |             |
| 23370       | Mechanics And Maintenance And Repair Occupations | General Maintenance Worker                | 24.41       |             |
| 23380       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Mechanic         | 35.40       |             |
| 23381       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Servicer         | 31.33       |             |
| 23382       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Worker           | 32.60       |             |
| 23391       | Mechanics And Maintenance And Repair Occupations | Gunsmith I                                | 25.54       |             |
| 23392       | Mechanics And Maintenance And Repair Occupations | Gunsmith II                               | 27.82       |             |
| 23393       | Mechanics And Maintenance And Repair Occupations | Gunsmith III                              | 30.20       |             |
| 23410       | Mechanics And Maintenance And Repair Occupations | Heating, Ventilation And Air-Conditioning | 30.50       |             |
| 23411       | Mechanics And Maintenance And Repair Occupations | Heating, Ventilation And Air Contidioning | 31.56       |             |
| 23430       | Mechanics And Maintenance And Repair Occupations | Heavy Equipment Mechanic                  | 30.20       |             |
| 23440       | Mechanics And Maintenance And Repair Occupations | Heavy Equipment Operator                  | 37.97       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|--|---------------------------------|-------------|-------------|
| 23460       | Mechanics And Maintenance And Repair Occupations | Instrument Mechanic             | 30.20       |             |
| 23465       | Mechanics And Maintenance And Repair Occupations | Laboratory/Shelter Mechanic     | 29.01       |             |
| 23470       | Mechanics And Maintenance And Repair Occupations | Laborer                         | 17.80       |             |
| 23510       | Mechanics And Maintenance And Repair Occupations | Locksmith                       | 29.01       |             |
| 23530       | Mechanics And Maintenance And Repair Occupations | Machinery Maintenance Mechanic  | 33.77       |             |
| 23550       | Mechanics And Maintenance And Repair Occupations | Machinist, Maintenance          | 24.09       |             |
| 23580       | Mechanics And Maintenance And Repair Occupations | Maintenance Trades Helper       | 23.45       |             |
| 23591       | Mechanics And Maintenance And Repair Occupations | Metrology Technician I          | 30.20       |             |
| 23592       | Mechanics And Maintenance And Repair Occupations | Metrology Technician II         | 31.25       |             |
| 23593       | Mechanics And Maintenance And Repair Occupations | Metrology Technician III        | 32.50       |             |
| 23640       | Mechanics And Maintenance And Repair Occupations | Millwright                      | 30.20       |             |
| 23710       | Mechanics And Maintenance And Repair Occupations | Office Appliance Repairer       | 29.01       |             |
| 23760       | Mechanics And Maintenance And Repair Occupations | Painter, Maintenance            | 23.99       |             |
| 23790       | Mechanics And Maintenance And Repair Occupations | Pipefitter, Maintenance         | 33.95       |             |
| 23810       | Mechanics And Maintenance And Repair Occupations | Plumber, Maintenance            | 32.62       |             |
| 23820       | Mechanics And Maintenance And Repair Occupations | Pneudraulic Systems Mechanic    | 30.20       |             |
| 23850       | Mechanics And Maintenance And Repair Occupations | Rigger                          | 30.20       |             |
| 23870       | Mechanics And Maintenance And Repair Occupations | Scale Mechanic                  | 27.82       |             |
| 23890       | Mechanics And Maintenance And Repair Occupations | Sheet-Metal Worker, Maintenance | 32.51       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                          | <b>Rate</b> | <b>Note</b> |
|-------------|--|---------------------------------------|-------------|-------------|
| 23910       | Mechanics And Maintenance And Repair Occupations | Small Engine Mechanic                 | 27.82       |             |
| 23931       | Mechanics And Maintenance And Repair Occupations | Telecommunications Mechanic I         | 33.17       |             |
| 23932       | Mechanics And Maintenance And Repair Occupations | Telecommunications Mechanic II        | 34.32       |             |
| 23950       | Mechanics And Maintenance And Repair Occupations | Telephone Lineman                     | 30.66       |             |
| 23960       | Mechanics And Maintenance And Repair Occupations | Welder, Combination, Maintenance      | 23.41       |             |
| 23965       | Mechanics And Maintenance And Repair Occupations | Well Driller                          | 30.20       |             |
| 23970       | Mechanics And Maintenance And Repair Occupations | Woodcraft Worker                      | 30.20       |             |
| 23980       | Mechanics And Maintenance And Repair Occupations | Woodworker                            | 25.54       |             |
| 24550       | Personal Needs Occupations                       | Case Manager                          | 19.38       |             |
| 24570       | Personal Needs Occupations                       | Child Care Attendant                  | 14.98       | ***         |
| 24580       | Personal Needs Occupations                       | Child Care Center Clerk               | 18.69       |             |
| 24610       | Personal Needs Occupations                       | Chore Aide                            | 16.79       | ***         |
| 24620       | Personal Needs Occupations                       | Family Readiness And Support Services | 19.38       |             |
| 24630       | Personal Needs Occupations                       | Homemaker                             | 22.09       |             |
| 25010       | Plant And System Operations Occupations          | Boiler Tender                         | 30.34       |             |
| 25040       | Plant And System Operations Occupations          | Sewage Plant Operator                 | 30.06       |             |
| 25070       | Plant And System Operations Occupations          | Stationary Engineer                   | 30.34       |             |
| 25190       | Plant And System Operations Occupations          | Ventilation Equipment Tender          | 25.22       |             |
| 25210       | Plant And System Operations Occupations          | Water Treatment Plant Operator        | 30.06       |             |
| 27004       | Protective Service Occupations                   | Alarm Monitor                         | 29.59       |             |
| 27007       | Protective Service Occupations                   | Baggage Inspector                     | 17.13       | ***         |
| 27008       | Protective Service Occupations                   | Corrections Officer                   | 33.32       |             |
| 27010       | Protective Service Occupations                   | Court Security Officer                | 33.32       |             |

| <b>Code</b> | <b>Category</b>                                | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 27030       | Protective Service Occupations                 | Detection Dog Handler                     | 19.88       |             |
| 27040       | Protective Service Occupations                 | Detention Officer                         | 33.32       |             |
| 27070       | Protective Service Occupations                 | Firefighter                               | 33.32       |             |
| 27101       | Protective Service Occupations                 | Guard I                                   | 17.13       | ***         |
| 27102       | Protective Service Occupations                 | Guard II                                  | 19.88       |             |
| 27131       | Protective Service Occupations                 | Police Officer I                          | 38.64       |             |
| 27132       | Protective Service Occupations                 | Police Officer II                         | 42.96       |             |
| 28041       | Recreation Occupations                         | Carnival Equipment Operator               | 18.38       |             |
| 28042       | Recreation Occupations                         | Carnival Equipment Repairer               | 19.29       |             |
| 28043       | Recreation Occupations                         | Carnival Worker                           | 14.64       | ***         |
| 28210       | Recreation Occupations                         | Gate Attendant/Gate Tender                | 21.97       |             |
| 28310       | Recreation Occupations                         | Lifeguard                                 | 18.66       |             |
| 28350       | Recreation Occupations                         | Park Attendant                            | 24.57       |             |
| 28510       | Recreation Occupations                         | Recreation Aide/Health Facility Attendant | 17.94       |             |
| 28515       | Recreation Occupations                         | Recreation Specialist                     | 30.46       |             |
| 28630       | Recreation Occupations                         | Sports Official                           | 19.58       |             |
| 28690       | Recreation Occupations                         | Swimming Pool Operator                    | 21.43       |             |
| 29010       | Stevedoring/Longshoremen Occupational Services | Blocker And Bracer                        | 27.82       |             |
| 29020       | Stevedoring/Longshoremen Occupational Services | Hatch Tender                              | 27.82       |             |
| 29030       | Stevedoring/Longshoremen Occupational Services | Line Handler                              | 27.82       |             |
| 29041       | Stevedoring/Longshoremen Occupational Services | Stevedore I                               | 26.73       |             |
| 29042       | Stevedoring/Longshoremen Occupational Services | Stevedore II                              | 29.01       |             |
| 30010       | Technical Occupations                          | Air Traffic Control Specialist, Center    | 53.11       | see 2       |
| 30011       | Technical Occupations                          | Air Traffic Control Specialist, Station   | 36.62       | see 2       |
| 30012       | Technical Occupations                          | Air Traffic Control Specialist, Terminal  | 40.33       | see 2       |
| 30021       | Technical Occupations                          | Archeological Technician I                | 23.13       |             |
| 30022       | Technical Occupations                          | Archeological Technician II               | 25.87       |             |

| <b>Code</b> | <b>Category</b>       | <b>Title</b>                           | <b>Rate</b> | <b>Note</b> |
|-------------|-----------------------|--|-------------|-------------|
| 30023       | Technical Occupations | Archeological Technician III           | 32.06       |             |
| 30030       | Technical Occupations | Cartographic Technician                | 32.06       |             |
| 30040       | Technical Occupations | Civil Engineering Technician           | 32.06       |             |
| 30051       | Technical Occupations | Cryogenic Technician I                 | 35.50       |             |
| 30052       | Technical Occupations | Cryogenic Technician II                | 39.20       |             |
| 30061       | Technical Occupations | Drafter/CAD Operator I                 | 23.13       |             |
| 30062       | Technical Occupations | Drafter/CAD Operator II                | 25.87       |             |
| 30063       | Technical Occupations | Drafter/CAD Operator III               | 28.84       |             |
| 30064       | Technical Occupations | Drafter/CAD Operator IV                | 35.50       |             |
| 30081       | Technical Occupations | Engineering Technician I               | 18.98       |             |
| 30082       | Technical Occupations | Engineering Technician II              | 21.31       |             |
| 30083       | Technical Occupations | Engineering Technician III             | 24.16       |             |
| 30084       | Technical Occupations | Engineering Technician IV              | 29.51       |             |
| 30085       | Technical Occupations | Engineering Technician V               | 36.10       |             |
| 30086       | Technical Occupations | Engineering Technician VI              | 43.68       |             |
| 30090       | Technical Occupations | Environmental Technician               | 32.06       |             |
| 30095       | Technical Occupations | Evidence Control Specialist            | 32.06       |             |
| 30210       | Technical Occupations | Laboratory Technician                  | 28.19       |             |
| 30221       | Technical Occupations | Latent Fingerprint Technician I        | 35.50       |             |
| 30222       | Technical Occupations | Latent Fingerprint Technician II       | 39.20       |             |
| 30240       | Technical Occupations | Mathematical Technician                | 32.06       |             |
| 30361       | Technical Occupations | Paralegal/Legal Assistant I            | 24.44       |             |
| 30362       | Technical Occupations | Paralegal/Legal Assistant II           | 30.28       |             |
| 30363       | Technical Occupations | Paralegal/Legal Assistant III          | 37.04       |             |
| 30364       | Technical Occupations | Paralegal/Legal Assistant IV           | 44.81       |             |
| 30375       | Technical Occupations | Petroleum Supply Specialist            | 39.20       |             |
| 30390       | Technical Occupations | Photo-Optics Technician                | 32.06       |             |
| 30395       | Technical Occupations | Radiation Control Technician           | 39.20       |             |
| 30461       | Technical Occupations | Technical Writer I                     | 32.06       |             |
| 30462       | Technical Occupations | Technical Writer II                    | 39.20       |             |
| 30463       | Technical Occupations | Technical Writer III                   | 47.43       |             |
| 30491       | Technical Occupations | Unexploded Ordnance (UXO) Technician I | 33.76       |             |

| <b>Code</b> | <b>Category</b>                                       | <b>Title</b>                             | <b>Rate</b> | <b>Note</b> |
|-------------|---|--|-------------|-------------|
| 30492       | Technical Occupations                                 | Unexploded Ordnance (UXO) Technician II  | 40.84       |             |
| 30493       | Technical Occupations                                 | Unexploded Ordnance (UXO) Technician III | 48.95       |             |
| 30494       | Technical Occupations                                 | Unexploded (UXO) Safety Escort           | 33.76       |             |
| 30495       | Technical Occupations                                 | Unexploded (UXO) Sweep Personnel         | 33.76       |             |
| 30501       | Technical Occupations                                 | Weather Forecaster I                     | 35.50       |             |
| 30502       | Technical Occupations                                 | Weather Forecaster II                    | 43.18       |             |
| 30620       | Technical Occupations                                 | Weather Observer, Combined Upper Air Or  | 28.84       | see 2       |
| 30621       | Technical Occupations                                 | Weather Observer, Senior                 | 32.06       | see 2       |
| 31010       | Transportation/Mobile Equipment Operation Occupations | Airplane Pilot                           | 40.84       |             |
| 31020       | Transportation/Mobile Equipment Operation Occupations | Bus Aide                                 | 21.66       |             |
| 31030       | Transportation/Mobile Equipment Operation Occupations | Bus Driver                               | 27.61       |             |
| 31043       | Transportation/Mobile Equipment Operation Occupations | Driver Courier                           | 19.14       |             |
| 31260       | Transportation/Mobile Equipment Operation Occupations | Parking and Lot Attendant                | 15.89       | ***         |
| 31290       | Transportation/Mobile Equipment Operation Occupations | Shuttle Bus Driver                       | 18.99       |             |
| 31310       | Transportation/Mobile Equipment Operation Occupations | Taxi Driver                              | 18.95       |             |
| 31361       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Light                       | 20.09       |             |
| 31362       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Medium                      | 21.82       |             |
| 31363       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Heavy                       | 26.30       |             |
| 31364       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Tractor-Trailer             | 26.30       |             |
| 99020       | Miscellaneous Occupations                             | Cabin Safety Specialist                  | 19.91       |             |
| 99030       | Miscellaneous Occupations                             | Cashier                                  | 14.84       | ***         |
| 99050       | Miscellaneous Occupations                             | Desk Clerk                               | 16.86       | ***         |

| <b>Code</b> | <b>Category</b>           | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------|---------------------------------|-------------|-------------|
| 99095       | Miscellaneous Occupations | Embalmer                        | 33.76       |             |
| 99130       | Miscellaneous Occupations | Flight Follower                 | 33.76       |             |
| 99251       | Miscellaneous Occupations | Laboratory Animal Caretaker I   | 16.71       | ***         |
| 99252       | Miscellaneous Occupations | Laboratory Animal Caretaker II  | 17.52       |             |
| 99260       | Miscellaneous Occupations | Marketing Analyst               | 32.40       |             |
| 99310       | Miscellaneous Occupations | Mortician                       | 33.76       |             |
| 99410       | Miscellaneous Occupations | Pest Controller                 | 26.36       |             |
| 99510       | Miscellaneous Occupations | Photofinishing Worker           | 17.74       |             |
| 99710       | Miscellaneous Occupations | Recycling Laborer               | 25.53       |             |
| 99711       | Miscellaneous Occupations | Recycling Specialist            | 28.92       |             |
| 99730       | Miscellaneous Occupations | Refuse Collector                | 23.03       |             |
| 99810       | Miscellaneous Occupations | Sales Clerk                     | 16.35       | ***         |
| 99820       | Miscellaneous Occupations | School Crossing Guard           | 19.12       |             |
| 99830       | Miscellaneous Occupations | Survey Party Chief              | 29.44       |             |
| 99831       | Miscellaneous Occupations | Surveying Aide                  | 18.42       |             |
| 99832       | Miscellaneous Occupations | Surveying Technician            | 22.28       |             |
| 99840       | Miscellaneous Occupations | Vending Machine Attendant       | 24.01       |             |
| 99841       | Miscellaneous Occupations | Vending Machine Repairer        | 27.43       |             |
| 99842       | Miscellaneous Occupations | Vending Machine Repairer Helper | 24.01       |             |

## **Footer**

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.20 per hour) or 13658 (\$12.90 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. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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:** \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month **HEALTH & WELFARE EO 13706:** \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 per month\*

\*This rate is to be used only when compensating employees for performance on an SCA-

covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

**VACATION:** 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 25 years.

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

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

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

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

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

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

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

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

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

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**\*\* HAZARDOUS PAY DIFFERENTIAL \*\***

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

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

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like;

minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear"

materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

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

**Conformance Process:**

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

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

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S.

Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).

- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

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

When preparing a conformance request, the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a

classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination.

Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

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## **Wage Determination No. : 2015-4117**

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

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

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 28

Date Of Last Revision : 07/22/2024

Source : [Source Website](#)

### **Header**

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

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2024.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.90 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 2024.

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).

This wage determination is applicable to the following CONNECTICUT cities and towns in FAIRFIELD COUNTY: Bethel, Brookfield, Danbury, New Fairfield, Newtown, Sherman

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

### Wage Determination Table

| Code  | Category  | Title                               | Rate  | Note |
|-------|---|-------------------------------------|-------|------|
| 01011 | Administrative Support And Clerical Occupations | Accounting Clerk I                  | 19.42 |      |
| 01012 | Administrative Support And Clerical Occupations | Accounting Clerk II                 | 21.81 |      |
| 01013 | Administrative Support And Clerical Occupations | Accounting Clerk III                | 24.39 |      |
| 01020 | Administrative Support And Clerical Occupations | Administrative Assistant            | 35.57 |      |
| 01035 | Administrative Support And Clerical Occupations | Court Reporter                      | 23.77 |      |
| 01041 | Administrative Support And Clerical Occupations | Customer Service Representative I   | 18.11 |      |
| 01042 | Administrative Support And Clerical Occupations | Customer Service Representative II  | 19.76 |      |
| 01043 | Administrative Support And Clerical Occupations | Customer Service Representative III | 22.18 |      |
| 01051 | Administrative Support And Clerical Occupations | Data Entry Operator I               | 17.31 |      |
| 01052 | Administrative Support And Clerical Occupations | Data Entry Operator II              | 18.89 |      |
| 01060 | Administrative Support And Clerical Occupations | Dispatcher, Motor Vehicle           | 25.79 |      |
| 01070 | Administrative Support And Clerical Occupations | Document Preparation Clerk          | 20.71 |      |
| 01090 | Administrative Support And Clerical Occupations | Duplicating Machine Operator        | 20.71 |      |
| 01111 | Administrative Support And Clerical Occupations | General Clerk I                     | 16.71 | ***  |

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------------|-------------|-------------|
| 01112       | Administrative Support And Clerical Occupations | General Clerk II                     | 18.23       |             |
| 01113       | Administrative Support And Clerical Occupations | General Clerk III                    | 20.46       |             |
| 01120       | Administrative Support And Clerical Occupations | Housing Referral Assistant           | 26.92       |             |
| 01141       | Administrative Support And Clerical Occupations | Messenger Courier                    | 15.42       | ***         |
| 01191       | Administrative Support And Clerical Occupations | Order Clerk I                        | 21.20       |             |
| 01192       | Administrative Support And Clerical Occupations | Order Clerk II                       | 23.38       |             |
| 01261       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) I   | 21.07       |             |
| 01262       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) II  | 23.56       |             |
| 01263       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) III | 26.28       |             |
| 01270       | Administrative Support And Clerical Occupations | Production Control Clerk             | 27.60       |             |
| 01290       | Administrative Support And Clerical Occupations | Rental Clerk                         | 19.95       |             |
| 01300       | Administrative Support And Clerical Occupations | Scheduler, Maintenance               | 21.57       |             |
| 01311       | Administrative Support And Clerical Occupations | Secretary I                          | 21.57       |             |
| 01312       | Administrative Support And Clerical Occupations | Secretary II                         | 24.82       |             |
| 01313       | Administrative Support And Clerical Occupations | Secretary III                        | 26.92       |             |
| 01320       | Administrative Support And Clerical Occupations | Service Order Dispatcher             | 21.48       |             |
| 01410       | Administrative Support And Clerical Occupations | Supply Technician                    | 35.57       |             |
| 01420       | Administrative Support And Clerical Occupations | Survey Worker                        | 23.77       |             |
| 01460       | Administrative Support And Clerical Occupations | Switchboard Operator/Receptionist    | 17.92       |             |

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------------|-------------|-------------|
| 01531       | Administrative Support And Clerical Occupations | Travel Clerk I                       | 16.78       | ***         |
| 01532       | Administrative Support And Clerical Occupations | Travel Clerk II                      | 18.17       |             |
| 01533       | Administrative Support And Clerical Occupations | Travel Clerk III                     | 19.06       |             |
| 01611       | Administrative Support And Clerical Occupations | Word Processor I                     | 18.94       |             |
| 01612       | Administrative Support And Clerical Occupations | Word Processor II                    | 21.25       |             |
| 01613       | Administrative Support And Clerical Occupations | Word Processor III                   | 23.77       |             |
| 05005       | Automotive Service Occupations                  | Automobile Body Repairer, Fiberglass | 26.38       |             |
| 05010       | Automotive Service Occupations                  | Automotive Electrician               | 29.52       |             |
| 05040       | Automotive Service Occupations                  | Automotive Glass Installer           | 28.55       |             |
| 05070       | Automotive Service Occupations                  | Automotive Worker                    | 28.55       |             |
| 05110       | Automotive Service Occupations                  | Mobile Equipment Servicer            | 26.80       |             |
| 05130       | Automotive Service Occupations                  | Motor Equipment Metal Mechanic       | 30.34       |             |
| 05160       | Automotive Service Occupations                  | Motor Equipment Metal Worker         | 28.55       |             |
| 05190       | Automotive Service Occupations                  | Motor Vehicle Mechanic               | 29.68       |             |
| 05220       | Automotive Service Occupations                  | Motor Vehicle Mechanic Helper        | 25.82       |             |
| 05250       | Automotive Service Occupations                  | Motor Vehicle Upholstery Worker      | 27.72       |             |
| 05280       | Automotive Service Occupations                  | Motor Vehicle Wrecker                | 28.55       |             |
| 05310       | Automotive Service Occupations                  | Painter, Automotive                  | 28.79       |             |
| 05340       | Automotive Service Occupations                  | Radiator Repair Specialist           | 26.95       |             |
| 05370       | Automotive Service Occupations                  | Tire Repairer                        | 16.42       | ***         |
| 05400       | Automotive Service Occupations                  | Transmission Repair Specialist       | 29.68       |             |
| 07010       | Food Preparation And Service Occupations        | Baker                                | 18.15       |             |
| 07041       | Food Preparation And Service Occupations        | Cook I                               | 21.60       |             |
| 07042       | Food Preparation And Service Occupations        | Cook II                              | 23.52       |             |
| 07070       | Food Preparation And Service Occupations        | Dishwasher                           | 14.90       | ***         |

| <b>Code</b> | <b>Category</b>                              | <b>Title</b>                 | <b>Rate</b> | <b>Note</b> |
|-------------|--|------------------------------|-------------|-------------|
| 07130       | Food Preparation And Service Occupations     | Food Service Worker          | 16.30       | ***         |
| 07210       | Food Preparation And Service Occupations     | Meat Cutter                  | 22.13       |             |
| 07260       | Food Preparation And Service Occupations     | Waiter/Waitress              | 15.49       | ***         |
| 09010       | Furniture Maintenance And Repair Occupations | Electrostatic Spray Painter  | 29.26       |             |
| 09040       | Furniture Maintenance And Repair Occupations | Furniture Handler            | 21.67       |             |
| 09080       | Furniture Maintenance And Repair Occupations | Furniture Refinisher         | 29.26       |             |
| 09090       | Furniture Maintenance And Repair Occupations | Furniture Refinisher Helper  | 24.55       |             |
| 09110       | Furniture Maintenance And Repair Occupations | Furniture Repairer, Minor    | 26.95       |             |
| 09130       | Furniture Maintenance And Repair Occupations | Upholsterer                  | 29.26       |             |
| 11030       | General Services And Support Occupations     | Cleaner, Vehicles            | 15.45       | ***         |
| 11060       | General Services And Support Occupations     | Elevator Operator            | 17.22       |             |
| 11090       | General Services And Support Occupations     | Gardener                     | 23.74       |             |
| 11122       | General Services And Support Occupations     | Housekeeping Aide            | 17.22       |             |
| 11150       | General Services And Support Occupations     | Janitor                      | 17.22       |             |
| 11210       | General Services And Support Occupations     | Laborer, Grounds Maintenance | 19.97       |             |
| 11240       | General Services And Support Occupations     | Maid or Houseman             | 16.45       | ***         |
| 11260       | General Services And Support Occupations     | Pruner                       | 18.00       |             |
| 11270       | General Services And Support Occupations     | Tractor Operator             | 22.63       |             |
| 11330       | General Services And Support Occupations     | Trail Maintenance Worker     | 19.97       |             |

| <b>Code</b> | <b>Category</b>                          | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 11360       | General Services And Support Occupations | Window Cleaner                             | 19.08       |             |
| 12010       | Health Occupations                       | Ambulance Driver                           | 27.72       |             |
| 12011       | Health Occupations                       | Breath Alcohol Technician                  | 27.72       |             |
| 12012       | Health Occupations                       | Certified Occupational Therapist Assistant | 38.03       |             |
| 12015       | Health Occupations                       | Certified Physical Therapist Assistant     | 36.32       |             |
| 12020       | Health Occupations                       | Dental Assistant                           | 23.29       |             |
| 12025       | Health Occupations                       | Dental Hygienist                           | 48.18       |             |
| 12030       | Health Occupations                       | EKG Technician                             | 42.01       |             |
| 12035       | Health Occupations                       | Electroneurodiagnostic Technologist        | 42.01       |             |
| 12040       | Health Occupations                       | Emergency Medical Technician               | 27.72       |             |
| 12071       | Health Occupations                       | Licensed Practical Nurse I                 | 24.78       |             |
| 12072       | Health Occupations                       | Licensed Practical Nurse II                | 27.72       |             |
| 12073       | Health Occupations                       | Licensed Practical Nurse III               | 30.91       |             |
| 12100       | Health Occupations                       | Medical Assistant                          | 21.71       |             |
| 12130       | Health Occupations                       | Medical Laboratory Technician              | 26.04       |             |
| 12160       | Health Occupations                       | Medical Record Clerk                       | 24.84       |             |
| 12190       | Health Occupations                       | Medical Record Technician                  | 30.76       |             |
| 12195       | Health Occupations                       | Medical Transcriptionist                   | 24.78       |             |
| 12210       | Health Occupations                       | Nuclear Medicine Technologist              | 60.91       |             |
| 12221       | Health Occupations                       | Nursing Assistant I                        | 15.42       | ***         |
| 12222       | Health Occupations                       | Nursing Assistant II                       | 17.36       |             |
| 12223       | Health Occupations                       | Nursing Assistant III                      | 18.94       |             |
| 12224       | Health Occupations                       | Nursing Assistant IV                       | 21.25       |             |
| 12235       | Health Occupations                       | Optical Dispenser                          | 32.16       |             |
| 12236       | Health Occupations                       | Optical Technician                         | 24.78       |             |
| 12250       | Health Occupations                       | Pharmacy Technician                        | 19.35       |             |
| 12280       | Health Occupations                       | Phlebotomist                               | 22.15       |             |
| 12305       | Health Occupations                       | Radiologic Technologist                    | 40.65       |             |
| 12311       | Health Occupations                       | Registered Nurse I                         | 32.76       |             |
| 12312       | Health Occupations                       | Registered Nurse II                        | 39.57       |             |
| 12313       | Health Occupations                       | Registered Nurse II, Specialist            | 39.57       |             |

| <b>Code</b> | <b>Category</b>                    | <b>Title</b>                           | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------|--|-------------|-------------|
| 12314       | Health Occupations                 | Registered Nurse III                   | 49.39       |             |
| 12315       | Health Occupations                 | Registered Nurse III, Anesthetist      | 49.39       |             |
| 12316       | Health Occupations                 | Registered Nurse IV                    | 59.20       |             |
| 12317       | Health Occupations                 | Scheduler                              | 34.34       |             |
| 12320       | Health Occupations                 | Substance Abuse Treatment Counselor    | 27.44       |             |
| 13011       | Information And Arts Occupations   | Exhibits Specialist I                  | 27.56       |             |
| 13012       | Information And Arts Occupations   | Exhibits Specialist II                 | 34.14       |             |
| 13013       | Information And Arts Occupations   | Exhibits Specialist III                | 41.76       |             |
| 13041       | Information And Arts Occupations   | Illustrator I                          | 28.07       |             |
| 13042       | Information And Arts Occupations   | Illustrator II                         | 35.08       |             |
| 13043       | Information And Arts Occupations   | Illustrator III                        | 44.73       |             |
| 13047       | Information And Arts Occupations   | Librarian                              | 37.81       |             |
| 13050       | Information And Arts Occupations   | Library Aide/Clerk                     | 19.75       |             |
| 13054       | Information And Arts Occupations   | Library Information Technology Systems | 34.14       |             |
| 13058       | Information And Arts Occupations   | Library Technician                     | 28.26       |             |
| 13061       | Information And Arts Occupations   | Media Specialist I                     | 24.65       |             |
| 13062       | Information And Arts Occupations   | Media Specialist II                    | 27.56       |             |
| 13063       | Information And Arts Occupations   | Media Specialist III                   | 30.72       |             |
| 13071       | Information And Arts Occupations   | Photographer I                         | 24.65       |             |
| 13072       | Information And Arts Occupations   | Photographer II                        | 27.56       |             |
| 13073       | Information And Arts Occupations   | Photographer III                       | 34.14       |             |
| 13074       | Information And Arts Occupations   | Photographer IV                        | 44.26       |             |
| 13075       | Information And Arts Occupations   | Photographer V                         | 50.85       |             |
| 13090       | Information And Arts Occupations   | Technical Order Library Clerk          | 24.81       |             |
| 13110       | Information And Arts Occupations   | Video Teleconference Technician        | 24.65       |             |
| 14041       | Information Technology Occupations | Computer Operator I                    | 27.64       |             |
| 14042       | Information Technology Occupations | Computer Operator II                   | 30.92       |             |
| 14043       | Information Technology Occupations | Computer Operator III                  | 34.47       |             |
| 14044       | Information Technology Occupations | Computer Operator IV                   | 38.31       |             |
| 14045       | Information Technology Occupations | Computer Operator V                    | 42.43       |             |
| 14071       | Information Technology Occupations | Computer Programmer I                  | 27.56       | see<br>1    |

| <b>Code</b> | <b>Category</b>                    | <b>Title</b>                                    | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------|---|-------------|-------------|
| 14072       | Information Technology Occupations | Computer Programmer II                          | NaN         | see 1       |
| 14073       | Information Technology Occupations | Computer Programmer III                         | NaN         | see 1       |
| 14074       | Information Technology Occupations | Computer Programmer IV                          | NaN         | see 1       |
| 14101       | Information Technology Occupations | Computer Systems Analyst I                      | NaN         | see 1       |
| 14102       | Information Technology Occupations | Computer Systems Analyst II                     | NaN         | see 1       |
| 14103       | Information Technology Occupations | Computer Systems Analyst III                    | NaN         | see 1       |
| 14150       | Information Technology Occupations | Peripheral Equipment Operator                   | 27.64       |             |
| 14160       | Information Technology Occupations | Personal Computer Support Technician            | 38.31       |             |
| 14170       | Information Technology Occupations | System Support Specialist                       | 43.44       |             |
| 15010       | Instructional Occupations          | Aircrew Training Devices Instructor             | 40.54       |             |
| 15020       | Instructional Occupations          | Aircrew Training Devices Instructor             | 48.13       |             |
| 15030       | Instructional Occupations          | Air Crew Training Devices Instructor            | 57.71       |             |
| 15050       | Instructional Occupations          | Computer Based Training Specialist / Instructor | 40.54       |             |
| 15060       | Instructional Occupations          | Educational Technologist                        | 48.69       |             |
| 15070       | Instructional Occupations          | Flight Instructor                               | 57.71       |             |
| 15080       | Instructional Occupations          | Graphic Artist                                  | 32.92       |             |
| 15085       | Instructional Occupations          | Maintenance Test Pilot, Fixed, Jet/Prop         | 56.90       |             |
| 15086       | Instructional Occupations          | Maintenance Test Pilot, Rotary Wing             | 56.90       |             |
| 15088       | Instructional Occupations          | Non-Maintenance Test/Co-Pilot                   | 56.90       |             |
| 15090       | Instructional Occupations          | Technical Instructor                            | 27.18       |             |
| 15095       | Instructional Occupations          | Technical Instructor/Course Developer           | 33.25       |             |
| 15110       | Instructional Occupations          | Test Proctor                                    | 21.94       |             |
| 15120       | Instructional Occupations          | Tutor   | 21.94       |             |

| <b>Code</b> | <b>Category</b>   | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|---|--|-------------|-------------|
| 16010       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Assembler                                  | 17.18       | ***         |
| 16030       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Counter Attendant                          | 17.18       | ***         |
| 16040       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Dry Cleaner                                | 19.63       |             |
| 16070       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Finisher, Flatwork, Machine                | 17.18       | ***         |
| 16090       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Hand                              | 17.18       | ***         |
| 16110       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Drycleaning              | 17.18       | ***         |
| 16130       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Shirts                   | 17.18       | ***         |
| 16160       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Wearing Apparel, Laundry | 17.18       | ***         |
| 16190       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Sewing Machine Operator                    | 20.45       |             |
| 16220       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Tailor                                     | 21.26       |             |
| 16250       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Washer, Machine                            | 18.00       |             |
| 19010       | Machine Tool Operation And Repair Occupations           | Machine-Tool Operator                      | 28.77       |             |
| 19040       | Machine Tool Operation And Repair Occupations           | Tool And Die Maker                         | 33.43       |             |
| 21020       | Materials Handling And Packing Occupations              | Forklift Operator                          | 26.44       |             |
| 21030       | Materials Handling And Packing Occupations              | Material Coordinator                       | 27.60       |             |
| 21040       | Materials Handling And Packing Occupations              | Material Expediter                         | 27.60       |             |
| 21050       | Materials Handling And Packing Occupations              | Material Handling Laborer                  | 17.80       |             |
| 21071       | Materials Handling And Packing Occupations              | Order Filler                               | 17.32       |             |
| 21080       | Materials Handling And Packing Occupations              | Production Line Worker                     | 26.44       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                                   | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 21110       | Materials Handling And Packing Occupations       | Shipping Packer                                | 21.56       |             |
| 21130       | Materials Handling And Packing Occupations       | Shipping/Receiving Clerk                       | 21.56       |             |
| 21140       | Materials Handling And Packing Occupations       | Store Worker I                                 | 16.98       | ***         |
| 21150       | Materials Handling And Packing Occupations       | Stock Clerk                                    | 22.72       |             |
| 21210       | Materials Handling And Packing Occupations       | Tools And Parts Attendant                      | 26.44       |             |
| 21410       | Materials Handling And Packing Occupations       | Warehouse Specialist                           | 26.44       |             |
| 23010       | Mechanics And Maintenance And Repair Occupations | Aerospace Structural Welder                    | 36.63       |             |
| 23019       | Mechanics And Maintenance And Repair Occupations | Aircraft Logs and Records Technician           | 31.33       |             |
| 23021       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic I                            | 35.40       |             |
| 23022       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic II                           | 36.63       |             |
| 23023       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic III                          | 38.10       |             |
| 23040       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic Helper                       | 29.04       |             |
| 23050       | Mechanics And Maintenance And Repair Occupations | Aircraft, Painter                              | 34.02       |             |
| 23060       | Mechanics And Maintenance And Repair Occupations | Aircraft Servicer                              | 31.33       |             |
| 23070       | Mechanics And Maintenance And Repair Occupations | Aircraft Survival Flight Equipment Technician  | 34.02       |             |
| 23080       | Mechanics And Maintenance And Repair Occupations | Aircraft Worker                                | 32.60       |             |
| 23091       | Mechanics And Maintenance And Repair Occupations | Aircrew Life Support Equipment (ALSE) Mechanic | 32.60       |             |
| 23092       | Mechanics And Maintenance And Repair Occupations | Aircrew Life Support Equipment (ALSE) Mechanic | 35.40       |             |
| 23110       | Mechanics And Maintenance And Repair Occupations | Appliance Mechanic                             | 29.01       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                           | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 23120       | Mechanics And Maintenance And Repair Occupations | Bicycle Repairer                       | 25.54       |             |
| 23125       | Mechanics And Maintenance And Repair Occupations | Cable Splicer                          | 35.32       |             |
| 23130       | Mechanics And Maintenance And Repair Occupations | Carpenter, Maintenance                 | 29.55       |             |
| 23140       | Mechanics And Maintenance And Repair Occupations | Carpet Layer                           | 27.82       |             |
| 23160       | Mechanics And Maintenance And Repair Occupations | Electrician, Maintenance               | 36.84       |             |
| 23181       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance I   | 27.68       |             |
| 23182       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance II  | 28.88       |             |
| 23183       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance III | 30.05       |             |
| 23260       | Mechanics And Maintenance And Repair Occupations | Fabric Worker                          | 26.73       |             |
| 23290       | Mechanics And Maintenance And Repair Occupations | Fire Alarm System Mechanic             | 30.20       |             |
| 23310       | Mechanics And Maintenance And Repair Occupations | Fire Extinguisher Repairer             | 25.54       |             |
| 23311       | Mechanics And Maintenance And Repair Occupations | Fuel Distribution System Mechanic      | 30.20       |             |
| 23312       | Mechanics And Maintenance And Repair Occupations | Fuel Distribution System Operator      | 27.08       |             |
| 23370       | Mechanics And Maintenance And Repair Occupations | General Maintenance Worker             | 24.67       |             |
| 23380       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Mechanic      | 35.40       |             |
| 23381       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Servicer      | 31.33       |             |
| 23382       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Worker        | 32.60       |             |
| 23391       | Mechanics And Maintenance And Repair Occupations | Gunsmith I                             | 25.54       |             |
| 23392       | Mechanics And Maintenance And Repair Occupations | Gunsmith II                            | 27.82       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 23393       | Mechanics And Maintenance And Repair Occupations | Gunsmith III                              | 30.20       |             |
| 23410       | Mechanics And Maintenance And Repair Occupations | Heating, Ventilation And Air-Conditioning | 30.50       |             |
| 23411       | Mechanics And Maintenance And Repair Occupations | Heating, Ventilation And Air Contidioning | 31.56       |             |
| 23430       | Mechanics And Maintenance And Repair Occupations | Heavy Equipment Mechanic                  | 30.20       |             |
| 23440       | Mechanics And Maintenance And Repair Occupations | Heavy Equipment Operator                  | 37.97       |             |
| 23460       | Mechanics And Maintenance And Repair Occupations | Instrument Mechanic                       | 30.20       |             |
| 23465       | Mechanics And Maintenance And Repair Occupations | Laboratory/Shelter Mechanic               | 29.01       |             |
| 23470       | Mechanics And Maintenance And Repair Occupations | Laborer                                   | 17.80       |             |
| 23510       | Mechanics And Maintenance And Repair Occupations | Locksmith                                 | 29.01       |             |
| 23530       | Mechanics And Maintenance And Repair Occupations | Machinery Maintenance Mechanic            | 33.77       |             |
| 23550       | Mechanics And Maintenance And Repair Occupations | Machinist, Maintenance                    | 24.09       |             |
| 23580       | Mechanics And Maintenance And Repair Occupations | Maintenance Trades Helper                 | 21.47       |             |
| 23591       | Mechanics And Maintenance And Repair Occupations | Metrology Technician I                    | 30.20       |             |
| 23592       | Mechanics And Maintenance And Repair Occupations | Metrology Technician II                   | 31.25       |             |
| 23593       | Mechanics And Maintenance And Repair Occupations | Metrology Technician III                  | 32.50       |             |
| 23640       | Mechanics And Maintenance And Repair Occupations | Millwright                                | 30.20       |             |
| 23710       | Mechanics And Maintenance And Repair Occupations | Office Appliance Repairer                 | 29.01       |             |
| 23760       | Mechanics And Maintenance And Repair Occupations | Painter, Maintenance                      | 25.03       |             |
| 23790       | Mechanics And Maintenance And Repair Occupations | Pipefitter, Maintenance                   | 33.95       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                          | <b>Rate</b> | <b>Note</b> |
|-------------|--|---------------------------------------|-------------|-------------|
| 23810       | Mechanics And Maintenance And Repair Occupations | Plumber, Maintenance                  | 32.62       |             |
| 23820       | Mechanics And Maintenance And Repair Occupations | Pneudraulic Systems Mechanic          | 30.20       |             |
| 23850       | Mechanics And Maintenance And Repair Occupations | Rigger                                | 30.20       |             |
| 23870       | Mechanics And Maintenance And Repair Occupations | Scale Mechanic                        | 27.82       |             |
| 23890       | Mechanics And Maintenance And Repair Occupations | Sheet-Metal Worker, Maintenance       | 32.51       |             |
| 23910       | Mechanics And Maintenance And Repair Occupations | Small Engine Mechanic                 | 27.82       |             |
| 23931       | Mechanics And Maintenance And Repair Occupations | Telecommunications Mechanic I         | 33.17       |             |
| 23932       | Mechanics And Maintenance And Repair Occupations | Telecommunications Mechanic II        | 34.32       |             |
| 23950       | Mechanics And Maintenance And Repair Occupations | Telephone Lineman                     | 34.49       |             |
| 23960       | Mechanics And Maintenance And Repair Occupations | Welder, Combination, Maintenance      | 23.41       |             |
| 23965       | Mechanics And Maintenance And Repair Occupations | Well Driller                          | 30.20       |             |
| 23970       | Mechanics And Maintenance And Repair Occupations | Woodcraft Worker                      | 30.20       |             |
| 23980       | Mechanics And Maintenance And Repair Occupations | Woodworker                            | 25.54       |             |
| 24550       | Personal Needs Occupations                       | Case Manager                          | 18.50       |             |
| 24570       | Personal Needs Occupations                       | Child Care Attendant                  | 14.98       | ***         |
| 24580       | Personal Needs Occupations                       | Child Care Center Clerk               | 18.69       |             |
| 24610       | Personal Needs Occupations                       | Chore Aide                            | 16.79       | ***         |
| 24620       | Personal Needs Occupations                       | Family Readiness And Support Services | 18.50       |             |
| 24630       | Personal Needs Occupations                       | Homemaker                             | 24.30       |             |
| 25010       | Plant And System Operations Occupations          | Boiler Tender                         | 30.34       |             |
| 25040       | Plant And System Operations Occupations          | Sewage Plant Operator                 | 30.06       |             |

| <b>Code</b> | <b>Category</b>                                | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 25070       | Plant And System Operations Occupations        | Stationary Engineer                       | 30.34       |             |
| 25190       | Plant And System Operations Occupations        | Ventilation Equipment Tender              | 26.02       |             |
| 25210       | Plant And System Operations Occupations        | Water Treatment Plant Operator            | 30.57       |             |
| 27004       | Protective Service Occupations                 | Alarm Monitor                             | 29.59       |             |
| 27007       | Protective Service Occupations                 | Baggage Inspector                         | 17.98       |             |
| 27008       | Protective Service Occupations                 | Corrections Officer                       | 35.31       |             |
| 27010       | Protective Service Occupations                 | Court Security Officer                    | 35.31       |             |
| 27030       | Protective Service Occupations                 | Detection Dog Handler                     | 20.36       |             |
| 27040       | Protective Service Occupations                 | Detention Officer                         | 35.31       |             |
| 27070       | Protective Service Occupations                 | Firefighter                               | 35.31       |             |
| 27101       | Protective Service Occupations                 | Guard I                                   | 17.98       |             |
| 27102       | Protective Service Occupations                 | Guard II                                  | 20.36       |             |
| 27131       | Protective Service Occupations                 | Police Officer I                          | 38.64       |             |
| 27132       | Protective Service Occupations                 | Police Officer II                         | 42.96       |             |
| 28041       | Recreation Occupations                         | Carnival Equipment Operator               | 18.38       |             |
| 28042       | Recreation Occupations                         | Carnival Equipment Repairer               | 19.29       |             |
| 28043       | Recreation Occupations                         | Carnival Worker                           | 14.64       | ***         |
| 28210       | Recreation Occupations                         | Gate Attendant/Gate Tender                | 24.07       |             |
| 28310       | Recreation Occupations                         | Lifeguard                                 | 18.66       |             |
| 28350       | Recreation Occupations                         | Park Attendant                            | 26.94       |             |
| 28510       | Recreation Occupations                         | Recreation Aide/Health Facility Attendant | 20.02       |             |
| 28515       | Recreation Occupations                         | Recreation Specialist                     | 33.36       |             |
| 28630       | Recreation Occupations                         | Sports Official                           | 21.44       |             |
| 28690       | Recreation Occupations                         | Swimming Pool Operator                    | 21.00       |             |
| 29010       | Stevedoring/Longshoremen Occupational Services | Blocker And Bracer                        | 27.82       |             |
| 29020       | Stevedoring/Longshoremen Occupational Services | Hatch Tender                              | 27.82       |             |
| 29030       | Stevedoring/Longshoremen Occupational Services | Line Handler                              | 27.82       |             |
| 29041       | Stevedoring/Longshoremen Occupational Services | Stevedore I                               | 26.73       |             |

| <b>Code</b> | <b>Category</b>                                | <b>Title</b>                             | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 29042       | Stevedoring/Longshoremen Occupational Services | Stevedore II                             | 29.85       |             |
| 30010       | Technical Occupations                          | Air Traffic Control Specialist, Center   | 53.11       | see 2       |
| 30011       | Technical Occupations                          | Air Traffic Control Specialist, Station  | 36.62       | see 2       |
| 30012       | Technical Occupations                          | Air Traffic Control Specialist, Terminal | 40.33       | see 2       |
| 30021       | Technical Occupations                          | Archeological Technician I               | 23.13       |             |
| 30022       | Technical Occupations                          | Archeological Technician II              | 25.87       |             |
| 30023       | Technical Occupations                          | Archeological Technician III             | 32.06       |             |
| 30030       | Technical Occupations                          | Cartographic Technician                  | 32.06       |             |
| 30040       | Technical Occupations                          | Civil Engineering Technician             | 32.06       |             |
| 30051       | Technical Occupations                          | Cryogenic Technician I                   | 35.50       |             |
| 30052       | Technical Occupations                          | Cryogenic Technician II                  | 39.20       |             |
| 30061       | Technical Occupations                          | Drafter/CAD Operator I                   | 23.13       |             |
| 30062       | Technical Occupations                          | Drafter/CAD Operator II                  | 25.87       |             |
| 30063       | Technical Occupations                          | Drafter/CAD Operator III                 | 28.84       |             |
| 30064       | Technical Occupations                          | Drafter/CAD Operator IV                  | 35.50       |             |
| 30081       | Technical Occupations                          | Engineering Technician I                 | 19.98       |             |
| 30082       | Technical Occupations                          | Engineering Technician II                | 22.47       |             |
| 30083       | Technical Occupations                          | Engineering Technician III               | 25.28       |             |
| 30084       | Technical Occupations                          | Engineering Technician IV                | 31.22       |             |
| 30085       | Technical Occupations                          | Engineering Technician V                 | 38.08       |             |
| 30086       | Technical Occupations                          | Engineering Technician VI                | 46.34       |             |
| 30090       | Technical Occupations                          | Environmental Technician                 | 32.06       |             |
| 30095       | Technical Occupations                          | Evidence Control Specialist              | 32.06       |             |
| 30210       | Technical Occupations                          | Laboratory Technician                    | 28.19       |             |
| 30221       | Technical Occupations                          | Latent Fingerprint Technician I          | 35.50       |             |
| 30222       | Technical Occupations                          | Latent Fingerprint Technician II         | 39.20       |             |
| 30240       | Technical Occupations                          | Mathematical Technician                  | 32.06       |             |
| 30361       | Technical Occupations                          | Paralegal/Legal Assistant I              | 24.44       |             |
| 30362       | Technical Occupations                          | Paralegal/Legal Assistant II             | 30.28       |             |
| 30363       | Technical Occupations                          | Paralegal/Legal Assistant III            | 37.04       |             |
| 30364       | Technical Occupations                          | Paralegal/Legal Assistant IV             | 44.81       |             |

| <b>Code</b> | <b>Category</b>  | <b>Title</b>                                | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 30375       | Technical Occupations                                    | Petroleum Supply Specialist                 | 39.20       |             |
| 30390       | Technical Occupations                                    | Photo-Optics Technician                     | 32.06       |             |
| 30395       | Technical Occupations                                    | Radiation Control Technician                | 39.20       |             |
| 30461       | Technical Occupations                                    | Technical Writer I                          | 32.06       |             |
| 30462       | Technical Occupations                                    | Technical Writer II                         | 39.20       |             |
| 30463       | Technical Occupations                                    | Technical Writer III                        | 47.43       |             |
| 30491       | Technical Occupations                                    | Unexploded Ordnance (UXO)<br>Technician I   | 33.76       |             |
| 30492       | Technical Occupations                                    | Unexploded Ordnance (UXO)<br>Technician II  | 40.84       |             |
| 30493       | Technical Occupations                                    | Unexploded Ordnance (UXO)<br>Technician III | 48.95       |             |
| 30494       | Technical Occupations                                    | Unexploded (UXO) Safety Escort              | 33.76       |             |
| 30495       | Technical Occupations                                    | Unexploded (UXO) Sweep<br>Personnel         | 33.76       |             |
| 30501       | Technical Occupations                                    | Weather Forecaster I                        | 35.50       |             |
| 30502       | Technical Occupations                                    | Weather Forecaster II                       | 43.18       |             |
| 30620       | Technical Occupations                                    | Weather Observer, Combined<br>Upper Air Or  | 28.84       | see<br>2    |
| 30621       | Technical Occupations                                    | Weather Observer, Senior                    | 32.06       | see<br>2    |
| 31010       | Transportation/Mobile Equipment<br>Operation Occupations | Airplane Pilot                              | 40.84       |             |
| 31020       | Transportation/Mobile Equipment<br>Operation Occupations | Bus Aide                                    | 22.12       |             |
| 31030       | Transportation/Mobile Equipment<br>Operation Occupations | Bus Driver                                  | 27.61       |             |
| 31043       | Transportation/Mobile Equipment<br>Operation Occupations | Driver Courier                              | 19.14       |             |
| 31260       | Transportation/Mobile Equipment<br>Operation Occupations | Parking and Lot Attendant                   | 15.89       | ***         |
| 31290       | Transportation/Mobile Equipment<br>Operation Occupations | Shuttle Bus Driver                          | 19.58       |             |
| 31310       | Transportation/Mobile Equipment<br>Operation Occupations | Taxi Driver                                 | 18.95       |             |
| 31361       | Transportation/Mobile Equipment<br>Operation Occupations | Truckdriver, Light                          | 20.09       |             |

| <b>Code</b> | <b>Category</b>                                       | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|---|---------------------------------|-------------|-------------|
| 31362       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Medium             | 21.70       |             |
| 31363       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Heavy              | 26.30       |             |
| 31364       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Tractor-Trailer    | 26.30       |             |
| 99020       | Miscellaneous Occupations                             | Cabin Safety Specialist         | 19.91       |             |
| 99030       | Miscellaneous Occupations                             | Cashier                         | 14.84       | ***         |
| 99050       | Miscellaneous Occupations                             | Desk Clerk                      | 16.86       | ***         |
| 99095       | Miscellaneous Occupations                             | Embalmer                        | 37.16       |             |
| 99130       | Miscellaneous Occupations                             | Flight Follower                 | 33.76       |             |
| 99251       | Miscellaneous Occupations                             | Laboratory Animal Caretaker I   | 17.88       |             |
| 99252       | Miscellaneous Occupations                             | Laboratory Animal Caretaker II  | 18.54       |             |
| 99260       | Miscellaneous Occupations                             | Marketing Analyst               | 32.40       |             |
| 99310       | Miscellaneous Occupations                             | Mortician                       | 37.16       |             |
| 99410       | Miscellaneous Occupations                             | Pest Controller                 | 26.36       |             |
| 99510       | Miscellaneous Occupations                             | Photofinishing Worker           | 17.74       |             |
| 99710       | Miscellaneous Occupations                             | Recycling Laborer               | 25.53       |             |
| 99711       | Miscellaneous Occupations                             | Recycling Specialist            | 28.92       |             |
| 99730       | Miscellaneous Occupations                             | Refuse Collector                | 23.03       |             |
| 99810       | Miscellaneous Occupations                             | Sales Clerk                     | 16.35       | ***         |
| 99820       | Miscellaneous Occupations                             | School Crossing Guard           | 19.12       |             |
| 99830       | Miscellaneous Occupations                             | Survey Party Chief              | 24.88       |             |
| 99831       | Miscellaneous Occupations                             | Surveying Aide                  | 17.10       | ***         |
| 99832       | Miscellaneous Occupations                             | Surveying Technician            | 22.59       |             |
| 99840       | Miscellaneous Occupations                             | Vending Machine Attendant       | 24.01       |             |
| 99841       | Miscellaneous Occupations                             | Vending Machine Repairer        | 27.43       |             |
| 99842       | Miscellaneous Occupations                             | Vending Machine Repairer Helper | 24.01       |             |

## Footer

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.20 per hour) or 13658 (\$12.90 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. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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: \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 per month\*

\*This rate is to be used only when compensating employees for performance on an SCA-

covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

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

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

#### THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESSES 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)).

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## **Wage Determination No. : 2015-4119**

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

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

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 27

Date Of Last Revision : 07/22/2024

Source : [Source Website](#)

### **Header**

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

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2024.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.90 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 2024.

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).

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

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

LITCHFIELD COUNTY: New Hartford

MIDDLESEX COUNTY: Cromwell, East Hampton, Portland

NEW LONDON COUNTY: Colchester

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

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

### **Wage Determination Table**

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>             | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------|-------------|-------------|
| 01011       | Administrative Support And Clerical Occupations | Accounting Clerk I       | 19.93       |             |
| 01012       | Administrative Support And Clerical Occupations | Accounting Clerk II      | 22.37       |             |
| 01013       | Administrative Support And Clerical Occupations | Accounting Clerk III     | 25.02       |             |
| 01020       | Administrative Support And Clerical Occupations | Administrative Assistant | 36.71       |             |

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------------|-------------|-------------|
| 01035       | Administrative Support And Clerical Occupations | Court Reporter                       | 23.39       |             |
| 01041       | Administrative Support And Clerical Occupations | Customer Service Representative I    | 18.03       |             |
| 01042       | Administrative Support And Clerical Occupations | Customer Service Representative II   | 19.68       |             |
| 01043       | Administrative Support And Clerical Occupations | Customer Service Representative III  | 22.08       |             |
| 01051       | Administrative Support And Clerical Occupations | Data Entry Operator I                | 17.72       |             |
| 01052       | Administrative Support And Clerical Occupations | Data Entry Operator II               | 19.33       |             |
| 01060       | Administrative Support And Clerical Occupations | Dispatcher, Motor Vehicle            | 23.29       |             |
| 01070       | Administrative Support And Clerical Occupations | Document Preparation Clerk           | 23.64       |             |
| 01090       | Administrative Support And Clerical Occupations | Duplicating Machine Operator         | 23.64       |             |
| 01111       | Administrative Support And Clerical Occupations | General Clerk I                      | 17.14       | ***         |
| 01112       | Administrative Support And Clerical Occupations | General Clerk II                     | 18.70       |             |
| 01113       | Administrative Support And Clerical Occupations | General Clerk III                    | 20.99       |             |
| 01120       | Administrative Support And Clerical Occupations | Housing Referral Assistant           | 26.07       |             |
| 01141       | Administrative Support And Clerical Occupations | Messenger Courier                    | 17.98       |             |
| 01191       | Administrative Support And Clerical Occupations | Order Clerk I                        | 19.67       |             |
| 01192       | Administrative Support And Clerical Occupations | Order Clerk II                       | 21.46       |             |
| 01261       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) I   | 20.15       |             |
| 01262       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) II  | 22.55       |             |
| 01263       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) III | 25.14       |             |

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------------|-------------|-------------|
| 01270       | Administrative Support And Clerical Occupations | Production Control Clerk             | 28.67       |             |
| 01290       | Administrative Support And Clerical Occupations | Rental Clerk                         | 17.33       |             |
| 01300       | Administrative Support And Clerical Occupations | Scheduler, Maintenance               | 20.90       |             |
| 01311       | Administrative Support And Clerical Occupations | Secretary I                          | 20.90       |             |
| 01312       | Administrative Support And Clerical Occupations | Secretary II                         | 23.39       |             |
| 01313       | Administrative Support And Clerical Occupations | Secretary III                        | 26.07       |             |
| 01320       | Administrative Support And Clerical Occupations | Service Order Dispatcher             | 20.83       |             |
| 01410       | Administrative Support And Clerical Occupations | Supply Technician                    | 36.71       |             |
| 01420       | Administrative Support And Clerical Occupations | Survey Worker                        | 22.29       |             |
| 01460       | Administrative Support And Clerical Occupations | Switchboard Operator/Receptionist    | 17.84       |             |
| 01531       | Administrative Support And Clerical Occupations | Travel Clerk I                       | 21.05       |             |
| 01532       | Administrative Support And Clerical Occupations | Travel Clerk II                      | 22.94       |             |
| 01533       | Administrative Support And Clerical Occupations | Travel Clerk III                     | 24.19       |             |
| 01611       | Administrative Support And Clerical Occupations | Word Processor I                     | 19.45       |             |
| 01612       | Administrative Support And Clerical Occupations | Word Processor II                    | 21.83       |             |
| 01613       | Administrative Support And Clerical Occupations | Word Processor III                   | 24.42       |             |
| 05005       | Automotive Service Occupations                  | Automobile Body Repairer, Fiberglass | 27.95       |             |
| 05010       | Automotive Service Occupations                  | Automotive Electrician               | 22.82       |             |
| 05040       | Automotive Service Occupations                  | Automotive Glass Installer           | 21.93       |             |
| 05070       | Automotive Service Occupations                  | Automotive Worker                    | 21.93       |             |
| 05110       | Automotive Service Occupations                  | Mobile Equipment Servicer            | 20.27       |             |

| <b>Code</b> | <b>Category</b>                              | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|--|---------------------------------|-------------|-------------|
| 05130       | Automotive Service Occupations               | Motor Equipment Metal Mechanic  | 23.65       |             |
| 05160       | Automotive Service Occupations               | Motor Equipment Metal Worker    | 21.93       |             |
| 05190       | Automotive Service Occupations               | Motor Vehicle Mechanic          | 23.65       |             |
| 05220       | Automotive Service Occupations               | Motor Vehicle Mechanic Helper   | 19.38       |             |
| 05250       | Automotive Service Occupations               | Motor Vehicle Upholstery Worker | 21.15       |             |
| 05280       | Automotive Service Occupations               | Motor Vehicle Wrecker           | 21.93       |             |
| 05310       | Automotive Service Occupations               | Painter, Automotive             | 22.82       |             |
| 05340       | Automotive Service Occupations               | Radiator Repair Specialist      | 21.93       |             |
| 05370       | Automotive Service Occupations               | Tire Repairer                   | 16.13       | ***         |
| 05400       | Automotive Service Occupations               | Transmission Repair Specialist  | 23.65       |             |
| 07010       | Food Preparation And Service Occupations     | Baker                           | 17.88       |             |
| 07041       | Food Preparation And Service Occupations     | Cook I                          | 21.48       |             |
| 07042       | Food Preparation And Service Occupations     | Cook II                         | 23.24       |             |
| 07070       | Food Preparation And Service Occupations     | Dishwasher                      | 15.03       | ***         |
| 07130       | Food Preparation And Service Occupations     | Food Service Worker             | 16.08       | ***         |
| 07210       | Food Preparation And Service Occupations     | Meat Cutter                     | 21.04       |             |
| 07260       | Food Preparation And Service Occupations     | Waiter/Waitress                 | 16.53       | ***         |
| 09010       | Furniture Maintenance And Repair Occupations | Electrostatic Spray Painter     | 22.28       |             |
| 09040       | Furniture Maintenance And Repair Occupations | Furniture Handler               | 16.51       | ***         |
| 09080       | Furniture Maintenance And Repair Occupations | Furniture Refinisher            | 21.94       |             |
| 09090       | Furniture Maintenance And Repair Occupations | Furniture Refinisher Helper     | 18.50       |             |
| 09110       | Furniture Maintenance And Repair Occupations | Furniture Repairer, Minor       | 20.20       |             |
| 09130       | Furniture Maintenance And Repair Occupations | Upholsterer                     | 21.02       |             |

| <b>Code</b> | <b>Category</b>                          | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 11030       | General Services And Support Occupations | Cleaner, Vehicles                          | 15.55       | ***         |
| 11060       | General Services And Support Occupations | Elevator Operator                          | 17.77       |             |
| 11090       | General Services And Support Occupations | Gardener                                   | 23.21       |             |
| 11122       | General Services And Support Occupations | Housekeeping Aide                          | 17.77       |             |
| 11150       | General Services And Support Occupations | Janitor                                    | 17.77       |             |
| 11210       | General Services And Support Occupations | Laborer, Grounds Maintenance               | 19.72       |             |
| 11240       | General Services And Support Occupations | Maid or Houseman                           | 16.16       | ***         |
| 11260       | General Services And Support Occupations | Pruner                                     | 18.02       |             |
| 11270       | General Services And Support Occupations | Tractor Operator                           | 22.19       |             |
| 11330       | General Services And Support Occupations | Trail Maintenance Worker                   | 19.72       |             |
| 11360       | General Services And Support Occupations | Window Cleaner                             | 19.46       |             |
| 12010       | Health Occupations                       | Ambulance Driver                           | 24.58       |             |
| 12011       | Health Occupations                       | Breath Alcohol Technician                  | 28.00       |             |
| 12012       | Health Occupations                       | Certified Occupational Therapist Assistant | 33.24       |             |
| 12015       | Health Occupations                       | Certified Physical Therapist Assistant     | 36.98       |             |
| 12020       | Health Occupations                       | Dental Assistant                           | 23.09       |             |
| 12025       | Health Occupations                       | Dental Hygienist                           | 45.08       |             |
| 12030       | Health Occupations                       | EKG Technician                             | 42.00       |             |
| 12035       | Health Occupations                       | Electroneurodiagnostic Technologist        | 42.00       |             |
| 12040       | Health Occupations                       | Emergency Medical Technician               | 24.58       |             |
| 12071       | Health Occupations                       | Licensed Practical Nurse I                 | 25.04       |             |
| 12072       | Health Occupations                       | Licensed Practical Nurse II                | 28.00       |             |
| 12073       | Health Occupations                       | Licensed Practical Nurse III               | 31.23       |             |

| <b>Code</b> | <b>Category</b>                  | <b>Title</b>                           | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------|--|-------------|-------------|
| 12100       | Health Occupations               | Medical Assistant                      | 21.96       |             |
| 12130       | Health Occupations               | Medical Laboratory Technician          | 38.27       |             |
| 12160       | Health Occupations               | Medical Record Clerk                   | 27.60       |             |
| 12190       | Health Occupations               | Medical Record Technician              | 30.87       |             |
| 12195       | Health Occupations               | Medical Transcriptionist               | 25.00       |             |
| 12210       | Health Occupations               | Nuclear Medicine Technologist          | 49.12       |             |
| 12221       | Health Occupations               | Nursing Assistant I                    | 14.39       | ***         |
| 12222       | Health Occupations               | Nursing Assistant II                   | 16.19       | ***         |
| 12223       | Health Occupations               | Nursing Assistant III                  | 17.67       |             |
| 12224       | Health Occupations               | Nursing Assistant IV                   | 19.83       |             |
| 12235       | Health Occupations               | Optical Dispenser                      | 32.14       |             |
| 12236       | Health Occupations               | Optical Technician                     | 25.04       |             |
| 12250       | Health Occupations               | Pharmacy Technician                    | 18.32       |             |
| 12280       | Health Occupations               | Phlebotomist                           | 21.82       |             |
| 12305       | Health Occupations               | Radiologic Technologist                | 37.81       |             |
| 12311       | Health Occupations               | Registered Nurse I                     | 30.12       |             |
| 12312       | Health Occupations               | Registered Nurse II                    | 36.83       |             |
| 12313       | Health Occupations               | Registered Nurse II, Specialist        | 36.83       |             |
| 12314       | Health Occupations               | Registered Nurse III                   | 44.56       |             |
| 12315       | Health Occupations               | Registered Nurse III, Anesthetist      | 44.56       |             |
| 12316       | Health Occupations               | Registered Nurse IV                    | 53.42       |             |
| 12317       | Health Occupations               | Scheduler                              | 34.70       |             |
| 12320       | Health Occupations               | Substance Abuse Treatment Counselor    | 26.72       |             |
| 13011       | Information And Arts Occupations | Exhibits Specialist I                  | 26.94       |             |
| 13012       | Information And Arts Occupations | Exhibits Specialist II                 | 33.38       |             |
| 13013       | Information And Arts Occupations | Exhibits Specialist III                | 40.83       |             |
| 13041       | Information And Arts Occupations | Illustrator I                          | 27.70       |             |
| 13042       | Information And Arts Occupations | Illustrator II                         | 34.32       |             |
| 13043       | Information And Arts Occupations | Illustrator III                        | 41.99       |             |
| 13047       | Information And Arts Occupations | Librarian                              | 38.01       |             |
| 13050       | Information And Arts Occupations | Library Aide/Clerk                     | 18.39       |             |
| 13054       | Information And Arts Occupations | Library Information Technology Systems | 34.32       |             |

| <b>Code</b> | <b>Category</b>                    | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------|--------------------------------------|-------------|-------------|
| 13058       | Information And Arts Occupations   | Library Technician                   | 26.36       |             |
| 13061       | Information And Arts Occupations   | Media Specialist I                   | 24.77       |             |
| 13062       | Information And Arts Occupations   | Media Specialist II                  | 27.70       |             |
| 13063       | Information And Arts Occupations   | Media Specialist III                 | 30.89       |             |
| 13071       | Information And Arts Occupations   | Photographer I                       | 22.59       |             |
| 13072       | Information And Arts Occupations   | Photographer II                      | 25.27       |             |
| 13073       | Information And Arts Occupations   | Photographer III                     | 31.31       |             |
| 13074       | Information And Arts Occupations   | Photographer IV                      | 38.30       |             |
| 13075       | Information And Arts Occupations   | Photographer V                       | 46.34       |             |
| 13090       | Information And Arts Occupations   | Technical Order Library Clerk        | 23.08       |             |
| 13110       | Information And Arts Occupations   | Video Teleconference Technician      | 31.92       |             |
| 14041       | Information Technology Occupations | Computer Operator I                  | 26.81       |             |
| 14042       | Information Technology Occupations | Computer Operator II                 | 30.00       |             |
| 14043       | Information Technology Occupations | Computer Operator III                | 33.86       |             |
| 14044       | Information Technology Occupations | Computer Operator IV                 | 37.16       |             |
| 14045       | Information Technology Occupations | Computer Operator V                  | 41.15       |             |
| 14071       | Information Technology Occupations | Computer Programmer I                | 26.02       | see<br>1    |
| 14072       | Information Technology Occupations | Computer Programmer II               | NaN         | see<br>1    |
| 14073       | Information Technology Occupations | Computer Programmer III              | NaN         | see<br>1    |
| 14074       | Information Technology Occupations | Computer Programmer IV               | NaN         | see<br>1    |
| 14101       | Information Technology Occupations | Computer Systems Analyst I           | NaN         | see<br>1    |
| 14102       | Information Technology Occupations | Computer Systems Analyst II          | NaN         | see<br>1    |
| 14103       | Information Technology Occupations | Computer Systems Analyst III         | NaN         | see<br>1    |
| 14150       | Information Technology Occupations | Peripheral Equipment Operator        | 26.81       |             |
| 14160       | Information Technology Occupations | Personal Computer Support Technician | 37.16       |             |
| 14170       | Information Technology Occupations | System Support Specialist            | 46.17       |             |
| 15010       | Instructional Occupations          | Aircrew Training Devices Instructor  | 34.16       |             |

| <b>Code</b> | <b>Category</b>   | <b>Title</b>                                    | <b>Rate</b> | <b>Note</b> |
|-------------|---|---|-------------|-------------|
| 15020       | Instructional Occupations                               | Aircrew Training Devices Instructor             | 41.32       |             |
| 15030       | Instructional Occupations                               | Air Crew Training Devices Instructor            | 49.53       |             |
| 15050       | Instructional Occupations                               | Computer Based Training Specialist / Instructor | 34.16       |             |
| 15060       | Instructional Occupations                               | Educational Technologist                        | 46.48       |             |
| 15070       | Instructional Occupations                               | Flight Instructor                               | 49.53       |             |
| 15080       | Instructional Occupations                               | Graphic Artist                                  | 31.41       |             |
| 15085       | Instructional Occupations                               | Maintenance Test Pilot, Fixed, Jet/Prop         | 49.53       |             |
| 15086       | Instructional Occupations                               | Maintenance Test Pilot, Rotary Wing             | 49.53       |             |
| 15088       | Instructional Occupations                               | Non-Maintenance Test/Co-Pilot                   | 49.53       |             |
| 15090       | Instructional Occupations                               | Technical Instructor                            | 31.00       |             |
| 15095       | Instructional Occupations                               | Technical Instructor/Course Developer           | 37.91       |             |
| 15110       | Instructional Occupations                               | Test Proctor                                    | 25.02       |             |
| 15120       | Instructional Occupations                               | Tutor   | 25.02       |             |
| 16010       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Assembler                                       | 17.18       | ***         |
| 16030       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Counter Attendant                               | 17.18       | ***         |
| 16040       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Dry Cleaner                                     | 19.63       |             |
| 16070       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Finisher, Flatwork, Machine                     | 17.18       | ***         |
| 16090       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Hand                                   | 17.18       | ***         |
| 16110       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Drycleaning                   | 17.18       | ***         |
| 16130       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Shirts                        | 17.18       | ***         |
| 16160       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Wearing Apparel, Laundry      | 17.18       | ***         |
| 16190       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Sewing Machine Operator                         | 20.45       |             |

| <b>Code</b> | <b>Category</b>   | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------------|-------------|-------------|
| 16220       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Tailor                               | 21.26       |             |
| 16250       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Washer, Machine                      | 18.00       |             |
| 19010       | Machine Tool Operation And Repair Occupations           | Machine-Tool Operator                | 28.77       |             |
| 19040       | Machine Tool Operation And Repair Occupations           | Tool And Die Maker                   | 33.05       |             |
| 21020       | Materials Handling And Packing Occupations              | Forklift Operator                    | 21.88       |             |
| 21030       | Materials Handling And Packing Occupations              | Material Coordinator                 | 28.67       |             |
| 21040       | Materials Handling And Packing Occupations              | Material Expediter                   | 28.67       |             |
| 21050       | Materials Handling And Packing Occupations              | Material Handling Laborer            | 17.63       |             |
| 21071       | Materials Handling And Packing Occupations              | Order Filler                         | 18.46       |             |
| 21080       | Materials Handling And Packing Occupations              | Production Line Worker               | 21.88       |             |
| 21110       | Materials Handling And Packing Occupations              | Shipping Packer                      | 20.51       |             |
| 21130       | Materials Handling And Packing Occupations              | Shipping/Receiving Clerk             | 20.51       |             |
| 21140       | Materials Handling And Packing Occupations              | Store Worker I                       | 17.43       |             |
| 21150       | Materials Handling And Packing Occupations              | Stock Clerk                          | 22.60       |             |
| 21210       | Materials Handling And Packing Occupations              | Tools And Parts Attendant            | 21.88       |             |
| 21410       | Materials Handling And Packing Occupations              | Warehouse Specialist                 | 21.88       |             |
| 23010       | Mechanics And Maintenance And Repair Occupations        | Aerospace Structural Welder          | 39.66       |             |
| 23019       | Mechanics And Maintenance And Repair Occupations        | Aircraft Logs and Records Technician | 34.28       |             |
| 23021       | Mechanics And Maintenance And Repair Occupations        | Aircraft Mechanic I                  | 38.33       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                                   | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 23022       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic II                           | 39.66       |             |
| 23023       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic III                          | 41.07       |             |
| 23040       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic Helper                       | 31.42       |             |
| 23050       | Mechanics And Maintenance And Repair Occupations | Aircraft, Painter                              | 36.98       |             |
| 23060       | Mechanics And Maintenance And Repair Occupations | Aircraft Servicer                              | 34.28       |             |
| 23070       | Mechanics And Maintenance And Repair Occupations | Aircraft Survival Flight Equipment Technician  | 36.98       |             |
| 23080       | Mechanics And Maintenance And Repair Occupations | Aircraft Worker                                | 35.55       |             |
| 23091       | Mechanics And Maintenance And Repair Occupations | Aircrew Life Support Equipment (ALSE) Mechanic | 35.55       |             |
| 23092       | Mechanics And Maintenance And Repair Occupations | Aircrew Life Support Equipment (ALSE) Mechanic | 38.33       |             |
| 23110       | Mechanics And Maintenance And Repair Occupations | Appliance Mechanic                             | 24.18       |             |
| 23120       | Mechanics And Maintenance And Repair Occupations | Bicycle Repairer                               | 20.88       |             |
| 23125       | Mechanics And Maintenance And Repair Occupations | Cable Splicer                                  | 50.85       |             |
| 23130       | Mechanics And Maintenance And Repair Occupations | Carpenter, Maintenance                         | 31.65       |             |
| 23140       | Mechanics And Maintenance And Repair Occupations | Carpet Layer                                   | 30.95       |             |
| 23160       | Mechanics And Maintenance And Repair Occupations | Electrician, Maintenance                       | 34.07       |             |
| 23181       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance I           | 33.00       |             |
| 23182       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance II          | 34.33       |             |
| 23183       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance III         | 35.59       |             |
| 23260       | Mechanics And Maintenance And Repair Occupations | Fabric Worker                                  | 29.84       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 23290       | Mechanics And Maintenance And Repair Occupations | Fire Alarm System Mechanic                | 30.54       |             |
| 23310       | Mechanics And Maintenance And Repair Occupations | Fire Extinguisher Repairer                | 28.60       |             |
| 23311       | Mechanics And Maintenance And Repair Occupations | Fuel Distribution System Mechanic         | 47.40       |             |
| 23312       | Mechanics And Maintenance And Repair Occupations | Fuel Distribution System Operator         | 40.63       |             |
| 23370       | Mechanics And Maintenance And Repair Occupations | General Maintenance Worker                | 23.25       |             |
| 23380       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Mechanic         | 38.33       |             |
| 23381       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Servicer         | 34.28       |             |
| 23382       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Worker           | 35.55       |             |
| 23391       | Mechanics And Maintenance And Repair Occupations | Gunsmith I                                | 28.60       |             |
| 23392       | Mechanics And Maintenance And Repair Occupations | Gunsmith II                               | 30.95       |             |
| 23393       | Mechanics And Maintenance And Repair Occupations | Gunsmith III                              | 33.37       |             |
| 23410       | Mechanics And Maintenance And Repair Occupations | Heating, Ventilation And Air-Conditioning | 32.25       |             |
| 23411       | Mechanics And Maintenance And Repair Occupations | Heating, Ventilation And Air Contidioning | 33.37       |             |
| 23430       | Mechanics And Maintenance And Repair Occupations | Heavy Equipment Mechanic                  | 37.64       |             |
| 23440       | Mechanics And Maintenance And Repair Occupations | Heavy Equipment Operator                  | 36.04       |             |
| 23460       | Mechanics And Maintenance And Repair Occupations | Instrument Mechanic                       | 31.89       |             |
| 23465       | Mechanics And Maintenance And Repair Occupations | Laboratory/Shelter Mechanic               | 32.19       |             |
| 23470       | Mechanics And Maintenance And Repair Occupations | Laborer                                   | 17.63       |             |
| 23510       | Mechanics And Maintenance And Repair Occupations | Locksmith                                 | 30.07       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|--|---------------------------------|-------------|-------------|
| 23530       | Mechanics And Maintenance And Repair Occupations | Machinery Maintenance Mechanic  | 32.01       |             |
| 23550       | Mechanics And Maintenance And Repair Occupations | Machinist, Maintenance          | 29.34       |             |
| 23580       | Mechanics And Maintenance And Repair Occupations | Maintenance Trades Helper       | 20.04       |             |
| 23591       | Mechanics And Maintenance And Repair Occupations | Metrology Technician I          | 31.89       |             |
| 23592       | Mechanics And Maintenance And Repair Occupations | Metrology Technician II         | 33.00       |             |
| 23593       | Mechanics And Maintenance And Repair Occupations | Metrology Technician III        | 34.17       |             |
| 23640       | Mechanics And Maintenance And Repair Occupations | Millwright                      | 33.36       |             |
| 23710       | Mechanics And Maintenance And Repair Occupations | Office Appliance Repairer       | 24.11       |             |
| 23760       | Mechanics And Maintenance And Repair Occupations | Painter, Maintenance            | 24.06       |             |
| 23790       | Mechanics And Maintenance And Repair Occupations | Pipefitter, Maintenance         | 36.52       |             |
| 23810       | Mechanics And Maintenance And Repair Occupations | Plumber, Maintenance            | 35.23       |             |
| 23820       | Mechanics And Maintenance And Repair Occupations | Pneudraulic Systems Mechanic    | 33.37       |             |
| 23850       | Mechanics And Maintenance And Repair Occupations | Rigger                          | 30.34       |             |
| 23870       | Mechanics And Maintenance And Repair Occupations | Scale Mechanic                  | 30.95       |             |
| 23890       | Mechanics And Maintenance And Repair Occupations | Sheet-Metal Worker, Maintenance | 38.57       |             |
| 23910       | Mechanics And Maintenance And Repair Occupations | Small Engine Mechanic           | 23.72       |             |
| 23931       | Mechanics And Maintenance And Repair Occupations | Telecommunications Mechanic I   | 36.62       |             |
| 23932       | Mechanics And Maintenance And Repair Occupations | Telecommunications Mechanic II  | 37.88       |             |
| 23950       | Mechanics And Maintenance And Repair Occupations | Telephone Lineman               | 30.24       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                          | <b>Rate</b> | <b>Note</b> |
|-------------|--|---------------------------------------|-------------|-------------|
| 23960       | Mechanics And Maintenance And Repair Occupations | Welder, Combination, Maintenance      | 28.04       |             |
| 23965       | Mechanics And Maintenance And Repair Occupations | Well Driller                          | 33.36       |             |
| 23970       | Mechanics And Maintenance And Repair Occupations | Woodcraft Worker                      | 33.37       |             |
| 23980       | Mechanics And Maintenance And Repair Occupations | Woodworker                            | 28.60       |             |
| 24550       | Personal Needs Occupations                       | Case Manager                          | 21.81       |             |
| 24570       | Personal Needs Occupations                       | Child Care Attendant                  | 15.85       | ***         |
| 24580       | Personal Needs Occupations                       | Child Care Center Clerk               | 19.88       |             |
| 24610       | Personal Needs Occupations                       | Chore Aide                            | 17.20       |             |
| 24620       | Personal Needs Occupations                       | Family Readiness And Support Services | 21.81       |             |
| 24630       | Personal Needs Occupations                       | Homemaker                             | 23.11       |             |
| 25010       | Plant And System Operations Occupations          | Boiler Tender                         | 37.90       |             |
| 25040       | Plant And System Operations Occupations          | Sewage Plant Operator                 | 37.28       |             |
| 25070       | Plant And System Operations Occupations          | Stationary Engineer                   | 37.90       |             |
| 25190       | Plant And System Operations Occupations          | Ventilation Equipment Tender          | 31.05       |             |
| 25210       | Plant And System Operations Occupations          | Water Treatment Plant Operator        | 37.28       |             |
| 27004       | Protective Service Occupations                   | Alarm Monitor                         | 31.04       |             |
| 27007       | Protective Service Occupations                   | Baggage Inspector                     | 17.72       |             |
| 27008       | Protective Service Occupations                   | Corrections Officer                   | 33.61       |             |
| 27010       | Protective Service Occupations                   | Court Security Officer                | 33.61       |             |
| 27030       | Protective Service Occupations                   | Detection Dog Handler                 | 19.82       |             |
| 27040       | Protective Service Occupations                   | Detention Officer                     | 33.61       |             |
| 27070       | Protective Service Occupations                   | Firefighter                           | 37.66       |             |
| 27101       | Protective Service Occupations                   | Guard I                               | 17.72       |             |
| 27102       | Protective Service Occupations                   | Guard II                              | 19.82       |             |
| 27131       | Protective Service Occupations                   | Police Officer I                      | 37.26       |             |
| 27132       | Protective Service Occupations                   | Police Officer II                     | 41.40       |             |

| <b>Code</b> | <b>Category</b>                                | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 28041       | Recreation Occupations                         | Carnival Equipment Operator               | 18.09       |             |
| 28042       | Recreation Occupations                         | Carnival Equipment Repairer               | 18.92       |             |
| 28043       | Recreation Occupations                         | Carnival Worker                           | 14.68       | ***         |
| 28210       | Recreation Occupations                         | Gate Attendant/Gate Tender                | 20.09       |             |
| 28310       | Recreation Occupations                         | Lifeguard                                 | 15.10       | ***         |
| 28350       | Recreation Occupations                         | Park Attendant                            | 22.46       |             |
| 28510       | Recreation Occupations                         | Recreation Aide/Health Facility Attendant | 16.39       | ***         |
| 28515       | Recreation Occupations                         | Recreation Specialist                     | 27.84       |             |
| 28630       | Recreation Occupations                         | Sports Official                           | 17.89       |             |
| 28690       | Recreation Occupations                         | Swimming Pool Operator                    | 20.47       |             |
| 29010       | Stevedoring/Longshoremen Occupational Services | Blocker And Bracer                        | 36.10       |             |
| 29020       | Stevedoring/Longshoremen Occupational Services | Hatch Tender                              | 36.10       |             |
| 29030       | Stevedoring/Longshoremen Occupational Services | Line Handler                              | 36.10       |             |
| 29041       | Stevedoring/Longshoremen Occupational Services | Stevedore I                               | 34.80       |             |
| 29042       | Stevedoring/Longshoremen Occupational Services | Stevedore II                              | 37.55       |             |
| 30010       | Technical Occupations                          | Air Traffic Control Specialist, Center    | 50.94       | see 2       |
| 30011       | Technical Occupations                          | Air Traffic Control Specialist, Station   | 35.12       | see 2       |
| 30012       | Technical Occupations                          | Air Traffic Control Specialist, Terminal  | 38.68       | see 2       |
| 30021       | Technical Occupations                          | Archeological Technician I                | 22.10       |             |
| 30022       | Technical Occupations                          | Archeological Technician II               | 24.73       |             |
| 30023       | Technical Occupations                          | Archeological Technician III              | 30.63       |             |
| 30030       | Technical Occupations                          | Cartographic Technician                   | 30.63       |             |
| 30040       | Technical Occupations                          | Civil Engineering Technician              | 34.57       |             |
| 30051       | Technical Occupations                          | Cryogenic Technician I                    | 33.93       |             |
| 30052       | Technical Occupations                          | Cryogenic Technician II                   | 37.47       |             |
| 30061       | Technical Occupations                          | Drafter/CAD Operator I                    | 22.10       |             |
| 30062       | Technical Occupations                          | Drafter/CAD Operator II                   | 24.73       |             |

| <b>Code</b> | <b>Category</b>       | <b>Title</b>                             | <b>Rate</b> | <b>Note</b> |
|-------------|-----------------------|--|-------------|-------------|
| 30063       | Technical Occupations | Drafter/CAD Operator III                 | 27.56       |             |
| 30064       | Technical Occupations | Drafter/CAD Operator IV                  | 33.93       |             |
| 30081       | Technical Occupations | Engineering Technician I                 | 18.51       |             |
| 30082       | Technical Occupations | Engineering Technician II                | 20.79       |             |
| 30083       | Technical Occupations | Engineering Technician III               | 23.25       |             |
| 30084       | Technical Occupations | Engineering Technician IV                | 28.82       |             |
| 30085       | Technical Occupations | Engineering Technician V                 | 36.45       |             |
| 30086       | Technical Occupations | Engineering Technician VI                | 42.64       |             |
| 30090       | Technical Occupations | Environmental Technician                 | 25.94       |             |
| 30095       | Technical Occupations | Evidence Control Specialist              | 30.63       |             |
| 30210       | Technical Occupations | Laboratory Technician                    | 25.49       |             |
| 30221       | Technical Occupations | Latent Fingerprint Technician I          | 35.67       |             |
| 30222       | Technical Occupations | Latent Fingerprint Technician II         | 39.40       |             |
| 30240       | Technical Occupations | Mathematical Technician                  | 33.69       |             |
| 30361       | Technical Occupations | Paralegal/Legal Assistant I              | 23.25       |             |
| 30362       | Technical Occupations | Paralegal/Legal Assistant II             | 28.81       |             |
| 30363       | Technical Occupations | Paralegal/Legal Assistant III            | 35.24       |             |
| 30364       | Technical Occupations | Paralegal/Legal Assistant IV             | 42.63       |             |
| 30375       | Technical Occupations | Petroleum Supply Specialist              | 37.47       |             |
| 30390       | Technical Occupations | Photo-Optics Technician                  | 30.63       |             |
| 30395       | Technical Occupations | Radiation Control Technician             | 37.47       |             |
| 30461       | Technical Occupations | Technical Writer I                       | 31.63       |             |
| 30462       | Technical Occupations | Technical Writer II                      | 38.67       |             |
| 30463       | Technical Occupations | Technical Writer III                     | 46.79       |             |
| 30491       | Technical Occupations | Unexploded Ordnance (UXO) Technician I   | 32.37       |             |
| 30492       | Technical Occupations | Unexploded Ordnance (UXO) Technician II  | 39.17       |             |
| 30493       | Technical Occupations | Unexploded Ordnance (UXO) Technician III | 46.95       |             |
| 30494       | Technical Occupations | Unexploded (UXO) Safety Escort           | 32.37       |             |
| 30495       | Technical Occupations | Unexploded (UXO) Sweep Personnel         | 32.37       |             |
| 30501       | Technical Occupations | Weather Forecaster I                     | 33.93       |             |
| 30502       | Technical Occupations | Weather Forecaster II                    | 41.26       |             |

| <b>Code</b> | <b>Category</b>                                       | <b>Title</b>                            | <b>Rate</b> | <b>Note</b> |
|-------------|---|---|-------------|-------------|
| 30620       | Technical Occupations                                 | Weather Observer, Combined Upper Air Or | 27.56       | see 2       |
| 30621       | Technical Occupations                                 | Weather Observer, Senior                | 30.63       | see 2       |
| 31010       | Transportation/Mobile Equipment Operation Occupations | Airplane Pilot                          | 39.17       |             |
| 31020       | Transportation/Mobile Equipment Operation Occupations | Bus Aide                                | 22.51       |             |
| 31030       | Transportation/Mobile Equipment Operation Occupations | Bus Driver                              | 27.61       |             |
| 31043       | Transportation/Mobile Equipment Operation Occupations | Driver Courier                          | 18.22       |             |
| 31260       | Transportation/Mobile Equipment Operation Occupations | Parking and Lot Attendant               | 14.81       | ***         |
| 31290       | Transportation/Mobile Equipment Operation Occupations | Shuttle Bus Driver                      | 18.53       |             |
| 31310       | Transportation/Mobile Equipment Operation Occupations | Taxi Driver                             | 18.72       |             |
| 31361       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Light                      | 19.06       |             |
| 31362       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Medium                     | 20.26       |             |
| 31363       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Heavy                      | 26.90       |             |
| 31364       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Tractor-Trailer            | 26.90       |             |
| 99020       | Miscellaneous Occupations                             | Cabin Safety Specialist                 | 19.10       |             |
| 99030       | Miscellaneous Occupations                             | Cashier                                 | 14.82       | ***         |
| 99050       | Miscellaneous Occupations                             | Desk Clerk                              | 16.73       | ***         |
| 99095       | Miscellaneous Occupations                             | Embalmer                                | 37.63       |             |
| 99130       | Miscellaneous Occupations                             | Flight Follower                         | 32.37       |             |
| 99251       | Miscellaneous Occupations                             | Laboratory Animal Caretaker I           | 16.76       | ***         |
| 99252       | Miscellaneous Occupations                             | Laboratory Animal Caretaker II          | 17.53       |             |
| 99260       | Miscellaneous Occupations                             | Marketing Analyst                       | 36.56       |             |
| 99310       | Miscellaneous Occupations                             | Mortician                               | 37.63       |             |
| 99410       | Miscellaneous Occupations                             | Pest Controller                         | 22.63       |             |
| 99510       | Miscellaneous Occupations                             | Photofinishing Worker                   | 19.57       |             |

| <b>Code</b> | <b>Category</b>           | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------|---------------------------------|-------------|-------------|
| 99710       | Miscellaneous Occupations | Recycling Laborer               | 28.31       |             |
| 99711       | Miscellaneous Occupations | Recycling Specialist            | 31.80       |             |
| 99730       | Miscellaneous Occupations | Refuse Collector                | 25.84       |             |
| 99810       | Miscellaneous Occupations | Sales Clerk                     | 16.61       | ***         |
| 99820       | Miscellaneous Occupations | School Crossing Guard           | 18.74       |             |
| 99830       | Miscellaneous Occupations | Survey Party Chief              | 36.93       |             |
| 99831       | Miscellaneous Occupations | Surveying Aide                  | 20.39       |             |
| 99832       | Miscellaneous Occupations | Surveying Technician            | 33.57       |             |
| 99840       | Miscellaneous Occupations | Vending Machine Attendant       | 23.76       |             |
| 99841       | Miscellaneous Occupations | Vending Machine Repairer        | 26.89       |             |
| 99842       | Miscellaneous Occupations | Vending Machine Repairer Helper | 23.76       |             |

## **Footer**

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.20 per hour) or 13658 (\$12.90 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. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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:** \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month **HEALTH & WELFARE EO 13706:** \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 per month\*

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 25 years.

Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of twelve paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract.

Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**\*\* HAZARDOUS PAY DIFFERENTIAL \*\***

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder.

All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like;

minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below

that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear"

materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**\*\* SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS \*\***

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

**\*\* REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) \*\***

**Conformance Process:**

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR

4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S.

Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).

- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request, the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination.

Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

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## **Wage Determination No. : 2015-4121**

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 27

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## **Header**

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2024.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.90 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 2024.

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).

This wage determination is applicable to the following cities and towns in CONNECTICUT:

HARTFORD COUNTY: Berlin, Bristol, Burlington, Hartland, New Britain, Plainville, Southington

LITCHFIELD COUNTY: Barkhamsted, Harwinton, Plymouth, Thomaston

MIDDLESEX COUNTY: East Haddam, Haddam, Middletown

TOLLAND COUNTY: Mansfield, Union

WINDHAM COUNTY: Ashford, Chaplin, Scotland, Windham

\*\*Fringe Benefits Required Follow the Occupational Listing\*\*

### Wage Determination Table

| Code  | Category  | Title                               | Rate  | Note |
|-------|---|-------------------------------------|-------|------|
| 01011 | Administrative Support And Clerical Occupations | Accounting Clerk I                  | 19.93 |      |
| 01012 | Administrative Support And Clerical Occupations | Accounting Clerk II                 | 22.37 |      |
| 01013 | Administrative Support And Clerical Occupations | Accounting Clerk III                | 25.02 |      |
| 01020 | Administrative Support And Clerical Occupations | Administrative Assistant            | 36.41 |      |
| 01035 | Administrative Support And Clerical Occupations | Court Reporter                      | 23.80 |      |
| 01041 | Administrative Support And Clerical Occupations | Customer Service Representative I   | 18.03 |      |
| 01042 | Administrative Support And Clerical Occupations | Customer Service Representative II  | 19.68 |      |
| 01043 | Administrative Support And Clerical Occupations | Customer Service Representative III | 22.08 |      |
| 01051 | Administrative Support And Clerical Occupations | Data Entry Operator I               | 17.72 |      |
| 01052 | Administrative Support And Clerical Occupations | Data Entry Operator II              | 19.33 |      |
| 01060 | Administrative Support And Clerical Occupations | Dispatcher, Motor Vehicle           | 23.29 |      |
| 01070 | Administrative Support And Clerical Occupations | Document Preparation Clerk          | 23.64 |      |
| 01090 | Administrative Support And Clerical Occupations | Duplicating Machine Operator        | 23.64 |      |
| 01111 | Administrative Support And Clerical Occupations | General Clerk I                     | 17.12 | ***  |
| 01112 | Administrative Support And Clerical Occupations | General Clerk II                    | 18.68 |      |
| 01113 | Administrative Support And Clerical Occupations | General Clerk III                   | 20.98 |      |

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------------|-------------|-------------|
| 01120       | Administrative Support And Clerical Occupations | Housing Referral Assistant           | 26.07       |             |
| 01141       | Administrative Support And Clerical Occupations | Messenger Courier                    | 17.47       |             |
| 01191       | Administrative Support And Clerical Occupations | Order Clerk I                        | 19.67       |             |
| 01192       | Administrative Support And Clerical Occupations | Order Clerk II                       | 21.46       |             |
| 01261       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) I   | 20.15       |             |
| 01262       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) II  | 22.55       |             |
| 01263       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) III | 25.14       |             |
| 01270       | Administrative Support And Clerical Occupations | Production Control Clerk             | 28.67       |             |
| 01290       | Administrative Support And Clerical Occupations | Rental Clerk                         | 17.18       | ***         |
| 01300       | Administrative Support And Clerical Occupations | Scheduler, Maintenance               | 20.90       |             |
| 01311       | Administrative Support And Clerical Occupations | Secretary I                          | 20.90       |             |
| 01312       | Administrative Support And Clerical Occupations | Secretary II                         | 23.39       |             |
| 01313       | Administrative Support And Clerical Occupations | Secretary III                        | 26.07       |             |
| 01320       | Administrative Support And Clerical Occupations | Service Order Dispatcher             | 20.83       |             |
| 01410       | Administrative Support And Clerical Occupations | Supply Technician                    | 36.41       |             |
| 01420       | Administrative Support And Clerical Occupations | Survey Worker                        | 22.29       |             |
| 01460       | Administrative Support And Clerical Occupations | Switchboard Operator/Receptionist    | 17.84       |             |
| 01531       | Administrative Support And Clerical Occupations | Travel Clerk I                       | 21.05       |             |
| 01532       | Administrative Support And Clerical Occupations | Travel Clerk II                      | 22.94       |             |

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------------|-------------|-------------|
| 01533       | Administrative Support And Clerical Occupations | Travel Clerk III                     | 24.19       |             |
| 01611       | Administrative Support And Clerical Occupations | Word Processor I                     | 19.45       |             |
| 01612       | Administrative Support And Clerical Occupations | Word Processor II                    | 21.83       |             |
| 01613       | Administrative Support And Clerical Occupations | Word Processor III                   | 24.42       |             |
| 05005       | Automotive Service Occupations                  | Automobile Body Repairer, Fiberglass | 27.95       |             |
| 05010       | Automotive Service Occupations                  | Automotive Electrician               | 22.82       |             |
| 05040       | Automotive Service Occupations                  | Automotive Glass Installer           | 21.93       |             |
| 05070       | Automotive Service Occupations                  | Automotive Worker                    | 21.93       |             |
| 05110       | Automotive Service Occupations                  | Mobile Equipment Servicer            | 20.56       |             |
| 05130       | Automotive Service Occupations                  | Motor Equipment Metal Mechanic       | 23.65       |             |
| 05160       | Automotive Service Occupations                  | Motor Equipment Metal Worker         | 21.93       |             |
| 05190       | Automotive Service Occupations                  | Motor Vehicle Mechanic               | 23.65       |             |
| 05220       | Automotive Service Occupations                  | Motor Vehicle Mechanic Helper        | 19.81       |             |
| 05250       | Automotive Service Occupations                  | Motor Vehicle Upholstery Worker      | 21.27       |             |
| 05280       | Automotive Service Occupations                  | Motor Vehicle Wrecker                | 21.93       |             |
| 05310       | Automotive Service Occupations                  | Painter, Automotive                  | 22.82       |             |
| 05340       | Automotive Service Occupations                  | Radiator Repair Specialist           | 21.93       |             |
| 05370       | Automotive Service Occupations                  | Tire Repairer                        | 16.13       | ***         |
| 05400       | Automotive Service Occupations                  | Transmission Repair Specialist       | 23.65       |             |
| 07010       | Food Preparation And Service Occupations        | Baker                                | 17.88       |             |
| 07041       | Food Preparation And Service Occupations        | Cook I                               | 21.48       |             |
| 07042       | Food Preparation And Service Occupations        | Cook II                              | 23.24       |             |
| 07070       | Food Preparation And Service Occupations        | Dishwasher                           | 15.03       | ***         |
| 07130       | Food Preparation And Service Occupations        | Food Service Worker                  | 16.08       | ***         |
| 07210       | Food Preparation And Service Occupations        | Meat Cutter                          | 21.04       |             |

| <b>Code</b> | <b>Category</b>                              | <b>Title</b>                 | <b>Rate</b> | <b>Note</b> |
|-------------|--|------------------------------|-------------|-------------|
| 07260       | Food Preparation And Service Occupations     | Waiter/Waitress              | 16.53       | ***         |
| 09010       | Furniture Maintenance And Repair Occupations | Electrostatic Spray Painter  | 22.28       |             |
| 09040       | Furniture Maintenance And Repair Occupations | Furniture Handler            | 18.11       |             |
| 09080       | Furniture Maintenance And Repair Occupations | Furniture Refinisher         | 23.86       |             |
| 09090       | Furniture Maintenance And Repair Occupations | Furniture Refinisher Helper  | 19.99       |             |
| 09110       | Furniture Maintenance And Repair Occupations | Furniture Repairer, Minor    | 21.98       |             |
| 09130       | Furniture Maintenance And Repair Occupations | Upholsterer                  | 22.22       |             |
| 11030       | General Services And Support Occupations     | Cleaner, Vehicles            | 15.55       | ***         |
| 11060       | General Services And Support Occupations     | Elevator Operator            | 17.77       |             |
| 11090       | General Services And Support Occupations     | Gardener                     | 23.21       |             |
| 11122       | General Services And Support Occupations     | Housekeeping Aide            | 17.77       |             |
| 11150       | General Services And Support Occupations     | Janitor                      | 17.77       |             |
| 11210       | General Services And Support Occupations     | Laborer, Grounds Maintenance | 19.72       |             |
| 11240       | General Services And Support Occupations     | Maid or Houseman             | 16.16       | ***         |
| 11260       | General Services And Support Occupations     | Pruner                       | 18.02       |             |
| 11270       | General Services And Support Occupations     | Tractor Operator             | 22.19       |             |
| 11330       | General Services And Support Occupations     | Trail Maintenance Worker     | 19.72       |             |
| 11360       | General Services And Support Occupations     | Window Cleaner               | 19.46       |             |
| 12010       | Health Occupations                           | Ambulance Driver             | 24.58       |             |
| 12011       | Health Occupations                           | Breath Alcohol Technician    | 28.00       |             |

| <b>Code</b> | <b>Category</b>    | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|--------------------|--|-------------|-------------|
| 12012       | Health Occupations | Certified Occupational Therapist Assistant | 33.24       |             |
| 12015       | Health Occupations | Certified Physical Therapist Assistant     | 36.98       |             |
| 12020       | Health Occupations | Dental Assistant                           | 23.09       |             |
| 12025       | Health Occupations | Dental Hygienist                           | 46.51       |             |
| 12030       | Health Occupations | EKG Technician                             | 42.00       |             |
| 12035       | Health Occupations | Electroneurodiagnostic Technologist        | 42.00       |             |
| 12040       | Health Occupations | Emergency Medical Technician               | 24.58       |             |
| 12071       | Health Occupations | Licensed Practical Nurse I                 | 25.04       |             |
| 12072       | Health Occupations | Licensed Practical Nurse II                | 28.00       |             |
| 12073       | Health Occupations | Licensed Practical Nurse III               | 31.23       |             |
| 12100       | Health Occupations | Medical Assistant                          | 21.96       |             |
| 12130       | Health Occupations | Medical Laboratory Technician              | 38.27       |             |
| 12160       | Health Occupations | Medical Record Clerk                       | 27.60       |             |
| 12190       | Health Occupations | Medical Record Technician                  | 30.87       |             |
| 12195       | Health Occupations | Medical Transcriptionist                   | 25.00       |             |
| 12210       | Health Occupations | Nuclear Medicine Technologist              | 49.12       |             |
| 12221       | Health Occupations | Nursing Assistant I                        | 14.39       | ***         |
| 12222       | Health Occupations | Nursing Assistant II                       | 16.19       | ***         |
| 12223       | Health Occupations | Nursing Assistant III                      | 17.67       |             |
| 12224       | Health Occupations | Nursing Assistant IV                       | 19.83       |             |
| 12235       | Health Occupations | Optical Dispenser                          | 32.14       |             |
| 12236       | Health Occupations | Optical Technician                         | 25.04       |             |
| 12250       | Health Occupations | Pharmacy Technician                        | 18.32       |             |
| 12280       | Health Occupations | Phlebotomist                               | 21.82       |             |
| 12305       | Health Occupations | Radiologic Technologist                    | 37.81       |             |
| 12311       | Health Occupations | Registered Nurse I                         | 30.12       |             |
| 12312       | Health Occupations | Registered Nurse II                        | 36.83       |             |
| 12313       | Health Occupations | Registered Nurse II, Specialist            | 36.83       |             |
| 12314       | Health Occupations | Registered Nurse III                       | 44.56       |             |
| 12315       | Health Occupations | Registered Nurse III, Anesthetist          | 44.56       |             |
| 12316       | Health Occupations | Registered Nurse IV                        | 53.42       |             |
| 12317       | Health Occupations | Scheduler                                  | 34.70       |             |

| <b>Code</b> | <b>Category</b>                    | <b>Title</b>                           | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------|--|-------------|-------------|
| 12320       | Health Occupations                 | Substance Abuse Treatment Counselor    | 26.72       |             |
| 13011       | Information And Arts Occupations   | Exhibits Specialist I                  | 26.94       |             |
| 13012       | Information And Arts Occupations   | Exhibits Specialist II                 | 33.38       |             |
| 13013       | Information And Arts Occupations   | Exhibits Specialist III                | 40.83       |             |
| 13041       | Information And Arts Occupations   | Illustrator I                          | 27.70       |             |
| 13042       | Information And Arts Occupations   | Illustrator II                         | 34.32       |             |
| 13043       | Information And Arts Occupations   | Illustrator III                        | 41.99       |             |
| 13047       | Information And Arts Occupations   | Librarian                              | 38.01       |             |
| 13050       | Information And Arts Occupations   | Library Aide/Clerk                     | 18.39       |             |
| 13054       | Information And Arts Occupations   | Library Information Technology Systems | 34.32       |             |
| 13058       | Information And Arts Occupations   | Library Technician                     | 26.36       |             |
| 13061       | Information And Arts Occupations   | Media Specialist I                     | 24.77       |             |
| 13062       | Information And Arts Occupations   | Media Specialist II                    | 27.70       |             |
| 13063       | Information And Arts Occupations   | Media Specialist III                   | 30.89       |             |
| 13071       | Information And Arts Occupations   | Photographer I                         | 22.59       |             |
| 13072       | Information And Arts Occupations   | Photographer II                        | 25.27       |             |
| 13073       | Information And Arts Occupations   | Photographer III                       | 31.31       |             |
| 13074       | Information And Arts Occupations   | Photographer IV                        | 38.30       |             |
| 13075       | Information And Arts Occupations   | Photographer V                         | 46.34       |             |
| 13090       | Information And Arts Occupations   | Technical Order Library Clerk          | 23.08       |             |
| 13110       | Information And Arts Occupations   | Video Teleconference Technician        | 31.92       |             |
| 14041       | Information Technology Occupations | Computer Operator I                    | 26.81       |             |
| 14042       | Information Technology Occupations | Computer Operator II                   | 30.00       |             |
| 14043       | Information Technology Occupations | Computer Operator III                  | 33.45       |             |
| 14044       | Information Technology Occupations | Computer Operator IV                   | 37.16       |             |
| 14045       | Information Technology Occupations | Computer Operator V                    | 41.15       |             |
| 14071       | Information Technology Occupations | Computer Programmer I                  | 26.39       | see<br>1    |
| 14072       | Information Technology Occupations | Computer Programmer II                 | NaN         | see<br>1    |
| 14073       | Information Technology Occupations | Computer Programmer III                | NaN         | see<br>1    |

| <b>Code</b> | <b>Category</b>   | <b>Title</b>                                    | <b>Rate</b> | <b>Note</b> |
|-------------|---|---|-------------|-------------|
| 14074       | Information Technology Occupations                      | Computer Programmer IV                          | NaN         | see<br>1    |
| 14101       | Information Technology Occupations                      | Computer Systems Analyst I                      | NaN         | see<br>1    |
| 14102       | Information Technology Occupations                      | Computer Systems Analyst II                     | NaN         | see<br>1    |
| 14103       | Information Technology Occupations                      | Computer Systems Analyst III                    | NaN         | see<br>1    |
| 14150       | Information Technology Occupations                      | Peripheral Equipment Operator                   | 26.81       |             |
| 14160       | Information Technology Occupations                      | Personal Computer Support Technician            | 38.98       |             |
| 14170       | Information Technology Occupations                      | System Support Specialist                       | 46.17       |             |
| 15010       | Instructional Occupations                               | Aircrew Training Devices Instructor             | 34.16       |             |
| 15020       | Instructional Occupations                               | Aircrew Training Devices Instructor             | 41.32       |             |
| 15030       | Instructional Occupations                               | Air Crew Training Devices Instructor            | 49.53       |             |
| 15050       | Instructional Occupations                               | Computer Based Training Specialist / Instructor | 34.16       |             |
| 15060       | Instructional Occupations                               | Educational Technologist                        | 46.48       |             |
| 15070       | Instructional Occupations                               | Flight Instructor                               | 49.53       |             |
| 15080       | Instructional Occupations                               | Graphic Artist                                  | 31.41       |             |
| 15085       | Instructional Occupations                               | Maintenance Test Pilot, Fixed, Jet/Prop         | 49.53       |             |
| 15086       | Instructional Occupations                               | Maintenance Test Pilot, Rotary Wing             | 49.53       |             |
| 15088       | Instructional Occupations                               | Non-Maintenance Test/Co-Pilot                   | 49.53       |             |
| 15090       | Instructional Occupations                               | Technical Instructor                            | 31.00       |             |
| 15095       | Instructional Occupations                               | Technical Instructor/Course Developer           | 37.91       |             |
| 15110       | Instructional Occupations                               | Test Proctor                                    | 25.02       |             |
| 15120       | Instructional Occupations                               | Tutor   | 25.02       |             |
| 16010       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Assembler                                       | 17.18       | ***         |
| 16030       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Counter Attendant                               | 17.18       | ***         |

| <b>Code</b> | <b>Category</b>   | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|---|--|-------------|-------------|
| 16040       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Dry Cleaner                                | 19.63       |             |
| 16070       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Finisher, Flatwork, Machine                | 17.18       | ***         |
| 16090       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Hand                              | 17.18       | ***         |
| 16110       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Drycleaning              | 17.18       | ***         |
| 16130       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Shirts                   | 17.18       | ***         |
| 16160       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Wearing Apparel, Laundry | 17.18       | ***         |
| 16190       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Sewing Machine Operator                    | 20.45       |             |
| 16220       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Tailor                                     | 21.26       |             |
| 16250       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Washer, Machine                            | 18.00       |             |
| 19010       | Machine Tool Operation And Repair Occupations           | Machine-Tool Operator                      | 28.77       |             |
| 19040       | Machine Tool Operation And Repair Occupations           | Tool And Die Maker                         | 33.05       |             |
| 21020       | Materials Handling And Packing Occupations              | Forklift Operator                          | 21.88       |             |
| 21030       | Materials Handling And Packing Occupations              | Material Coordinator                       | 28.67       |             |
| 21040       | Materials Handling And Packing Occupations              | Material Expediter                         | 28.67       |             |
| 21050       | Materials Handling And Packing Occupations              | Material Handling Laborer                  | 17.63       |             |
| 21071       | Materials Handling And Packing Occupations              | Order Filler                               | 18.46       |             |
| 21080       | Materials Handling And Packing Occupations              | Production Line Worker                     | 21.88       |             |
| 21110       | Materials Handling And Packing Occupations              | Shipping Packer                            | 20.51       |             |
| 21130       | Materials Handling And Packing Occupations              | Shipping/Receiving Clerk                   | 20.51       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                                   | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 21140       | Materials Handling And Packing Occupations       | Store Worker I                                 | 17.43       |             |
| 21150       | Materials Handling And Packing Occupations       | Stock Clerk                                    | 22.60       |             |
| 21210       | Materials Handling And Packing Occupations       | Tools And Parts Attendant                      | 21.88       |             |
| 21410       | Materials Handling And Packing Occupations       | Warehouse Specialist                           | 21.88       |             |
| 23010       | Mechanics And Maintenance And Repair Occupations | Aerospace Structural Welder                    | 39.66       |             |
| 23019       | Mechanics And Maintenance And Repair Occupations | Aircraft Logs and Records Technician           | 34.28       |             |
| 23021       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic I                            | 38.33       |             |
| 23022       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic II                           | 39.66       |             |
| 23023       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic III                          | 41.07       |             |
| 23040       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic Helper                       | 31.42       |             |
| 23050       | Mechanics And Maintenance And Repair Occupations | Aircraft, Painter                              | 36.98       |             |
| 23060       | Mechanics And Maintenance And Repair Occupations | Aircraft Servicer                              | 34.28       |             |
| 23070       | Mechanics And Maintenance And Repair Occupations | Aircraft Survival Flight Equipment Technician  | 36.98       |             |
| 23080       | Mechanics And Maintenance And Repair Occupations | Aircraft Worker                                | 35.55       |             |
| 23091       | Mechanics And Maintenance And Repair Occupations | Aircrew Life Support Equipment (ALSE) Mechanic | 35.55       |             |
| 23092       | Mechanics And Maintenance And Repair Occupations | Aircrew Life Support Equipment (ALSE) Mechanic | 38.33       |             |
| 23110       | Mechanics And Maintenance And Repair Occupations | Appliance Mechanic                             | 24.18       |             |
| 23120       | Mechanics And Maintenance And Repair Occupations | Bicycle Repairer                               | 23.58       |             |
| 23125       | Mechanics And Maintenance And Repair Occupations | Cable Splicer                                  | 52.46       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 23130       | Mechanics And Maintenance And Repair Occupations | Carpenter, Maintenance                    | 31.65       |             |
| 23140       | Mechanics And Maintenance And Repair Occupations | Carpet Layer                              | 30.95       |             |
| 23160       | Mechanics And Maintenance And Repair Occupations | Electrician, Maintenance                  | 34.07       |             |
| 23181       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance I      | 33.00       |             |
| 23182       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance II     | 34.33       |             |
| 23183       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance III    | 35.71       |             |
| 23260       | Mechanics And Maintenance And Repair Occupations | Fabric Worker                             | 29.84       |             |
| 23290       | Mechanics And Maintenance And Repair Occupations | Fire Alarm System Mechanic                | 30.54       |             |
| 23310       | Mechanics And Maintenance And Repair Occupations | Fire Extinguisher Repairer                | 28.60       |             |
| 23311       | Mechanics And Maintenance And Repair Occupations | Fuel Distribution System Mechanic         | 47.40       |             |
| 23312       | Mechanics And Maintenance And Repair Occupations | Fuel Distribution System Operator         | 40.63       |             |
| 23370       | Mechanics And Maintenance And Repair Occupations | General Maintenance Worker                | 23.25       |             |
| 23380       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Mechanic         | 38.33       |             |
| 23381       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Servicer         | 34.28       |             |
| 23382       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Worker           | 35.55       |             |
| 23391       | Mechanics And Maintenance And Repair Occupations | Gunsmith I                                | 28.60       |             |
| 23392       | Mechanics And Maintenance And Repair Occupations | Gunsmith II                               | 30.95       |             |
| 23393       | Mechanics And Maintenance And Repair Occupations | Gunsmith III                              | 33.37       |             |
| 23410       | Mechanics And Maintenance And Repair Occupations | Heating, Ventilation And Air-Conditioning | 32.25       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 23411       | Mechanics And Maintenance And Repair Occupations | Heating, Ventilation And Air Contidioning | 33.37       |             |
| 23430       | Mechanics And Maintenance And Repair Occupations | Heavy Equipment Mechanic                  | 37.64       |             |
| 23440       | Mechanics And Maintenance And Repair Occupations | Heavy Equipment Operator                  | 36.04       |             |
| 23460       | Mechanics And Maintenance And Repair Occupations | Instrument Mechanic                       | 31.89       |             |
| 23465       | Mechanics And Maintenance And Repair Occupations | Laboratory/Shelter Mechanic               | 32.19       |             |
| 23470       | Mechanics And Maintenance And Repair Occupations | Laborer                                   | 17.63       |             |
| 23510       | Mechanics And Maintenance And Repair Occupations | Locksmith                                 | 30.07       |             |
| 23530       | Mechanics And Maintenance And Repair Occupations | Machinery Maintenance Mechanic            | 32.01       |             |
| 23550       | Mechanics And Maintenance And Repair Occupations | Machinist, Maintenance                    | 29.34       |             |
| 23580       | Mechanics And Maintenance And Repair Occupations | Maintenance Trades Helper                 | 20.04       |             |
| 23591       | Mechanics And Maintenance And Repair Occupations | Metrology Technician I                    | 31.89       |             |
| 23592       | Mechanics And Maintenance And Repair Occupations | Metrology Technician II                   | 33.00       |             |
| 23593       | Mechanics And Maintenance And Repair Occupations | Metrology Technician III                  | 34.17       |             |
| 23640       | Mechanics And Maintenance And Repair Occupations | Millwright                                | 33.36       |             |
| 23710       | Mechanics And Maintenance And Repair Occupations | Office Appliance Repairer                 | 23.49       |             |
| 23760       | Mechanics And Maintenance And Repair Occupations | Painter, Maintenance                      | 24.06       |             |
| 23790       | Mechanics And Maintenance And Repair Occupations | Pipefitter, Maintenance                   | 36.52       |             |
| 23810       | Mechanics And Maintenance And Repair Occupations | Plumber, Maintenance                      | 35.23       |             |
| 23820       | Mechanics And Maintenance And Repair Occupations | Pneudraulic Systems Mechanic              | 33.37       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                          | <b>Rate</b> | <b>Note</b> |
|-------------|--|---------------------------------------|-------------|-------------|
| 23850       | Mechanics And Maintenance And Repair Occupations | Rigger                                | 30.34       |             |
| 23870       | Mechanics And Maintenance And Repair Occupations | Scale Mechanic                        | 30.95       |             |
| 23890       | Mechanics And Maintenance And Repair Occupations | Sheet-Metal Worker, Maintenance       | 38.57       |             |
| 23910       | Mechanics And Maintenance And Repair Occupations | Small Engine Mechanic                 | 23.89       |             |
| 23931       | Mechanics And Maintenance And Repair Occupations | Telecommunications Mechanic I         | 36.62       |             |
| 23932       | Mechanics And Maintenance And Repair Occupations | Telecommunications Mechanic II        | 37.88       |             |
| 23950       | Mechanics And Maintenance And Repair Occupations | Telephone Lineman                     | 30.24       |             |
| 23960       | Mechanics And Maintenance And Repair Occupations | Welder, Combination, Maintenance      | 28.04       |             |
| 23965       | Mechanics And Maintenance And Repair Occupations | Well Driller                          | 33.36       |             |
| 23970       | Mechanics And Maintenance And Repair Occupations | Woodcraft Worker                      | 33.37       |             |
| 23980       | Mechanics And Maintenance And Repair Occupations | Woodworker                            | 28.60       |             |
| 24550       | Personal Needs Occupations                       | Case Manager                          | 21.81       |             |
| 24570       | Personal Needs Occupations                       | Child Care Attendant                  | 15.85       | ***         |
| 24580       | Personal Needs Occupations                       | Child Care Center Clerk               | 19.77       |             |
| 24610       | Personal Needs Occupations                       | Chore Aide                            | 17.20       |             |
| 24620       | Personal Needs Occupations                       | Family Readiness And Support Services | 21.81       |             |
| 24630       | Personal Needs Occupations                       | Homemaker                             | 22.09       |             |
| 25010       | Plant And System Operations Occupations          | Boiler Tender                         | 37.90       |             |
| 25040       | Plant And System Operations Occupations          | Sewage Plant Operator                 | 37.28       |             |
| 25070       | Plant And System Operations Occupations          | Stationary Engineer                   | 37.90       |             |
| 25190       | Plant And System Operations Occupations          | Ventilation Equipment Tender          | 31.05       |             |

| <b>Code</b> | <b>Category</b>                                | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 25210       | Plant And System Operations Occupations        | Water Treatment Plant Operator            | 37.28       |             |
| 27004       | Protective Service Occupations                 | Alarm Monitor                             | 31.04       |             |
| 27007       | Protective Service Occupations                 | Baggage Inspector                         | 17.72       |             |
| 27008       | Protective Service Occupations                 | Corrections Officer                       | 33.61       |             |
| 27010       | Protective Service Occupations                 | Court Security Officer                    | 33.61       |             |
| 27030       | Protective Service Occupations                 | Detection Dog Handler                     | 19.88       |             |
| 27040       | Protective Service Occupations                 | Detention Officer                         | 33.61       |             |
| 27070       | Protective Service Occupations                 | Firefighter                               | 37.66       |             |
| 27101       | Protective Service Occupations                 | Guard I                                   | 17.72       |             |
| 27102       | Protective Service Occupations                 | Guard II                                  | 19.88       |             |
| 27131       | Protective Service Occupations                 | Police Officer I                          | 37.26       |             |
| 27132       | Protective Service Occupations                 | Police Officer II                         | 41.40       |             |
| 28041       | Recreation Occupations                         | Carnival Equipment Operator               | 18.09       |             |
| 28042       | Recreation Occupations                         | Carnival Equipment Repairer               | 18.92       |             |
| 28043       | Recreation Occupations                         | Carnival Worker                           | 14.68       | ***         |
| 28210       | Recreation Occupations                         | Gate Attendant/Gate Tender                | 20.09       |             |
| 28310       | Recreation Occupations                         | Lifeguard                                 | 14.94       | ***         |
| 28350       | Recreation Occupations                         | Park Attendant                            | 22.46       |             |
| 28510       | Recreation Occupations                         | Recreation Aide/Health Facility Attendant | 16.39       | ***         |
| 28515       | Recreation Occupations                         | Recreation Specialist                     | 27.84       |             |
| 28630       | Recreation Occupations                         | Sports Official                           | 17.89       |             |
| 28690       | Recreation Occupations                         | Swimming Pool Operator                    | 20.47       |             |
| 29010       | Stevedoring/Longshoremen Occupational Services | Blocker And Bracer                        | 35.12       |             |
| 29020       | Stevedoring/Longshoremen Occupational Services | Hatch Tender                              | 35.12       |             |
| 29030       | Stevedoring/Longshoremen Occupational Services | Line Handler                              | 35.12       |             |
| 29041       | Stevedoring/Longshoremen Occupational Services | Stevedore I                               | 33.87       |             |
| 29042       | Stevedoring/Longshoremen Occupational Services | Stevedore II                              | 36.61       |             |
| 30010       | Technical Occupations                          | Air Traffic Control Specialist, Center    | 50.94       | see 2       |

| <b>Code</b> | <b>Category</b>       | <b>Title</b>                             | <b>Rate</b> | <b>Note</b> |
|-------------|-----------------------|--|-------------|-------------|
| 30011       | Technical Occupations | Air Traffic Control Specialist, Station  | 35.12       | see 2       |
| 30012       | Technical Occupations | Air Traffic Control Specialist, Terminal | 38.68       | see 2       |
| 30021       | Technical Occupations | Archeological Technician I               | 22.10       |             |
| 30022       | Technical Occupations | Archeological Technician II              | 24.73       |             |
| 30023       | Technical Occupations | Archeological Technician III             | 30.63       |             |
| 30030       | Technical Occupations | Cartographic Technician                  | 30.63       |             |
| 30040       | Technical Occupations | Civil Engineering Technician             | 34.57       |             |
| 30051       | Technical Occupations | Cryogenic Technician I                   | 33.93       |             |
| 30052       | Technical Occupations | Cryogenic Technician II                  | 37.47       |             |
| 30061       | Technical Occupations | Drafter/CAD Operator I                   | 22.10       |             |
| 30062       | Technical Occupations | Drafter/CAD Operator II                  | 24.73       |             |
| 30063       | Technical Occupations | Drafter/CAD Operator III                 | 27.56       |             |
| 30064       | Technical Occupations | Drafter/CAD Operator IV                  | 33.93       |             |
| 30081       | Technical Occupations | Engineering Technician I                 | 18.55       |             |
| 30082       | Technical Occupations | Engineering Technician II                | 20.80       |             |
| 30083       | Technical Occupations | Engineering Technician III               | 24.16       |             |
| 30084       | Technical Occupations | Engineering Technician IV                | 28.82       |             |
| 30085       | Technical Occupations | Engineering Technician V                 | 35.24       |             |
| 30086       | Technical Occupations | Engineering Technician VI                | 42.64       |             |
| 30090       | Technical Occupations | Environmental Technician                 | 28.21       |             |
| 30095       | Technical Occupations | Evidence Control Specialist              | 30.63       |             |
| 30210       | Technical Occupations | Laboratory Technician                    | 25.49       |             |
| 30221       | Technical Occupations | Latent Fingerprint Technician I          | 35.67       |             |
| 30222       | Technical Occupations | Latent Fingerprint Technician II         | 39.40       |             |
| 30240       | Technical Occupations | Mathematical Technician                  | 33.69       |             |
| 30361       | Technical Occupations | Paralegal/Legal Assistant I              | 23.25       |             |
| 30362       | Technical Occupations | Paralegal/Legal Assistant II             | 28.81       |             |
| 30363       | Technical Occupations | Paralegal/Legal Assistant III            | 35.24       |             |
| 30364       | Technical Occupations | Paralegal/Legal Assistant IV             | 42.63       |             |
| 30375       | Technical Occupations | Petroleum Supply Specialist              | 37.47       |             |
| 30390       | Technical Occupations | Photo-Optics Technician                  | 30.63       |             |
| 30395       | Technical Occupations | Radiation Control Technician             | 37.47       |             |

| <b>Code</b> | <b>Category</b>                                       | <b>Title</b>                             | <b>Rate</b> | <b>Note</b> |
|-------------|---|--|-------------|-------------|
| 30461       | Technical Occupations                                 | Technical Writer I                       | 31.63       |             |
| 30462       | Technical Occupations                                 | Technical Writer II                      | 38.67       |             |
| 30463       | Technical Occupations                                 | Technical Writer III                     | 46.79       |             |
| 30491       | Technical Occupations                                 | Unexploded Ordnance (UXO) Technician I   | 32.37       |             |
| 30492       | Technical Occupations                                 | Unexploded Ordnance (UXO) Technician II  | 39.17       |             |
| 30493       | Technical Occupations                                 | Unexploded Ordnance (UXO) Technician III | 46.95       |             |
| 30494       | Technical Occupations                                 | Unexploded (UXO) Safety Escort           | 32.37       |             |
| 30495       | Technical Occupations                                 | Unexploded (UXO) Sweep Personnel         | 32.37       |             |
| 30501       | Technical Occupations                                 | Weather Forecaster I                     | 33.93       |             |
| 30502       | Technical Occupations                                 | Weather Forecaster II                    | 41.26       |             |
| 30620       | Technical Occupations                                 | Weather Observer, Combined Upper Air Or  | 27.56       | see 2       |
| 30621       | Technical Occupations                                 | Weather Observer, Senior                 | 30.63       | see 2       |
| 31010       | Transportation/Mobile Equipment Operation Occupations | Airplane Pilot                           | 39.17       |             |
| 31020       | Transportation/Mobile Equipment Operation Occupations | Bus Aide                                 | 22.51       |             |
| 31030       | Transportation/Mobile Equipment Operation Occupations | Bus Driver                               | 27.61       |             |
| 31043       | Transportation/Mobile Equipment Operation Occupations | Driver Courier                           | 18.22       |             |
| 31260       | Transportation/Mobile Equipment Operation Occupations | Parking and Lot Attendant                | 14.81       | ***         |
| 31290       | Transportation/Mobile Equipment Operation Occupations | Shuttle Bus Driver                       | 18.53       |             |
| 31310       | Transportation/Mobile Equipment Operation Occupations | Taxi Driver                              | 17.58       |             |
| 31361       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Light                       | 19.06       |             |
| 31362       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Medium                      | 19.88       |             |
| 31363       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Heavy                       | 26.90       |             |

| <b>Code</b> | <b>Category</b>                                       | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|---|---------------------------------|-------------|-------------|
| 31364       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Tractor-Trailer    | 26.90       |             |
| 99020       | Miscellaneous Occupations                             | Cabin Safety Specialist         | 19.10       |             |
| 99030       | Miscellaneous Occupations                             | Cashier                         | 14.82       | ***         |
| 99050       | Miscellaneous Occupations                             | Desk Clerk                      | 16.73       | ***         |
| 99095       | Miscellaneous Occupations                             | Embalmer                        | 36.59       |             |
| 99130       | Miscellaneous Occupations                             | Flight Follower                 | 32.37       |             |
| 99251       | Miscellaneous Occupations                             | Laboratory Animal Caretaker I   | 16.76       | ***         |
| 99252       | Miscellaneous Occupations                             | Laboratory Animal Caretaker II  | 17.53       |             |
| 99260       | Miscellaneous Occupations                             | Marketing Analyst               | 36.56       |             |
| 99310       | Miscellaneous Occupations                             | Mortician                       | 36.59       |             |
| 99410       | Miscellaneous Occupations                             | Pest Controller                 | 22.96       |             |
| 99510       | Miscellaneous Occupations                             | Photofinishing Worker           | 19.38       |             |
| 99710       | Miscellaneous Occupations                             | Recycling Laborer               | 28.31       |             |
| 99711       | Miscellaneous Occupations                             | Recycling Specialist            | 31.80       |             |
| 99730       | Miscellaneous Occupations                             | Refuse Collector                | 25.84       |             |
| 99810       | Miscellaneous Occupations                             | Sales Clerk                     | 16.21       | ***         |
| 99820       | Miscellaneous Occupations                             | School Crossing Guard           | 18.74       |             |
| 99830       | Miscellaneous Occupations                             | Survey Party Chief              | 44.33       |             |
| 99831       | Miscellaneous Occupations                             | Surveying Aide                  | 27.75       |             |
| 99832       | Miscellaneous Occupations                             | Surveying Technician            | 33.57       |             |
| 99840       | Miscellaneous Occupations                             | Vending Machine Attendant       | 23.76       |             |
| 99841       | Miscellaneous Occupations                             | Vending Machine Repairer        | 26.89       |             |
| 99842       | Miscellaneous Occupations                             | Vending Machine Repairer Helper | 23.76       |             |

## **Footer**

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.20 per hour) or 13658 (\$12.90 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. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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: \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 per month\*

\*This rate is to be used only when compensating employees for performance on an SCA-

covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 25 years.

Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of twelve paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

**THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:**

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C.

213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract.

Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of:

- (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;
- (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;
- (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**\*\* HAZARDOUS PAY DIFFERENTIAL \*\***

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder.

All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like;

minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear"

materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**\*\* SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS \*\***

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

**\*\* REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) \*\***

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S.

Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).

- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request, the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination.

Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

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## **Wage Determination No. : 2015-4123**

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 28

Date Of Last Revision : 07/22/2024

Source : [Source Website](#)

### **Header**

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2024.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.90 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 2024.

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: Connecticut

This wage determination applies to the following towns in NEW LONDON COUNTY:  
Colchester, Lebanon

**\*\*Fringe Benefits Required Follow the Occupational Listing\*\***

### **Wage Determination Table**

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                        | <b>Rate</b> | <b>Note</b> |
|-------------|---|-------------------------------------|-------------|-------------|
| 01011       | Administrative Support And Clerical Occupations | Accounting Clerk I                  | 19.93       |             |
| 01012       | Administrative Support And Clerical Occupations | Accounting Clerk II                 | 22.37       |             |
| 01013       | Administrative Support And Clerical Occupations | Accounting Clerk III                | 25.02       |             |
| 01020       | Administrative Support And Clerical Occupations | Administrative Assistant            | 36.41       |             |
| 01035       | Administrative Support And Clerical Occupations | Court Reporter                      | 23.39       |             |
| 01041       | Administrative Support And Clerical Occupations | Customer Service Representative I   | 18.03       |             |
| 01042       | Administrative Support And Clerical Occupations | Customer Service Representative II  | 19.68       |             |
| 01043       | Administrative Support And Clerical Occupations | Customer Service Representative III | 22.08       |             |
| 01051       | Administrative Support And Clerical Occupations | Data Entry Operator I               | 17.72       |             |
| 01052       | Administrative Support And Clerical Occupations | Data Entry Operator II              | 19.33       |             |
| 01060       | Administrative Support And Clerical Occupations | Dispatcher, Motor Vehicle           | 23.29       |             |

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------------|-------------|-------------|
| 01070       | Administrative Support And Clerical Occupations | Document Preparation Clerk           | 23.64       |             |
| 01090       | Administrative Support And Clerical Occupations | Duplicating Machine Operator         | 23.64       |             |
| 01111       | Administrative Support And Clerical Occupations | General Clerk I                      | 17.12       | ***         |
| 01112       | Administrative Support And Clerical Occupations | General Clerk II                     | 18.68       |             |
| 01113       | Administrative Support And Clerical Occupations | General Clerk III                    | 20.98       |             |
| 01120       | Administrative Support And Clerical Occupations | Housing Referral Assistant           | 26.07       |             |
| 01141       | Administrative Support And Clerical Occupations | Messenger Courier                    | 16.97       | ***         |
| 01191       | Administrative Support And Clerical Occupations | Order Clerk I                        | 19.45       |             |
| 01192       | Administrative Support And Clerical Occupations | Order Clerk II                       | 21.46       |             |
| 01261       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) I   | 20.15       |             |
| 01262       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) II  | 22.55       |             |
| 01263       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) III | 25.14       |             |
| 01270       | Administrative Support And Clerical Occupations | Production Control Clerk             | 28.67       |             |
| 01290       | Administrative Support And Clerical Occupations | Rental Clerk                         | 17.18       | ***         |
| 01300       | Administrative Support And Clerical Occupations | Scheduler, Maintenance               | 20.90       |             |
| 01311       | Administrative Support And Clerical Occupations | Secretary I                          | 20.90       |             |
| 01312       | Administrative Support And Clerical Occupations | Secretary II                         | 23.39       |             |
| 01313       | Administrative Support And Clerical Occupations | Secretary III                        | 26.07       |             |
| 01320       | Administrative Support And Clerical Occupations | Service Order Dispatcher             | 20.83       |             |

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------------|-------------|-------------|
| 01410       | Administrative Support And Clerical Occupations | Supply Technician                    | 36.41       |             |
| 01420       | Administrative Support And Clerical Occupations | Survey Worker                        | 22.29       |             |
| 01460       | Administrative Support And Clerical Occupations | Switchboard Operator/Receptionist    | 17.84       |             |
| 01531       | Administrative Support And Clerical Occupations | Travel Clerk I                       | 20.77       |             |
| 01532       | Administrative Support And Clerical Occupations | Travel Clerk II                      | 22.52       |             |
| 01533       | Administrative Support And Clerical Occupations | Travel Clerk III                     | 23.61       |             |
| 01611       | Administrative Support And Clerical Occupations | Word Processor I                     | 19.45       |             |
| 01612       | Administrative Support And Clerical Occupations | Word Processor II                    | 21.83       |             |
| 01613       | Administrative Support And Clerical Occupations | Word Processor III                   | 24.42       |             |
| 05005       | Automotive Service Occupations                  | Automobile Body Repairer, Fiberglass | 27.95       |             |
| 05010       | Automotive Service Occupations                  | Automotive Electrician               | 22.82       |             |
| 05040       | Automotive Service Occupations                  | Automotive Glass Installer           | 21.93       |             |
| 05070       | Automotive Service Occupations                  | Automotive Worker                    | 21.93       |             |
| 05110       | Automotive Service Occupations                  | Mobile Equipment Servicer            | 20.27       |             |
| 05130       | Automotive Service Occupations                  | Motor Equipment Metal Mechanic       | 23.65       |             |
| 05160       | Automotive Service Occupations                  | Motor Equipment Metal Worker         | 21.93       |             |
| 05190       | Automotive Service Occupations                  | Motor Vehicle Mechanic               | 23.65       |             |
| 05220       | Automotive Service Occupations                  | Motor Vehicle Mechanic Helper        | 19.44       |             |
| 05250       | Automotive Service Occupations                  | Motor Vehicle Upholstery Worker      | 21.15       |             |
| 05280       | Automotive Service Occupations                  | Motor Vehicle Wrecker                | 21.93       |             |
| 05310       | Automotive Service Occupations                  | Painter, Automotive                  | 22.82       |             |
| 05340       | Automotive Service Occupations                  | Radiator Repair Specialist           | 21.93       |             |
| 05370       | Automotive Service Occupations                  | Tire Repairer                        | 16.13       | ***         |
| 05400       | Automotive Service Occupations                  | Transmission Repair Specialist       | 23.65       |             |
| 07010       | Food Preparation And Service Occupations        | Baker                                | 17.88       |             |

| <b>Code</b> | <b>Category</b>                              | <b>Title</b>                 | <b>Rate</b> | <b>Note</b> |
|-------------|--|------------------------------|-------------|-------------|
| 07041       | Food Preparation And Service Occupations     | Cook I                       | 21.48       |             |
| 07042       | Food Preparation And Service Occupations     | Cook II                      | 23.24       |             |
| 07070       | Food Preparation And Service Occupations     | Dishwasher                   | 15.03       | ***         |
| 07130       | Food Preparation And Service Occupations     | Food Service Worker          | 16.08       | ***         |
| 07210       | Food Preparation And Service Occupations     | Meat Cutter                  | 21.04       |             |
| 07260       | Food Preparation And Service Occupations     | Waiter/Waitress              | 16.53       | ***         |
| 09010       | Furniture Maintenance And Repair Occupations | Electrostatic Spray Painter  | 22.28       |             |
| 09040       | Furniture Maintenance And Repair Occupations | Furniture Handler            | 18.11       |             |
| 09080       | Furniture Maintenance And Repair Occupations | Furniture Refinisher         | 22.22       |             |
| 09090       | Furniture Maintenance And Repair Occupations | Furniture Refinisher Helper  | 19.44       |             |
| 09110       | Furniture Maintenance And Repair Occupations | Furniture Repairer, Minor    | 20.87       |             |
| 09130       | Furniture Maintenance And Repair Occupations | Upholsterer                  | 22.22       |             |
| 11030       | General Services And Support Occupations     | Cleaner, Vehicles            | 15.55       | ***         |
| 11060       | General Services And Support Occupations     | Elevator Operator            | 17.77       |             |
| 11090       | General Services And Support Occupations     | Gardener                     | 23.21       |             |
| 11122       | General Services And Support Occupations     | Housekeeping Aide            | 17.77       |             |
| 11150       | General Services And Support Occupations     | Janitor                      | 17.77       |             |
| 11210       | General Services And Support Occupations     | Laborer, Grounds Maintenance | 19.72       |             |
| 11240       | General Services And Support Occupations     | Maid or Houseman             | 16.16       | ***         |

| <b>Code</b> | <b>Category</b>                          | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 11260       | General Services And Support Occupations | Pruner                                     | 18.02       |             |
| 11270       | General Services And Support Occupations | Tractor Operator                           | 22.19       |             |
| 11330       | General Services And Support Occupations | Trail Maintenance Worker                   | 19.72       |             |
| 11360       | General Services And Support Occupations | Window Cleaner                             | 19.46       |             |
| 12010       | Health Occupations                       | Ambulance Driver                           | 24.58       |             |
| 12011       | Health Occupations                       | Breath Alcohol Technician                  | 28.00       |             |
| 12012       | Health Occupations                       | Certified Occupational Therapist Assistant | 33.24       |             |
| 12015       | Health Occupations                       | Certified Physical Therapist Assistant     | 36.98       |             |
| 12020       | Health Occupations                       | Dental Assistant                           | 23.09       |             |
| 12025       | Health Occupations                       | Dental Hygienist                           | 45.11       |             |
| 12030       | Health Occupations                       | EKG Technician                             | 42.00       |             |
| 12035       | Health Occupations                       | Electroneurodiagnostic Technologist        | 42.00       |             |
| 12040       | Health Occupations                       | Emergency Medical Technician               | 24.58       |             |
| 12071       | Health Occupations                       | Licensed Practical Nurse I                 | 25.04       |             |
| 12072       | Health Occupations                       | Licensed Practical Nurse II                | 28.00       |             |
| 12073       | Health Occupations                       | Licensed Practical Nurse III               | 31.23       |             |
| 12100       | Health Occupations                       | Medical Assistant                          | 21.96       |             |
| 12130       | Health Occupations                       | Medical Laboratory Technician              | 38.27       |             |
| 12160       | Health Occupations                       | Medical Record Clerk                       | 27.60       |             |
| 12190       | Health Occupations                       | Medical Record Technician                  | 30.87       |             |
| 12195       | Health Occupations                       | Medical Transcriptionist                   | 25.00       |             |
| 12210       | Health Occupations                       | Nuclear Medicine Technologist              | 49.12       |             |
| 12221       | Health Occupations                       | Nursing Assistant I                        | 14.39       | ***         |
| 12222       | Health Occupations                       | Nursing Assistant II                       | 16.19       | ***         |
| 12223       | Health Occupations                       | Nursing Assistant III                      | 17.67       |             |
| 12224       | Health Occupations                       | Nursing Assistant IV                       | 19.83       |             |
| 12235       | Health Occupations                       | Optical Dispenser                          | 31.40       |             |
| 12236       | Health Occupations                       | Optical Technician                         | 25.04       |             |
| 12250       | Health Occupations                       | Pharmacy Technician                        | 18.32       |             |

| <b>Code</b> | <b>Category</b>                    | <b>Title</b>                           | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------|--|-------------|-------------|
| 12280       | Health Occupations                 | Phlebotomist                           | 21.82       |             |
| 12305       | Health Occupations                 | Radiologic Technologist                | 37.81       |             |
| 12311       | Health Occupations                 | Registered Nurse I                     | 29.41       |             |
| 12312       | Health Occupations                 | Registered Nurse II                    | 35.99       |             |
| 12313       | Health Occupations                 | Registered Nurse II, Specialist        | 35.99       |             |
| 12314       | Health Occupations                 | Registered Nurse III                   | 43.55       |             |
| 12315       | Health Occupations                 | Registered Nurse III, Anesthetist      | 43.55       |             |
| 12316       | Health Occupations                 | Registered Nurse IV                    | 52.18       |             |
| 12317       | Health Occupations                 | Scheduler                              | 34.70       |             |
| 12320       | Health Occupations                 | Substance Abuse Treatment Counselor    | 26.72       |             |
| 13011       | Information And Arts Occupations   | Exhibits Specialist I                  | 26.11       |             |
| 13012       | Information And Arts Occupations   | Exhibits Specialist II                 | 32.36       |             |
| 13013       | Information And Arts Occupations   | Exhibits Specialist III                | 39.57       |             |
| 13041       | Information And Arts Occupations   | Illustrator I                          | 27.70       |             |
| 13042       | Information And Arts Occupations   | Illustrator II                         | 34.32       |             |
| 13043       | Information And Arts Occupations   | Illustrator III                        | 41.99       |             |
| 13047       | Information And Arts Occupations   | Librarian                              | 38.01       |             |
| 13050       | Information And Arts Occupations   | Library Aide/Clerk                     | 18.39       |             |
| 13054       | Information And Arts Occupations   | Library Information Technology Systems | 34.32       |             |
| 13058       | Information And Arts Occupations   | Library Technician                     | 26.36       |             |
| 13061       | Information And Arts Occupations   | Media Specialist I                     | 24.77       |             |
| 13062       | Information And Arts Occupations   | Media Specialist II                    | 27.70       |             |
| 13063       | Information And Arts Occupations   | Media Specialist III                   | 30.89       |             |
| 13071       | Information And Arts Occupations   | Photographer I                         | 21.25       |             |
| 13072       | Information And Arts Occupations   | Photographer II                        | 23.77       |             |
| 13073       | Information And Arts Occupations   | Photographer III                       | 29.46       |             |
| 13074       | Information And Arts Occupations   | Photographer IV                        | 36.03       |             |
| 13075       | Information And Arts Occupations   | Photographer V                         | 43.58       |             |
| 13090       | Information And Arts Occupations   | Technical Order Library Clerk          | 23.08       |             |
| 13110       | Information And Arts Occupations   | Video Teleconference Technician        | 31.92       |             |
| 14041       | Information Technology Occupations | Computer Operator I                    | 26.81       |             |
| 14042       | Information Technology Occupations | Computer Operator II                   | 30.00       |             |

| <b>Code</b> | <b>Category</b>                    | <b>Title</b>                                    | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------|---|-------------|-------------|
| 14043       | Information Technology Occupations | Computer Operator III                           | 33.45       |             |
| 14044       | Information Technology Occupations | Computer Operator IV                            | 37.16       |             |
| 14045       | Information Technology Occupations | Computer Operator V                             | 41.15       |             |
| 14071       | Information Technology Occupations | Computer Programmer I                           | 27.32       | see<br>1    |
| 14072       | Information Technology Occupations | Computer Programmer II                          | NaN         | see<br>1    |
| 14073       | Information Technology Occupations | Computer Programmer III                         | NaN         | see<br>1    |
| 14074       | Information Technology Occupations | Computer Programmer IV                          | NaN         | see<br>1    |
| 14101       | Information Technology Occupations | Computer Systems Analyst I                      | NaN         | see<br>1    |
| 14102       | Information Technology Occupations | Computer Systems Analyst II                     | NaN         | see<br>1    |
| 14103       | Information Technology Occupations | Computer Systems Analyst III                    | NaN         | see<br>1    |
| 14150       | Information Technology Occupations | Peripheral Equipment Operator                   | 26.81       |             |
| 14160       | Information Technology Occupations | Personal Computer Support Technician            | 37.16       |             |
| 14170       | Information Technology Occupations | System Support Specialist                       | 46.17       |             |
| 15010       | Instructional Occupations          | Aircrew Training Devices Instructor             | 34.16       |             |
| 15020       | Instructional Occupations          | Aircrew Training Devices Instructor             | 41.32       |             |
| 15030       | Instructional Occupations          | Air Crew Training Devices Instructor            | 49.53       |             |
| 15050       | Instructional Occupations          | Computer Based Training Specialist / Instructor | 34.16       |             |
| 15060       | Instructional Occupations          | Educational Technologist                        | 46.48       |             |
| 15070       | Instructional Occupations          | Flight Instructor                               | 49.53       |             |
| 15080       | Instructional Occupations          | Graphic Artist                                  | 31.41       |             |
| 15085       | Instructional Occupations          | Maintenance Test Pilot, Fixed, Jet/Prop         | 49.53       |             |
| 15086       | Instructional Occupations          | Maintenance Test Pilot, Rotary Wing             | 49.53       |             |
| 15088       | Instructional Occupations          | Non-Maintenance Test/Co-Pilot                   | 49.53       |             |

| <b>Code</b> | <b>Category</b>   | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|---|--|-------------|-------------|
| 15090       | Instructional Occupations                               | Technical Instructor                       | 31.00       |             |
| 15095       | Instructional Occupations                               | Technical Instructor/Course Developer      | 37.91       |             |
| 15110       | Instructional Occupations                               | Test Proctor                               | 25.02       |             |
| 15120       | Instructional Occupations                               | Tutor                                      | 25.02       |             |
| 16010       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Assembler                                  | 17.18       | ***         |
| 16030       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Counter Attendant                          | 17.18       | ***         |
| 16040       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Dry Cleaner                                | 19.63       |             |
| 16070       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Finisher, Flatwork, Machine                | 17.18       | ***         |
| 16090       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Hand                              | 17.18       | ***         |
| 16110       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Drycleaning              | 17.18       | ***         |
| 16130       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Shirts                   | 17.18       | ***         |
| 16160       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Wearing Apparel, Laundry | 17.18       | ***         |
| 16190       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Sewing Machine Operator                    | 20.45       |             |
| 16220       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Tailor                                     | 21.26       |             |
| 16250       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Washer, Machine                            | 18.00       |             |
| 19010       | Machine Tool Operation And Repair Occupations           | Machine-Tool Operator                      | 28.77       |             |
| 19040       | Machine Tool Operation And Repair Occupations           | Tool And Die Maker                         | 33.05       |             |
| 21020       | Materials Handling And Packing Occupations              | Forklift Operator                          | 21.88       |             |
| 21030       | Materials Handling And Packing Occupations              | Material Coordinator                       | 28.67       |             |
| 21040       | Materials Handling And Packing Occupations              | Material Expediter                         | 28.67       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                                  | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 21050       | Materials Handling And Packing Occupations       | Material Handling Laborer                     | 17.63       |             |
| 21071       | Materials Handling And Packing Occupations       | Order Filler                                  | 17.63       |             |
| 21080       | Materials Handling And Packing Occupations       | Production Line Worker                        | 21.88       |             |
| 21110       | Materials Handling And Packing Occupations       | Shipping Packer                               | 20.51       |             |
| 21130       | Materials Handling And Packing Occupations       | Shipping/Receiving Clerk                      | 20.51       |             |
| 21140       | Materials Handling And Packing Occupations       | Store Worker I                                | 17.43       |             |
| 21150       | Materials Handling And Packing Occupations       | Stock Clerk                                   | 22.60       |             |
| 21210       | Materials Handling And Packing Occupations       | Tools And Parts Attendant                     | 21.88       |             |
| 21410       | Materials Handling And Packing Occupations       | Warehouse Specialist                          | 21.88       |             |
| 23010       | Mechanics And Maintenance And Repair Occupations | Aerospace Structural Welder                   | 39.66       |             |
| 23019       | Mechanics And Maintenance And Repair Occupations | Aircraft Logs and Records Technician          | 34.28       |             |
| 23021       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic I                           | 38.33       |             |
| 23022       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic II                          | 39.66       |             |
| 23023       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic III                         | 41.07       |             |
| 23040       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic Helper                      | 31.42       |             |
| 23050       | Mechanics And Maintenance And Repair Occupations | Aircraft, Painter                             | 36.98       |             |
| 23060       | Mechanics And Maintenance And Repair Occupations | Aircraft Servicer                             | 34.28       |             |
| 23070       | Mechanics And Maintenance And Repair Occupations | Aircraft Survival Flight Equipment Technician | 36.98       |             |
| 23080       | Mechanics And Maintenance And Repair Occupations | Aircraft Worker                               | 35.55       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                                   | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 23091       | Mechanics And Maintenance And Repair Occupations | Aircrew Life Support Equipment (ALSE) Mechanic | 35.55       |             |
| 23092       | Mechanics And Maintenance And Repair Occupations | Aircrew Life Support Equipment (ALSE) Mechanic | 38.33       |             |
| 23110       | Mechanics And Maintenance And Repair Occupations | Appliance Mechanic                             | 24.18       |             |
| 23120       | Mechanics And Maintenance And Repair Occupations | Bicycle Repairer                               | 24.84       |             |
| 23125       | Mechanics And Maintenance And Repair Occupations | Cable Splicer                                  | 50.85       |             |
| 23130       | Mechanics And Maintenance And Repair Occupations | Carpenter, Maintenance                         | 31.65       |             |
| 23140       | Mechanics And Maintenance And Repair Occupations | Carpet Layer                                   | 30.95       |             |
| 23160       | Mechanics And Maintenance And Repair Occupations | Electrician, Maintenance                       | 34.07       |             |
| 23181       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance I           | 33.00       |             |
| 23182       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance II          | 34.33       |             |
| 23183       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance III         | 35.59       |             |
| 23260       | Mechanics And Maintenance And Repair Occupations | Fabric Worker                                  | 29.84       |             |
| 23290       | Mechanics And Maintenance And Repair Occupations | Fire Alarm System Mechanic                     | 30.54       |             |
| 23310       | Mechanics And Maintenance And Repair Occupations | Fire Extinguisher Repairer                     | 28.60       |             |
| 23311       | Mechanics And Maintenance And Repair Occupations | Fuel Distribution System Mechanic              | 47.40       |             |
| 23312       | Mechanics And Maintenance And Repair Occupations | Fuel Distribution System Operator              | 40.63       |             |
| 23370       | Mechanics And Maintenance And Repair Occupations | General Maintenance Worker                     | 23.25       |             |
| 23380       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Mechanic              | 38.33       |             |
| 23381       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Servicer              | 34.28       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 23382       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Worker           | 35.55       |             |
| 23391       | Mechanics And Maintenance And Repair Occupations | Gunsmith I                                | 28.60       |             |
| 23392       | Mechanics And Maintenance And Repair Occupations | Gunsmith II                               | 30.95       |             |
| 23393       | Mechanics And Maintenance And Repair Occupations | Gunsmith III                              | 33.37       |             |
| 23410       | Mechanics And Maintenance And Repair Occupations | Heating, Ventilation And Air-Conditioning | 32.25       |             |
| 23411       | Mechanics And Maintenance And Repair Occupations | Heating, Ventilation And Air Contidioning | 33.37       |             |
| 23430       | Mechanics And Maintenance And Repair Occupations | Heavy Equipment Mechanic                  | 37.64       |             |
| 23440       | Mechanics And Maintenance And Repair Occupations | Heavy Equipment Operator                  | 36.04       |             |
| 23460       | Mechanics And Maintenance And Repair Occupations | Instrument Mechanic                       | 31.89       |             |
| 23465       | Mechanics And Maintenance And Repair Occupations | Laboratory/Shelter Mechanic               | 32.19       |             |
| 23470       | Mechanics And Maintenance And Repair Occupations | Laborer                                   | 17.63       |             |
| 23510       | Mechanics And Maintenance And Repair Occupations | Locksmith                                 | 30.07       |             |
| 23530       | Mechanics And Maintenance And Repair Occupations | Machinery Maintenance Mechanic            | 32.01       |             |
| 23550       | Mechanics And Maintenance And Repair Occupations | Machinist, Maintenance                    | 29.34       |             |
| 23580       | Mechanics And Maintenance And Repair Occupations | Maintenance Trades Helper                 | 20.04       |             |
| 23591       | Mechanics And Maintenance And Repair Occupations | Metrology Technician I                    | 31.89       |             |
| 23592       | Mechanics And Maintenance And Repair Occupations | Metrology Technician II                   | 33.00       |             |
| 23593       | Mechanics And Maintenance And Repair Occupations | Metrology Technician III                  | 34.17       |             |
| 23640       | Mechanics And Maintenance And Repair Occupations | Millwright                                | 33.36       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                          | <b>Rate</b> | <b>Note</b> |
|-------------|--|---------------------------------------|-------------|-------------|
| 23710       | Mechanics And Maintenance And Repair Occupations | Office Appliance Repairer             | 23.49       |             |
| 23760       | Mechanics And Maintenance And Repair Occupations | Painter, Maintenance                  | 24.06       |             |
| 23790       | Mechanics And Maintenance And Repair Occupations | Pipefitter, Maintenance               | 36.52       |             |
| 23810       | Mechanics And Maintenance And Repair Occupations | Plumber, Maintenance                  | 35.23       |             |
| 23820       | Mechanics And Maintenance And Repair Occupations | Pneudraulic Systems Mechanic          | 33.37       |             |
| 23850       | Mechanics And Maintenance And Repair Occupations | Rigger                                | 30.34       |             |
| 23870       | Mechanics And Maintenance And Repair Occupations | Scale Mechanic                        | 30.95       |             |
| 23890       | Mechanics And Maintenance And Repair Occupations | Sheet-Metal Worker, Maintenance       | 38.57       |             |
| 23910       | Mechanics And Maintenance And Repair Occupations | Small Engine Mechanic                 | 23.89       |             |
| 23931       | Mechanics And Maintenance And Repair Occupations | Telecommunications Mechanic I         | 36.62       |             |
| 23932       | Mechanics And Maintenance And Repair Occupations | Telecommunications Mechanic II        | 37.88       |             |
| 23950       | Mechanics And Maintenance And Repair Occupations | Telephone Lineman                     | 30.24       |             |
| 23960       | Mechanics And Maintenance And Repair Occupations | Welder, Combination, Maintenance      | 28.04       |             |
| 23965       | Mechanics And Maintenance And Repair Occupations | Well Driller                          | 33.36       |             |
| 23970       | Mechanics And Maintenance And Repair Occupations | Woodcraft Worker                      | 33.37       |             |
| 23980       | Mechanics And Maintenance And Repair Occupations | Woodworker                            | 28.60       |             |
| 24550       | Personal Needs Occupations                       | Case Manager                          | 21.81       |             |
| 24570       | Personal Needs Occupations                       | Child Care Attendant                  | 15.85       | ***         |
| 24580       | Personal Needs Occupations                       | Child Care Center Clerk               | 19.77       |             |
| 24610       | Personal Needs Occupations                       | Chore Aide                            | 17.20       |             |
| 24620       | Personal Needs Occupations                       | Family Readiness And Support Services | 21.81       |             |

| <b>Code</b> | <b>Category</b>                                | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 24630       | Personal Needs Occupations                     | Homemaker                                 | 22.77       |             |
| 25010       | Plant And System Operations Occupations        | Boiler Tender                             | 37.90       |             |
| 25040       | Plant And System Operations Occupations        | Sewage Plant Operator                     | 37.28       |             |
| 25070       | Plant And System Operations Occupations        | Stationary Engineer                       | 37.90       |             |
| 25190       | Plant And System Operations Occupations        | Ventilation Equipment Tender              | 31.05       |             |
| 25210       | Plant And System Operations Occupations        | Water Treatment Plant Operator            | 37.28       |             |
| 27004       | Protective Service Occupations                 | Alarm Monitor                             | 31.04       |             |
| 27007       | Protective Service Occupations                 | Baggage Inspector                         | 17.72       |             |
| 27008       | Protective Service Occupations                 | Corrections Officer                       | 33.61       |             |
| 27010       | Protective Service Occupations                 | Court Security Officer                    | 33.61       |             |
| 27030       | Protective Service Occupations                 | Detection Dog Handler                     | 20.07       |             |
| 27040       | Protective Service Occupations                 | Detention Officer                         | 33.61       |             |
| 27070       | Protective Service Occupations                 | Firefighter                               | 37.66       |             |
| 27101       | Protective Service Occupations                 | Guard I                                   | 17.72       |             |
| 27102       | Protective Service Occupations                 | Guard II                                  | 20.07       |             |
| 27131       | Protective Service Occupations                 | Police Officer I                          | 37.26       |             |
| 27132       | Protective Service Occupations                 | Police Officer II                         | 41.40       |             |
| 28041       | Recreation Occupations                         | Carnival Equipment Operator               | 18.09       |             |
| 28042       | Recreation Occupations                         | Carnival Equipment Repairer               | 18.92       |             |
| 28043       | Recreation Occupations                         | Carnival Worker                           | 14.68       | ***         |
| 28210       | Recreation Occupations                         | Gate Attendant/Gate Tender                | 20.09       |             |
| 28310       | Recreation Occupations                         | Lifeguard                                 | 14.94       | ***         |
| 28350       | Recreation Occupations                         | Park Attendant                            | 22.46       |             |
| 28510       | Recreation Occupations                         | Recreation Aide/Health Facility Attendant | 16.39       | ***         |
| 28515       | Recreation Occupations                         | Recreation Specialist                     | 27.84       |             |
| 28630       | Recreation Occupations                         | Sports Official                           | 17.89       |             |
| 28690       | Recreation Occupations                         | Swimming Pool Operator                    | 20.47       |             |
| 29010       | Stevedoring/Longshoremen Occupational Services | Blocker And Bracer                        | 35.12       |             |

| <b>Code</b> | <b>Category</b>                                | <b>Title</b>                             | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 29020       | Stevedoring/Longshoremen Occupational Services | Hatch Tender                             | 35.12       |             |
| 29030       | Stevedoring/Longshoremen Occupational Services | Line Handler                             | 35.12       |             |
| 29041       | Stevedoring/Longshoremen Occupational Services | Stevedore I                              | 33.87       |             |
| 29042       | Stevedoring/Longshoremen Occupational Services | Stevedore II                             | 36.55       |             |
| 30010       | Technical Occupations                          | Air Traffic Control Specialist, Center   | 50.94       | see 2       |
| 30011       | Technical Occupations                          | Air Traffic Control Specialist, Station  | 35.12       | see 2       |
| 30012       | Technical Occupations                          | Air Traffic Control Specialist, Terminal | 38.68       | see 2       |
| 30021       | Technical Occupations                          | Archeological Technician I               | 22.10       |             |
| 30022       | Technical Occupations                          | Archeological Technician II              | 24.73       |             |
| 30023       | Technical Occupations                          | Archeological Technician III             | 30.63       |             |
| 30030       | Technical Occupations                          | Cartographic Technician                  | 30.63       |             |
| 30040       | Technical Occupations                          | Civil Engineering Technician             | 34.57       |             |
| 30051       | Technical Occupations                          | Cryogenic Technician I                   | 33.93       |             |
| 30052       | Technical Occupations                          | Cryogenic Technician II                  | 37.47       |             |
| 30061       | Technical Occupations                          | Drafter/CAD Operator I                   | 22.10       |             |
| 30062       | Technical Occupations                          | Drafter/CAD Operator II                  | 24.73       |             |
| 30063       | Technical Occupations                          | Drafter/CAD Operator III                 | 27.56       |             |
| 30064       | Technical Occupations                          | Drafter/CAD Operator IV                  | 33.93       |             |
| 30081       | Technical Occupations                          | Engineering Technician I                 | 18.51       |             |
| 30082       | Technical Occupations                          | Engineering Technician II                | 20.79       |             |
| 30083       | Technical Occupations                          | Engineering Technician III               | 23.46       |             |
| 30084       | Technical Occupations                          | Engineering Technician IV                | 28.82       |             |
| 30085       | Technical Occupations                          | Engineering Technician V                 | 35.24       |             |
| 30086       | Technical Occupations                          | Engineering Technician VI                | 42.64       |             |
| 30090       | Technical Occupations                          | Environmental Technician                 | 28.88       |             |
| 30095       | Technical Occupations                          | Evidence Control Specialist              | 30.63       |             |
| 30210       | Technical Occupations                          | Laboratory Technician                    | 25.49       |             |
| 30221       | Technical Occupations                          | Latent Fingerprint Technician I          | 35.67       |             |
| 30222       | Technical Occupations                          | Latent Fingerprint Technician II         | 39.40       |             |

| <b>Code</b> | <b>Category</b>                                       | <b>Title</b>                             | <b>Rate</b> | <b>Note</b> |
|-------------|---|--|-------------|-------------|
| 30240       | Technical Occupations                                 | Mathematical Technician                  | 33.69       |             |
| 30361       | Technical Occupations                                 | Paralegal/Legal Assistant I              | 23.25       |             |
| 30362       | Technical Occupations                                 | Paralegal/Legal Assistant II             | 28.81       |             |
| 30363       | Technical Occupations                                 | Paralegal/Legal Assistant III            | 35.24       |             |
| 30364       | Technical Occupations                                 | Paralegal/Legal Assistant IV             | 42.63       |             |
| 30375       | Technical Occupations                                 | Petroleum Supply Specialist              | 37.47       |             |
| 30390       | Technical Occupations                                 | Photo-Optics Technician                  | 30.63       |             |
| 30395       | Technical Occupations                                 | Radiation Control Technician             | 37.47       |             |
| 30461       | Technical Occupations                                 | Technical Writer I                       | 31.63       |             |
| 30462       | Technical Occupations                                 | Technical Writer II                      | 38.67       |             |
| 30463       | Technical Occupations                                 | Technical Writer III                     | 46.79       |             |
| 30491       | Technical Occupations                                 | Unexploded Ordnance (UXO) Technician I   | 32.37       |             |
| 30492       | Technical Occupations                                 | Unexploded Ordnance (UXO) Technician II  | 39.17       |             |
| 30493       | Technical Occupations                                 | Unexploded Ordnance (UXO) Technician III | 46.95       |             |
| 30494       | Technical Occupations                                 | Unexploded (UXO) Safety Escort           | 32.37       |             |
| 30495       | Technical Occupations                                 | Unexploded (UXO) Sweep Personnel         | 32.37       |             |
| 30501       | Technical Occupations                                 | Weather Forecaster I                     | 33.93       |             |
| 30502       | Technical Occupations                                 | Weather Forecaster II                    | 41.26       |             |
| 30620       | Technical Occupations                                 | Weather Observer, Combined Upper Air Or  | 27.56       | see 2       |
| 30621       | Technical Occupations                                 | Weather Observer, Senior                 | 30.63       | see 2       |
| 31010       | Transportation/Mobile Equipment Operation Occupations | Airplane Pilot                           | 39.17       |             |
| 31020       | Transportation/Mobile Equipment Operation Occupations | Bus Aide                                 | 22.51       |             |
| 31030       | Transportation/Mobile Equipment Operation Occupations | Bus Driver                               | 27.61       |             |
| 31043       | Transportation/Mobile Equipment Operation Occupations | Driver Courier                           | 18.22       |             |
| 31260       | Transportation/Mobile Equipment Operation Occupations | Parking and Lot Attendant                | 14.81       | ***         |

| <b>Code</b> | <b>Category</b>                                       | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|---|---------------------------------|-------------|-------------|
| 31290       | Transportation/Mobile Equipment Operation Occupations | Shuttle Bus Driver              | 18.53       |             |
| 31310       | Transportation/Mobile Equipment Operation Occupations | Taxi Driver                     | 17.59       |             |
| 31361       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Light              | 19.06       |             |
| 31362       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Medium             | 19.88       |             |
| 31363       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Heavy              | 26.90       |             |
| 31364       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Tractor-Trailer    | 26.90       |             |
| 99020       | Miscellaneous Occupations                             | Cabin Safety Specialist         | 19.10       |             |
| 99030       | Miscellaneous Occupations                             | Cashier                         | 14.82       | ***         |
| 99050       | Miscellaneous Occupations                             | Desk Clerk                      | 16.73       | ***         |
| 99095       | Miscellaneous Occupations                             | Embalmer                        | 35.38       |             |
| 99130       | Miscellaneous Occupations                             | Flight Follower                 | 32.37       |             |
| 99251       | Miscellaneous Occupations                             | Laboratory Animal Caretaker I   | 16.76       | ***         |
| 99252       | Miscellaneous Occupations                             | Laboratory Animal Caretaker II  | 17.53       |             |
| 99260       | Miscellaneous Occupations                             | Marketing Analyst               | 36.56       |             |
| 99310       | Miscellaneous Occupations                             | Mortician                       | 35.38       |             |
| 99410       | Miscellaneous Occupations                             | Pest Controller                 | 23.47       |             |
| 99510       | Miscellaneous Occupations                             | Photofinishing Worker           | 19.28       |             |
| 99710       | Miscellaneous Occupations                             | Recycling Laborer               | 28.31       |             |
| 99711       | Miscellaneous Occupations                             | Recycling Specialist            | 31.80       |             |
| 99730       | Miscellaneous Occupations                             | Refuse Collector                | 25.84       |             |
| 99810       | Miscellaneous Occupations                             | Sales Clerk                     | 16.21       | ***         |
| 99820       | Miscellaneous Occupations                             | School Crossing Guard           | 18.74       |             |
| 99830       | Miscellaneous Occupations                             | Survey Party Chief              | 36.91       |             |
| 99831       | Miscellaneous Occupations                             | Surveying Aide                  | 23.16       |             |
| 99832       | Miscellaneous Occupations                             | Surveying Technician            | 34.44       |             |
| 99840       | Miscellaneous Occupations                             | Vending Machine Attendant       | 23.76       |             |
| 99841       | Miscellaneous Occupations                             | Vending Machine Repairer        | 26.89       |             |
| 99842       | Miscellaneous Occupations                             | Vending Machine Repairer Helper | 23.76       |             |

**Footer**

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.20 per hour) or 13658 (\$12.90 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. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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: \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 per month\*

\*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 25 years.

Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of twelve paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day

off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

**THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:**

1) **COMPUTER EMPLOYEES:** This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract.

Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) **AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:** If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**\*\* HAZARDOUS PAY DIFFERENTIAL \*\***

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder.

All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like;

minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of ""wash and wear""

materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the

contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**\*\* SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS \*\***

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

**\*\* REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) \*\***

**Conformance Process:**

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR

4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S.

Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request, the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination.

Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

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## **Wage Determination No. : 2015-4125**

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 28

Date Of Last Revision : 07/22/2024

Source : [Source Website](#)

## Header

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2024.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.90 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 2024.

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: Connecticut

This wage determination is applicable to the following towns in MIDDLESEX COUNTY: Chester, Clinton, Deep River, Durham, Essex, Killingworth, Middlefield, Old Saybrook, Westbrook

**\*\*Fringe Benefits Required Follow the Occupational Listing\*\***

## Wage Determination Table

| Code  | Category  | Title                    | Rate  | Note |
|-------|---|--------------------------|-------|------|
| 01011 | Administrative Support And Clerical Occupations | Accounting Clerk I       | 20.58 |      |
| 01012 | Administrative Support And Clerical Occupations | Accounting Clerk II      | 23.09 |      |
| 01013 | Administrative Support And Clerical Occupations | Accounting Clerk III     | 25.83 |      |
| 01020 | Administrative Support And Clerical Occupations | Administrative Assistant | 36.29 |      |

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------------|-------------|-------------|
| 01035       | Administrative Support And Clerical Occupations | Court Reporter                       | 25.61       |             |
| 01041       | Administrative Support And Clerical Occupations | Customer Service Representative I    | 17.80       |             |
| 01042       | Administrative Support And Clerical Occupations | Customer Service Representative II   | 19.42       |             |
| 01043       | Administrative Support And Clerical Occupations | Customer Service Representative III  | 21.79       |             |
| 01051       | Administrative Support And Clerical Occupations | Data Entry Operator I                | 20.76       |             |
| 01052       | Administrative Support And Clerical Occupations | Data Entry Operator II               | 22.65       |             |
| 01060       | Administrative Support And Clerical Occupations | Dispatcher, Motor Vehicle            | 24.57       |             |
| 01070       | Administrative Support And Clerical Occupations | Document Preparation Clerk           | 20.98       |             |
| 01090       | Administrative Support And Clerical Occupations | Duplicating Machine Operator         | 20.98       |             |
| 01111       | Administrative Support And Clerical Occupations | General Clerk I                      | 17.62       |             |
| 01112       | Administrative Support And Clerical Occupations | General Clerk II                     | 19.22       |             |
| 01113       | Administrative Support And Clerical Occupations | General Clerk III                    | 21.57       |             |
| 01120       | Administrative Support And Clerical Occupations | Housing Referral Assistant           | 28.56       |             |
| 01141       | Administrative Support And Clerical Occupations | Messenger Courier                    | 21.51       |             |
| 01191       | Administrative Support And Clerical Occupations | Order Clerk I                        | 17.74       |             |
| 01192       | Administrative Support And Clerical Occupations | Order Clerk II                       | 19.36       |             |
| 01261       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) I   | 21.73       |             |
| 01262       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) II  | 24.31       |             |
| 01263       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) III | 27.11       |             |

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------------|-------------|-------------|
| 01270       | Administrative Support And Clerical Occupations | Production Control Clerk             | 27.60       |             |
| 01290       | Administrative Support And Clerical Occupations | Rental Clerk                         | 17.22       |             |
| 01300       | Administrative Support And Clerical Occupations | Scheduler, Maintenance               | 22.90       |             |
| 01311       | Administrative Support And Clerical Occupations | Secretary I                          | 22.90       |             |
| 01312       | Administrative Support And Clerical Occupations | Secretary II                         | 25.61       |             |
| 01313       | Administrative Support And Clerical Occupations | Secretary III                        | 28.56       |             |
| 01320       | Administrative Support And Clerical Occupations | Service Order Dispatcher             | 21.97       |             |
| 01410       | Administrative Support And Clerical Occupations | Supply Technician                    | 36.29       |             |
| 01420       | Administrative Support And Clerical Occupations | Survey Worker                        | 23.04       |             |
| 01460       | Administrative Support And Clerical Occupations | Switchboard Operator/Receptionist    | 18.31       |             |
| 01531       | Administrative Support And Clerical Occupations | Travel Clerk I                       | 21.22       |             |
| 01532       | Administrative Support And Clerical Occupations | Travel Clerk II                      | 23.24       |             |
| 01533       | Administrative Support And Clerical Occupations | Travel Clerk III                     | 25.29       |             |
| 01611       | Administrative Support And Clerical Occupations | Word Processor I                     | 21.86       |             |
| 01612       | Administrative Support And Clerical Occupations | Word Processor II                    | 24.55       |             |
| 01613       | Administrative Support And Clerical Occupations | Word Processor III                   | 27.46       |             |
| 05005       | Automotive Service Occupations                  | Automobile Body Repairer, Fiberglass | 27.63       |             |
| 05010       | Automotive Service Occupations                  | Automotive Electrician               | 22.82       |             |
| 05040       | Automotive Service Occupations                  | Automotive Glass Installer           | 21.90       |             |
| 05070       | Automotive Service Occupations                  | Automotive Worker                    | 21.90       |             |
| 05110       | Automotive Service Occupations                  | Mobile Equipment Servicer            | 20.56       |             |

| <b>Code</b> | <b>Category</b>                              | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|--|---------------------------------|-------------|-------------|
| 05130       | Automotive Service Occupations               | Motor Equipment Metal Mechanic  | 23.74       |             |
| 05160       | Automotive Service Occupations               | Motor Equipment Metal Worker    | 21.90       |             |
| 05190       | Automotive Service Occupations               | Motor Vehicle Mechanic          | 23.74       |             |
| 05220       | Automotive Service Occupations               | Motor Vehicle Mechanic Helper   | 19.81       |             |
| 05250       | Automotive Service Occupations               | Motor Vehicle Upholstery Worker | 21.27       |             |
| 05280       | Automotive Service Occupations               | Motor Vehicle Wrecker           | 21.90       |             |
| 05310       | Automotive Service Occupations               | Painter, Automotive             | 22.82       |             |
| 05340       | Automotive Service Occupations               | Radiator Repair Specialist      | 21.87       |             |
| 05370       | Automotive Service Occupations               | Tire Repairer                   | 19.28       |             |
| 05400       | Automotive Service Occupations               | Transmission Repair Specialist  | 23.74       |             |
| 07010       | Food Preparation And Service Occupations     | Baker                           | 18.11       |             |
| 07041       | Food Preparation And Service Occupations     | Cook I                          | 22.16       |             |
| 07042       | Food Preparation And Service Occupations     | Cook II                         | 24.13       |             |
| 07070       | Food Preparation And Service Occupations     | Dishwasher                      | 15.01       | ***         |
| 07130       | Food Preparation And Service Occupations     | Food Service Worker             | 16.96       | ***         |
| 07210       | Food Preparation And Service Occupations     | Meat Cutter                     | 22.21       |             |
| 07260       | Food Preparation And Service Occupations     | Waiter/Waitress                 | 15.86       | ***         |
| 09010       | Furniture Maintenance And Repair Occupations | Electrostatic Spray Painter     | 24.44       |             |
| 09040       | Furniture Maintenance And Repair Occupations | Furniture Handler               | 19.92       |             |
| 09080       | Furniture Maintenance And Repair Occupations | Furniture Refinisher            | 26.25       |             |
| 09090       | Furniture Maintenance And Repair Occupations | Furniture Refinisher Helper     | 21.99       |             |
| 09110       | Furniture Maintenance And Repair Occupations | Furniture Repairer, Minor       | 24.18       |             |
| 09130       | Furniture Maintenance And Repair Occupations | Upholsterer                     | 24.44       |             |

| <b>Code</b> | <b>Category</b>                          | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 11030       | General Services And Support Occupations | Cleaner, Vehicles                          | 15.70       | ***         |
| 11060       | General Services And Support Occupations | Elevator Operator                          | 17.66       |             |
| 11090       | General Services And Support Occupations | Gardener                                   | 26.38       |             |
| 11122       | General Services And Support Occupations | Housekeeping Aide                          | 17.66       |             |
| 11150       | General Services And Support Occupations | Janitor                                    | 17.66       |             |
| 11210       | General Services And Support Occupations | Laborer, Grounds Maintenance               | 22.19       |             |
| 11240       | General Services And Support Occupations | Maid or Houseman                           | 16.02       | ***         |
| 11260       | General Services And Support Occupations | Pruner                                     | 20.02       |             |
| 11270       | General Services And Support Occupations | Tractor Operator                           | 25.14       |             |
| 11330       | General Services And Support Occupations | Trail Maintenance Worker                   | 22.19       |             |
| 11360       | General Services And Support Occupations | Window Cleaner                             | 19.57       |             |
| 12010       | Health Occupations                       | Ambulance Driver                           | 24.54       |             |
| 12011       | Health Occupations                       | Breath Alcohol Technician                  | 28.32       |             |
| 12012       | Health Occupations                       | Certified Occupational Therapist Assistant | 33.22       |             |
| 12015       | Health Occupations                       | Certified Physical Therapist Assistant     | 34.01       |             |
| 12020       | Health Occupations                       | Dental Assistant                           | 23.80       |             |
| 12025       | Health Occupations                       | Dental Hygienist                           | 47.19       |             |
| 12030       | Health Occupations                       | EKG Technician                             | 39.17       |             |
| 12035       | Health Occupations                       | Electroneurodiagnostic Technologist        | 39.17       |             |
| 12040       | Health Occupations                       | Emergency Medical Technician               | 24.54       |             |
| 12071       | Health Occupations                       | Licensed Practical Nurse I                 | 25.32       |             |
| 12072       | Health Occupations                       | Licensed Practical Nurse II                | 28.32       |             |
| 12073       | Health Occupations                       | Licensed Practical Nurse III               | 31.58       |             |

| <b>Code</b> | <b>Category</b>                  | <b>Title</b>                           | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------|--|-------------|-------------|
| 12100       | Health Occupations               | Medical Assistant                      | 22.16       |             |
| 12130       | Health Occupations               | Medical Laboratory Technician          | 36.15       |             |
| 12160       | Health Occupations               | Medical Record Clerk                   | 26.86       |             |
| 12190       | Health Occupations               | Medical Record Technician              | 30.04       |             |
| 12195       | Health Occupations               | Medical Transcriptionist               | 24.00       |             |
| 12210       | Health Occupations               | Nuclear Medicine Technologist          | 58.52       |             |
| 12221       | Health Occupations               | Nursing Assistant I                    | 15.86       | ***         |
| 12222       | Health Occupations               | Nursing Assistant II                   | 17.82       |             |
| 12223       | Health Occupations               | Nursing Assistant III                  | 19.45       |             |
| 12224       | Health Occupations               | Nursing Assistant IV                   | 21.84       |             |
| 12235       | Health Occupations               | Optical Dispenser                      | 31.07       |             |
| 12236       | Health Occupations               | Optical Technician                     | 25.32       |             |
| 12250       | Health Occupations               | Pharmacy Technician                    | 18.27       |             |
| 12280       | Health Occupations               | Phlebotomist                           | 22.18       |             |
| 12305       | Health Occupations               | Radiologic Technologist                | 39.24       |             |
| 12311       | Health Occupations               | Registered Nurse I                     | 27.91       |             |
| 12312       | Health Occupations               | Registered Nurse II                    | 34.14       |             |
| 12313       | Health Occupations               | Registered Nurse II, Specialist        | 34.14       |             |
| 12314       | Health Occupations               | Registered Nurse III                   | 41.30       |             |
| 12315       | Health Occupations               | Registered Nurse III, Anesthetist      | 41.30       |             |
| 12316       | Health Occupations               | Registered Nurse IV                    | 49.50       |             |
| 12317       | Health Occupations               | Scheduler                              | 35.09       |             |
| 12320       | Health Occupations               | Substance Abuse Treatment Counselor    | 29.10       |             |
| 13011       | Information And Arts Occupations | Exhibits Specialist I                  | 28.08       |             |
| 13012       | Information And Arts Occupations | Exhibits Specialist II                 | 34.80       |             |
| 13013       | Information And Arts Occupations | Exhibits Specialist III                | 42.57       |             |
| 13041       | Information And Arts Occupations | Illustrator I                          | 28.31       |             |
| 13042       | Information And Arts Occupations | Illustrator II                         | 35.09       |             |
| 13043       | Information And Arts Occupations | Illustrator III                        | 42.92       |             |
| 13047       | Information And Arts Occupations | Librarian                              | 38.54       |             |
| 13050       | Information And Arts Occupations | Library Aide/Clerk                     | 17.29       |             |
| 13054       | Information And Arts Occupations | Library Information Technology Systems | 34.80       |             |

| <b>Code</b> | <b>Category</b>                    | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------|--------------------------------------|-------------|-------------|
| 13058       | Information And Arts Occupations   | Library Technician                   | 31.82       |             |
| 13061       | Information And Arts Occupations   | Media Specialist I                   | 25.12       |             |
| 13062       | Information And Arts Occupations   | Media Specialist II                  | 28.08       |             |
| 13063       | Information And Arts Occupations   | Media Specialist III                 | 31.32       |             |
| 13071       | Information And Arts Occupations   | Photographer I                       | 22.74       |             |
| 13072       | Information And Arts Occupations   | Photographer II                      | 25.88       |             |
| 13073       | Information And Arts Occupations   | Photographer III                     | 32.07       |             |
| 13074       | Information And Arts Occupations   | Photographer IV                      | 39.23       |             |
| 13075       | Information And Arts Occupations   | Photographer V                       | 47.45       |             |
| 13090       | Information And Arts Occupations   | Technical Order Library Clerk        | 21.70       |             |
| 13110       | Information And Arts Occupations   | Video Teleconference Technician      | 31.35       |             |
| 14041       | Information Technology Occupations | Computer Operator I                  | 26.14       |             |
| 14042       | Information Technology Occupations | Computer Operator II                 | 29.26       |             |
| 14043       | Information Technology Occupations | Computer Operator III                | 32.62       |             |
| 14044       | Information Technology Occupations | Computer Operator IV                 | 36.21       |             |
| 14045       | Information Technology Occupations | Computer Operator V                  | 40.12       |             |
| 14071       | Information Technology Occupations | Computer Programmer I                | NaN         | see<br>1    |
| 14072       | Information Technology Occupations | Computer Programmer II               | NaN         | see<br>1    |
| 14073       | Information Technology Occupations | Computer Programmer III              | NaN         | see<br>1    |
| 14074       | Information Technology Occupations | Computer Programmer IV               | NaN         | see<br>1    |
| 14101       | Information Technology Occupations | Computer Systems Analyst I           | NaN         | see<br>1    |
| 14102       | Information Technology Occupations | Computer Systems Analyst II          | NaN         | see<br>1    |
| 14103       | Information Technology Occupations | Computer Systems Analyst III         | NaN         | see<br>1    |
| 14150       | Information Technology Occupations | Peripheral Equipment Operator        | 26.14       |             |
| 14160       | Information Technology Occupations | Personal Computer Support Technician | 38.98       |             |
| 14170       | Information Technology Occupations | System Support Specialist            | 46.39       |             |
| 15010       | Instructional Occupations          | Aircrew Training Devices Instructor  | 35.08       |             |

| <b>Code</b> | <b>Category</b>   | <b>Title</b>                                    | <b>Rate</b> | <b>Note</b> |
|-------------|---|---|-------------|-------------|
| 15020       | Instructional Occupations                               | Aircrew Training Devices Instructor             | 42.44       |             |
| 15030       | Instructional Occupations                               | Air Crew Training Devices Instructor            | 50.87       |             |
| 15050       | Instructional Occupations                               | Computer Based Training Specialist / Instructor | 35.08       |             |
| 15060       | Instructional Occupations                               | Educational Technologist                        | 52.73       |             |
| 15070       | Instructional Occupations                               | Flight Instructor                               | 50.87       |             |
| 15080       | Instructional Occupations                               | Graphic Artist                                  | 29.80       |             |
| 15085       | Instructional Occupations                               | Maintenance Test Pilot, Fixed, Jet/Prop         | 50.87       |             |
| 15086       | Instructional Occupations                               | Maintenance Test Pilot, Rotary Wing             | 50.87       |             |
| 15088       | Instructional Occupations                               | Non-Maintenance Test/Co-Pilot                   | 50.87       |             |
| 15090       | Instructional Occupations                               | Technical Instructor                            | 29.77       |             |
| 15095       | Instructional Occupations                               | Technical Instructor/Course Developer           | 36.40       |             |
| 15110       | Instructional Occupations                               | Test Proctor                                    | 24.01       |             |
| 15120       | Instructional Occupations                               | Tutor   | 24.01       |             |
| 16010       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Assembler                                       | 17.18       | ***         |
| 16030       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Counter Attendant                               | 17.18       | ***         |
| 16040       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Dry Cleaner                                     | 19.63       |             |
| 16070       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Finisher, Flatwork, Machine                     | 17.18       | ***         |
| 16090       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Hand                                   | 17.18       | ***         |
| 16110       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Drycleaning                   | 17.18       | ***         |
| 16130       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Shirts                        | 17.18       | ***         |
| 16160       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Wearing Apparel, Laundry      | 17.18       | ***         |
| 16190       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Sewing Machine Operator                         | 20.45       |             |

| <b>Code</b> | <b>Category</b>   | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------------|-------------|-------------|
| 16220       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Tailor                               | 21.26       |             |
| 16250       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Washer, Machine                      | 18.00       |             |
| 19010       | Machine Tool Operation And Repair Occupations           | Machine-Tool Operator                | 32.12       |             |
| 19040       | Machine Tool Operation And Repair Occupations           | Tool And Die Maker                   | 37.32       |             |
| 21020       | Materials Handling And Packing Occupations              | Forklift Operator                    | 20.59       |             |
| 21030       | Materials Handling And Packing Occupations              | Material Coordinator                 | 27.60       |             |
| 21040       | Materials Handling And Packing Occupations              | Material Expediter                   | 27.60       |             |
| 21050       | Materials Handling And Packing Occupations              | Material Handling Laborer            | 18.36       |             |
| 21071       | Materials Handling And Packing Occupations              | Order Filler                         | 18.36       |             |
| 21080       | Materials Handling And Packing Occupations              | Production Line Worker               | 20.59       |             |
| 21110       | Materials Handling And Packing Occupations              | Shipping Packer                      | 21.52       |             |
| 21130       | Materials Handling And Packing Occupations              | Shipping/Receiving Clerk             | 21.52       |             |
| 21140       | Materials Handling And Packing Occupations              | Store Worker I                       | 16.98       | ***         |
| 21150       | Materials Handling And Packing Occupations              | Stock Clerk                          | 22.72       |             |
| 21210       | Materials Handling And Packing Occupations              | Tools And Parts Attendant            | 20.59       |             |
| 21410       | Materials Handling And Packing Occupations              | Warehouse Specialist                 | 20.59       |             |
| 23010       | Mechanics And Maintenance And Repair Occupations        | Aerospace Structural Welder          | 33.12       |             |
| 23019       | Mechanics And Maintenance And Repair Occupations        | Aircraft Logs and Records Technician | 28.33       |             |
| 23021       | Mechanics And Maintenance And Repair Occupations        | Aircraft Mechanic I                  | 32.01       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                                   | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 23022       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic II                           | 33.12       |             |
| 23023       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic III                          | 34.44       |             |
| 23040       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic Helper                       | 25.80       |             |
| 23050       | Mechanics And Maintenance And Repair Occupations | Aircraft, Painter                              | 30.75       |             |
| 23060       | Mechanics And Maintenance And Repair Occupations | Aircraft Servicer                              | 28.33       |             |
| 23070       | Mechanics And Maintenance And Repair Occupations | Aircraft Survival Flight Equipment Technician  | 30.75       |             |
| 23080       | Mechanics And Maintenance And Repair Occupations | Aircraft Worker                                | 29.48       |             |
| 23091       | Mechanics And Maintenance And Repair Occupations | Aircrew Life Support Equipment (ALSE) Mechanic | 29.48       |             |
| 23092       | Mechanics And Maintenance And Repair Occupations | Aircrew Life Support Equipment (ALSE) Mechanic | 32.01       |             |
| 23110       | Mechanics And Maintenance And Repair Occupations | Appliance Mechanic                             | 30.67       |             |
| 23120       | Mechanics And Maintenance And Repair Occupations | Bicycle Repairer                               | 29.21       |             |
| 23125       | Mechanics And Maintenance And Repair Occupations | Cable Splicer                                  | 55.95       |             |
| 23130       | Mechanics And Maintenance And Repair Occupations | Carpenter, Maintenance                         | 30.52       |             |
| 23140       | Mechanics And Maintenance And Repair Occupations | Carpet Layer                                   | 31.81       |             |
| 23160       | Mechanics And Maintenance And Repair Occupations | Electrician, Maintenance                       | 34.89       |             |
| 23181       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance I           | 32.44       |             |
| 23182       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance II          | 33.85       |             |
| 23183       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance III         | 35.22       |             |
| 23260       | Mechanics And Maintenance And Repair Occupations | Fabric Worker                                  | 30.57       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 23290       | Mechanics And Maintenance And Repair Occupations | Fire Alarm System Mechanic                | 30.74       |             |
| 23310       | Mechanics And Maintenance And Repair Occupations | Fire Extinguisher Repairer                | 29.21       |             |
| 23311       | Mechanics And Maintenance And Repair Occupations | Fuel Distribution System Mechanic         | 44.44       |             |
| 23312       | Mechanics And Maintenance And Repair Occupations | Fuel Distribution System Operator         | 37.61       |             |
| 23370       | Mechanics And Maintenance And Repair Occupations | General Maintenance Worker                | 24.54       |             |
| 23380       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Mechanic         | 32.01       |             |
| 23381       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Servicer         | 28.33       |             |
| 23382       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Worker           | 29.48       |             |
| 23391       | Mechanics And Maintenance And Repair Occupations | Gunsmith I                                | 29.21       |             |
| 23392       | Mechanics And Maintenance And Repair Occupations | Gunsmith II                               | 31.81       |             |
| 23393       | Mechanics And Maintenance And Repair Occupations | Gunsmith III                              | 34.54       |             |
| 23410       | Mechanics And Maintenance And Repair Occupations | Heating, Ventilation And Air-Conditioning | 33.15       |             |
| 23411       | Mechanics And Maintenance And Repair Occupations | Heating, Ventilation And Air Contidioning | 34.31       |             |
| 23430       | Mechanics And Maintenance And Repair Occupations | Heavy Equipment Mechanic                  | 32.37       |             |
| 23440       | Mechanics And Maintenance And Repair Occupations | Heavy Equipment Operator                  | 37.05       |             |
| 23460       | Mechanics And Maintenance And Repair Occupations | Instrument Mechanic                       | 34.54       |             |
| 23465       | Mechanics And Maintenance And Repair Occupations | Laboratory/Shelter Mechanic               | 33.18       |             |
| 23470       | Mechanics And Maintenance And Repair Occupations | Laborer                                   | 18.36       |             |
| 23510       | Mechanics And Maintenance And Repair Occupations | Locksmith                                 | 33.18       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|--|---------------------------------|-------------|-------------|
| 23530       | Mechanics And Maintenance And Repair Occupations | Machinery Maintenance Mechanic  | 32.24       |             |
| 23550       | Mechanics And Maintenance And Repair Occupations | Machinist, Maintenance          | 28.36       |             |
| 23580       | Mechanics And Maintenance And Repair Occupations | Maintenance Trades Helper       | 23.45       |             |
| 23591       | Mechanics And Maintenance And Repair Occupations | Metrology Technician I          | 34.54       |             |
| 23592       | Mechanics And Maintenance And Repair Occupations | Metrology Technician II         | 35.74       |             |
| 23593       | Mechanics And Maintenance And Repair Occupations | Metrology Technician III        | 37.17       |             |
| 23640       | Mechanics And Maintenance And Repair Occupations | Millwright                      | 34.54       |             |
| 23710       | Mechanics And Maintenance And Repair Occupations | Office Appliance Repairer       | 23.62       |             |
| 23760       | Mechanics And Maintenance And Repair Occupations | Painter, Maintenance            | 24.42       |             |
| 23790       | Mechanics And Maintenance And Repair Occupations | Pipefitter, Maintenance         | 39.87       |             |
| 23810       | Mechanics And Maintenance And Repair Occupations | Plumber, Maintenance            | 38.32       |             |
| 23820       | Mechanics And Maintenance And Repair Occupations | Pneudraulic Systems Mechanic    | 34.54       |             |
| 23850       | Mechanics And Maintenance And Repair Occupations | Rigger                          | 34.54       |             |
| 23870       | Mechanics And Maintenance And Repair Occupations | Scale Mechanic                  | 31.81       |             |
| 23890       | Mechanics And Maintenance And Repair Occupations | Sheet-Metal Worker, Maintenance | 36.59       |             |
| 23910       | Mechanics And Maintenance And Repair Occupations | Small Engine Mechanic           | 30.13       |             |
| 23931       | Mechanics And Maintenance And Repair Occupations | Telecommunications Mechanic I   | 38.08       |             |
| 23932       | Mechanics And Maintenance And Repair Occupations | Telecommunications Mechanic II  | 39.41       |             |
| 23950       | Mechanics And Maintenance And Repair Occupations | Telephone Lineman               | 34.54       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                          | <b>Rate</b> | <b>Note</b> |
|-------------|--|---------------------------------------|-------------|-------------|
| 23960       | Mechanics And Maintenance And Repair Occupations | Welder, Combination, Maintenance      | 23.65       |             |
| 23965       | Mechanics And Maintenance And Repair Occupations | Well Driller                          | 34.54       |             |
| 23970       | Mechanics And Maintenance And Repair Occupations | Woodcraft Worker                      | 34.54       |             |
| 23980       | Mechanics And Maintenance And Repair Occupations | Woodworker                            | 29.21       |             |
| 24550       | Personal Needs Occupations                       | Case Manager                          | 19.62       |             |
| 24570       | Personal Needs Occupations                       | Child Care Attendant                  | 16.03       | ***         |
| 24580       | Personal Needs Occupations                       | Child Care Center Clerk               | 19.99       |             |
| 24610       | Personal Needs Occupations                       | Chore Aide                            | 17.23       |             |
| 24620       | Personal Needs Occupations                       | Family Readiness And Support Services | 19.62       |             |
| 24630       | Personal Needs Occupations                       | Homemaker                             | 22.09       |             |
| 25010       | Plant And System Operations Occupations          | Boiler Tender                         | 39.20       |             |
| 25040       | Plant And System Operations Occupations          | Sewage Plant Operator                 | 36.18       |             |
| 25070       | Plant And System Operations Occupations          | Stationary Engineer                   | 39.20       |             |
| 25190       | Plant And System Operations Occupations          | Ventilation Equipment Tender          | 33.39       |             |
| 25210       | Plant And System Operations Occupations          | Water Treatment Plant Operator        | 33.60       |             |
| 27004       | Protective Service Occupations                   | Alarm Monitor                         | 28.75       |             |
| 27007       | Protective Service Occupations                   | Baggage Inspector                     | 18.51       |             |
| 27008       | Protective Service Occupations                   | Corrections Officer                   | 38.53       |             |
| 27010       | Protective Service Occupations                   | Court Security Officer                | 38.53       |             |
| 27030       | Protective Service Occupations                   | Detection Dog Handler                 | 20.70       |             |
| 27040       | Protective Service Occupations                   | Detention Officer                     | 38.53       |             |
| 27070       | Protective Service Occupations                   | Firefighter                           | 38.53       |             |
| 27101       | Protective Service Occupations                   | Guard I                               | 18.51       |             |
| 27102       | Protective Service Occupations                   | Guard II                              | 20.70       |             |
| 27131       | Protective Service Occupations                   | Police Officer I                      | 38.21       |             |
| 27132       | Protective Service Occupations                   | Police Officer II                     | 42.45       |             |

| <b>Code</b> | <b>Category</b>                                | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 28041       | Recreation Occupations                         | Carnival Equipment Operator               | 18.56       |             |
| 28042       | Recreation Occupations                         | Carnival Equipment Repairer               | 19.47       |             |
| 28043       | Recreation Occupations                         | Carnival Worker                           | 14.78       | ***         |
| 28210       | Recreation Occupations                         | Gate Attendant/Gate Tender                | 19.73       |             |
| 28310       | Recreation Occupations                         | Lifeguard                                 | 14.80       | ***         |
| 28350       | Recreation Occupations                         | Park Attendant                            | 22.06       |             |
| 28510       | Recreation Occupations                         | Recreation Aide/Health Facility Attendant | 16.11       | ***         |
| 28515       | Recreation Occupations                         | Recreation Specialist                     | 27.34       |             |
| 28630       | Recreation Occupations                         | Sports Official                           | 17.58       |             |
| 28690       | Recreation Occupations                         | Swimming Pool Operator                    | 21.20       |             |
| 29010       | Stevedoring/Longshoremen Occupational Services | Blocker And Bracer                        | 35.56       |             |
| 29020       | Stevedoring/Longshoremen Occupational Services | Hatch Tender                              | 35.56       |             |
| 29030       | Stevedoring/Longshoremen Occupational Services | Line Handler                              | 35.56       |             |
| 29041       | Stevedoring/Longshoremen Occupational Services | Stevedore I                               | 34.19       |             |
| 29042       | Stevedoring/Longshoremen Occupational Services | Stevedore II                              | 37.11       |             |
| 30010       | Technical Occupations                          | Air Traffic Control Specialist, Center    | 53.11       | see 2       |
| 30011       | Technical Occupations                          | Air Traffic Control Specialist, Station   | 36.62       | see 2       |
| 30012       | Technical Occupations                          | Air Traffic Control Specialist, Terminal  | 40.33       | see 2       |
| 30021       | Technical Occupations                          | Archeological Technician I                | 20.89       |             |
| 30022       | Technical Occupations                          | Archeological Technician II               | 24.15       |             |
| 30023       | Technical Occupations                          | Archeological Technician III              | 29.05       |             |
| 30030       | Technical Occupations                          | Cartographic Technician                   | 29.33       |             |
| 30040       | Technical Occupations                          | Civil Engineering Technician              | 30.09       |             |
| 30051       | Technical Occupations                          | Cryogenic Technician I                    | 32.07       |             |
| 30052       | Technical Occupations                          | Cryogenic Technician II                   | 35.41       |             |
| 30061       | Technical Occupations                          | Drafter/CAD Operator I                    | 20.89       |             |
| 30062       | Technical Occupations                          | Drafter/CAD Operator II                   | 24.15       |             |

| <b>Code</b> | <b>Category</b>       | <b>Title</b>                             | <b>Rate</b> | <b>Note</b> |
|-------------|-----------------------|--|-------------|-------------|
| 30063       | Technical Occupations | Drafter/CAD Operator III                 | 26.05       |             |
| 30064       | Technical Occupations | Drafter/CAD Operator IV                  | 32.07       |             |
| 30081       | Technical Occupations | Engineering Technician I                 | 19.48       |             |
| 30082       | Technical Occupations | Engineering Technician II                | 21.88       |             |
| 30083       | Technical Occupations | Engineering Technician III               | 24.47       |             |
| 30084       | Technical Occupations | Engineering Technician IV                | 30.33       |             |
| 30085       | Technical Occupations | Engineering Technician V                 | 37.09       |             |
| 30086       | Technical Occupations | Engineering Technician VI                | 44.87       |             |
| 30090       | Technical Occupations | Environmental Technician                 | 31.87       |             |
| 30095       | Technical Occupations | Evidence Control Specialist              | 28.96       |             |
| 30210       | Technical Occupations | Laboratory Technician                    | 24.24       |             |
| 30221       | Technical Occupations | Latent Fingerprint Technician I          | 34.95       |             |
| 30222       | Technical Occupations | Latent Fingerprint Technician II         | 38.60       |             |
| 30240       | Technical Occupations | Mathematical Technician                  | 29.33       |             |
| 30361       | Technical Occupations | Paralegal/Legal Assistant I              | 24.56       |             |
| 30362       | Technical Occupations | Paralegal/Legal Assistant II             | 30.43       |             |
| 30363       | Technical Occupations | Paralegal/Legal Assistant III            | 37.22       |             |
| 30364       | Technical Occupations | Paralegal/Legal Assistant IV             | 45.03       |             |
| 30375       | Technical Occupations | Petroleum Supply Specialist              | 35.41       |             |
| 30390       | Technical Occupations | Photo-Optics Technician                  | 29.33       |             |
| 30395       | Technical Occupations | Radiation Control Technician             | 35.41       |             |
| 30461       | Technical Occupations | Technical Writer I                       | 29.22       |             |
| 30462       | Technical Occupations | Technical Writer II                      | 35.74       |             |
| 30463       | Technical Occupations | Technical Writer III                     | 43.23       |             |
| 30491       | Technical Occupations | Unexploded Ordnance (UXO) Technician I   | 33.76       |             |
| 30492       | Technical Occupations | Unexploded Ordnance (UXO) Technician II  | 40.84       |             |
| 30493       | Technical Occupations | Unexploded Ordnance (UXO) Technician III | 48.95       |             |
| 30494       | Technical Occupations | Unexploded (UXO) Safety Escort           | 33.76       |             |
| 30495       | Technical Occupations | Unexploded (UXO) Sweep Personnel         | 33.76       |             |
| 30501       | Technical Occupations | Weather Forecaster I                     | 32.07       |             |
| 30502       | Technical Occupations | Weather Forecaster II                    | 39.00       |             |

| <b>Code</b> | <b>Category</b>                                       | <b>Title</b>                            | <b>Rate</b> | <b>Note</b> |
|-------------|---|---|-------------|-------------|
| 30620       | Technical Occupations                                 | Weather Observer, Combined Upper Air Or | 26.05       | see 2       |
| 30621       | Technical Occupations                                 | Weather Observer, Senior                | 28.96       | see 2       |
| 31010       | Transportation/Mobile Equipment Operation Occupations | Airplane Pilot                          | 40.84       |             |
| 31020       | Transportation/Mobile Equipment Operation Occupations | Bus Aide                                | 23.98       |             |
| 31030       | Transportation/Mobile Equipment Operation Occupations | Bus Driver                              | 29.84       |             |
| 31043       | Transportation/Mobile Equipment Operation Occupations | Driver Courier                          | 19.44       |             |
| 31260       | Transportation/Mobile Equipment Operation Occupations | Parking and Lot Attendant               | 16.31       | ***         |
| 31290       | Transportation/Mobile Equipment Operation Occupations | Shuttle Bus Driver                      | 18.26       |             |
| 31310       | Transportation/Mobile Equipment Operation Occupations | Taxi Driver                             | 17.07       | ***         |
| 31361       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Light                      | 20.41       |             |
| 31362       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Medium                     | 21.36       |             |
| 31363       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Heavy                      | 27.48       |             |
| 31364       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Tractor-Trailer            | 27.48       |             |
| 99020       | Miscellaneous Occupations                             | Cabin Safety Specialist                 | 19.91       |             |
| 99030       | Miscellaneous Occupations                             | Cashier                                 | 15.05       | ***         |
| 99050       | Miscellaneous Occupations                             | Desk Clerk                              | 16.96       | ***         |
| 99095       | Miscellaneous Occupations                             | Embalmer                                | 36.14       |             |
| 99130       | Miscellaneous Occupations                             | Flight Follower                         | 33.76       |             |
| 99251       | Miscellaneous Occupations                             | Laboratory Animal Caretaker I           | 25.47       |             |
| 99252       | Miscellaneous Occupations                             | Laboratory Animal Caretaker II          | 26.72       |             |
| 99260       | Miscellaneous Occupations                             | Marketing Analyst                       | 33.55       |             |
| 99310       | Miscellaneous Occupations                             | Mortician                               | 36.14       |             |
| 99410       | Miscellaneous Occupations                             | Pest Controller                         | 24.19       |             |
| 99510       | Miscellaneous Occupations                             | Photofinishing Worker                   | 17.74       |             |

| <b>Code</b> | <b>Category</b>           | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------|---------------------------------|-------------|-------------|
| 99710       | Miscellaneous Occupations | Recycling Laborer               | 25.05       |             |
| 99711       | Miscellaneous Occupations | Recycling Specialist            | 28.37       |             |
| 99730       | Miscellaneous Occupations | Refuse Collector                | 22.59       |             |
| 99810       | Miscellaneous Occupations | Sales Clerk                     | 16.07       | ***         |
| 99820       | Miscellaneous Occupations | School Crossing Guard           | 21.32       |             |
| 99830       | Miscellaneous Occupations | Survey Party Chief              | 37.99       |             |
| 99831       | Miscellaneous Occupations | Surveying Aide                  | 23.79       |             |
| 99832       | Miscellaneous Occupations | Surveying Technician            | 28.75       |             |
| 99840       | Miscellaneous Occupations | Vending Machine Attendant       | 24.01       |             |
| 99841       | Miscellaneous Occupations | Vending Machine Repairer        | 27.43       |             |
| 99842       | Miscellaneous Occupations | Vending Machine Repairer Helper | 24.01       |             |

## **Footer**

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.20 per hour) or 13658 (\$12.90 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. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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:** \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month **HEALTH & WELFARE EO 13706:** \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 per month\*

\*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 25 years.

Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of twelve paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

**THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:**

1) **COMPUTER EMPLOYEES:** This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract.

Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**\*\* HAZARDOUS PAY DIFFERENTIAL \*\***

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder.

All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like;

minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below

that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear"

materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**\*\* SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS \*\***

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

**\*\* REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) \*\***

**Conformance Process:**

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR

4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S.

Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).

- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request, the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination.

Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

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## **Wage Determination No. : 2015-4127**

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 28

Date Of Last Revision : 07/22/2024

Source : [Source Website](#)

## **Header**

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2024.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.90 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 2024.

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: Connecticut

This wage determination is applicable to the following cities and towns in NEW HAVEN COUNTY: Bethany, Branford, Cheshire, East Haven, Guilford, Hamden, Madison, Meriden, New Haven, North Branford, North Haven, Orange, Wallingford, West Haven

**\*\*Fringe Benefits Required Follow the Occupational Listing\*\***

## **Wage Determination Table**

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                        | <b>Rate</b> | <b>Note</b> |
|-------------|---|-------------------------------------|-------------|-------------|
| 01011       | Administrative Support And Clerical Occupations | Accounting Clerk I                  | 20.58       |             |
| 01012       | Administrative Support And Clerical Occupations | Accounting Clerk II                 | 23.09       |             |
| 01013       | Administrative Support And Clerical Occupations | Accounting Clerk III                | 25.83       |             |
| 01020       | Administrative Support And Clerical Occupations | Administrative Assistant            | 36.29       |             |
| 01035       | Administrative Support And Clerical Occupations | Court Reporter                      | 26.18       |             |
| 01041       | Administrative Support And Clerical Occupations | Customer Service Representative I   | 17.80       |             |
| 01042       | Administrative Support And Clerical Occupations | Customer Service Representative II  | 19.42       |             |
| 01043       | Administrative Support And Clerical Occupations | Customer Service Representative III | 21.79       |             |
| 01051       | Administrative Support And Clerical Occupations | Data Entry Operator I               | 20.76       |             |
| 01052       | Administrative Support And Clerical Occupations | Data Entry Operator II              | 22.65       |             |
| 01060       | Administrative Support And Clerical Occupations | Dispatcher, Motor Vehicle           | 25.79       |             |
| 01070       | Administrative Support And Clerical Occupations | Document Preparation Clerk          | 20.98       |             |
| 01090       | Administrative Support And Clerical Occupations | Duplicating Machine Operator        | 20.98       |             |
| 01111       | Administrative Support And Clerical Occupations | General Clerk I                     | 17.62       |             |
| 01112       | Administrative Support And Clerical Occupations | General Clerk II                    | 19.22       |             |
| 01113       | Administrative Support And Clerical Occupations | General Clerk III                   | 21.57       |             |
| 01120       | Administrative Support And Clerical Occupations | Housing Referral Assistant          | 28.56       |             |
| 01141       | Administrative Support And Clerical Occupations | Messenger Courier                   | 21.51       |             |
| 01191       | Administrative Support And Clerical Occupations | Order Clerk I                       | 17.74       |             |

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------------|-------------|-------------|
| 01192       | Administrative Support And Clerical Occupations | Order Clerk II                       | 21.37       |             |
| 01261       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) I   | 21.73       |             |
| 01262       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) II  | 24.31       |             |
| 01263       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) III | 27.11       |             |
| 01270       | Administrative Support And Clerical Occupations | Production Control Clerk             | 27.60       |             |
| 01290       | Administrative Support And Clerical Occupations | Rental Clerk                         | 18.04       |             |
| 01300       | Administrative Support And Clerical Occupations | Scheduler, Maintenance               | 22.90       |             |
| 01311       | Administrative Support And Clerical Occupations | Secretary I                          | 22.90       |             |
| 01312       | Administrative Support And Clerical Occupations | Secretary II                         | 25.61       |             |
| 01313       | Administrative Support And Clerical Occupations | Secretary III                        | 28.56       |             |
| 01320       | Administrative Support And Clerical Occupations | Service Order Dispatcher             | 21.97       |             |
| 01410       | Administrative Support And Clerical Occupations | Supply Technician                    | 36.29       |             |
| 01420       | Administrative Support And Clerical Occupations | Survey Worker                        | 23.04       |             |
| 01460       | Administrative Support And Clerical Occupations | Switchboard Operator/Receptionist    | 18.31       |             |
| 01531       | Administrative Support And Clerical Occupations | Travel Clerk I                       | 19.97       |             |
| 01532       | Administrative Support And Clerical Occupations | Travel Clerk II                      | 21.75       |             |
| 01533       | Administrative Support And Clerical Occupations | Travel Clerk III                     | 22.94       |             |
| 01611       | Administrative Support And Clerical Occupations | Word Processor I                     | 21.86       |             |
| 01612       | Administrative Support And Clerical Occupations | Word Processor II                    | 24.55       |             |

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------------|-------------|-------------|
| 01613       | Administrative Support And Clerical Occupations | Word Processor III                   | 27.46       |             |
| 05005       | Automotive Service Occupations                  | Automobile Body Repairer, Fiberglass | 28.10       |             |
| 05010       | Automotive Service Occupations                  | Automotive Electrician               | 29.52       |             |
| 05040       | Automotive Service Occupations                  | Automotive Glass Installer           | 28.55       |             |
| 05070       | Automotive Service Occupations                  | Automotive Worker                    | 28.55       |             |
| 05110       | Automotive Service Occupations                  | Mobile Equipment Servicer            | 26.80       |             |
| 05130       | Automotive Service Occupations                  | Motor Equipment Metal Mechanic       | 30.34       |             |
| 05160       | Automotive Service Occupations                  | Motor Equipment Metal Worker         | 28.55       |             |
| 05190       | Automotive Service Occupations                  | Motor Vehicle Mechanic               | 29.68       |             |
| 05220       | Automotive Service Occupations                  | Motor Vehicle Mechanic Helper        | 25.82       |             |
| 05250       | Automotive Service Occupations                  | Motor Vehicle Upholstery Worker      | 27.72       |             |
| 05280       | Automotive Service Occupations                  | Motor Vehicle Wrecker                | 28.55       |             |
| 05310       | Automotive Service Occupations                  | Painter, Automotive                  | 28.79       |             |
| 05340       | Automotive Service Occupations                  | Radiator Repair Specialist           | 26.95       |             |
| 05370       | Automotive Service Occupations                  | Tire Repairer                        | 19.28       |             |
| 05400       | Automotive Service Occupations                  | Transmission Repair Specialist       | 29.68       |             |
| 07010       | Food Preparation And Service Occupations        | Baker                                | 18.11       |             |
| 07041       | Food Preparation And Service Occupations        | Cook I                               | 22.16       |             |
| 07042       | Food Preparation And Service Occupations        | Cook II                              | 24.13       |             |
| 07070       | Food Preparation And Service Occupations        | Dishwasher                           | 15.01       | ***         |
| 07130       | Food Preparation And Service Occupations        | Food Service Worker                  | 16.96       | ***         |
| 07210       | Food Preparation And Service Occupations        | Meat Cutter                          | 22.21       |             |
| 07260       | Food Preparation And Service Occupations        | Waiter/Waitress                      | 15.86       | ***         |
| 09010       | Furniture Maintenance And Repair Occupations    | Electrostatic Spray Painter          | 24.15       |             |
| 09040       | Furniture Maintenance And Repair Occupations    | Furniture Handler                    | 18.11       |             |

| <b>Code</b> | <b>Category</b>                              | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 09080       | Furniture Maintenance And Repair Occupations | Furniture Refinisher                       | 22.72       |             |
| 09090       | Furniture Maintenance And Repair Occupations | Furniture Refinisher Helper                | 19.44       |             |
| 09110       | Furniture Maintenance And Repair Occupations | Furniture Repairer, Minor                  | 20.93       |             |
| 09130       | Furniture Maintenance And Repair Occupations | Upholsterer                                | 23.33       |             |
| 11030       | General Services And Support Occupations     | Cleaner, Vehicles                          | 15.70       | ***         |
| 11060       | General Services And Support Occupations     | Elevator Operator                          | 17.66       |             |
| 11090       | General Services And Support Occupations     | Gardener                                   | 26.38       |             |
| 11122       | General Services And Support Occupations     | Housekeeping Aide                          | 17.66       |             |
| 11150       | General Services And Support Occupations     | Janitor                                    | 17.66       |             |
| 11210       | General Services And Support Occupations     | Laborer, Grounds Maintenance               | 22.19       |             |
| 11240       | General Services And Support Occupations     | Maid or Houseman                           | 16.02       | ***         |
| 11260       | General Services And Support Occupations     | Pruner                                     | 20.02       |             |
| 11270       | General Services And Support Occupations     | Tractor Operator                           | 25.14       |             |
| 11330       | General Services And Support Occupations     | Trail Maintenance Worker                   | 22.19       |             |
| 11360       | General Services And Support Occupations     | Window Cleaner                             | 19.57       |             |
| 12010       | Health Occupations                           | Ambulance Driver                           | 24.54       |             |
| 12011       | Health Occupations                           | Breath Alcohol Technician                  | 28.32       |             |
| 12012       | Health Occupations                           | Certified Occupational Therapist Assistant | 33.22       |             |
| 12015       | Health Occupations                           | Certified Physical Therapist Assistant     | 34.01       |             |
| 12020       | Health Occupations                           | Dental Assistant                           | 23.80       |             |
| 12025       | Health Occupations                           | Dental Hygienist                           | 47.19       |             |

| <b>Code</b> | <b>Category</b>                  | <b>Title</b>                        | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------|-------------------------------------|-------------|-------------|
| 12030       | Health Occupations               | EKG Technician                      | 39.17       |             |
| 12035       | Health Occupations               | Electroneurodiagnostic Technologist | 39.17       |             |
| 12040       | Health Occupations               | Emergency Medical Technician        | 24.54       |             |
| 12071       | Health Occupations               | Licensed Practical Nurse I          | 25.32       |             |
| 12072       | Health Occupations               | Licensed Practical Nurse II         | 28.32       |             |
| 12073       | Health Occupations               | Licensed Practical Nurse III        | 31.58       |             |
| 12100       | Health Occupations               | Medical Assistant                   | 22.16       |             |
| 12130       | Health Occupations               | Medical Laboratory Technician       | 35.86       |             |
| 12160       | Health Occupations               | Medical Record Clerk                | 26.86       |             |
| 12190       | Health Occupations               | Medical Record Technician           | 30.04       |             |
| 12195       | Health Occupations               | Medical Transcriptionist            | 24.00       |             |
| 12210       | Health Occupations               | Nuclear Medicine Technologist       | 58.52       |             |
| 12221       | Health Occupations               | Nursing Assistant I                 | 15.86       | ***         |
| 12222       | Health Occupations               | Nursing Assistant II                | 17.82       |             |
| 12223       | Health Occupations               | Nursing Assistant III               | 19.45       |             |
| 12224       | Health Occupations               | Nursing Assistant IV                | 21.84       |             |
| 12235       | Health Occupations               | Optical Dispenser                   | 31.07       |             |
| 12236       | Health Occupations               | Optical Technician                  | 25.32       |             |
| 12250       | Health Occupations               | Pharmacy Technician                 | 18.27       |             |
| 12280       | Health Occupations               | Phlebotomist                        | 22.18       |             |
| 12305       | Health Occupations               | Radiologic Technologist             | 39.24       |             |
| 12311       | Health Occupations               | Registered Nurse I                  | 32.76       |             |
| 12312       | Health Occupations               | Registered Nurse II                 | 38.41       |             |
| 12313       | Health Occupations               | Registered Nurse II, Specialist     | 38.41       |             |
| 12314       | Health Occupations               | Registered Nurse III                | 49.39       |             |
| 12315       | Health Occupations               | Registered Nurse III, Anesthetist   | 49.39       |             |
| 12316       | Health Occupations               | Registered Nurse IV                 | 59.20       |             |
| 12317       | Health Occupations               | Scheduler                           | 35.09       |             |
| 12320       | Health Occupations               | Substance Abuse Treatment Counselor | 29.10       |             |
| 13011       | Information And Arts Occupations | Exhibits Specialist I               | 28.82       |             |
| 13012       | Information And Arts Occupations | Exhibits Specialist II              | 35.71       |             |
| 13013       | Information And Arts Occupations | Exhibits Specialist III             | 43.69       |             |

| <b>Code</b> | <b>Category</b>                    | <b>Title</b>                           | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------|--|-------------|-------------|
| 13041       | Information And Arts Occupations   | Illustrator I                          | 28.82       |             |
| 13042       | Information And Arts Occupations   | Illustrator II                         | 35.71       |             |
| 13043       | Information And Arts Occupations   | Illustrator III                        | 44.73       |             |
| 13047       | Information And Arts Occupations   | Librarian                              | 39.55       |             |
| 13050       | Information And Arts Occupations   | Library Aide/Clerk                     | 17.29       |             |
| 13054       | Information And Arts Occupations   | Library Information Technology Systems | 35.71       |             |
| 13058       | Information And Arts Occupations   | Library Technician                     | 31.82       |             |
| 13061       | Information And Arts Occupations   | Media Specialist I                     | 25.77       |             |
| 13062       | Information And Arts Occupations   | Media Specialist II                    | 28.82       |             |
| 13063       | Information And Arts Occupations   | Media Specialist III                   | 32.14       |             |
| 13071       | Information And Arts Occupations   | Photographer I                         | 22.73       |             |
| 13072       | Information And Arts Occupations   | Photographer II                        | 25.88       |             |
| 13073       | Information And Arts Occupations   | Photographer III                       | 32.88       |             |
| 13074       | Information And Arts Occupations   | Photographer IV                        | 44.26       |             |
| 13075       | Information And Arts Occupations   | Photographer V                         | 50.85       |             |
| 13090       | Information And Arts Occupations   | Technical Order Library Clerk          | 21.70       |             |
| 13110       | Information And Arts Occupations   | Video Teleconference Technician        | 31.35       |             |
| 14041       | Information Technology Occupations | Computer Operator I                    | 29.09       |             |
| 14042       | Information Technology Occupations | Computer Operator II                   | 32.54       |             |
| 14043       | Information Technology Occupations | Computer Operator III                  | 36.29       |             |
| 14044       | Information Technology Occupations | Computer Operator IV                   | 40.32       |             |
| 14045       | Information Technology Occupations | Computer Operator V                    | 44.65       |             |
| 14071       | Information Technology Occupations | Computer Programmer I                  | NaN         | see 1       |
| 14072       | Information Technology Occupations | Computer Programmer II                 | NaN         | see 1       |
| 14073       | Information Technology Occupations | Computer Programmer III                | NaN         | see 1       |
| 14074       | Information Technology Occupations | Computer Programmer IV                 | NaN         | see 1       |
| 14101       | Information Technology Occupations | Computer Systems Analyst I             | NaN         | see 1       |
| 14102       | Information Technology Occupations | Computer Systems Analyst II            | NaN         | see 1       |

| <b>Code</b> | <b>Category</b>   | <b>Title</b>                                    | <b>Rate</b> | <b>Note</b> |
|-------------|---|---|-------------|-------------|
| 14103       | Information Technology Occupations                      | Computer Systems Analyst III                    | NaN         | see<br>1    |
| 14150       | Information Technology Occupations                      | Peripheral Equipment Operator                   | 29.09       |             |
| 14160       | Information Technology Occupations                      | Personal Computer Support Technician            | 40.32       |             |
| 14170       | Information Technology Occupations                      | System Support Specialist                       | 46.39       |             |
| 15010       | Instructional Occupations                               | Aircrew Training Devices Instructor             | 39.54       |             |
| 15020       | Instructional Occupations                               | Aircrew Training Devices Instructor             | 43.75       |             |
| 15030       | Instructional Occupations                               | Air Crew Training Devices Instructor            | 52.46       |             |
| 15050       | Instructional Occupations                               | Computer Based Training Specialist / Instructor | 39.54       |             |
| 15060       | Instructional Occupations                               | Educational Technologist                        | 52.02       |             |
| 15070       | Instructional Occupations                               | Flight Instructor                               | 52.46       |             |
| 15080       | Instructional Occupations                               | Graphic Artist                                  | 32.92       |             |
| 15085       | Instructional Occupations                               | Maintenance Test Pilot, Fixed, Jet/Prop         | 50.87       |             |
| 15086       | Instructional Occupations                               | Maintenance Test Pilot, Rotary Wing             | 50.87       |             |
| 15088       | Instructional Occupations                               | Non-Maintenance Test/Co-Pilot                   | 50.87       |             |
| 15090       | Instructional Occupations                               | Technical Instructor                            | 29.89       |             |
| 15095       | Instructional Occupations                               | Technical Instructor/Course Developer           | 36.40       |             |
| 15110       | Instructional Occupations                               | Test Proctor                                    | 24.01       |             |
| 15120       | Instructional Occupations                               | Tutor   | 24.01       |             |
| 16010       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Assembler                                       | 17.18       | ***         |
| 16030       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Counter Attendant                               | 17.18       | ***         |
| 16040       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Dry Cleaner                                     | 19.63       |             |
| 16070       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Finisher, Flatwork, Machine                     | 17.18       | ***         |
| 16090       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Hand                                   | 17.18       | ***         |

| <b>Code</b> | <b>Category</b>   | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|---|--|-------------|-------------|
| 16110       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Drycleaning              | 17.18       | ***         |
| 16130       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Shirts                   | 17.18       | ***         |
| 16160       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Wearing Apparel, Laundry | 17.18       | ***         |
| 16190       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Sewing Machine Operator                    | 20.45       |             |
| 16220       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Tailor                                     | 21.26       |             |
| 16250       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Washer, Machine                            | 18.00       |             |
| 19010       | Machine Tool Operation And Repair Occupations           | Machine-Tool Operator                      | 32.12       |             |
| 19040       | Machine Tool Operation And Repair Occupations           | Tool And Die Maker                         | 37.32       |             |
| 21020       | Materials Handling And Packing Occupations              | Forklift Operator                          | 20.59       |             |
| 21030       | Materials Handling And Packing Occupations              | Material Coordinator                       | 27.60       |             |
| 21040       | Materials Handling And Packing Occupations              | Material Expediter                         | 27.60       |             |
| 21050       | Materials Handling And Packing Occupations              | Material Handling Laborer                  | 18.36       |             |
| 21071       | Materials Handling And Packing Occupations              | Order Filler                               | 18.36       |             |
| 21080       | Materials Handling And Packing Occupations              | Production Line Worker                     | 20.59       |             |
| 21110       | Materials Handling And Packing Occupations              | Shipping Packer                            | 21.52       |             |
| 21130       | Materials Handling And Packing Occupations              | Shipping/Receiving Clerk                   | 21.52       |             |
| 21140       | Materials Handling And Packing Occupations              | Store Worker I                             | 16.98       | ***         |
| 21150       | Materials Handling And Packing Occupations              | Stock Clerk                                | 22.72       |             |
| 21210       | Materials Handling And Packing Occupations              | Tools And Parts Attendant                  | 20.59       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                                   | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 21410       | Materials Handling And Packing Occupations       | Warehouse Specialist                           | 20.59       |             |
| 23010       | Mechanics And Maintenance And Repair Occupations | Aerospace Structural Welder                    | 33.12       |             |
| 23019       | Mechanics And Maintenance And Repair Occupations | Aircraft Logs and Records Technician           | 28.33       |             |
| 23021       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic I                            | 32.01       |             |
| 23022       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic II                           | 33.12       |             |
| 23023       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic III                          | 34.44       |             |
| 23040       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic Helper                       | 25.80       |             |
| 23050       | Mechanics And Maintenance And Repair Occupations | Aircraft, Painter                              | 30.75       |             |
| 23060       | Mechanics And Maintenance And Repair Occupations | Aircraft Servicer                              | 28.33       |             |
| 23070       | Mechanics And Maintenance And Repair Occupations | Aircraft Survival Flight Equipment Technician  | 30.75       |             |
| 23080       | Mechanics And Maintenance And Repair Occupations | Aircraft Worker                                | 29.48       |             |
| 23091       | Mechanics And Maintenance And Repair Occupations | Aircrew Life Support Equipment (ALSE) Mechanic | 29.48       |             |
| 23092       | Mechanics And Maintenance And Repair Occupations | Aircrew Life Support Equipment (ALSE) Mechanic | 32.01       |             |
| 23110       | Mechanics And Maintenance And Repair Occupations | Appliance Mechanic                             | 30.67       |             |
| 23120       | Mechanics And Maintenance And Repair Occupations | Bicycle Repairer                               | 29.21       |             |
| 23125       | Mechanics And Maintenance And Repair Occupations | Cable Splicer                                  | 55.95       |             |
| 23130       | Mechanics And Maintenance And Repair Occupations | Carpenter, Maintenance                         | 30.52       |             |
| 23140       | Mechanics And Maintenance And Repair Occupations | Carpet Layer                                   | 31.81       |             |
| 23160       | Mechanics And Maintenance And Repair Occupations | Electrician, Maintenance                       | 36.84       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 23181       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance I      | 32.44       |             |
| 23182       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance II     | 33.85       |             |
| 23183       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance III    | 35.22       |             |
| 23260       | Mechanics And Maintenance And Repair Occupations | Fabric Worker                             | 30.57       |             |
| 23290       | Mechanics And Maintenance And Repair Occupations | Fire Alarm System Mechanic                | 30.74       |             |
| 23310       | Mechanics And Maintenance And Repair Occupations | Fire Extinguisher Repairer                | 29.21       |             |
| 23311       | Mechanics And Maintenance And Repair Occupations | Fuel Distribution System Mechanic         | 42.17       |             |
| 23312       | Mechanics And Maintenance And Repair Occupations | Fuel Distribution System Operator         | 35.95       |             |
| 23370       | Mechanics And Maintenance And Repair Occupations | General Maintenance Worker                | 24.67       |             |
| 23380       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Mechanic         | 32.01       |             |
| 23381       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Servicer         | 28.33       |             |
| 23382       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Worker           | 29.48       |             |
| 23391       | Mechanics And Maintenance And Repair Occupations | Gunsmith I                                | 29.21       |             |
| 23392       | Mechanics And Maintenance And Repair Occupations | Gunsmith II                               | 31.81       |             |
| 23393       | Mechanics And Maintenance And Repair Occupations | Gunsmith III                              | 34.54       |             |
| 23410       | Mechanics And Maintenance And Repair Occupations | Heating, Ventilation And Air-Conditioning | 33.15       |             |
| 23411       | Mechanics And Maintenance And Repair Occupations | Heating, Ventilation And Air Contidioning | 34.31       |             |
| 23430       | Mechanics And Maintenance And Repair Occupations | Heavy Equipment Mechanic                  | 32.37       |             |
| 23440       | Mechanics And Maintenance And Repair Occupations | Heavy Equipment Operator                  | 37.05       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|--|---------------------------------|-------------|-------------|
| 23460       | Mechanics And Maintenance And Repair Occupations | Instrument Mechanic             | 34.54       |             |
| 23465       | Mechanics And Maintenance And Repair Occupations | Laboratory/Shelter Mechanic     | 33.18       |             |
| 23470       | Mechanics And Maintenance And Repair Occupations | Laborer                         | 18.04       |             |
| 23510       | Mechanics And Maintenance And Repair Occupations | Locksmith                       | 33.18       |             |
| 23530       | Mechanics And Maintenance And Repair Occupations | Machinery Maintenance Mechanic  | 32.24       |             |
| 23550       | Mechanics And Maintenance And Repair Occupations | Machinist, Maintenance          | 28.36       |             |
| 23580       | Mechanics And Maintenance And Repair Occupations | Maintenance Trades Helper       | 21.32       |             |
| 23591       | Mechanics And Maintenance And Repair Occupations | Metrology Technician I          | 34.54       |             |
| 23592       | Mechanics And Maintenance And Repair Occupations | Metrology Technician II         | 35.74       |             |
| 23593       | Mechanics And Maintenance And Repair Occupations | Metrology Technician III        | 37.17       |             |
| 23640       | Mechanics And Maintenance And Repair Occupations | Millwright                      | 34.54       |             |
| 23710       | Mechanics And Maintenance And Repair Occupations | Office Appliance Repairer       | 23.62       |             |
| 23760       | Mechanics And Maintenance And Repair Occupations | Painter, Maintenance            | 25.03       |             |
| 23790       | Mechanics And Maintenance And Repair Occupations | Pipefitter, Maintenance         | 39.87       |             |
| 23810       | Mechanics And Maintenance And Repair Occupations | Plumber, Maintenance            | 38.32       |             |
| 23820       | Mechanics And Maintenance And Repair Occupations | Pneudraulic Systems Mechanic    | 34.54       |             |
| 23850       | Mechanics And Maintenance And Repair Occupations | Rigger                          | 34.54       |             |
| 23870       | Mechanics And Maintenance And Repair Occupations | Scale Mechanic                  | 31.81       |             |
| 23890       | Mechanics And Maintenance And Repair Occupations | Sheet-Metal Worker, Maintenance | 35.29       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                          | <b>Rate</b> | <b>Note</b> |
|-------------|--|---------------------------------------|-------------|-------------|
| 23910       | Mechanics And Maintenance And Repair Occupations | Small Engine Mechanic                 | 26.23       |             |
| 23931       | Mechanics And Maintenance And Repair Occupations | Telecommunications Mechanic I         | 38.08       |             |
| 23932       | Mechanics And Maintenance And Repair Occupations | Telecommunications Mechanic II        | 39.41       |             |
| 23950       | Mechanics And Maintenance And Repair Occupations | Telephone Lineman                     | 34.54       |             |
| 23960       | Mechanics And Maintenance And Repair Occupations | Welder, Combination, Maintenance      | 23.65       |             |
| 23965       | Mechanics And Maintenance And Repair Occupations | Well Driller                          | 34.54       |             |
| 23970       | Mechanics And Maintenance And Repair Occupations | Woodcraft Worker                      | 34.54       |             |
| 23980       | Mechanics And Maintenance And Repair Occupations | Woodworker                            | 29.21       |             |
| 24550       | Personal Needs Occupations                       | Case Manager                          | 19.62       |             |
| 24570       | Personal Needs Occupations                       | Child Care Attendant                  | 16.03       | ***         |
| 24580       | Personal Needs Occupations                       | Child Care Center Clerk               | 20.02       |             |
| 24610       | Personal Needs Occupations                       | Chore Aide                            | 17.23       |             |
| 24620       | Personal Needs Occupations                       | Family Readiness And Support Services | 19.62       |             |
| 24630       | Personal Needs Occupations                       | Homemaker                             | 24.30       |             |
| 25010       | Plant And System Operations Occupations          | Boiler Tender                         | 38.63       |             |
| 25040       | Plant And System Operations Occupations          | Sewage Plant Operator                 | 36.18       |             |
| 25070       | Plant And System Operations Occupations          | Stationary Engineer                   | 38.63       |             |
| 25190       | Plant And System Operations Occupations          | Ventilation Equipment Tender          | 33.39       |             |
| 25210       | Plant And System Operations Occupations          | Water Treatment Plant Operator        | 33.60       |             |
| 27004       | Protective Service Occupations                   | Alarm Monitor                         | 28.75       |             |
| 27007       | Protective Service Occupations                   | Baggage Inspector                     | 18.51       |             |
| 27008       | Protective Service Occupations                   | Corrections Officer                   | 38.53       |             |
| 27010       | Protective Service Occupations                   | Court Security Officer                | 38.53       |             |

| <b>Code</b> | <b>Category</b>                                | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 27030       | Protective Service Occupations                 | Detection Dog Handler                     | 20.70       |             |
| 27040       | Protective Service Occupations                 | Detention Officer                         | 38.53       |             |
| 27070       | Protective Service Occupations                 | Firefighter                               | 38.53       |             |
| 27101       | Protective Service Occupations                 | Guard I                                   | 18.51       |             |
| 27102       | Protective Service Occupations                 | Guard II                                  | 20.70       |             |
| 27131       | Protective Service Occupations                 | Police Officer I                          | 38.21       |             |
| 27132       | Protective Service Occupations                 | Police Officer II                         | 42.45       |             |
| 28041       | Recreation Occupations                         | Carnival Equipment Operator               | 18.56       |             |
| 28042       | Recreation Occupations                         | Carnival Equipment Repairer               | 19.47       |             |
| 28043       | Recreation Occupations                         | Carnival Worker                           | 14.78       | ***         |
| 28210       | Recreation Occupations                         | Gate Attendant/Gate Tender                | 19.73       |             |
| 28310       | Recreation Occupations                         | Lifeguard                                 | 14.80       | ***         |
| 28350       | Recreation Occupations                         | Park Attendant                            | 22.06       |             |
| 28510       | Recreation Occupations                         | Recreation Aide/Health Facility Attendant | 18.98       |             |
| 28515       | Recreation Occupations                         | Recreation Specialist                     | 27.34       |             |
| 28630       | Recreation Occupations                         | Sports Official                           | 17.58       |             |
| 28690       | Recreation Occupations                         | Swimming Pool Operator                    | 21.20       |             |
| 29010       | Stevedoring/Longshoremen Occupational Services | Blocker And Bracer                        | 35.56       |             |
| 29020       | Stevedoring/Longshoremen Occupational Services | Hatch Tender                              | 35.56       |             |
| 29030       | Stevedoring/Longshoremen Occupational Services | Line Handler                              | 35.56       |             |
| 29041       | Stevedoring/Longshoremen Occupational Services | Stevedore I                               | 34.19       |             |
| 29042       | Stevedoring/Longshoremen Occupational Services | Stevedore II                              | 37.11       |             |
| 30010       | Technical Occupations                          | Air Traffic Control Specialist, Center    | 53.11       | see 2       |
| 30011       | Technical Occupations                          | Air Traffic Control Specialist, Station   | 36.62       | see 2       |
| 30012       | Technical Occupations                          | Air Traffic Control Specialist, Terminal  | 40.33       | see 2       |
| 30021       | Technical Occupations                          | Archeological Technician I                | 22.32       |             |
| 30022       | Technical Occupations                          | Archeological Technician II               | 24.66       |             |

| <b>Code</b> | <b>Category</b>       | <b>Title</b>                           | <b>Rate</b> | <b>Note</b> |
|-------------|-----------------------|--|-------------|-------------|
| 30023       | Technical Occupations | Archeological Technician III           | 30.00       |             |
| 30030       | Technical Occupations | Cartographic Technician                | 30.53       |             |
| 30040       | Technical Occupations | Civil Engineering Technician           | 29.93       |             |
| 30051       | Technical Occupations | Cryogenic Technician I                 | 32.07       |             |
| 30052       | Technical Occupations | Cryogenic Technician II                | 35.41       |             |
| 30061       | Technical Occupations | Drafter/CAD Operator I                 | 21.66       |             |
| 30062       | Technical Occupations | Drafter/CAD Operator II                | 24.66       |             |
| 30063       | Technical Occupations | Drafter/CAD Operator III               | 27.38       |             |
| 30064       | Technical Occupations | Drafter/CAD Operator IV                | 33.58       |             |
| 30081       | Technical Occupations | Engineering Technician I               | 19.98       |             |
| 30082       | Technical Occupations | Engineering Technician II              | 22.47       |             |
| 30083       | Technical Occupations | Engineering Technician III             | 25.28       |             |
| 30084       | Technical Occupations | Engineering Technician IV              | 31.22       |             |
| 30085       | Technical Occupations | Engineering Technician V               | 38.08       |             |
| 30086       | Technical Occupations | Engineering Technician VI              | 46.34       |             |
| 30090       | Technical Occupations | Environmental Technician               | 31.87       |             |
| 30095       | Technical Occupations | Evidence Control Specialist            | 28.96       |             |
| 30210       | Technical Occupations | Laboratory Technician                  | 24.24       |             |
| 30221       | Technical Occupations | Latent Fingerprint Technician I        | 34.95       |             |
| 30222       | Technical Occupations | Latent Fingerprint Technician II       | 38.60       |             |
| 30240       | Technical Occupations | Mathematical Technician                | 30.00       |             |
| 30361       | Technical Occupations | Paralegal/Legal Assistant I            | 24.56       |             |
| 30362       | Technical Occupations | Paralegal/Legal Assistant II           | 30.43       |             |
| 30363       | Technical Occupations | Paralegal/Legal Assistant III          | 37.22       |             |
| 30364       | Technical Occupations | Paralegal/Legal Assistant IV           | 45.03       |             |
| 30375       | Technical Occupations | Petroleum Supply Specialist            | 35.41       |             |
| 30390       | Technical Occupations | Photo-Optics Technician                | 30.00       |             |
| 30395       | Technical Occupations | Radiation Control Technician           | 35.41       |             |
| 30461       | Technical Occupations | Technical Writer I                     | 29.22       |             |
| 30462       | Technical Occupations | Technical Writer II                    | 35.74       |             |
| 30463       | Technical Occupations | Technical Writer III                   | 43.23       |             |
| 30491       | Technical Occupations | Unexploded Ordnance (UXO) Technician I | 33.76       |             |

| <b>Code</b> | <b>Category</b>                                       | <b>Title</b>                             | <b>Rate</b> | <b>Note</b> |
|-------------|---|--|-------------|-------------|
| 30492       | Technical Occupations                                 | Unexploded Ordnance (UXO) Technician II  | 40.84       |             |
| 30493       | Technical Occupations                                 | Unexploded Ordnance (UXO) Technician III | 48.95       |             |
| 30494       | Technical Occupations                                 | Unexploded (UXO) Safety Escort           | 33.76       |             |
| 30495       | Technical Occupations                                 | Unexploded (UXO) Sweep Personnel         | 33.76       |             |
| 30501       | Technical Occupations                                 | Weather Forecaster I                     | 32.07       |             |
| 30502       | Technical Occupations                                 | Weather Forecaster II                    | 39.00       |             |
| 30620       | Technical Occupations                                 | Weather Observer, Combined Upper Air Or  | 27.38       | see 2       |
| 30621       | Technical Occupations                                 | Weather Observer, Senior                 | 30.00       | see 2       |
| 31010       | Transportation/Mobile Equipment Operation Occupations | Airplane Pilot                           | 40.84       |             |
| 31020       | Transportation/Mobile Equipment Operation Occupations | Bus Aide                                 | 23.98       |             |
| 31030       | Transportation/Mobile Equipment Operation Occupations | Bus Driver                               | 29.84       |             |
| 31043       | Transportation/Mobile Equipment Operation Occupations | Driver Courier                           | 19.44       |             |
| 31260       | Transportation/Mobile Equipment Operation Occupations | Parking and Lot Attendant                | 16.31       | ***         |
| 31290       | Transportation/Mobile Equipment Operation Occupations | Shuttle Bus Driver                       | 18.26       |             |
| 31310       | Transportation/Mobile Equipment Operation Occupations | Taxi Driver                              | 17.07       | ***         |
| 31361       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Light                       | 20.41       |             |
| 31362       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Medium                      | 21.36       |             |
| 31363       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Heavy                       | 27.48       |             |
| 31364       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Tractor-Trailer             | 27.48       |             |
| 99020       | Miscellaneous Occupations                             | Cabin Safety Specialist                  | 19.91       |             |
| 99030       | Miscellaneous Occupations                             | Cashier                                  | 15.05       | ***         |
| 99050       | Miscellaneous Occupations                             | Desk Clerk                               | 16.96       | ***         |

| <b>Code</b> | <b>Category</b>           | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------|---------------------------------|-------------|-------------|
| 99095       | Miscellaneous Occupations | Embalmer                        | 39.60       |             |
| 99130       | Miscellaneous Occupations | Flight Follower                 | 33.76       |             |
| 99251       | Miscellaneous Occupations | Laboratory Animal Caretaker I   | 25.47       |             |
| 99252       | Miscellaneous Occupations | Laboratory Animal Caretaker II  | 26.72       |             |
| 99260       | Miscellaneous Occupations | Marketing Analyst               | 33.55       |             |
| 99310       | Miscellaneous Occupations | Mortician                       | 39.60       |             |
| 99410       | Miscellaneous Occupations | Pest Controller                 | 24.43       |             |
| 99510       | Miscellaneous Occupations | Photofinishing Worker           | 17.74       |             |
| 99710       | Miscellaneous Occupations | Recycling Laborer               | 25.05       |             |
| 99711       | Miscellaneous Occupations | Recycling Specialist            | 28.37       |             |
| 99730       | Miscellaneous Occupations | Refuse Collector                | 22.59       |             |
| 99810       | Miscellaneous Occupations | Sales Clerk                     | 16.20       | ***         |
| 99820       | Miscellaneous Occupations | School Crossing Guard           | 21.39       |             |
| 99830       | Miscellaneous Occupations | Survey Party Chief              | 31.67       |             |
| 99831       | Miscellaneous Occupations | Surveying Aide                  | 21.76       |             |
| 99832       | Miscellaneous Occupations | Surveying Technician            | 28.75       |             |
| 99840       | Miscellaneous Occupations | Vending Machine Attendant       | 24.01       |             |
| 99841       | Miscellaneous Occupations | Vending Machine Repairer        | 27.43       |             |
| 99842       | Miscellaneous Occupations | Vending Machine Repairer Helper | 24.01       |             |

## **Footer**

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.20 per hour) or 13658 (\$12.90 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. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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:** \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month **HEALTH & WELFARE EO 13706:** \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 per month\*

\*This rate is to be used only when compensating employees for performance on an SCA-

covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

**VACATION:** 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

**HOLIDAYS:** A minimum of twelve paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

**THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESSES 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)).

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## **Wage Determination No. : 2015-4129**

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 28

Date Of Last Revision : 07/22/2024

Source : [Source Website](#)

### **Header**

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2024.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.90 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 2024.

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: Connecticut

This wage determination is applicable to the following towns in LITCHFIELD COUNTY:  
Bethlehem, Watertown, Woodbury

**\*\*Fringe Benefits Required Follow the Occupational Listing\*\***

**Wage Determination Table**

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                        | <b>Rate</b> | <b>Note</b> |
|-------------|---|-------------------------------------|-------------|-------------|
| 01011       | Administrative Support And Clerical Occupations | Accounting Clerk I                  | 18.88       |             |
| 01012       | Administrative Support And Clerical Occupations | Accounting Clerk II                 | 21.19       |             |
| 01013       | Administrative Support And Clerical Occupations | Accounting Clerk III                | 23.70       |             |
| 01020       | Administrative Support And Clerical Occupations | Administrative Assistant            | 33.74       |             |
| 01035       | Administrative Support And Clerical Occupations | Court Reporter                      | 23.31       |             |
| 01041       | Administrative Support And Clerical Occupations | Customer Service Representative I   | 16.61       | ***         |
| 01042       | Administrative Support And Clerical Occupations | Customer Service Representative II  | 18.12       |             |
| 01043       | Administrative Support And Clerical Occupations | Customer Service Representative III | 20.35       |             |
| 01051       | Administrative Support And Clerical Occupations | Data Entry Operator I               | 17.69       |             |
| 01052       | Administrative Support And Clerical Occupations | Data Entry Operator II              | 19.30       |             |
| 01060       | Administrative Support And Clerical Occupations | Dispatcher, Motor Vehicle           | 23.82       |             |
| 01070       | Administrative Support And Clerical Occupations | Document Preparation Clerk          | 18.57       |             |
| 01090       | Administrative Support And Clerical Occupations | Duplicating Machine Operator        | 18.57       |             |

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------------|-------------|-------------|
| 01111       | Administrative Support And Clerical Occupations | General Clerk I                      | 17.74       |             |
| 01112       | Administrative Support And Clerical Occupations | General Clerk II                     | 19.36       |             |
| 01113       | Administrative Support And Clerical Occupations | General Clerk III                    | 21.73       |             |
| 01120       | Administrative Support And Clerical Occupations | Housing Referral Assistant           | 26.00       |             |
| 01141       | Administrative Support And Clerical Occupations | Messenger Courier                    | 15.12       | ***         |
| 01191       | Administrative Support And Clerical Occupations | Order Clerk I                        | 17.02       | ***         |
| 01192       | Administrative Support And Clerical Occupations | Order Clerk II                       | 18.57       |             |
| 01261       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) I   | 21.67       |             |
| 01262       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) II  | 24.24       |             |
| 01263       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) III | 27.03       |             |
| 01270       | Administrative Support And Clerical Occupations | Production Control Clerk             | 27.03       |             |
| 01290       | Administrative Support And Clerical Occupations | Rental Clerk                         | 17.85       |             |
| 01300       | Administrative Support And Clerical Occupations | Scheduler, Maintenance               | 20.84       |             |
| 01311       | Administrative Support And Clerical Occupations | Secretary I                          | 20.84       |             |
| 01312       | Administrative Support And Clerical Occupations | Secretary II                         | 23.31       |             |
| 01313       | Administrative Support And Clerical Occupations | Secretary III                        | 26.00       |             |
| 01320       | Administrative Support And Clerical Occupations | Service Order Dispatcher             | 21.88       |             |
| 01410       | Administrative Support And Clerical Occupations | Supply Technician                    | 33.74       |             |
| 01420       | Administrative Support And Clerical Occupations | Survey Worker                        | 23.92       |             |

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------------|-------------|-------------|
| 01460       | Administrative Support And Clerical Occupations | Switchboard Operator/Receptionist    | 18.06       |             |
| 01531       | Administrative Support And Clerical Occupations | Travel Clerk I                       | 16.65       | ***         |
| 01532       | Administrative Support And Clerical Occupations | Travel Clerk II                      | 18.16       |             |
| 01533       | Administrative Support And Clerical Occupations | Travel Clerk III                     | 19.75       |             |
| 01611       | Administrative Support And Clerical Occupations | Word Processor I                     | 18.57       |             |
| 01612       | Administrative Support And Clerical Occupations | Word Processor II                    | 20.84       |             |
| 01613       | Administrative Support And Clerical Occupations | Word Processor III                   | 23.31       |             |
| 05005       | Automotive Service Occupations                  | Automobile Body Repairer, Fiberglass | 26.82       |             |
| 05010       | Automotive Service Occupations                  | Automotive Electrician               | 24.73       |             |
| 05040       | Automotive Service Occupations                  | Automotive Glass Installer           | 23.70       |             |
| 05070       | Automotive Service Occupations                  | Automotive Worker                    | 23.70       |             |
| 05110       | Automotive Service Occupations                  | Mobile Equipment Servicer            | 21.79       |             |
| 05130       | Automotive Service Occupations                  | Motor Equipment Metal Mechanic       | 25.76       |             |
| 05160       | Automotive Service Occupations                  | Motor Equipment Metal Worker         | 23.70       |             |
| 05190       | Automotive Service Occupations                  | Motor Vehicle Mechanic               | 25.76       |             |
| 05220       | Automotive Service Occupations                  | Motor Vehicle Mechanic Helper        | 20.71       |             |
| 05250       | Automotive Service Occupations                  | Motor Vehicle Upholstery Worker      | 22.79       |             |
| 05280       | Automotive Service Occupations                  | Motor Vehicle Wrecker                | 23.70       |             |
| 05310       | Automotive Service Occupations                  | Painter, Automotive                  | 24.73       |             |
| 05340       | Automotive Service Occupations                  | Radiator Repair Specialist           | 23.70       |             |
| 05370       | Automotive Service Occupations                  | Tire Repairer                        | 19.28       |             |
| 05400       | Automotive Service Occupations                  | Transmission Repair Specialist       | 25.76       |             |
| 07010       | Food Preparation And Service Occupations        | Baker                                | 17.72       |             |
| 07041       | Food Preparation And Service Occupations        | Cook I                               | 19.60       |             |
| 07042       | Food Preparation And Service Occupations        | Cook II                              | 21.32       |             |

| <b>Code</b> | <b>Category</b>                              | <b>Title</b>                 | <b>Rate</b> | <b>Note</b> |
|-------------|--|------------------------------|-------------|-------------|
| 07070       | Food Preparation And Service Occupations     | Dishwasher                   | 14.65       | ***         |
| 07130       | Food Preparation And Service Occupations     | Food Service Worker          | 16.57       | ***         |
| 07210       | Food Preparation And Service Occupations     | Meat Cutter                  | 21.00       |             |
| 07260       | Food Preparation And Service Occupations     | Waiter/Waitress              | 15.82       | ***         |
| 09010       | Furniture Maintenance And Repair Occupations | Electrostatic Spray Painter  | 24.44       |             |
| 09040       | Furniture Maintenance And Repair Occupations | Furniture Handler            | 18.64       |             |
| 09080       | Furniture Maintenance And Repair Occupations | Furniture Refinisher         | 25.32       |             |
| 09090       | Furniture Maintenance And Repair Occupations | Furniture Refinisher Helper  | 21.21       |             |
| 09110       | Furniture Maintenance And Repair Occupations | Furniture Repairer, Minor    | 23.34       |             |
| 09130       | Furniture Maintenance And Repair Occupations | Upholsterer                  | 24.44       |             |
| 11030       | General Services And Support Occupations     | Cleaner, Vehicles            | 15.14       | ***         |
| 11060       | General Services And Support Occupations     | Elevator Operator            | 17.75       |             |
| 11090       | General Services And Support Occupations     | Gardener                     | 23.88       |             |
| 11122       | General Services And Support Occupations     | Housekeeping Aide            | 17.75       |             |
| 11150       | General Services And Support Occupations     | Janitor                      | 17.75       |             |
| 11210       | General Services And Support Occupations     | Laborer, Grounds Maintenance | 19.90       |             |
| 11240       | General Services And Support Occupations     | Maid or Houseman             | 16.61       | ***         |
| 11260       | General Services And Support Occupations     | Pruner                       | 17.95       |             |
| 11270       | General Services And Support Occupations     | Tractor Operator             | 22.70       |             |

| <b>Code</b> | <b>Category</b>                          | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 11330       | General Services And Support Occupations | Trail Maintenance Worker                   | 19.90       |             |
| 11360       | General Services And Support Occupations | Window Cleaner                             | 19.68       |             |
| 12010       | Health Occupations                       | Ambulance Driver                           | 26.21       |             |
| 12011       | Health Occupations                       | Breath Alcohol Technician                  | 27.75       |             |
| 12012       | Health Occupations                       | Certified Occupational Therapist Assistant | 35.32       |             |
| 12015       | Health Occupations                       | Certified Physical Therapist Assistant     | 34.67       |             |
| 12020       | Health Occupations                       | Dental Assistant                           | 22.80       |             |
| 12025       | Health Occupations                       | Dental Hygienist                           | 46.48       |             |
| 12030       | Health Occupations                       | EKG Technician                             | 41.98       |             |
| 12035       | Health Occupations                       | Electroneurodiagnostic Technologist        | 41.98       |             |
| 12040       | Health Occupations                       | Emergency Medical Technician               | 26.21       |             |
| 12071       | Health Occupations                       | Licensed Practical Nurse I                 | 24.81       |             |
| 12072       | Health Occupations                       | Licensed Practical Nurse II                | 27.75       |             |
| 12073       | Health Occupations                       | Licensed Practical Nurse III               | 30.95       |             |
| 12100       | Health Occupations                       | Medical Assistant                          | 21.19       |             |
| 12130       | Health Occupations                       | Medical Laboratory Technician              | 28.91       |             |
| 12160       | Health Occupations                       | Medical Record Clerk                       | 24.28       |             |
| 12190       | Health Occupations                       | Medical Record Technician                  | 28.27       |             |
| 12195       | Health Occupations                       | Medical Transcriptionist                   | 24.81       |             |
| 12210       | Health Occupations                       | Nuclear Medicine Technologist              | 60.99       |             |
| 12221       | Health Occupations                       | Nursing Assistant I                        | 15.45       | ***         |
| 12222       | Health Occupations                       | Nursing Assistant II                       | 17.39       |             |
| 12223       | Health Occupations                       | Nursing Assistant III                      | 18.97       |             |
| 12224       | Health Occupations                       | Nursing Assistant IV                       | 21.29       |             |
| 12235       | Health Occupations                       | Optical Dispenser                          | 30.82       |             |
| 12236       | Health Occupations                       | Optical Technician                         | 24.81       |             |
| 12250       | Health Occupations                       | Pharmacy Technician                        | 17.92       |             |
| 12280       | Health Occupations                       | Phlebotomist                               | 22.83       |             |
| 12305       | Health Occupations                       | Radiologic Technologist                    | 38.66       |             |
| 12311       | Health Occupations                       | Registered Nurse I                         | 32.70       |             |

| <b>Code</b> | <b>Category</b>                    | <b>Title</b>                           | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------|--|-------------|-------------|
| 12312       | Health Occupations                 | Registered Nurse II                    | 40.00       |             |
| 12313       | Health Occupations                 | Registered Nurse II, Specialist        | 40.00       |             |
| 12314       | Health Occupations                 | Registered Nurse III                   | 48.39       |             |
| 12315       | Health Occupations                 | Registered Nurse III, Anesthetist      | 48.39       |             |
| 12316       | Health Occupations                 | Registered Nurse IV                    | 58.00       |             |
| 12317       | Health Occupations                 | Scheduler                              | 34.39       |             |
| 12320       | Health Occupations                 | Substance Abuse Treatment Counselor    | 28.42       |             |
| 13011       | Information And Arts Occupations   | Exhibits Specialist I                  | 24.57       |             |
| 13012       | Information And Arts Occupations   | Exhibits Specialist II                 | 30.45       |             |
| 13013       | Information And Arts Occupations   | Exhibits Specialist III                | 37.23       |             |
| 13041       | Information And Arts Occupations   | Illustrator I                          | 24.57       |             |
| 13042       | Information And Arts Occupations   | Illustrator II                         | 30.45       |             |
| 13043       | Information And Arts Occupations   | Illustrator III                        | 37.23       |             |
| 13047       | Information And Arts Occupations   | Librarian                              | 33.70       |             |
| 13050       | Information And Arts Occupations   | Library Aide/Clerk                     | 17.95       |             |
| 13054       | Information And Arts Occupations   | Library Information Technology Systems | 30.43       |             |
| 13058       | Information And Arts Occupations   | Library Technician                     | 22.18       |             |
| 13061       | Information And Arts Occupations   | Media Specialist I                     | 21.96       |             |
| 13062       | Information And Arts Occupations   | Media Specialist II                    | 24.56       |             |
| 13063       | Information And Arts Occupations   | Media Specialist III                   | 27.38       |             |
| 13071       | Information And Arts Occupations   | Photographer I                         | 21.96       |             |
| 13072       | Information And Arts Occupations   | Photographer II                        | 24.56       |             |
| 13073       | Information And Arts Occupations   | Photographer III                       | 30.43       |             |
| 13074       | Information And Arts Occupations   | Photographer IV                        | 37.22       |             |
| 13075       | Information And Arts Occupations   | Photographer V                         | 45.03       |             |
| 13090       | Information And Arts Occupations   | Technical Order Library Clerk          | 22.53       |             |
| 13110       | Information And Arts Occupations   | Video Teleconference Technician        | 21.96       |             |
| 14041       | Information Technology Occupations | Computer Operator I                    | 16.71       | ***         |
| 14042       | Information Technology Occupations | Computer Operator II                   | 18.69       |             |
| 14043       | Information Technology Occupations | Computer Operator III                  | 20.85       |             |
| 14044       | Information Technology Occupations | Computer Operator IV                   | 24.21       |             |
| 14045       | Information Technology Occupations | Computer Operator V                    | 26.82       |             |

| <b>Code</b> | <b>Category</b>                    | <b>Title</b>                                    | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------|---|-------------|-------------|
| 14071       | Information Technology Occupations | Computer Programmer I                           | 24.15       | see 1       |
| 14072       | Information Technology Occupations | Computer Programmer II                          | NaN         | see 1       |
| 14073       | Information Technology Occupations | Computer Programmer III                         | NaN         | see 1       |
| 14074       | Information Technology Occupations | Computer Programmer IV                          | NaN         | see 1       |
| 14101       | Information Technology Occupations | Computer Systems Analyst I                      | NaN         | see 1       |
| 14102       | Information Technology Occupations | Computer Systems Analyst II                     | NaN         | see 1       |
| 14103       | Information Technology Occupations | Computer Systems Analyst III                    | NaN         | see 1       |
| 14150       | Information Technology Occupations | Peripheral Equipment Operator                   | 16.71       | ***         |
| 14160       | Information Technology Occupations | Personal Computer Support Technician            | 26.63       |             |
| 14170       | Information Technology Occupations | System Support Specialist                       | 36.95       |             |
| 15010       | Instructional Occupations          | Aircrew Training Devices Instructor             | 35.33       |             |
| 15020       | Instructional Occupations          | Aircrew Training Devices Instructor             | 42.75       |             |
| 15030       | Instructional Occupations          | Air Crew Training Devices Instructor            | 51.25       |             |
| 15050       | Instructional Occupations          | Computer Based Training Specialist / Instructor | 35.33       |             |
| 15060       | Instructional Occupations          | Educational Technologist                        | 36.20       |             |
| 15070       | Instructional Occupations          | Flight Instructor                               | 51.25       |             |
| 15080       | Instructional Occupations          | Graphic Artist                                  | 30.34       |             |
| 15085       | Instructional Occupations          | Maintenance Test Pilot, Fixed, Jet/Prop         | 51.25       |             |
| 15086       | Instructional Occupations          | Maintenance Test Pilot, Rotary Wing             | 51.25       |             |
| 15088       | Instructional Occupations          | Non-Maintenance Test/Co-Pilot                   | 51.25       |             |
| 15090       | Instructional Occupations          | Technical Instructor                            | 26.40       |             |
| 15095       | Instructional Occupations          | Technical Instructor/Course Developer           | 32.28       |             |

| <b>Code</b> | <b>Category</b>   | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|---|--|-------------|-------------|
| 15110       | Instructional Occupations                               | Test Proctor                               | 21.30       |             |
| 15120       | Instructional Occupations                               | Tutor                                      | 21.30       |             |
| 16010       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Assembler                                  | 17.28       |             |
| 16030       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Counter Attendant                          | 17.28       |             |
| 16040       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Dry Cleaner                                | 19.74       |             |
| 16070       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Finisher, Flatwork, Machine                | 17.28       |             |
| 16090       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Hand                              | 17.28       |             |
| 16110       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Drycleaning              | 17.28       |             |
| 16130       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Shirts                   | 17.28       |             |
| 16160       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Wearing Apparel, Laundry | 17.28       |             |
| 16190       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Sewing Machine Operator                    | 20.56       |             |
| 16220       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Tailor                                     | 21.39       |             |
| 16250       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Washer, Machine                            | 18.10       |             |
| 19010       | Machine Tool Operation And Repair Occupations           | Machine-Tool Operator                      | 31.35       |             |
| 19040       | Machine Tool Operation And Repair Occupations           | Tool And Die Maker                         | 36.49       |             |
| 21020       | Materials Handling And Packing Occupations              | Forklift Operator                          | 22.40       |             |
| 21030       | Materials Handling And Packing Occupations              | Material Coordinator                       | 27.03       |             |
| 21040       | Materials Handling And Packing Occupations              | Material Expediter                         | 27.03       |             |
| 21050       | Materials Handling And Packing Occupations              | Material Handling Laborer                  | 17.42       |             |
| 21071       | Materials Handling And Packing Occupations              | Order Filler                               | 17.64       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                                   | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 21080       | Materials Handling And Packing Occupations       | Production Line Worker                         | 22.40       |             |
| 21110       | Materials Handling And Packing Occupations       | Shipping Packer                                | 20.85       |             |
| 21130       | Materials Handling And Packing Occupations       | Shipping/Receiving Clerk                       | 20.85       |             |
| 21140       | Materials Handling And Packing Occupations       | Store Worker I                                 | 16.52       | ***         |
| 21150       | Materials Handling And Packing Occupations       | Stock Clerk                                    | 22.21       |             |
| 21210       | Materials Handling And Packing Occupations       | Tools And Parts Attendant                      | 22.40       |             |
| 21410       | Materials Handling And Packing Occupations       | Warehouse Specialist                           | 22.40       |             |
| 23010       | Mechanics And Maintenance And Repair Occupations | Aerospace Structural Welder                    | 30.76       |             |
| 23019       | Mechanics And Maintenance And Repair Occupations | Aircraft Logs and Records Technician           | 26.26       |             |
| 23021       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic I                            | 29.69       |             |
| 23022       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic II                           | 30.76       |             |
| 23023       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic III                          | 31.99       |             |
| 23040       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic Helper                       | 23.88       |             |
| 23050       | Mechanics And Maintenance And Repair Occupations | Aircraft, Painter                              | 28.51       |             |
| 23060       | Mechanics And Maintenance And Repair Occupations | Aircraft Servicer                              | 26.26       |             |
| 23070       | Mechanics And Maintenance And Repair Occupations | Aircraft Survival Flight Equipment Technician  | 28.51       |             |
| 23080       | Mechanics And Maintenance And Repair Occupations | Aircraft Worker                                | 27.32       |             |
| 23091       | Mechanics And Maintenance And Repair Occupations | Aircrew Life Support Equipment (ALSE) Mechanic | 27.32       |             |
| 23092       | Mechanics And Maintenance And Repair Occupations | Aircrew Life Support Equipment (ALSE) Mechanic | 29.69       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                           | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 23110       | Mechanics And Maintenance And Repair Occupations | Appliance Mechanic                     | 28.51       |             |
| 23120       | Mechanics And Maintenance And Repair Occupations | Bicycle Repairer                       | 25.12       |             |
| 23125       | Mechanics And Maintenance And Repair Occupations | Cable Splicer                          | 33.67       |             |
| 23130       | Mechanics And Maintenance And Repair Occupations | Carpenter, Maintenance                 | 30.96       |             |
| 23140       | Mechanics And Maintenance And Repair Occupations | Carpet Layer                           | 27.32       |             |
| 23160       | Mechanics And Maintenance And Repair Occupations | Electrician, Maintenance               | 36.73       |             |
| 23181       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance I   | 27.32       |             |
| 23182       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance II  | 28.51       |             |
| 23183       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance III | 29.69       |             |
| 23260       | Mechanics And Maintenance And Repair Occupations | Fabric Worker                          | 26.26       |             |
| 23290       | Mechanics And Maintenance And Repair Occupations | Fire Alarm System Mechanic             | 29.69       |             |
| 23310       | Mechanics And Maintenance And Repair Occupations | Fire Extinguisher Repairer             | 25.12       |             |
| 23311       | Mechanics And Maintenance And Repair Occupations | Fuel Distribution System Mechanic      | 34.53       |             |
| 23312       | Mechanics And Maintenance And Repair Occupations | Fuel Distribution System Operator      | 30.77       |             |
| 23370       | Mechanics And Maintenance And Repair Occupations | General Maintenance Worker             | 20.46       |             |
| 23380       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Mechanic      | 29.69       |             |
| 23381       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Servicer      | 26.26       |             |
| 23382       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Worker        | 27.32       |             |
| 23391       | Mechanics And Maintenance And Repair Occupations | Gunsmith I                             | 25.12       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 23392       | Mechanics And Maintenance And Repair Occupations | Gunsmith II                               | 27.32       |             |
| 23393       | Mechanics And Maintenance And Repair Occupations | Gunsmith III                              | 29.69       |             |
| 23410       | Mechanics And Maintenance And Repair Occupations | Heating, Ventilation And Air-Conditioning | 30.59       |             |
| 23411       | Mechanics And Maintenance And Repair Occupations | Heating, Ventilation And Air Contidioning | 31.70       |             |
| 23430       | Mechanics And Maintenance And Repair Occupations | Heavy Equipment Mechanic                  | 29.69       |             |
| 23440       | Mechanics And Maintenance And Repair Occupations | Heavy Equipment Operator                  | 32.27       |             |
| 23460       | Mechanics And Maintenance And Repair Occupations | Instrument Mechanic                       | 29.69       |             |
| 23465       | Mechanics And Maintenance And Repair Occupations | Laboratory/Shelter Mechanic               | 28.51       |             |
| 23470       | Mechanics And Maintenance And Repair Occupations | Laborer                                   | 16.95       | ***         |
| 23510       | Mechanics And Maintenance And Repair Occupations | Locksmith                                 | 28.51       |             |
| 23530       | Mechanics And Maintenance And Repair Occupations | Machinery Maintenance Mechanic            | 33.35       |             |
| 23550       | Mechanics And Maintenance And Repair Occupations | Machinist, Maintenance                    | 22.84       |             |
| 23580       | Mechanics And Maintenance And Repair Occupations | Maintenance Trades Helper                 | 23.88       |             |
| 23591       | Mechanics And Maintenance And Repair Occupations | Metrology Technician I                    | 29.69       |             |
| 23592       | Mechanics And Maintenance And Repair Occupations | Metrology Technician II                   | 30.76       |             |
| 23593       | Mechanics And Maintenance And Repair Occupations | Metrology Technician III                  | 31.99       |             |
| 23640       | Mechanics And Maintenance And Repair Occupations | Millwright                                | 29.69       |             |
| 23710       | Mechanics And Maintenance And Repair Occupations | Office Appliance Repairer                 | 28.51       |             |
| 23760       | Mechanics And Maintenance And Repair Occupations | Painter, Maintenance                      | 23.57       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                          | <b>Rate</b> | <b>Note</b> |
|-------------|--|---------------------------------------|-------------|-------------|
| 23790       | Mechanics And Maintenance And Repair Occupations | Pipefitter, Maintenance               | 31.36       |             |
| 23810       | Mechanics And Maintenance And Repair Occupations | Plumber, Maintenance                  | 30.11       |             |
| 23820       | Mechanics And Maintenance And Repair Occupations | Pneudraulic Systems Mechanic          | 29.69       |             |
| 23850       | Mechanics And Maintenance And Repair Occupations | Rigger                                | 29.69       |             |
| 23870       | Mechanics And Maintenance And Repair Occupations | Scale Mechanic                        | 27.32       |             |
| 23890       | Mechanics And Maintenance And Repair Occupations | Sheet-Metal Worker, Maintenance       | 28.02       |             |
| 23910       | Mechanics And Maintenance And Repair Occupations | Small Engine Mechanic                 | 27.32       |             |
| 23931       | Mechanics And Maintenance And Repair Occupations | Telecommunications Mechanic I         | 34.92       |             |
| 23932       | Mechanics And Maintenance And Repair Occupations | Telecommunications Mechanic II        | 36.19       |             |
| 23950       | Mechanics And Maintenance And Repair Occupations | Telephone Lineman                     | 29.69       |             |
| 23960       | Mechanics And Maintenance And Repair Occupations | Welder, Combination, Maintenance      | 25.64       |             |
| 23965       | Mechanics And Maintenance And Repair Occupations | Well Driller                          | 29.69       |             |
| 23970       | Mechanics And Maintenance And Repair Occupations | Woodcraft Worker                      | 29.69       |             |
| 23980       | Mechanics And Maintenance And Repair Occupations | Woodworker                            | 25.12       |             |
| 24550       | Personal Needs Occupations                       | Case Manager                          | 19.38       |             |
| 24570       | Personal Needs Occupations                       | Child Care Attendant                  | 14.78       | ***         |
| 24580       | Personal Needs Occupations                       | Child Care Center Clerk               | 18.44       |             |
| 24610       | Personal Needs Occupations                       | Chore Aide                            | 17.23       |             |
| 24620       | Personal Needs Occupations                       | Family Readiness And Support Services | 19.38       |             |
| 24630       | Personal Needs Occupations                       | Homemaker                             | 22.09       |             |
| 25010       | Plant And System Operations Occupations          | Boiler Tender                         | 29.69       |             |

| <b>Code</b> | <b>Category</b>                                | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 25040       | Plant And System Operations Occupations        | Sewage Plant Operator                     | 35.18       |             |
| 25070       | Plant And System Operations Occupations        | Stationary Engineer                       | 29.69       |             |
| 25190       | Plant And System Operations Occupations        | Ventilation Equipment Tender              | 25.66       |             |
| 25210       | Plant And System Operations Occupations        | Water Treatment Plant Operator            | 35.18       |             |
| 27004       | Protective Service Occupations                 | Alarm Monitor                             | 25.67       |             |
| 27007       | Protective Service Occupations                 | Baggage Inspector                         | 18.27       |             |
| 27008       | Protective Service Occupations                 | Corrections Officer                       | 38.87       |             |
| 27010       | Protective Service Occupations                 | Court Security Officer                    | 38.87       |             |
| 27030       | Protective Service Occupations                 | Detection Dog Handler                     | 20.44       |             |
| 27040       | Protective Service Occupations                 | Detention Officer                         | 38.87       |             |
| 27070       | Protective Service Occupations                 | Firefighter                               | 38.87       |             |
| 27101       | Protective Service Occupations                 | Guard I                                   | 18.27       |             |
| 27102       | Protective Service Occupations                 | Guard II                                  | 20.44       |             |
| 27131       | Protective Service Occupations                 | Police Officer I                          | 36.95       |             |
| 27132       | Protective Service Occupations                 | Police Officer II                         | 41.05       |             |
| 28041       | Recreation Occupations                         | Carnival Equipment Operator               | 16.95       | ***         |
| 28042       | Recreation Occupations                         | Carnival Equipment Repairer               | 17.83       |             |
| 28043       | Recreation Occupations                         | Carnival Worker                           | 13.84       | ***         |
| 28210       | Recreation Occupations                         | Gate Attendant/Gate Tender                | 17.14       | ***         |
| 28310       | Recreation Occupations                         | Lifeguard                                 | 14.87       | ***         |
| 28350       | Recreation Occupations                         | Park Attendant                            | 19.17       |             |
| 28510       | Recreation Occupations                         | Recreation Aide/Health Facility Attendant | 14.00       | ***         |
| 28515       | Recreation Occupations                         | Recreation Specialist                     | 23.76       |             |
| 28630       | Recreation Occupations                         | Sports Official                           | 15.28       | ***         |
| 28690       | Recreation Occupations                         | Swimming Pool Operator                    | 20.67       |             |
| 29010       | Stevedoring/Longshoremen Occupational Services | Blocker And Bracer                        | 27.32       |             |
| 29020       | Stevedoring/Longshoremen Occupational Services | Hatch Tender                              | 27.32       |             |
| 29030       | Stevedoring/Longshoremen Occupational Services | Line Handler                              | 27.32       |             |

| <b>Code</b> | <b>Category</b>                                | <b>Title</b>                             | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 29041       | Stevedoring/Longshoremen Occupational Services | Stevedore I                              | 26.26       |             |
| 29042       | Stevedoring/Longshoremen Occupational Services | Stevedore II                             | 28.51       |             |
| 30010       | Technical Occupations                          | Air Traffic Control Specialist, Center   | 53.11       | see 2       |
| 30011       | Technical Occupations                          | Air Traffic Control Specialist, Station  | 36.62       | see 2       |
| 30012       | Technical Occupations                          | Air Traffic Control Specialist, Terminal | 40.33       | see 2       |
| 30021       | Technical Occupations                          | Archeological Technician I               | 20.10       |             |
| 30022       | Technical Occupations                          | Archeological Technician II              | 22.48       |             |
| 30023       | Technical Occupations                          | Archeological Technician III             | 27.86       |             |
| 30030       | Technical Occupations                          | Cartographic Technician                  | 27.86       |             |
| 30040       | Technical Occupations                          | Civil Engineering Technician             | 27.86       |             |
| 30051       | Technical Occupations                          | Cryogenic Technician I                   | 25.78       |             |
| 30052       | Technical Occupations                          | Cryogenic Technician II                  | 28.49       |             |
| 30061       | Technical Occupations                          | Drafter/CAD Operator I                   | 20.10       |             |
| 30062       | Technical Occupations                          | Drafter/CAD Operator II                  | 22.48       |             |
| 30063       | Technical Occupations                          | Drafter/CAD Operator III                 | 25.06       |             |
| 30064       | Technical Occupations                          | Drafter/CAD Operator IV                  | 30.85       |             |
| 30081       | Technical Occupations                          | Engineering Technician I                 | 17.90       |             |
| 30082       | Technical Occupations                          | Engineering Technician II                | 20.10       |             |
| 30083       | Technical Occupations                          | Engineering Technician III               | 22.48       |             |
| 30084       | Technical Occupations                          | Engineering Technician IV                | 27.86       |             |
| 30085       | Technical Occupations                          | Engineering Technician V                 | 33.59       |             |
| 30086       | Technical Occupations                          | Engineering Technician VI                | 40.61       |             |
| 30090       | Technical Occupations                          | Environmental Technician                 | 27.29       |             |
| 30095       | Technical Occupations                          | Evidence Control Specialist              | 23.29       |             |
| 30210       | Technical Occupations                          | Laboratory Technician                    | 25.06       |             |
| 30221       | Technical Occupations                          | Latent Fingerprint Technician I          | 25.78       |             |
| 30222       | Technical Occupations                          | Latent Fingerprint Technician II         | 28.49       |             |
| 30240       | Technical Occupations                          | Mathematical Technician                  | 27.86       |             |
| 30361       | Technical Occupations                          | Paralegal/Legal Assistant I              | 23.55       |             |
| 30362       | Technical Occupations                          | Paralegal/Legal Assistant II             | 29.18       |             |

| <b>Code</b> | <b>Category</b>                                       | <b>Title</b>                             | <b>Rate</b> | <b>Note</b> |
|-------------|---|--|-------------|-------------|
| 30363       | Technical Occupations                                 | Paralegal/Legal Assistant III            | 35.70       |             |
| 30364       | Technical Occupations                                 | Paralegal/Legal Assistant IV             | 43.18       |             |
| 30375       | Technical Occupations                                 | Petroleum Supply Specialist              | 28.49       |             |
| 30390       | Technical Occupations                                 | Photo-Optics Technician                  | 27.86       |             |
| 30395       | Technical Occupations                                 | Radiation Control Technician             | 28.49       |             |
| 30461       | Technical Occupations                                 | Technical Writer I                       | 25.29       |             |
| 30462       | Technical Occupations                                 | Technical Writer II                      | 30.94       |             |
| 30463       | Technical Occupations                                 | Technical Writer III                     | 37.44       |             |
| 30491       | Technical Occupations                                 | Unexploded Ordnance (UXO) Technician I   | 33.76       |             |
| 30492       | Technical Occupations                                 | Unexploded Ordnance (UXO) Technician II  | 40.84       |             |
| 30493       | Technical Occupations                                 | Unexploded Ordnance (UXO) Technician III | 48.95       |             |
| 30494       | Technical Occupations                                 | Unexploded (UXO) Safety Escort           | 33.76       |             |
| 30495       | Technical Occupations                                 | Unexploded (UXO) Sweep Personnel         | 33.76       |             |
| 30501       | Technical Occupations                                 | Weather Forecaster I                     | 30.85       |             |
| 30502       | Technical Occupations                                 | Weather Forecaster II                    | 37.52       |             |
| 30620       | Technical Occupations                                 | Weather Observer, Combined Upper Air Or  | 25.06       | see 2       |
| 30621       | Technical Occupations                                 | Weather Observer, Senior                 | 27.86       | see 2       |
| 31010       | Transportation/Mobile Equipment Operation Occupations | Airplane Pilot                           | 40.84       |             |
| 31020       | Transportation/Mobile Equipment Operation Occupations | Bus Aide                                 | 19.00       |             |
| 31030       | Transportation/Mobile Equipment Operation Occupations | Bus Driver                               | 23.87       |             |
| 31043       | Transportation/Mobile Equipment Operation Occupations | Driver Courier                           | 21.71       |             |
| 31260       | Transportation/Mobile Equipment Operation Occupations | Parking and Lot Attendant                | 17.14       | ***         |
| 31290       | Transportation/Mobile Equipment Operation Occupations | Shuttle Bus Driver                       | 18.62       |             |
| 31310       | Transportation/Mobile Equipment Operation Occupations | Taxi Driver                              | 17.58       |             |

| <b>Code</b> | <b>Category</b>                                       | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|---|---------------------------------|-------------|-------------|
| 31361       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Light              | 22.83       |             |
| 31362       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Medium             | 23.87       |             |
| 31363       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Heavy              | 25.88       |             |
| 31364       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Tractor-Trailer    | 25.88       |             |
| 99020       | Miscellaneous Occupations                             | Cabin Safety Specialist         | 19.91       |             |
| 99030       | Miscellaneous Occupations                             | Cashier                         | 14.64       | ***         |
| 99050       | Miscellaneous Occupations                             | Desk Clerk                      | 19.64       |             |
| 99095       | Miscellaneous Occupations                             | Embalmer                        | 33.76       |             |
| 99130       | Miscellaneous Occupations                             | Flight Follower                 | 33.76       |             |
| 99251       | Miscellaneous Occupations                             | Laboratory Animal Caretaker I   | 19.32       |             |
| 99252       | Miscellaneous Occupations                             | Laboratory Animal Caretaker II  | 20.32       |             |
| 99260       | Miscellaneous Occupations                             | Marketing Analyst               | 29.98       |             |
| 99310       | Miscellaneous Occupations                             | Mortician                       | 33.76       |             |
| 99410       | Miscellaneous Occupations                             | Pest Controller                 | 24.71       |             |
| 99510       | Miscellaneous Occupations                             | Photofinishing Worker           | 17.74       |             |
| 99710       | Miscellaneous Occupations                             | Recycling Laborer               | 28.95       |             |
| 99711       | Miscellaneous Occupations                             | Recycling Specialist            | 33.06       |             |
| 99730       | Miscellaneous Occupations                             | Refuse Collector                | 26.11       |             |
| 99810       | Miscellaneous Occupations                             | Sales Clerk                     | 15.92       | ***         |
| 99820       | Miscellaneous Occupations                             | School Crossing Guard           | 16.57       | ***         |
| 99830       | Miscellaneous Occupations                             | Survey Party Chief              | 29.44       |             |
| 99831       | Miscellaneous Occupations                             | Surveying Aide                  | 18.42       |             |
| 99832       | Miscellaneous Occupations                             | Surveying Technician            | 22.28       |             |
| 99840       | Miscellaneous Occupations                             | Vending Machine Attendant       | 23.54       |             |
| 99841       | Miscellaneous Occupations                             | Vending Machine Repairer        | 26.93       |             |
| 99842       | Miscellaneous Occupations                             | Vending Machine Repairer Helper | 23.54       |             |

## Footer

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.20 per hour) or 13658 (\$12.90 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. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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: \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 per month\*

\*This rate is to be used only when compensating employees for performance on an SCA-

covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 25 years.

Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of twelve paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) **COMPUTER EMPLOYEES:** This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract.

Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) **AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:** If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**\*\* HAZARDOUS PAY DIFFERENTIAL \*\***

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder.

All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like;

minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

#### \*\* UNIFORM ALLOWANCE \*\*

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of ""wash and wear""

materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**\*\* SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS \*\***

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

**\*\* REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) \*\***

**Conformance Process:**

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR

4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S.

Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request, the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination.

Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

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## **Wage Determination No. : 2015-4131**

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 28

Date Of Last Revision : 07/22/2024

Source : [Source Website](#)

## Header

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2024.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.90 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 2024.

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: Connecticut

This wage determination is applicable to the following cities, towns, and boroughs in NEW HAVEN COUNTY: Beacon Falls, Middlebury, Naugatuck, Prospect, Waterbury, Wolcott

\*\*Fringe Benefits Required Follow the Occupational Listing\*\*

## Wage Determination Table

| Code  | Category  | Title                             | Rate  | Note |
|-------|---|-----------------------------------|-------|------|
| 01011 | Administrative Support And Clerical Occupations | Accounting Clerk I                | 18.88 |      |
| 01012 | Administrative Support And Clerical Occupations | Accounting Clerk II               | 21.19 |      |
| 01013 | Administrative Support And Clerical Occupations | Accounting Clerk III              | 23.70 |      |
| 01020 | Administrative Support And Clerical Occupations | Administrative Assistant          | 33.74 |      |
| 01035 | Administrative Support And Clerical Occupations | Court Reporter                    | 23.31 |      |
| 01041 | Administrative Support And Clerical Occupations | Customer Service Representative I | 16.61 | ***  |

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------------|-------------|-------------|
| 01042       | Administrative Support And Clerical Occupations | Customer Service Representative II   | 18.12       |             |
| 01043       | Administrative Support And Clerical Occupations | Customer Service Representative III  | 20.35       |             |
| 01051       | Administrative Support And Clerical Occupations | Data Entry Operator I                | 17.69       |             |
| 01052       | Administrative Support And Clerical Occupations | Data Entry Operator II               | 19.30       |             |
| 01060       | Administrative Support And Clerical Occupations | Dispatcher, Motor Vehicle            | 25.79       |             |
| 01070       | Administrative Support And Clerical Occupations | Document Preparation Clerk           | 18.57       |             |
| 01090       | Administrative Support And Clerical Occupations | Duplicating Machine Operator         | 18.57       |             |
| 01111       | Administrative Support And Clerical Occupations | General Clerk I                      | 17.74       |             |
| 01112       | Administrative Support And Clerical Occupations | General Clerk II                     | 19.36       |             |
| 01113       | Administrative Support And Clerical Occupations | General Clerk III                    | 21.73       |             |
| 01120       | Administrative Support And Clerical Occupations | Housing Referral Assistant           | 26.92       |             |
| 01141       | Administrative Support And Clerical Occupations | Messenger Courier                    | 15.12       | ***         |
| 01191       | Administrative Support And Clerical Occupations | Order Clerk I                        | 17.52       |             |
| 01192       | Administrative Support And Clerical Occupations | Order Clerk II                       | 21.37       |             |
| 01261       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) I   | 21.67       |             |
| 01262       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) II  | 24.24       |             |
| 01263       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) III | 27.03       |             |
| 01270       | Administrative Support And Clerical Occupations | Production Control Clerk             | 27.03       |             |
| 01290       | Administrative Support And Clerical Occupations | Rental Clerk                         | 18.04       |             |

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------------|-------------|-------------|
| 01300       | Administrative Support And Clerical Occupations | Scheduler, Maintenance               | 21.57       |             |
| 01311       | Administrative Support And Clerical Occupations | Secretary I                          | 21.57       |             |
| 01312       | Administrative Support And Clerical Occupations | Secretary II                         | 24.82       |             |
| 01313       | Administrative Support And Clerical Occupations | Secretary III                        | 26.92       |             |
| 01320       | Administrative Support And Clerical Occupations | Service Order Dispatcher             | 21.88       |             |
| 01410       | Administrative Support And Clerical Occupations | Supply Technician                    | 33.74       |             |
| 01420       | Administrative Support And Clerical Occupations | Survey Worker                        | 23.92       |             |
| 01460       | Administrative Support And Clerical Occupations | Switchboard Operator/Receptionist    | 18.06       |             |
| 01531       | Administrative Support And Clerical Occupations | Travel Clerk I                       | 16.65       | ***         |
| 01532       | Administrative Support And Clerical Occupations | Travel Clerk II                      | 18.16       |             |
| 01533       | Administrative Support And Clerical Occupations | Travel Clerk III                     | 19.75       |             |
| 01611       | Administrative Support And Clerical Occupations | Word Processor I                     | 18.57       |             |
| 01612       | Administrative Support And Clerical Occupations | Word Processor II                    | 20.84       |             |
| 01613       | Administrative Support And Clerical Occupations | Word Processor III                   | 23.31       |             |
| 05005       | Automotive Service Occupations                  | Automobile Body Repairer, Fiberglass | 26.82       |             |
| 05010       | Automotive Service Occupations                  | Automotive Electrician               | 29.52       |             |
| 05040       | Automotive Service Occupations                  | Automotive Glass Installer           | 28.55       |             |
| 05070       | Automotive Service Occupations                  | Automotive Worker                    | 28.55       |             |
| 05110       | Automotive Service Occupations                  | Mobile Equipment Servicer            | 26.80       |             |
| 05130       | Automotive Service Occupations                  | Motor Equipment Metal Mechanic       | 30.34       |             |
| 05160       | Automotive Service Occupations                  | Motor Equipment Metal Worker         | 28.55       |             |
| 05190       | Automotive Service Occupations                  | Motor Vehicle Mechanic               | 29.68       |             |

| <b>Code</b> | <b>Category</b>                              | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|--|---------------------------------|-------------|-------------|
| 05220       | Automotive Service Occupations               | Motor Vehicle Mechanic Helper   | 25.82       |             |
| 05250       | Automotive Service Occupations               | Motor Vehicle Upholstery Worker | 27.72       |             |
| 05280       | Automotive Service Occupations               | Motor Vehicle Wrecker           | 28.55       |             |
| 05310       | Automotive Service Occupations               | Painter, Automotive             | 28.79       |             |
| 05340       | Automotive Service Occupations               | Radiator Repair Specialist      | 26.95       |             |
| 05370       | Automotive Service Occupations               | Tire Repairer                   | 19.28       |             |
| 05400       | Automotive Service Occupations               | Transmission Repair Specialist  | 29.68       |             |
| 07010       | Food Preparation And Service Occupations     | Baker                           | 17.93       |             |
| 07041       | Food Preparation And Service Occupations     | Cook I                          | 19.60       |             |
| 07042       | Food Preparation And Service Occupations     | Cook II                         | 21.32       |             |
| 07070       | Food Preparation And Service Occupations     | Dishwasher                      | 14.65       | ***         |
| 07130       | Food Preparation And Service Occupations     | Food Service Worker             | 16.57       | ***         |
| 07210       | Food Preparation And Service Occupations     | Meat Cutter                     | 21.00       |             |
| 07260       | Food Preparation And Service Occupations     | Waiter/Waitress                 | 15.82       | ***         |
| 09010       | Furniture Maintenance And Repair Occupations | Electrostatic Spray Painter     | 23.24       |             |
| 09040       | Furniture Maintenance And Repair Occupations | Furniture Handler               | 18.11       |             |
| 09080       | Furniture Maintenance And Repair Occupations | Furniture Refinisher            | 23.24       |             |
| 09090       | Furniture Maintenance And Repair Occupations | Furniture Refinisher Helper     | 19.47       |             |
| 09110       | Furniture Maintenance And Repair Occupations | Furniture Repairer, Minor       | 21.41       |             |
| 09130       | Furniture Maintenance And Repair Occupations | Upholsterer                     | 23.33       |             |
| 11030       | General Services And Support Occupations     | Cleaner, Vehicles               | 15.14       | ***         |
| 11060       | General Services And Support Occupations     | Elevator Operator               | 17.75       |             |

| <b>Code</b> | <b>Category</b>                          | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 11090       | General Services And Support Occupations | Gardener                                   | 23.88       |             |
| 11122       | General Services And Support Occupations | Housekeeping Aide                          | 17.75       |             |
| 11150       | General Services And Support Occupations | Janitor                                    | 17.75       |             |
| 11210       | General Services And Support Occupations | Laborer, Grounds Maintenance               | 19.90       |             |
| 11240       | General Services And Support Occupations | Maid or Houseman                           | 16.61       | ***         |
| 11260       | General Services And Support Occupations | Pruner                                     | 17.95       |             |
| 11270       | General Services And Support Occupations | Tractor Operator                           | 22.70       |             |
| 11330       | General Services And Support Occupations | Trail Maintenance Worker                   | 19.90       |             |
| 11360       | General Services And Support Occupations | Window Cleaner                             | 19.68       |             |
| 12010       | Health Occupations                       | Ambulance Driver                           | 26.21       |             |
| 12011       | Health Occupations                       | Breath Alcohol Technician                  | 27.75       |             |
| 12012       | Health Occupations                       | Certified Occupational Therapist Assistant | 35.32       |             |
| 12015       | Health Occupations                       | Certified Physical Therapist Assistant     | 34.67       |             |
| 12020       | Health Occupations                       | Dental Assistant                           | 22.80       |             |
| 12025       | Health Occupations                       | Dental Hygienist                           | 46.01       |             |
| 12030       | Health Occupations                       | EKG Technician                             | 41.98       |             |
| 12035       | Health Occupations                       | Electroneurodiagnostic Technologist        | 41.98       |             |
| 12040       | Health Occupations                       | Emergency Medical Technician               | 26.21       |             |
| 12071       | Health Occupations                       | Licensed Practical Nurse I                 | 24.81       |             |
| 12072       | Health Occupations                       | Licensed Practical Nurse II                | 27.75       |             |
| 12073       | Health Occupations                       | Licensed Practical Nurse III               | 30.95       |             |
| 12100       | Health Occupations                       | Medical Assistant                          | 21.19       |             |
| 12130       | Health Occupations                       | Medical Laboratory Technician              | 28.91       |             |
| 12160       | Health Occupations                       | Medical Record Clerk                       | 24.61       |             |
| 12190       | Health Occupations                       | Medical Record Technician                  | 28.27       |             |

| <b>Code</b> | <b>Category</b>                  | <b>Title</b>                           | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------|--|-------------|-------------|
| 12195       | Health Occupations               | Medical Transcriptionist               | 24.81       |             |
| 12210       | Health Occupations               | Nuclear Medicine Technologist          | 60.99       |             |
| 12221       | Health Occupations               | Nursing Assistant I                    | 15.45       | ***         |
| 12222       | Health Occupations               | Nursing Assistant II                   | 17.39       |             |
| 12223       | Health Occupations               | Nursing Assistant III                  | 18.97       |             |
| 12224       | Health Occupations               | Nursing Assistant IV                   | 21.29       |             |
| 12235       | Health Occupations               | Optical Dispenser                      | 30.82       |             |
| 12236       | Health Occupations               | Optical Technician                     | 24.81       |             |
| 12250       | Health Occupations               | Pharmacy Technician                    | 17.92       |             |
| 12280       | Health Occupations               | Phlebotomist                           | 22.83       |             |
| 12305       | Health Occupations               | Radiologic Technologist                | 38.66       |             |
| 12311       | Health Occupations               | Registered Nurse I                     | 32.76       |             |
| 12312       | Health Occupations               | Registered Nurse II                    | 40.00       |             |
| 12313       | Health Occupations               | Registered Nurse II, Specialist        | 40.00       |             |
| 12314       | Health Occupations               | Registered Nurse III                   | 49.39       |             |
| 12315       | Health Occupations               | Registered Nurse III, Anesthetist      | 49.39       |             |
| 12316       | Health Occupations               | Registered Nurse IV                    | 59.20       |             |
| 12317       | Health Occupations               | Scheduler                              | 34.39       |             |
| 12320       | Health Occupations               | Substance Abuse Treatment Counselor    | 28.42       |             |
| 13011       | Information And Arts Occupations | Exhibits Specialist I                  | 26.35       |             |
| 13012       | Information And Arts Occupations | Exhibits Specialist II                 | 32.65       |             |
| 13013       | Information And Arts Occupations | Exhibits Specialist III                | 40.66       |             |
| 13041       | Information And Arts Occupations | Illustrator I                          | 28.07       |             |
| 13042       | Information And Arts Occupations | Illustrator II                         | 35.08       |             |
| 13043       | Information And Arts Occupations | Illustrator III                        | 44.73       |             |
| 13047       | Information And Arts Occupations | Librarian                              | 37.25       |             |
| 13050       | Information And Arts Occupations | Library Aide/Clerk                     | 17.95       |             |
| 13054       | Information And Arts Occupations | Library Information Technology Systems | 32.65       |             |
| 13058       | Information And Arts Occupations | Library Technician                     | 25.62       |             |
| 13061       | Information And Arts Occupations | Media Specialist I                     | 23.01       |             |
| 13062       | Information And Arts Occupations | Media Specialist II                    | 25.63       |             |
| 13063       | Information And Arts Occupations | Media Specialist III                   | 28.45       |             |

| <b>Code</b> | <b>Category</b>                    | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------|--------------------------------------|-------------|-------------|
| 13071       | Information And Arts Occupations   | Photographer I                       | 21.96       |             |
| 13072       | Information And Arts Occupations   | Photographer II                      | 24.57       |             |
| 13073       | Information And Arts Occupations   | Photographer III                     | 32.88       |             |
| 13074       | Information And Arts Occupations   | Photographer IV                      | 44.26       |             |
| 13075       | Information And Arts Occupations   | Photographer V                       | 50.85       |             |
| 13090       | Information And Arts Occupations   | Technical Order Library Clerk        | 22.53       |             |
| 13110       | Information And Arts Occupations   | Video Teleconference Technician      | 21.96       |             |
| 14041       | Information Technology Occupations | Computer Operator I                  | 20.81       |             |
| 14042       | Information Technology Occupations | Computer Operator II                 | 23.29       |             |
| 14043       | Information Technology Occupations | Computer Operator III                | 25.97       |             |
| 14044       | Information Technology Occupations | Computer Operator IV                 | 28.86       |             |
| 14045       | Information Technology Occupations | Computer Operator V                  | 31.94       |             |
| 14071       | Information Technology Occupations | Computer Programmer I                | 27.56       | see<br>1    |
| 14072       | Information Technology Occupations | Computer Programmer II               | NaN         | see<br>1    |
| 14073       | Information Technology Occupations | Computer Programmer III              | NaN         | see<br>1    |
| 14074       | Information Technology Occupations | Computer Programmer IV               | NaN         | see<br>1    |
| 14101       | Information Technology Occupations | Computer Systems Analyst I           | NaN         | see<br>1    |
| 14102       | Information Technology Occupations | Computer Systems Analyst II          | NaN         | see<br>1    |
| 14103       | Information Technology Occupations | Computer Systems Analyst III         | NaN         | see<br>1    |
| 14150       | Information Technology Occupations | Peripheral Equipment Operator        | 20.81       |             |
| 14160       | Information Technology Occupations | Personal Computer Support Technician | 28.86       |             |
| 14170       | Information Technology Occupations | System Support Specialist            | 36.95       |             |
| 15010       | Instructional Occupations          | Aircrew Training Devices Instructor  | 39.54       |             |
| 15020       | Instructional Occupations          | Aircrew Training Devices Instructor  | 46.03       |             |
| 15030       | Instructional Occupations          | Air Crew Training Devices Instructor | 55.17       |             |

| <b>Code</b> | <b>Category</b>   | <b>Title</b>                                    | <b>Rate</b> | <b>Note</b> |
|-------------|---|---|-------------|-------------|
| 15050       | Instructional Occupations                               | Computer Based Training Specialist / Instructor | 39.54       |             |
| 15060       | Instructional Occupations                               | Educational Technologist                        | 35.73       |             |
| 15070       | Instructional Occupations                               | Flight Instructor                               | 55.17       |             |
| 15080       | Instructional Occupations                               | Graphic Artist                                  | 33.80       |             |
| 15085       | Instructional Occupations                               | Maintenance Test Pilot, Fixed, Jet/Prop         | 51.25       |             |
| 15086       | Instructional Occupations                               | Maintenance Test Pilot, Rotary Wing             | 51.25       |             |
| 15088       | Instructional Occupations                               | Non-Maintenance Test/Co-Pilot                   | 51.25       |             |
| 15090       | Instructional Occupations                               | Technical Instructor                            | 27.17       |             |
| 15095       | Instructional Occupations                               | Technical Instructor/Course Developer           | 32.28       |             |
| 15110       | Instructional Occupations                               | Test Proctor                                    | 21.30       |             |
| 15120       | Instructional Occupations                               | Tutor   | 21.30       |             |
| 16010       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Assembler                                       | 17.28       |             |
| 16030       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Counter Attendant                               | 17.28       |             |
| 16040       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Dry Cleaner                                     | 19.74       |             |
| 16070       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Finisher, Flatwork, Machine                     | 17.28       |             |
| 16090       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Hand                                   | 17.28       |             |
| 16110       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Drycleaning                   | 17.28       |             |
| 16130       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Shirts                        | 17.28       |             |
| 16160       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Wearing Apparel, Laundry      | 17.28       |             |
| 16190       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Sewing Machine Operator                         | 20.56       |             |
| 16220       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Tailor  | 21.39       |             |
| 16250       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Washer, Machine                                 | 18.10       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|--|--------------------------------------|-------------|-------------|
| 19010       | Machine Tool Operation And Repair Occupations    | Machine-Tool Operator                | 31.35       |             |
| 19040       | Machine Tool Operation And Repair Occupations    | Tool And Die Maker                   | 36.49       |             |
| 21020       | Materials Handling And Packing Occupations       | Forklift Operator                    | 22.40       |             |
| 21030       | Materials Handling And Packing Occupations       | Material Coordinator                 | 27.03       |             |
| 21040       | Materials Handling And Packing Occupations       | Material Expediter                   | 27.03       |             |
| 21050       | Materials Handling And Packing Occupations       | Material Handling Laborer            | 17.76       |             |
| 21071       | Materials Handling And Packing Occupations       | Order Filler                         | 17.64       |             |
| 21080       | Materials Handling And Packing Occupations       | Production Line Worker               | 22.40       |             |
| 21110       | Materials Handling And Packing Occupations       | Shipping Packer                      | 20.85       |             |
| 21130       | Materials Handling And Packing Occupations       | Shipping/Receiving Clerk             | 20.85       |             |
| 21140       | Materials Handling And Packing Occupations       | Store Worker I                       | 16.52       | ***         |
| 21150       | Materials Handling And Packing Occupations       | Stock Clerk                          | 22.21       |             |
| 21210       | Materials Handling And Packing Occupations       | Tools And Parts Attendant            | 22.40       |             |
| 21410       | Materials Handling And Packing Occupations       | Warehouse Specialist                 | 22.40       |             |
| 23010       | Mechanics And Maintenance And Repair Occupations | Aerospace Structural Welder          | 30.76       |             |
| 23019       | Mechanics And Maintenance And Repair Occupations | Aircraft Logs and Records Technician | 26.26       |             |
| 23021       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic I                  | 29.69       |             |
| 23022       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic II                 | 30.76       |             |
| 23023       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic III                | 31.99       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                                   | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 23040       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic Helper                       | 24.00       |             |
| 23050       | Mechanics And Maintenance And Repair Occupations | Aircraft, Painter                              | 28.51       |             |
| 23060       | Mechanics And Maintenance And Repair Occupations | Aircraft Servicer                              | 26.26       |             |
| 23070       | Mechanics And Maintenance And Repair Occupations | Aircraft Survival Flight Equipment Technician  | 28.51       |             |
| 23080       | Mechanics And Maintenance And Repair Occupations | Aircraft Worker                                | 27.32       |             |
| 23091       | Mechanics And Maintenance And Repair Occupations | Aircrew Life Support Equipment (ALSE) Mechanic | 27.32       |             |
| 23092       | Mechanics And Maintenance And Repair Occupations | Aircrew Life Support Equipment (ALSE) Mechanic | 29.69       |             |
| 23110       | Mechanics And Maintenance And Repair Occupations | Appliance Mechanic                             | 28.51       |             |
| 23120       | Mechanics And Maintenance And Repair Occupations | Bicycle Repairer                               | 25.12       |             |
| 23125       | Mechanics And Maintenance And Repair Occupations | Cable Splicer                                  | 35.32       |             |
| 23130       | Mechanics And Maintenance And Repair Occupations | Carpenter, Maintenance                         | 32.51       |             |
| 23140       | Mechanics And Maintenance And Repair Occupations | Carpet Layer                                   | 27.32       |             |
| 23160       | Mechanics And Maintenance And Repair Occupations | Electrician, Maintenance                       | 36.84       |             |
| 23181       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance I           | 27.32       |             |
| 23182       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance II          | 28.51       |             |
| 23183       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance III         | 29.69       |             |
| 23260       | Mechanics And Maintenance And Repair Occupations | Fabric Worker                                  | 26.26       |             |
| 23290       | Mechanics And Maintenance And Repair Occupations | Fire Alarm System Mechanic                     | 29.69       |             |
| 23310       | Mechanics And Maintenance And Repair Occupations | Fire Extinguisher Repairer                     | 25.12       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 23311       | Mechanics And Maintenance And Repair Occupations | Fuel Distribution System Mechanic         | 31.68       |             |
| 23312       | Mechanics And Maintenance And Repair Occupations | Fuel Distribution System Operator         | 29.79       |             |
| 23370       | Mechanics And Maintenance And Repair Occupations | General Maintenance Worker                | 24.67       |             |
| 23380       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Mechanic         | 29.69       |             |
| 23381       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Servicer         | 26.26       |             |
| 23382       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Worker           | 27.32       |             |
| 23391       | Mechanics And Maintenance And Repair Occupations | Gunsmith I                                | 25.12       |             |
| 23392       | Mechanics And Maintenance And Repair Occupations | Gunsmith II                               | 27.32       |             |
| 23393       | Mechanics And Maintenance And Repair Occupations | Gunsmith III                              | 29.69       |             |
| 23410       | Mechanics And Maintenance And Repair Occupations | Heating, Ventilation And Air-Conditioning | 30.59       |             |
| 23411       | Mechanics And Maintenance And Repair Occupations | Heating, Ventilation And Air Contidioning | 31.70       |             |
| 23430       | Mechanics And Maintenance And Repair Occupations | Heavy Equipment Mechanic                  | 29.69       |             |
| 23440       | Mechanics And Maintenance And Repair Occupations | Heavy Equipment Operator                  | 33.39       |             |
| 23460       | Mechanics And Maintenance And Repair Occupations | Instrument Mechanic                       | 29.69       |             |
| 23465       | Mechanics And Maintenance And Repair Occupations | Laboratory/Shelter Mechanic               | 28.51       |             |
| 23470       | Mechanics And Maintenance And Repair Occupations | Laborer                                   | 16.95       | ***         |
| 23510       | Mechanics And Maintenance And Repair Occupations | Locksmith                                 | 28.51       |             |
| 23530       | Mechanics And Maintenance And Repair Occupations | Machinery Maintenance Mechanic            | 33.35       |             |
| 23550       | Mechanics And Maintenance And Repair Occupations | Machinist, Maintenance                    | 22.77       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                     | <b>Rate</b> | <b>Note</b> |
|-------------|--|----------------------------------|-------------|-------------|
| 23580       | Mechanics And Maintenance And Repair Occupations | Maintenance Trades Helper        | 23.88       |             |
| 23591       | Mechanics And Maintenance And Repair Occupations | Metrology Technician I           | 29.69       |             |
| 23592       | Mechanics And Maintenance And Repair Occupations | Metrology Technician II          | 30.76       |             |
| 23593       | Mechanics And Maintenance And Repair Occupations | Metrology Technician III         | 31.99       |             |
| 23640       | Mechanics And Maintenance And Repair Occupations | Millwright                       | 29.69       |             |
| 23710       | Mechanics And Maintenance And Repair Occupations | Office Appliance Repairer        | 28.51       |             |
| 23760       | Mechanics And Maintenance And Repair Occupations | Painter, Maintenance             | 25.03       |             |
| 23790       | Mechanics And Maintenance And Repair Occupations | Pipefitter, Maintenance          | 31.36       |             |
| 23810       | Mechanics And Maintenance And Repair Occupations | Plumber, Maintenance             | 30.11       |             |
| 23820       | Mechanics And Maintenance And Repair Occupations | Pneudraulic Systems Mechanic     | 29.69       |             |
| 23850       | Mechanics And Maintenance And Repair Occupations | Rigger                           | 29.69       |             |
| 23870       | Mechanics And Maintenance And Repair Occupations | Scale Mechanic                   | 27.32       |             |
| 23890       | Mechanics And Maintenance And Repair Occupations | Sheet-Metal Worker, Maintenance  | 29.16       |             |
| 23910       | Mechanics And Maintenance And Repair Occupations | Small Engine Mechanic            | 27.32       |             |
| 23931       | Mechanics And Maintenance And Repair Occupations | Telecommunications Mechanic I    | 34.92       |             |
| 23932       | Mechanics And Maintenance And Repair Occupations | Telecommunications Mechanic II   | 36.19       |             |
| 23950       | Mechanics And Maintenance And Repair Occupations | Telephone Lineman                | 29.69       |             |
| 23960       | Mechanics And Maintenance And Repair Occupations | Welder, Combination, Maintenance | 25.64       |             |
| 23965       | Mechanics And Maintenance And Repair Occupations | Well Driller                     | 29.69       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                          | <b>Rate</b> | <b>Note</b> |
|-------------|--|---------------------------------------|-------------|-------------|
| 23970       | Mechanics And Maintenance And Repair Occupations | Woodcraft Worker                      | 29.69       |             |
| 23980       | Mechanics And Maintenance And Repair Occupations | Woodworker                            | 25.12       |             |
| 24550       | Personal Needs Occupations                       | Case Manager                          | 18.63       |             |
| 24570       | Personal Needs Occupations                       | Child Care Attendant                  | 14.78       | ***         |
| 24580       | Personal Needs Occupations                       | Child Care Center Clerk               | 18.44       |             |
| 24610       | Personal Needs Occupations                       | Chore Aide                            | 17.23       |             |
| 24620       | Personal Needs Occupations                       | Family Readiness And Support Services | 18.63       |             |
| 24630       | Personal Needs Occupations                       | Homemaker                             | 24.30       |             |
| 25010       | Plant And System Operations Occupations          | Boiler Tender                         | 31.93       |             |
| 25040       | Plant And System Operations Occupations          | Sewage Plant Operator                 | 35.18       |             |
| 25070       | Plant And System Operations Occupations          | Stationary Engineer                   | 31.93       |             |
| 25190       | Plant And System Operations Occupations          | Ventilation Equipment Tender          | 27.55       |             |
| 25210       | Plant And System Operations Occupations          | Water Treatment Plant Operator        | 35.18       |             |
| 27004       | Protective Service Occupations                   | Alarm Monitor                         | 25.67       |             |
| 27007       | Protective Service Occupations                   | Baggage Inspector                     | 18.27       |             |
| 27008       | Protective Service Occupations                   | Corrections Officer                   | 38.87       |             |
| 27010       | Protective Service Occupations                   | Court Security Officer                | 38.87       |             |
| 27030       | Protective Service Occupations                   | Detection Dog Handler                 | 20.44       |             |
| 27040       | Protective Service Occupations                   | Detention Officer                     | 38.87       |             |
| 27070       | Protective Service Occupations                   | Firefighter                           | 38.87       |             |
| 27101       | Protective Service Occupations                   | Guard I                               | 18.27       |             |
| 27102       | Protective Service Occupations                   | Guard II                              | 20.44       |             |
| 27131       | Protective Service Occupations                   | Police Officer I                      | 36.95       |             |
| 27132       | Protective Service Occupations                   | Police Officer II                     | 41.05       |             |
| 28041       | Recreation Occupations                           | Carnival Equipment Operator           | 17.04       | ***         |
| 28042       | Recreation Occupations                           | Carnival Equipment Repairer           | 17.83       |             |
| 28043       | Recreation Occupations                           | Carnival Worker                       | 13.84       | ***         |
| 28210       | Recreation Occupations                           | Gate Attendant/Gate Tender            | 17.19       | ***         |

| <b>Code</b> | <b>Category</b>                                | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 28310       | Recreation Occupations                         | Lifeguard                                 | 14.87       | ***         |
| 28350       | Recreation Occupations                         | Park Attendant                            | 19.24       |             |
| 28510       | Recreation Occupations                         | Recreation Aide/Health Facility Attendant | 18.98       |             |
| 28515       | Recreation Occupations                         | Recreation Specialist                     | 23.99       |             |
| 28630       | Recreation Occupations                         | Sports Official                           | 15.32       | ***         |
| 28690       | Recreation Occupations                         | Swimming Pool Operator                    | 20.67       |             |
| 29010       | Stevedoring/Longshoremen Occupational Services | Blocker And Bracer                        | 27.32       |             |
| 29020       | Stevedoring/Longshoremen Occupational Services | Hatch Tender                              | 27.32       |             |
| 29030       | Stevedoring/Longshoremen Occupational Services | Line Handler                              | 27.32       |             |
| 29041       | Stevedoring/Longshoremen Occupational Services | Stevedore I                               | 26.26       |             |
| 29042       | Stevedoring/Longshoremen Occupational Services | Stevedore II                              | 29.85       |             |
| 30010       | Technical Occupations                          | Air Traffic Control Specialist, Center    | 53.11       | see 2       |
| 30011       | Technical Occupations                          | Air Traffic Control Specialist, Station   | 36.62       | see 2       |
| 30012       | Technical Occupations                          | Air Traffic Control Specialist, Terminal  | 40.33       | see 2       |
| 30021       | Technical Occupations                          | Archeological Technician I                | 20.29       |             |
| 30022       | Technical Occupations                          | Archeological Technician II               | 22.48       |             |
| 30023       | Technical Occupations                          | Archeological Technician III              | 27.86       |             |
| 30030       | Technical Occupations                          | Cartographic Technician                   | 27.86       |             |
| 30040       | Technical Occupations                          | Civil Engineering Technician              | 27.62       |             |
| 30051       | Technical Occupations                          | Cryogenic Technician I                    | 25.78       |             |
| 30052       | Technical Occupations                          | Cryogenic Technician II                   | 28.49       |             |
| 30061       | Technical Occupations                          | Drafter/CAD Operator I                    | 20.10       |             |
| 30062       | Technical Occupations                          | Drafter/CAD Operator II                   | 22.48       |             |
| 30063       | Technical Occupations                          | Drafter/CAD Operator III                  | 25.06       |             |
| 30064       | Technical Occupations                          | Drafter/CAD Operator IV                   | 30.85       |             |
| 30081       | Technical Occupations                          | Engineering Technician I                  | 19.98       |             |
| 30082       | Technical Occupations                          | Engineering Technician II                 | 22.47       |             |

| <b>Code</b> | <b>Category</b>       | <b>Title</b>                             | <b>Rate</b> | <b>Note</b> |
|-------------|-----------------------|--|-------------|-------------|
| 30083       | Technical Occupations | Engineering Technician III               | 25.28       |             |
| 30084       | Technical Occupations | Engineering Technician IV                | 31.22       |             |
| 30085       | Technical Occupations | Engineering Technician V                 | 38.08       |             |
| 30086       | Technical Occupations | Engineering Technician VI                | 46.34       |             |
| 30090       | Technical Occupations | Environmental Technician                 | 25.77       |             |
| 30095       | Technical Occupations | Evidence Control Specialist              | 23.29       |             |
| 30210       | Technical Occupations | Laboratory Technician                    | 25.06       |             |
| 30221       | Technical Occupations | Latent Fingerprint Technician I          | 25.78       |             |
| 30222       | Technical Occupations | Latent Fingerprint Technician II         | 28.49       |             |
| 30240       | Technical Occupations | Mathematical Technician                  | 27.86       |             |
| 30361       | Technical Occupations | Paralegal/Legal Assistant I              | 23.55       |             |
| 30362       | Technical Occupations | Paralegal/Legal Assistant II             | 29.18       |             |
| 30363       | Technical Occupations | Paralegal/Legal Assistant III            | 35.70       |             |
| 30364       | Technical Occupations | Paralegal/Legal Assistant IV             | 43.18       |             |
| 30375       | Technical Occupations | Petroleum Supply Specialist              | 28.49       |             |
| 30390       | Technical Occupations | Photo-Optics Technician                  | 27.86       |             |
| 30395       | Technical Occupations | Radiation Control Technician             | 28.49       |             |
| 30461       | Technical Occupations | Technical Writer I                       | 27.86       |             |
| 30462       | Technical Occupations | Technical Writer II                      | 34.07       |             |
| 30463       | Technical Occupations | Technical Writer III                     | 41.22       |             |
| 30491       | Technical Occupations | Unexploded Ordnance (UXO) Technician I   | 33.76       |             |
| 30492       | Technical Occupations | Unexploded Ordnance (UXO) Technician II  | 40.84       |             |
| 30493       | Technical Occupations | Unexploded Ordnance (UXO) Technician III | 48.95       |             |
| 30494       | Technical Occupations | Unexploded (UXO) Safety Escort           | 33.76       |             |
| 30495       | Technical Occupations | Unexploded (UXO) Sweep Personnel         | 33.76       |             |
| 30501       | Technical Occupations | Weather Forecaster I                     | 30.85       |             |
| 30502       | Technical Occupations | Weather Forecaster II                    | 37.52       |             |
| 30620       | Technical Occupations | Weather Observer, Combined Upper Air Or  | 25.06       | see 2       |
| 30621       | Technical Occupations | Weather Observer, Senior                 | 27.86       | see 2       |

| <b>Code</b> | <b>Category</b>                                       | <b>Title</b>                   | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------|-------------|-------------|
| 31010       | Transportation/Mobile Equipment Operation Occupations | Airplane Pilot                 | 40.84       |             |
| 31020       | Transportation/Mobile Equipment Operation Occupations | Bus Aide                       | 19.00       |             |
| 31030       | Transportation/Mobile Equipment Operation Occupations | Bus Driver                     | 23.87       |             |
| 31043       | Transportation/Mobile Equipment Operation Occupations | Driver Courier                 | 21.71       |             |
| 31260       | Transportation/Mobile Equipment Operation Occupations | Parking and Lot Attendant      | 17.14       | ***         |
| 31290       | Transportation/Mobile Equipment Operation Occupations | Shuttle Bus Driver             | 18.62       |             |
| 31310       | Transportation/Mobile Equipment Operation Occupations | Taxi Driver                    | 17.47       |             |
| 31361       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Light             | 22.83       |             |
| 31362       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Medium            | 23.87       |             |
| 31363       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Heavy             | 25.88       |             |
| 31364       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Tractor-Trailer   | 25.88       |             |
| 99020       | Miscellaneous Occupations                             | Cabin Safety Specialist        | 19.91       |             |
| 99030       | Miscellaneous Occupations                             | Cashier                        | 14.64       | ***         |
| 99050       | Miscellaneous Occupations                             | Desk Clerk                     | 18.30       |             |
| 99095       | Miscellaneous Occupations                             | Embalmer                       | 37.16       |             |
| 99130       | Miscellaneous Occupations                             | Flight Follower                | 33.76       |             |
| 99251       | Miscellaneous Occupations                             | Laboratory Animal Caretaker I  | 21.64       |             |
| 99252       | Miscellaneous Occupations                             | Laboratory Animal Caretaker II | 22.43       |             |
| 99260       | Miscellaneous Occupations                             | Marketing Analyst              | 29.98       |             |
| 99310       | Miscellaneous Occupations                             | Mortician                      | 37.16       |             |
| 99410       | Miscellaneous Occupations                             | Pest Controller                | 24.71       |             |
| 99510       | Miscellaneous Occupations                             | Photofinishing Worker          | 17.74       |             |
| 99710       | Miscellaneous Occupations                             | Recycling Laborer              | 28.95       |             |
| 99711       | Miscellaneous Occupations                             | Recycling Specialist           | 33.06       |             |
| 99730       | Miscellaneous Occupations                             | Refuse Collector               | 26.11       |             |

| <b>Code</b> | <b>Category</b>           | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------|---------------------------------|-------------|-------------|
| 99810       | Miscellaneous Occupations | Sales Clerk                     | 15.92       | ***         |
| 99820       | Miscellaneous Occupations | School Crossing Guard           | 16.64       | ***         |
| 99830       | Miscellaneous Occupations | Survey Party Chief              | 24.88       |             |
| 99831       | Miscellaneous Occupations | Surveying Aide                  | 17.10       | ***         |
| 99832       | Miscellaneous Occupations | Surveying Technician            | 22.59       |             |
| 99840       | Miscellaneous Occupations | Vending Machine Attendant       | 23.54       |             |
| 99841       | Miscellaneous Occupations | Vending Machine Repairer        | 26.93       |             |
| 99842       | Miscellaneous Occupations | Vending Machine Repairer Helper | 23.54       |             |

## Footer

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.20 per hour) or 13658 (\$12.90 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. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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: \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 per month\*

\*This rate is to be used only when compensating employees for performance on an SCA-

covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

**VACATION:** 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

**HOLIDAYS:** A minimum of twelve paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

**THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:**

1) **COMPUTER EMPLOYEES:** This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract.

Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section

13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**\*\* HAZARDOUS PAY DIFFERENTIAL \*\***

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder.

All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like;

minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of ""wash and wear""

materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**\*\* SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS \*\***

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

**\*\* REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) \*\***

**Conformance Process:**

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S.

Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request, the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination.

Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

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## **Wage Determination No. : 2015-4133**

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 30

Date Of Last Revision : 07/22/2024

Source : [Source Website](#)

## **Header**

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2024.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.90 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 2024.

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).

This wage determination is applicable to the following towns in the following counties in CONNECTICUT:

LITCHFIELD COUNTY: Canaan, Colebrook, Cornwall, Goshen, Kent, Litchfield, Morris, Norfolk, North Canaan, Roxbury, Salisbury, Sharon, Torrington, Warren, Washington, Winchester

WINDHAM COUNTY: Eastford, Hampton

**\*\*Fringe Benefits Required Follow the Occupational Listing\*\***

## Wage Determination Table

| Code  | Category  | Title                               | Rate  | Note |
|-------|---|-------------------------------------|-------|------|
| 01011 | Administrative Support And Clerical Occupations | Accounting Clerk I                  | 18.87 |      |
| 01012 | Administrative Support And Clerical Occupations | Accounting Clerk II                 | 21.17 |      |
| 01013 | Administrative Support And Clerical Occupations | Accounting Clerk III                | 23.68 |      |
| 01020 | Administrative Support And Clerical Occupations | Administrative Assistant            | 30.50 |      |
| 01035 | Administrative Support And Clerical Occupations | Court Reporter                      | 23.20 |      |
| 01041 | Administrative Support And Clerical Occupations | Customer Service Representative I   | 16.59 | ***  |
| 01042 | Administrative Support And Clerical Occupations | Customer Service Representative II  | 18.10 |      |
| 01043 | Administrative Support And Clerical Occupations | Customer Service Representative III | 20.33 |      |
| 01051 | Administrative Support And Clerical Occupations | Data Entry Operator I               | 16.79 | ***  |
| 01052 | Administrative Support And Clerical Occupations | Data Entry Operator II              | 18.30 |      |
| 01060 | Administrative Support And Clerical Occupations | Dispatcher, Motor Vehicle           | 23.92 |      |
| 01070 | Administrative Support And Clerical Occupations | Document Preparation Clerk          | 18.14 |      |
| 01090 | Administrative Support And Clerical Occupations | Duplicating Machine Operator        | 18.14 |      |
| 01111 | Administrative Support And Clerical Occupations | General Clerk I                     | 16.67 | ***  |
| 01112 | Administrative Support And Clerical Occupations | General Clerk II                    | 18.18 |      |
| 01113 | Administrative Support And Clerical Occupations | General Clerk III                   | 20.43 |      |
| 01120 | Administrative Support And Clerical Occupations | Housing Referral Assistant          | 25.87 |      |
| 01141 | Administrative Support And Clerical Occupations | Messenger Courier                   | 15.05 | ***  |

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------------|-------------|-------------|
| 01191       | Administrative Support And Clerical Occupations | Order Clerk I                        | 20.31       |             |
| 01192       | Administrative Support And Clerical Occupations | Order Clerk II                       | 22.48       |             |
| 01261       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) I   | 20.74       |             |
| 01262       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) II  | 23.20       |             |
| 01263       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) III | 25.87       |             |
| 01270       | Administrative Support And Clerical Occupations | Production Control Clerk             | 27.65       |             |
| 01290       | Administrative Support And Clerical Occupations | Rental Clerk                         | 20.00       |             |
| 01300       | Administrative Support And Clerical Occupations | Scheduler, Maintenance               | 20.74       |             |
| 01311       | Administrative Support And Clerical Occupations | Secretary I                          | 20.74       |             |
| 01312       | Administrative Support And Clerical Occupations | Secretary II                         | 23.20       |             |
| 01313       | Administrative Support And Clerical Occupations | Secretary III                        | 25.87       |             |
| 01320       | Administrative Support And Clerical Occupations | Service Order Dispatcher             | 21.39       |             |
| 01410       | Administrative Support And Clerical Occupations | Supply Technician                    | 30.50       |             |
| 01420       | Administrative Support And Clerical Occupations | Survey Worker                        | 22.04       |             |
| 01460       | Administrative Support And Clerical Occupations | Switchboard Operator/Receptionist    | 18.01       |             |
| 01531       | Administrative Support And Clerical Occupations | Travel Clerk I                       | 16.78       | ***         |
| 01532       | Administrative Support And Clerical Occupations | Travel Clerk II                      | 18.17       |             |
| 01533       | Administrative Support And Clerical Occupations | Travel Clerk III                     | 19.06       |             |
| 01611       | Administrative Support And Clerical Occupations | Word Processor I                     | 18.48       |             |

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------------|-------------|-------------|
| 01612       | Administrative Support And Clerical Occupations | Word Processor II                    | 20.74       |             |
| 01613       | Administrative Support And Clerical Occupations | Word Processor III                   | 23.20       |             |
| 05005       | Automotive Service Occupations                  | Automobile Body Repairer, Fiberglass | 25.18       |             |
| 05010       | Automotive Service Occupations                  | Automotive Electrician               | 24.19       |             |
| 05040       | Automotive Service Occupations                  | Automotive Glass Installer           | 23.19       |             |
| 05070       | Automotive Service Occupations                  | Automotive Worker                    | 23.19       |             |
| 05110       | Automotive Service Occupations                  | Mobile Equipment Servicer            | 21.30       |             |
| 05130       | Automotive Service Occupations                  | Motor Equipment Metal Mechanic       | 25.18       |             |
| 05160       | Automotive Service Occupations                  | Motor Equipment Metal Worker         | 23.19       |             |
| 05190       | Automotive Service Occupations                  | Motor Vehicle Mechanic               | 25.18       |             |
| 05220       | Automotive Service Occupations                  | Motor Vehicle Mechanic Helper        | 20.30       |             |
| 05250       | Automotive Service Occupations                  | Motor Vehicle Upholstery Worker      | 22.29       |             |
| 05280       | Automotive Service Occupations                  | Motor Vehicle Wrecker                | 23.19       |             |
| 05310       | Automotive Service Occupations                  | Painter, Automotive                  | 24.19       |             |
| 05340       | Automotive Service Occupations                  | Radiator Repair Specialist           | 23.19       |             |
| 05370       | Automotive Service Occupations                  | Tire Repairer                        | 21.25       |             |
| 05400       | Automotive Service Occupations                  | Transmission Repair Specialist       | 25.18       |             |
| 07010       | Food Preparation And Service Occupations        | Baker                                | 17.61       |             |
| 07041       | Food Preparation And Service Occupations        | Cook I                               | 20.82       |             |
| 07042       | Food Preparation And Service Occupations        | Cook II                              | 22.67       |             |
| 07070       | Food Preparation And Service Occupations        | Dishwasher                           | 14.81       | ***         |
| 07130       | Food Preparation And Service Occupations        | Food Service Worker                  | 15.41       | ***         |
| 07210       | Food Preparation And Service Occupations        | Meat Cutter                          | 24.27       |             |
| 07260       | Food Preparation And Service Occupations        | Waiter/Waitress                      | 15.68       | ***         |
| 09010       | Furniture Maintenance And Repair Occupations    | Electrostatic Spray Painter          | 28.30       |             |

| <b>Code</b> | <b>Category</b>                              | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 09040       | Furniture Maintenance And Repair Occupations | Furniture Handler                          | 20.96       |             |
| 09080       | Furniture Maintenance And Repair Occupations | Furniture Refinisher                       | 28.30       |             |
| 09090       | Furniture Maintenance And Repair Occupations | Furniture Refinisher Helper                | 23.75       |             |
| 09110       | Furniture Maintenance And Repair Occupations | Furniture Repairer, Minor                  | 26.08       |             |
| 09130       | Furniture Maintenance And Repair Occupations | Upholsterer                                | 28.30       |             |
| 11030       | General Services And Support Occupations     | Cleaner, Vehicles                          | 14.75       | ***         |
| 11060       | General Services And Support Occupations     | Elevator Operator                          | 17.94       |             |
| 11090       | General Services And Support Occupations     | Gardener                                   | 23.64       |             |
| 11122       | General Services And Support Occupations     | Housekeeping Aide                          | 17.94       |             |
| 11150       | General Services And Support Occupations     | Janitor                                    | 17.94       |             |
| 11210       | General Services And Support Occupations     | Laborer, Grounds Maintenance               | 19.89       |             |
| 11240       | General Services And Support Occupations     | Maid or Houseman                           | 16.62       | ***         |
| 11260       | General Services And Support Occupations     | Pruner                                     | 17.94       |             |
| 11270       | General Services And Support Occupations     | Tractor Operator                           | 22.53       |             |
| 11330       | General Services And Support Occupations     | Trail Maintenance Worker                   | 19.89       |             |
| 11360       | General Services And Support Occupations     | Window Cleaner                             | 19.94       |             |
| 12010       | Health Occupations                           | Ambulance Driver                           | 23.98       |             |
| 12011       | Health Occupations                           | Breath Alcohol Technician                  | 27.71       |             |
| 12012       | Health Occupations                           | Certified Occupational Therapist Assistant | 38.02       |             |
| 12015       | Health Occupations                           | Certified Physical Therapist Assistant     | 38.02       |             |

| <b>Code</b> | <b>Category</b>                  | <b>Title</b>                        | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------|-------------------------------------|-------------|-------------|
| 12020       | Health Occupations               | Dental Assistant                    | 23.86       |             |
| 12025       | Health Occupations               | Dental Hygienist                    | 45.52       |             |
| 12030       | Health Occupations               | EKG Technician                      | 42.00       |             |
| 12035       | Health Occupations               | Electroneurodiagnostic Technologist | 42.00       |             |
| 12040       | Health Occupations               | Emergency Medical Technician        | 23.98       |             |
| 12071       | Health Occupations               | Licensed Practical Nurse I          | 24.77       |             |
| 12072       | Health Occupations               | Licensed Practical Nurse II         | 27.71       |             |
| 12073       | Health Occupations               | Licensed Practical Nurse III        | 30.90       |             |
| 12100       | Health Occupations               | Medical Assistant                   | 21.82       |             |
| 12130       | Health Occupations               | Medical Laboratory Technician       | 27.39       |             |
| 12160       | Health Occupations               | Medical Record Clerk                | 25.09       |             |
| 12190       | Health Occupations               | Medical Record Technician           | 31.65       |             |
| 12195       | Health Occupations               | Medical Transcriptionist            | 24.77       |             |
| 12210       | Health Occupations               | Nuclear Medicine Technologist       | 60.90       |             |
| 12221       | Health Occupations               | Nursing Assistant I                 | 13.91       | ***         |
| 12222       | Health Occupations               | Nursing Assistant II                | 15.65       | ***         |
| 12223       | Health Occupations               | Nursing Assistant III               | 17.07       | ***         |
| 12224       | Health Occupations               | Nursing Assistant IV                | 19.16       |             |
| 12235       | Health Occupations               | Optical Dispenser                   | 27.71       |             |
| 12236       | Health Occupations               | Optical Technician                  | 24.77       |             |
| 12250       | Health Occupations               | Pharmacy Technician                 | 20.58       |             |
| 12280       | Health Occupations               | Phlebotomist                        | 24.77       |             |
| 12305       | Health Occupations               | Radiologic Technologist             | 39.52       |             |
| 12311       | Health Occupations               | Registered Nurse I                  | 29.85       |             |
| 12312       | Health Occupations               | Registered Nurse II                 | 36.51       |             |
| 12313       | Health Occupations               | Registered Nurse II, Specialist     | 36.51       |             |
| 12314       | Health Occupations               | Registered Nurse III                | 44.17       |             |
| 12315       | Health Occupations               | Registered Nurse III, Anesthetist   | 44.17       |             |
| 12316       | Health Occupations               | Registered Nurse IV                 | 52.94       |             |
| 12317       | Health Occupations               | Scheduler                           | 34.33       |             |
| 12320       | Health Occupations               | Substance Abuse Treatment Counselor | 27.04       |             |
| 13011       | Information And Arts Occupations | Exhibits Specialist I               | 22.71       |             |

| <b>Code</b> | <b>Category</b>                    | <b>Title</b>                           | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------|--|-------------|-------------|
| 13012       | Information And Arts Occupations   | Exhibits Specialist II                 | 28.13       |             |
| 13013       | Information And Arts Occupations   | Exhibits Specialist III                | 34.42       |             |
| 13041       | Information And Arts Occupations   | Illustrator I                          | 23.40       |             |
| 13042       | Information And Arts Occupations   | Illustrator II                         | 29.00       |             |
| 13043       | Information And Arts Occupations   | Illustrator III                        | 35.47       |             |
| 13047       | Information And Arts Occupations   | Librarian                              | 30.08       |             |
| 13050       | Information And Arts Occupations   | Library Aide/Clerk                     | 16.16       | ***         |
| 13054       | Information And Arts Occupations   | Library Information Technology Systems | 27.17       |             |
| 13058       | Information And Arts Occupations   | Library Technician                     | 19.55       |             |
| 13061       | Information And Arts Occupations   | Media Specialist I                     | 19.60       |             |
| 13062       | Information And Arts Occupations   | Media Specialist II                    | 21.93       |             |
| 13063       | Information And Arts Occupations   | Media Specialist III                   | 24.46       |             |
| 13071       | Information And Arts Occupations   | Photographer I                         | 18.98       |             |
| 13072       | Information And Arts Occupations   | Photographer II                        | 21.93       |             |
| 13073       | Information And Arts Occupations   | Photographer III                       | 27.17       |             |
| 13074       | Information And Arts Occupations   | Photographer IV                        | 33.24       |             |
| 13075       | Information And Arts Occupations   | Photographer V                         | 40.21       |             |
| 13090       | Information And Arts Occupations   | Technical Order Library Clerk          | 20.28       |             |
| 13110       | Information And Arts Occupations   | Video Teleconference Technician        | 18.98       |             |
| 14041       | Information Technology Occupations | Computer Operator I                    | 16.71       | ***         |
| 14042       | Information Technology Occupations | Computer Operator II                   | 18.69       |             |
| 14043       | Information Technology Occupations | Computer Operator III                  | 20.85       |             |
| 14044       | Information Technology Occupations | Computer Operator IV                   | 24.21       |             |
| 14045       | Information Technology Occupations | Computer Operator V                    | 26.82       |             |
| 14071       | Information Technology Occupations | Computer Programmer I                  | 24.15       | see 1       |
| 14072       | Information Technology Occupations | Computer Programmer II                 | NaN         | see 1       |
| 14073       | Information Technology Occupations | Computer Programmer III                | NaN         | see 1       |
| 14074       | Information Technology Occupations | Computer Programmer IV                 | NaN         | see 1       |
| 14101       | Information Technology Occupations | Computer Systems Analyst I             | NaN         | see 1       |

| <b>Code</b> | <b>Category</b>   | <b>Title</b>                                    | <b>Rate</b> | <b>Note</b> |
|-------------|---|---|-------------|-------------|
| 14102       | Information Technology Occupations                      | Computer Systems Analyst II                     | NaN         | see 1       |
| 14103       | Information Technology Occupations                      | Computer Systems Analyst III                    | NaN         | see 1       |
| 14150       | Information Technology Occupations                      | Peripheral Equipment Operator                   | 16.71       | ***         |
| 14160       | Information Technology Occupations                      | Personal Computer Support Technician            | 26.63       |             |
| 14170       | Information Technology Occupations                      | System Support Specialist                       | 26.82       |             |
| 15010       | Instructional Occupations                               | Aircrew Training Devices Instructor             | 33.96       |             |
| 15020       | Instructional Occupations                               | Aircrew Training Devices Instructor             | 41.09       |             |
| 15030       | Instructional Occupations                               | Air Crew Training Devices Instructor            | 49.26       |             |
| 15050       | Instructional Occupations                               | Computer Based Training Specialist / Instructor | 33.96       |             |
| 15060       | Instructional Occupations                               | Educational Technologist                        | 37.75       |             |
| 15070       | Instructional Occupations                               | Flight Instructor                               | 49.26       |             |
| 15080       | Instructional Occupations                               | Graphic Artist                                  | 34.56       |             |
| 15085       | Instructional Occupations                               | Maintenance Test Pilot, Fixed, Jet/Prop         | 49.26       |             |
| 15086       | Instructional Occupations                               | Maintenance Test Pilot, Rotary Wing             | 49.26       |             |
| 15088       | Instructional Occupations                               | Non-Maintenance Test/Co-Pilot                   | 49.26       |             |
| 15090       | Instructional Occupations                               | Technical Instructor                            | 28.36       |             |
| 15095       | Instructional Occupations                               | Technical Instructor/Course Developer           | 34.69       |             |
| 15110       | Instructional Occupations                               | Test Proctor                                    | 22.89       |             |
| 15120       | Instructional Occupations                               | Tutor   | 22.89       |             |
| 16010       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Assembler                                       | 17.18       | ***         |
| 16030       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Counter Attendant                               | 17.18       | ***         |
| 16040       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Dry Cleaner                                     | 19.63       |             |
| 16070       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Finisher, Flatwork, Machine                     | 17.18       | ***         |

| <b>Code</b> | <b>Category</b>   | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|---|--|-------------|-------------|
| 16090       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Hand                              | 17.18       | ***         |
| 16110       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Drycleaning              | 17.18       | ***         |
| 16130       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Shirts                   | 17.18       | ***         |
| 16160       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Wearing Apparel, Laundry | 17.18       | ***         |
| 16190       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Sewing Machine Operator                    | 20.45       |             |
| 16220       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Tailor                                     | 21.26       |             |
| 16250       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Washer, Machine                            | 18.00       |             |
| 19010       | Machine Tool Operation And Repair Occupations           | Machine-Tool Operator                      | 28.52       |             |
| 19040       | Machine Tool Operation And Repair Occupations           | Tool And Die Maker                         | 33.13       |             |
| 21020       | Materials Handling And Packing Occupations              | Forklift Operator                          | 20.97       |             |
| 21030       | Materials Handling And Packing Occupations              | Material Coordinator                       | 27.65       |             |
| 21040       | Materials Handling And Packing Occupations              | Material Expediter                         | 27.65       |             |
| 21050       | Materials Handling And Packing Occupations              | Material Handling Laborer                  | 17.80       |             |
| 21071       | Materials Handling And Packing Occupations              | Order Filler                               | 17.05       | ***         |
| 21080       | Materials Handling And Packing Occupations              | Production Line Worker                     | 20.97       |             |
| 21110       | Materials Handling And Packing Occupations              | Shipping Packer                            | 19.83       |             |
| 21130       | Materials Handling And Packing Occupations              | Shipping/Receiving Clerk                   | 19.83       |             |
| 21140       | Materials Handling And Packing Occupations              | Store Worker I                             | 16.98       | ***         |
| 21150       | Materials Handling And Packing Occupations              | Stock Clerk                                | 22.72       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                                   | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 21210       | Materials Handling And Packing Occupations       | Tools And Parts Attendant                      | 20.97       |             |
| 21410       | Materials Handling And Packing Occupations       | Warehouse Specialist                           | 20.97       |             |
| 23010       | Mechanics And Maintenance And Repair Occupations | Aerospace Structural Welder                    | 30.49       |             |
| 23019       | Mechanics And Maintenance And Repair Occupations | Aircraft Logs and Records Technician           | 26.08       |             |
| 23021       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic I                            | 29.46       |             |
| 23022       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic II                           | 30.49       |             |
| 23023       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic III                          | 31.70       |             |
| 23040       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic Helper                       | 23.75       |             |
| 23050       | Mechanics And Maintenance And Repair Occupations | Aircraft, Painter                              | 28.30       |             |
| 23060       | Mechanics And Maintenance And Repair Occupations | Aircraft Servicer                              | 26.08       |             |
| 23070       | Mechanics And Maintenance And Repair Occupations | Aircraft Survival Flight Equipment Technician  | 28.30       |             |
| 23080       | Mechanics And Maintenance And Repair Occupations | Aircraft Worker                                | 27.13       |             |
| 23091       | Mechanics And Maintenance And Repair Occupations | Aircrew Life Support Equipment (ALSE) Mechanic | 27.13       |             |
| 23092       | Mechanics And Maintenance And Repair Occupations | Aircrew Life Support Equipment (ALSE) Mechanic | 29.46       |             |
| 23110       | Mechanics And Maintenance And Repair Occupations | Appliance Mechanic                             | 28.30       |             |
| 23120       | Mechanics And Maintenance And Repair Occupations | Bicycle Repairer                               | 24.92       |             |
| 23125       | Mechanics And Maintenance And Repair Occupations | Cable Splicer                                  | 33.67       |             |
| 23130       | Mechanics And Maintenance And Repair Occupations | Carpenter, Maintenance                         | 28.78       |             |
| 23140       | Mechanics And Maintenance And Repair Occupations | Carpet Layer                                   | 27.13       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 23160       | Mechanics And Maintenance And Repair Occupations | Electrician, Maintenance                  | 35.20       |             |
| 23181       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance I      | 27.13       |             |
| 23182       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance II     | 28.30       |             |
| 23183       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance III    | 29.46       |             |
| 23260       | Mechanics And Maintenance And Repair Occupations | Fabric Worker                             | 26.08       |             |
| 23290       | Mechanics And Maintenance And Repair Occupations | Fire Alarm System Mechanic                | 29.46       |             |
| 23310       | Mechanics And Maintenance And Repair Occupations | Fire Extinguisher Repairer                | 24.92       |             |
| 23311       | Mechanics And Maintenance And Repair Occupations | Fuel Distribution System Mechanic         | 29.46       |             |
| 23312       | Mechanics And Maintenance And Repair Occupations | Fuel Distribution System Operator         | 25.43       |             |
| 23370       | Mechanics And Maintenance And Repair Occupations | General Maintenance Worker                | 23.00       |             |
| 23380       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Mechanic         | 29.46       |             |
| 23381       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Servicer         | 26.08       |             |
| 23382       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Worker           | 27.13       |             |
| 23391       | Mechanics And Maintenance And Repair Occupations | Gunsmith I                                | 24.92       |             |
| 23392       | Mechanics And Maintenance And Repair Occupations | Gunsmith II                               | 27.13       |             |
| 23393       | Mechanics And Maintenance And Repair Occupations | Gunsmith III                              | 29.46       |             |
| 23410       | Mechanics And Maintenance And Repair Occupations | Heating, Ventilation And Air-Conditioning | 31.29       |             |
| 23411       | Mechanics And Maintenance And Repair Occupations | Heating, Ventilation And Air Contidioning | 32.38       |             |
| 23430       | Mechanics And Maintenance And Repair Occupations | Heavy Equipment Mechanic                  | 29.46       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                   | <b>Rate</b> | <b>Note</b> |
|-------------|--|--------------------------------|-------------|-------------|
| 23440       | Mechanics And Maintenance And Repair Occupations | Heavy Equipment Operator       | 35.04       |             |
| 23460       | Mechanics And Maintenance And Repair Occupations | Instrument Mechanic            | 29.46       |             |
| 23465       | Mechanics And Maintenance And Repair Occupations | Laboratory/Shelter Mechanic    | 28.30       |             |
| 23470       | Mechanics And Maintenance And Repair Occupations | Laborer                        | 17.80       |             |
| 23510       | Mechanics And Maintenance And Repair Occupations | Locksmith                      | 28.30       |             |
| 23530       | Mechanics And Maintenance And Repair Occupations | Machinery Maintenance Mechanic | 29.53       |             |
| 23550       | Mechanics And Maintenance And Repair Occupations | Machinist, Maintenance         | 27.42       |             |
| 23580       | Mechanics And Maintenance And Repair Occupations | Maintenance Trades Helper      | 23.75       |             |
| 23591       | Mechanics And Maintenance And Repair Occupations | Metrology Technician I         | 29.46       |             |
| 23592       | Mechanics And Maintenance And Repair Occupations | Metrology Technician II        | 30.49       |             |
| 23593       | Mechanics And Maintenance And Repair Occupations | Metrology Technician III       | 31.70       |             |
| 23640       | Mechanics And Maintenance And Repair Occupations | Millwright                     | 29.46       |             |
| 23710       | Mechanics And Maintenance And Repair Occupations | Office Appliance Repairer      | 28.30       |             |
| 23760       | Mechanics And Maintenance And Repair Occupations | Painter, Maintenance           | 22.79       |             |
| 23790       | Mechanics And Maintenance And Repair Occupations | Pipefitter, Maintenance        | 31.53       |             |
| 23810       | Mechanics And Maintenance And Repair Occupations | Plumber, Maintenance           | 30.30       |             |
| 23820       | Mechanics And Maintenance And Repair Occupations | Pneudraulic Systems Mechanic   | 29.46       |             |
| 23850       | Mechanics And Maintenance And Repair Occupations | Rigger                         | 29.46       |             |
| 23870       | Mechanics And Maintenance And Repair Occupations | Scale Mechanic                 | 27.13       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                          | <b>Rate</b> | <b>Note</b> |
|-------------|--|---------------------------------------|-------------|-------------|
| 23890       | Mechanics And Maintenance And Repair Occupations | Sheet-Metal Worker, Maintenance       | 29.46       |             |
| 23910       | Mechanics And Maintenance And Repair Occupations | Small Engine Mechanic                 | 27.13       |             |
| 23931       | Mechanics And Maintenance And Repair Occupations | Telecommunications Mechanic I         | 29.46       |             |
| 23932       | Mechanics And Maintenance And Repair Occupations | Telecommunications Mechanic II        | 30.49       |             |
| 23950       | Mechanics And Maintenance And Repair Occupations | Telephone Lineman                     | 29.46       |             |
| 23960       | Mechanics And Maintenance And Repair Occupations | Welder, Combination, Maintenance      | 26.24       |             |
| 23965       | Mechanics And Maintenance And Repair Occupations | Well Driller                          | 29.46       |             |
| 23970       | Mechanics And Maintenance And Repair Occupations | Woodcraft Worker                      | 29.46       |             |
| 23980       | Mechanics And Maintenance And Repair Occupations | Woodworker                            | 24.92       |             |
| 24550       | Personal Needs Occupations                       | Case Manager                          | 22.84       |             |
| 24570       | Personal Needs Occupations                       | Child Care Attendant                  | 16.49       | ***         |
| 24580       | Personal Needs Occupations                       | Child Care Center Clerk               | 20.57       |             |
| 24610       | Personal Needs Occupations                       | Chore Aide                            | 17.49       |             |
| 24620       | Personal Needs Occupations                       | Family Readiness And Support Services | 22.84       |             |
| 24630       | Personal Needs Occupations                       | Homemaker                             | 22.84       |             |
| 25010       | Plant And System Operations Occupations          | Boiler Tender                         | 29.46       |             |
| 25040       | Plant And System Operations Occupations          | Sewage Plant Operator                 | 28.30       |             |
| 25070       | Plant And System Operations Occupations          | Stationary Engineer                   | 29.46       |             |
| 25190       | Plant And System Operations Occupations          | Ventilation Equipment Tender          | 23.75       |             |
| 25210       | Plant And System Operations Occupations          | Water Treatment Plant Operator        | 28.30       |             |
| 27004       | Protective Service Occupations                   | Alarm Monitor                         | 25.00       |             |
| 27007       | Protective Service Occupations                   | Baggage Inspector                     | 18.78       |             |

| <b>Code</b> | <b>Category</b>                                | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 27008       | Protective Service Occupations                 | Corrections Officer                       | 27.19       |             |
| 27010       | Protective Service Occupations                 | Court Security Officer                    | 27.19       |             |
| 27030       | Protective Service Occupations                 | Detection Dog Handler                     | 21.01       |             |
| 27040       | Protective Service Occupations                 | Detention Officer                         | 27.19       |             |
| 27070       | Protective Service Occupations                 | Firefighter                               | 27.05       |             |
| 27101       | Protective Service Occupations                 | Guard I                                   | 18.78       |             |
| 27102       | Protective Service Occupations                 | Guard II                                  | 21.01       |             |
| 27131       | Protective Service Occupations                 | Police Officer I                          | 35.04       |             |
| 27132       | Protective Service Occupations                 | Police Officer II                         | 38.95       |             |
| 28041       | Recreation Occupations                         | Carnival Equipment Operator               | 18.02       |             |
| 28042       | Recreation Occupations                         | Carnival Equipment Repairer               | 18.94       |             |
| 28043       | Recreation Occupations                         | Carnival Worker                           | 14.71       | ***         |
| 28210       | Recreation Occupations                         | Gate Attendant/Gate Tender                | 20.38       |             |
| 28310       | Recreation Occupations                         | Lifeguard                                 | 18.16       |             |
| 28350       | Recreation Occupations                         | Park Attendant                            | 22.79       |             |
| 28510       | Recreation Occupations                         | Recreation Aide/Health Facility Attendant | 16.64       | ***         |
| 28515       | Recreation Occupations                         | Recreation Specialist                     | 28.24       |             |
| 28630       | Recreation Occupations                         | Sports Official                           | 18.16       |             |
| 28690       | Recreation Occupations                         | Swimming Pool Operator                    | 21.43       |             |
| 29010       | Stevedoring/Longshoremen Occupational Services | Blocker And Bracer                        | 27.13       |             |
| 29020       | Stevedoring/Longshoremen Occupational Services | Hatch Tender                              | 27.13       |             |
| 29030       | Stevedoring/Longshoremen Occupational Services | Line Handler                              | 27.13       |             |
| 29041       | Stevedoring/Longshoremen Occupational Services | Stevedore I                               | 26.08       |             |
| 29042       | Stevedoring/Longshoremen Occupational Services | Stevedore II                              | 28.30       |             |
| 30010       | Technical Occupations                          | Air Traffic Control Specialist, Center    | 50.94       | see 2       |
| 30011       | Technical Occupations                          | Air Traffic Control Specialist, Station   | 35.12       | see 2       |
| 30012       | Technical Occupations                          | Air Traffic Control Specialist, Terminal  | 38.68       | see 2       |

| <b>Code</b> | <b>Category</b>       | <b>Title</b>                     | <b>Rate</b> | <b>Note</b> |
|-------------|-----------------------|----------------------------------|-------------|-------------|
| 30021       | Technical Occupations | Archeological Technician I       | 21.15       |             |
| 30022       | Technical Occupations | Archeological Technician II      | 24.16       |             |
| 30023       | Technical Occupations | Archeological Technician III     | 29.32       |             |
| 30030       | Technical Occupations | Cartographic Technician          | 29.33       |             |
| 30040       | Technical Occupations | Civil Engineering Technician     | 30.09       |             |
| 30051       | Technical Occupations | Cryogenic Technician I           | 32.26       |             |
| 30052       | Technical Occupations | Cryogenic Technician II          | 35.63       |             |
| 30061       | Technical Occupations | Drafter/CAD Operator I           | 21.15       |             |
| 30062       | Technical Occupations | Drafter/CAD Operator II          | 24.16       |             |
| 30063       | Technical Occupations | Drafter/CAD Operator III         | 26.38       |             |
| 30064       | Technical Occupations | Drafter/CAD Operator IV          | 32.47       |             |
| 30081       | Technical Occupations | Engineering Technician I         | 18.85       |             |
| 30082       | Technical Occupations | Engineering Technician II        | 21.15       |             |
| 30083       | Technical Occupations | Engineering Technician III       | 23.66       |             |
| 30084       | Technical Occupations | Engineering Technician IV        | 29.32       |             |
| 30085       | Technical Occupations | Engineering Technician V         | 35.87       |             |
| 30086       | Technical Occupations | Engineering Technician VI        | 43.38       |             |
| 30090       | Technical Occupations | Environmental Technician         | 29.32       |             |
| 30095       | Technical Occupations | Evidence Control Specialist      | 29.14       |             |
| 30210       | Technical Occupations | Laboratory Technician            | 26.38       |             |
| 30221       | Technical Occupations | Latent Fingerprint Technician I  | 32.26       |             |
| 30222       | Technical Occupations | Latent Fingerprint Technician II | 35.63       |             |
| 30240       | Technical Occupations | Mathematical Technician          | 29.33       |             |
| 30361       | Technical Occupations | Paralegal/Legal Assistant I      | 24.67       |             |
| 30362       | Technical Occupations | Paralegal/Legal Assistant II     | 30.57       |             |
| 30363       | Technical Occupations | Paralegal/Legal Assistant III    | 37.40       |             |
| 30364       | Technical Occupations | Paralegal/Legal Assistant IV     | 45.23       |             |
| 30375       | Technical Occupations | Petroleum Supply Specialist      | 35.63       |             |
| 30390       | Technical Occupations | Photo-Optics Technician          | 29.33       |             |
| 30395       | Technical Occupations | Radiation Control Technician     | 35.63       |             |
| 30461       | Technical Occupations | Technical Writer I               | 29.14       |             |
| 30462       | Technical Occupations | Technical Writer II              | 35.63       |             |
| 30463       | Technical Occupations | Technical Writer III             | 43.11       |             |

| <b>Code</b> | <b>Category</b>                                       | <b>Title</b>                             | <b>Rate</b> | <b>Note</b> |
|-------------|---|--|-------------|-------------|
| 30491       | Technical Occupations                                 | Unexploded Ordnance (UXO) Technician I   | 32.37       |             |
| 30492       | Technical Occupations                                 | Unexploded Ordnance (UXO) Technician II  | 39.17       |             |
| 30493       | Technical Occupations                                 | Unexploded Ordnance (UXO) Technician III | 46.95       |             |
| 30494       | Technical Occupations                                 | Unexploded (UXO) Safety Escort           | 32.37       |             |
| 30495       | Technical Occupations                                 | Unexploded (UXO) Sweep Personnel         | 32.37       |             |
| 30501       | Technical Occupations                                 | Weather Forecaster I                     | 32.47       |             |
| 30502       | Technical Occupations                                 | Weather Forecaster II                    | 39.49       |             |
| 30620       | Technical Occupations                                 | Weather Observer, Combined Upper Air Or  | 26.38       | see 2       |
| 30621       | Technical Occupations                                 | Weather Observer, Senior                 | 29.32       | see 2       |
| 31010       | Transportation/Mobile Equipment Operation Occupations | Airplane Pilot                           | 39.17       |             |
| 31020       | Transportation/Mobile Equipment Operation Occupations | Bus Aide                                 | 17.37       |             |
| 31030       | Transportation/Mobile Equipment Operation Occupations | Bus Driver                               | 21.60       |             |
| 31043       | Transportation/Mobile Equipment Operation Occupations | Driver Courier                           | 15.25       | ***         |
| 31260       | Transportation/Mobile Equipment Operation Occupations | Parking and Lot Attendant                | 15.37       | ***         |
| 31290       | Transportation/Mobile Equipment Operation Occupations | Shuttle Bus Driver                       | 17.67       |             |
| 31310       | Transportation/Mobile Equipment Operation Occupations | Taxi Driver                              | 18.30       |             |
| 31361       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Light                       | 16.00       | ***         |
| 31362       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Medium                      | 19.84       |             |
| 31363       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Heavy                       | 24.72       |             |
| 31364       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Tractor-Trailer             | 24.72       |             |
| 99020       | Miscellaneous Occupations                             | Cabin Safety Specialist                  | 19.10       |             |

| <b>Code</b> | <b>Category</b>           | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------|---------------------------------|-------------|-------------|
| 99030       | Miscellaneous Occupations | Cashier                         | 14.65       | ***         |
| 99050       | Miscellaneous Occupations | Desk Clerk                      | 16.35       | ***         |
| 99095       | Miscellaneous Occupations | Embalmer                        | 32.85       |             |
| 99130       | Miscellaneous Occupations | Flight Follower                 | 32.37       |             |
| 99251       | Miscellaneous Occupations | Laboratory Animal Caretaker I   | 22.51       |             |
| 99252       | Miscellaneous Occupations | Laboratory Animal Caretaker II  | 23.62       |             |
| 99260       | Miscellaneous Occupations | Marketing Analyst               | 31.36       |             |
| 99310       | Miscellaneous Occupations | Mortician                       | 32.85       |             |
| 99410       | Miscellaneous Occupations | Pest Controller                 | 26.36       |             |
| 99510       | Miscellaneous Occupations | Photofinishing Worker           | 17.01       | ***         |
| 99710       | Miscellaneous Occupations | Recycling Laborer               | 21.19       |             |
| 99711       | Miscellaneous Occupations | Recycling Specialist            | 24.01       |             |
| 99730       | Miscellaneous Occupations | Refuse Collector                | 19.12       |             |
| 99810       | Miscellaneous Occupations | Sales Clerk                     | 16.81       | ***         |
| 99820       | Miscellaneous Occupations | School Crossing Guard           | 19.12       |             |
| 99830       | Miscellaneous Occupations | Survey Party Chief              | 28.67       |             |
| 99831       | Miscellaneous Occupations | Surveying Aide                  | 17.94       |             |
| 99832       | Miscellaneous Occupations | Surveying Technician            | 21.37       |             |
| 99840       | Miscellaneous Occupations | Vending Machine Attendant       | 24.01       |             |
| 99841       | Miscellaneous Occupations | Vending Machine Repairer        | 27.43       |             |
| 99842       | Miscellaneous Occupations | Vending Machine Repairer Helper | 24.01       |             |

## **Footer**

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.20 per hour) or 13658 (\$12.90 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. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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:** \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month **HEALTH & WELFARE EO 13706:** \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 per month\*

\*This rate is to be used only when compensating employees for performance on an SCA-

covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

**VACATION:** 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 25 years.

Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

**HOLIDAYS:** A minimum of twelve paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

**THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESSES 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)).

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## **Wage Determination No. : 2015-4137**

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 31

Date Of Last Revision : 07/22/2024

Source : [Source Website](#)

### **Header**

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2024.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.90 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 2024.

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).

This wage determination is applicable to the following cities and towns in the following VERMONT counties:

ADDISON COUNTY: Ferrisburg, Lincoln, Monkton, Starksboro, Vergennes

CHITTENDEN COUNTY: Bolton, Burlington, Charlotte, Colchester, Essex, Hinesburg, Huntington, Jericho, Milton, Richmond, Shelburne, South Burlington, St. George, Underhill, Westford, Williston, Winooski

FRANKLIN COUNTY: Fairfax, Fletcher, Georgia, St. Albans city, St. Albans town, Swanton

GRAND ISLE COUNTY: Grand Isle, North Hero, South Hero

LAMOILLE COUNTY: Cambridge

WASHINGTON COUNTY: Duxbury

**\*\*Fringe Benefits Required Follow the Occupational Listing\*\***

### **Wage Determination Table**

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                       | <b>Rate</b> | <b>Note</b> |
|-------------|---|------------------------------------|-------------|-------------|
| 01011       | Administrative Support And Clerical Occupations | Accounting Clerk I                 | 19.66       |             |
| 01012       | Administrative Support And Clerical Occupations | Accounting Clerk II                | 22.06       |             |
| 01013       | Administrative Support And Clerical Occupations | Accounting Clerk III               | 24.68       |             |
| 01020       | Administrative Support And Clerical Occupations | Administrative Assistant           | 30.13       |             |
| 01035       | Administrative Support And Clerical Occupations | Court Reporter                     | 22.00       |             |
| 01041       | Administrative Support And Clerical Occupations | Customer Service Representative I  | 16.61       | ***         |
| 01042       | Administrative Support And Clerical Occupations | Customer Service Representative II | 18.13       |             |

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------------|-------------|-------------|
| 01043       | Administrative Support And Clerical Occupations | Customer Service Representative III  | 20.34       |             |
| 01051       | Administrative Support And Clerical Occupations | Data Entry Operator I                | 18.16       |             |
| 01052       | Administrative Support And Clerical Occupations | Data Entry Operator II               | 19.81       |             |
| 01060       | Administrative Support And Clerical Occupations | Dispatcher, Motor Vehicle            | 23.68       |             |
| 01070       | Administrative Support And Clerical Occupations | Document Preparation Clerk           | 17.53       |             |
| 01090       | Administrative Support And Clerical Occupations | Duplicating Machine Operator         | 17.53       |             |
| 01111       | Administrative Support And Clerical Occupations | General Clerk I                      | 17.95       |             |
| 01112       | Administrative Support And Clerical Occupations | General Clerk II                     | 19.59       |             |
| 01113       | Administrative Support And Clerical Occupations | General Clerk III                    | 22.00       |             |
| 01120       | Administrative Support And Clerical Occupations | Housing Referral Assistant           | 24.53       |             |
| 01141       | Administrative Support And Clerical Occupations | Messenger Courier                    | 15.70       | ***         |
| 01191       | Administrative Support And Clerical Occupations | Order Clerk I                        | 20.41       |             |
| 01192       | Administrative Support And Clerical Occupations | Order Clerk II                       | 22.26       |             |
| 01261       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) I   | 19.97       |             |
| 01262       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) II  | 22.34       |             |
| 01263       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) III | 24.91       |             |
| 01270       | Administrative Support And Clerical Occupations | Production Control Clerk             | 26.25       |             |
| 01290       | Administrative Support And Clerical Occupations | Rental Clerk                         | 20.93       |             |
| 01300       | Administrative Support And Clerical Occupations | Scheduler, Maintenance               | 19.66       |             |

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------------|-------------|-------------|
| 01311       | Administrative Support And Clerical Occupations | Secretary I                          | 19.66       |             |
| 01312       | Administrative Support And Clerical Occupations | Secretary II                         | 22.00       |             |
| 01313       | Administrative Support And Clerical Occupations | Secretary III                        | 24.53       |             |
| 01320       | Administrative Support And Clerical Occupations | Service Order Dispatcher             | 21.17       |             |
| 01410       | Administrative Support And Clerical Occupations | Supply Technician                    | 30.13       |             |
| 01420       | Administrative Support And Clerical Occupations | Survey Worker                        | 22.41       |             |
| 01460       | Administrative Support And Clerical Occupations | Switchboard Operator/Receptionist    | 17.57       |             |
| 01531       | Administrative Support And Clerical Occupations | Travel Clerk I                       | 16.25       | ***         |
| 01532       | Administrative Support And Clerical Occupations | Travel Clerk II                      | 18.24       |             |
| 01533       | Administrative Support And Clerical Occupations | Travel Clerk III                     | 20.31       |             |
| 01611       | Administrative Support And Clerical Occupations | Word Processor I                     | 17.53       |             |
| 01612       | Administrative Support And Clerical Occupations | Word Processor II                    | 19.66       |             |
| 01613       | Administrative Support And Clerical Occupations | Word Processor III                   | 22.00       |             |
| 05005       | Automotive Service Occupations                  | Automobile Body Repairer, Fiberglass | 25.65       |             |
| 05010       | Automotive Service Occupations                  | Automotive Electrician               | 21.86       |             |
| 05040       | Automotive Service Occupations                  | Automotive Glass Installer           | 20.81       |             |
| 05070       | Automotive Service Occupations                  | Automotive Worker                    | 20.81       |             |
| 05110       | Automotive Service Occupations                  | Mobile Equipment Servicer            | 18.77       |             |
| 05130       | Automotive Service Occupations                  | Motor Equipment Metal Mechanic       | 22.93       |             |
| 05160       | Automotive Service Occupations                  | Motor Equipment Metal Worker         | 20.81       |             |
| 05190       | Automotive Service Occupations                  | Motor Vehicle Mechanic               | 22.93       |             |
| 05220       | Automotive Service Occupations                  | Motor Vehicle Mechanic Helper        | 17.79       |             |
| 05250       | Automotive Service Occupations                  | Motor Vehicle Upholstery Worker      | 19.74       |             |

| <b>Code</b> | <b>Category</b>                              | <b>Title</b>                   | <b>Rate</b> | <b>Note</b> |
|-------------|--|--------------------------------|-------------|-------------|
| 05280       | Automotive Service Occupations               | Motor Vehicle Wrecker          | 20.81       |             |
| 05310       | Automotive Service Occupations               | Painter, Automotive            | 21.86       |             |
| 05340       | Automotive Service Occupations               | Radiator Repair Specialist     | 20.81       |             |
| 05370       | Automotive Service Occupations               | Tire Repairer                  | 18.76       |             |
| 05400       | Automotive Service Occupations               | Transmission Repair Specialist | 22.93       |             |
| 07010       | Food Preparation And Service Occupations     | Baker                          | 18.66       |             |
| 07041       | Food Preparation And Service Occupations     | Cook I                         | 18.79       |             |
| 07042       | Food Preparation And Service Occupations     | Cook II                        | 20.83       |             |
| 07070       | Food Preparation And Service Occupations     | Dishwasher                     | 15.44       | ***         |
| 07130       | Food Preparation And Service Occupations     | Food Service Worker            | 16.03       | ***         |
| 07210       | Food Preparation And Service Occupations     | Meat Cutter                    | 19.94       |             |
| 07260       | Food Preparation And Service Occupations     | Waiter/Waitress                | 18.38       |             |
| 09010       | Furniture Maintenance And Repair Occupations | Electrostatic Spray Painter    | 27.38       |             |
| 09040       | Furniture Maintenance And Repair Occupations | Furniture Handler              | 19.96       |             |
| 09080       | Furniture Maintenance And Repair Occupations | Furniture Refinisher           | 27.24       |             |
| 09090       | Furniture Maintenance And Repair Occupations | Furniture Refinisher Helper    | 22.18       |             |
| 09110       | Furniture Maintenance And Repair Occupations | Furniture Repairer, Minor      | 24.62       |             |
| 09130       | Furniture Maintenance And Repair Occupations | Upholsterer                    | 27.24       |             |
| 11030       | General Services And Support Occupations     | Cleaner, Vehicles              | 17.33       |             |
| 11060       | General Services And Support Occupations     | Elevator Operator              | 17.69       |             |
| 11090       | General Services And Support Occupations     | Gardener                       | 22.40       |             |

| <b>Code</b> | <b>Category</b>                          | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 11122       | General Services And Support Occupations | Housekeeping Aide                          | 17.69       |             |
| 11150       | General Services And Support Occupations | Janitor                                    | 17.69       |             |
| 11210       | General Services And Support Occupations | Laborer, Grounds Maintenance               | 18.93       |             |
| 11240       | General Services And Support Occupations | Maid or Houseman                           | 17.58       |             |
| 11260       | General Services And Support Occupations | Pruner                                     | 17.75       |             |
| 11270       | General Services And Support Occupations | Tractor Operator                           | 21.23       |             |
| 11330       | General Services And Support Occupations | Trail Maintenance Worker                   | 18.93       |             |
| 11360       | General Services And Support Occupations | Window Cleaner                             | 18.87       |             |
| 12010       | Health Occupations                       | Ambulance Driver                           | 23.62       |             |
| 12011       | Health Occupations                       | Breath Alcohol Technician                  | 26.91       |             |
| 12012       | Health Occupations                       | Certified Occupational Therapist Assistant | 36.92       |             |
| 12015       | Health Occupations                       | Certified Physical Therapist Assistant     | 35.01       |             |
| 12020       | Health Occupations                       | Dental Assistant                           | 27.61       |             |
| 12025       | Health Occupations                       | Dental Hygienist                           | 45.14       |             |
| 12030       | Health Occupations                       | EKG Technician                             | 40.79       |             |
| 12035       | Health Occupations                       | Electroneurodiagnostic Technologist        | 40.79       |             |
| 12040       | Health Occupations                       | Emergency Medical Technician               | 23.62       |             |
| 12071       | Health Occupations                       | Licensed Practical Nurse I                 | 24.06       |             |
| 12072       | Health Occupations                       | Licensed Practical Nurse II                | 26.91       |             |
| 12073       | Health Occupations                       | Licensed Practical Nurse III               | 30.01       |             |
| 12100       | Health Occupations                       | Medical Assistant                          | 21.22       |             |
| 12130       | Health Occupations                       | Medical Laboratory Technician              | 28.61       |             |
| 12160       | Health Occupations                       | Medical Record Clerk                       | 21.10       |             |
| 12190       | Health Occupations                       | Medical Record Technician                  | 23.60       |             |
| 12195       | Health Occupations                       | Medical Transcriptionist                   | 24.06       |             |

| <b>Code</b> | <b>Category</b>                  | <b>Title</b>                           | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------|--|-------------|-------------|
| 12210       | Health Occupations               | Nuclear Medicine Technologist          | 59.14       |             |
| 12221       | Health Occupations               | Nursing Assistant I                    | 14.54       | ***         |
| 12222       | Health Occupations               | Nursing Assistant II                   | 16.35       | ***         |
| 12223       | Health Occupations               | Nursing Assistant III                  | 17.83       |             |
| 12224       | Health Occupations               | Nursing Assistant IV                   | 20.03       |             |
| 12235       | Health Occupations               | Optical Dispenser                      | 26.58       |             |
| 12236       | Health Occupations               | Optical Technician                     | 24.06       |             |
| 12250       | Health Occupations               | Pharmacy Technician                    | 18.19       |             |
| 12280       | Health Occupations               | Phlebotomist                           | 18.51       |             |
| 12305       | Health Occupations               | Radiologic Technologist                | 39.50       |             |
| 12311       | Health Occupations               | Registered Nurse I                     | 26.60       |             |
| 12312       | Health Occupations               | Registered Nurse II                    | 32.54       |             |
| 12313       | Health Occupations               | Registered Nurse II, Specialist        | 32.54       |             |
| 12314       | Health Occupations               | Registered Nurse III                   | 39.37       |             |
| 12315       | Health Occupations               | Registered Nurse III, Anesthetist      | 39.37       |             |
| 12316       | Health Occupations               | Registered Nurse IV                    | 47.19       |             |
| 12317       | Health Occupations               | Scheduler                              | 33.34       |             |
| 12320       | Health Occupations               | Substance Abuse Treatment Counselor    | 27.46       |             |
| 13011       | Information And Arts Occupations | Exhibits Specialist I                  | 22.71       |             |
| 13012       | Information And Arts Occupations | Exhibits Specialist II                 | 28.14       |             |
| 13013       | Information And Arts Occupations | Exhibits Specialist III                | 34.42       |             |
| 13041       | Information And Arts Occupations | Illustrator I                          | 22.71       |             |
| 13042       | Information And Arts Occupations | Illustrator II                         | 28.14       |             |
| 13043       | Information And Arts Occupations | Illustrator III                        | 34.42       |             |
| 13047       | Information And Arts Occupations | Librarian                              | 31.16       |             |
| 13050       | Information And Arts Occupations | Library Aide/Clerk                     | 16.91       | ***         |
| 13054       | Information And Arts Occupations | Library Information Technology Systems | 28.14       |             |
| 13058       | Information And Arts Occupations | Library Technician                     | 20.39       |             |
| 13061       | Information And Arts Occupations | Media Specialist I                     | 20.30       |             |
| 13062       | Information And Arts Occupations | Media Specialist II                    | 22.71       |             |
| 13063       | Information And Arts Occupations | Media Specialist III                   | 25.33       |             |
| 13071       | Information And Arts Occupations | Photographer I                         | 20.30       |             |

| <b>Code</b> | <b>Category</b>                    | <b>Title</b>                                    | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------|---|-------------|-------------|
| 13072       | Information And Arts Occupations   | Photographer II                                 | 22.71       |             |
| 13073       | Information And Arts Occupations   | Photographer III                                | 28.14       |             |
| 13074       | Information And Arts Occupations   | Photographer IV                                 | 34.42       |             |
| 13075       | Information And Arts Occupations   | Photographer V                                  | 41.64       |             |
| 13090       | Information And Arts Occupations   | Technical Order Library Clerk                   | 21.24       |             |
| 13110       | Information And Arts Occupations   | Video Teleconference Technician                 | 22.29       |             |
| 14041       | Information Technology Occupations | Computer Operator I                             | 22.07       |             |
| 14042       | Information Technology Occupations | Computer Operator II                            | 24.70       |             |
| 14043       | Information Technology Occupations | Computer Operator III                           | 27.54       |             |
| 14044       | Information Technology Occupations | Computer Operator IV                            | 31.25       |             |
| 14045       | Information Technology Occupations | Computer Operator V                             | 34.69       |             |
| 14071       | Information Technology Occupations | Computer Programmer I                           | 26.63       | see<br>1    |
| 14072       | Information Technology Occupations | Computer Programmer II                          | NaN         | see<br>1    |
| 14073       | Information Technology Occupations | Computer Programmer III                         | NaN         | see<br>1    |
| 14074       | Information Technology Occupations | Computer Programmer IV                          | NaN         | see<br>1    |
| 14101       | Information Technology Occupations | Computer Systems Analyst I                      | NaN         | see<br>1    |
| 14102       | Information Technology Occupations | Computer Systems Analyst II                     | NaN         | see<br>1    |
| 14103       | Information Technology Occupations | Computer Systems Analyst III                    | NaN         | see<br>1    |
| 14150       | Information Technology Occupations | Peripheral Equipment Operator                   | 22.07       |             |
| 14160       | Information Technology Occupations | Personal Computer Support Technician            | 31.54       |             |
| 14170       | Information Technology Occupations | System Support Specialist                       | 34.69       |             |
| 15010       | Instructional Occupations          | Aircrew Training Devices Instructor             | 34.89       |             |
| 15020       | Instructional Occupations          | Aircrew Training Devices Instructor             | 42.21       |             |
| 15030       | Instructional Occupations          | Air Crew Training Devices Instructor            | 50.60       |             |
| 15050       | Instructional Occupations          | Computer Based Training Specialist / Instructor | 34.89       |             |

| <b>Code</b> | <b>Category</b>   | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|---|--|-------------|-------------|
| 15060       | Instructional Occupations                               | Educational Technologist                   | 36.69       |             |
| 15070       | Instructional Occupations                               | Flight Instructor                          | 50.60       |             |
| 15080       | Instructional Occupations                               | Graphic Artist                             | 27.68       |             |
| 15085       | Instructional Occupations                               | Maintenance Test Pilot, Fixed, Jet/Prop    | 50.60       |             |
| 15086       | Instructional Occupations                               | Maintenance Test Pilot, Rotary Wing        | 50.60       |             |
| 15088       | Instructional Occupations                               | Non-Maintenance Test/Co-Pilot              | 50.60       |             |
| 15090       | Instructional Occupations                               | Technical Instructor                       | 26.77       |             |
| 15095       | Instructional Occupations                               | Technical Instructor/Course Developer      | 32.75       |             |
| 15110       | Instructional Occupations                               | Test Proctor                               | 21.60       |             |
| 15120       | Instructional Occupations                               | Tutor                                      | 21.60       |             |
| 16010       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Assembler                                  | 16.41       | ***         |
| 16030       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Counter Attendant                          | 16.41       | ***         |
| 16040       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Dry Cleaner                                | 18.75       |             |
| 16070       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Finisher, Flatwork, Machine                | 16.41       | ***         |
| 16090       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Hand                              | 16.41       | ***         |
| 16110       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Drycleaning              | 16.41       | ***         |
| 16130       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Shirts                   | 16.41       | ***         |
| 16160       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Wearing Apparel, Laundry | 16.41       | ***         |
| 16190       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Sewing Machine Operator                    | 19.53       |             |
| 16220       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Tailor                                     | 20.31       |             |
| 16250       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Washer, Machine                            | 17.19       | ***         |
| 19010       | Machine Tool Operation And Repair Occupations           | Machine-Tool Operator                      | 29.17       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|--|--------------------------------------|-------------|-------------|
| 19040       | Machine Tool Operation And Repair Occupations    | Tool And Die Maker                   | 34.69       |             |
| 21020       | Materials Handling And Packing Occupations       | Forklift Operator                    | 22.05       |             |
| 21030       | Materials Handling And Packing Occupations       | Material Coordinator                 | 26.25       |             |
| 21040       | Materials Handling And Packing Occupations       | Material Expediter                   | 26.25       |             |
| 21050       | Materials Handling And Packing Occupations       | Material Handling Laborer            | 18.94       |             |
| 21071       | Materials Handling And Packing Occupations       | Order Filler                         | 17.50       |             |
| 21080       | Materials Handling And Packing Occupations       | Production Line Worker               | 22.05       |             |
| 21110       | Materials Handling And Packing Occupations       | Shipping Packer                      | 20.98       |             |
| 21130       | Materials Handling And Packing Occupations       | Shipping/Receiving Clerk             | 20.98       |             |
| 21140       | Materials Handling And Packing Occupations       | Store Worker I                       | 16.01       | ***         |
| 21150       | Materials Handling And Packing Occupations       | Stock Clerk                          | 19.38       |             |
| 21210       | Materials Handling And Packing Occupations       | Tools And Parts Attendant            | 22.05       |             |
| 21410       | Materials Handling And Packing Occupations       | Warehouse Specialist                 | 22.05       |             |
| 23010       | Mechanics And Maintenance And Repair Occupations | Aerospace Structural Welder          | 36.66       |             |
| 23019       | Mechanics And Maintenance And Repair Occupations | Aircraft Logs and Records Technician | 30.14       |             |
| 23021       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic I                  | 35.00       |             |
| 23022       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic II                 | 36.66       |             |
| 23023       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic III                | 38.15       |             |
| 23040       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic Helper             | 27.15       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                                   | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 23050       | Mechanics And Maintenance And Repair Occupations | Aircraft, Painter                              | 33.37       |             |
| 23060       | Mechanics And Maintenance And Repair Occupations | Aircraft Servicer                              | 30.14       |             |
| 23070       | Mechanics And Maintenance And Repair Occupations | Aircraft Survival Flight Equipment Technician  | 33.37       |             |
| 23080       | Mechanics And Maintenance And Repair Occupations | Aircraft Worker                                | 31.77       |             |
| 23091       | Mechanics And Maintenance And Repair Occupations | Aircrew Life Support Equipment (ALSE) Mechanic | 31.77       |             |
| 23092       | Mechanics And Maintenance And Repair Occupations | Aircrew Life Support Equipment (ALSE) Mechanic | 35.00       |             |
| 23110       | Mechanics And Maintenance And Repair Occupations | Appliance Mechanic                             | 29.17       |             |
| 23120       | Mechanics And Maintenance And Repair Occupations | Bicycle Repairer                               | 21.57       |             |
| 23125       | Mechanics And Maintenance And Repair Occupations | Cable Splicer                                  | 50.37       |             |
| 23130       | Mechanics And Maintenance And Repair Occupations | Carpenter, Maintenance                         | 27.31       |             |
| 23140       | Mechanics And Maintenance And Repair Occupations | Carpet Layer                                   | 27.77       |             |
| 23160       | Mechanics And Maintenance And Repair Occupations | Electrician, Maintenance                       | 28.01       |             |
| 23181       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance I           | 30.30       |             |
| 23182       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance II          | 31.84       |             |
| 23183       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance III         | 33.40       |             |
| 23260       | Mechanics And Maintenance And Repair Occupations | Fabric Worker                                  | 26.35       |             |
| 23290       | Mechanics And Maintenance And Repair Occupations | Fire Alarm System Mechanic                     | 29.83       |             |
| 23310       | Mechanics And Maintenance And Repair Occupations | Fire Extinguisher Repairer                     | 25.05       |             |
| 23311       | Mechanics And Maintenance And Repair Occupations | Fuel Distribution System Mechanic              | 36.26       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 23312       | Mechanics And Maintenance And Repair Occupations | Fuel Distribution System Operator         | 29.69       |             |
| 23370       | Mechanics And Maintenance And Repair Occupations | General Maintenance Worker                | 23.94       |             |
| 23380       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Mechanic         | 35.00       |             |
| 23381       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Servicer         | 30.14       |             |
| 23382       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Worker           | 31.77       |             |
| 23391       | Mechanics And Maintenance And Repair Occupations | Gunsmith I                                | 25.05       |             |
| 23392       | Mechanics And Maintenance And Repair Occupations | Gunsmith II                               | 27.77       |             |
| 23393       | Mechanics And Maintenance And Repair Occupations | Gunsmith III                              | 30.60       |             |
| 23410       | Mechanics And Maintenance And Repair Occupations | Heating, Ventilation And Air-Conditioning | 30.33       |             |
| 23411       | Mechanics And Maintenance And Repair Occupations | Heating, Ventilation And Air Contidioning | 31.77       |             |
| 23430       | Mechanics And Maintenance And Repair Occupations | Heavy Equipment Mechanic                  | 28.46       |             |
| 23440       | Mechanics And Maintenance And Repair Occupations | Heavy Equipment Operator                  | 26.92       |             |
| 23460       | Mechanics And Maintenance And Repair Occupations | Instrument Mechanic                       | 30.60       |             |
| 23465       | Mechanics And Maintenance And Repair Occupations | Laboratory/Shelter Mechanic               | 29.17       |             |
| 23470       | Mechanics And Maintenance And Repair Occupations | Laborer                                   | 18.94       |             |
| 23510       | Mechanics And Maintenance And Repair Occupations | Locksmith                                 | 29.17       |             |
| 23530       | Mechanics And Maintenance And Repair Occupations | Machinery Maintenance Mechanic            | 30.02       |             |
| 23550       | Mechanics And Maintenance And Repair Occupations | Machinist, Maintenance                    | 26.76       |             |
| 23580       | Mechanics And Maintenance And Repair Occupations | Maintenance Trades Helper                 | 20.47       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                     | <b>Rate</b> | <b>Note</b> |
|-------------|--|----------------------------------|-------------|-------------|
| 23591       | Mechanics And Maintenance And Repair Occupations | Metrology Technician I           | 30.60       |             |
| 23592       | Mechanics And Maintenance And Repair Occupations | Metrology Technician II          | 32.05       |             |
| 23593       | Mechanics And Maintenance And Repair Occupations | Metrology Technician III         | 33.36       |             |
| 23640       | Mechanics And Maintenance And Repair Occupations | Millwright                       | 30.60       |             |
| 23710       | Mechanics And Maintenance And Repair Occupations | Office Appliance Repairer        | 27.47       |             |
| 23760       | Mechanics And Maintenance And Repair Occupations | Painter, Maintenance             | 23.27       |             |
| 23790       | Mechanics And Maintenance And Repair Occupations | Pipefitter, Maintenance          | 29.22       |             |
| 23810       | Mechanics And Maintenance And Repair Occupations | Plumber, Maintenance             | 27.86       |             |
| 23820       | Mechanics And Maintenance And Repair Occupations | Pneudraulic Systems Mechanic     | 30.60       |             |
| 23850       | Mechanics And Maintenance And Repair Occupations | Rigger                           | 30.60       |             |
| 23870       | Mechanics And Maintenance And Repair Occupations | Scale Mechanic                   | 27.77       |             |
| 23890       | Mechanics And Maintenance And Repair Occupations | Sheet-Metal Worker, Maintenance  | 24.06       |             |
| 23910       | Mechanics And Maintenance And Repair Occupations | Small Engine Mechanic            | 21.24       |             |
| 23931       | Mechanics And Maintenance And Repair Occupations | Telecommunications Mechanic I    | 33.53       |             |
| 23932       | Mechanics And Maintenance And Repair Occupations | Telecommunications Mechanic II   | 35.11       |             |
| 23950       | Mechanics And Maintenance And Repair Occupations | Telephone Lineman                | 35.27       |             |
| 23960       | Mechanics And Maintenance And Repair Occupations | Welder, Combination, Maintenance | 26.36       |             |
| 23965       | Mechanics And Maintenance And Repair Occupations | Well Driller                     | 30.60       |             |
| 23970       | Mechanics And Maintenance And Repair Occupations | Woodcraft Worker                 | 30.60       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                          | <b>Rate</b> | <b>Note</b> |
|-------------|--|---------------------------------------|-------------|-------------|
| 23980       | Mechanics And Maintenance And Repair Occupations | Woodworker                            | 25.05       |             |
| 24550       | Personal Needs Occupations                       | Case Manager                          | 21.04       |             |
| 24570       | Personal Needs Occupations                       | Child Care Attendant                  | 17.01       | ***         |
| 24580       | Personal Needs Occupations                       | Child Care Center Clerk               | 21.20       |             |
| 24610       | Personal Needs Occupations                       | Chore Aide                            | 17.41       |             |
| 24620       | Personal Needs Occupations                       | Family Readiness And Support Services | 21.04       |             |
| 24630       | Personal Needs Occupations                       | Homemaker                             | 21.04       |             |
| 25010       | Plant And System Operations Occupations          | Boiler Tender                         | 31.13       |             |
| 25040       | Plant And System Operations Occupations          | Sewage Plant Operator                 | 29.68       |             |
| 25070       | Plant And System Operations Occupations          | Stationary Engineer                   | 31.13       |             |
| 25190       | Plant And System Operations Occupations          | Ventilation Equipment Tender          | 24.15       |             |
| 25210       | Plant And System Operations Occupations          | Water Treatment Plant Operator        | 29.68       |             |
| 27004       | Protective Service Occupations                   | Alarm Monitor                         | 24.39       |             |
| 27007       | Protective Service Occupations                   | Baggage Inspector                     | 17.79       |             |
| 27008       | Protective Service Occupations                   | Corrections Officer                   | 23.61       |             |
| 27010       | Protective Service Occupations                   | Court Security Officer                | 23.04       |             |
| 27030       | Protective Service Occupations                   | Detection Dog Handler                 | 19.90       |             |
| 27040       | Protective Service Occupations                   | Detention Officer                     | 23.61       |             |
| 27070       | Protective Service Occupations                   | Firefighter                           | 23.04       |             |
| 27101       | Protective Service Occupations                   | Guard I                               | 17.79       |             |
| 27102       | Protective Service Occupations                   | Guard II                              | 19.90       |             |
| 27131       | Protective Service Occupations                   | Police Officer I                      | 29.67       |             |
| 27132       | Protective Service Occupations                   | Police Officer II                     | 32.96       |             |
| 28041       | Recreation Occupations                           | Carnival Equipment Operator           | 18.41       |             |
| 28042       | Recreation Occupations                           | Carnival Equipment Repairer           | 19.43       |             |
| 28043       | Recreation Occupations                           | Carnival Worker                       | 15.39       | ***         |
| 28210       | Recreation Occupations                           | Gate Attendant/Gate Tender            | 21.07       |             |
| 28310       | Recreation Occupations                           | Lifeguard                             | 16.12       | ***         |
| 28350       | Recreation Occupations                           | Park Attendant                        | 23.56       |             |

| <b>Code</b> | <b>Category</b>                                | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 28510       | Recreation Occupations                         | Recreation Aide/Health Facility Attendant | 17.19       | ***         |
| 28515       | Recreation Occupations                         | Recreation Specialist                     | 29.21       |             |
| 28630       | Recreation Occupations                         | Sports Official                           | 18.76       |             |
| 28690       | Recreation Occupations                         | Swimming Pool Operator                    | 21.54       |             |
| 29010       | Stevedoring/Longshoremen Occupational Services | Blocker And Bracer                        | 27.77       |             |
| 29020       | Stevedoring/Longshoremen Occupational Services | Hatch Tender                              | 27.77       |             |
| 29030       | Stevedoring/Longshoremen Occupational Services | Line Handler                              | 27.77       |             |
| 29041       | Stevedoring/Longshoremen Occupational Services | Stevedore I                               | 26.35       |             |
| 29042       | Stevedoring/Longshoremen Occupational Services | Stevedore II                              | 29.17       |             |
| 30010       | Technical Occupations                          | Air Traffic Control Specialist, Center    | 46.04       | see 2       |
| 30011       | Technical Occupations                          | Air Traffic Control Specialist, Station   | 31.75       | see 2       |
| 30012       | Technical Occupations                          | Air Traffic Control Specialist, Terminal  | 34.97       | see 2       |
| 30021       | Technical Occupations                          | Archeological Technician I                | 21.76       |             |
| 30022       | Technical Occupations                          | Archeological Technician II               | 24.33       |             |
| 30023       | Technical Occupations                          | Archeological Technician III              | 30.16       |             |
| 30030       | Technical Occupations                          | Cartographic Technician                   | 30.16       |             |
| 30040       | Technical Occupations                          | Civil Engineering Technician              | 29.43       |             |
| 30051       | Technical Occupations                          | Cryogenic Technician I                    | 33.40       |             |
| 30052       | Technical Occupations                          | Cryogenic Technician II                   | 36.88       |             |
| 30061       | Technical Occupations                          | Drafter/CAD Operator I                    | 21.76       |             |
| 30062       | Technical Occupations                          | Drafter/CAD Operator II                   | 24.33       |             |
| 30063       | Technical Occupations                          | Drafter/CAD Operator III                  | 27.13       |             |
| 30064       | Technical Occupations                          | Drafter/CAD Operator IV                   | 33.40       |             |
| 30081       | Technical Occupations                          | Engineering Technician I                  | 20.23       |             |
| 30082       | Technical Occupations                          | Engineering Technician II                 | 22.71       |             |
| 30083       | Technical Occupations                          | Engineering Technician III                | 25.40       |             |
| 30084       | Technical Occupations                          | Engineering Technician IV                 | 31.47       |             |

| <b>Code</b> | <b>Category</b>                                       | <b>Title</b>                             | <b>Rate</b> | <b>Note</b> |
|-------------|---|--|-------------|-------------|
| 30085       | Technical Occupations                                 | Engineering Technician V                 | 38.50       |             |
| 30086       | Technical Occupations                                 | Engineering Technician VI                | 46.57       |             |
| 30090       | Technical Occupations                                 | Environmental Technician                 | 30.16       |             |
| 30095       | Technical Occupations                                 | Evidence Control Specialist              | 30.16       |             |
| 30210       | Technical Occupations                                 | Laboratory Technician                    | 27.51       |             |
| 30221       | Technical Occupations                                 | Latent Fingerprint Technician I          | 33.40       |             |
| 30222       | Technical Occupations                                 | Latent Fingerprint Technician II         | 36.88       |             |
| 30240       | Technical Occupations                                 | Mathematical Technician                  | 30.16       |             |
| 30361       | Technical Occupations                                 | Paralegal/Legal Assistant I              | 20.03       |             |
| 30362       | Technical Occupations                                 | Paralegal/Legal Assistant II             | 24.82       |             |
| 30363       | Technical Occupations                                 | Paralegal/Legal Assistant III            | 30.36       |             |
| 30364       | Technical Occupations                                 | Paralegal/Legal Assistant IV             | 36.73       |             |
| 30375       | Technical Occupations                                 | Petroleum Supply Specialist              | 36.88       |             |
| 30390       | Technical Occupations                                 | Photo-Optics Technician                  | 30.16       |             |
| 30395       | Technical Occupations                                 | Radiation Control Technician             | 36.88       |             |
| 30461       | Technical Occupations                                 | Technical Writer I                       | 26.22       |             |
| 30462       | Technical Occupations                                 | Technical Writer II                      | 32.08       |             |
| 30463       | Technical Occupations                                 | Technical Writer III                     | 38.80       |             |
| 30491       | Technical Occupations                                 | Unexploded Ordnance (UXO) Technician I   | 29.26       |             |
| 30492       | Technical Occupations                                 | Unexploded Ordnance (UXO) Technician II  | 35.40       |             |
| 30493       | Technical Occupations                                 | Unexploded Ordnance (UXO) Technician III | 42.44       |             |
| 30494       | Technical Occupations                                 | Unexploded (UXO) Safety Escort           | 29.26       |             |
| 30495       | Technical Occupations                                 | Unexploded (UXO) Sweep Personnel         | 29.26       |             |
| 30501       | Technical Occupations                                 | Weather Forecaster I                     | 33.40       |             |
| 30502       | Technical Occupations                                 | Weather Forecaster II                    | 40.62       |             |
| 30620       | Technical Occupations                                 | Weather Observer, Combined Upper Air Or  | 27.13       | see 2       |
| 30621       | Technical Occupations                                 | Weather Observer, Senior                 | 30.16       | see 2       |
| 31010       | Transportation/Mobile Equipment Operation Occupations | Airplane Pilot                           | 35.40       |             |

| <b>Code</b> | <b>Category</b>                                       | <b>Title</b>                   | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------|-------------|-------------|
| 31020       | Transportation/Mobile Equipment Operation Occupations | Bus Aide                       | 19.42       |             |
| 31030       | Transportation/Mobile Equipment Operation Occupations | Bus Driver                     | 24.17       |             |
| 31043       | Transportation/Mobile Equipment Operation Occupations | Driver Courier                 | 19.33       |             |
| 31260       | Transportation/Mobile Equipment Operation Occupations | Parking and Lot Attendant      | 16.16       | ***         |
| 31290       | Transportation/Mobile Equipment Operation Occupations | Shuttle Bus Driver             | 18.04       |             |
| 31310       | Transportation/Mobile Equipment Operation Occupations | Taxi Driver                    | 16.37       | ***         |
| 31361       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Light             | 20.41       |             |
| 31362       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Medium            | 21.46       |             |
| 31363       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Heavy             | 24.56       |             |
| 31364       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Tractor-Trailer   | 24.56       |             |
| 99020       | Miscellaneous Occupations                             | Cabin Safety Specialist        | 17.26       |             |
| 99030       | Miscellaneous Occupations                             | Cashier                        | 14.74       | ***         |
| 99050       | Miscellaneous Occupations                             | Desk Clerk                     | 17.09       | ***         |
| 99095       | Miscellaneous Occupations                             | Embalmer                       | 29.26       |             |
| 99130       | Miscellaneous Occupations                             | Flight Follower                | 29.26       |             |
| 99251       | Miscellaneous Occupations                             | Laboratory Animal Caretaker I  | 17.07       | ***         |
| 99252       | Miscellaneous Occupations                             | Laboratory Animal Caretaker II | 18.01       |             |
| 99260       | Miscellaneous Occupations                             | Marketing Analyst              | 30.15       |             |
| 99310       | Miscellaneous Occupations                             | Mortician                      | 29.26       |             |
| 99410       | Miscellaneous Occupations                             | Pest Controller                | 22.74       |             |
| 99510       | Miscellaneous Occupations                             | Photofinishing Worker          | 15.38       | ***         |
| 99710       | Miscellaneous Occupations                             | Recycling Laborer              | 23.13       |             |
| 99711       | Miscellaneous Occupations                             | Recycling Specialist           | 25.95       |             |
| 99730       | Miscellaneous Occupations                             | Refuse Collector               | 21.69       |             |
| 99810       | Miscellaneous Occupations                             | Sales Clerk                    | 17.12       | ***         |
| 99820       | Miscellaneous Occupations                             | School Crossing Guard          | 19.12       |             |

| Code  | Category                  | Title                           | Rate  | Note |
|-------|---------------------------|---------------------------------|-------|------|
| 99830 | Miscellaneous Occupations | Survey Party Chief              | 23.74 |      |
| 99831 | Miscellaneous Occupations | Surveying Aide                  | 15.72 | ***  |
| 99832 | Miscellaneous Occupations | Surveying Technician            | 21.57 |      |
| 99840 | Miscellaneous Occupations | Vending Machine Attendant       | 20.49 |      |
| 99841 | Miscellaneous Occupations | Vending Machine Repairer        | 23.97 |      |
| 99842 | Miscellaneous Occupations | Vending Machine Repairer Helper | 20.49 |      |

## Footer

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.20 per hour) or 13658 (\$12.90 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. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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: \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 per month\*

\*This rate is to be used only when compensating employees for performance on an SCA-

covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, 4 after 15 years, and 5 after 25 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans'

Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

#### THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract.

Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**\*\* HAZARDOUS PAY DIFFERENTIAL \*\***

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder.

All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like;

minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all

contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of ""wash and wear""

materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**\*\* SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS \*\***

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

**\*\* REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) \*\***

**Conformance Process:**

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S.

Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request, the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination.

Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

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## **Wage Determination No. : 2015-4139**

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 27

Date Of Last Revision : 07/22/2024

Source : [Source Website](#)

**Header**

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2024.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.90 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 2024.

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).

This wage determination is applicable to the following cities and towns in the following VERMONT counties:

ADDISON COUNTY: Addison, Bridport, Bristol, Cornwall, Goshen, Granville, Hancock, Leicester, Middlebury, New Haven, Orwell, Panton, Ripton, Salisbury, Shoreham, Waltham, Weybridge, Whiting

BENNINGTON COUNTY: Arlington, Bennington, Dorset, Glastenbury, Landgrove, Manchester, Peru, Pownal, Readsboro, Rupert, Sandgate, Searsburg, Shaftsbury, Stamford, Sunderland, Winhall, Woodford

ORANGE COUNTY: Bradford, Braintree, Brookfield, Chelsea, Corinth, Fairlee, Randolph, Strafford, Thetford, Tunbridge, Vershire, West Fairlee

RUTLAND COUNTY: Benson, Brandon, Castleton, Chittenden, Clarendon, Danby, Fair Haven, Hubbardton, Ira, Mendon, Middletown Springs, Mount Holly, Mount Tabor, Pawlet, Pittsfield, Poultney, Proctor, Rutland, Sherburne, Shrewsbury, Sudbury, Tinmouth, Wallingford, Wells, West Haven, West Rutland

WASHINGTON COUNTY: Roxbury

WINDHAM COUNTY: Athens, Brattleboro, Brookline, Dover, Dummerston, Grafton, Guilford, Halifax, Jamaica, Londonberry, Marlboro, Newfane, Putney, Rockingham, Somerset, Stratton, Townshend, Vernon, Wardsboro, Westminister, Whitingham, Wilmington, Windham

WINDSOR COUNTY: Andover, Baltimore, Barnard, Behtel, Bridgewater, Cavendish, Chester, Hartford, Hartland, Ludlow, Norwich, Plymouth, Pomfret, Reading, Rochester, Royalton, Sharon, Springfield, Stockbridge, Weathersfield, West Windsor, Weston, Windsor, Woodstock

\*\*Fringe Benefits Required Follow the Occupational Listing\*\*

### Wage Determination Table

| Code  | Category  | Title                               | Rate  | Note |
|-------|---|-------------------------------------|-------|------|
| 01011 | Administrative Support And Clerical Occupations | Accounting Clerk I                  | 18.40 |      |
| 01012 | Administrative Support And Clerical Occupations | Accounting Clerk II                 | 20.65 |      |
| 01013 | Administrative Support And Clerical Occupations | Accounting Clerk III                | 23.10 |      |
| 01020 | Administrative Support And Clerical Occupations | Administrative Assistant            | 30.88 |      |
| 01035 | Administrative Support And Clerical Occupations | Court Reporter                      | 22.01 |      |
| 01041 | Administrative Support And Clerical Occupations | Customer Service Representative I   | 16.03 | ***  |
| 01042 | Administrative Support And Clerical Occupations | Customer Service Representative II  | 17.49 |      |
| 01043 | Administrative Support And Clerical Occupations | Customer Service Representative III | 19.65 |      |
| 01051 | Administrative Support And Clerical Occupations | Data Entry Operator I               | 17.54 |      |
| 01052 | Administrative Support And Clerical Occupations | Data Entry Operator II              | 19.14 |      |
| 01060 | Administrative Support And Clerical Occupations | Dispatcher, Motor Vehicle           | 23.74 |      |

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------------|-------------|-------------|
| 01070       | Administrative Support And Clerical Occupations | Document Preparation Clerk           | 17.53       |             |
| 01090       | Administrative Support And Clerical Occupations | Duplicating Machine Operator         | 17.53       |             |
| 01111       | Administrative Support And Clerical Occupations | General Clerk I                      | 17.50       |             |
| 01112       | Administrative Support And Clerical Occupations | General Clerk II                     | 19.10       |             |
| 01113       | Administrative Support And Clerical Occupations | General Clerk III                    | 21.45       |             |
| 01120       | Administrative Support And Clerical Occupations | Housing Referral Assistant           | 24.55       |             |
| 01141       | Administrative Support And Clerical Occupations | Messenger Courier                    | 14.28       | ***         |
| 01191       | Administrative Support And Clerical Occupations | Order Clerk I                        | 17.91       |             |
| 01192       | Administrative Support And Clerical Occupations | Order Clerk II                       | 19.54       |             |
| 01261       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) I   | 20.80       |             |
| 01262       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) II  | 23.27       |             |
| 01263       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) III | 25.95       |             |
| 01270       | Administrative Support And Clerical Occupations | Production Control Clerk             | 23.09       |             |
| 01290       | Administrative Support And Clerical Occupations | Rental Clerk                         | 19.90       |             |
| 01300       | Administrative Support And Clerical Occupations | Scheduler, Maintenance               | 19.68       |             |
| 01311       | Administrative Support And Clerical Occupations | Secretary I                          | 19.68       |             |
| 01312       | Administrative Support And Clerical Occupations | Secretary II                         | 22.02       |             |
| 01313       | Administrative Support And Clerical Occupations | Secretary III                        | 24.55       |             |
| 01320       | Administrative Support And Clerical Occupations | Service Order Dispatcher             | 21.22       |             |

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------------|-------------|-------------|
| 01410       | Administrative Support And Clerical Occupations | Supply Technician                    | 30.88       |             |
| 01420       | Administrative Support And Clerical Occupations | Survey Worker                        | 21.49       |             |
| 01460       | Administrative Support And Clerical Occupations | Switchboard Operator/Receptionist    | 16.32       | ***         |
| 01531       | Administrative Support And Clerical Occupations | Travel Clerk I                       | 17.53       |             |
| 01532       | Administrative Support And Clerical Occupations | Travel Clerk II                      | 19.06       |             |
| 01533       | Administrative Support And Clerical Occupations | Travel Clerk III                     | 20.97       |             |
| 01611       | Administrative Support And Clerical Occupations | Word Processor I                     | 17.53       |             |
| 01612       | Administrative Support And Clerical Occupations | Word Processor II                    | 19.68       |             |
| 01613       | Administrative Support And Clerical Occupations | Word Processor III                   | 22.01       |             |
| 05005       | Automotive Service Occupations                  | Automobile Body Repairer, Fiberglass | 22.92       |             |
| 05010       | Automotive Service Occupations                  | Automotive Electrician               | 21.70       |             |
| 05040       | Automotive Service Occupations                  | Automotive Glass Installer           | 20.85       |             |
| 05070       | Automotive Service Occupations                  | Automotive Worker                    | 20.85       |             |
| 05110       | Automotive Service Occupations                  | Mobile Equipment Servicer            | 18.63       |             |
| 05130       | Automotive Service Occupations                  | Motor Equipment Metal Mechanic       | 22.66       |             |
| 05160       | Automotive Service Occupations                  | Motor Equipment Metal Worker         | 20.85       |             |
| 05190       | Automotive Service Occupations                  | Motor Vehicle Mechanic               | 22.66       |             |
| 05220       | Automotive Service Occupations                  | Motor Vehicle Mechanic Helper        | 17.34       |             |
| 05250       | Automotive Service Occupations                  | Motor Vehicle Upholstery Worker      | 19.73       |             |
| 05280       | Automotive Service Occupations                  | Motor Vehicle Wrecker                | 20.85       |             |
| 05310       | Automotive Service Occupations                  | Painter, Automotive                  | 21.70       |             |
| 05340       | Automotive Service Occupations                  | Radiator Repair Specialist           | 20.85       |             |
| 05370       | Automotive Service Occupations                  | Tire Repairer                        | 18.63       |             |
| 05400       | Automotive Service Occupations                  | Transmission Repair Specialist       | 22.66       |             |
| 07010       | Food Preparation And Service Occupations        | Baker                                | 17.00       | ***         |

| <b>Code</b> | <b>Category</b>                              | <b>Title</b>                 | <b>Rate</b> | <b>Note</b> |
|-------------|--|------------------------------|-------------|-------------|
| 07041       | Food Preparation And Service Occupations     | Cook I                       | 17.79       |             |
| 07042       | Food Preparation And Service Occupations     | Cook II                      | 19.90       |             |
| 07070       | Food Preparation And Service Occupations     | Dishwasher                   | 15.00       | ***         |
| 07130       | Food Preparation And Service Occupations     | Food Service Worker          | 16.01       | ***         |
| 07210       | Food Preparation And Service Occupations     | Meat Cutter                  | 20.02       |             |
| 07260       | Food Preparation And Service Occupations     | Waiter/Waitress              | 17.11       | ***         |
| 09010       | Furniture Maintenance And Repair Occupations | Electrostatic Spray Painter  | 20.76       |             |
| 09040       | Furniture Maintenance And Repair Occupations | Furniture Handler            | 13.91       | ***         |
| 09080       | Furniture Maintenance And Repair Occupations | Furniture Refinisher         | 20.08       |             |
| 09090       | Furniture Maintenance And Repair Occupations | Furniture Refinisher Helper  | 16.04       | ***         |
| 09110       | Furniture Maintenance And Repair Occupations | Furniture Repairer, Minor    | 18.26       |             |
| 09130       | Furniture Maintenance And Repair Occupations | Upholsterer                  | 19.83       |             |
| 11030       | General Services And Support Occupations     | Cleaner, Vehicles            | 16.71       | ***         |
| 11060       | General Services And Support Occupations     | Elevator Operator            | 17.88       |             |
| 11090       | General Services And Support Occupations     | Gardener                     | 25.88       |             |
| 11122       | General Services And Support Occupations     | Housekeeping Aide            | 17.88       |             |
| 11150       | General Services And Support Occupations     | Janitor                      | 17.88       |             |
| 11210       | General Services And Support Occupations     | Laborer, Grounds Maintenance | 20.88       |             |
| 11240       | General Services And Support Occupations     | Maid or Houseman             | 16.96       | ***         |

| <b>Code</b> | <b>Category</b>                          | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 11260       | General Services And Support Occupations | Pruner                                     | 19.59       |             |
| 11270       | General Services And Support Occupations | Tractor Operator                           | 24.08       |             |
| 11330       | General Services And Support Occupations | Trail Maintenance Worker                   | 20.88       |             |
| 11360       | General Services And Support Occupations | Window Cleaner                             | 19.06       |             |
| 12010       | Health Occupations                       | Ambulance Driver                           | 23.62       |             |
| 12011       | Health Occupations                       | Breath Alcohol Technician                  | 27.07       |             |
| 12012       | Health Occupations                       | Certified Occupational Therapist Assistant | 37.15       |             |
| 12015       | Health Occupations                       | Certified Physical Therapist Assistant     | 31.37       |             |
| 12020       | Health Occupations                       | Dental Assistant                           | 23.70       |             |
| 12025       | Health Occupations                       | Dental Hygienist                           | 44.08       |             |
| 12030       | Health Occupations                       | EKG Technician                             | 41.03       |             |
| 12035       | Health Occupations                       | Electroneurodiagnostic Technologist        | 41.03       |             |
| 12040       | Health Occupations                       | Emergency Medical Technician               | 23.62       |             |
| 12071       | Health Occupations                       | Licensed Practical Nurse I                 | 24.20       |             |
| 12072       | Health Occupations                       | Licensed Practical Nurse II                | 27.07       |             |
| 12073       | Health Occupations                       | Licensed Practical Nurse III               | 30.19       |             |
| 12100       | Health Occupations                       | Medical Assistant                          | 21.25       |             |
| 12130       | Health Occupations                       | Medical Laboratory Technician              | 34.97       |             |
| 12160       | Health Occupations                       | Medical Record Clerk                       | 21.37       |             |
| 12190       | Health Occupations                       | Medical Record Technician                  | 23.90       |             |
| 12195       | Health Occupations                       | Medical Transcriptionist                   | 24.20       |             |
| 12210       | Health Occupations                       | Nuclear Medicine Technologist              | 59.50       |             |
| 12221       | Health Occupations                       | Nursing Assistant I                        | 13.97       | ***         |
| 12222       | Health Occupations                       | Nursing Assistant II                       | 15.71       | ***         |
| 12223       | Health Occupations                       | Nursing Assistant III                      | 17.14       | ***         |
| 12224       | Health Occupations                       | Nursing Assistant IV                       | 19.23       |             |
| 12235       | Health Occupations                       | Optical Dispenser                          | 27.07       |             |
| 12236       | Health Occupations                       | Optical Technician                         | 24.20       |             |
| 12250       | Health Occupations                       | Pharmacy Technician                        | 18.05       |             |

| <b>Code</b> | <b>Category</b>                    | <b>Title</b>                           | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------|--|-------------|-------------|
| 12280       | Health Occupations                 | Phlebotomist                           | 20.39       |             |
| 12305       | Health Occupations                 | Radiologic Technologist                | 34.72       |             |
| 12311       | Health Occupations                 | Registered Nurse I                     | 27.18       |             |
| 12312       | Health Occupations                 | Registered Nurse II                    | 33.25       |             |
| 12313       | Health Occupations                 | Registered Nurse II, Specialist        | 33.25       |             |
| 12314       | Health Occupations                 | Registered Nurse III                   | 40.23       |             |
| 12315       | Health Occupations                 | Registered Nurse III, Anesthetist      | 40.23       |             |
| 12316       | Health Occupations                 | Registered Nurse IV                    | 48.22       |             |
| 12317       | Health Occupations                 | Scheduler                              | 33.54       |             |
| 12320       | Health Occupations                 | Substance Abuse Treatment Counselor    | 26.36       |             |
| 13011       | Information And Arts Occupations   | Exhibits Specialist I                  | 19.67       |             |
| 13012       | Information And Arts Occupations   | Exhibits Specialist II                 | 24.37       |             |
| 13013       | Information And Arts Occupations   | Exhibits Specialist III                | 29.81       |             |
| 13041       | Information And Arts Occupations   | Illustrator I                          | 20.19       |             |
| 13042       | Information And Arts Occupations   | Illustrator II                         | 24.84       |             |
| 13043       | Information And Arts Occupations   | Illustrator III                        | 30.37       |             |
| 13047       | Information And Arts Occupations   | Librarian                              | 26.99       |             |
| 13050       | Information And Arts Occupations   | Library Aide/Clerk                     | 17.15       | ***         |
| 13054       | Information And Arts Occupations   | Library Information Technology Systems | 24.37       |             |
| 13058       | Information And Arts Occupations   | Library Technician                     | 19.10       |             |
| 13061       | Information And Arts Occupations   | Media Specialist I                     | 17.59       |             |
| 13062       | Information And Arts Occupations   | Media Specialist II                    | 19.67       |             |
| 13063       | Information And Arts Occupations   | Media Specialist III                   | 21.94       |             |
| 13071       | Information And Arts Occupations   | Photographer I                         | 17.95       |             |
| 13072       | Information And Arts Occupations   | Photographer II                        | 20.04       |             |
| 13073       | Information And Arts Occupations   | Photographer III                       | 25.14       |             |
| 13074       | Information And Arts Occupations   | Photographer IV                        | 30.37       |             |
| 13075       | Information And Arts Occupations   | Photographer V                         | 41.21       |             |
| 13090       | Information And Arts Occupations   | Technical Order Library Clerk          | 21.53       |             |
| 13110       | Information And Arts Occupations   | Video Teleconference Technician        | 20.12       |             |
| 14041       | Information Technology Occupations | Computer Operator I                    | 20.52       |             |
| 14042       | Information Technology Occupations | Computer Operator II                   | 22.95       |             |

| <b>Code</b> | <b>Category</b>                    | <b>Title</b>                                    | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------|---|-------------|-------------|
| 14043       | Information Technology Occupations | Computer Operator III                           | 25.59       |             |
| 14044       | Information Technology Occupations | Computer Operator IV                            | 28.44       |             |
| 14045       | Information Technology Occupations | Computer Operator V                             | 31.54       |             |
| 14071       | Information Technology Occupations | Computer Programmer I                           | 22.88       | see<br>1    |
| 14072       | Information Technology Occupations | Computer Programmer II                          | NaN         | see<br>1    |
| 14073       | Information Technology Occupations | Computer Programmer III                         | NaN         | see<br>1    |
| 14074       | Information Technology Occupations | Computer Programmer IV                          | NaN         | see<br>1    |
| 14101       | Information Technology Occupations | Computer Systems Analyst I                      | NaN         | see<br>1    |
| 14102       | Information Technology Occupations | Computer Systems Analyst II                     | NaN         | see<br>1    |
| 14103       | Information Technology Occupations | Computer Systems Analyst III                    | NaN         | see<br>1    |
| 14150       | Information Technology Occupations | Peripheral Equipment Operator                   | 20.52       |             |
| 14160       | Information Technology Occupations | Personal Computer Support Technician            | 28.53       |             |
| 14170       | Information Technology Occupations | System Support Specialist                       | 31.54       |             |
| 15010       | Instructional Occupations          | Aircrew Training Devices Instructor             | 35.28       |             |
| 15020       | Instructional Occupations          | Aircrew Training Devices Instructor             | 42.68       |             |
| 15030       | Instructional Occupations          | Air Crew Training Devices Instructor            | 51.16       |             |
| 15050       | Instructional Occupations          | Computer Based Training Specialist / Instructor | 35.28       |             |
| 15060       | Instructional Occupations          | Educational Technologist                        | 34.87       |             |
| 15070       | Instructional Occupations          | Flight Instructor                               | 51.74       |             |
| 15080       | Instructional Occupations          | Graphic Artist                                  | 25.67       |             |
| 15085       | Instructional Occupations          | Maintenance Test Pilot, Fixed, Jet/Prop         | 51.16       |             |
| 15086       | Instructional Occupations          | Maintenance Test Pilot, Rotary Wing             | 51.16       |             |
| 15088       | Instructional Occupations          | Non-Maintenance Test/Co-Pilot                   | 51.16       |             |

| <b>Code</b> | <b>Category</b>   | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|---|--|-------------|-------------|
| 15090       | Instructional Occupations                               | Technical Instructor                       | 25.25       |             |
| 15095       | Instructional Occupations                               | Technical Instructor/Course Developer      | 30.89       |             |
| 15110       | Instructional Occupations                               | Test Proctor                               | 20.38       |             |
| 15120       | Instructional Occupations                               | Tutor                                      | 20.38       |             |
| 16010       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Assembler                                  | 16.41       | ***         |
| 16030       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Counter Attendant                          | 16.41       | ***         |
| 16040       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Dry Cleaner                                | 18.75       |             |
| 16070       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Finisher, Flatwork, Machine                | 16.41       | ***         |
| 16090       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Hand                              | 16.41       | ***         |
| 16110       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Drycleaning              | 16.41       | ***         |
| 16130       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Shirts                   | 16.41       | ***         |
| 16160       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Wearing Apparel, Laundry | 16.41       | ***         |
| 16190       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Sewing Machine Operator                    | 19.53       |             |
| 16220       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Tailor                                     | 20.31       |             |
| 16250       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Washer, Machine                            | 17.19       | ***         |
| 19010       | Machine Tool Operation And Repair Occupations           | Machine-Tool Operator                      | 32.23       |             |
| 19040       | Machine Tool Operation And Repair Occupations           | Tool And Die Maker                         | 37.31       |             |
| 21020       | Materials Handling And Packing Occupations              | Forklift Operator                          | 20.35       |             |
| 21030       | Materials Handling And Packing Occupations              | Material Coordinator                       | 23.09       |             |
| 21040       | Materials Handling And Packing Occupations              | Material Expediter                         | 23.09       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                                  | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 21050       | Materials Handling And Packing Occupations       | Material Handling Laborer                     | 17.57       |             |
| 21071       | Materials Handling And Packing Occupations       | Order Filler                                  | 16.21       | ***         |
| 21080       | Materials Handling And Packing Occupations       | Production Line Worker                        | 20.35       |             |
| 21110       | Materials Handling And Packing Occupations       | Shipping Packer                               | 21.63       |             |
| 21130       | Materials Handling And Packing Occupations       | Shipping/Receiving Clerk                      | 21.63       |             |
| 21140       | Materials Handling And Packing Occupations       | Store Worker I                                | 16.36       | ***         |
| 21150       | Materials Handling And Packing Occupations       | Stock Clerk                                   | 19.76       |             |
| 21210       | Materials Handling And Packing Occupations       | Tools And Parts Attendant                     | 20.35       |             |
| 21410       | Materials Handling And Packing Occupations       | Warehouse Specialist                          | 20.35       |             |
| 23010       | Mechanics And Maintenance And Repair Occupations | Aerospace Structural Welder                   | 30.05       |             |
| 23019       | Mechanics And Maintenance And Repair Occupations | Aircraft Logs and Records Technician          | 25.25       |             |
| 23021       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic I                           | 28.99       |             |
| 23022       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic II                          | 30.05       |             |
| 23023       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic III                         | 31.10       |             |
| 23040       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic Helper                      | 22.18       |             |
| 23050       | Mechanics And Maintenance And Repair Occupations | Aircraft, Painter                             | 27.77       |             |
| 23060       | Mechanics And Maintenance And Repair Occupations | Aircraft Servicer                             | 25.25       |             |
| 23070       | Mechanics And Maintenance And Repair Occupations | Aircraft Survival Flight Equipment Technician | 27.77       |             |
| 23080       | Mechanics And Maintenance And Repair Occupations | Aircraft Worker                               | 26.67       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                                   | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 23091       | Mechanics And Maintenance And Repair Occupations | Aircrew Life Support Equipment (ALSE) Mechanic | 26.67       |             |
| 23092       | Mechanics And Maintenance And Repair Occupations | Aircrew Life Support Equipment (ALSE) Mechanic | 28.99       |             |
| 23110       | Mechanics And Maintenance And Repair Occupations | Appliance Mechanic                             | 24.59       |             |
| 23120       | Mechanics And Maintenance And Repair Occupations | Bicycle Repairer                               | 23.84       |             |
| 23125       | Mechanics And Maintenance And Repair Occupations | Cable Splicer                                  | 50.22       |             |
| 23130       | Mechanics And Maintenance And Repair Occupations | Carpenter, Maintenance                         | 25.86       |             |
| 23140       | Mechanics And Maintenance And Repair Occupations | Carpet Layer                                   | 26.67       |             |
| 23160       | Mechanics And Maintenance And Repair Occupations | Electrician, Maintenance                       | 27.77       |             |
| 23181       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance I           | 26.67       |             |
| 23182       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance II          | 27.85       |             |
| 23183       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance III         | 28.99       |             |
| 23260       | Mechanics And Maintenance And Repair Occupations | Fabric Worker                                  | 25.25       |             |
| 23290       | Mechanics And Maintenance And Repair Occupations | Fire Alarm System Mechanic                     | 28.99       |             |
| 23310       | Mechanics And Maintenance And Repair Occupations | Fire Extinguisher Repairer                     | 23.84       |             |
| 23311       | Mechanics And Maintenance And Repair Occupations | Fuel Distribution System Mechanic              | 28.99       |             |
| 23312       | Mechanics And Maintenance And Repair Occupations | Fuel Distribution System Operator              | 23.84       |             |
| 23370       | Mechanics And Maintenance And Repair Occupations | General Maintenance Worker                     | 22.87       |             |
| 23380       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Mechanic              | 28.99       |             |
| 23381       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Servicer              | 25.25       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 23382       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Worker           | 26.67       |             |
| 23391       | Mechanics And Maintenance And Repair Occupations | Gunsmith I                                | 23.84       |             |
| 23392       | Mechanics And Maintenance And Repair Occupations | Gunsmith II                               | 26.67       |             |
| 23393       | Mechanics And Maintenance And Repair Occupations | Gunsmith III                              | 28.99       |             |
| 23410       | Mechanics And Maintenance And Repair Occupations | Heating, Ventilation And Air-Conditioning | 27.32       |             |
| 23411       | Mechanics And Maintenance And Repair Occupations | Heating, Ventilation And Air Contidioning | 28.32       |             |
| 23430       | Mechanics And Maintenance And Repair Occupations | Heavy Equipment Mechanic                  | 27.00       |             |
| 23440       | Mechanics And Maintenance And Repair Occupations | Heavy Equipment Operator                  | 24.88       |             |
| 23460       | Mechanics And Maintenance And Repair Occupations | Instrument Mechanic                       | 28.99       |             |
| 23465       | Mechanics And Maintenance And Repair Occupations | Laboratory/Shelter Mechanic               | 27.77       |             |
| 23470       | Mechanics And Maintenance And Repair Occupations | Laborer                                   | 17.57       |             |
| 23510       | Mechanics And Maintenance And Repair Occupations | Locksmith                                 | 27.77       |             |
| 23530       | Mechanics And Maintenance And Repair Occupations | Machinery Maintenance Mechanic            | 29.82       |             |
| 23550       | Mechanics And Maintenance And Repair Occupations | Machinist, Maintenance                    | 26.43       |             |
| 23580       | Mechanics And Maintenance And Repair Occupations | Maintenance Trades Helper                 | 18.14       |             |
| 23591       | Mechanics And Maintenance And Repair Occupations | Metrology Technician I                    | 28.99       |             |
| 23592       | Mechanics And Maintenance And Repair Occupations | Metrology Technician II                   | 30.05       |             |
| 23593       | Mechanics And Maintenance And Repair Occupations | Metrology Technician III                  | 31.10       |             |
| 23640       | Mechanics And Maintenance And Repair Occupations | Millwright                                | 28.99       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                          | <b>Rate</b> | <b>Note</b> |
|-------------|--|---------------------------------------|-------------|-------------|
| 23710       | Mechanics And Maintenance And Repair Occupations | Office Appliance Repairer             | 26.38       |             |
| 23760       | Mechanics And Maintenance And Repair Occupations | Painter, Maintenance                  | 24.03       |             |
| 23790       | Mechanics And Maintenance And Repair Occupations | Pipefitter, Maintenance               | 28.13       |             |
| 23810       | Mechanics And Maintenance And Repair Occupations | Plumber, Maintenance                  | 26.94       |             |
| 23820       | Mechanics And Maintenance And Repair Occupations | Pneudraulic Systems Mechanic          | 28.99       |             |
| 23850       | Mechanics And Maintenance And Repair Occupations | Rigger                                | 28.99       |             |
| 23870       | Mechanics And Maintenance And Repair Occupations | Scale Mechanic                        | 26.67       |             |
| 23890       | Mechanics And Maintenance And Repair Occupations | Sheet-Metal Worker, Maintenance       | 23.22       |             |
| 23910       | Mechanics And Maintenance And Repair Occupations | Small Engine Mechanic                 | 19.66       |             |
| 23931       | Mechanics And Maintenance And Repair Occupations | Telecommunications Mechanic I         | 36.28       |             |
| 23932       | Mechanics And Maintenance And Repair Occupations | Telecommunications Mechanic II        | 37.61       |             |
| 23950       | Mechanics And Maintenance And Repair Occupations | Telephone Lineman                     | 38.23       |             |
| 23960       | Mechanics And Maintenance And Repair Occupations | Welder, Combination, Maintenance      | 23.34       |             |
| 23965       | Mechanics And Maintenance And Repair Occupations | Well Driller                          | 29.40       |             |
| 23970       | Mechanics And Maintenance And Repair Occupations | Woodcraft Worker                      | 28.99       |             |
| 23980       | Mechanics And Maintenance And Repair Occupations | Woodworker                            | 23.84       |             |
| 24550       | Personal Needs Occupations                       | Case Manager                          | 18.79       |             |
| 24570       | Personal Needs Occupations                       | Child Care Attendant                  | 17.29       |             |
| 24580       | Personal Needs Occupations                       | Child Care Center Clerk               | 21.57       |             |
| 24610       | Personal Needs Occupations                       | Chore Aide                            | 16.81       | ***         |
| 24620       | Personal Needs Occupations                       | Family Readiness And Support Services | 18.79       |             |

| <b>Code</b> | <b>Category</b>                                | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 24630       | Personal Needs Occupations                     | Homemaker                                 | 18.79       |             |
| 25010       | Plant And System Operations Occupations        | Boiler Tender                             | 26.85       |             |
| 25040       | Plant And System Operations Occupations        | Sewage Plant Operator                     | 25.44       |             |
| 25070       | Plant And System Operations Occupations        | Stationary Engineer                       | 26.85       |             |
| 25190       | Plant And System Operations Occupations        | Ventilation Equipment Tender              | 20.42       |             |
| 25210       | Plant And System Operations Occupations        | Water Treatment Plant Operator            | 25.44       |             |
| 27004       | Protective Service Occupations                 | Alarm Monitor                             | 24.94       |             |
| 27007       | Protective Service Occupations                 | Baggage Inspector                         | 17.23       |             |
| 27008       | Protective Service Occupations                 | Corrections Officer                       | 24.70       |             |
| 27010       | Protective Service Occupations                 | Court Security Officer                    | 24.52       |             |
| 27030       | Protective Service Occupations                 | Detection Dog Handler                     | 19.26       |             |
| 27040       | Protective Service Occupations                 | Detention Officer                         | 24.70       |             |
| 27070       | Protective Service Occupations                 | Firefighter                               | 24.37       |             |
| 27101       | Protective Service Occupations                 | Guard I                                   | 17.23       |             |
| 27102       | Protective Service Occupations                 | Guard II                                  | 19.26       |             |
| 27131       | Protective Service Occupations                 | Police Officer I                          | 27.70       |             |
| 27132       | Protective Service Occupations                 | Police Officer II                         | 30.78       |             |
| 28041       | Recreation Occupations                         | Carnival Equipment Operator               | 18.71       |             |
| 28042       | Recreation Occupations                         | Carnival Equipment Repairer               | 20.11       |             |
| 28043       | Recreation Occupations                         | Carnival Worker                           | 15.22       | ***         |
| 28210       | Recreation Occupations                         | Gate Attendant/Gate Tender                | 19.48       |             |
| 28310       | Recreation Occupations                         | Lifeguard                                 | 17.31       |             |
| 28350       | Recreation Occupations                         | Park Attendant                            | 21.79       |             |
| 28510       | Recreation Occupations                         | Recreation Aide/Health Facility Attendant | 15.90       | ***         |
| 28515       | Recreation Occupations                         | Recreation Specialist                     | 26.99       |             |
| 28630       | Recreation Occupations                         | Sports Official                           | 17.35       |             |
| 28690       | Recreation Occupations                         | Swimming Pool Operator                    | 22.50       |             |
| 29010       | Stevedoring/Longshoremen Occupational Services | Blocker And Bracer                        | 26.67       |             |

| <b>Code</b> | <b>Category</b>                                | <b>Title</b>                             | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 29020       | Stevedoring/Longshoremen Occupational Services | Hatch Tender                             | 26.67       |             |
| 29030       | Stevedoring/Longshoremen Occupational Services | Line Handler                             | 26.67       |             |
| 29041       | Stevedoring/Longshoremen Occupational Services | Stevedore I                              | 25.25       |             |
| 29042       | Stevedoring/Longshoremen Occupational Services | Stevedore II                             | 27.77       |             |
| 30010       | Technical Occupations                          | Air Traffic Control Specialist, Center   | 47.37       | see 2       |
| 30011       | Technical Occupations                          | Air Traffic Control Specialist, Station  | 32.66       | see 2       |
| 30012       | Technical Occupations                          | Air Traffic Control Specialist, Terminal | 35.97       | see 2       |
| 30021       | Technical Occupations                          | Archeological Technician I               | 20.60       |             |
| 30022       | Technical Occupations                          | Archeological Technician II              | 24.04       |             |
| 30023       | Technical Occupations                          | Archeological Technician III             | 27.65       |             |
| 30030       | Technical Occupations                          | Cartographic Technician                  | 29.15       |             |
| 30040       | Technical Occupations                          | Civil Engineering Technician             | 27.50       |             |
| 30051       | Technical Occupations                          | Cryogenic Technician I                   | 30.62       |             |
| 30052       | Technical Occupations                          | Cryogenic Technician II                  | 33.83       |             |
| 30061       | Technical Occupations                          | Drafter/CAD Operator I                   | 20.60       |             |
| 30062       | Technical Occupations                          | Drafter/CAD Operator II                  | 24.04       |             |
| 30063       | Technical Occupations                          | Drafter/CAD Operator III                 | 26.81       |             |
| 30064       | Technical Occupations                          | Drafter/CAD Operator IV                  | 30.62       |             |
| 30081       | Technical Occupations                          | Engineering Technician I                 | 18.03       |             |
| 30082       | Technical Occupations                          | Engineering Technician II                | 20.25       |             |
| 30083       | Technical Occupations                          | Engineering Technician III               | 22.65       |             |
| 30084       | Technical Occupations                          | Engineering Technician IV                | 28.07       |             |
| 30085       | Technical Occupations                          | Engineering Technician V                 | 34.32       |             |
| 30086       | Technical Occupations                          | Engineering Technician VI                | 41.53       |             |
| 30090       | Technical Occupations                          | Environmental Technician                 | 27.65       |             |
| 30095       | Technical Occupations                          | Evidence Control Specialist              | 27.65       |             |
| 30210       | Technical Occupations                          | Laboratory Technician                    | 24.88       |             |
| 30221       | Technical Occupations                          | Latent Fingerprint Technician I          | 30.62       |             |
| 30222       | Technical Occupations                          | Latent Fingerprint Technician II         | 33.83       |             |

| <b>Code</b> | <b>Category</b>                                       | <b>Title</b>                             | <b>Rate</b> | <b>Note</b> |
|-------------|---|--|-------------|-------------|
| 30240       | Technical Occupations                                 | Mathematical Technician                  | 27.75       |             |
| 30361       | Technical Occupations                                 | Paralegal/Legal Assistant I              | 22.25       |             |
| 30362       | Technical Occupations                                 | Paralegal/Legal Assistant II             | 27.58       |             |
| 30363       | Technical Occupations                                 | Paralegal/Legal Assistant III            | 33.74       |             |
| 30364       | Technical Occupations                                 | Paralegal/Legal Assistant IV             | 40.81       |             |
| 30375       | Technical Occupations                                 | Petroleum Supply Specialist              | 33.83       |             |
| 30390       | Technical Occupations                                 | Photo-Optics Technician                  | 29.79       |             |
| 30395       | Technical Occupations                                 | Radiation Control Technician             | 33.83       |             |
| 30461       | Technical Occupations                                 | Technical Writer I                       | 27.65       |             |
| 30462       | Technical Occupations                                 | Technical Writer II                      | 33.83       |             |
| 30463       | Technical Occupations                                 | Technical Writer III                     | 40.92       |             |
| 30491       | Technical Occupations                                 | Unexploded Ordnance (UXO) Technician I   | 30.11       |             |
| 30492       | Technical Occupations                                 | Unexploded Ordnance (UXO) Technician II  | 36.42       |             |
| 30493       | Technical Occupations                                 | Unexploded Ordnance (UXO) Technician III | 43.66       |             |
| 30494       | Technical Occupations                                 | Unexploded (UXO) Safety Escort           | 30.11       |             |
| 30495       | Technical Occupations                                 | Unexploded (UXO) Sweep Personnel         | 30.11       |             |
| 30501       | Technical Occupations                                 | Weather Forecaster I                     | 30.62       |             |
| 30502       | Technical Occupations                                 | Weather Forecaster II                    | 37.25       |             |
| 30620       | Technical Occupations                                 | Weather Observer, Combined Upper Air Or  | 26.81       | see 2       |
| 30621       | Technical Occupations                                 | Weather Observer, Senior                 | 29.18       | see 2       |
| 31010       | Transportation/Mobile Equipment Operation Occupations | Airplane Pilot                           | 36.42       |             |
| 31020       | Transportation/Mobile Equipment Operation Occupations | Bus Aide                                 | 16.77       | ***         |
| 31030       | Transportation/Mobile Equipment Operation Occupations | Bus Driver                               | 22.01       |             |
| 31043       | Transportation/Mobile Equipment Operation Occupations | Driver Courier                           | 17.32       |             |
| 31260       | Transportation/Mobile Equipment Operation Occupations | Parking and Lot Attendant                | 15.64       | ***         |

| <b>Code</b> | <b>Category</b>                                       | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|---|---------------------------------|-------------|-------------|
| 31290       | Transportation/Mobile Equipment Operation Occupations | Shuttle Bus Driver              | 17.46       |             |
| 31310       | Transportation/Mobile Equipment Operation Occupations | Taxi Driver                     | 14.77       | ***         |
| 31361       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Light              | 18.61       |             |
| 31362       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Medium             | 19.71       |             |
| 31363       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Heavy              | 23.48       |             |
| 31364       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Tractor-Trailer    | 23.48       |             |
| 99020       | Miscellaneous Occupations                             | Cabin Safety Specialist         | 17.75       |             |
| 99030       | Miscellaneous Occupations                             | Cashier                         | 14.52       | ***         |
| 99050       | Miscellaneous Occupations                             | Desk Clerk                      | 15.88       | ***         |
| 99095       | Miscellaneous Occupations                             | Embalmer                        | 30.16       |             |
| 99130       | Miscellaneous Occupations                             | Flight Follower                 | 30.11       |             |
| 99251       | Miscellaneous Occupations                             | Laboratory Animal Caretaker I   | 16.98       | ***         |
| 99252       | Miscellaneous Occupations                             | Laboratory Animal Caretaker II  | 18.25       |             |
| 99260       | Miscellaneous Occupations                             | Marketing Analyst               | 30.90       |             |
| 99310       | Miscellaneous Occupations                             | Mortician                       | 30.16       |             |
| 99410       | Miscellaneous Occupations                             | Pest Controller                 | 24.05       |             |
| 99510       | Miscellaneous Occupations                             | Photofinishing Worker           | 15.82       | ***         |
| 99710       | Miscellaneous Occupations                             | Recycling Laborer               | 23.15       |             |
| 99711       | Miscellaneous Occupations                             | Recycling Specialist            | 26.70       |             |
| 99730       | Miscellaneous Occupations                             | Refuse Collector                | 21.72       |             |
| 99810       | Miscellaneous Occupations                             | Sales Clerk                     | 17.17       | ***         |
| 99820       | Miscellaneous Occupations                             | School Crossing Guard           | 19.80       |             |
| 99830       | Miscellaneous Occupations                             | Survey Party Chief              | 23.74       |             |
| 99831       | Miscellaneous Occupations                             | Surveying Aide                  | 15.72       | ***         |
| 99832       | Miscellaneous Occupations                             | Surveying Technician            | 21.57       |             |
| 99840       | Miscellaneous Occupations                             | Vending Machine Attendant       | 21.13       |             |
| 99841       | Miscellaneous Occupations                             | Vending Machine Repairer        | 25.41       |             |
| 99842       | Miscellaneous Occupations                             | Vending Machine Repairer Helper | 21.13       |             |

**Footer**

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.20 per hour) or 13658 (\$12.90 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. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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: \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 per month\*

\*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, 4 after 15 years, and 5 after 25 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans'

Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

**THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:**

1) **COMPUTER EMPLOYEES:** This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract.

Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) **AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:** If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**\*\* HAZARDOUS PAY DIFFERENTIAL \*\***

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder.

All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like;

minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of ""wash and wear""

materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the

contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**\*\* SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS \*\***

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

**\*\* REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) \*\***

**Conformance Process:**

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S.

Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request, the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination.

Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

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## **Wage Determination No. : 2015-4141**

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 28

Date Of Last Revision : 07/22/2024

Source : [Source Website](#)

## Header

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2024.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.90 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 2024.

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).

This wage determination applies to the following towns, cities, and gores in the following VERMONT counties:

CALEDONIA COUNTY: Barnet, Burke, Danville, Groton, Hardwich, Kirby, Lyndon, Newark, Peacham, Ryegate, Sheffield, St. Johnsbury, Stannard, Sutton, Walden, Waterford, Wheelock

CHITTENDEN COUNTY: Buel's

ESSEX COUNTY: Averill, Avery's, Bloomfield, Brighton, Brunswick, Canaan, Concord, East Haven, Ferdinand, Granby, Guildhall, Lemington, Lewis, Lunenburg, Maidstone, Norton, Victory, Warner's, Warren's

FRANKLIN COUNTY: Bakersfield, Berkshire, Enosburg, Fairfield, Franklin, Highgate, Montgomery, Richford, Sheldon

GRAND ISLE COUNTY: Alburg, Isle La Motte

LAMOILLE COUNTY: Belvidere, Eden, Elmore, Hyde Park, Johnson, Morristown, Stowe, Waterville, Wolcott

ORANGE COUNTY: Newbury, Orange, Topsham, Washington, Williamstown

ORLEANS COUNTY: Albanu, Barton, Brownington, Charleston, Coventry, Craftsbury, Derby, Glover, Greensboro, Holland, Irasburg, Jay, Lowell, Morgan, Newport city, Newport town, Troy, Westfield, Westmore

WASHINGTON COUNTY: Barre city, Barre town, Berlin, Cabot, Calais, East Montpelier, Fayston, Marshfield, Middlesex, Montpelier, Moretown, Northfield, Plainfield, Waitsfield, Warren, Waterbury, Woodbury, Worcester

\*\*Fringe Benefits Required Follow the Occupational Listing\*\*

### Wage Determination Table

| Code  | Category  | Title                               | Rate  | Note |
|-------|---|-------------------------------------|-------|------|
| 01011 | Administrative Support And Clerical Occupations | Accounting Clerk I                  | 18.26 |      |
| 01012 | Administrative Support And Clerical Occupations | Accounting Clerk II                 | 20.49 |      |
| 01013 | Administrative Support And Clerical Occupations | Accounting Clerk III                | 22.92 |      |
| 01020 | Administrative Support And Clerical Occupations | Administrative Assistant            | 29.51 |      |
| 01035 | Administrative Support And Clerical Occupations | Court Reporter                      | 22.01 |      |
| 01041 | Administrative Support And Clerical Occupations | Customer Service Representative I   | 16.83 | ***  |
| 01042 | Administrative Support And Clerical Occupations | Customer Service Representative II  | 18.41 |      |
| 01043 | Administrative Support And Clerical Occupations | Customer Service Representative III | 20.63 |      |
| 01051 | Administrative Support And Clerical Occupations | Data Entry Operator I               | 17.39 |      |
| 01052 | Administrative Support And Clerical Occupations | Data Entry Operator II              | 18.97 |      |
| 01060 | Administrative Support And Clerical Occupations | Dispatcher, Motor Vehicle           | 23.74 |      |
| 01070 | Administrative Support And Clerical Occupations | Document Preparation Clerk          | 17.52 |      |
| 01090 | Administrative Support And Clerical Occupations | Duplicating Machine Operator        | 17.52 |      |
| 01111 | Administrative Support And Clerical Occupations | General Clerk I                     | 17.40 |      |

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------------|-------------|-------------|
| 01112       | Administrative Support And Clerical Occupations | General Clerk II                     | 18.99       |             |
| 01113       | Administrative Support And Clerical Occupations | General Clerk III                    | 21.31       |             |
| 01120       | Administrative Support And Clerical Occupations | Housing Referral Assistant           | 24.53       |             |
| 01141       | Administrative Support And Clerical Occupations | Messenger Courier                    | 15.94       | ***         |
| 01191       | Administrative Support And Clerical Occupations | Order Clerk I                        | 20.69       |             |
| 01192       | Administrative Support And Clerical Occupations | Order Clerk II                       | 22.58       |             |
| 01261       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) I   | 19.94       |             |
| 01262       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) II  | 22.31       |             |
| 01263       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) III | 24.87       |             |
| 01270       | Administrative Support And Clerical Occupations | Production Control Clerk             | 23.55       |             |
| 01290       | Administrative Support And Clerical Occupations | Rental Clerk                         | 19.49       |             |
| 01300       | Administrative Support And Clerical Occupations | Scheduler, Maintenance               | 19.69       |             |
| 01311       | Administrative Support And Clerical Occupations | Secretary I                          | 19.69       |             |
| 01312       | Administrative Support And Clerical Occupations | Secretary II                         | 22.01       |             |
| 01313       | Administrative Support And Clerical Occupations | Secretary III                        | 24.53       |             |
| 01320       | Administrative Support And Clerical Occupations | Service Order Dispatcher             | 21.22       |             |
| 01410       | Administrative Support And Clerical Occupations | Supply Technician                    | 29.51       |             |
| 01420       | Administrative Support And Clerical Occupations | Survey Worker                        | 18.08       |             |
| 01460       | Administrative Support And Clerical Occupations | Switchboard Operator/Receptionist    | 17.03       | ***         |

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------------|-------------|-------------|
| 01531       | Administrative Support And Clerical Occupations | Travel Clerk I                       | 17.40       |             |
| 01532       | Administrative Support And Clerical Occupations | Travel Clerk II                      | 18.74       |             |
| 01533       | Administrative Support And Clerical Occupations | Travel Clerk III                     | 20.31       |             |
| 01611       | Administrative Support And Clerical Occupations | Word Processor I                     | 17.52       |             |
| 01612       | Administrative Support And Clerical Occupations | Word Processor II                    | 19.69       |             |
| 01613       | Administrative Support And Clerical Occupations | Word Processor III                   | 22.01       |             |
| 05005       | Automotive Service Occupations                  | Automobile Body Repairer, Fiberglass | 23.74       |             |
| 05010       | Automotive Service Occupations                  | Automotive Electrician               | 20.91       |             |
| 05040       | Automotive Service Occupations                  | Automotive Glass Installer           | 19.91       |             |
| 05070       | Automotive Service Occupations                  | Automotive Worker                    | 19.91       |             |
| 05110       | Automotive Service Occupations                  | Mobile Equipment Servicer            | 17.95       |             |
| 05130       | Automotive Service Occupations                  | Motor Equipment Metal Mechanic       | 21.93       |             |
| 05160       | Automotive Service Occupations                  | Motor Equipment Metal Worker         | 19.91       |             |
| 05190       | Automotive Service Occupations                  | Motor Vehicle Mechanic               | 21.93       |             |
| 05220       | Automotive Service Occupations                  | Motor Vehicle Mechanic Helper        | 17.02       | ***         |
| 05250       | Automotive Service Occupations                  | Motor Vehicle Upholstery Worker      | 18.89       |             |
| 05280       | Automotive Service Occupations                  | Motor Vehicle Wrecker                | 19.91       |             |
| 05310       | Automotive Service Occupations                  | Painter, Automotive                  | 20.91       |             |
| 05340       | Automotive Service Occupations                  | Radiator Repair Specialist           | 19.91       |             |
| 05370       | Automotive Service Occupations                  | Tire Repairer                        | 17.95       |             |
| 05400       | Automotive Service Occupations                  | Transmission Repair Specialist       | 21.93       |             |
| 07010       | Food Preparation And Service Occupations        | Baker                                | 17.08       | ***         |
| 07041       | Food Preparation And Service Occupations        | Cook I                               | 17.48       |             |
| 07042       | Food Preparation And Service Occupations        | Cook II                              | 19.38       |             |
| 07070       | Food Preparation And Service Occupations        | Dishwasher                           | 15.00       | ***         |

| <b>Code</b> | <b>Category</b>                              | <b>Title</b>                 | <b>Rate</b> | <b>Note</b> |
|-------------|--|------------------------------|-------------|-------------|
| 07130       | Food Preparation And Service Occupations     | Food Service Worker          | 15.54       | ***         |
| 07210       | Food Preparation And Service Occupations     | Meat Cutter                  | 19.00       |             |
| 07260       | Food Preparation And Service Occupations     | Waiter/Waitress              | 16.61       | ***         |
| 09010       | Furniture Maintenance And Repair Occupations | Electrostatic Spray Painter  | 22.33       |             |
| 09040       | Furniture Maintenance And Repair Occupations | Furniture Handler            | 16.21       | ***         |
| 09080       | Furniture Maintenance And Repair Occupations | Furniture Refinisher         | 21.46       |             |
| 09090       | Furniture Maintenance And Repair Occupations | Furniture Refinisher Helper  | 18.18       |             |
| 09110       | Furniture Maintenance And Repair Occupations | Furniture Repairer, Minor    | 20.17       |             |
| 09130       | Furniture Maintenance And Repair Occupations | Upholsterer                  | 21.82       |             |
| 11030       | General Services And Support Occupations     | Cleaner, Vehicles            | 16.92       | ***         |
| 11060       | General Services And Support Occupations     | Elevator Operator            | 17.48       |             |
| 11090       | General Services And Support Occupations     | Gardener                     | 24.52       |             |
| 11122       | General Services And Support Occupations     | Housekeeping Aide            | 17.48       |             |
| 11150       | General Services And Support Occupations     | Janitor                      | 17.48       |             |
| 11210       | General Services And Support Occupations     | Laborer, Grounds Maintenance | 20.72       |             |
| 11240       | General Services And Support Occupations     | Maid or Houseman             | 17.02       | ***         |
| 11260       | General Services And Support Occupations     | Pruner                       | 19.43       |             |
| 11270       | General Services And Support Occupations     | Tractor Operator             | 23.24       |             |
| 11330       | General Services And Support Occupations     | Trail Maintenance Worker     | 20.72       |             |

| <b>Code</b> | <b>Category</b>                          | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 11360       | General Services And Support Occupations | Window Cleaner                             | 18.64       |             |
| 12010       | Health Occupations                       | Ambulance Driver                           | 23.62       |             |
| 12011       | Health Occupations                       | Breath Alcohol Technician                  | 26.28       |             |
| 12012       | Health Occupations                       | Certified Occupational Therapist Assistant | 36.06       |             |
| 12015       | Health Occupations                       | Certified Physical Therapist Assistant     | 33.70       |             |
| 12020       | Health Occupations                       | Dental Assistant                           | 23.34       |             |
| 12025       | Health Occupations                       | Dental Hygienist                           | 44.42       |             |
| 12030       | Health Occupations                       | EKG Technician                             | 39.84       |             |
| 12035       | Health Occupations                       | Electroneurodiagnostic Technologist        | 39.84       |             |
| 12040       | Health Occupations                       | Emergency Medical Technician               | 23.62       |             |
| 12071       | Health Occupations                       | Licensed Practical Nurse I                 | 23.50       |             |
| 12072       | Health Occupations                       | Licensed Practical Nurse II                | 26.28       |             |
| 12073       | Health Occupations                       | Licensed Practical Nurse III               | 29.31       |             |
| 12100       | Health Occupations                       | Medical Assistant                          | 20.46       |             |
| 12130       | Health Occupations                       | Medical Laboratory Technician              | 32.53       |             |
| 12160       | Health Occupations                       | Medical Record Clerk                       | 21.33       |             |
| 12190       | Health Occupations                       | Medical Record Technician                  | 23.86       |             |
| 12195       | Health Occupations                       | Medical Transcriptionist                   | 23.50       |             |
| 12210       | Health Occupations                       | Nuclear Medicine Technologist              | 57.76       |             |
| 12221       | Health Occupations                       | Nursing Assistant I                        | 14.05       | ***         |
| 12222       | Health Occupations                       | Nursing Assistant II                       | 15.80       | ***         |
| 12223       | Health Occupations                       | Nursing Assistant III                      | 17.24       |             |
| 12224       | Health Occupations                       | Nursing Assistant IV                       | 19.35       |             |
| 12235       | Health Occupations                       | Optical Dispenser                          | 26.28       |             |
| 12236       | Health Occupations                       | Optical Technician                         | 23.50       |             |
| 12250       | Health Occupations                       | Pharmacy Technician                        | 18.23       |             |
| 12280       | Health Occupations                       | Phlebotomist                               | 20.29       |             |
| 12305       | Health Occupations                       | Radiologic Technologist                    | 32.27       |             |
| 12311       | Health Occupations                       | Registered Nurse I                         | 27.59       |             |
| 12312       | Health Occupations                       | Registered Nurse II                        | 33.74       |             |
| 12313       | Health Occupations                       | Registered Nurse II, Specialist            | 33.74       |             |

| <b>Code</b> | <b>Category</b>                    | <b>Title</b>                           | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------|--|-------------|-------------|
| 12314       | Health Occupations                 | Registered Nurse III                   | 40.70       |             |
| 12315       | Health Occupations                 | Registered Nurse III, Anesthetist      | 40.70       |             |
| 12316       | Health Occupations                 | Registered Nurse IV                    | 48.41       |             |
| 12317       | Health Occupations                 | Scheduler                              | 32.56       |             |
| 12320       | Health Occupations                 | Substance Abuse Treatment Counselor    | 24.16       |             |
| 13011       | Information And Arts Occupations   | Exhibits Specialist I                  | 18.98       |             |
| 13012       | Information And Arts Occupations   | Exhibits Specialist II                 | 22.79       |             |
| 13013       | Information And Arts Occupations   | Exhibits Specialist III                | 27.88       |             |
| 13041       | Information And Arts Occupations   | Illustrator I                          | 20.19       |             |
| 13042       | Information And Arts Occupations   | Illustrator II                         | 24.63       |             |
| 13043       | Information And Arts Occupations   | Illustrator III                        | 30.12       |             |
| 13047       | Information And Arts Occupations   | Librarian                              | 25.24       |             |
| 13050       | Information And Arts Occupations   | Library Aide/Clerk                     | 15.15       | ***         |
| 13054       | Information And Arts Occupations   | Library Information Technology Systems | 22.79       |             |
| 13058       | Information And Arts Occupations   | Library Technician                     | 18.31       |             |
| 13061       | Information And Arts Occupations   | Media Specialist I                     | 16.45       | ***         |
| 13062       | Information And Arts Occupations   | Media Specialist II                    | 18.39       |             |
| 13063       | Information And Arts Occupations   | Media Specialist III                   | 20.51       |             |
| 13071       | Information And Arts Occupations   | Photographer I                         | 17.95       |             |
| 13072       | Information And Arts Occupations   | Photographer II                        | 19.88       |             |
| 13073       | Information And Arts Occupations   | Photographer III                       | 25.14       |             |
| 13074       | Information And Arts Occupations   | Photographer IV                        | 30.12       |             |
| 13075       | Information And Arts Occupations   | Photographer V                         | 41.21       |             |
| 13090       | Information And Arts Occupations   | Technical Order Library Clerk          | 19.03       |             |
| 13110       | Information And Arts Occupations   | Video Teleconference Technician        | 17.35       |             |
| 14041       | Information Technology Occupations | Computer Operator I                    | 20.04       |             |
| 14042       | Information Technology Occupations | Computer Operator II                   | 22.41       |             |
| 14043       | Information Technology Occupations | Computer Operator III                  | 24.98       |             |
| 14044       | Information Technology Occupations | Computer Operator IV                   | 27.77       |             |
| 14045       | Information Technology Occupations | Computer Operator V                    | 30.75       |             |
| 14071       | Information Technology Occupations | Computer Programmer I                  | 23.26       | see<br>1    |

| <b>Code</b> | <b>Category</b>                    | <b>Title</b>                                    | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------|---|-------------|-------------|
| 14072       | Information Technology Occupations | Computer Programmer II                          | NaN         | see<br>1    |
| 14073       | Information Technology Occupations | Computer Programmer III                         | NaN         | see<br>1    |
| 14074       | Information Technology Occupations | Computer Programmer IV                          | NaN         | see<br>1    |
| 14101       | Information Technology Occupations | Computer Systems Analyst I                      | NaN         | see<br>1    |
| 14102       | Information Technology Occupations | Computer Systems Analyst II                     | NaN         | see<br>1    |
| 14103       | Information Technology Occupations | Computer Systems Analyst III                    | NaN         | see<br>1    |
| 14150       | Information Technology Occupations | Peripheral Equipment Operator                   | 20.04       |             |
| 14160       | Information Technology Occupations | Personal Computer Support Technician            | 27.77       |             |
| 14170       | Information Technology Occupations | System Support Specialist                       | 33.13       |             |
| 15010       | Instructional Occupations          | Aircrew Training Devices Instructor             | 33.71       |             |
| 15020       | Instructional Occupations          | Aircrew Training Devices Instructor             | 40.78       |             |
| 15030       | Instructional Occupations          | Air Crew Training Devices Instructor            | 48.88       |             |
| 15050       | Instructional Occupations          | Computer Based Training Specialist / Instructor | 33.71       |             |
| 15060       | Instructional Occupations          | Educational Technologist                        | 33.12       |             |
| 15070       | Instructional Occupations          | Flight Instructor                               | 48.88       |             |
| 15080       | Instructional Occupations          | Graphic Artist                                  | 26.13       |             |
| 15085       | Instructional Occupations          | Maintenance Test Pilot, Fixed, Jet/Prop         | 48.88       |             |
| 15086       | Instructional Occupations          | Maintenance Test Pilot, Rotary Wing             | 48.88       |             |
| 15088       | Instructional Occupations          | Non-Maintenance Test/Co-Pilot                   | 48.88       |             |
| 15090       | Instructional Occupations          | Technical Instructor                            | 26.07       |             |
| 15095       | Instructional Occupations          | Technical Instructor/Course Developer           | 31.89       |             |
| 15110       | Instructional Occupations          | Test Proctor                                    | 21.04       |             |
| 15120       | Instructional Occupations          | Tutor   | 21.04       |             |

| <b>Code</b> | <b>Category</b>   | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|---|--|-------------|-------------|
| 16010       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Assembler                                  | 16.41       | ***         |
| 16030       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Counter Attendant                          | 16.41       | ***         |
| 16040       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Dry Cleaner                                | 18.75       |             |
| 16070       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Finisher, Flatwork, Machine                | 16.41       | ***         |
| 16090       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Hand                              | 16.41       | ***         |
| 16110       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Drycleaning              | 16.41       | ***         |
| 16130       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Shirts                   | 16.41       | ***         |
| 16160       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Wearing Apparel, Laundry | 16.41       | ***         |
| 16190       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Sewing Machine Operator                    | 19.53       |             |
| 16220       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Tailor                                     | 20.31       |             |
| 16250       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Washer, Machine                            | 17.19       | ***         |
| 19010       | Machine Tool Operation And Repair Occupations           | Machine-Tool Operator                      | 26.42       |             |
| 19040       | Machine Tool Operation And Repair Occupations           | Tool And Die Maker                         | 31.43       |             |
| 21020       | Materials Handling And Packing Occupations              | Forklift Operator                          | 21.29       |             |
| 21030       | Materials Handling And Packing Occupations              | Material Coordinator                       | 23.55       |             |
| 21040       | Materials Handling And Packing Occupations              | Material Expediter                         | 23.55       |             |
| 21050       | Materials Handling And Packing Occupations              | Material Handling Laborer                  | 17.55       |             |
| 21071       | Materials Handling And Packing Occupations              | Order Filler                               | 16.96       | ***         |
| 21080       | Materials Handling And Packing Occupations              | Production Line Worker                     | 21.29       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                                   | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 21110       | Materials Handling And Packing Occupations       | Shipping Packer                                | 21.57       |             |
| 21130       | Materials Handling And Packing Occupations       | Shipping/Receiving Clerk                       | 21.57       |             |
| 21140       | Materials Handling And Packing Occupations       | Store Worker I                                 | 16.01       | ***         |
| 21150       | Materials Handling And Packing Occupations       | Stock Clerk                                    | 19.38       |             |
| 21210       | Materials Handling And Packing Occupations       | Tools And Parts Attendant                      | 21.29       |             |
| 21410       | Materials Handling And Packing Occupations       | Warehouse Specialist                           | 21.29       |             |
| 23010       | Mechanics And Maintenance And Repair Occupations | Aerospace Structural Welder                    | 29.03       |             |
| 23019       | Mechanics And Maintenance And Repair Occupations | Aircraft Logs and Records Technician           | 23.87       |             |
| 23021       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic I                            | 27.72       |             |
| 23022       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic II                           | 29.03       |             |
| 23023       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic III                          | 30.22       |             |
| 23040       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic Helper                       | 21.51       |             |
| 23050       | Mechanics And Maintenance And Repair Occupations | Aircraft, Painter                              | 26.42       |             |
| 23060       | Mechanics And Maintenance And Repair Occupations | Aircraft Servicer                              | 23.87       |             |
| 23070       | Mechanics And Maintenance And Repair Occupations | Aircraft Survival Flight Equipment Technician  | 26.42       |             |
| 23080       | Mechanics And Maintenance And Repair Occupations | Aircraft Worker                                | 25.16       |             |
| 23091       | Mechanics And Maintenance And Repair Occupations | Aircrew Life Support Equipment (ALSE) Mechanic | 25.16       |             |
| 23092       | Mechanics And Maintenance And Repair Occupations | Aircrew Life Support Equipment (ALSE) Mechanic | 27.72       |             |
| 23110       | Mechanics And Maintenance And Repair Occupations | Appliance Mechanic                             | 26.42       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                           | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 23120       | Mechanics And Maintenance And Repair Occupations | Bicycle Repairer                       | 22.69       |             |
| 23125       | Mechanics And Maintenance And Repair Occupations | Cable Splicer                          | 47.59       |             |
| 23130       | Mechanics And Maintenance And Repair Occupations | Carpenter, Maintenance                 | 26.33       |             |
| 23140       | Mechanics And Maintenance And Repair Occupations | Carpet Layer                           | 25.16       |             |
| 23160       | Mechanics And Maintenance And Repair Occupations | Electrician, Maintenance               | 24.46       |             |
| 23181       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance I   | 25.22       |             |
| 23182       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance II  | 26.49       |             |
| 23183       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance III | 27.79       |             |
| 23260       | Mechanics And Maintenance And Repair Occupations | Fabric Worker                          | 23.87       |             |
| 23290       | Mechanics And Maintenance And Repair Occupations | Fire Alarm System Mechanic             | 27.72       |             |
| 23310       | Mechanics And Maintenance And Repair Occupations | Fire Extinguisher Repairer             | 22.69       |             |
| 23311       | Mechanics And Maintenance And Repair Occupations | Fuel Distribution System Mechanic      | 27.72       |             |
| 23312       | Mechanics And Maintenance And Repair Occupations | Fuel Distribution System Operator      | 22.69       |             |
| 23370       | Mechanics And Maintenance And Repair Occupations | General Maintenance Worker             | 23.47       |             |
| 23380       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Mechanic      | 27.72       |             |
| 23381       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Servicer      | 23.87       |             |
| 23382       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Worker        | 25.16       |             |
| 23391       | Mechanics And Maintenance And Repair Occupations | Gunsmith I                             | 22.69       |             |
| 23392       | Mechanics And Maintenance And Repair Occupations | Gunsmith II                            | 25.16       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 23393       | Mechanics And Maintenance And Repair Occupations | Gunsmith III                              | 27.72       |             |
| 23410       | Mechanics And Maintenance And Repair Occupations | Heating, Ventilation And Air-Conditioning | 26.06       |             |
| 23411       | Mechanics And Maintenance And Repair Occupations | Heating, Ventilation And Air Contidioning | 27.29       |             |
| 23430       | Mechanics And Maintenance And Repair Occupations | Heavy Equipment Mechanic                  | 25.76       |             |
| 23440       | Mechanics And Maintenance And Repair Occupations | Heavy Equipment Operator                  | 25.87       |             |
| 23460       | Mechanics And Maintenance And Repair Occupations | Instrument Mechanic                       | 27.72       |             |
| 23465       | Mechanics And Maintenance And Repair Occupations | Laboratory/Shelter Mechanic               | 26.42       |             |
| 23470       | Mechanics And Maintenance And Repair Occupations | Laborer                                   | 17.55       |             |
| 23510       | Mechanics And Maintenance And Repair Occupations | Locksmith                                 | 26.42       |             |
| 23530       | Mechanics And Maintenance And Repair Occupations | Machinery Maintenance Mechanic            | 27.57       |             |
| 23550       | Mechanics And Maintenance And Repair Occupations | Machinist, Maintenance                    | 26.04       |             |
| 23580       | Mechanics And Maintenance And Repair Occupations | Maintenance Trades Helper                 | 20.30       |             |
| 23591       | Mechanics And Maintenance And Repair Occupations | Metrology Technician I                    | 27.72       |             |
| 23592       | Mechanics And Maintenance And Repair Occupations | Metrology Technician II                   | 29.03       |             |
| 23593       | Mechanics And Maintenance And Repair Occupations | Metrology Technician III                  | 30.22       |             |
| 23640       | Mechanics And Maintenance And Repair Occupations | Millwright                                | 27.72       |             |
| 23710       | Mechanics And Maintenance And Repair Occupations | Office Appliance Repairer                 | 26.42       |             |
| 23760       | Mechanics And Maintenance And Repair Occupations | Painter, Maintenance                      | 24.09       |             |
| 23790       | Mechanics And Maintenance And Repair Occupations | Pipefitter, Maintenance                   | 26.55       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                          | <b>Rate</b> | <b>Note</b> |
|-------------|--|---------------------------------------|-------------|-------------|
| 23810       | Mechanics And Maintenance And Repair Occupations | Plumber, Maintenance                  | 25.31       |             |
| 23820       | Mechanics And Maintenance And Repair Occupations | Pneudraulic Systems Mechanic          | 27.72       |             |
| 23850       | Mechanics And Maintenance And Repair Occupations | Rigger                                | 27.72       |             |
| 23870       | Mechanics And Maintenance And Repair Occupations | Scale Mechanic                        | 25.16       |             |
| 23890       | Mechanics And Maintenance And Repair Occupations | Sheet-Metal Worker, Maintenance       | 27.72       |             |
| 23910       | Mechanics And Maintenance And Repair Occupations | Small Engine Mechanic                 | 23.74       |             |
| 23931       | Mechanics And Maintenance And Repair Occupations | Telecommunications Mechanic I         | 32.46       |             |
| 23932       | Mechanics And Maintenance And Repair Occupations | Telecommunications Mechanic II        | 34.00       |             |
| 23950       | Mechanics And Maintenance And Repair Occupations | Telephone Lineman                     | 37.87       |             |
| 23960       | Mechanics And Maintenance And Repair Occupations | Welder, Combination, Maintenance      | 23.13       |             |
| 23965       | Mechanics And Maintenance And Repair Occupations | Well Driller                          | 29.22       |             |
| 23970       | Mechanics And Maintenance And Repair Occupations | Woodcraft Worker                      | 27.72       |             |
| 23980       | Mechanics And Maintenance And Repair Occupations | Woodworker                            | 22.69       |             |
| 24550       | Personal Needs Occupations                       | Case Manager                          | 19.04       |             |
| 24570       | Personal Needs Occupations                       | Child Care Attendant                  | 16.86       | ***         |
| 24580       | Personal Needs Occupations                       | Child Care Center Clerk               | 21.02       |             |
| 24610       | Personal Needs Occupations                       | Chore Aide                            | 17.58       |             |
| 24620       | Personal Needs Occupations                       | Family Readiness And Support Services | 19.04       |             |
| 24630       | Personal Needs Occupations                       | Homemaker                             | 19.04       |             |
| 25010       | Plant And System Operations Occupations          | Boiler Tender                         | 29.87       |             |
| 25040       | Plant And System Operations Occupations          | Sewage Plant Operator                 | 28.48       |             |

| <b>Code</b> | <b>Category</b>                                | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 25070       | Plant And System Operations Occupations        | Stationary Engineer                       | 29.87       |             |
| 25190       | Plant And System Operations Occupations        | Ventilation Equipment Tender              | 23.18       |             |
| 25210       | Plant And System Operations Occupations        | Water Treatment Plant Operator            | 28.48       |             |
| 27004       | Protective Service Occupations                 | Alarm Monitor                             | 22.78       |             |
| 27007       | Protective Service Occupations                 | Baggage Inspector                         | 18.49       |             |
| 27008       | Protective Service Occupations                 | Corrections Officer                       | 24.66       |             |
| 27010       | Protective Service Occupations                 | Court Security Officer                    | 24.66       |             |
| 27030       | Protective Service Occupations                 | Detection Dog Handler                     | 20.68       |             |
| 27040       | Protective Service Occupations                 | Detention Officer                         | 24.66       |             |
| 27070       | Protective Service Occupations                 | Firefighter                               | 24.66       |             |
| 27101       | Protective Service Occupations                 | Guard I                                   | 18.49       |             |
| 27102       | Protective Service Occupations                 | Guard II                                  | 20.68       |             |
| 27131       | Protective Service Occupations                 | Police Officer I                          | 27.70       |             |
| 27132       | Protective Service Occupations                 | Police Officer II                         | 30.78       |             |
| 28041       | Recreation Occupations                         | Carnival Equipment Operator               | 18.12       |             |
| 28042       | Recreation Occupations                         | Carnival Equipment Repairer               | 19.12       |             |
| 28043       | Recreation Occupations                         | Carnival Worker                           | 15.15       | ***         |
| 28210       | Recreation Occupations                         | Gate Attendant/Gate Tender                | 19.59       |             |
| 28310       | Recreation Occupations                         | Lifeguard                                 | 15.83       | ***         |
| 28350       | Recreation Occupations                         | Park Attendant                            | 21.92       |             |
| 28510       | Recreation Occupations                         | Recreation Aide/Health Facility Attendant | 15.99       | ***         |
| 28515       | Recreation Occupations                         | Recreation Specialist                     | 27.15       |             |
| 28630       | Recreation Occupations                         | Sports Official                           | 17.45       |             |
| 28690       | Recreation Occupations                         | Swimming Pool Operator                    | 21.20       |             |
| 29010       | Stevedoring/Longshoremen Occupational Services | Blocker And Bracer                        | 25.22       |             |
| 29020       | Stevedoring/Longshoremen Occupational Services | Hatch Tender                              | 25.22       |             |
| 29030       | Stevedoring/Longshoremen Occupational Services | Line Handler                              | 25.22       |             |
| 29041       | Stevedoring/Longshoremen Occupational Services | Stevedore I                               | 23.93       |             |

| <b>Code</b> | <b>Category</b>                                | <b>Title</b>                             | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 29042       | Stevedoring/Longshoremen Occupational Services | Stevedore II                             | 26.49       |             |
| 30010       | Technical Occupations                          | Air Traffic Control Specialist, Center   | 48.10       | see 2       |
| 30011       | Technical Occupations                          | Air Traffic Control Specialist, Station  | 33.18       | see 2       |
| 30012       | Technical Occupations                          | Air Traffic Control Specialist, Terminal | 36.53       | see 2       |
| 30021       | Technical Occupations                          | Archeological Technician I               | 18.73       |             |
| 30022       | Technical Occupations                          | Archeological Technician II              | 21.85       |             |
| 30023       | Technical Occupations                          | Archeological Technician III             | 23.18       |             |
| 30030       | Technical Occupations                          | Cartographic Technician                  | 26.50       |             |
| 30040       | Technical Occupations                          | Civil Engineering Technician             | 29.34       |             |
| 30051       | Technical Occupations                          | Cryogenic Technician I                   | 25.69       |             |
| 30052       | Technical Occupations                          | Cryogenic Technician II                  | 28.37       |             |
| 30061       | Technical Occupations                          | Drafter/CAD Operator I                   | 18.73       |             |
| 30062       | Technical Occupations                          | Drafter/CAD Operator II                  | 21.85       |             |
| 30063       | Technical Occupations                          | Drafter/CAD Operator III                 | 24.37       |             |
| 30064       | Technical Occupations                          | Drafter/CAD Operator IV                  | 27.75       |             |
| 30081       | Technical Occupations                          | Engineering Technician I                 | 15.11       | ***         |
| 30082       | Technical Occupations                          | Engineering Technician II                | 16.95       | ***         |
| 30083       | Technical Occupations                          | Engineering Technician III               | 18.96       |             |
| 30084       | Technical Occupations                          | Engineering Technician IV                | 23.50       |             |
| 30085       | Technical Occupations                          | Engineering Technician V                 | 28.75       |             |
| 30086       | Technical Occupations                          | Engineering Technician VI                | 34.78       |             |
| 30090       | Technical Occupations                          | Environmental Technician                 | 23.20       |             |
| 30095       | Technical Occupations                          | Evidence Control Specialist              | 23.20       |             |
| 30210       | Technical Occupations                          | Laboratory Technician                    | 20.88       |             |
| 30221       | Technical Occupations                          | Latent Fingerprint Technician I          | 25.69       |             |
| 30222       | Technical Occupations                          | Latent Fingerprint Technician II         | 28.37       |             |
| 30240       | Technical Occupations                          | Mathematical Technician                  | 25.23       |             |
| 30361       | Technical Occupations                          | Paralegal/Legal Assistant I              | 20.94       |             |
| 30362       | Technical Occupations                          | Paralegal/Legal Assistant II             | 26.83       |             |
| 30363       | Technical Occupations                          | Paralegal/Legal Assistant III            | 31.83       |             |
| 30364       | Technical Occupations                          | Paralegal/Legal Assistant IV             | 39.70       |             |

| <b>Code</b> | <b>Category</b>                                       | <b>Title</b>                             | <b>Rate</b> | <b>Note</b> |
|-------------|---|--|-------------|-------------|
| 30375       | Technical Occupations                                 | Petroleum Supply Specialist              | 28.37       |             |
| 30390       | Technical Occupations                                 | Photo-Optics Technician                  | 27.08       |             |
| 30395       | Technical Occupations                                 | Radiation Control Technician             | 28.37       |             |
| 30461       | Technical Occupations                                 | Technical Writer I                       | 23.20       |             |
| 30462       | Technical Occupations                                 | Technical Writer II                      | 28.37       |             |
| 30463       | Technical Occupations                                 | Technical Writer III                     | 34.33       |             |
| 30491       | Technical Occupations                                 | Unexploded Ordnance (UXO) Technician I   | 30.57       |             |
| 30492       | Technical Occupations                                 | Unexploded Ordnance (UXO) Technician II  | 36.99       |             |
| 30493       | Technical Occupations                                 | Unexploded Ordnance (UXO) Technician III | 44.34       |             |
| 30494       | Technical Occupations                                 | Unexploded (UXO) Safety Escort           | 30.57       |             |
| 30495       | Technical Occupations                                 | Unexploded (UXO) Sweep Personnel         | 30.57       |             |
| 30501       | Technical Occupations                                 | Weather Forecaster I                     | 27.75       |             |
| 30502       | Technical Occupations                                 | Weather Forecaster II                    | 33.76       |             |
| 30620       | Technical Occupations                                 | Weather Observer, Combined Upper Air Or  | 24.37       | see 2       |
| 30621       | Technical Occupations                                 | Weather Observer, Senior                 | 26.53       | see 2       |
| 31010       | Transportation/Mobile Equipment Operation Occupations | Airplane Pilot                           | 36.99       |             |
| 31020       | Transportation/Mobile Equipment Operation Occupations | Bus Aide                                 | 15.07       | ***         |
| 31030       | Transportation/Mobile Equipment Operation Occupations | Bus Driver                               | 18.76       |             |
| 31043       | Transportation/Mobile Equipment Operation Occupations | Driver Courier                           | 16.78       | ***         |
| 31260       | Transportation/Mobile Equipment Operation Occupations | Parking and Lot Attendant                | 15.19       | ***         |
| 31290       | Transportation/Mobile Equipment Operation Occupations | Shuttle Bus Driver                       | 16.82       | ***         |
| 31310       | Transportation/Mobile Equipment Operation Occupations | Taxi Driver                              | 16.66       | ***         |
| 31361       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Light                       | 17.71       |             |

| <b>Code</b> | <b>Category</b>                                       | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|---|---------------------------------|-------------|-------------|
| 31362       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Medium             | 18.63       |             |
| 31363       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Heavy              | 23.89       |             |
| 31364       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Tractor-Trailer    | 23.89       |             |
| 99020       | Miscellaneous Occupations                             | Cabin Safety Specialist         | 18.03       |             |
| 99030       | Miscellaneous Occupations                             | Cashier                         | 14.47       | ***         |
| 99050       | Miscellaneous Occupations                             | Desk Clerk                      | 17.30       |             |
| 99095       | Miscellaneous Occupations                             | Embalmer                        | 30.57       |             |
| 99130       | Miscellaneous Occupations                             | Flight Follower                 | 30.57       |             |
| 99251       | Miscellaneous Occupations                             | Laboratory Animal Caretaker I   | 18.17       |             |
| 99252       | Miscellaneous Occupations                             | Laboratory Animal Caretaker II  | 19.28       |             |
| 99260       | Miscellaneous Occupations                             | Marketing Analyst               | 31.59       |             |
| 99310       | Miscellaneous Occupations                             | Mortician                       | 30.57       |             |
| 99410       | Miscellaneous Occupations                             | Pest Controller                 | 22.74       |             |
| 99510       | Miscellaneous Occupations                             | Photofinishing Worker           | 16.07       | ***         |
| 99710       | Miscellaneous Occupations                             | Recycling Laborer               | 20.16       |             |
| 99711       | Miscellaneous Occupations                             | Recycling Specialist            | 22.86       |             |
| 99730       | Miscellaneous Occupations                             | Refuse Collector                | 18.91       |             |
| 99810       | Miscellaneous Occupations                             | Sales Clerk                     | 17.49       |             |
| 99820       | Miscellaneous Occupations                             | School Crossing Guard           | 17.28       |             |
| 99830       | Miscellaneous Occupations                             | Survey Party Chief              | 23.57       |             |
| 99831       | Miscellaneous Occupations                             | Surveying Aide                  | 15.60       | ***         |
| 99832       | Miscellaneous Occupations                             | Surveying Technician            | 21.42       |             |
| 99840       | Miscellaneous Occupations                             | Vending Machine Attendant       | 20.49       |             |
| 99841       | Miscellaneous Occupations                             | Vending Machine Repairer        | 23.97       |             |
| 99842       | Miscellaneous Occupations                             | Vending Machine Repairer Helper | 20.49       |             |

## Footer

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.20 per hour) or 13658 (\$12.90 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. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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: \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 per month\*

\*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, 4 after 15 years, and 5 after 25 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans'

Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESSES 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)).

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## **Wage Determination No. : 2015-4143**

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 28

Date Of Last Revision : 07/22/2024

Source : [Source Website](#)

**Header**

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2024.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.90 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 2024.

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: New York

Area: New York Counties of Albany, Rensselaer, Saratoga, Schenectady, Schoharie

\*\*Fringe Benefits Required Follow the Occupational Listing\*\*

### Wage Determination Table

| Code  | Category  | Title                              | Rate  | Note |
|-------|---|------------------------------------|-------|------|
| 01011 | Administrative Support And Clerical Occupations | Accounting Clerk I                 | 18.85 |      |
| 01012 | Administrative Support And Clerical Occupations | Accounting Clerk II                | 21.15 |      |
| 01013 | Administrative Support And Clerical Occupations | Accounting Clerk III               | 23.66 |      |
| 01020 | Administrative Support And Clerical Occupations | Administrative Assistant           | 33.22 |      |
| 01035 | Administrative Support And Clerical Occupations | Court Reporter                     | 24.28 |      |
| 01041 | Administrative Support And Clerical Occupations | Customer Service Representative I  | 16.74 | ***  |
| 01042 | Administrative Support And Clerical Occupations | Customer Service Representative II | 18.27 |      |

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------------|-------------|-------------|
| 01043       | Administrative Support And Clerical Occupations | Customer Service Representative III  | 20.50       |             |
| 01051       | Administrative Support And Clerical Occupations | Data Entry Operator I                | 16.94       | ***         |
| 01052       | Administrative Support And Clerical Occupations | Data Entry Operator II               | 18.48       |             |
| 01060       | Administrative Support And Clerical Occupations | Dispatcher, Motor Vehicle            | 22.55       |             |
| 01070       | Administrative Support And Clerical Occupations | Document Preparation Clerk           | 18.34       |             |
| 01090       | Administrative Support And Clerical Occupations | Duplicating Machine Operator         | 18.34       |             |
| 01111       | Administrative Support And Clerical Occupations | General Clerk I                      | 16.71       | ***         |
| 01112       | Administrative Support And Clerical Occupations | General Clerk II                     | 18.23       |             |
| 01113       | Administrative Support And Clerical Occupations | General Clerk III                    | 20.47       |             |
| 01120       | Administrative Support And Clerical Occupations | Housing Referral Assistant           | 22.82       |             |
| 01141       | Administrative Support And Clerical Occupations | Messenger Courier                    | 18.01       |             |
| 01191       | Administrative Support And Clerical Occupations | Order Clerk I                        | 19.04       |             |
| 01192       | Administrative Support And Clerical Occupations | Order Clerk II                       | 20.78       |             |
| 01261       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) I   | 19.93       |             |
| 01262       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) II  | 22.29       |             |
| 01263       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) III | 24.86       |             |
| 01270       | Administrative Support And Clerical Occupations | Production Control Clerk             | 23.95       |             |
| 01290       | Administrative Support And Clerical Occupations | Rental Clerk                         | 18.32       |             |
| 01300       | Administrative Support And Clerical Occupations | Scheduler, Maintenance               | 18.29       |             |

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------------|-------------|-------------|
| 01311       | Administrative Support And Clerical Occupations | Secretary I                          | 18.29       |             |
| 01312       | Administrative Support And Clerical Occupations | Secretary II                         | 20.46       |             |
| 01313       | Administrative Support And Clerical Occupations | Secretary III                        | 22.82       |             |
| 01320       | Administrative Support And Clerical Occupations | Service Order Dispatcher             | 20.16       |             |
| 01410       | Administrative Support And Clerical Occupations | Supply Technician                    | 33.22       |             |
| 01420       | Administrative Support And Clerical Occupations | Survey Worker                        | 18.92       |             |
| 01460       | Administrative Support And Clerical Occupations | Switchboard Operator/Receptionist    | 18.04       |             |
| 01531       | Administrative Support And Clerical Occupations | Travel Clerk I                       | 17.54       |             |
| 01532       | Administrative Support And Clerical Occupations | Travel Clerk II                      | 19.69       |             |
| 01533       | Administrative Support And Clerical Occupations | Travel Clerk III                     | 21.73       |             |
| 01611       | Administrative Support And Clerical Occupations | Word Processor I                     | 16.08       | ***         |
| 01612       | Administrative Support And Clerical Occupations | Word Processor II                    | 18.04       |             |
| 01613       | Administrative Support And Clerical Occupations | Word Processor III                   | 20.18       |             |
| 05005       | Automotive Service Occupations                  | Automobile Body Repairer, Fiberglass | 23.94       |             |
| 05010       | Automotive Service Occupations                  | Automotive Electrician               | 22.56       |             |
| 05040       | Automotive Service Occupations                  | Automotive Glass Installer           | 21.18       |             |
| 05070       | Automotive Service Occupations                  | Automotive Worker                    | 21.18       |             |
| 05110       | Automotive Service Occupations                  | Mobile Equipment Servicer            | 18.52       |             |
| 05130       | Automotive Service Occupations                  | Motor Equipment Metal Mechanic       | 23.77       |             |
| 05160       | Automotive Service Occupations                  | Motor Equipment Metal Worker         | 21.18       |             |
| 05190       | Automotive Service Occupations                  | Motor Vehicle Mechanic               | 23.77       |             |
| 05220       | Automotive Service Occupations                  | Motor Vehicle Mechanic Helper        | 17.07       | ***         |
| 05250       | Automotive Service Occupations                  | Motor Vehicle Upholstery Worker      | 19.97       |             |

| <b>Code</b> | <b>Category</b>                              | <b>Title</b>                   | <b>Rate</b> | <b>Note</b> |
|-------------|--|--------------------------------|-------------|-------------|
| 05280       | Automotive Service Occupations               | Motor Vehicle Wrecker          | 21.18       |             |
| 05310       | Automotive Service Occupations               | Painter, Automotive            | 22.56       |             |
| 05340       | Automotive Service Occupations               | Radiator Repair Specialist     | 21.18       |             |
| 05370       | Automotive Service Occupations               | Tire Repairer                  | 19.16       |             |
| 05400       | Automotive Service Occupations               | Transmission Repair Specialist | 23.77       |             |
| 07010       | Food Preparation And Service Occupations     | Baker                          | 17.34       |             |
| 07041       | Food Preparation And Service Occupations     | Cook I                         | 18.31       |             |
| 07042       | Food Preparation And Service Occupations     | Cook II                        | 20.95       |             |
| 07070       | Food Preparation And Service Occupations     | Dishwasher                     | 14.69       | ***         |
| 07130       | Food Preparation And Service Occupations     | Food Service Worker            | 16.15       | ***         |
| 07210       | Food Preparation And Service Occupations     | Meat Cutter                    | 19.19       |             |
| 07260       | Food Preparation And Service Occupations     | Waiter/Waitress                | 17.68       |             |
| 09010       | Furniture Maintenance And Repair Occupations | Electrostatic Spray Painter    | 20.46       |             |
| 09040       | Furniture Maintenance And Repair Occupations | Furniture Handler              | 13.60       | ***         |
| 09080       | Furniture Maintenance And Repair Occupations | Furniture Refinisher           | 21.74       |             |
| 09090       | Furniture Maintenance And Repair Occupations | Furniture Refinisher Helper    | 16.45       | ***         |
| 09110       | Furniture Maintenance And Repair Occupations | Furniture Repairer, Minor      | 19.25       |             |
| 09130       | Furniture Maintenance And Repair Occupations | Upholsterer                    | 20.01       |             |
| 11030       | General Services And Support Occupations     | Cleaner, Vehicles              | 16.70       | ***         |
| 11060       | General Services And Support Occupations     | Elevator Operator              | 16.70       | ***         |
| 11090       | General Services And Support Occupations     | Gardener                       | 24.63       |             |

| <b>Code</b> | <b>Category</b>                          | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 11122       | General Services And Support Occupations | Housekeeping Aide                          | 16.85       | ***         |
| 11150       | General Services And Support Occupations | Janitor                                    | 16.85       | ***         |
| 11210       | General Services And Support Occupations | Laborer, Grounds Maintenance               | 18.78       |             |
| 11240       | General Services And Support Occupations | Maid or Houseman                           | 16.32       | ***         |
| 11260       | General Services And Support Occupations | Pruner                                     | 16.83       | ***         |
| 11270       | General Services And Support Occupations | Tractor Operator                           | 22.71       |             |
| 11330       | General Services And Support Occupations | Trail Maintenance Worker                   | 18.78       |             |
| 11360       | General Services And Support Occupations | Window Cleaner                             | 18.81       |             |
| 12010       | Health Occupations                       | Ambulance Driver                           | 21.79       |             |
| 12011       | Health Occupations                       | Breath Alcohol Technician                  | 23.06       |             |
| 12012       | Health Occupations                       | Certified Occupational Therapist Assistant | 27.81       |             |
| 12015       | Health Occupations                       | Certified Physical Therapist Assistant     | 27.33       |             |
| 12020       | Health Occupations                       | Dental Assistant                           | 23.45       |             |
| 12025       | Health Occupations                       | Dental Hygienist                           | 40.26       |             |
| 12030       | Health Occupations                       | EKG Technician                             | 30.97       |             |
| 12035       | Health Occupations                       | Electroneurodiagnostic Technologist        | 30.97       |             |
| 12040       | Health Occupations                       | Emergency Medical Technician               | 21.79       |             |
| 12071       | Health Occupations                       | Licensed Practical Nurse I                 | 20.62       |             |
| 12072       | Health Occupations                       | Licensed Practical Nurse II                | 23.06       |             |
| 12073       | Health Occupations                       | Licensed Practical Nurse III               | 25.72       |             |
| 12100       | Health Occupations                       | Medical Assistant                          | 19.39       |             |
| 12130       | Health Occupations                       | Medical Laboratory Technician              | 33.79       |             |
| 12160       | Health Occupations                       | Medical Record Clerk                       | 22.43       |             |
| 12190       | Health Occupations                       | Medical Record Technician                  | 25.09       |             |
| 12195       | Health Occupations                       | Medical Transcriptionist                   | 21.69       |             |

| <b>Code</b> | <b>Category</b>                  | <b>Title</b>                           | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------|--|-------------|-------------|
| 12210       | Health Occupations               | Nuclear Medicine Technologist          | 48.45       |             |
| 12221       | Health Occupations               | Nursing Assistant I                    | 13.51       | ***         |
| 12222       | Health Occupations               | Nursing Assistant II                   | 15.20       | ***         |
| 12223       | Health Occupations               | Nursing Assistant III                  | 16.58       | ***         |
| 12224       | Health Occupations               | Nursing Assistant IV                   | 18.61       |             |
| 12235       | Health Occupations               | Optical Dispenser                      | 28.66       |             |
| 12236       | Health Occupations               | Optical Technician                     | 20.45       |             |
| 12250       | Health Occupations               | Pharmacy Technician                    | 17.74       |             |
| 12280       | Health Occupations               | Phlebotomist                           | 20.02       |             |
| 12305       | Health Occupations               | Radiologic Technologist                | 35.87       |             |
| 12311       | Health Occupations               | Registered Nurse I                     | 27.66       |             |
| 12312       | Health Occupations               | Registered Nurse II                    | 33.83       |             |
| 12313       | Health Occupations               | Registered Nurse II, Specialist        | 33.83       |             |
| 12314       | Health Occupations               | Registered Nurse III                   | 40.93       |             |
| 12315       | Health Occupations               | Registered Nurse III, Anesthetist      | 40.93       |             |
| 12316       | Health Occupations               | Registered Nurse IV                    | 49.06       |             |
| 12317       | Health Occupations               | Scheduler                              | 28.58       |             |
| 12320       | Health Occupations               | Substance Abuse Treatment Counselor    | 25.01       |             |
| 13011       | Information And Arts Occupations | Exhibits Specialist I                  | 24.22       |             |
| 13012       | Information And Arts Occupations | Exhibits Specialist II                 | 30.02       |             |
| 13013       | Information And Arts Occupations | Exhibits Specialist III                | 36.72       |             |
| 13041       | Information And Arts Occupations | Illustrator I                          | 24.22       |             |
| 13042       | Information And Arts Occupations | Illustrator II                         | 30.02       |             |
| 13043       | Information And Arts Occupations | Illustrator III                        | 36.72       |             |
| 13047       | Information And Arts Occupations | Librarian                              | 33.24       |             |
| 13050       | Information And Arts Occupations | Library Aide/Clerk                     | 17.12       | ***         |
| 13054       | Information And Arts Occupations | Library Information Technology Systems | 30.02       |             |
| 13058       | Information And Arts Occupations | Library Technician                     | 19.34       |             |
| 13061       | Information And Arts Occupations | Media Specialist I                     | 21.66       |             |
| 13062       | Information And Arts Occupations | Media Specialist II                    | 24.22       |             |
| 13063       | Information And Arts Occupations | Media Specialist III                   | 27.02       |             |
| 13071       | Information And Arts Occupations | Photographer I                         | 19.36       |             |

| <b>Code</b> | <b>Category</b>                    | <b>Title</b>                                    | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------|---|-------------|-------------|
| 13072       | Information And Arts Occupations   | Photographer II                                 | 21.65       |             |
| 13073       | Information And Arts Occupations   | Photographer III                                | 26.83       |             |
| 13074       | Information And Arts Occupations   | Photographer IV                                 | 32.82       |             |
| 13075       | Information And Arts Occupations   | Photographer V                                  | 39.70       |             |
| 13090       | Information And Arts Occupations   | Technical Order Library Clerk                   | 21.49       |             |
| 13110       | Information And Arts Occupations   | Video Teleconference Technician                 | 26.86       |             |
| 14041       | Information Technology Occupations | Computer Operator I                             | 21.44       |             |
| 14042       | Information Technology Occupations | Computer Operator II                            | 23.98       |             |
| 14043       | Information Technology Occupations | Computer Operator III                           | 26.75       |             |
| 14044       | Information Technology Occupations | Computer Operator IV                            | 29.72       |             |
| 14045       | Information Technology Occupations | Computer Operator V                             | 32.91       |             |
| 14071       | Information Technology Occupations | Computer Programmer I                           | 22.83       | see<br>1    |
| 14072       | Information Technology Occupations | Computer Programmer II                          | NaN         | see<br>1    |
| 14073       | Information Technology Occupations | Computer Programmer III                         | NaN         | see<br>1    |
| 14074       | Information Technology Occupations | Computer Programmer IV                          | NaN         | see<br>1    |
| 14101       | Information Technology Occupations | Computer Systems Analyst I                      | NaN         | see<br>1    |
| 14102       | Information Technology Occupations | Computer Systems Analyst II                     | NaN         | see<br>1    |
| 14103       | Information Technology Occupations | Computer Systems Analyst III                    | NaN         | see<br>1    |
| 14150       | Information Technology Occupations | Peripheral Equipment Operator                   | 21.44       |             |
| 14160       | Information Technology Occupations | Personal Computer Support Technician            | 29.72       |             |
| 14170       | Information Technology Occupations | System Support Specialist                       | 32.91       |             |
| 15010       | Instructional Occupations          | Aircrew Training Devices Instructor             | 34.78       |             |
| 15020       | Instructional Occupations          | Aircrew Training Devices Instructor             | 42.07       |             |
| 15030       | Instructional Occupations          | Air Crew Training Devices Instructor            | 50.42       |             |
| 15050       | Instructional Occupations          | Computer Based Training Specialist / Instructor | 34.78       |             |

| <b>Code</b> | <b>Category</b>   | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|---|--|-------------|-------------|
| 15060       | Instructional Occupations                               | Educational Technologist                   | 37.39       |             |
| 15070       | Instructional Occupations                               | Flight Instructor                          | 50.42       |             |
| 15080       | Instructional Occupations                               | Graphic Artist                             | 31.24       |             |
| 15085       | Instructional Occupations                               | Maintenance Test Pilot, Fixed, Jet/Prop    | 50.42       |             |
| 15086       | Instructional Occupations                               | Maintenance Test Pilot, Rotary Wing        | 50.42       |             |
| 15088       | Instructional Occupations                               | Non-Maintenance Test/Co-Pilot              | 50.42       |             |
| 15090       | Instructional Occupations                               | Technical Instructor                       | 28.80       |             |
| 15095       | Instructional Occupations                               | Technical Instructor/Course Developer      | 35.23       |             |
| 15110       | Instructional Occupations                               | Test Proctor                               | 23.24       |             |
| 15120       | Instructional Occupations                               | Tutor                                      | 23.24       |             |
| 16010       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Assembler                                  | 16.41       | ***         |
| 16030       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Counter Attendant                          | 16.41       | ***         |
| 16040       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Dry Cleaner                                | 18.75       |             |
| 16070       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Finisher, Flatwork, Machine                | 16.41       | ***         |
| 16090       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Hand                              | 16.41       | ***         |
| 16110       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Drycleaning              | 16.41       | ***         |
| 16130       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Shirts                   | 16.41       | ***         |
| 16160       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Wearing Apparel, Laundry | 16.41       | ***         |
| 16190       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Sewing Machine Operator                    | 19.53       |             |
| 16220       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Tailor                                     | 20.31       |             |
| 16250       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Washer, Machine                            | 17.19       | ***         |
| 19010       | Machine Tool Operation And Repair Occupations           | Machine-Tool Operator                      | 31.48       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|--|--------------------------------------|-------------|-------------|
| 19040       | Machine Tool Operation And Repair Occupations    | Tool And Die Maker                   | 36.79       |             |
| 21020       | Materials Handling And Packing Occupations       | Forklift Operator                    | 24.47       |             |
| 21030       | Materials Handling And Packing Occupations       | Material Coordinator                 | 23.95       |             |
| 21040       | Materials Handling And Packing Occupations       | Material Expediter                   | 23.95       |             |
| 21050       | Materials Handling And Packing Occupations       | Material Handling Laborer            | 19.45       |             |
| 21071       | Materials Handling And Packing Occupations       | Order Filler                         | 17.84       |             |
| 21080       | Materials Handling And Packing Occupations       | Production Line Worker               | 24.47       |             |
| 21110       | Materials Handling And Packing Occupations       | Shipping Packer                      | 20.34       |             |
| 21130       | Materials Handling And Packing Occupations       | Shipping/Receiving Clerk             | 20.34       |             |
| 21140       | Materials Handling And Packing Occupations       | Store Worker I                       | 15.63       | ***         |
| 21150       | Materials Handling And Packing Occupations       | Stock Clerk                          | 20.49       |             |
| 21210       | Materials Handling And Packing Occupations       | Tools And Parts Attendant            | 24.47       |             |
| 21410       | Materials Handling And Packing Occupations       | Warehouse Specialist                 | 24.47       |             |
| 23010       | Mechanics And Maintenance And Repair Occupations | Aerospace Structural Welder          | 36.58       |             |
| 23019       | Mechanics And Maintenance And Repair Occupations | Aircraft Logs and Records Technician | 29.70       |             |
| 23021       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic I                  | 35.35       |             |
| 23022       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic II                 | 36.58       |             |
| 23023       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic III                | 37.96       |             |
| 23040       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic Helper             | 25.39       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                                   | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 23050       | Mechanics And Maintenance And Repair Occupations | Aircraft, Painter                              | 33.55       |             |
| 23060       | Mechanics And Maintenance And Repair Occupations | Aircraft Servicer                              | 29.70       |             |
| 23070       | Mechanics And Maintenance And Repair Occupations | Aircraft Survival Flight Equipment Technician  | 33.55       |             |
| 23080       | Mechanics And Maintenance And Repair Occupations | Aircraft Worker                                | 31.50       |             |
| 23091       | Mechanics And Maintenance And Repair Occupations | Aircrew Life Support Equipment (ALSE) Mechanic | 31.50       |             |
| 23092       | Mechanics And Maintenance And Repair Occupations | Aircrew Life Support Equipment (ALSE) Mechanic | 35.35       |             |
| 23110       | Mechanics And Maintenance And Repair Occupations | Appliance Mechanic                             | 31.81       |             |
| 23120       | Mechanics And Maintenance And Repair Occupations | Bicycle Repairer                               | 26.67       |             |
| 23125       | Mechanics And Maintenance And Repair Occupations | Cable Splicer                                  | 54.58       |             |
| 23130       | Mechanics And Maintenance And Repair Occupations | Carpenter, Maintenance                         | 28.67       |             |
| 23140       | Mechanics And Maintenance And Repair Occupations | Carpet Layer                                   | 29.57       |             |
| 23160       | Mechanics And Maintenance And Repair Occupations | Electrician, Maintenance                       | 34.49       |             |
| 23181       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance I           | 29.11       |             |
| 23182       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance II          | 31.00       |             |
| 23183       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance III         | 32.66       |             |
| 23260       | Mechanics And Maintenance And Repair Occupations | Fabric Worker                                  | 28.77       |             |
| 23290       | Mechanics And Maintenance And Repair Occupations | Fire Alarm System Mechanic                     | 28.70       |             |
| 23310       | Mechanics And Maintenance And Repair Occupations | Fire Extinguisher Repairer                     | 26.67       |             |
| 23311       | Mechanics And Maintenance And Repair Occupations | Fuel Distribution System Mechanic              | 47.78       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 23312       | Mechanics And Maintenance And Repair Occupations | Fuel Distribution System Operator         | 37.23       |             |
| 23370       | Mechanics And Maintenance And Repair Occupations | General Maintenance Worker                | 22.75       |             |
| 23380       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Mechanic         | 35.35       |             |
| 23381       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Servicer         | 29.70       |             |
| 23382       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Worker           | 31.50       |             |
| 23391       | Mechanics And Maintenance And Repair Occupations | Gunsmith I                                | 26.67       |             |
| 23392       | Mechanics And Maintenance And Repair Occupations | Gunsmith II                               | 30.51       |             |
| 23393       | Mechanics And Maintenance And Repair Occupations | Gunsmith III                              | 34.24       |             |
| 23410       | Mechanics And Maintenance And Repair Occupations | Heating, Ventilation And Air-Conditioning | 29.68       |             |
| 23411       | Mechanics And Maintenance And Repair Occupations | Heating, Ventilation And Air Contidioning | 30.71       |             |
| 23430       | Mechanics And Maintenance And Repair Occupations | Heavy Equipment Mechanic                  | 31.13       |             |
| 23440       | Mechanics And Maintenance And Repair Occupations | Heavy Equipment Operator                  | 31.64       |             |
| 23460       | Mechanics And Maintenance And Repair Occupations | Instrument Mechanic                       | 35.71       |             |
| 23465       | Mechanics And Maintenance And Repair Occupations | Laboratory/Shelter Mechanic               | 32.50       |             |
| 23470       | Mechanics And Maintenance And Repair Occupations | Laborer                                   | 19.45       |             |
| 23510       | Mechanics And Maintenance And Repair Occupations | Locksmith                                 | 24.07       |             |
| 23530       | Mechanics And Maintenance And Repair Occupations | Machinery Maintenance Mechanic            | 31.43       |             |
| 23550       | Mechanics And Maintenance And Repair Occupations | Machinist, Maintenance                    | 30.93       |             |
| 23580       | Mechanics And Maintenance And Repair Occupations | Maintenance Trades Helper                 | 19.17       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                     | <b>Rate</b> | <b>Note</b> |
|-------------|--|----------------------------------|-------------|-------------|
| 23591       | Mechanics And Maintenance And Repair Occupations | Metrology Technician I           | 35.71       |             |
| 23592       | Mechanics And Maintenance And Repair Occupations | Metrology Technician II          | 36.94       |             |
| 23593       | Mechanics And Maintenance And Repair Occupations | Metrology Technician III         | 38.35       |             |
| 23640       | Mechanics And Maintenance And Repair Occupations | Millwright                       | 34.71       |             |
| 23710       | Mechanics And Maintenance And Repair Occupations | Office Appliance Repairer        | 23.24       |             |
| 23760       | Mechanics And Maintenance And Repair Occupations | Painter, Maintenance             | 23.88       |             |
| 23790       | Mechanics And Maintenance And Repair Occupations | Pipefitter, Maintenance          | 37.66       |             |
| 23810       | Mechanics And Maintenance And Repair Occupations | Plumber, Maintenance             | 35.73       |             |
| 23820       | Mechanics And Maintenance And Repair Occupations | Pneudraulic Systems Mechanic     | 34.24       |             |
| 23850       | Mechanics And Maintenance And Repair Occupations | Rigger                           | 34.24       |             |
| 23870       | Mechanics And Maintenance And Repair Occupations | Scale Mechanic                   | 30.51       |             |
| 23890       | Mechanics And Maintenance And Repair Occupations | Sheet-Metal Worker, Maintenance  | 32.30       |             |
| 23910       | Mechanics And Maintenance And Repair Occupations | Small Engine Mechanic            | 21.56       |             |
| 23931       | Mechanics And Maintenance And Repair Occupations | Telecommunications Mechanic I    | 37.05       |             |
| 23932       | Mechanics And Maintenance And Repair Occupations | Telecommunications Mechanic II   | 38.33       |             |
| 23950       | Mechanics And Maintenance And Repair Occupations | Telephone Lineman                | 39.29       |             |
| 23960       | Mechanics And Maintenance And Repair Occupations | Welder, Combination, Maintenance | 25.59       |             |
| 23965       | Mechanics And Maintenance And Repair Occupations | Well Driller                     | 35.08       |             |
| 23970       | Mechanics And Maintenance And Repair Occupations | Woodcraft Worker                 | 34.24       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                          | <b>Rate</b> | <b>Note</b> |
|-------------|--|---------------------------------------|-------------|-------------|
| 23980       | Mechanics And Maintenance And Repair Occupations | Woodworker                            | 26.67       |             |
| 24550       | Personal Needs Occupations                       | Case Manager                          | 20.30       |             |
| 24570       | Personal Needs Occupations                       | Child Care Attendant                  | 16.47       | ***         |
| 24580       | Personal Needs Occupations                       | Child Care Center Clerk               | 20.54       |             |
| 24610       | Personal Needs Occupations                       | Chore Aide                            | 16.17       | ***         |
| 24620       | Personal Needs Occupations                       | Family Readiness And Support Services | 20.30       |             |
| 24630       | Personal Needs Occupations                       | Homemaker                             | 20.30       |             |
| 25010       | Plant And System Operations Occupations          | Boiler Tender                         | 30.19       |             |
| 25040       | Plant And System Operations Occupations          | Sewage Plant Operator                 | 28.95       |             |
| 25070       | Plant And System Operations Occupations          | Stationary Engineer                   | 30.19       |             |
| 25190       | Plant And System Operations Occupations          | Ventilation Equipment Tender          | 21.68       |             |
| 25210       | Plant And System Operations Occupations          | Water Treatment Plant Operator        | 28.95       |             |
| 27004       | Protective Service Occupations                   | Alarm Monitor                         | 25.11       |             |
| 27007       | Protective Service Occupations                   | Baggage Inspector                     | 18.73       |             |
| 27008       | Protective Service Occupations                   | Corrections Officer                   | 30.56       |             |
| 27010       | Protective Service Occupations                   | Court Security Officer                | 32.96       |             |
| 27030       | Protective Service Occupations                   | Detection Dog Handler                 | 20.94       |             |
| 27040       | Protective Service Occupations                   | Detention Officer                     | 30.56       |             |
| 27070       | Protective Service Occupations                   | Firefighter                           | 35.06       |             |
| 27101       | Protective Service Occupations                   | Guard I                               | 18.73       |             |
| 27102       | Protective Service Occupations                   | Guard II                              | 20.94       |             |
| 27131       | Protective Service Occupations                   | Police Officer I                      | 32.28       |             |
| 27132       | Protective Service Occupations                   | Police Officer II                     | 35.87       |             |
| 28041       | Recreation Occupations                           | Carnival Equipment Operator           | 20.00       |             |
| 28042       | Recreation Occupations                           | Carnival Equipment Repairer           | 21.70       |             |
| 28043       | Recreation Occupations                           | Carnival Worker                       | 14.82       | ***         |
| 28210       | Recreation Occupations                           | Gate Attendant/Gate Tender            | 20.60       |             |
| 28310       | Recreation Occupations                           | Lifeguard                             | 14.93       | ***         |
| 28350       | Recreation Occupations                           | Park Attendant                        | 23.03       |             |

| <b>Code</b> | <b>Category</b>                                | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 28510       | Recreation Occupations                         | Recreation Aide/Health Facility Attendant | 16.81       | ***         |
| 28515       | Recreation Occupations                         | Recreation Specialist                     | 28.56       |             |
| 28630       | Recreation Occupations                         | Sports Official                           | 18.35       |             |
| 28690       | Recreation Occupations                         | Swimming Pool Operator                    | 24.82       |             |
| 29010       | Stevedoring/Longshoremen Occupational Services | Blocker And Bracer                        | 33.00       |             |
| 29020       | Stevedoring/Longshoremen Occupational Services | Hatch Tender                              | 33.00       |             |
| 29030       | Stevedoring/Longshoremen Occupational Services | Line Handler                              | 33.00       |             |
| 29041       | Stevedoring/Longshoremen Occupational Services | Stevedore I                               | 31.10       |             |
| 29042       | Stevedoring/Longshoremen Occupational Services | Stevedore II                              | 35.12       |             |
| 30010       | Technical Occupations                          | Air Traffic Control Specialist, Center    | 46.54       | see 2       |
| 30011       | Technical Occupations                          | Air Traffic Control Specialist, Station   | 32.09       | see 2       |
| 30012       | Technical Occupations                          | Air Traffic Control Specialist, Terminal  | 35.34       | see 2       |
| 30021       | Technical Occupations                          | Archeological Technician I                | 19.29       |             |
| 30022       | Technical Occupations                          | Archeological Technician II               | 21.57       |             |
| 30023       | Technical Occupations                          | Archeological Technician III              | 26.73       |             |
| 30030       | Technical Occupations                          | Cartographic Technician                   | 26.73       |             |
| 30040       | Technical Occupations                          | Civil Engineering Technician              | 31.61       |             |
| 30051       | Technical Occupations                          | Cryogenic Technician I                    | 29.60       |             |
| 30052       | Technical Occupations                          | Cryogenic Technician II                   | 32.70       |             |
| 30061       | Technical Occupations                          | Drafter/CAD Operator I                    | 19.29       |             |
| 30062       | Technical Occupations                          | Drafter/CAD Operator II                   | 21.57       |             |
| 30063       | Technical Occupations                          | Drafter/CAD Operator III                  | 24.06       |             |
| 30064       | Technical Occupations                          | Drafter/CAD Operator IV                   | 29.60       |             |
| 30081       | Technical Occupations                          | Engineering Technician I                  | 16.54       | ***         |
| 30082       | Technical Occupations                          | Engineering Technician II                 | 18.56       |             |
| 30083       | Technical Occupations                          | Engineering Technician III                | 20.76       |             |
| 30084       | Technical Occupations                          | Engineering Technician IV                 | 25.73       |             |

| <b>Code</b> | <b>Category</b>                                       | <b>Title</b>                             | <b>Rate</b> | <b>Note</b> |
|-------------|---|--|-------------|-------------|
| 30085       | Technical Occupations                                 | Engineering Technician V                 | 31.47       |             |
| 30086       | Technical Occupations                                 | Engineering Technician VI                | 38.07       |             |
| 30090       | Technical Occupations                                 | Environmental Technician                 | 27.84       |             |
| 30095       | Technical Occupations                                 | Evidence Control Specialist              | 26.73       |             |
| 30210       | Technical Occupations                                 | Laboratory Technician                    | 29.05       |             |
| 30221       | Technical Occupations                                 | Latent Fingerprint Technician I          | 33.15       |             |
| 30222       | Technical Occupations                                 | Latent Fingerprint Technician II         | 36.62       |             |
| 30240       | Technical Occupations                                 | Mathematical Technician                  | 28.89       |             |
| 30361       | Technical Occupations                                 | Paralegal/Legal Assistant I              | 22.54       |             |
| 30362       | Technical Occupations                                 | Paralegal/Legal Assistant II             | 27.93       |             |
| 30363       | Technical Occupations                                 | Paralegal/Legal Assistant III            | 34.16       |             |
| 30364       | Technical Occupations                                 | Paralegal/Legal Assistant IV             | 41.33       |             |
| 30375       | Technical Occupations                                 | Petroleum Supply Specialist              | 32.70       |             |
| 30390       | Technical Occupations                                 | Photo-Optics Technician                  | 26.73       |             |
| 30395       | Technical Occupations                                 | Radiation Control Technician             | 32.70       |             |
| 30461       | Technical Occupations                                 | Technical Writer I                       | 28.23       |             |
| 30462       | Technical Occupations                                 | Technical Writer II                      | 34.53       |             |
| 30463       | Technical Occupations                                 | Technical Writer III                     | 41.79       |             |
| 30491       | Technical Occupations                                 | Unexploded Ordnance (UXO) Technician I   | 29.58       |             |
| 30492       | Technical Occupations                                 | Unexploded Ordnance (UXO) Technician II  | 35.79       |             |
| 30493       | Technical Occupations                                 | Unexploded Ordnance (UXO) Technician III | 42.89       |             |
| 30494       | Technical Occupations                                 | Unexploded (UXO) Safety Escort           | 29.58       |             |
| 30495       | Technical Occupations                                 | Unexploded (UXO) Sweep Personnel         | 29.58       |             |
| 30501       | Technical Occupations                                 | Weather Forecaster I                     | 29.60       |             |
| 30502       | Technical Occupations                                 | Weather Forecaster II                    | 36.01       |             |
| 30620       | Technical Occupations                                 | Weather Observer, Combined Upper Air Or  | 24.06       | see 2       |
| 30621       | Technical Occupations                                 | Weather Observer, Senior                 | 26.73       | see 2       |
| 31010       | Transportation/Mobile Equipment Operation Occupations | Airplane Pilot                           | 35.79       |             |

| <b>Code</b> | <b>Category</b>                                       | <b>Title</b>                   | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------|-------------|-------------|
| 31020       | Transportation/Mobile Equipment Operation Occupations | Bus Aide                       | 15.77       | ***         |
| 31030       | Transportation/Mobile Equipment Operation Occupations | Bus Driver                     | 22.31       |             |
| 31043       | Transportation/Mobile Equipment Operation Occupations | Driver Courier                 | 17.81       |             |
| 31260       | Transportation/Mobile Equipment Operation Occupations | Parking and Lot Attendant      | 15.04       | ***         |
| 31290       | Transportation/Mobile Equipment Operation Occupations | Shuttle Bus Driver             | 16.94       | ***         |
| 31310       | Transportation/Mobile Equipment Operation Occupations | Taxi Driver                    | 15.37       | ***         |
| 31361       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Light             | 19.32       |             |
| 31362       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Medium            | 20.84       |             |
| 31363       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Heavy             | 26.84       |             |
| 31364       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Tractor-Trailer   | 26.84       |             |
| 99020       | Miscellaneous Occupations                             | Cabin Safety Specialist        | 17.45       |             |
| 99030       | Miscellaneous Occupations                             | Cashier                        | 15.26       | ***         |
| 99050       | Miscellaneous Occupations                             | Desk Clerk                     | 16.75       | ***         |
| 99095       | Miscellaneous Occupations                             | Embalmer                       | 36.35       |             |
| 99130       | Miscellaneous Occupations                             | Flight Follower                | 29.58       |             |
| 99251       | Miscellaneous Occupations                             | Laboratory Animal Caretaker I  | 18.07       |             |
| 99252       | Miscellaneous Occupations                             | Laboratory Animal Caretaker II | 19.60       |             |
| 99260       | Miscellaneous Occupations                             | Marketing Analyst              | 34.27       |             |
| 99310       | Miscellaneous Occupations                             | Mortician                      | 36.35       |             |
| 99410       | Miscellaneous Occupations                             | Pest Controller                | 21.57       |             |
| 99510       | Miscellaneous Occupations                             | Photofinishing Worker          | 15.54       | ***         |
| 99710       | Miscellaneous Occupations                             | Recycling Laborer              | 21.91       |             |
| 99711       | Miscellaneous Occupations                             | Recycling Specialist           | 26.50       |             |
| 99730       | Miscellaneous Occupations                             | Refuse Collector               | 19.63       |             |
| 99810       | Miscellaneous Occupations                             | Sales Clerk                    | 16.52       | ***         |
| 99820       | Miscellaneous Occupations                             | School Crossing Guard          | 16.74       | ***         |

| <b>Code</b> | <b>Category</b>           | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------|---------------------------------|-------------|-------------|
| 99830       | Miscellaneous Occupations | Survey Party Chief              | 32.49       |             |
| 99831       | Miscellaneous Occupations | Surveying Aide                  | 19.37       |             |
| 99832       | Miscellaneous Occupations | Surveying Technician            | 29.55       |             |
| 99840       | Miscellaneous Occupations | Vending Machine Attendant       | 20.78       |             |
| 99841       | Miscellaneous Occupations | Vending Machine Repairer        | 25.80       |             |
| 99842       | Miscellaneous Occupations | Vending Machine Repairer Helper | 20.78       |             |

## **Footer**

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.20 per hour) or 13658 (\$12.90 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. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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: \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 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, 4 weeks after 15 years, and 5 weeks after 25 years.

Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans'

Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESSES 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)).

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## **Wage Determination No. : 2015-4145**

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 26

Date Of Last Revision : 07/22/2024

Source : [Source Website](#)

## **Header**

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2024.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.90 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 2024.

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: New York

Area: New York Counties of Broome, Tioga

**\*\*Fringe Benefits Required Follow the Occupational Listing\*\***

## **Wage Determination Table**

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                        | <b>Rate</b> | <b>Note</b> |
|-------------|---|-------------------------------------|-------------|-------------|
| 01011       | Administrative Support And Clerical Occupations | Accounting Clerk I                  | 17.26       |             |
| 01012       | Administrative Support And Clerical Occupations | Accounting Clerk II                 | 19.37       |             |
| 01013       | Administrative Support And Clerical Occupations | Accounting Clerk III                | 21.67       |             |
| 01020       | Administrative Support And Clerical Occupations | Administrative Assistant            | 32.82       |             |
| 01035       | Administrative Support And Clerical Occupations | Court Reporter                      | 20.97       |             |
| 01041       | Administrative Support And Clerical Occupations | Customer Service Representative I   | 16.32       | ***         |
| 01042       | Administrative Support And Clerical Occupations | Customer Service Representative II  | 17.80       |             |
| 01043       | Administrative Support And Clerical Occupations | Customer Service Representative III | 19.98       |             |
| 01051       | Administrative Support And Clerical Occupations | Data Entry Operator I               | 15.65       | ***         |
| 01052       | Administrative Support And Clerical Occupations | Data Entry Operator II              | 17.08       | ***         |
| 01060       | Administrative Support And Clerical Occupations | Dispatcher, Motor Vehicle           | 21.25       |             |
| 01070       | Administrative Support And Clerical Occupations | Document Preparation Clerk          | 18.95       |             |
| 01090       | Administrative Support And Clerical Occupations | Duplicating Machine Operator        | 18.95       |             |
| 01111       | Administrative Support And Clerical Occupations | General Clerk I                     | 14.78       | ***         |
| 01112       | Administrative Support And Clerical Occupations | General Clerk II                    | 16.13       | ***         |
| 01113       | Administrative Support And Clerical Occupations | General Clerk III                   | 18.10       |             |
| 01120       | Administrative Support And Clerical Occupations | Housing Referral Assistant          | 23.39       |             |
| 01141       | Administrative Support And Clerical Occupations | Messenger Courier                   | 16.09       | ***         |
| 01191       | Administrative Support And Clerical Occupations | Order Clerk I                       | 18.70       |             |

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------------|-------------|-------------|
| 01192       | Administrative Support And Clerical Occupations | Order Clerk II                       | 20.41       |             |
| 01261       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) I   | 19.39       |             |
| 01262       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) II  | 21.69       |             |
| 01263       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) III | 24.19       |             |
| 01270       | Administrative Support And Clerical Occupations | Production Control Clerk             | 23.74       |             |
| 01290       | Administrative Support And Clerical Occupations | Rental Clerk                         | 16.60       | ***         |
| 01300       | Administrative Support And Clerical Occupations | Scheduler, Maintenance               | 18.75       |             |
| 01311       | Administrative Support And Clerical Occupations | Secretary I                          | 18.75       |             |
| 01312       | Administrative Support And Clerical Occupations | Secretary II                         | 20.97       |             |
| 01313       | Administrative Support And Clerical Occupations | Secretary III                        | 23.39       |             |
| 01320       | Administrative Support And Clerical Occupations | Service Order Dispatcher             | 19.00       |             |
| 01410       | Administrative Support And Clerical Occupations | Supply Technician                    | 32.82       |             |
| 01420       | Administrative Support And Clerical Occupations | Survey Worker                        | 17.86       |             |
| 01460       | Administrative Support And Clerical Occupations | Switchboard Operator/Receptionist    | 16.61       | ***         |
| 01531       | Administrative Support And Clerical Occupations | Travel Clerk I                       | 14.09       | ***         |
| 01532       | Administrative Support And Clerical Occupations | Travel Clerk II                      | 15.17       | ***         |
| 01533       | Administrative Support And Clerical Occupations | Travel Clerk III                     | 16.28       | ***         |
| 01611       | Administrative Support And Clerical Occupations | Word Processor I                     | 15.59       | ***         |
| 01612       | Administrative Support And Clerical Occupations | Word Processor II                    | 17.50       |             |

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------------|-------------|-------------|
| 01613       | Administrative Support And Clerical Occupations | Word Processor III                   | 19.57       |             |
| 05005       | Automotive Service Occupations                  | Automobile Body Repairer, Fiberglass | 23.28       |             |
| 05010       | Automotive Service Occupations                  | Automotive Electrician               | 21.24       |             |
| 05040       | Automotive Service Occupations                  | Automotive Glass Installer           | 20.19       |             |
| 05070       | Automotive Service Occupations                  | Automotive Worker                    | 20.19       |             |
| 05110       | Automotive Service Occupations                  | Mobile Equipment Servicer            | 18.05       |             |
| 05130       | Automotive Service Occupations                  | Motor Equipment Metal Mechanic       | 22.22       |             |
| 05160       | Automotive Service Occupations                  | Motor Equipment Metal Worker         | 20.19       |             |
| 05190       | Automotive Service Occupations                  | Motor Vehicle Mechanic               | 22.18       |             |
| 05220       | Automotive Service Occupations                  | Motor Vehicle Mechanic Helper        | 16.79       | ***         |
| 05250       | Automotive Service Occupations                  | Motor Vehicle Upholstery Worker      | 18.99       |             |
| 05280       | Automotive Service Occupations                  | Motor Vehicle Wrecker                | 20.19       |             |
| 05310       | Automotive Service Occupations                  | Painter, Automotive                  | 21.24       |             |
| 05340       | Automotive Service Occupations                  | Radiator Repair Specialist           | 20.19       |             |
| 05370       | Automotive Service Occupations                  | Tire Repairer                        | 17.00       | ***         |
| 05400       | Automotive Service Occupations                  | Transmission Repair Specialist       | 22.22       |             |
| 07010       | Food Preparation And Service Occupations        | Baker                                | 16.57       | ***         |
| 07041       | Food Preparation And Service Occupations        | Cook I                               | 17.44       |             |
| 07042       | Food Preparation And Service Occupations        | Cook II                              | 19.58       |             |
| 07070       | Food Preparation And Service Occupations        | Dishwasher                           | 14.20       | ***         |
| 07130       | Food Preparation And Service Occupations        | Food Service Worker                  | 15.93       | ***         |
| 07210       | Food Preparation And Service Occupations        | Meat Cutter                          | 19.12       |             |
| 07260       | Food Preparation And Service Occupations        | Waiter/Waitress                      | 17.70       |             |
| 09010       | Furniture Maintenance And Repair Occupations    | Electrostatic Spray Painter          | 22.12       |             |
| 09040       | Furniture Maintenance And Repair Occupations    | Furniture Handler                    | 17.64       |             |

| <b>Code</b> | <b>Category</b>                              | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 09080       | Furniture Maintenance And Repair Occupations | Furniture Refinisher                       | 24.33       |             |
| 09090       | Furniture Maintenance And Repair Occupations | Furniture Refinisher Helper                | 20.76       |             |
| 09110       | Furniture Maintenance And Repair Occupations | Furniture Repairer, Minor                  | 22.57       |             |
| 09130       | Furniture Maintenance And Repair Occupations | Upholsterer                                | 26.28       |             |
| 11030       | General Services And Support Occupations     | Cleaner, Vehicles                          | 17.55       |             |
| 11060       | General Services And Support Occupations     | Elevator Operator                          | 16.57       | ***         |
| 11090       | General Services And Support Occupations     | Gardener                                   | 21.97       |             |
| 11122       | General Services And Support Occupations     | Housekeeping Aide                          | 16.57       | ***         |
| 11150       | General Services And Support Occupations     | Janitor                                    | 16.57       | ***         |
| 11210       | General Services And Support Occupations     | Laborer, Grounds Maintenance               | 17.37       |             |
| 11240       | General Services And Support Occupations     | Maid or Houseman                           | 15.25       | ***         |
| 11260       | General Services And Support Occupations     | Pruner                                     | 17.78       |             |
| 11270       | General Services And Support Occupations     | Tractor Operator                           | 20.44       |             |
| 11330       | General Services And Support Occupations     | Trail Maintenance Worker                   | 17.37       |             |
| 11360       | General Services And Support Occupations     | Window Cleaner                             | 18.22       |             |
| 12010       | Health Occupations                           | Ambulance Driver                           | 21.38       |             |
| 12011       | Health Occupations                           | Breath Alcohol Technician                  | 22.80       |             |
| 12012       | Health Occupations                           | Certified Occupational Therapist Assistant | 31.29       |             |
| 12015       | Health Occupations                           | Certified Physical Therapist Assistant     | 26.40       |             |
| 12020       | Health Occupations                           | Dental Assistant                           | 18.40       |             |
| 12025       | Health Occupations                           | Dental Hygienist                           | 36.42       |             |

| <b>Code</b> | <b>Category</b>                  | <b>Title</b>                        | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------|-------------------------------------|-------------|-------------|
| 12030       | Health Occupations               | EKG Technician                      | 34.56       |             |
| 12035       | Health Occupations               | Electroneurodiagnostic Technologist | 34.56       |             |
| 12040       | Health Occupations               | Emergency Medical Technician        | 21.38       |             |
| 12071       | Health Occupations               | Licensed Practical Nurse I          | 20.39       |             |
| 12072       | Health Occupations               | Licensed Practical Nurse II         | 22.80       |             |
| 12073       | Health Occupations               | Licensed Practical Nurse III        | 25.43       |             |
| 12100       | Health Occupations               | Medical Assistant                   | 18.37       |             |
| 12130       | Health Occupations               | Medical Laboratory Technician       | 25.52       |             |
| 12160       | Health Occupations               | Medical Record Clerk                | 19.85       |             |
| 12190       | Health Occupations               | Medical Record Technician           | 22.20       |             |
| 12195       | Health Occupations               | Medical Transcriptionist            | 22.46       |             |
| 12210       | Health Occupations               | Nuclear Medicine Technologist       | 50.12       |             |
| 12221       | Health Occupations               | Nursing Assistant I                 | 13.47       | ***         |
| 12222       | Health Occupations               | Nursing Assistant II                | 15.16       | ***         |
| 12223       | Health Occupations               | Nursing Assistant III               | 16.54       | ***         |
| 12224       | Health Occupations               | Nursing Assistant IV                | 18.56       |             |
| 12235       | Health Occupations               | Optical Dispenser                   | 26.11       |             |
| 12236       | Health Occupations               | Optical Technician                  | 20.39       |             |
| 12250       | Health Occupations               | Pharmacy Technician                 | 17.47       |             |
| 12280       | Health Occupations               | Phlebotomist                        | 18.66       |             |
| 12305       | Health Occupations               | Radiologic Technologist             | 32.79       |             |
| 12311       | Health Occupations               | Registered Nurse I                  | 27.51       |             |
| 12312       | Health Occupations               | Registered Nurse II                 | 33.65       |             |
| 12313       | Health Occupations               | Registered Nurse II, Specialist     | 33.65       |             |
| 12314       | Health Occupations               | Registered Nurse III                | 40.71       |             |
| 12315       | Health Occupations               | Registered Nurse III, Anesthetist   | 40.71       |             |
| 12316       | Health Occupations               | Registered Nurse IV                 | 48.79       |             |
| 12317       | Health Occupations               | Scheduler                           | 28.25       |             |
| 12320       | Health Occupations               | Substance Abuse Treatment Counselor | 25.33       |             |
| 13011       | Information And Arts Occupations | Exhibits Specialist I               | 24.88       |             |
| 13012       | Information And Arts Occupations | Exhibits Specialist II              | 30.83       |             |
| 13013       | Information And Arts Occupations | Exhibits Specialist III             | 37.71       |             |

| <b>Code</b> | <b>Category</b>                    | <b>Title</b>                           | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------|--|-------------|-------------|
| 13041       | Information And Arts Occupations   | Illustrator I                          | 24.88       |             |
| 13042       | Information And Arts Occupations   | Illustrator II                         | 30.83       |             |
| 13043       | Information And Arts Occupations   | Illustrator III                        | 37.71       |             |
| 13047       | Information And Arts Occupations   | Librarian                              | 34.14       |             |
| 13050       | Information And Arts Occupations   | Library Aide/Clerk                     | 14.95       | ***         |
| 13054       | Information And Arts Occupations   | Library Information Technology Systems | 30.83       |             |
| 13058       | Information And Arts Occupations   | Library Technician                     | 19.16       |             |
| 13061       | Information And Arts Occupations   | Media Specialist I                     | 22.24       |             |
| 13062       | Information And Arts Occupations   | Media Specialist II                    | 24.88       |             |
| 13063       | Information And Arts Occupations   | Media Specialist III                   | 27.75       |             |
| 13071       | Information And Arts Occupations   | Photographer I                         | 19.69       |             |
| 13072       | Information And Arts Occupations   | Photographer II                        | 22.03       |             |
| 13073       | Information And Arts Occupations   | Photographer III                       | 27.30       |             |
| 13074       | Information And Arts Occupations   | Photographer IV                        | 33.40       |             |
| 13075       | Information And Arts Occupations   | Photographer V                         | 40.40       |             |
| 13090       | Information And Arts Occupations   | Technical Order Library Clerk          | 18.77       |             |
| 13110       | Information And Arts Occupations   | Video Teleconference Technician        | 22.24       |             |
| 14041       | Information Technology Occupations | Computer Operator I                    | 16.41       | ***         |
| 14042       | Information Technology Occupations | Computer Operator II                   | 18.36       |             |
| 14043       | Information Technology Occupations | Computer Operator III                  | 20.46       |             |
| 14044       | Information Technology Occupations | Computer Operator IV                   | 23.63       |             |
| 14045       | Information Technology Occupations | Computer Operator V                    | 27.62       |             |
| 14071       | Information Technology Occupations | Computer Programmer I                  | 22.83       | see 1       |
| 14072       | Information Technology Occupations | Computer Programmer II                 | NaN         | see 1       |
| 14073       | Information Technology Occupations | Computer Programmer III                | NaN         | see 1       |
| 14074       | Information Technology Occupations | Computer Programmer IV                 | NaN         | see 1       |
| 14101       | Information Technology Occupations | Computer Systems Analyst I             | NaN         | see 1       |
| 14102       | Information Technology Occupations | Computer Systems Analyst II            | NaN         |             |
| 14103       | Information Technology Occupations | Computer Systems Analyst III           | NaN         |             |

| <b>Code</b> | <b>Category</b>   | <b>Title</b>                                    | <b>Rate</b> | <b>Note</b> |
|-------------|---|---|-------------|-------------|
| 14150       | Information Technology Occupations                      | Peripheral Equipment Operator                   | 16.41       | ***         |
| 14160       | Information Technology Occupations                      | Personal Computer Support Technician            | 24.05       |             |
| 14170       | Information Technology Occupations                      | System Support Specialist                       | 29.85       |             |
| 15010       | Instructional Occupations                               | Aircrew Training Devices Instructor             | 33.21       |             |
| 15020       | Instructional Occupations                               | Aircrew Training Devices Instructor             | 40.17       |             |
| 15030       | Instructional Occupations                               | Air Crew Training Devices Instructor            | 48.15       |             |
| 15050       | Instructional Occupations                               | Computer Based Training Specialist / Instructor | 33.21       |             |
| 15060       | Instructional Occupations                               | Educational Technologist                        | 31.81       |             |
| 15070       | Instructional Occupations                               | Flight Instructor                               | 48.15       |             |
| 15080       | Instructional Occupations                               | Graphic Artist                                  | 25.32       |             |
| 15085       | Instructional Occupations                               | Maintenance Test Pilot, Fixed, Jet/Prop         | 48.15       |             |
| 15086       | Instructional Occupations                               | Maintenance Test Pilot, Rotary Wing             | 48.15       |             |
| 15088       | Instructional Occupations                               | Non-Maintenance Test/Co-Pilot                   | 48.15       |             |
| 15090       | Instructional Occupations                               | Technical Instructor                            | 24.93       |             |
| 15095       | Instructional Occupations                               | Technical Instructor/Course Developer           | 30.48       |             |
| 15110       | Instructional Occupations                               | Test Proctor                                    | 20.11       |             |
| 15120       | Instructional Occupations                               | Tutor   | 20.11       |             |
| 16010       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Assembler                                       | 16.41       | ***         |
| 16030       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Counter Attendant                               | 16.41       | ***         |
| 16040       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Dry Cleaner                                     | 18.75       |             |
| 16070       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Finisher, Flatwork, Machine                     | 16.41       | ***         |
| 16090       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Hand                                   | 16.41       | ***         |
| 16110       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Drycleaning                   | 16.41       | ***         |

| <b>Code</b> | <b>Category</b>   | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|---|--|-------------|-------------|
| 16130       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Shirts                   | 16.41       | ***         |
| 16160       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Wearing Apparel, Laundry | 16.41       | ***         |
| 16190       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Sewing Machine Operator                    | 19.53       |             |
| 16220       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Tailor                                     | 20.31       |             |
| 16250       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Washer, Machine                            | 17.19       | ***         |
| 19010       | Machine Tool Operation And Repair Occupations           | Machine-Tool Operator                      | 25.55       |             |
| 19040       | Machine Tool Operation And Repair Occupations           | Tool And Die Maker                         | 29.66       |             |
| 21020       | Materials Handling And Packing Occupations              | Forklift Operator                          | 21.28       |             |
| 21030       | Materials Handling And Packing Occupations              | Material Coordinator                       | 23.74       |             |
| 21040       | Materials Handling And Packing Occupations              | Material Expediter                         | 23.74       |             |
| 21050       | Materials Handling And Packing Occupations              | Material Handling Laborer                  | 17.01       | ***         |
| 21071       | Materials Handling And Packing Occupations              | Order Filler                               | 17.41       |             |
| 21080       | Materials Handling And Packing Occupations              | Production Line Worker                     | 21.28       |             |
| 21110       | Materials Handling And Packing Occupations              | Shipping Packer                            | 19.04       |             |
| 21130       | Materials Handling And Packing Occupations              | Shipping/Receiving Clerk                   | 19.04       |             |
| 21140       | Materials Handling And Packing Occupations              | Store Worker I                             | 16.07       | ***         |
| 21150       | Materials Handling And Packing Occupations              | Stock Clerk                                | 21.35       |             |
| 21210       | Materials Handling And Packing Occupations              | Tools And Parts Attendant                  | 21.28       |             |
| 21410       | Materials Handling And Packing Occupations              | Warehouse Specialist                       | 21.28       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                                   | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 23010       | Mechanics And Maintenance And Repair Occupations | Aerospace Structural Welder                    | 33.48       |             |
| 23019       | Mechanics And Maintenance And Repair Occupations | Aircraft Logs and Records Technician           | 27.58       |             |
| 23021       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic I                            | 32.26       |             |
| 23022       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic II                           | 33.48       |             |
| 23023       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic III                          | 34.63       |             |
| 23040       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic Helper                       | 24.28       |             |
| 23050       | Mechanics And Maintenance And Repair Occupations | Aircraft, Painter                              | 30.84       |             |
| 23060       | Mechanics And Maintenance And Repair Occupations | Aircraft Servicer                              | 27.58       |             |
| 23070       | Mechanics And Maintenance And Repair Occupations | Aircraft Survival Flight Equipment Technician  | 30.84       |             |
| 23080       | Mechanics And Maintenance And Repair Occupations | Aircraft Worker                                | 29.31       |             |
| 23091       | Mechanics And Maintenance And Repair Occupations | Aircrew Life Support Equipment (ALSE) Mechanic | 29.31       |             |
| 23092       | Mechanics And Maintenance And Repair Occupations | Aircrew Life Support Equipment (ALSE) Mechanic | 32.26       |             |
| 23110       | Mechanics And Maintenance And Repair Occupations | Appliance Mechanic                             | 30.84       |             |
| 23120       | Mechanics And Maintenance And Repair Occupations | Bicycle Repairer                               | 26.11       |             |
| 23125       | Mechanics And Maintenance And Repair Occupations | Cable Splicer                                  | 49.07       |             |
| 23130       | Mechanics And Maintenance And Repair Occupations | Carpenter, Maintenance                         | 29.27       |             |
| 23140       | Mechanics And Maintenance And Repair Occupations | Carpet Layer                                   | 29.31       |             |
| 23160       | Mechanics And Maintenance And Repair Occupations | Electrician, Maintenance                       | 37.33       |             |
| 23181       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance I           | 32.10       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 23182       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance II     | 33.77       |             |
| 23183       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance III    | 35.33       |             |
| 23260       | Mechanics And Maintenance And Repair Occupations | Fabric Worker                             | 27.58       |             |
| 23290       | Mechanics And Maintenance And Repair Occupations | Fire Alarm System Mechanic                | 26.94       |             |
| 23310       | Mechanics And Maintenance And Repair Occupations | Fire Extinguisher Repairer                | 26.11       |             |
| 23311       | Mechanics And Maintenance And Repair Occupations | Fuel Distribution System Mechanic         | 38.71       |             |
| 23312       | Mechanics And Maintenance And Repair Occupations | Fuel Distribution System Operator         | 31.44       |             |
| 23370       | Mechanics And Maintenance And Repair Occupations | General Maintenance Worker                | 21.24       |             |
| 23380       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Mechanic         | 32.26       |             |
| 23381       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Servicer         | 27.58       |             |
| 23382       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Worker           | 29.31       |             |
| 23391       | Mechanics And Maintenance And Repair Occupations | Gunsmith I                                | 26.11       |             |
| 23392       | Mechanics And Maintenance And Repair Occupations | Gunsmith II                               | 29.31       |             |
| 23393       | Mechanics And Maintenance And Repair Occupations | Gunsmith III                              | 32.26       |             |
| 23410       | Mechanics And Maintenance And Repair Occupations | Heating, Ventilation And Air-Conditioning | 28.70       |             |
| 23411       | Mechanics And Maintenance And Repair Occupations | Heating, Ventilation And Air Contidioning | 29.79       |             |
| 23430       | Mechanics And Maintenance And Repair Occupations | Heavy Equipment Mechanic                  | 29.62       |             |
| 23440       | Mechanics And Maintenance And Repair Occupations | Heavy Equipment Operator                  | 33.43       |             |
| 23460       | Mechanics And Maintenance And Repair Occupations | Instrument Mechanic                       | 32.26       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|--|---------------------------------|-------------|-------------|
| 23465       | Mechanics And Maintenance And Repair Occupations | Laboratory/Shelter Mechanic     | 30.84       |             |
| 23470       | Mechanics And Maintenance And Repair Occupations | Laborer                         | 17.01       | ***         |
| 23510       | Mechanics And Maintenance And Repair Occupations | Locksmith                       | 30.84       |             |
| 23530       | Mechanics And Maintenance And Repair Occupations | Machinery Maintenance Mechanic  | 30.59       |             |
| 23550       | Mechanics And Maintenance And Repair Occupations | Machinist, Maintenance          | 22.94       |             |
| 23580       | Mechanics And Maintenance And Repair Occupations | Maintenance Trades Helper       | 18.69       |             |
| 23591       | Mechanics And Maintenance And Repair Occupations | Metrology Technician I          | 32.26       |             |
| 23592       | Mechanics And Maintenance And Repair Occupations | Metrology Technician II         | 33.48       |             |
| 23593       | Mechanics And Maintenance And Repair Occupations | Metrology Technician III        | 34.63       |             |
| 23640       | Mechanics And Maintenance And Repair Occupations | Millwright                      | 32.26       |             |
| 23710       | Mechanics And Maintenance And Repair Occupations | Office Appliance Repairer       | 22.10       |             |
| 23760       | Mechanics And Maintenance And Repair Occupations | Painter, Maintenance            | 22.97       |             |
| 23790       | Mechanics And Maintenance And Repair Occupations | Pipefitter, Maintenance         | 34.46       |             |
| 23810       | Mechanics And Maintenance And Repair Occupations | Plumber, Maintenance            | 32.95       |             |
| 23820       | Mechanics And Maintenance And Repair Occupations | Pneudraulic Systems Mechanic    | 32.26       |             |
| 23850       | Mechanics And Maintenance And Repair Occupations | Rigger                          | 32.26       |             |
| 23870       | Mechanics And Maintenance And Repair Occupations | Scale Mechanic                  | 29.31       |             |
| 23890       | Mechanics And Maintenance And Repair Occupations | Sheet-Metal Worker, Maintenance | 30.15       |             |
| 23910       | Mechanics And Maintenance And Repair Occupations | Small Engine Mechanic           | 22.09       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                          | <b>Rate</b> | <b>Note</b> |
|-------------|--|---------------------------------------|-------------|-------------|
| 23931       | Mechanics And Maintenance And Repair Occupations | Telecommunications Mechanic I         | 32.91       |             |
| 23932       | Mechanics And Maintenance And Repair Occupations | Telecommunications Mechanic II        | 34.16       |             |
| 23950       | Mechanics And Maintenance And Repair Occupations | Telephone Lineman                     | 30.47       |             |
| 23960       | Mechanics And Maintenance And Repair Occupations | Welder, Combination, Maintenance      | 22.25       |             |
| 23965       | Mechanics And Maintenance And Repair Occupations | Well Driller                          | 32.26       |             |
| 23970       | Mechanics And Maintenance And Repair Occupations | Woodcraft Worker                      | 32.26       |             |
| 23980       | Mechanics And Maintenance And Repair Occupations | Woodworker                            | 26.11       |             |
| 24550       | Personal Needs Occupations                       | Case Manager                          | 18.25       |             |
| 24570       | Personal Needs Occupations                       | Child Care Attendant                  | 14.77       | ***         |
| 24580       | Personal Needs Occupations                       | Child Care Center Clerk               | 18.42       |             |
| 24610       | Personal Needs Occupations                       | Chore Aide                            | 17.15       | ***         |
| 24620       | Personal Needs Occupations                       | Family Readiness And Support Services | 18.25       |             |
| 24630       | Personal Needs Occupations                       | Homemaker                             | 18.25       |             |
| 25010       | Plant And System Operations Occupations          | Boiler Tender                         | 30.82       |             |
| 25040       | Plant And System Operations Occupations          | Sewage Plant Operator                 | 27.78       |             |
| 25070       | Plant And System Operations Occupations          | Stationary Engineer                   | 30.82       |             |
| 25190       | Plant And System Operations Occupations          | Ventilation Equipment Tender          | 23.20       |             |
| 25210       | Plant And System Operations Occupations          | Water Treatment Plant Operator        | 27.78       |             |
| 27004       | Protective Service Occupations                   | Alarm Monitor                         | 25.06       |             |
| 27007       | Protective Service Occupations                   | Baggage Inspector                     | 17.17       | ***         |
| 27008       | Protective Service Occupations                   | Corrections Officer                   | 35.32       |             |
| 27010       | Protective Service Occupations                   | Court Security Officer                | 35.00       |             |
| 27030       | Protective Service Occupations                   | Detection Dog Handler                 | 19.21       |             |
| 27040       | Protective Service Occupations                   | Detention Officer                     | 35.32       |             |

| <b>Code</b> | <b>Category</b>                                | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 27070       | Protective Service Occupations                 | Firefighter                               | 35.94       |             |
| 27101       | Protective Service Occupations                 | Guard I                                   | 17.17       | ***         |
| 27102       | Protective Service Occupations                 | Guard II                                  | 19.21       |             |
| 27131       | Protective Service Occupations                 | Police Officer I                          | 35.16       |             |
| 27132       | Protective Service Occupations                 | Police Officer II                         | 39.07       |             |
| 28041       | Recreation Occupations                         | Carnival Equipment Operator               | 18.72       |             |
| 28042       | Recreation Occupations                         | Carnival Equipment Repairer               | 20.12       |             |
| 28043       | Recreation Occupations                         | Carnival Worker                           | 14.46       | ***         |
| 28210       | Recreation Occupations                         | Gate Attendant/Gate Tender                | 19.83       |             |
| 28310       | Recreation Occupations                         | Lifeguard                                 | 14.20       | ***         |
| 28350       | Recreation Occupations                         | Park Attendant                            | 22.18       |             |
| 28510       | Recreation Occupations                         | Recreation Aide/Health Facility Attendant | 16.18       | ***         |
| 28515       | Recreation Occupations                         | Recreation Specialist                     | 27.48       |             |
| 28630       | Recreation Occupations                         | Sports Official                           | 17.66       |             |
| 28690       | Recreation Occupations                         | Swimming Pool Operator                    | 22.59       |             |
| 29010       | Stevedoring/Longshoremen Occupational Services | Blocker And Bracer                        | 29.31       |             |
| 29020       | Stevedoring/Longshoremen Occupational Services | Hatch Tender                              | 29.31       |             |
| 29030       | Stevedoring/Longshoremen Occupational Services | Line Handler                              | 29.31       |             |
| 29041       | Stevedoring/Longshoremen Occupational Services | Stevedore I                               | 27.58       |             |
| 29042       | Stevedoring/Longshoremen Occupational Services | Stevedore II                              | 30.84       |             |
| 30010       | Technical Occupations                          | Air Traffic Control Specialist, Center    | 45.21       | see 2       |
| 30011       | Technical Occupations                          | Air Traffic Control Specialist, Station   | 31.17       | see 2       |
| 30012       | Technical Occupations                          | Air Traffic Control Specialist, Terminal  | 34.34       | see 2       |
| 30021       | Technical Occupations                          | Archeological Technician I                | 18.82       |             |
| 30022       | Technical Occupations                          | Archeological Technician II               | 21.05       |             |
| 30023       | Technical Occupations                          | Archeological Technician III              | 26.08       |             |
| 30030       | Technical Occupations                          | Cartographic Technician                   | 26.08       |             |

| <b>Code</b> | <b>Category</b>       | <b>Title</b>                             | <b>Rate</b> | <b>Note</b> |
|-------------|-----------------------|--|-------------|-------------|
| 30040       | Technical Occupations | Civil Engineering Technician             | 30.25       |             |
| 30051       | Technical Occupations | Cryogenic Technician I                   | 28.88       |             |
| 30052       | Technical Occupations | Cryogenic Technician II                  | 31.90       |             |
| 30061       | Technical Occupations | Drafter/CAD Operator I                   | 18.82       |             |
| 30062       | Technical Occupations | Drafter/CAD Operator II                  | 21.05       |             |
| 30063       | Technical Occupations | Drafter/CAD Operator III                 | 23.47       |             |
| 30064       | Technical Occupations | Drafter/CAD Operator IV                  | 28.88       |             |
| 30081       | Technical Occupations | Engineering Technician I                 | 16.77       | ***         |
| 30082       | Technical Occupations | Engineering Technician II                | 18.82       |             |
| 30083       | Technical Occupations | Engineering Technician III               | 21.05       |             |
| 30084       | Technical Occupations | Engineering Technician IV                | 26.08       |             |
| 30085       | Technical Occupations | Engineering Technician V                 | 31.90       |             |
| 30086       | Technical Occupations | Engineering Technician VI                | 38.59       |             |
| 30090       | Technical Occupations | Environmental Technician                 | 26.08       |             |
| 30095       | Technical Occupations | Evidence Control Specialist              | 26.08       |             |
| 30210       | Technical Occupations | Laboratory Technician                    | 23.09       |             |
| 30221       | Technical Occupations | Latent Fingerprint Technician I          | 28.88       |             |
| 30222       | Technical Occupations | Latent Fingerprint Technician II         | 31.90       |             |
| 30240       | Technical Occupations | Mathematical Technician                  | 26.08       |             |
| 30361       | Technical Occupations | Paralegal/Legal Assistant I              | 22.46       |             |
| 30362       | Technical Occupations | Paralegal/Legal Assistant II             | 27.82       |             |
| 30363       | Technical Occupations | Paralegal/Legal Assistant III            | 34.02       |             |
| 30364       | Technical Occupations | Paralegal/Legal Assistant IV             | 41.16       |             |
| 30375       | Technical Occupations | Petroleum Supply Specialist              | 31.90       |             |
| 30390       | Technical Occupations | Photo-Optics Technician                  | 26.08       |             |
| 30395       | Technical Occupations | Radiation Control Technician             | 31.90       |             |
| 30461       | Technical Occupations | Technical Writer I                       | 25.59       |             |
| 30462       | Technical Occupations | Technical Writer II                      | 31.29       |             |
| 30463       | Technical Occupations | Technical Writer III                     | 37.86       |             |
| 30491       | Technical Occupations | Unexploded Ordnance (UXO) Technician I   | 28.73       |             |
| 30492       | Technical Occupations | Unexploded Ordnance (UXO) Technician II  | 34.76       |             |
| 30493       | Technical Occupations | Unexploded Ordnance (UXO) Technician III | 41.67       |             |

| <b>Code</b> | <b>Category</b>                                       | <b>Title</b>                            | <b>Rate</b> | <b>Note</b> |
|-------------|---|---|-------------|-------------|
| 30494       | Technical Occupations                                 | Unexploded (UXO) Safety Escort          | 28.73       |             |
| 30495       | Technical Occupations                                 | Unexploded (UXO) Sweep Personnel        | 28.73       |             |
| 30501       | Technical Occupations                                 | Weather Forecaster I                    | 28.88       |             |
| 30502       | Technical Occupations                                 | Weather Forecaster II                   | 35.13       |             |
| 30620       | Technical Occupations                                 | Weather Observer, Combined Upper Air Or | 23.47       | see 2       |
| 30621       | Technical Occupations                                 | Weather Observer, Senior                | 26.08       | see 2       |
| 31010       | Transportation/Mobile Equipment Operation Occupations | Airplane Pilot                          | 34.76       |             |
| 31020       | Transportation/Mobile Equipment Operation Occupations | Bus Aide                                | 15.27       | ***         |
| 31030       | Transportation/Mobile Equipment Operation Occupations | Bus Driver                              | 20.41       |             |
| 31043       | Transportation/Mobile Equipment Operation Occupations | Driver Courier                          | 17.97       |             |
| 31260       | Transportation/Mobile Equipment Operation Occupations | Parking and Lot Attendant               | 16.06       | ***         |
| 31290       | Transportation/Mobile Equipment Operation Occupations | Shuttle Bus Driver                      | 15.29       | ***         |
| 31310       | Transportation/Mobile Equipment Operation Occupations | Taxi Driver                             | 14.23       | ***         |
| 31361       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Light                      | 19.32       |             |
| 31362       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Medium                     | 20.41       |             |
| 31363       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Heavy                      | 24.83       |             |
| 31364       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Tractor-Trailer            | 24.83       |             |
| 99020       | Miscellaneous Occupations                             | Cabin Safety Specialist                 | 16.95       | ***         |
| 99030       | Miscellaneous Occupations                             | Cashier                                 | 14.54       | ***         |
| 99050       | Miscellaneous Occupations                             | Desk Clerk                              | 15.35       | ***         |
| 99095       | Miscellaneous Occupations                             | Embalmer                                | 30.02       |             |
| 99130       | Miscellaneous Occupations                             | Flight Follower                         | 28.73       |             |
| 99251       | Miscellaneous Occupations                             | Laboratory Animal Caretaker I           | 16.27       | ***         |

| Code  | Category                  | Title                           | Rate  | Note |
|-------|---------------------------|---------------------------------|-------|------|
| 99252 | Miscellaneous Occupations | Laboratory Animal Caretaker II  | 17.49 |      |
| 99260 | Miscellaneous Occupations | Marketing Analyst               | 31.70 |      |
| 99310 | Miscellaneous Occupations | Mortician                       | 30.02 |      |
| 99410 | Miscellaneous Occupations | Pest Controller                 | 25.07 |      |
| 99510 | Miscellaneous Occupations | Photofinishing Worker           | 15.10 | ***  |
| 99710 | Miscellaneous Occupations | Recycling Laborer               | 20.13 |      |
| 99711 | Miscellaneous Occupations | Recycling Specialist            | 23.69 |      |
| 99730 | Miscellaneous Occupations | Refuse Collector                | 18.30 |      |
| 99810 | Miscellaneous Occupations | Sales Clerk                     | 15.36 | ***  |
| 99820 | Miscellaneous Occupations | School Crossing Guard           | 14.73 | ***  |
| 99830 | Miscellaneous Occupations | Survey Party Chief              | 27.90 |      |
| 99831 | Miscellaneous Occupations | Surveying Aide                  | 16.76 | ***  |
| 99832 | Miscellaneous Occupations | Surveying Technician            | 22.94 |      |
| 99840 | Miscellaneous Occupations | Vending Machine Attendant       | 23.13 |      |
| 99841 | Miscellaneous Occupations | Vending Machine Repairer        | 27.92 |      |
| 99842 | Miscellaneous Occupations | Vending Machine Repairer Helper | 23.13 |      |

## Footer

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.20 per hour) or 13658 (\$12.90 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. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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: \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 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, 4 weeks after 15 years, and 5 weeks after 25 years.

Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans'

Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESSES 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)).

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## **Wage Determination No. : 2015-4147**

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 29

Date Of Last Revision : 07/22/2024

Source : [Source Website](#)

### **Header**

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2024.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.90 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 2024.

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: New York

Area: New York Counties of Erie, Niagara

**\*\*Fringe Benefits Required Follow the Occupational Listing\*\***

**Wage Determination Table**

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                        | <b>Rate</b> | <b>Note</b> |
|-------------|---|-------------------------------------|-------------|-------------|
| 01011       | Administrative Support And Clerical Occupations | Accounting Clerk I                  | 18.16       |             |
| 01012       | Administrative Support And Clerical Occupations | Accounting Clerk II                 | 20.38       |             |
| 01013       | Administrative Support And Clerical Occupations | Accounting Clerk III                | 22.80       |             |
| 01020       | Administrative Support And Clerical Occupations | Administrative Assistant            | 32.59       |             |
| 01035       | Administrative Support And Clerical Occupations | Court Reporter                      | 40.63       |             |
| 01041       | Administrative Support And Clerical Occupations | Customer Service Representative I   | 16.95       | ***         |
| 01042       | Administrative Support And Clerical Occupations | Customer Service Representative II  | 18.49       |             |
| 01043       | Administrative Support And Clerical Occupations | Customer Service Representative III | 20.77       |             |
| 01051       | Administrative Support And Clerical Occupations | Data Entry Operator I               | 16.96       | ***         |
| 01052       | Administrative Support And Clerical Occupations | Data Entry Operator II              | 18.51       |             |
| 01060       | Administrative Support And Clerical Occupations | Dispatcher, Motor Vehicle           | 22.62       |             |
| 01070       | Administrative Support And Clerical Occupations | Document Preparation Clerk          | 20.70       |             |
| 01090       | Administrative Support And Clerical Occupations | Duplicating Machine Operator        | 20.70       |             |
| 01111       | Administrative Support And Clerical Occupations | General Clerk I                     | 16.23       | ***         |

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------------|-------------|-------------|
| 01112       | Administrative Support And Clerical Occupations | General Clerk II                     | 17.71       |             |
| 01113       | Administrative Support And Clerical Occupations | General Clerk III                    | 19.87       |             |
| 01120       | Administrative Support And Clerical Occupations | Housing Referral Assistant           | 24.55       |             |
| 01141       | Administrative Support And Clerical Occupations | Messenger Courier                    | 17.11       | ***         |
| 01191       | Administrative Support And Clerical Occupations | Order Clerk I                        | 18.81       |             |
| 01192       | Administrative Support And Clerical Occupations | Order Clerk II                       | 20.53       |             |
| 01261       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) I   | 19.38       |             |
| 01262       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) II  | 21.68       |             |
| 01263       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) III | 24.17       |             |
| 01270       | Administrative Support And Clerical Occupations | Production Control Clerk             | 24.28       |             |
| 01290       | Administrative Support And Clerical Occupations | Rental Clerk                         | 18.43       |             |
| 01300       | Administrative Support And Clerical Occupations | Scheduler, Maintenance               | 19.69       |             |
| 01311       | Administrative Support And Clerical Occupations | Secretary I                          | 19.69       |             |
| 01312       | Administrative Support And Clerical Occupations | Secretary II                         | 22.02       |             |
| 01313       | Administrative Support And Clerical Occupations | Secretary III                        | 24.55       |             |
| 01320       | Administrative Support And Clerical Occupations | Service Order Dispatcher             | 20.22       |             |
| 01410       | Administrative Support And Clerical Occupations | Supply Technician                    | 32.59       |             |
| 01420       | Administrative Support And Clerical Occupations | Survey Worker                        | 22.40       |             |
| 01460       | Administrative Support And Clerical Occupations | Switchboard Operator/Receptionist    | 17.53       |             |

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------------|-------------|-------------|
| 01531       | Administrative Support And Clerical Occupations | Travel Clerk I                       | 16.38       | ***         |
| 01532       | Administrative Support And Clerical Occupations | Travel Clerk II                      | 18.10       |             |
| 01533       | Administrative Support And Clerical Occupations | Travel Clerk III                     | 20.09       |             |
| 01611       | Administrative Support And Clerical Occupations | Word Processor I                     | 16.54       | ***         |
| 01612       | Administrative Support And Clerical Occupations | Word Processor II                    | 18.56       |             |
| 01613       | Administrative Support And Clerical Occupations | Word Processor III                   | 20.76       |             |
| 05005       | Automotive Service Occupations                  | Automobile Body Repairer, Fiberglass | 22.61       |             |
| 05010       | Automotive Service Occupations                  | Automotive Electrician               | 21.87       |             |
| 05040       | Automotive Service Occupations                  | Automotive Glass Installer           | 21.06       |             |
| 05070       | Automotive Service Occupations                  | Automotive Worker                    | 21.06       |             |
| 05110       | Automotive Service Occupations                  | Mobile Equipment Servicer            | 19.45       |             |
| 05130       | Automotive Service Occupations                  | Motor Equipment Metal Mechanic       | 22.63       |             |
| 05160       | Automotive Service Occupations                  | Motor Equipment Metal Worker         | 21.06       |             |
| 05190       | Automotive Service Occupations                  | Motor Vehicle Mechanic               | 22.63       |             |
| 05220       | Automotive Service Occupations                  | Motor Vehicle Mechanic Helper        | 18.45       |             |
| 05250       | Automotive Service Occupations                  | Motor Vehicle Upholstery Worker      | 20.18       |             |
| 05280       | Automotive Service Occupations                  | Motor Vehicle Wrecker                | 21.06       |             |
| 05310       | Automotive Service Occupations                  | Painter, Automotive                  | 21.87       |             |
| 05340       | Automotive Service Occupations                  | Radiator Repair Specialist           | 21.06       |             |
| 05370       | Automotive Service Occupations                  | Tire Repairer                        | 18.78       |             |
| 05400       | Automotive Service Occupations                  | Transmission Repair Specialist       | 22.63       |             |
| 07010       | Food Preparation And Service Occupations        | Baker                                | 16.95       | ***         |
| 07041       | Food Preparation And Service Occupations        | Cook I                               | 17.86       |             |
| 07042       | Food Preparation And Service Occupations        | Cook II                              | 19.48       |             |
| 07070       | Food Preparation And Service Occupations        | Dishwasher                           | 14.62       | ***         |

| <b>Code</b> | <b>Category</b>                              | <b>Title</b>                 | <b>Rate</b> | <b>Note</b> |
|-------------|--|------------------------------|-------------|-------------|
| 07130       | Food Preparation And Service Occupations     | Food Service Worker          | 15.76       | ***         |
| 07210       | Food Preparation And Service Occupations     | Meat Cutter                  | 20.57       |             |
| 07260       | Food Preparation And Service Occupations     | Waiter/Waitress              | 16.74       | ***         |
| 09010       | Furniture Maintenance And Repair Occupations | Electrostatic Spray Painter  | 24.57       |             |
| 09040       | Furniture Maintenance And Repair Occupations | Furniture Handler            | 19.26       |             |
| 09080       | Furniture Maintenance And Repair Occupations | Furniture Refinisher         | 24.57       |             |
| 09090       | Furniture Maintenance And Repair Occupations | Furniture Refinisher Helper  | 21.15       |             |
| 09110       | Furniture Maintenance And Repair Occupations | Furniture Repairer, Minor    | 22.80       |             |
| 09130       | Furniture Maintenance And Repair Occupations | Upholsterer                  | 24.57       |             |
| 11030       | General Services And Support Occupations     | Cleaner, Vehicles            | 15.19       | ***         |
| 11060       | General Services And Support Occupations     | Elevator Operator            | 15.75       | ***         |
| 11090       | General Services And Support Occupations     | Gardener                     | 21.95       |             |
| 11122       | General Services And Support Occupations     | Housekeeping Aide            | 16.97       | ***         |
| 11150       | General Services And Support Occupations     | Janitor                      | 16.97       | ***         |
| 11210       | General Services And Support Occupations     | Laborer, Grounds Maintenance | 18.31       |             |
| 11240       | General Services And Support Occupations     | Maid or Houseman             | 15.70       | ***         |
| 11260       | General Services And Support Occupations     | Pruner                       | 16.98       | ***         |
| 11270       | General Services And Support Occupations     | Tractor Operator             | 20.97       |             |
| 11330       | General Services And Support Occupations     | Trail Maintenance Worker     | 18.31       |             |

| <b>Code</b> | <b>Category</b>                          | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 11360       | General Services And Support Occupations | Window Cleaner                             | 18.30       |             |
| 12010       | Health Occupations                       | Ambulance Driver                           | 17.65       |             |
| 12011       | Health Occupations                       | Breath Alcohol Technician                  | 23.48       |             |
| 12012       | Health Occupations                       | Certified Occupational Therapist Assistant | 24.63       |             |
| 12015       | Health Occupations                       | Certified Physical Therapist Assistant     | 25.10       |             |
| 12020       | Health Occupations                       | Dental Assistant                           | 21.74       |             |
| 12025       | Health Occupations                       | Dental Hygienist                           | 35.04       |             |
| 12030       | Health Occupations                       | EKG Technician                             | 38.19       |             |
| 12035       | Health Occupations                       | Electroneurodiagnostic Technologist        | 38.19       |             |
| 12040       | Health Occupations                       | Emergency Medical Technician               | 17.65       |             |
| 12071       | Health Occupations                       | Licensed Practical Nurse I                 | 21.00       |             |
| 12072       | Health Occupations                       | Licensed Practical Nurse II                | 23.48       |             |
| 12073       | Health Occupations                       | Licensed Practical Nurse III               | 26.19       |             |
| 12100       | Health Occupations                       | Medical Assistant                          | 19.63       |             |
| 12130       | Health Occupations                       | Medical Laboratory Technician              | 34.76       |             |
| 12160       | Health Occupations                       | Medical Record Clerk                       | 22.25       |             |
| 12190       | Health Occupations                       | Medical Record Technician                  | 24.89       |             |
| 12195       | Health Occupations                       | Medical Transcriptionist                   | 19.71       |             |
| 12210       | Health Occupations                       | Nuclear Medicine Technologist              | 43.97       |             |
| 12221       | Health Occupations                       | Nursing Assistant I                        | 13.23       | ***         |
| 12222       | Health Occupations                       | Nursing Assistant II                       | 14.89       | ***         |
| 12223       | Health Occupations                       | Nursing Assistant III                      | 16.24       | ***         |
| 12224       | Health Occupations                       | Nursing Assistant IV                       | 18.23       |             |
| 12235       | Health Occupations                       | Optical Dispenser                          | 27.11       |             |
| 12236       | Health Occupations                       | Optical Technician                         | 19.13       |             |
| 12250       | Health Occupations                       | Pharmacy Technician                        | 17.51       |             |
| 12280       | Health Occupations                       | Phlebotomist                               | 20.64       |             |
| 12305       | Health Occupations                       | Radiologic Technologist                    | 36.42       |             |
| 12311       | Health Occupations                       | Registered Nurse I                         | 28.33       |             |
| 12312       | Health Occupations                       | Registered Nurse II                        | 34.65       |             |
| 12313       | Health Occupations                       | Registered Nurse II, Specialist            | 34.65       |             |

| <b>Code</b> | <b>Category</b>                    | <b>Title</b>                           | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------|--|-------------|-------------|
| 12314       | Health Occupations                 | Registered Nurse III                   | 41.92       |             |
| 12315       | Health Occupations                 | Registered Nurse III, Anesthetist      | 41.92       |             |
| 12316       | Health Occupations                 | Registered Nurse IV                    | 50.24       |             |
| 12317       | Health Occupations                 | Scheduler                              | 29.10       |             |
| 12320       | Health Occupations                 | Substance Abuse Treatment Counselor    | 24.50       |             |
| 13011       | Information And Arts Occupations   | Exhibits Specialist I                  | 22.47       |             |
| 13012       | Information And Arts Occupations   | Exhibits Specialist II                 | 27.85       |             |
| 13013       | Information And Arts Occupations   | Exhibits Specialist III                | 34.05       |             |
| 13041       | Information And Arts Occupations   | Illustrator I                          | 22.18       |             |
| 13042       | Information And Arts Occupations   | Illustrator II                         | 27.48       |             |
| 13043       | Information And Arts Occupations   | Illustrator III                        | 33.61       |             |
| 13047       | Information And Arts Occupations   | Librarian                              | 30.43       |             |
| 13050       | Information And Arts Occupations   | Library Aide/Clerk                     | 15.63       | ***         |
| 13054       | Information And Arts Occupations   | Library Information Technology Systems | 27.48       |             |
| 13058       | Information And Arts Occupations   | Library Technician                     | 20.01       |             |
| 13061       | Information And Arts Occupations   | Media Specialist I                     | 19.83       |             |
| 13062       | Information And Arts Occupations   | Media Specialist II                    | 22.18       |             |
| 13063       | Information And Arts Occupations   | Media Specialist III                   | 24.73       |             |
| 13071       | Information And Arts Occupations   | Photographer I                         | 19.39       |             |
| 13072       | Information And Arts Occupations   | Photographer II                        | 21.69       |             |
| 13073       | Information And Arts Occupations   | Photographer III                       | 26.87       |             |
| 13074       | Information And Arts Occupations   | Photographer IV                        | 32.87       |             |
| 13075       | Information And Arts Occupations   | Photographer V                         | 39.77       |             |
| 13090       | Information And Arts Occupations   | Technical Order Library Clerk          | 19.64       |             |
| 13110       | Information And Arts Occupations   | Video Teleconference Technician        | 25.95       |             |
| 14041       | Information Technology Occupations | Computer Operator I                    | 23.61       |             |
| 14042       | Information Technology Occupations | Computer Operator II                   | 26.44       |             |
| 14043       | Information Technology Occupations | Computer Operator III                  | 29.57       |             |
| 14044       | Information Technology Occupations | Computer Operator IV                   | 32.92       |             |
| 14045       | Information Technology Occupations | Computer Operator V                    | 36.45       |             |
| 14071       | Information Technology Occupations | Computer Programmer I                  | 23.59       |             |
| 14072       | Information Technology Occupations | Computer Programmer II                 | NaN         |             |

| <b>Code</b> | <b>Category</b>   | <b>Title</b>                                    | <b>Rate</b> | <b>Note</b> |
|-------------|---|---|-------------|-------------|
| 14073       | Information Technology Occupations                      | Computer Programmer III                         | NaN         | see<br>1    |
| 14074       | Information Technology Occupations                      | Computer Programmer IV                          | NaN         | see<br>1    |
| 14101       | Information Technology Occupations                      | Computer Systems Analyst I                      | NaN         | see<br>1    |
| 14102       | Information Technology Occupations                      | Computer Systems Analyst II                     | NaN         | see<br>1    |
| 14103       | Information Technology Occupations                      | Computer Systems Analyst III                    | NaN         | see<br>1    |
| 14150       | Information Technology Occupations                      | Peripheral Equipment Operator                   | 23.61       |             |
| 14160       | Information Technology Occupations                      | Personal Computer Support Technician            | 32.92       |             |
| 14170       | Information Technology Occupations                      | System Support Specialist                       | 37.50       |             |
| 15010       | Instructional Occupations                               | Aircrew Training Devices Instructor             | 33.04       |             |
| 15020       | Instructional Occupations                               | Aircrew Training Devices Instructor             | 39.97       |             |
| 15030       | Instructional Occupations                               | Air Crew Training Devices Instructor            | 47.91       |             |
| 15050       | Instructional Occupations                               | Computer Based Training Specialist / Instructor | 33.04       |             |
| 15060       | Instructional Occupations                               | Educational Technologist                        | 37.79       |             |
| 15070       | Instructional Occupations                               | Flight Instructor                               | 47.91       |             |
| 15080       | Instructional Occupations                               | Graphic Artist                                  | 25.80       |             |
| 15085       | Instructional Occupations                               | Maintenance Test Pilot, Fixed, Jet/Prop         | 47.91       |             |
| 15086       | Instructional Occupations                               | Maintenance Test Pilot, Rotary Wing             | 47.91       |             |
| 15088       | Instructional Occupations                               | Non-Maintenance Test/Co-Pilot                   | 47.91       |             |
| 15090       | Instructional Occupations                               | Technical Instructor                            | 25.62       |             |
| 15095       | Instructional Occupations                               | Technical Instructor/Course Developer           | 31.34       |             |
| 15110       | Instructional Occupations                               | Test Proctor                                    | 20.68       |             |
| 15120       | Instructional Occupations                               | Tutor   | 20.68       |             |
| 16010       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Assembler                                       | 16.41       | ***         |

| <b>Code</b> | <b>Category</b>   | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|---|--|-------------|-------------|
| 16030       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Counter Attendant                          | 16.41       | ***         |
| 16040       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Dry Cleaner                                | 18.75       |             |
| 16070       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Finisher, Flatwork, Machine                | 16.41       | ***         |
| 16090       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Hand                              | 16.41       | ***         |
| 16110       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Drycleaning              | 16.41       | ***         |
| 16130       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Shirts                   | 16.41       | ***         |
| 16160       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Wearing Apparel, Laundry | 16.41       | ***         |
| 16190       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Sewing Machine Operator                    | 19.53       |             |
| 16220       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Tailor                                     | 20.31       |             |
| 16250       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Washer, Machine                            | 17.19       | ***         |
| 19010       | Machine Tool Operation And Repair Occupations           | Machine-Tool Operator                      | 33.69       |             |
| 19040       | Machine Tool Operation And Repair Occupations           | Tool And Die Maker                         | 38.31       |             |
| 21020       | Materials Handling And Packing Occupations              | Forklift Operator                          | 24.00       |             |
| 21030       | Materials Handling And Packing Occupations              | Material Coordinator                       | 24.28       |             |
| 21040       | Materials Handling And Packing Occupations              | Material Expediter                         | 24.28       |             |
| 21050       | Materials Handling And Packing Occupations              | Material Handling Laborer                  | 19.01       |             |
| 21071       | Materials Handling And Packing Occupations              | Order Filler                               | 17.88       |             |
| 21080       | Materials Handling And Packing Occupations              | Production Line Worker                     | 24.00       |             |
| 21110       | Materials Handling And Packing Occupations              | Shipping Packer                            | 19.74       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                                   | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 21130       | Materials Handling And Packing Occupations       | Shipping/Receiving Clerk                       | 19.74       |             |
| 21140       | Materials Handling And Packing Occupations       | Store Worker I                                 | 20.42       |             |
| 21150       | Materials Handling And Packing Occupations       | Stock Clerk                                    | 25.72       |             |
| 21210       | Materials Handling And Packing Occupations       | Tools And Parts Attendant                      | 24.00       |             |
| 21410       | Materials Handling And Packing Occupations       | Warehouse Specialist                           | 24.00       |             |
| 23010       | Mechanics And Maintenance And Repair Occupations | Aerospace Structural Welder                    | 37.21       |             |
| 23019       | Mechanics And Maintenance And Repair Occupations | Aircraft Logs and Records Technician           | 32.04       |             |
| 23021       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic I                            | 35.93       |             |
| 23022       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic II                           | 37.21       |             |
| 23023       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic III                          | 38.26       |             |
| 23040       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic Helper                       | 29.29       |             |
| 23050       | Mechanics And Maintenance And Repair Occupations | Aircraft, Painter                              | 34.73       |             |
| 23060       | Mechanics And Maintenance And Repair Occupations | Aircraft Servicer                              | 32.04       |             |
| 23070       | Mechanics And Maintenance And Repair Occupations | Aircraft Survival Flight Equipment Technician  | 34.73       |             |
| 23080       | Mechanics And Maintenance And Repair Occupations | Aircraft Worker                                | 33.44       |             |
| 23091       | Mechanics And Maintenance And Repair Occupations | Aircrew Life Support Equipment (ALSE) Mechanic | 33.44       |             |
| 23092       | Mechanics And Maintenance And Repair Occupations | Aircrew Life Support Equipment (ALSE) Mechanic | 35.93       |             |
| 23110       | Mechanics And Maintenance And Repair Occupations | Appliance Mechanic                             | 21.53       |             |
| 23120       | Mechanics And Maintenance And Repair Occupations | Bicycle Repairer                               | 28.45       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                           | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 23125       | Mechanics And Maintenance And Repair Occupations | Cable Splicer                          | 51.34       |             |
| 23130       | Mechanics And Maintenance And Repair Occupations | Carpenter, Maintenance                 | 26.28       |             |
| 23140       | Mechanics And Maintenance And Repair Occupations | Carpet Layer                           | 31.04       |             |
| 23160       | Mechanics And Maintenance And Repair Occupations | Electrician, Maintenance               | 36.16       |             |
| 23181       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance I   | 31.91       |             |
| 23182       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance II  | 33.14       |             |
| 23183       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance III | 34.28       |             |
| 23260       | Mechanics And Maintenance And Repair Occupations | Fabric Worker                          | 29.74       |             |
| 23290       | Mechanics And Maintenance And Repair Occupations | Fire Alarm System Mechanic             | 25.93       |             |
| 23310       | Mechanics And Maintenance And Repair Occupations | Fire Extinguisher Repairer             | 28.45       |             |
| 23311       | Mechanics And Maintenance And Repair Occupations | Fuel Distribution System Mechanic      | 41.29       |             |
| 23312       | Mechanics And Maintenance And Repair Occupations | Fuel Distribution System Operator      | 35.23       |             |
| 23370       | Mechanics And Maintenance And Repair Occupations | General Maintenance Worker             | 22.52       |             |
| 23380       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Mechanic      | 35.93       |             |
| 23381       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Servicer      | 32.04       |             |
| 23382       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Worker        | 33.44       |             |
| 23391       | Mechanics And Maintenance And Repair Occupations | Gunsmith I                             | 28.45       |             |
| 23392       | Mechanics And Maintenance And Repair Occupations | Gunsmith II                            | 31.04       |             |
| 23393       | Mechanics And Maintenance And Repair Occupations | Gunsmith III                           | 33.35       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 23410       | Mechanics And Maintenance And Repair Occupations | Heating, Ventilation And Air-Conditioning | 28.47       |             |
| 23411       | Mechanics And Maintenance And Repair Occupations | Heating, Ventilation And Air Contidioning | 29.49       |             |
| 23430       | Mechanics And Maintenance And Repair Occupations | Heavy Equipment Mechanic                  | 29.54       |             |
| 23440       | Mechanics And Maintenance And Repair Occupations | Heavy Equipment Operator                  | 31.41       |             |
| 23460       | Mechanics And Maintenance And Repair Occupations | Instrument Mechanic                       | 33.35       |             |
| 23465       | Mechanics And Maintenance And Repair Occupations | Laboratory/Shelter Mechanic               | 32.24       |             |
| 23470       | Mechanics And Maintenance And Repair Occupations | Laborer                                   | 19.01       |             |
| 23510       | Mechanics And Maintenance And Repair Occupations | Locksmith                                 | 24.23       |             |
| 23530       | Mechanics And Maintenance And Repair Occupations | Machinery Maintenance Mechanic            | 30.45       |             |
| 23550       | Mechanics And Maintenance And Repair Occupations | Machinist, Maintenance                    | 26.84       |             |
| 23580       | Mechanics And Maintenance And Repair Occupations | Maintenance Trades Helper                 | 18.68       |             |
| 23591       | Mechanics And Maintenance And Repair Occupations | Metrology Technician I                    | 33.35       |             |
| 23592       | Mechanics And Maintenance And Repair Occupations | Metrology Technician II                   | 34.54       |             |
| 23593       | Mechanics And Maintenance And Repair Occupations | Metrology Technician III                  | 35.51       |             |
| 23640       | Mechanics And Maintenance And Repair Occupations | Millwright                                | 38.00       |             |
| 23710       | Mechanics And Maintenance And Repair Occupations | Office Appliance Repairer                 | 22.99       |             |
| 23760       | Mechanics And Maintenance And Repair Occupations | Painter, Maintenance                      | 26.77       |             |
| 23790       | Mechanics And Maintenance And Repair Occupations | Pipefitter, Maintenance                   | 36.50       |             |
| 23810       | Mechanics And Maintenance And Repair Occupations | Plumber, Maintenance                      | 35.28       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                          | <b>Rate</b> | <b>Note</b> |
|-------------|--|---------------------------------------|-------------|-------------|
| 23820       | Mechanics And Maintenance And Repair Occupations | Pneudraulic Systems Mechanic          | 33.35       |             |
| 23850       | Mechanics And Maintenance And Repair Occupations | Rigger                                | 33.35       |             |
| 23870       | Mechanics And Maintenance And Repair Occupations | Scale Mechanic                        | 31.04       |             |
| 23890       | Mechanics And Maintenance And Repair Occupations | Sheet-Metal Worker, Maintenance       | 29.87       |             |
| 23910       | Mechanics And Maintenance And Repair Occupations | Small Engine Mechanic                 | 22.35       |             |
| 23931       | Mechanics And Maintenance And Repair Occupations | Telecommunications Mechanic I         | 41.38       |             |
| 23932       | Mechanics And Maintenance And Repair Occupations | Telecommunications Mechanic II        | 42.85       |             |
| 23950       | Mechanics And Maintenance And Repair Occupations | Telephone Lineman                     | 42.48       |             |
| 23960       | Mechanics And Maintenance And Repair Occupations | Welder, Combination, Maintenance      | 25.33       |             |
| 23965       | Mechanics And Maintenance And Repair Occupations | Well Driller                          | 33.35       |             |
| 23970       | Mechanics And Maintenance And Repair Occupations | Woodcraft Worker                      | 33.35       |             |
| 23980       | Mechanics And Maintenance And Repair Occupations | Woodworker                            | 28.45       |             |
| 24550       | Personal Needs Occupations                       | Case Manager                          | 19.91       |             |
| 24570       | Personal Needs Occupations                       | Child Care Attendant                  | 15.71       | ***         |
| 24580       | Personal Needs Occupations                       | Child Care Center Clerk               | 19.60       |             |
| 24610       | Personal Needs Occupations                       | Chore Aide                            | 16.21       | ***         |
| 24620       | Personal Needs Occupations                       | Family Readiness And Support Services | 19.91       |             |
| 24630       | Personal Needs Occupations                       | Homemaker                             | 19.91       |             |
| 25010       | Plant And System Operations Occupations          | Boiler Tender                         | 32.94       |             |
| 25040       | Plant And System Operations Occupations          | Sewage Plant Operator                 | 29.58       |             |
| 25070       | Plant And System Operations Occupations          | Stationary Engineer                   | 32.94       |             |

| <b>Code</b> | <b>Category</b>                                | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 25190       | Plant And System Operations Occupations        | Ventilation Equipment Tender              | 26.85       |             |
| 25210       | Plant And System Operations Occupations        | Water Treatment Plant Operator            | 29.58       |             |
| 27004       | Protective Service Occupations                 | Alarm Monitor                             | 26.59       |             |
| 27007       | Protective Service Occupations                 | Baggage Inspector                         | 17.01       | ***         |
| 27008       | Protective Service Occupations                 | Corrections Officer                       | 34.81       |             |
| 27010       | Protective Service Occupations                 | Court Security Officer                    | 34.78       |             |
| 27030       | Protective Service Occupations                 | Detection Dog Handler                     | 19.02       |             |
| 27040       | Protective Service Occupations                 | Detention Officer                         | 34.81       |             |
| 27070       | Protective Service Occupations                 | Firefighter                               | 34.75       |             |
| 27101       | Protective Service Occupations                 | Guard I                                   | 17.01       | ***         |
| 27102       | Protective Service Occupations                 | Guard II                                  | 19.02       |             |
| 27131       | Protective Service Occupations                 | Police Officer I                          | 35.21       |             |
| 27132       | Protective Service Occupations                 | Police Officer II                         | 39.12       |             |
| 28041       | Recreation Occupations                         | Carnival Equipment Operator               | 19.02       |             |
| 28042       | Recreation Occupations                         | Carnival Equipment Repairer               | 19.91       |             |
| 28043       | Recreation Occupations                         | Carnival Worker                           | 15.40       | ***         |
| 28210       | Recreation Occupations                         | Gate Attendant/Gate Tender                | 18.64       |             |
| 28310       | Recreation Occupations                         | Lifeguard                                 | 15.51       | ***         |
| 28350       | Recreation Occupations                         | Park Attendant                            | 20.85       |             |
| 28510       | Recreation Occupations                         | Recreation Aide/Health Facility Attendant | 15.22       | ***         |
| 28515       | Recreation Occupations                         | Recreation Specialist                     | 25.83       |             |
| 28630       | Recreation Occupations                         | Sports Official                           | 16.61       | ***         |
| 28690       | Recreation Occupations                         | Swimming Pool Operator                    | 21.72       |             |
| 29010       | Stevedoring/Longshoremen Occupational Services | Blocker And Bracer                        | 35.76       |             |
| 29020       | Stevedoring/Longshoremen Occupational Services | Hatch Tender                              | 35.76       |             |
| 29030       | Stevedoring/Longshoremen Occupational Services | Line Handler                              | 35.76       |             |
| 29041       | Stevedoring/Longshoremen Occupational Services | Stevedore I                               | 34.34       |             |
| 29042       | Stevedoring/Longshoremen Occupational Services | Stevedore II                              | 37.03       |             |

| <b>Code</b> | <b>Category</b>       | <b>Title</b>                             | <b>Rate</b> | <b>Note</b> |
|-------------|-----------------------|--|-------------|-------------|
| 30010       | Technical Occupations | Air Traffic Control Specialist, Center   | 47.21       | see 2       |
| 30011       | Technical Occupations | Air Traffic Control Specialist, Station  | 32.55       | see 2       |
| 30012       | Technical Occupations | Air Traffic Control Specialist, Terminal | 35.85       | see 2       |
| 30021       | Technical Occupations | Archeological Technician I               | 18.68       |             |
| 30022       | Technical Occupations | Archeological Technician II              | 20.90       |             |
| 30023       | Technical Occupations | Archeological Technician III             | 25.90       |             |
| 30030       | Technical Occupations | Cartographic Technician                  | 25.90       |             |
| 30040       | Technical Occupations | Civil Engineering Technician             | 29.26       |             |
| 30051       | Technical Occupations | Cryogenic Technician I                   | 28.68       |             |
| 30052       | Technical Occupations | Cryogenic Technician II                  | 31.68       |             |
| 30061       | Technical Occupations | Drafter/CAD Operator I                   | 18.68       |             |
| 30062       | Technical Occupations | Drafter/CAD Operator II                  | 20.90       |             |
| 30063       | Technical Occupations | Drafter/CAD Operator III                 | 23.30       |             |
| 30064       | Technical Occupations | Drafter/CAD Operator IV                  | 28.68       |             |
| 30081       | Technical Occupations | Engineering Technician I                 | 19.15       |             |
| 30082       | Technical Occupations | Engineering Technician II                | 21.49       |             |
| 30083       | Technical Occupations | Engineering Technician III               | 24.04       |             |
| 30084       | Technical Occupations | Engineering Technician IV                | 29.79       |             |
| 30085       | Technical Occupations | Engineering Technician V                 | 36.44       |             |
| 30086       | Technical Occupations | Engineering Technician VI                | 38.35       |             |
| 30090       | Technical Occupations | Environmental Technician                 | 24.60       |             |
| 30095       | Technical Occupations | Evidence Control Specialist              | 25.90       |             |
| 30210       | Technical Occupations | Laboratory Technician                    | 28.58       |             |
| 30221       | Technical Occupations | Latent Fingerprint Technician I          | 33.84       |             |
| 30222       | Technical Occupations | Latent Fingerprint Technician II         | 37.38       |             |
| 30240       | Technical Occupations | Mathematical Technician                  | 28.42       |             |
| 30361       | Technical Occupations | Paralegal/Legal Assistant I              | 22.22       |             |
| 30362       | Technical Occupations | Paralegal/Legal Assistant II             | 27.52       |             |
| 30363       | Technical Occupations | Paralegal/Legal Assistant III            | 33.66       |             |
| 30364       | Technical Occupations | Paralegal/Legal Assistant IV             | 40.72       |             |
| 30375       | Technical Occupations | Petroleum Supply Specialist              | 31.68       |             |
| 30390       | Technical Occupations | Photo-Optics Technician                  | 25.90       |             |

| <b>Code</b> | <b>Category</b>  | <b>Title</b>                                | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 30395       | Technical Occupations                                    | Radiation Control Technician                | 31.68       |             |
| 30461       | Technical Occupations                                    | Technical Writer I                          | 29.04       |             |
| 30462       | Technical Occupations                                    | Technical Writer II                         | 35.51       |             |
| 30463       | Technical Occupations                                    | Technical Writer III                        | 42.96       |             |
| 30491       | Technical Occupations                                    | Unexploded Ordnance (UXO)<br>Technician I   | 30.00       |             |
| 30492       | Technical Occupations                                    | Unexploded Ordnance (UXO)<br>Technician II  | 36.30       |             |
| 30493       | Technical Occupations                                    | Unexploded Ordnance (UXO)<br>Technician III | 43.51       |             |
| 30494       | Technical Occupations                                    | Unexploded (UXO) Safety Escort              | 30.00       |             |
| 30495       | Technical Occupations                                    | Unexploded (UXO) Sweep<br>Personnel         | 30.00       |             |
| 30501       | Technical Occupations                                    | Weather Forecaster I                        | 28.68       |             |
| 30502       | Technical Occupations                                    | Weather Forecaster II                       | 34.88       |             |
| 30620       | Technical Occupations                                    | Weather Observer, Combined<br>Upper Air Or  | 23.30       | see<br>2    |
| 30621       | Technical Occupations                                    | Weather Observer, Senior                    | 25.90       | see<br>2    |
| 31010       | Transportation/Mobile Equipment<br>Operation Occupations | Airplane Pilot                              | 36.30       |             |
| 31020       | Transportation/Mobile Equipment<br>Operation Occupations | Bus Aide                                    | 15.70       | ***         |
| 31030       | Transportation/Mobile Equipment<br>Operation Occupations | Bus Driver                                  | 19.66       |             |
| 31043       | Transportation/Mobile Equipment<br>Operation Occupations | Driver Courier                              | 18.38       |             |
| 31260       | Transportation/Mobile Equipment<br>Operation Occupations | Parking and Lot Attendant                   | 15.33       | ***         |
| 31290       | Transportation/Mobile Equipment<br>Operation Occupations | Shuttle Bus Driver                          | 17.83       |             |
| 31310       | Transportation/Mobile Equipment<br>Operation Occupations | Taxi Driver                                 | 15.17       | ***         |
| 31361       | Transportation/Mobile Equipment<br>Operation Occupations | Truckdriver, Light                          | 19.24       |             |
| 31362       | Transportation/Mobile Equipment<br>Operation Occupations | Truckdriver, Medium                         | 20.24       |             |

| <b>Code</b> | <b>Category</b>                                       | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|---|---------------------------------|-------------|-------------|
| 31363       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Heavy              | 26.17       |             |
| 31364       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Tractor-Trailer    | 26.17       |             |
| 99020       | Miscellaneous Occupations                             | Cabin Safety Specialist         | 17.70       |             |
| 99030       | Miscellaneous Occupations                             | Cashier                         | 14.88       | ***         |
| 99050       | Miscellaneous Occupations                             | Desk Clerk                      | 15.97       | ***         |
| 99095       | Miscellaneous Occupations                             | Embalmer                        | 32.12       |             |
| 99130       | Miscellaneous Occupations                             | Flight Follower                 | 30.00       |             |
| 99251       | Miscellaneous Occupations                             | Laboratory Animal Caretaker I   | 17.34       |             |
| 99252       | Miscellaneous Occupations                             | Laboratory Animal Caretaker II  | 18.15       |             |
| 99260       | Miscellaneous Occupations                             | Marketing Analyst               | 33.67       |             |
| 99310       | Miscellaneous Occupations                             | Mortician                       | 32.12       |             |
| 99410       | Miscellaneous Occupations                             | Pest Controller                 | 22.43       |             |
| 99510       | Miscellaneous Occupations                             | Photofinishing Worker           | 15.77       | ***         |
| 99710       | Miscellaneous Occupations                             | Recycling Laborer               | 24.00       |             |
| 99711       | Miscellaneous Occupations                             | Recycling Specialist            | 27.49       |             |
| 99730       | Miscellaneous Occupations                             | Refuse Collector                | 22.26       |             |
| 99810       | Miscellaneous Occupations                             | Sales Clerk                     | 15.79       | ***         |
| 99820       | Miscellaneous Occupations                             | School Crossing Guard           | 15.64       | ***         |
| 99830       | Miscellaneous Occupations                             | Survey Party Chief              | 31.79       |             |
| 99831       | Miscellaneous Occupations                             | Surveying Aide                  | 16.40       | ***         |
| 99832       | Miscellaneous Occupations                             | Surveying Technician            | 25.82       |             |
| 99840       | Miscellaneous Occupations                             | Vending Machine Attendant       | 17.48       |             |
| 99841       | Miscellaneous Occupations                             | Vending Machine Repairer        | 19.95       |             |
| 99842       | Miscellaneous Occupations                             | Vending Machine Repairer Helper | 17.48       |             |

## Footer

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.20 per hour) or 13658 (\$12.90 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. The minimum wage requirements of Executive Order 14026 also are not currently being

enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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: \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 per month\*

\*This rate is to be used only when compensating employees for performance on an SCA-

covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 25 years.

Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of twelve paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

**THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESSES 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)).

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## **Wage Determination No. : 2015-4149**

### REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 25

Date Of Last Revision : 07/22/2024

Source : [Source Website](#)

### **Header**

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2024.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.90 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 2024.

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: New York

Area: New York County of Chemung

\*\*Fringe Benefits Required Follow the Occupational Listing\*\*

### Wage Determination Table

| Code  | Category  | Title                               | Rate  | Note |
|-------|---|-------------------------------------|-------|------|
| 01011 | Administrative Support And Clerical Occupations | Accounting Clerk I                  | 17.36 |      |
| 01012 | Administrative Support And Clerical Occupations | Accounting Clerk II                 | 19.48 |      |
| 01013 | Administrative Support And Clerical Occupations | Accounting Clerk III                | 21.79 |      |
| 01020 | Administrative Support And Clerical Occupations | Administrative Assistant            | 31.95 |      |
| 01035 | Administrative Support And Clerical Occupations | Court Reporter                      | 19.43 |      |
| 01041 | Administrative Support And Clerical Occupations | Customer Service Representative I   | 14.55 | ***  |
| 01042 | Administrative Support And Clerical Occupations | Customer Service Representative II  | 16.02 | ***  |
| 01043 | Administrative Support And Clerical Occupations | Customer Service Representative III | 17.82 |      |
| 01051 | Administrative Support And Clerical Occupations | Data Entry Operator I               | 14.19 | ***  |

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------------|-------------|-------------|
| 01052       | Administrative Support And Clerical Occupations | Data Entry Operator II               | 15.48       | ***         |
| 01060       | Administrative Support And Clerical Occupations | Dispatcher, Motor Vehicle            | 19.81       |             |
| 01070       | Administrative Support And Clerical Occupations | Document Preparation Clerk           | 15.48       | ***         |
| 01090       | Administrative Support And Clerical Occupations | Duplicating Machine Operator         | 15.48       | ***         |
| 01111       | Administrative Support And Clerical Occupations | General Clerk I                      | 14.89       | ***         |
| 01112       | Administrative Support And Clerical Occupations | General Clerk II                     | 16.24       | ***         |
| 01113       | Administrative Support And Clerical Occupations | General Clerk III                    | 18.23       |             |
| 01120       | Administrative Support And Clerical Occupations | Housing Referral Assistant           | 21.67       |             |
| 01141       | Administrative Support And Clerical Occupations | Messenger Courier                    | 13.04       | ***         |
| 01191       | Administrative Support And Clerical Occupations | Order Clerk I                        | 14.19       | ***         |
| 01192       | Administrative Support And Clerical Occupations | Order Clerk II                       | 15.48       | ***         |
| 01261       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) I   | 17.81       |             |
| 01262       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) II  | 19.92       |             |
| 01263       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) III | 22.21       |             |
| 01270       | Administrative Support And Clerical Occupations | Production Control Clerk             | 23.49       |             |
| 01290       | Administrative Support And Clerical Occupations | Rental Clerk                         | 19.38       |             |
| 01300       | Administrative Support And Clerical Occupations | Scheduler, Maintenance               | 17.37       |             |
| 01311       | Administrative Support And Clerical Occupations | Secretary I                          | 17.37       |             |
| 01312       | Administrative Support And Clerical Occupations | Secretary II                         | 19.43       |             |

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------------|-------------|-------------|
| 01313       | Administrative Support And Clerical Occupations | Secretary III                        | 21.67       |             |
| 01320       | Administrative Support And Clerical Occupations | Service Order Dispatcher             | 17.55       |             |
| 01410       | Administrative Support And Clerical Occupations | Supply Technician                    | 31.95       |             |
| 01420       | Administrative Support And Clerical Occupations | Survey Worker                        | 19.14       |             |
| 01460       | Administrative Support And Clerical Occupations | Switchboard Operator/Receptionist    | 16.83       | ***         |
| 01531       | Administrative Support And Clerical Occupations | Travel Clerk I                       | 14.09       | ***         |
| 01532       | Administrative Support And Clerical Occupations | Travel Clerk II                      | 15.17       | ***         |
| 01533       | Administrative Support And Clerical Occupations | Travel Clerk III                     | 16.28       | ***         |
| 01611       | Administrative Support And Clerical Occupations | Word Processor I                     | 16.05       | ***         |
| 01612       | Administrative Support And Clerical Occupations | Word Processor II                    | 18.01       |             |
| 01613       | Administrative Support And Clerical Occupations | Word Processor III                   | 20.14       |             |
| 05005       | Automotive Service Occupations                  | Automobile Body Repairer, Fiberglass | 23.28       |             |
| 05010       | Automotive Service Occupations                  | Automotive Electrician               | 18.87       |             |
| 05040       | Automotive Service Occupations                  | Automotive Glass Installer           | 17.90       |             |
| 05070       | Automotive Service Occupations                  | Automotive Worker                    | 17.90       |             |
| 05110       | Automotive Service Occupations                  | Mobile Equipment Servicer            | 16.32       | ***         |
| 05130       | Automotive Service Occupations                  | Motor Equipment Metal Mechanic       | 19.90       |             |
| 05160       | Automotive Service Occupations                  | Motor Equipment Metal Worker         | 17.90       |             |
| 05190       | Automotive Service Occupations                  | Motor Vehicle Mechanic               | 19.90       |             |
| 05220       | Automotive Service Occupations                  | Motor Vehicle Mechanic Helper        | 15.63       | ***         |
| 05250       | Automotive Service Occupations                  | Motor Vehicle Upholstery Worker      | 16.95       | ***         |
| 05280       | Automotive Service Occupations                  | Motor Vehicle Wrecker                | 17.90       |             |
| 05310       | Automotive Service Occupations                  | Painter, Automotive                  | 18.87       |             |
| 05340       | Automotive Service Occupations                  | Radiator Repair Specialist           | 17.90       |             |
| 05370       | Automotive Service Occupations                  | Tire Repairer                        | 15.73       | ***         |

| <b>Code</b> | <b>Category</b>                              | <b>Title</b>                   | <b>Rate</b> | <b>Note</b> |
|-------------|--|--------------------------------|-------------|-------------|
| 05400       | Automotive Service Occupations               | Transmission Repair Specialist | 19.90       |             |
| 07010       | Food Preparation And Service Occupations     | Baker                          | 17.11       | ***         |
| 07041       | Food Preparation And Service Occupations     | Cook I                         | 17.27       |             |
| 07042       | Food Preparation And Service Occupations     | Cook II                        | 19.66       |             |
| 07070       | Food Preparation And Service Occupations     | Dishwasher                     | 14.20       | ***         |
| 07130       | Food Preparation And Service Occupations     | Food Service Worker            | 15.54       | ***         |
| 07210       | Food Preparation And Service Occupations     | Meat Cutter                    | 19.93       |             |
| 07260       | Food Preparation And Service Occupations     | Waiter/Waitress                | 17.70       |             |
| 09010       | Furniture Maintenance And Repair Occupations | Electrostatic Spray Painter    | 23.74       |             |
| 09040       | Furniture Maintenance And Repair Occupations | Furniture Handler              | 16.41       | ***         |
| 09080       | Furniture Maintenance And Repair Occupations | Furniture Refinisher           | 23.74       |             |
| 09090       | Furniture Maintenance And Repair Occupations | Furniture Refinisher Helper    | 18.84       |             |
| 09110       | Furniture Maintenance And Repair Occupations | Furniture Repairer, Minor      | 21.30       |             |
| 09130       | Furniture Maintenance And Repair Occupations | Upholsterer                    | 23.97       |             |
| 11030       | General Services And Support Occupations     | Cleaner, Vehicles              | 16.29       | ***         |
| 11060       | General Services And Support Occupations     | Elevator Operator              | 15.42       | ***         |
| 11090       | General Services And Support Occupations     | Gardener                       | 20.76       |             |
| 11122       | General Services And Support Occupations     | Housekeeping Aide              | 15.42       | ***         |
| 11150       | General Services And Support Occupations     | Janitor                        | 15.42       | ***         |

| <b>Code</b> | <b>Category</b>                          | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 11210       | General Services And Support Occupations | Laborer, Grounds Maintenance               | 16.78       | ***         |
| 11240       | General Services And Support Occupations | Maid or Houseman                           | 14.47       | ***         |
| 11260       | General Services And Support Occupations | Pruner                                     | 17.78       |             |
| 11270       | General Services And Support Occupations | Tractor Operator                           | 19.27       |             |
| 11330       | General Services And Support Occupations | Trail Maintenance Worker                   | 16.78       | ***         |
| 11360       | General Services And Support Occupations | Window Cleaner                             | 16.67       | ***         |
| 12010       | Health Occupations                       | Ambulance Driver                           | 21.81       |             |
| 12011       | Health Occupations                       | Breath Alcohol Technician                  | 21.81       |             |
| 12012       | Health Occupations                       | Certified Occupational Therapist Assistant | 29.94       |             |
| 12015       | Health Occupations                       | Certified Physical Therapist Assistant     | 29.94       |             |
| 12020       | Health Occupations                       | Dental Assistant                           | 20.87       |             |
| 12025       | Health Occupations                       | Dental Hygienist                           | 35.76       |             |
| 12030       | Health Occupations                       | EKG Technician                             | 33.07       |             |
| 12035       | Health Occupations                       | Electroneurodiagnostic Technologist        | 33.07       |             |
| 12040       | Health Occupations                       | Emergency Medical Technician               | 21.81       |             |
| 12071       | Health Occupations                       | Licensed Practical Nurse I                 | 19.50       |             |
| 12072       | Health Occupations                       | Licensed Practical Nurse II                | 21.81       |             |
| 12073       | Health Occupations                       | Licensed Practical Nurse III               | 24.32       |             |
| 12100       | Health Occupations                       | Medical Assistant                          | 18.02       |             |
| 12130       | Health Occupations                       | Medical Laboratory Technician              | 24.93       |             |
| 12160       | Health Occupations                       | Medical Record Clerk                       | 19.50       |             |
| 12190       | Health Occupations                       | Medical Record Technician                  | 21.81       |             |
| 12195       | Health Occupations                       | Medical Transcriptionist                   | 19.50       |             |
| 12210       | Health Occupations                       | Nuclear Medicine Technologist              | 47.95       |             |
| 12221       | Health Occupations                       | Nursing Assistant I                        | 12.78       | ***         |
| 12222       | Health Occupations                       | Nursing Assistant II                       | 14.37       | ***         |
| 12223       | Health Occupations                       | Nursing Assistant III                      | 15.68       | ***         |

| <b>Code</b> | <b>Category</b>                  | <b>Title</b>                           | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------|--|-------------|-------------|
| 12224       | Health Occupations               | Nursing Assistant IV                   | 17.61       |             |
| 12235       | Health Occupations               | Optical Dispenser                      | 22.67       |             |
| 12236       | Health Occupations               | Optical Technician                     | 19.50       |             |
| 12250       | Health Occupations               | Pharmacy Technician                    | 17.11       | ***         |
| 12280       | Health Occupations               | Phlebotomist                           | 19.50       |             |
| 12305       | Health Occupations               | Radiologic Technologist                | 30.81       |             |
| 12311       | Health Occupations               | Registered Nurse I                     | 25.97       |             |
| 12312       | Health Occupations               | Registered Nurse II                    | 31.76       |             |
| 12313       | Health Occupations               | Registered Nurse II, Specialist        | 31.76       |             |
| 12314       | Health Occupations               | Registered Nurse III                   | 38.42       |             |
| 12315       | Health Occupations               | Registered Nurse III, Anesthetist      | 38.42       |             |
| 12316       | Health Occupations               | Registered Nurse IV                    | 46.06       |             |
| 12317       | Health Occupations               | Scheduler                              | 27.04       |             |
| 12320       | Health Occupations               | Substance Abuse Treatment Counselor    | 27.29       |             |
| 13011       | Information And Arts Occupations | Exhibits Specialist I                  | 18.42       |             |
| 13012       | Information And Arts Occupations | Exhibits Specialist II                 | 22.83       |             |
| 13013       | Information And Arts Occupations | Exhibits Specialist III                | 27.93       |             |
| 13041       | Information And Arts Occupations | Illustrator I                          | 18.42       |             |
| 13042       | Information And Arts Occupations | Illustrator II                         | 22.83       |             |
| 13043       | Information And Arts Occupations | Illustrator III                        | 27.93       |             |
| 13047       | Information And Arts Occupations | Librarian                              | 25.28       |             |
| 13050       | Information And Arts Occupations | Library Aide/Clerk                     | 11.88       | ***         |
| 13054       | Information And Arts Occupations | Library Information Technology Systems | 22.83       |             |
| 13058       | Information And Arts Occupations | Library Technician                     | 12.68       | ***         |
| 13061       | Information And Arts Occupations | Media Specialist I                     | 16.47       | ***         |
| 13062       | Information And Arts Occupations | Media Specialist II                    | 18.42       |             |
| 13063       | Information And Arts Occupations | Media Specialist III                   | 20.55       |             |
| 13071       | Information And Arts Occupations | Photographer I                         | 15.46       | ***         |
| 13072       | Information And Arts Occupations | Photographer II                        | 17.29       |             |
| 13073       | Information And Arts Occupations | Photographer III                       | 21.43       |             |
| 13074       | Information And Arts Occupations | Photographer IV                        | 26.21       |             |
| 13075       | Information And Arts Occupations | Photographer V                         | 31.71       |             |

| <b>Code</b> | <b>Category</b>                    | <b>Title</b>                                    | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------|---|-------------|-------------|
| 13090       | Information And Arts Occupations   | Technical Order Library Clerk                   | 17.31       |             |
| 13110       | Information And Arts Occupations   | Video Teleconference Technician                 | 17.17       | ***         |
| 14041       | Information Technology Occupations | Computer Operator I                             | 15.25       | ***         |
| 14042       | Information Technology Occupations | Computer Operator II                            | 17.05       | ***         |
| 14043       | Information Technology Occupations | Computer Operator III                           | 19.00       |             |
| 14044       | Information Technology Occupations | Computer Operator IV                            | 23.63       |             |
| 14045       | Information Technology Occupations | Computer Operator V                             | 27.62       |             |
| 14071       | Information Technology Occupations | Computer Programmer I                           | 20.57       | see<br>1    |
| 14072       | Information Technology Occupations | Computer Programmer II                          | 24.53       | see<br>1    |
| 14073       | Information Technology Occupations | Computer Programmer III                         | NaN         | see<br>1    |
| 14074       | Information Technology Occupations | Computer Programmer IV                          | NaN         | see<br>1    |
| 14101       | Information Technology Occupations | Computer Systems Analyst I                      | NaN         | see<br>1    |
| 14102       | Information Technology Occupations | Computer Systems Analyst II                     | NaN         | see<br>1    |
| 14103       | Information Technology Occupations | Computer Systems Analyst III                    | NaN         | see<br>1    |
| 14150       | Information Technology Occupations | Peripheral Equipment Operator                   | 15.25       | ***         |
| 14160       | Information Technology Occupations | Personal Computer Support Technician            | 24.05       |             |
| 14170       | Information Technology Occupations | System Support Specialist                       | 27.62       |             |
| 15010       | Instructional Occupations          | Aircrew Training Devices Instructor             | 28.78       |             |
| 15020       | Instructional Occupations          | Aircrew Training Devices Instructor             | 34.82       |             |
| 15030       | Instructional Occupations          | Air Crew Training Devices Instructor            | 41.73       |             |
| 15050       | Instructional Occupations          | Computer Based Training Specialist / Instructor | 27.87       |             |
| 15060       | Instructional Occupations          | Educational Technologist                        | 37.35       |             |
| 15070       | Instructional Occupations          | Flight Instructor                               | 41.73       |             |
| 15080       | Instructional Occupations          | Graphic Artist                                  | 27.39       |             |

| <b>Code</b> | <b>Category</b>   | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|---|--|-------------|-------------|
| 15085       | Instructional Occupations                               | Maintenance Test Pilot, Fixed, Jet/Prop    | 41.33       |             |
| 15086       | Instructional Occupations                               | Maintenance Test Pilot, Rotary Wing        | 41.33       |             |
| 15088       | Instructional Occupations                               | Non-Maintenance Test/Co-Pilot              | 41.33       |             |
| 15090       | Instructional Occupations                               | Technical Instructor                       | 25.60       |             |
| 15095       | Instructional Occupations                               | Technical Instructor/Course Developer      | 31.31       |             |
| 15110       | Instructional Occupations                               | Test Proctor                               | 20.66       |             |
| 15120       | Instructional Occupations                               | Tutor                                      | 20.66       |             |
| 16010       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Assembler                                  | 16.41       | ***         |
| 16030       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Counter Attendant                          | 16.41       | ***         |
| 16040       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Dry Cleaner                                | 18.75       |             |
| 16070       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Finisher, Flatwork, Machine                | 16.41       | ***         |
| 16090       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Hand                              | 16.41       | ***         |
| 16110       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Drycleaning              | 16.41       | ***         |
| 16130       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Shirts                   | 16.41       | ***         |
| 16160       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Wearing Apparel, Laundry | 16.41       | ***         |
| 16190       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Sewing Machine Operator                    | 19.53       |             |
| 16220       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Tailor                                     | 20.31       |             |
| 16250       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Washer, Machine                            | 17.19       | ***         |
| 19010       | Machine Tool Operation And Repair Occupations           | Machine-Tool Operator                      | 24.17       |             |
| 19040       | Machine Tool Operation And Repair Occupations           | Tool And Die Maker                         | 29.02       |             |
| 21020       | Materials Handling And Packing Occupations              | Forklift Operator                          | 18.18       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|--|--------------------------------------|-------------|-------------|
| 21030       | Materials Handling And Packing Occupations       | Material Coordinator                 | 23.49       |             |
| 21040       | Materials Handling And Packing Occupations       | Material Expediter                   | 23.49       |             |
| 21050       | Materials Handling And Packing Occupations       | Material Handling Laborer            | 18.05       |             |
| 21071       | Materials Handling And Packing Occupations       | Order Filler                         | 17.52       |             |
| 21080       | Materials Handling And Packing Occupations       | Production Line Worker               | 18.18       |             |
| 21110       | Materials Handling And Packing Occupations       | Shipping Packer                      | 18.89       |             |
| 21130       | Materials Handling And Packing Occupations       | Shipping/Receiving Clerk             | 18.89       |             |
| 21140       | Materials Handling And Packing Occupations       | Store Worker I                       | 15.63       | ***         |
| 21150       | Materials Handling And Packing Occupations       | Stock Clerk                          | 19.62       |             |
| 21210       | Materials Handling And Packing Occupations       | Tools And Parts Attendant            | 18.18       |             |
| 21410       | Materials Handling And Packing Occupations       | Warehouse Specialist                 | 18.18       |             |
| 23010       | Mechanics And Maintenance And Repair Occupations | Aerospace Structural Welder          | 29.43       |             |
| 23019       | Mechanics And Maintenance And Repair Occupations | Aircraft Logs and Records Technician | 23.94       |             |
| 23021       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic I                  | 28.05       |             |
| 23022       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic II                 | 29.43       |             |
| 23023       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic III                | 30.81       |             |
| 23040       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic Helper             | 21.02       |             |
| 23050       | Mechanics And Maintenance And Repair Occupations | Aircraft, Painter                    | 26.69       |             |
| 23060       | Mechanics And Maintenance And Repair Occupations | Aircraft Servicer                    | 23.94       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                                   | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 23070       | Mechanics And Maintenance And Repair Occupations | Aircraft Survival Flight Equipment Technician  | 26.69       |             |
| 23080       | Mechanics And Maintenance And Repair Occupations | Aircraft Worker                                | 25.31       |             |
| 23091       | Mechanics And Maintenance And Repair Occupations | Aircrew Life Support Equipment (ALSE) Mechanic | 25.31       |             |
| 23092       | Mechanics And Maintenance And Repair Occupations | Aircrew Life Support Equipment (ALSE) Mechanic | 28.05       |             |
| 23110       | Mechanics And Maintenance And Repair Occupations | Appliance Mechanic                             | 26.60       |             |
| 23120       | Mechanics And Maintenance And Repair Occupations | Bicycle Repairer                               | 22.29       |             |
| 23125       | Mechanics And Maintenance And Repair Occupations | Cable Splicer                                  | 30.52       |             |
| 23130       | Mechanics And Maintenance And Repair Occupations | Carpenter, Maintenance                         | 25.51       |             |
| 23140       | Mechanics And Maintenance And Repair Occupations | Carpet Layer                                   | 25.23       |             |
| 23160       | Mechanics And Maintenance And Repair Occupations | Electrician, Maintenance                       | 33.95       |             |
| 23181       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance I           | 25.31       |             |
| 23182       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance II          | 26.69       |             |
| 23183       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance III         | 28.05       |             |
| 23260       | Mechanics And Maintenance And Repair Occupations | Fabric Worker                                  | 23.85       |             |
| 23290       | Mechanics And Maintenance And Repair Occupations | Fire Alarm System Mechanic                     | 27.95       |             |
| 23310       | Mechanics And Maintenance And Repair Occupations | Fire Extinguisher Repairer                     | 22.44       |             |
| 23311       | Mechanics And Maintenance And Repair Occupations | Fuel Distribution System Mechanic              | 30.93       |             |
| 23312       | Mechanics And Maintenance And Repair Occupations | Fuel Distribution System Operator              | 25.56       |             |
| 23370       | Mechanics And Maintenance And Repair Occupations | General Maintenance Worker                     | 22.45       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 23380       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Mechanic         | 28.05       |             |
| 23381       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Servicer         | 23.94       |             |
| 23382       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Worker           | 25.31       |             |
| 23391       | Mechanics And Maintenance And Repair Occupations | Gunsmith I                                | 22.44       |             |
| 23392       | Mechanics And Maintenance And Repair Occupations | Gunsmith II                               | 25.23       |             |
| 23393       | Mechanics And Maintenance And Repair Occupations | Gunsmith III                              | 27.95       |             |
| 23410       | Mechanics And Maintenance And Repair Occupations | Heating, Ventilation And Air-Conditioning | 24.55       |             |
| 23411       | Mechanics And Maintenance And Repair Occupations | Heating, Ventilation And Air Contidioning | 25.75       |             |
| 23430       | Mechanics And Maintenance And Repair Occupations | Heavy Equipment Mechanic                  | 27.94       |             |
| 23440       | Mechanics And Maintenance And Repair Occupations | Heavy Equipment Operator                  | 31.43       |             |
| 23460       | Mechanics And Maintenance And Repair Occupations | Instrument Mechanic                       | 27.95       |             |
| 23465       | Mechanics And Maintenance And Repair Occupations | Laboratory/Shelter Mechanic               | 26.60       |             |
| 23470       | Mechanics And Maintenance And Repair Occupations | Laborer                                   | 18.05       |             |
| 23510       | Mechanics And Maintenance And Repair Occupations | Locksmith                                 | 26.60       |             |
| 23530       | Mechanics And Maintenance And Repair Occupations | Machinery Maintenance Mechanic            | 29.80       |             |
| 23550       | Mechanics And Maintenance And Repair Occupations | Machinist, Maintenance                    | 24.08       |             |
| 23580       | Mechanics And Maintenance And Repair Occupations | Maintenance Trades Helper                 | 20.88       |             |
| 23591       | Mechanics And Maintenance And Repair Occupations | Metrology Technician I                    | 27.95       |             |
| 23592       | Mechanics And Maintenance And Repair Occupations | Metrology Technician II                   | 29.32       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                     | <b>Rate</b> | <b>Note</b> |
|-------------|--|----------------------------------|-------------|-------------|
| 23593       | Mechanics And Maintenance And Repair Occupations | Metrology Technician III         | 30.70       |             |
| 23640       | Mechanics And Maintenance And Repair Occupations | Millwright                       | 27.95       |             |
| 23710       | Mechanics And Maintenance And Repair Occupations | Office Appliance Repairer        | 26.59       |             |
| 23760       | Mechanics And Maintenance And Repair Occupations | Painter, Maintenance             | 24.01       |             |
| 23790       | Mechanics And Maintenance And Repair Occupations | Pipefitter, Maintenance          | 38.23       |             |
| 23810       | Mechanics And Maintenance And Repair Occupations | Plumber, Maintenance             | 34.97       |             |
| 23820       | Mechanics And Maintenance And Repair Occupations | Pneudraulic Systems Mechanic     | 27.95       |             |
| 23850       | Mechanics And Maintenance And Repair Occupations | Rigger                           | 27.95       |             |
| 23870       | Mechanics And Maintenance And Repair Occupations | Scale Mechanic                   | 25.23       |             |
| 23890       | Mechanics And Maintenance And Repair Occupations | Sheet-Metal Worker, Maintenance  | 30.52       |             |
| 23910       | Mechanics And Maintenance And Repair Occupations | Small Engine Mechanic            | 25.23       |             |
| 23931       | Mechanics And Maintenance And Repair Occupations | Telecommunications Mechanic I    | 36.16       |             |
| 23932       | Mechanics And Maintenance And Repair Occupations | Telecommunications Mechanic II   | 37.93       |             |
| 23950       | Mechanics And Maintenance And Repair Occupations | Telephone Lineman                | 28.48       |             |
| 23960       | Mechanics And Maintenance And Repair Occupations | Welder, Combination, Maintenance | 20.00       |             |
| 23965       | Mechanics And Maintenance And Repair Occupations | Well Driller                     | 27.95       |             |
| 23970       | Mechanics And Maintenance And Repair Occupations | Woodcraft Worker                 | 27.95       |             |
| 23980       | Mechanics And Maintenance And Repair Occupations | Woodworker                       | 22.44       |             |
| 24550       | Personal Needs Occupations                       | Case Manager                     | 18.50       |             |
| 24570       | Personal Needs Occupations                       | Child Care Attendant             | 15.08       | ***         |

| <b>Code</b> | <b>Category</b>                         | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|---|---|-------------|-------------|
| 24580       | Personal Needs Occupations              | Child Care Center Clerk                   | 18.80       |             |
| 24610       | Personal Needs Occupations              | Chore Aide                                | 15.64       | ***         |
| 24620       | Personal Needs Occupations              | Family Readiness And Support Services     | 18.50       |             |
| 24630       | Personal Needs Occupations              | Homemaker                                 | 18.50       |             |
| 25010       | Plant And System Operations Occupations | Boiler Tender                             | 33.77       |             |
| 25040       | Plant And System Operations Occupations | Sewage Plant Operator                     | 32.12       |             |
| 25070       | Plant And System Operations Occupations | Stationary Engineer                       | 33.77       |             |
| 25190       | Plant And System Operations Occupations | Ventilation Equipment Tender              | 24.85       |             |
| 25210       | Plant And System Operations Occupations | Water Treatment Plant Operator            | 32.12       |             |
| 27004       | Protective Service Occupations          | Alarm Monitor                             | 20.53       |             |
| 27007       | Protective Service Occupations          | Baggage Inspector                         | 18.35       |             |
| 27008       | Protective Service Occupations          | Corrections Officer                       | 34.81       |             |
| 27010       | Protective Service Occupations          | Court Security Officer                    | 26.30       |             |
| 27030       | Protective Service Occupations          | Detection Dog Handler                     | 20.53       |             |
| 27040       | Protective Service Occupations          | Detention Officer                         | 34.81       |             |
| 27070       | Protective Service Occupations          | Firefighter                               | 34.32       |             |
| 27101       | Protective Service Occupations          | Guard I                                   | 18.35       |             |
| 27102       | Protective Service Occupations          | Guard II                                  | 20.53       |             |
| 27131       | Protective Service Occupations          | Police Officer I                          | 34.33       |             |
| 27132       | Protective Service Occupations          | Police Officer II                         | 38.14       |             |
| 28041       | Recreation Occupations                  | Carnival Equipment Operator               | 13.52       | ***         |
| 28042       | Recreation Occupations                  | Carnival Equipment Repairer               | 14.53       | ***         |
| 28043       | Recreation Occupations                  | Carnival Worker                           | 10.88       | ***         |
| 28210       | Recreation Occupations                  | Gate Attendant/Gate Tender                | 19.79       |             |
| 28310       | Recreation Occupations                  | Lifeguard                                 | 17.63       |             |
| 28350       | Recreation Occupations                  | Park Attendant                            | 22.13       |             |
| 28510       | Recreation Occupations                  | Recreation Aide/Health Facility Attendant | 16.16       | ***         |
| 28515       | Recreation Occupations                  | Recreation Specialist                     | 27.42       |             |
| 28630       | Recreation Occupations                  | Sports Official                           | 17.63       |             |

| <b>Code</b> | <b>Category</b>                                | <b>Title</b>                             | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 28690       | Recreation Occupations                         | Swimming Pool Operator                   | 20.48       |             |
| 29010       | Stevedoring/Longshoremen Occupational Services | Blocker And Bracer                       | 26.49       |             |
| 29020       | Stevedoring/Longshoremen Occupational Services | Hatch Tender                             | 26.49       |             |
| 29030       | Stevedoring/Longshoremen Occupational Services | Line Handler                             | 26.49       |             |
| 29041       | Stevedoring/Longshoremen Occupational Services | Stevedore I                              | 23.94       |             |
| 29042       | Stevedoring/Longshoremen Occupational Services | Stevedore II                             | 27.48       |             |
| 30010       | Technical Occupations                          | Air Traffic Control Specialist, Center   | 45.21       | see 2       |
| 30011       | Technical Occupations                          | Air Traffic Control Specialist, Station  | 31.17       | see 2       |
| 30012       | Technical Occupations                          | Air Traffic Control Specialist, Terminal | 34.34       | see 2       |
| 30021       | Technical Occupations                          | Archeological Technician I               | 18.28       |             |
| 30022       | Technical Occupations                          | Archeological Technician II              | 20.45       |             |
| 30023       | Technical Occupations                          | Archeological Technician III             | 25.33       |             |
| 30030       | Technical Occupations                          | Cartographic Technician                  | 25.33       |             |
| 30040       | Technical Occupations                          | Civil Engineering Technician             | 25.33       |             |
| 30051       | Technical Occupations                          | Cryogenic Technician I                   | 28.05       |             |
| 30052       | Technical Occupations                          | Cryogenic Technician II                  | 30.99       |             |
| 30061       | Technical Occupations                          | Drafter/CAD Operator I                   | 18.28       |             |
| 30062       | Technical Occupations                          | Drafter/CAD Operator II                  | 20.45       |             |
| 30063       | Technical Occupations                          | Drafter/CAD Operator III                 | 22.80       |             |
| 30064       | Technical Occupations                          | Drafter/CAD Operator IV                  | 28.05       |             |
| 30081       | Technical Occupations                          | Engineering Technician I                 | 16.29       | ***         |
| 30082       | Technical Occupations                          | Engineering Technician II                | 18.28       |             |
| 30083       | Technical Occupations                          | Engineering Technician III               | 20.45       |             |
| 30084       | Technical Occupations                          | Engineering Technician IV                | 25.33       |             |
| 30085       | Technical Occupations                          | Engineering Technician V                 | 30.99       |             |
| 30086       | Technical Occupations                          | Engineering Technician VI                | 37.49       |             |
| 30090       | Technical Occupations                          | Environmental Technician                 | 25.33       |             |
| 30095       | Technical Occupations                          | Evidence Control Specialist              | 25.33       |             |

| <b>Code</b> | <b>Category</b>                                       | <b>Title</b>                             | <b>Rate</b> | <b>Note</b> |
|-------------|---|--|-------------|-------------|
| 30210       | Technical Occupations                                 | Laboratory Technician                    | 22.80       |             |
| 30221       | Technical Occupations                                 | Latent Fingerprint Technician I          | 28.05       |             |
| 30222       | Technical Occupations                                 | Latent Fingerprint Technician II         | 30.99       |             |
| 30240       | Technical Occupations                                 | Mathematical Technician                  | 25.33       |             |
| 30361       | Technical Occupations                                 | Paralegal/Legal Assistant I              | 19.95       |             |
| 30362       | Technical Occupations                                 | Paralegal/Legal Assistant II             | 24.73       |             |
| 30363       | Technical Occupations                                 | Paralegal/Legal Assistant III            | 30.25       |             |
| 30364       | Technical Occupations                                 | Paralegal/Legal Assistant IV             | 36.59       |             |
| 30375       | Technical Occupations                                 | Petroleum Supply Specialist              | 30.99       |             |
| 30390       | Technical Occupations                                 | Photo-Optics Technician                  | 25.33       |             |
| 30395       | Technical Occupations                                 | Radiation Control Technician             | 30.99       |             |
| 30461       | Technical Occupations                                 | Technical Writer I                       | 25.33       |             |
| 30462       | Technical Occupations                                 | Technical Writer II                      | 30.99       |             |
| 30463       | Technical Occupations                                 | Technical Writer III                     | 37.49       |             |
| 30491       | Technical Occupations                                 | Unexploded Ordnance (UXO) Technician I   | 28.73       |             |
| 30492       | Technical Occupations                                 | Unexploded Ordnance (UXO) Technician II  | 34.76       |             |
| 30493       | Technical Occupations                                 | Unexploded Ordnance (UXO) Technician III | 41.67       |             |
| 30494       | Technical Occupations                                 | Unexploded (UXO) Safety Escort           | 28.73       |             |
| 30495       | Technical Occupations                                 | Unexploded (UXO) Sweep Personnel         | 28.73       |             |
| 30501       | Technical Occupations                                 | Weather Forecaster I                     | 28.05       |             |
| 30502       | Technical Occupations                                 | Weather Forecaster II                    | 34.13       |             |
| 30620       | Technical Occupations                                 | Weather Observer, Combined Upper Air Or  | 22.80       | see 2       |
| 30621       | Technical Occupations                                 | Weather Observer, Senior                 | 25.33       | see 2       |
| 31010       | Transportation/Mobile Equipment Operation Occupations | Airplane Pilot                           | 34.76       |             |
| 31020       | Transportation/Mobile Equipment Operation Occupations | Bus Aide                                 | 15.34       | ***         |
| 31030       | Transportation/Mobile Equipment Operation Occupations | Bus Driver                               | 20.36       |             |

| <b>Code</b> | <b>Category</b>                                       | <b>Title</b>                   | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------|-------------|-------------|
| 31043       | Transportation/Mobile Equipment Operation Occupations | Driver Courier                 | 17.62       |             |
| 31260       | Transportation/Mobile Equipment Operation Occupations | Parking and Lot Attendant      | 14.19       | ***         |
| 31290       | Transportation/Mobile Equipment Operation Occupations | Shuttle Bus Driver             | 16.08       | ***         |
| 31310       | Transportation/Mobile Equipment Operation Occupations | Taxi Driver                    | 16.10       | ***         |
| 31361       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Light             | 18.98       |             |
| 31362       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Medium            | 20.36       |             |
| 31363       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Heavy             | 23.52       |             |
| 31364       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Tractor-Trailer   | 23.52       |             |
| 99020       | Miscellaneous Occupations                             | Cabin Safety Specialist        | 16.95       | ***         |
| 99030       | Miscellaneous Occupations                             | Cashier                        | 14.59       | ***         |
| 99050       | Miscellaneous Occupations                             | Desk Clerk                     | 15.69       | ***         |
| 99095       | Miscellaneous Occupations                             | Embalmer                       | 28.73       |             |
| 99130       | Miscellaneous Occupations                             | Flight Follower                | 28.73       |             |
| 99251       | Miscellaneous Occupations                             | Laboratory Animal Caretaker I  | 20.95       |             |
| 99252       | Miscellaneous Occupations                             | Laboratory Animal Caretaker II | 22.57       |             |
| 99260       | Miscellaneous Occupations                             | Marketing Analyst              | 29.49       |             |
| 99310       | Miscellaneous Occupations                             | Mortician                      | 28.73       |             |
| 99410       | Miscellaneous Occupations                             | Pest Controller                | 24.21       |             |
| 99510       | Miscellaneous Occupations                             | Photofinishing Worker          | 15.10       | ***         |
| 99710       | Miscellaneous Occupations                             | Recycling Laborer              | 18.24       |             |
| 99711       | Miscellaneous Occupations                             | Recycling Specialist           | 20.95       |             |
| 99730       | Miscellaneous Occupations                             | Refuse Collector               | 16.87       | ***         |
| 99810       | Miscellaneous Occupations                             | Sales Clerk                    | 15.38       | ***         |
| 99820       | Miscellaneous Occupations                             | School Crossing Guard          | 17.17       | ***         |
| 99830       | Miscellaneous Occupations                             | Survey Party Chief             | 22.04       |             |
| 99831       | Miscellaneous Occupations                             | Surveying Aide                 | 13.86       | ***         |
| 99832       | Miscellaneous Occupations                             | Surveying Technician           | 18.96       |             |
| 99840       | Miscellaneous Occupations                             | Vending Machine Attendant      | 20.95       |             |

| <b>Code</b> | <b>Category</b>           | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------|---------------------------------|-------------|-------------|
| 99841       | Miscellaneous Occupations | Vending Machine Repairer        | 25.69       |             |
| 99842       | Miscellaneous Occupations | Vending Machine Repairer Helper | 20.95       |             |

## **Footer**

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.20 per hour) or 13658 (\$12.90 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. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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:** \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month **HEALTH & WELFARE EO 13706:** \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 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, 4 weeks after 15 years, and 5 weeks after 25 years.

Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

**HOLIDAYS:** A minimum of twelve paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

**THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:**

1) **COMPUTER EMPLOYEES:** This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract.

Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of:

- (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;
- (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;
- (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) **AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:** If you work at night as part of a regular tour of duty, you will earn a night

differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**\*\* HAZARDOUS PAY DIFFERENTIAL \*\***

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder.

All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like;

minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of

contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of ""wash and wear""

materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**\*\* SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS \*\***

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

**\*\* REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) \*\***

**Conformance Process:**

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job

description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S.

Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request, the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination.

Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

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## **Wage Determination No. : 2015-4151**

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 25

Date Of Last Revision : 07/22/2024

Source : [Source Website](#)

**Header**

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2024.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.90 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 2024.

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: New York

Area: New York Counties of Warren, Washington

**\*\*Fringe Benefits Required Follow the Occupational Listing\*\***

**Wage Determination Table**

| Code  | Category  | Title               | Rate  | Note |
|-------|---|---------------------|-------|------|
| 01011 | Administrative Support And Clerical Occupations | Accounting Clerk I  | 17.76 |      |
| 01012 | Administrative Support And Clerical Occupations | Accounting Clerk II | 19.93 |      |

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                        | <b>Rate</b> | <b>Note</b> |
|-------------|---|-------------------------------------|-------------|-------------|
| 01013       | Administrative Support And Clerical Occupations | Accounting Clerk III                | 22.29       |             |
| 01020       | Administrative Support And Clerical Occupations | Administrative Assistant            | 31.70       |             |
| 01035       | Administrative Support And Clerical Occupations | Court Reporter                      | 24.28       |             |
| 01041       | Administrative Support And Clerical Occupations | Customer Service Representative I   | 16.10       | ***         |
| 01042       | Administrative Support And Clerical Occupations | Customer Service Representative II  | 17.56       |             |
| 01043       | Administrative Support And Clerical Occupations | Customer Service Representative III | 19.71       |             |
| 01051       | Administrative Support And Clerical Occupations | Data Entry Operator I               | 16.00       | ***         |
| 01052       | Administrative Support And Clerical Occupations | Data Entry Operator II              | 17.46       |             |
| 01060       | Administrative Support And Clerical Occupations | Dispatcher, Motor Vehicle           | 20.58       |             |
| 01070       | Administrative Support And Clerical Occupations | Document Preparation Clerk          | 16.87       | ***         |
| 01090       | Administrative Support And Clerical Occupations | Duplicating Machine Operator        | 16.87       | ***         |
| 01111       | Administrative Support And Clerical Occupations | General Clerk I                     | 15.08       | ***         |
| 01112       | Administrative Support And Clerical Occupations | General Clerk II                    | 16.45       | ***         |
| 01113       | Administrative Support And Clerical Occupations | General Clerk III                   | 18.46       |             |
| 01120       | Administrative Support And Clerical Occupations | Housing Referral Assistant          | 23.62       |             |
| 01141       | Administrative Support And Clerical Occupations | Messenger Courier                   | 13.74       | ***         |
| 01191       | Administrative Support And Clerical Occupations | Order Clerk I                       | 15.46       | ***         |
| 01192       | Administrative Support And Clerical Occupations | Order Clerk II                      | 16.87       | ***         |
| 01261       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) I  | 18.41       |             |

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------------|-------------|-------------|
| 01262       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) II  | 20.59       |             |
| 01263       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) III | 22.96       |             |
| 01270       | Administrative Support And Clerical Occupations | Production Control Clerk             | 23.45       |             |
| 01290       | Administrative Support And Clerical Occupations | Rental Clerk                         | 18.17       |             |
| 01300       | Administrative Support And Clerical Occupations | Scheduler, Maintenance               | 18.94       |             |
| 01311       | Administrative Support And Clerical Occupations | Secretary I                          | 18.94       |             |
| 01312       | Administrative Support And Clerical Occupations | Secretary II                         | 21.18       |             |
| 01313       | Administrative Support And Clerical Occupations | Secretary III                        | 23.62       |             |
| 01320       | Administrative Support And Clerical Occupations | Service Order Dispatcher             | 18.39       |             |
| 01410       | Administrative Support And Clerical Occupations | Supply Technician                    | 31.70       |             |
| 01420       | Administrative Support And Clerical Occupations | Survey Worker                        | 20.12       |             |
| 01460       | Administrative Support And Clerical Occupations | Switchboard Operator/Receptionist    | 17.87       |             |
| 01531       | Administrative Support And Clerical Occupations | Travel Clerk I                       | 14.09       | ***         |
| 01532       | Administrative Support And Clerical Occupations | Travel Clerk II                      | 15.17       | ***         |
| 01533       | Administrative Support And Clerical Occupations | Travel Clerk III                     | 16.28       | ***         |
| 01611       | Administrative Support And Clerical Occupations | Word Processor I                     | 16.03       | ***         |
| 01612       | Administrative Support And Clerical Occupations | Word Processor II                    | 18.01       |             |
| 01613       | Administrative Support And Clerical Occupations | Word Processor III                   | 20.14       |             |
| 05005       | Automotive Service Occupations                  | Automobile Body Repairer, Fiberglass | 22.65       |             |

| <b>Code</b> | <b>Category</b>                              | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|--|---------------------------------|-------------|-------------|
| 05010       | Automotive Service Occupations               | Automotive Electrician          | 21.30       |             |
| 05040       | Automotive Service Occupations               | Automotive Glass Installer      | 20.01       |             |
| 05070       | Automotive Service Occupations               | Automotive Worker               | 20.01       |             |
| 05110       | Automotive Service Occupations               | Mobile Equipment Servicer       | 17.49       |             |
| 05130       | Automotive Service Occupations               | Motor Equipment Metal Mechanic  | 22.45       |             |
| 05160       | Automotive Service Occupations               | Motor Equipment Metal Worker    | 20.01       |             |
| 05190       | Automotive Service Occupations               | Motor Vehicle Mechanic          | 22.45       |             |
| 05220       | Automotive Service Occupations               | Motor Vehicle Mechanic Helper   | 16.12       | ***         |
| 05250       | Automotive Service Occupations               | Motor Vehicle Upholstery Worker | 18.86       |             |
| 05280       | Automotive Service Occupations               | Motor Vehicle Wrecker           | 20.01       |             |
| 05310       | Automotive Service Occupations               | Painter, Automotive             | 21.30       |             |
| 05340       | Automotive Service Occupations               | Radiator Repair Specialist      | 20.01       |             |
| 05370       | Automotive Service Occupations               | Tire Repairer                   | 17.49       |             |
| 05400       | Automotive Service Occupations               | Transmission Repair Specialist  | 22.45       |             |
| 07010       | Food Preparation And Service Occupations     | Baker                           | 20.80       |             |
| 07041       | Food Preparation And Service Occupations     | Cook I                          | 17.58       |             |
| 07042       | Food Preparation And Service Occupations     | Cook II                         | 20.11       |             |
| 07070       | Food Preparation And Service Occupations     | Dishwasher                      | 14.33       | ***         |
| 07130       | Food Preparation And Service Occupations     | Food Service Worker             | 15.02       | ***         |
| 07210       | Food Preparation And Service Occupations     | Meat Cutter                     | 17.27       |             |
| 07260       | Food Preparation And Service Occupations     | Waiter/Waitress                 | 18.72       |             |
| 09010       | Furniture Maintenance And Repair Occupations | Electrostatic Spray Painter     | 27.39       |             |
| 09040       | Furniture Maintenance And Repair Occupations | Furniture Handler               | 17.25       |             |
| 09080       | Furniture Maintenance And Repair Occupations | Furniture Refinisher            | 27.39       |             |
| 09090       | Furniture Maintenance And Repair Occupations | Furniture Refinisher Helper     | 20.86       |             |

| <b>Code</b> | <b>Category</b>                              | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 09110       | Furniture Maintenance And Repair Occupations | Furniture Repairer, Minor                  | 24.40       |             |
| 09130       | Furniture Maintenance And Repair Occupations | Upholsterer                                | 27.39       |             |
| 11030       | General Services And Support Occupations     | Cleaner, Vehicles                          | 16.94       | ***         |
| 11060       | General Services And Support Occupations     | Elevator Operator                          | 16.93       | ***         |
| 11090       | General Services And Support Occupations     | Gardener                                   | 23.62       |             |
| 11122       | General Services And Support Occupations     | Housekeeping Aide                          | 16.93       | ***         |
| 11150       | General Services And Support Occupations     | Janitor                                    | 16.93       | ***         |
| 11210       | General Services And Support Occupations     | Laborer, Grounds Maintenance               | 18.01       |             |
| 11240       | General Services And Support Occupations     | Maid or Houseman                           | 15.88       | ***         |
| 11260       | General Services And Support Occupations     | Pruner                                     | 16.14       | ***         |
| 11270       | General Services And Support Occupations     | Tractor Operator                           | 21.78       |             |
| 11330       | General Services And Support Occupations     | Trail Maintenance Worker                   | 18.01       |             |
| 11360       | General Services And Support Occupations     | Window Cleaner                             | 18.90       |             |
| 12010       | Health Occupations                           | Ambulance Driver                           | 20.06       |             |
| 12011       | Health Occupations                           | Breath Alcohol Technician                  | 22.79       |             |
| 12012       | Health Occupations                           | Certified Occupational Therapist Assistant | 31.28       |             |
| 12015       | Health Occupations                           | Certified Physical Therapist Assistant     | 31.28       |             |
| 12020       | Health Occupations                           | Dental Assistant                           | 21.00       |             |
| 12025       | Health Occupations                           | Dental Hygienist                           | 38.55       |             |
| 12030       | Health Occupations                           | EKG Technician                             | 34.55       |             |
| 12035       | Health Occupations                           | Electroneurodiagnostic Technologist        | 34.55       |             |
| 12040       | Health Occupations                           | Emergency Medical Technician               | 20.06       |             |

| <b>Code</b> | <b>Category</b>                  | <b>Title</b>                        | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------|-------------------------------------|-------------|-------------|
| 12071       | Health Occupations               | Licensed Practical Nurse I          | 20.38       |             |
| 12072       | Health Occupations               | Licensed Practical Nurse II         | 22.79       |             |
| 12073       | Health Occupations               | Licensed Practical Nurse III        | 25.42       |             |
| 12100       | Health Occupations               | Medical Assistant                   | 18.89       |             |
| 12130       | Health Occupations               | Medical Laboratory Technician       | 20.42       |             |
| 12160       | Health Occupations               | Medical Record Clerk                | 20.15       |             |
| 12190       | Health Occupations               | Medical Record Technician           | 22.54       |             |
| 12195       | Health Occupations               | Medical Transcriptionist            | 20.38       |             |
| 12210       | Health Occupations               | Nuclear Medicine Technologist       | 50.10       |             |
| 12221       | Health Occupations               | Nursing Assistant I                 | 13.23       | ***         |
| 12222       | Health Occupations               | Nursing Assistant II                | 14.89       | ***         |
| 12223       | Health Occupations               | Nursing Assistant III               | 16.24       | ***         |
| 12224       | Health Occupations               | Nursing Assistant IV                | 18.23       |             |
| 12235       | Health Occupations               | Optical Dispenser                   | 27.39       |             |
| 12236       | Health Occupations               | Optical Technician                  | 20.38       |             |
| 12250       | Health Occupations               | Pharmacy Technician                 | 17.34       |             |
| 12280       | Health Occupations               | Phlebotomist                        | 20.38       |             |
| 12305       | Health Occupations               | Radiologic Technologist             | 33.02       |             |
| 12311       | Health Occupations               | Registered Nurse I                  | 26.65       |             |
| 12312       | Health Occupations               | Registered Nurse II                 | 32.60       |             |
| 12313       | Health Occupations               | Registered Nurse II, Specialist     | 32.60       |             |
| 12314       | Health Occupations               | Registered Nurse III                | 39.44       |             |
| 12315       | Health Occupations               | Registered Nurse III, Anesthetist   | 39.44       |             |
| 12316       | Health Occupations               | Registered Nurse IV                 | 47.27       |             |
| 12317       | Health Occupations               | Scheduler                           | 28.24       |             |
| 12320       | Health Occupations               | Substance Abuse Treatment Counselor | 26.35       |             |
| 13011       | Information And Arts Occupations | Exhibits Specialist I               | 20.39       |             |
| 13012       | Information And Arts Occupations | Exhibits Specialist II              | 25.27       |             |
| 13013       | Information And Arts Occupations | Exhibits Specialist III             | 30.91       |             |
| 13041       | Information And Arts Occupations | Illustrator I                       | 21.59       |             |
| 13042       | Information And Arts Occupations | Illustrator II                      | 26.76       |             |
| 13043       | Information And Arts Occupations | Illustrator III                     | 33.49       |             |
| 13047       | Information And Arts Occupations | Librarian                           | 29.12       |             |

| <b>Code</b> | <b>Category</b>                    | <b>Title</b>                           | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------|--|-------------|-------------|
| 13050       | Information And Arts Occupations   | Library Aide/Clerk                     | 15.10       | ***         |
| 13054       | Information And Arts Occupations   | Library Information Technology Systems | 24.24       |             |
| 13058       | Information And Arts Occupations   | Library Technician                     | 19.38       |             |
| 13061       | Information And Arts Occupations   | Media Specialist I                     | 17.67       |             |
| 13062       | Information And Arts Occupations   | Media Specialist II                    | 19.76       |             |
| 13063       | Information And Arts Occupations   | Media Specialist III                   | 22.03       |             |
| 13071       | Information And Arts Occupations   | Photographer I                         | 17.40       |             |
| 13072       | Information And Arts Occupations   | Photographer II                        | 20.38       |             |
| 13073       | Information And Arts Occupations   | Photographer III                       | 25.24       |             |
| 13074       | Information And Arts Occupations   | Photographer IV                        | 31.60       |             |
| 13075       | Information And Arts Occupations   | Photographer V                         | 36.65       |             |
| 13090       | Information And Arts Occupations   | Technical Order Library Clerk          | 18.95       |             |
| 13110       | Information And Arts Occupations   | Video Teleconference Technician        | 20.61       |             |
| 14041       | Information Technology Occupations | Computer Operator I                    | 15.64       | ***         |
| 14042       | Information Technology Occupations | Computer Operator II                   | 17.49       |             |
| 14043       | Information Technology Occupations | Computer Operator III                  | 20.68       |             |
| 14044       | Information Technology Occupations | Computer Operator IV                   | 22.89       |             |
| 14045       | Information Technology Occupations | Computer Operator V                    | 25.40       |             |
| 14071       | Information Technology Occupations | Computer Programmer I                  | 22.64       | see 1       |
| 14072       | Information Technology Occupations | Computer Programmer II                 | NaN         | see 1       |
| 14073       | Information Technology Occupations | Computer Programmer III                | NaN         | see 1       |
| 14074       | Information Technology Occupations | Computer Programmer IV                 | NaN         | see 1       |
| 14101       | Information Technology Occupations | Computer Systems Analyst I             | NaN         | see 1       |
| 14102       | Information Technology Occupations | Computer Systems Analyst II            | NaN         | see 1       |
| 14103       | Information Technology Occupations | Computer Systems Analyst III           | NaN         | see 1       |
| 14150       | Information Technology Occupations | Peripheral Equipment Operator          | 15.64       | ***         |
| 14160       | Information Technology Occupations | Personal Computer Support Technician   | 22.89       |             |

| <b>Code</b> | <b>Category</b>   | <b>Title</b>                                    | <b>Rate</b> | <b>Note</b> |
|-------------|---|---|-------------|-------------|
| 14170       | Information Technology Occupations                      | System Support Specialist                       | 32.52       |             |
| 15010       | Instructional Occupations                               | Aircrew Training Devices Instructor             | 31.59       |             |
| 15020       | Instructional Occupations                               | Aircrew Training Devices Instructor             | 38.21       |             |
| 15030       | Instructional Occupations                               | Air Crew Training Devices Instructor            | 45.80       |             |
| 15050       | Instructional Occupations                               | Computer Based Training Specialist / Instructor | 31.59       |             |
| 15060       | Instructional Occupations                               | Educational Technologist                        | 32.32       |             |
| 15070       | Instructional Occupations                               | Flight Instructor                               | 45.80       |             |
| 15080       | Instructional Occupations                               | Graphic Artist                                  | 22.77       |             |
| 15085       | Instructional Occupations                               | Maintenance Test Pilot, Fixed, Jet/Prop         | 45.80       |             |
| 15086       | Instructional Occupations                               | Maintenance Test Pilot, Rotary Wing             | 45.80       |             |
| 15088       | Instructional Occupations                               | Non-Maintenance Test/Co-Pilot                   | 45.80       |             |
| 15090       | Instructional Occupations                               | Technical Instructor                            | 24.52       |             |
| 15095       | Instructional Occupations                               | Technical Instructor/Course Developer           | 30.00       |             |
| 15110       | Instructional Occupations                               | Test Proctor                                    | 19.80       |             |
| 15120       | Instructional Occupations                               | Tutor   | 19.80       |             |
| 16010       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Assembler                                       | 16.41       | ***         |
| 16030       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Counter Attendant                               | 16.41       | ***         |
| 16040       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Dry Cleaner                                     | 18.75       |             |
| 16070       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Finisher, Flatwork, Machine                     | 16.41       | ***         |
| 16090       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Hand                                   | 16.41       | ***         |
| 16110       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Drycleaning                   | 16.41       | ***         |
| 16130       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Shirts                        | 16.41       | ***         |

| <b>Code</b> | <b>Category</b>   | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|---|--|-------------|-------------|
| 16160       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Wearing Apparel, Laundry | 16.41       | ***         |
| 16190       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Sewing Machine Operator                    | 19.53       |             |
| 16220       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Tailor                                     | 20.31       |             |
| 16250       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Washer, Machine                            | 17.19       | ***         |
| 19010       | Machine Tool Operation And Repair Occupations           | Machine-Tool Operator                      | 30.33       |             |
| 19040       | Machine Tool Operation And Repair Occupations           | Tool And Die Maker                         | 35.45       |             |
| 21020       | Materials Handling And Packing Occupations              | Forklift Operator                          | 24.80       |             |
| 21030       | Materials Handling And Packing Occupations              | Material Coordinator                       | 23.45       |             |
| 21040       | Materials Handling And Packing Occupations              | Material Expediter                         | 23.45       |             |
| 21050       | Materials Handling And Packing Occupations              | Material Handling Laborer                  | 17.80       |             |
| 21071       | Materials Handling And Packing Occupations              | Order Filler                               | 18.02       |             |
| 21080       | Materials Handling And Packing Occupations              | Production Line Worker                     | 24.80       |             |
| 21110       | Materials Handling And Packing Occupations              | Shipping Packer                            | 20.82       |             |
| 21130       | Materials Handling And Packing Occupations              | Shipping/Receiving Clerk                   | 20.82       |             |
| 21140       | Materials Handling And Packing Occupations              | Store Worker I                             | 15.63       | ***         |
| 21150       | Materials Handling And Packing Occupations              | Stock Clerk                                | 20.49       |             |
| 21210       | Materials Handling And Packing Occupations              | Tools And Parts Attendant                  | 24.80       |             |
| 21410       | Materials Handling And Packing Occupations              | Warehouse Specialist                       | 24.80       |             |
| 23010       | Mechanics And Maintenance And Repair Occupations        | Aerospace Structural Welder                | 33.19       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                                   | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 23019       | Mechanics And Maintenance And Repair Occupations | Aircraft Logs and Records Technician           | 26.95       |             |
| 23021       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic I                            | 32.08       |             |
| 23022       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic II                           | 33.06       |             |
| 23023       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic III                          | 34.44       |             |
| 23040       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic Helper                       | 23.02       |             |
| 23050       | Mechanics And Maintenance And Repair Occupations | Aircraft, Painter                              | 30.44       |             |
| 23060       | Mechanics And Maintenance And Repair Occupations | Aircraft Servicer                              | 26.95       |             |
| 23070       | Mechanics And Maintenance And Repair Occupations | Aircraft Survival Flight Equipment Technician  | 30.44       |             |
| 23080       | Mechanics And Maintenance And Repair Occupations | Aircraft Worker                                | 28.59       |             |
| 23091       | Mechanics And Maintenance And Repair Occupations | Aircrew Life Support Equipment (ALSE) Mechanic | 28.59       |             |
| 23092       | Mechanics And Maintenance And Repair Occupations | Aircrew Life Support Equipment (ALSE) Mechanic | 32.08       |             |
| 23110       | Mechanics And Maintenance And Repair Occupations | Appliance Mechanic                             | 30.13       |             |
| 23120       | Mechanics And Maintenance And Repair Occupations | Bicycle Repairer                               | 24.98       |             |
| 23125       | Mechanics And Maintenance And Repair Occupations | Cable Splicer                                  | 33.36       |             |
| 23130       | Mechanics And Maintenance And Repair Occupations | Carpenter, Maintenance                         | 26.31       |             |
| 23140       | Mechanics And Maintenance And Repair Occupations | Carpet Layer                                   | 28.48       |             |
| 23160       | Mechanics And Maintenance And Repair Occupations | Electrician, Maintenance                       | 40.32       |             |
| 23181       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance I           | 28.48       |             |
| 23182       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance II          | 30.33       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 23183       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance III    | 31.96       |             |
| 23260       | Mechanics And Maintenance And Repair Occupations | Fabric Worker                             | 26.84       |             |
| 23290       | Mechanics And Maintenance And Repair Occupations | Fire Alarm System Mechanic                | 31.96       |             |
| 23310       | Mechanics And Maintenance And Repair Occupations | Fire Extinguisher Repairer                | 24.89       |             |
| 23311       | Mechanics And Maintenance And Repair Occupations | Fuel Distribution System Mechanic         | 36.87       |             |
| 23312       | Mechanics And Maintenance And Repair Occupations | Fuel Distribution System Operator         | 31.42       |             |
| 23370       | Mechanics And Maintenance And Repair Occupations | General Maintenance Worker                | 21.96       |             |
| 23380       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Mechanic         | 32.08       |             |
| 23381       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Servicer         | 26.95       |             |
| 23382       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Worker           | 28.59       |             |
| 23391       | Mechanics And Maintenance And Repair Occupations | Gunsmith I                                | 24.89       |             |
| 23392       | Mechanics And Maintenance And Repair Occupations | Gunsmith II                               | 28.48       |             |
| 23393       | Mechanics And Maintenance And Repair Occupations | Gunsmith III                              | 31.96       |             |
| 23410       | Mechanics And Maintenance And Repair Occupations | Heating, Ventilation And Air-Conditioning | 28.27       |             |
| 23411       | Mechanics And Maintenance And Repair Occupations | Heating, Ventilation And Air Contidioning | 29.25       |             |
| 23430       | Mechanics And Maintenance And Repair Occupations | Heavy Equipment Mechanic                  | 31.37       |             |
| 23440       | Mechanics And Maintenance And Repair Occupations | Heavy Equipment Operator                  | 27.50       |             |
| 23460       | Mechanics And Maintenance And Repair Occupations | Instrument Mechanic                       | 32.08       |             |
| 23465       | Mechanics And Maintenance And Repair Occupations | Laboratory/Shelter Mechanic               | 30.33       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|--|---------------------------------|-------------|-------------|
| 23470       | Mechanics And Maintenance And Repair Occupations | Laborer                         | 17.80       |             |
| 23510       | Mechanics And Maintenance And Repair Occupations | Locksmith                       | 30.33       |             |
| 23530       | Mechanics And Maintenance And Repair Occupations | Machinery Maintenance Mechanic  | 30.27       |             |
| 23550       | Mechanics And Maintenance And Repair Occupations | Machinist, Maintenance          | 26.43       |             |
| 23580       | Mechanics And Maintenance And Repair Occupations | Maintenance Trades Helper       | 18.84       |             |
| 23591       | Mechanics And Maintenance And Repair Occupations | Metrology Technician I          | 32.08       |             |
| 23592       | Mechanics And Maintenance And Repair Occupations | Metrology Technician II         | 33.19       |             |
| 23593       | Mechanics And Maintenance And Repair Occupations | Metrology Technician III        | 34.44       |             |
| 23640       | Mechanics And Maintenance And Repair Occupations | Millwright                      | 31.79       |             |
| 23710       | Mechanics And Maintenance And Repair Occupations | Office Appliance Repairer       | 30.33       |             |
| 23760       | Mechanics And Maintenance And Repair Occupations | Painter, Maintenance            | 23.21       |             |
| 23790       | Mechanics And Maintenance And Repair Occupations | Pipefitter, Maintenance         | 30.30       |             |
| 23810       | Mechanics And Maintenance And Repair Occupations | Plumber, Maintenance            | 28.76       |             |
| 23820       | Mechanics And Maintenance And Repair Occupations | Pneudraulic Systems Mechanic    | 31.96       |             |
| 23850       | Mechanics And Maintenance And Repair Occupations | Rigger                          | 31.96       |             |
| 23870       | Mechanics And Maintenance And Repair Occupations | Scale Mechanic                  | 28.48       |             |
| 23890       | Mechanics And Maintenance And Repair Occupations | Sheet-Metal Worker, Maintenance | 31.96       |             |
| 23910       | Mechanics And Maintenance And Repair Occupations | Small Engine Mechanic           | 23.54       |             |
| 23931       | Mechanics And Maintenance And Repair Occupations | Telecommunications Mechanic I   | 33.37       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                          | <b>Rate</b> | <b>Note</b> |
|-------------|--|---------------------------------------|-------------|-------------|
| 23932       | Mechanics And Maintenance And Repair Occupations | Telecommunications Mechanic II        | 34.52       |             |
| 23950       | Mechanics And Maintenance And Repair Occupations | Telephone Lineman                     | 43.33       |             |
| 23960       | Mechanics And Maintenance And Repair Occupations | Welder, Combination, Maintenance      | 27.13       |             |
| 23965       | Mechanics And Maintenance And Repair Occupations | Well Driller                          | 31.96       |             |
| 23970       | Mechanics And Maintenance And Repair Occupations | Woodcraft Worker                      | 31.96       |             |
| 23980       | Mechanics And Maintenance And Repair Occupations | Woodworker                            | 24.89       |             |
| 24550       | Personal Needs Occupations                       | Case Manager                          | 19.79       |             |
| 24570       | Personal Needs Occupations                       | Child Care Attendant                  | 15.16       | ***         |
| 24580       | Personal Needs Occupations                       | Child Care Center Clerk               | 18.91       |             |
| 24610       | Personal Needs Occupations                       | Chore Aide                            | 16.89       | ***         |
| 24620       | Personal Needs Occupations                       | Family Readiness And Support Services | 19.79       |             |
| 24630       | Personal Needs Occupations                       | Homemaker                             | 19.79       |             |
| 25010       | Plant And System Operations Occupations          | Boiler Tender                         | 32.03       |             |
| 25040       | Plant And System Operations Occupations          | Sewage Plant Operator                 | 27.24       |             |
| 25070       | Plant And System Operations Occupations          | Stationary Engineer                   | 32.03       |             |
| 25190       | Plant And System Operations Occupations          | Ventilation Equipment Tender          | 23.00       |             |
| 25210       | Plant And System Operations Occupations          | Water Treatment Plant Operator        | 27.24       |             |
| 27004       | Protective Service Occupations                   | Alarm Monitor                         | 23.79       |             |
| 27007       | Protective Service Occupations                   | Baggage Inspector                     | 18.29       |             |
| 27008       | Protective Service Occupations                   | Corrections Officer                   | 31.02       |             |
| 27010       | Protective Service Occupations                   | Court Security Officer                | 30.86       |             |
| 27030       | Protective Service Occupations                   | Detection Dog Handler                 | 20.46       |             |
| 27040       | Protective Service Occupations                   | Detention Officer                     | 31.02       |             |
| 27070       | Protective Service Occupations                   | Firefighter                           | 31.02       |             |
| 27101       | Protective Service Occupations                   | Guard I                               | 18.29       |             |

| <b>Code</b> | <b>Category</b>                                | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 27102       | Protective Service Occupations                 | Guard II                                  | 20.46       |             |
| 27131       | Protective Service Occupations                 | Police Officer I                          | 27.34       |             |
| 27132       | Protective Service Occupations                 | Police Officer II                         | 30.39       |             |
| 28041       | Recreation Occupations                         | Carnival Equipment Operator               | 19.50       |             |
| 28042       | Recreation Occupations                         | Carnival Equipment Repairer               | 21.16       |             |
| 28043       | Recreation Occupations                         | Carnival Worker                           | 14.45       | ***         |
| 28210       | Recreation Occupations                         | Gate Attendant/Gate Tender                | 20.57       |             |
| 28310       | Recreation Occupations                         | Lifeguard                                 | 16.12       | ***         |
| 28350       | Recreation Occupations                         | Park Attendant                            | 23.01       |             |
| 28510       | Recreation Occupations                         | Recreation Aide/Health Facility Attendant | 16.80       | ***         |
| 28515       | Recreation Occupations                         | Recreation Specialist                     | 28.51       |             |
| 28630       | Recreation Occupations                         | Sports Official                           | 18.33       |             |
| 28690       | Recreation Occupations                         | Swimming Pool Operator                    | 24.20       |             |
| 29010       | Stevedoring/Longshoremen Occupational Services | Blocker And Bracer                        | 28.48       |             |
| 29020       | Stevedoring/Longshoremen Occupational Services | Hatch Tender                              | 28.48       |             |
| 29030       | Stevedoring/Longshoremen Occupational Services | Line Handler                              | 28.48       |             |
| 29041       | Stevedoring/Longshoremen Occupational Services | Stevedore I                               | 26.84       |             |
| 29042       | Stevedoring/Longshoremen Occupational Services | Stevedore II                              | 30.33       |             |
| 30010       | Technical Occupations                          | Air Traffic Control Specialist, Center    | 46.54       | see 2       |
| 30011       | Technical Occupations                          | Air Traffic Control Specialist, Station   | 32.09       | see 2       |
| 30012       | Technical Occupations                          | Air Traffic Control Specialist, Terminal  | 35.34       | see 2       |
| 30021       | Technical Occupations                          | Archeological Technician I                | 18.61       |             |
| 30022       | Technical Occupations                          | Archeological Technician II               | 20.82       |             |
| 30023       | Technical Occupations                          | Archeological Technician III              | 25.80       |             |
| 30030       | Technical Occupations                          | Cartographic Technician                   | 25.80       |             |
| 30040       | Technical Occupations                          | Civil Engineering Technician              | 25.80       |             |
| 30051       | Technical Occupations                          | Cryogenic Technician I                    | 28.57       |             |

| <b>Code</b> | <b>Category</b>       | <b>Title</b>                             | <b>Rate</b> | <b>Note</b> |
|-------------|-----------------------|--|-------------|-------------|
| 30052       | Technical Occupations | Cryogenic Technician II                  | 31.56       |             |
| 30061       | Technical Occupations | Drafter/CAD Operator I                   | 18.61       |             |
| 30062       | Technical Occupations | Drafter/CAD Operator II                  | 20.82       |             |
| 30063       | Technical Occupations | Drafter/CAD Operator III                 | 23.21       |             |
| 30064       | Technical Occupations | Drafter/CAD Operator IV                  | 28.57       |             |
| 30081       | Technical Occupations | Engineering Technician I                 | 16.58       | ***         |
| 30082       | Technical Occupations | Engineering Technician II                | 18.61       |             |
| 30083       | Technical Occupations | Engineering Technician III               | 20.82       |             |
| 30084       | Technical Occupations | Engineering Technician IV                | 25.80       |             |
| 30085       | Technical Occupations | Engineering Technician V                 | 31.56       |             |
| 30086       | Technical Occupations | Engineering Technician VI                | 38.17       |             |
| 30090       | Technical Occupations | Environmental Technician                 | 25.80       |             |
| 30095       | Technical Occupations | Evidence Control Specialist              | 25.80       |             |
| 30210       | Technical Occupations | Laboratory Technician                    | 23.21       |             |
| 30221       | Technical Occupations | Latent Fingerprint Technician I          | 28.57       |             |
| 30222       | Technical Occupations | Latent Fingerprint Technician II         | 31.56       |             |
| 30240       | Technical Occupations | Mathematical Technician                  | 25.80       |             |
| 30361       | Technical Occupations | Paralegal/Legal Assistant I              | 21.20       |             |
| 30362       | Technical Occupations | Paralegal/Legal Assistant II             | 26.27       |             |
| 30363       | Technical Occupations | Paralegal/Legal Assistant III            | 32.14       |             |
| 30364       | Technical Occupations | Paralegal/Legal Assistant IV             | 38.88       |             |
| 30375       | Technical Occupations | Petroleum Supply Specialist              | 31.56       |             |
| 30390       | Technical Occupations | Photo-Optics Technician                  | 25.80       |             |
| 30395       | Technical Occupations | Radiation Control Technician             | 31.56       |             |
| 30461       | Technical Occupations | Technical Writer I                       | 25.80       |             |
| 30462       | Technical Occupations | Technical Writer II                      | 31.56       |             |
| 30463       | Technical Occupations | Technical Writer III                     | 38.17       |             |
| 30491       | Technical Occupations | Unexploded Ordnance (UXO) Technician I   | 29.58       |             |
| 30492       | Technical Occupations | Unexploded Ordnance (UXO) Technician II  | 35.79       |             |
| 30493       | Technical Occupations | Unexploded Ordnance (UXO) Technician III | 42.89       |             |
| 30494       | Technical Occupations | Unexploded (UXO) Safety Escort           | 29.58       |             |

| <b>Code</b> | <b>Category</b>                                       | <b>Title</b>                            | <b>Rate</b> | <b>Note</b> |
|-------------|---|---|-------------|-------------|
| 30495       | Technical Occupations                                 | Unexploded (UXO) Sweep Personnel        | 29.58       |             |
| 30501       | Technical Occupations                                 | Weather Forecaster I                    | 28.57       |             |
| 30502       | Technical Occupations                                 | Weather Forecaster II                   | 34.75       |             |
| 30620       | Technical Occupations                                 | Weather Observer, Combined Upper Air Or | 23.21       | see 2       |
| 30621       | Technical Occupations                                 | Weather Observer, Senior                | 25.80       | see 2       |
| 31010       | Transportation/Mobile Equipment Operation Occupations | Airplane Pilot                          | 35.79       |             |
| 31020       | Transportation/Mobile Equipment Operation Occupations | Bus Aide                                | 15.40       | ***         |
| 31030       | Transportation/Mobile Equipment Operation Occupations | Bus Driver                              | 21.79       |             |
| 31043       | Transportation/Mobile Equipment Operation Occupations | Driver Courier                          | 18.62       |             |
| 31260       | Transportation/Mobile Equipment Operation Occupations | Parking and Lot Attendant               | 13.80       | ***         |
| 31290       | Transportation/Mobile Equipment Operation Occupations | Shuttle Bus Driver                      | 15.50       | ***         |
| 31310       | Transportation/Mobile Equipment Operation Occupations | Taxi Driver                             | 15.21       | ***         |
| 31361       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Light                      | 20.20       |             |
| 31362       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Medium                     | 21.79       |             |
| 31363       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Heavy                      | 24.26       |             |
| 31364       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Tractor-Trailer            | 24.26       |             |
| 99020       | Miscellaneous Occupations                             | Cabin Safety Specialist                 | 17.45       |             |
| 99030       | Miscellaneous Occupations                             | Cashier                                 | 14.92       | ***         |
| 99050       | Miscellaneous Occupations                             | Desk Clerk                              | 15.95       | ***         |
| 99095       | Miscellaneous Occupations                             | Embalmer                                | 31.14       |             |
| 99130       | Miscellaneous Occupations                             | Flight Follower                         | 29.58       |             |
| 99251       | Miscellaneous Occupations                             | Laboratory Animal Caretaker I           | 20.94       |             |
| 99252       | Miscellaneous Occupations                             | Laboratory Animal Caretaker II          | 22.73       |             |

| <b>Code</b> | <b>Category</b>           | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------|---------------------------------|-------------|-------------|
| 99260       | Miscellaneous Occupations | Marketing Analyst               | 29.88       |             |
| 99310       | Miscellaneous Occupations | Mortician                       | 31.14       |             |
| 99410       | Miscellaneous Occupations | Pest Controller                 | 24.07       |             |
| 99510       | Miscellaneous Occupations | Photofinishing Worker           | 15.54       | ***         |
| 99710       | Miscellaneous Occupations | Recycling Laborer               | 18.54       |             |
| 99711       | Miscellaneous Occupations | Recycling Specialist            | 22.42       |             |
| 99730       | Miscellaneous Occupations | Refuse Collector                | 16.61       | ***         |
| 99810       | Miscellaneous Occupations | Sales Clerk                     | 16.07       | ***         |
| 99820       | Miscellaneous Occupations | School Crossing Guard           | 17.93       |             |
| 99830       | Miscellaneous Occupations | Survey Party Chief              | 21.63       |             |
| 99831       | Miscellaneous Occupations | Surveying Aide                  | 12.89       | ***         |
| 99832       | Miscellaneous Occupations | Surveying Technician            | 19.67       |             |
| 99840       | Miscellaneous Occupations | Vending Machine Attendant       | 22.42       |             |
| 99841       | Miscellaneous Occupations | Vending Machine Repairer        | 27.82       |             |
| 99842       | Miscellaneous Occupations | Vending Machine Repairer Helper | 22.42       |             |

## Footer

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.20 per hour) or 13658 (\$12.90 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. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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: \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 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, 4 weeks after 15 years, and 5 weeks after 25 years.

Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans'

Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESSES 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)).

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## **Wage Determination No. : 2015-4153**

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 25

Date Of Last Revision : 07/22/2024

Source : [Source Website](#)

### **Header**

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2024.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.90 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 2024.

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: New York

Area: New York County of Tompkins

**\*\*Fringe Benefits Required Follow the Occupational Listing\*\***

**Wage Determination Table**

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                        | <b>Rate</b> | <b>Note</b> |
|-------------|---|-------------------------------------|-------------|-------------|
| 01011       | Administrative Support And Clerical Occupations | Accounting Clerk I                  | 19.87       |             |
| 01012       | Administrative Support And Clerical Occupations | Accounting Clerk II                 | 22.32       |             |
| 01013       | Administrative Support And Clerical Occupations | Accounting Clerk III                | 24.96       |             |
| 01020       | Administrative Support And Clerical Occupations | Administrative Assistant            | 31.37       |             |
| 01035       | Administrative Support And Clerical Occupations | Court Reporter                      | 21.81       |             |
| 01041       | Administrative Support And Clerical Occupations | Customer Service Representative I   | 19.40       |             |
| 01042       | Administrative Support And Clerical Occupations | Customer Service Representative II  | 21.16       |             |
| 01043       | Administrative Support And Clerical Occupations | Customer Service Representative III | 23.75       |             |
| 01051       | Administrative Support And Clerical Occupations | Data Entry Operator I               | 15.91       | ***         |
| 01052       | Administrative Support And Clerical Occupations | Data Entry Operator II              | 17.36       |             |
| 01060       | Administrative Support And Clerical Occupations | Dispatcher, Motor Vehicle           | 21.81       |             |
| 01070       | Administrative Support And Clerical Occupations | Document Preparation Clerk          | 17.36       |             |
| 01090       | Administrative Support And Clerical Occupations | Duplicating Machine Operator        | 17.36       |             |
| 01111       | Administrative Support And Clerical Occupations | General Clerk I                     | 15.25       | ***         |

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------------|-------------|-------------|
| 01112       | Administrative Support And Clerical Occupations | General Clerk II                     | 16.64       | ***         |
| 01113       | Administrative Support And Clerical Occupations | General Clerk III                    | 18.69       |             |
| 01120       | Administrative Support And Clerical Occupations | Housing Referral Assistant           | 24.31       |             |
| 01141       | Administrative Support And Clerical Occupations | Messenger Courier                    | 15.20       | ***         |
| 01191       | Administrative Support And Clerical Occupations | Order Clerk I                        | 15.91       | ***         |
| 01192       | Administrative Support And Clerical Occupations | Order Clerk II                       | 17.36       |             |
| 01261       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) I   | 24.00       |             |
| 01262       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) II  | 26.84       |             |
| 01263       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) III | 29.92       |             |
| 01270       | Administrative Support And Clerical Occupations | Production Control Clerk             | 27.49       |             |
| 01290       | Administrative Support And Clerical Occupations | Rental Clerk                         | 20.93       |             |
| 01300       | Administrative Support And Clerical Occupations | Scheduler, Maintenance               | 19.50       |             |
| 01311       | Administrative Support And Clerical Occupations | Secretary I                          | 19.50       |             |
| 01312       | Administrative Support And Clerical Occupations | Secretary II                         | 21.81       |             |
| 01313       | Administrative Support And Clerical Occupations | Secretary III                        | 24.31       |             |
| 01320       | Administrative Support And Clerical Occupations | Service Order Dispatcher             | 19.50       |             |
| 01410       | Administrative Support And Clerical Occupations | Supply Technician                    | 31.37       |             |
| 01420       | Administrative Support And Clerical Occupations | Survey Worker                        | 21.19       |             |
| 01460       | Administrative Support And Clerical Occupations | Switchboard Operator/Receptionist    | 17.79       |             |

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------------|-------------|-------------|
| 01531       | Administrative Support And Clerical Occupations | Travel Clerk I                       | 15.50       | ***         |
| 01532       | Administrative Support And Clerical Occupations | Travel Clerk II                      | 16.69       | ***         |
| 01533       | Administrative Support And Clerical Occupations | Travel Clerk III                     | 17.91       |             |
| 01611       | Administrative Support And Clerical Occupations | Word Processor I                     | 17.29       |             |
| 01612       | Administrative Support And Clerical Occupations | Word Processor II                    | 19.42       |             |
| 01613       | Administrative Support And Clerical Occupations | Word Processor III                   | 21.72       |             |
| 05005       | Automotive Service Occupations                  | Automobile Body Repairer, Fiberglass | 24.70       |             |
| 05010       | Automotive Service Occupations                  | Automotive Electrician               | 21.82       |             |
| 05040       | Automotive Service Occupations                  | Automotive Glass Installer           | 20.75       |             |
| 05070       | Automotive Service Occupations                  | Automotive Worker                    | 20.75       |             |
| 05110       | Automotive Service Occupations                  | Mobile Equipment Servicer            | 18.55       |             |
| 05130       | Automotive Service Occupations                  | Motor Equipment Metal Mechanic       | 22.84       |             |
| 05160       | Automotive Service Occupations                  | Motor Equipment Metal Worker         | 20.75       |             |
| 05190       | Automotive Service Occupations                  | Motor Vehicle Mechanic               | 22.18       |             |
| 05220       | Automotive Service Occupations                  | Motor Vehicle Mechanic Helper        | 17.25       |             |
| 05250       | Automotive Service Occupations                  | Motor Vehicle Upholstery Worker      | 19.53       |             |
| 05280       | Automotive Service Occupations                  | Motor Vehicle Wrecker                | 20.75       |             |
| 05310       | Automotive Service Occupations                  | Painter, Automotive                  | 21.82       |             |
| 05340       | Automotive Service Occupations                  | Radiator Repair Specialist           | 20.75       |             |
| 05370       | Automotive Service Occupations                  | Tire Repairer                        | 17.95       |             |
| 05400       | Automotive Service Occupations                  | Transmission Repair Specialist       | 22.84       |             |
| 07010       | Food Preparation And Service Occupations        | Baker                                | 18.71       |             |
| 07041       | Food Preparation And Service Occupations        | Cook I                               | 20.43       |             |
| 07042       | Food Preparation And Service Occupations        | Cook II                              | 22.86       |             |
| 07070       | Food Preparation And Service Occupations        | Dishwasher                           | 16.34       | ***         |

| <b>Code</b> | <b>Category</b>                              | <b>Title</b>                 | <b>Rate</b> | <b>Note</b> |
|-------------|--|------------------------------|-------------|-------------|
| 07130       | Food Preparation And Service Occupations     | Food Service Worker          | 16.41       | ***         |
| 07210       | Food Preparation And Service Occupations     | Meat Cutter                  | 21.53       |             |
| 07260       | Food Preparation And Service Occupations     | Waiter/Waitress              | 18.19       |             |
| 09010       | Furniture Maintenance And Repair Occupations | Electrostatic Spray Painter  | 28.39       |             |
| 09040       | Furniture Maintenance And Repair Occupations | Furniture Handler            | 19.07       |             |
| 09080       | Furniture Maintenance And Repair Occupations | Furniture Refinisher         | 28.39       |             |
| 09090       | Furniture Maintenance And Repair Occupations | Furniture Refinisher Helper  | 22.44       |             |
| 09110       | Furniture Maintenance And Repair Occupations | Furniture Repairer, Minor    | 25.38       |             |
| 09130       | Furniture Maintenance And Repair Occupations | Upholsterer                  | 28.39       |             |
| 11030       | General Services And Support Occupations     | Cleaner, Vehicles            | 15.59       | ***         |
| 11060       | General Services And Support Occupations     | Elevator Operator            | 17.83       |             |
| 11090       | General Services And Support Occupations     | Gardener                     | 23.49       |             |
| 11122       | General Services And Support Occupations     | Housekeeping Aide            | 19.62       |             |
| 11150       | General Services And Support Occupations     | Janitor                      | 19.62       |             |
| 11210       | General Services And Support Occupations     | Laborer, Grounds Maintenance | 18.57       |             |
| 11240       | General Services And Support Occupations     | Maid or Houseman             | 16.43       | ***         |
| 11260       | General Services And Support Occupations     | Pruner                       | 17.78       |             |
| 11270       | General Services And Support Occupations     | Tractor Operator             | 21.85       |             |
| 11330       | General Services And Support Occupations     | Trail Maintenance Worker     | 18.57       |             |

| <b>Code</b> | <b>Category</b>                          | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 11360       | General Services And Support Occupations | Window Cleaner                             | 21.58       |             |
| 12010       | Health Occupations                       | Ambulance Driver                           | 23.30       |             |
| 12011       | Health Occupations                       | Breath Alcohol Technician                  | 24.17       |             |
| 12012       | Health Occupations                       | Certified Occupational Therapist Assistant | 33.15       |             |
| 12015       | Health Occupations                       | Certified Physical Therapist Assistant     | 33.15       |             |
| 12020       | Health Occupations                       | Dental Assistant                           | 21.61       |             |
| 12025       | Health Occupations                       | Dental Hygienist                           | 43.40       |             |
| 12030       | Health Occupations                       | EKG Technician                             | 36.62       |             |
| 12035       | Health Occupations                       | Electroneurodiagnostic Technologist        | 36.62       |             |
| 12040       | Health Occupations                       | Emergency Medical Technician               | 23.30       |             |
| 12071       | Health Occupations                       | Licensed Practical Nurse I                 | 21.60       |             |
| 12072       | Health Occupations                       | Licensed Practical Nurse II                | 24.17       |             |
| 12073       | Health Occupations                       | Licensed Practical Nurse III               | 26.94       |             |
| 12100       | Health Occupations                       | Medical Assistant                          | 20.17       |             |
| 12130       | Health Occupations                       | Medical Laboratory Technician              | 29.16       |             |
| 12160       | Health Occupations                       | Medical Record Clerk                       | 21.38       |             |
| 12190       | Health Occupations                       | Medical Record Technician                  | 25.85       |             |
| 12195       | Health Occupations                       | Medical Transcriptionist                   | 21.60       |             |
| 12210       | Health Occupations                       | Nuclear Medicine Technologist              | 53.12       |             |
| 12221       | Health Occupations                       | Nursing Assistant I                        | 14.76       | ***         |
| 12222       | Health Occupations                       | Nursing Assistant II                       | 16.61       | ***         |
| 12223       | Health Occupations                       | Nursing Assistant III                      | 18.13       |             |
| 12224       | Health Occupations                       | Nursing Assistant IV                       | 20.34       |             |
| 12235       | Health Occupations                       | Optical Dispenser                          | 24.17       |             |
| 12236       | Health Occupations                       | Optical Technician                         | 21.60       |             |
| 12250       | Health Occupations                       | Pharmacy Technician                        | 18.13       |             |
| 12280       | Health Occupations                       | Phlebotomist                               | 21.60       |             |
| 12305       | Health Occupations                       | Radiologic Technologist                    | 35.01       |             |
| 12311       | Health Occupations                       | Registered Nurse I                         | 26.28       |             |
| 12312       | Health Occupations                       | Registered Nurse II                        | 32.15       |             |
| 12313       | Health Occupations                       | Registered Nurse II, Specialist            | 32.15       |             |

| <b>Code</b> | <b>Category</b>                    | <b>Title</b>                           | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------|--|-------------|-------------|
| 12314       | Health Occupations                 | Registered Nurse III                   | 38.90       |             |
| 12315       | Health Occupations                 | Registered Nurse III, Anesthetist      | 38.90       |             |
| 12316       | Health Occupations                 | Registered Nurse IV                    | 46.63       |             |
| 12317       | Health Occupations                 | Scheduler                              | 29.95       |             |
| 12320       | Health Occupations                 | Substance Abuse Treatment Counselor    | 30.76       |             |
| 13011       | Information And Arts Occupations   | Exhibits Specialist I                  | 26.16       |             |
| 13012       | Information And Arts Occupations   | Exhibits Specialist II                 | 32.42       |             |
| 13013       | Information And Arts Occupations   | Exhibits Specialist III                | 39.66       |             |
| 13041       | Information And Arts Occupations   | Illustrator I                          | 26.16       |             |
| 13042       | Information And Arts Occupations   | Illustrator II                         | 32.42       |             |
| 13043       | Information And Arts Occupations   | Illustrator III                        | 39.66       |             |
| 13047       | Information And Arts Occupations   | Librarian                              | 35.90       |             |
| 13050       | Information And Arts Occupations   | Library Aide/Clerk                     | 18.68       |             |
| 13054       | Information And Arts Occupations   | Library Information Technology Systems | 32.42       |             |
| 13058       | Information And Arts Occupations   | Library Technician                     | 23.41       |             |
| 13061       | Information And Arts Occupations   | Media Specialist I                     | 23.39       |             |
| 13062       | Information And Arts Occupations   | Media Specialist II                    | 26.16       |             |
| 13063       | Information And Arts Occupations   | Media Specialist III                   | 29.18       |             |
| 13071       | Information And Arts Occupations   | Photographer I                         | 23.39       |             |
| 13072       | Information And Arts Occupations   | Photographer II                        | 26.16       |             |
| 13073       | Information And Arts Occupations   | Photographer III                       | 32.42       |             |
| 13074       | Information And Arts Occupations   | Photographer IV                        | 39.66       |             |
| 13075       | Information And Arts Occupations   | Photographer V                         | 47.97       |             |
| 13090       | Information And Arts Occupations   | Technical Order Library Clerk          | 24.72       |             |
| 13110       | Information And Arts Occupations   | Video Teleconference Technician        | 23.39       |             |
| 14041       | Information Technology Occupations | Computer Operator I                    | 20.92       |             |
| 14042       | Information Technology Occupations | Computer Operator II                   | 23.40       |             |
| 14043       | Information Technology Occupations | Computer Operator III                  | 26.09       |             |
| 14044       | Information Technology Occupations | Computer Operator IV                   | 29.00       |             |
| 14045       | Information Technology Occupations | Computer Operator V                    | 32.11       |             |
| 14071       | Information Technology Occupations | Computer Programmer I                  | 24.94       | see<br>1    |

| <b>Code</b> | <b>Category</b>                    | <b>Title</b>                                    | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------|---|-------------|-------------|
| 14072       | Information Technology Occupations | Computer Programmer II                          | NaN         | see 1       |
| 14073       | Information Technology Occupations | Computer Programmer III                         | NaN         | see 1       |
| 14074       | Information Technology Occupations | Computer Programmer IV                          | NaN         | see 1       |
| 14101       | Information Technology Occupations | Computer Systems Analyst I                      | NaN         | see 1       |
| 14102       | Information Technology Occupations | Computer Systems Analyst II                     | NaN         | see 1       |
| 14103       | Information Technology Occupations | Computer Systems Analyst III                    | NaN         | see 1       |
| 14150       | Information Technology Occupations | Peripheral Equipment Operator                   | 20.92       |             |
| 14160       | Information Technology Occupations | Personal Computer Support Technician            | 29.00       |             |
| 14170       | Information Technology Occupations | System Support Specialist                       | 34.42       |             |
| 15010       | Instructional Occupations          | Aircrew Training Devices Instructor             | 31.32       |             |
| 15020       | Instructional Occupations          | Aircrew Training Devices Instructor             | 37.89       |             |
| 15030       | Instructional Occupations          | Air Crew Training Devices Instructor            | 45.41       |             |
| 15050       | Instructional Occupations          | Computer Based Training Specialist / Instructor | 31.32       |             |
| 15060       | Instructional Occupations          | Educational Technologist                        | 36.74       |             |
| 15070       | Instructional Occupations          | Flight Instructor                               | 45.41       |             |
| 15080       | Instructional Occupations          | Graphic Artist                                  | 33.23       |             |
| 15085       | Instructional Occupations          | Maintenance Test Pilot, Fixed, Jet/Prop         | 45.41       |             |
| 15086       | Instructional Occupations          | Maintenance Test Pilot, Rotary Wing             | 45.41       |             |
| 15088       | Instructional Occupations          | Non-Maintenance Test/Co-Pilot                   | 45.41       |             |
| 15090       | Instructional Occupations          | Technical Instructor                            | 27.83       |             |
| 15095       | Instructional Occupations          | Technical Instructor/Course Developer           | 34.03       |             |
| 15110       | Instructional Occupations          | Test Proctor                                    | 22.46       |             |
| 15120       | Instructional Occupations          | Tutor   | 22.46       |             |

| <b>Code</b> | <b>Category</b>   | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|---|--|-------------|-------------|
| 16010       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Assembler                                  | 16.41       | ***         |
| 16030       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Counter Attendant                          | 16.41       | ***         |
| 16040       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Dry Cleaner                                | 18.75       |             |
| 16070       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Finisher, Flatwork, Machine                | 16.41       | ***         |
| 16090       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Hand                              | 16.41       | ***         |
| 16110       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Drycleaning              | 16.41       | ***         |
| 16130       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Shirts                   | 16.41       | ***         |
| 16160       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Wearing Apparel, Laundry | 16.41       | ***         |
| 16190       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Sewing Machine Operator                    | 19.53       |             |
| 16220       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Tailor                                     | 20.31       |             |
| 16250       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Washer, Machine                            | 17.19       | ***         |
| 19010       | Machine Tool Operation And Repair Occupations           | Machine-Tool Operator                      | 28.39       |             |
| 19040       | Machine Tool Operation And Repair Occupations           | Tool And Die Maker                         | 32.96       |             |
| 21020       | Materials Handling And Packing Occupations              | Forklift Operator                          | 14.75       | ***         |
| 21030       | Materials Handling And Packing Occupations              | Material Coordinator                       | 27.49       |             |
| 21040       | Materials Handling And Packing Occupations              | Material Expediter                         | 27.49       |             |
| 21050       | Materials Handling And Packing Occupations              | Material Handling Laborer                  | 18.40       |             |
| 21071       | Materials Handling And Packing Occupations              | Order Filler                               | 16.91       | ***         |
| 21080       | Materials Handling And Packing Occupations              | Production Line Worker                     | 14.75       | ***         |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                                   | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 21110       | Materials Handling And Packing Occupations       | Shipping Packer                                | 19.12       |             |
| 21130       | Materials Handling And Packing Occupations       | Shipping/Receiving Clerk                       | 19.12       |             |
| 21140       | Materials Handling And Packing Occupations       | Store Worker I                                 | 16.07       | ***         |
| 21150       | Materials Handling And Packing Occupations       | Stock Clerk                                    | 21.35       |             |
| 21210       | Materials Handling And Packing Occupations       | Tools And Parts Attendant                      | 14.75       | ***         |
| 21410       | Materials Handling And Packing Occupations       | Warehouse Specialist                           | 14.75       | ***         |
| 23010       | Mechanics And Maintenance And Repair Occupations | Aerospace Structural Welder                    | 30.82       |             |
| 23019       | Mechanics And Maintenance And Repair Occupations | Aircraft Logs and Records Technician           | 25.38       |             |
| 23021       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic I                            | 29.70       |             |
| 23022       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic II                           | 30.82       |             |
| 23023       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic III                          | 31.88       |             |
| 23040       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic Helper                       | 22.44       |             |
| 23050       | Mechanics And Maintenance And Repair Occupations | Aircraft, Painter                              | 28.39       |             |
| 23060       | Mechanics And Maintenance And Repair Occupations | Aircraft Servicer                              | 25.38       |             |
| 23070       | Mechanics And Maintenance And Repair Occupations | Aircraft Survival Flight Equipment Technician  | 28.39       |             |
| 23080       | Mechanics And Maintenance And Repair Occupations | Aircraft Worker                                | 26.98       |             |
| 23091       | Mechanics And Maintenance And Repair Occupations | Aircrew Life Support Equipment (ALSE) Mechanic | 26.98       |             |
| 23092       | Mechanics And Maintenance And Repair Occupations | Aircrew Life Support Equipment (ALSE) Mechanic | 29.70       |             |
| 23110       | Mechanics And Maintenance And Repair Occupations | Appliance Mechanic                             | 28.39       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                           | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 23120       | Mechanics And Maintenance And Repair Occupations | Bicycle Repairer                       | 24.12       |             |
| 23125       | Mechanics And Maintenance And Repair Occupations | Cable Splicer                          | 31.81       |             |
| 23130       | Mechanics And Maintenance And Repair Occupations | Carpenter, Maintenance                 | 26.33       |             |
| 23140       | Mechanics And Maintenance And Repair Occupations | Carpet Layer                           | 26.98       |             |
| 23160       | Mechanics And Maintenance And Repair Occupations | Electrician, Maintenance               | 32.66       |             |
| 23181       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance I   | 26.98       |             |
| 23182       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance II  | 28.39       |             |
| 23183       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance III | 29.70       |             |
| 23260       | Mechanics And Maintenance And Repair Occupations | Fabric Worker                          | 25.38       |             |
| 23290       | Mechanics And Maintenance And Repair Occupations | Fire Alarm System Mechanic             | 29.70       |             |
| 23310       | Mechanics And Maintenance And Repair Occupations | Fire Extinguisher Repairer             | 24.12       |             |
| 23311       | Mechanics And Maintenance And Repair Occupations | Fuel Distribution System Mechanic      | 30.93       |             |
| 23312       | Mechanics And Maintenance And Repair Occupations | Fuel Distribution System Operator      | 25.56       |             |
| 23370       | Mechanics And Maintenance And Repair Occupations | General Maintenance Worker             | 22.39       |             |
| 23380       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Mechanic      | 29.70       |             |
| 23381       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Servicer      | 25.38       |             |
| 23382       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Worker        | 26.98       |             |
| 23391       | Mechanics And Maintenance And Repair Occupations | Gunsmith I                             | 24.12       |             |
| 23392       | Mechanics And Maintenance And Repair Occupations | Gunsmith II                            | 26.98       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 23393       | Mechanics And Maintenance And Repair Occupations | Gunsmith III                              | 29.70       |             |
| 23410       | Mechanics And Maintenance And Repair Occupations | Heating, Ventilation And Air-Conditioning | 30.66       |             |
| 23411       | Mechanics And Maintenance And Repair Occupations | Heating, Ventilation And Air Contidioning | 31.82       |             |
| 23430       | Mechanics And Maintenance And Repair Occupations | Heavy Equipment Mechanic                  | 29.70       |             |
| 23440       | Mechanics And Maintenance And Repair Occupations | Heavy Equipment Operator                  | 25.00       |             |
| 23460       | Mechanics And Maintenance And Repair Occupations | Instrument Mechanic                       | 29.70       |             |
| 23465       | Mechanics And Maintenance And Repair Occupations | Laboratory/Shelter Mechanic               | 28.39       |             |
| 23470       | Mechanics And Maintenance And Repair Occupations | Laborer                                   | 18.40       |             |
| 23510       | Mechanics And Maintenance And Repair Occupations | Locksmith                                 | 28.39       |             |
| 23530       | Mechanics And Maintenance And Repair Occupations | Machinery Maintenance Mechanic            | 30.76       |             |
| 23550       | Mechanics And Maintenance And Repair Occupations | Machinist, Maintenance                    | 27.68       |             |
| 23580       | Mechanics And Maintenance And Repair Occupations | Maintenance Trades Helper                 | 22.44       |             |
| 23591       | Mechanics And Maintenance And Repair Occupations | Metrology Technician I                    | 29.70       |             |
| 23592       | Mechanics And Maintenance And Repair Occupations | Metrology Technician II                   | 30.82       |             |
| 23593       | Mechanics And Maintenance And Repair Occupations | Metrology Technician III                  | 31.88       |             |
| 23640       | Mechanics And Maintenance And Repair Occupations | Millwright                                | 29.70       |             |
| 23710       | Mechanics And Maintenance And Repair Occupations | Office Appliance Repairer                 | 28.39       |             |
| 23760       | Mechanics And Maintenance And Repair Occupations | Painter, Maintenance                      | 24.77       |             |
| 23790       | Mechanics And Maintenance And Repair Occupations | Pipefitter, Maintenance                   | 40.91       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                          | <b>Rate</b> | <b>Note</b> |
|-------------|--|---------------------------------------|-------------|-------------|
| 23810       | Mechanics And Maintenance And Repair Occupations | Plumber, Maintenance                  | 34.24       |             |
| 23820       | Mechanics And Maintenance And Repair Occupations | Pneudraulic Systems Mechanic          | 29.70       |             |
| 23850       | Mechanics And Maintenance And Repair Occupations | Rigger                                | 29.70       |             |
| 23870       | Mechanics And Maintenance And Repair Occupations | Scale Mechanic                        | 26.98       |             |
| 23890       | Mechanics And Maintenance And Repair Occupations | Sheet-Metal Worker, Maintenance       | 29.70       |             |
| 23910       | Mechanics And Maintenance And Repair Occupations | Small Engine Mechanic                 | 26.98       |             |
| 23931       | Mechanics And Maintenance And Repair Occupations | Telecommunications Mechanic I         | 35.75       |             |
| 23932       | Mechanics And Maintenance And Repair Occupations | Telecommunications Mechanic II        | 37.10       |             |
| 23950       | Mechanics And Maintenance And Repair Occupations | Telephone Lineman                     | 29.70       |             |
| 23960       | Mechanics And Maintenance And Repair Occupations | Welder, Combination, Maintenance      | 29.08       |             |
| 23965       | Mechanics And Maintenance And Repair Occupations | Well Driller                          | 29.70       |             |
| 23970       | Mechanics And Maintenance And Repair Occupations | Woodcraft Worker                      | 29.70       |             |
| 23980       | Mechanics And Maintenance And Repair Occupations | Woodworker                            | 24.12       |             |
| 24550       | Personal Needs Occupations                       | Case Manager                          | 23.06       |             |
| 24570       | Personal Needs Occupations                       | Child Care Attendant                  | 16.67       | ***         |
| 24580       | Personal Needs Occupations                       | Child Care Center Clerk               | 20.79       |             |
| 24610       | Personal Needs Occupations                       | Chore Aide                            | 16.09       | ***         |
| 24620       | Personal Needs Occupations                       | Family Readiness And Support Services | 23.06       |             |
| 24630       | Personal Needs Occupations                       | Homemaker                             | 23.06       |             |
| 25010       | Plant And System Operations Occupations          | Boiler Tender                         | 30.04       |             |
| 25040       | Plant And System Operations Occupations          | Sewage Plant Operator                 | 28.72       |             |

| <b>Code</b> | <b>Category</b>                                | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 25070       | Plant And System Operations Occupations        | Stationary Engineer                       | 30.04       |             |
| 25190       | Plant And System Operations Occupations        | Ventilation Equipment Tender              | 22.70       |             |
| 25210       | Plant And System Operations Occupations        | Water Treatment Plant Operator            | 28.72       |             |
| 27004       | Protective Service Occupations                 | Alarm Monitor                             | 30.43       |             |
| 27007       | Protective Service Occupations                 | Baggage Inspector                         | 19.08       |             |
| 27008       | Protective Service Occupations                 | Corrections Officer                       | 21.94       |             |
| 27010       | Protective Service Occupations                 | Court Security Officer                    | 21.74       |             |
| 27030       | Protective Service Occupations                 | Detection Dog Handler                     | 21.34       |             |
| 27040       | Protective Service Occupations                 | Detention Officer                         | 21.94       |             |
| 27070       | Protective Service Occupations                 | Firefighter                               | 23.44       |             |
| 27101       | Protective Service Occupations                 | Guard I                                   | 19.08       |             |
| 27102       | Protective Service Occupations                 | Guard II                                  | 21.34       |             |
| 27131       | Protective Service Occupations                 | Police Officer I                          | 34.79       |             |
| 27132       | Protective Service Occupations                 | Police Officer II                         | 38.65       |             |
| 28041       | Recreation Occupations                         | Carnival Equipment Operator               | 16.11       | ***         |
| 28042       | Recreation Occupations                         | Carnival Equipment Repairer               | 16.69       | ***         |
| 28043       | Recreation Occupations                         | Carnival Worker                           | 12.45       | ***         |
| 28210       | Recreation Occupations                         | Gate Attendant/Gate Tender                | 20.28       |             |
| 28310       | Recreation Occupations                         | Lifeguard                                 | 17.73       |             |
| 28350       | Recreation Occupations                         | Park Attendant                            | 22.68       |             |
| 28510       | Recreation Occupations                         | Recreation Aide/Health Facility Attendant | 16.56       | ***         |
| 28515       | Recreation Occupations                         | Recreation Specialist                     | 28.10       |             |
| 28630       | Recreation Occupations                         | Sports Official                           | 18.07       |             |
| 28690       | Recreation Occupations                         | Swimming Pool Operator                    | 20.48       |             |
| 29010       | Stevedoring/Longshoremen Occupational Services | Blocker And Bracer                        | 38.78       |             |
| 29020       | Stevedoring/Longshoremen Occupational Services | Hatch Tender                              | 28.90       |             |
| 29030       | Stevedoring/Longshoremen Occupational Services | Line Handler                              | 26.98       |             |
| 29041       | Stevedoring/Longshoremen Occupational Services | Stevedore I                               | 25.38       |             |

| <b>Code</b> | <b>Category</b>                                | <b>Title</b>                             | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 29042       | Stevedoring/Longshoremen Occupational Services | Stevedore II                             | 28.39       |             |
| 30010       | Technical Occupations                          | Air Traffic Control Specialist, Center   | 45.21       | see 2       |
| 30011       | Technical Occupations                          | Air Traffic Control Specialist, Station  | 31.17       | see 2       |
| 30012       | Technical Occupations                          | Air Traffic Control Specialist, Terminal | 34.34       | see 2       |
| 30021       | Technical Occupations                          | Archeological Technician I               | 20.90       |             |
| 30022       | Technical Occupations                          | Archeological Technician II              | 23.38       |             |
| 30023       | Technical Occupations                          | Archeological Technician III             | 28.97       |             |
| 30030       | Technical Occupations                          | Cartographic Technician                  | 28.97       |             |
| 30040       | Technical Occupations                          | Civil Engineering Technician             | 28.97       |             |
| 30051       | Technical Occupations                          | Cryogenic Technician I                   | 32.08       |             |
| 30052       | Technical Occupations                          | Cryogenic Technician II                  | 35.44       |             |
| 30061       | Technical Occupations                          | Drafter/CAD Operator I                   | 20.90       |             |
| 30062       | Technical Occupations                          | Drafter/CAD Operator II                  | 23.38       |             |
| 30063       | Technical Occupations                          | Drafter/CAD Operator III                 | 26.07       |             |
| 30064       | Technical Occupations                          | Drafter/CAD Operator IV                  | 32.08       |             |
| 30081       | Technical Occupations                          | Engineering Technician I                 | 17.36       |             |
| 30082       | Technical Occupations                          | Engineering Technician II                | 19.49       |             |
| 30083       | Technical Occupations                          | Engineering Technician III               | 21.80       |             |
| 30084       | Technical Occupations                          | Engineering Technician IV                | 27.02       |             |
| 30085       | Technical Occupations                          | Engineering Technician V                 | 33.03       |             |
| 30086       | Technical Occupations                          | Engineering Technician VI                | 39.96       |             |
| 30090       | Technical Occupations                          | Environmental Technician                 | 28.97       |             |
| 30095       | Technical Occupations                          | Evidence Control Specialist              | 28.97       |             |
| 30210       | Technical Occupations                          | Laboratory Technician                    | 26.07       |             |
| 30221       | Technical Occupations                          | Latent Fingerprint Technician I          | 32.08       |             |
| 30222       | Technical Occupations                          | Latent Fingerprint Technician II         | 35.44       |             |
| 30240       | Technical Occupations                          | Mathematical Technician                  | 28.97       |             |
| 30361       | Technical Occupations                          | Paralegal/Legal Assistant I              | 19.48       |             |
| 30362       | Technical Occupations                          | Paralegal/Legal Assistant II             | 24.13       |             |
| 30363       | Technical Occupations                          | Paralegal/Legal Assistant III            | 29.52       |             |
| 30364       | Technical Occupations                          | Paralegal/Legal Assistant IV             | 35.72       |             |

| <b>Code</b> | <b>Category</b>  | <b>Title</b>                                | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 30375       | Technical Occupations                                    | Petroleum Supply Specialist                 | 35.44       |             |
| 30390       | Technical Occupations                                    | Photo-Optics Technician                     | 28.97       |             |
| 30395       | Technical Occupations                                    | Radiation Control Technician                | 35.44       |             |
| 30461       | Technical Occupations                                    | Technical Writer I                          | 28.97       |             |
| 30462       | Technical Occupations                                    | Technical Writer II                         | 35.44       |             |
| 30463       | Technical Occupations                                    | Technical Writer III                        | 42.87       |             |
| 30491       | Technical Occupations                                    | Unexploded Ordnance (UXO)<br>Technician I   | 28.73       |             |
| 30492       | Technical Occupations                                    | Unexploded Ordnance (UXO)<br>Technician II  | 34.76       |             |
| 30493       | Technical Occupations                                    | Unexploded Ordnance (UXO)<br>Technician III | 41.67       |             |
| 30494       | Technical Occupations                                    | Unexploded (UXO) Safety Escort              | 28.73       |             |
| 30495       | Technical Occupations                                    | Unexploded (UXO) Sweep<br>Personnel         | 28.73       |             |
| 30501       | Technical Occupations                                    | Weather Forecaster I                        | 32.08       |             |
| 30502       | Technical Occupations                                    | Weather Forecaster II                       | 39.02       |             |
| 30620       | Technical Occupations                                    | Weather Observer, Combined<br>Upper Air Or  | 26.07       | see<br>2    |
| 30621       | Technical Occupations                                    | Weather Observer, Senior                    | 28.97       | see<br>2    |
| 31010       | Transportation/Mobile Equipment<br>Operation Occupations | Airplane Pilot                              | 34.76       |             |
| 31020       | Transportation/Mobile Equipment<br>Operation Occupations | Bus Aide                                    | 15.30       | ***         |
| 31030       | Transportation/Mobile Equipment<br>Operation Occupations | Bus Driver                                  | 20.37       |             |
| 31043       | Transportation/Mobile Equipment<br>Operation Occupations | Driver Courier                              | 18.00       |             |
| 31260       | Transportation/Mobile Equipment<br>Operation Occupations | Parking and Lot Attendant                   | 13.91       | ***         |
| 31290       | Transportation/Mobile Equipment<br>Operation Occupations | Shuttle Bus Driver                          | 17.63       |             |
| 31310       | Transportation/Mobile Equipment<br>Operation Occupations | Taxi Driver                                 | 17.08       | ***         |
| 31361       | Transportation/Mobile Equipment<br>Operation Occupations | Truckdriver, Light                          | 19.35       |             |

| <b>Code</b> | <b>Category</b>                                       | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|---|---------------------------------|-------------|-------------|
| 31362       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Medium             | 20.37       |             |
| 31363       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Heavy              | 23.92       |             |
| 31364       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Tractor-Trailer    | 23.92       |             |
| 99020       | Miscellaneous Occupations                             | Cabin Safety Specialist         | 16.95       | ***         |
| 99030       | Miscellaneous Occupations                             | Cashier                         | 15.72       | ***         |
| 99050       | Miscellaneous Occupations                             | Desk Clerk                      | 16.08       | ***         |
| 99095       | Miscellaneous Occupations                             | Embalmer                        | 28.73       |             |
| 99130       | Miscellaneous Occupations                             | Flight Follower                 | 28.73       |             |
| 99251       | Miscellaneous Occupations                             | Laboratory Animal Caretaker I   | 22.16       |             |
| 99252       | Miscellaneous Occupations                             | Laboratory Animal Caretaker II  | 23.82       |             |
| 99260       | Miscellaneous Occupations                             | Marketing Analyst               | 35.93       |             |
| 99310       | Miscellaneous Occupations                             | Mortician                       | 28.73       |             |
| 99410       | Miscellaneous Occupations                             | Pest Controller                 | 26.27       |             |
| 99510       | Miscellaneous Occupations                             | Photofinishing Worker           | 15.10       | ***         |
| 99710       | Miscellaneous Occupations                             | Recycling Laborer               | 19.66       |             |
| 99711       | Miscellaneous Occupations                             | Recycling Specialist            | 23.13       |             |
| 99730       | Miscellaneous Occupations                             | Refuse Collector                | 17.87       |             |
| 99810       | Miscellaneous Occupations                             | Sales Clerk                     | 16.32       | ***         |
| 99820       | Miscellaneous Occupations                             | School Crossing Guard           | 17.87       |             |
| 99830       | Miscellaneous Occupations                             | Survey Party Chief              | 22.04       |             |
| 99831       | Miscellaneous Occupations                             | Surveying Aide                  | 13.86       | ***         |
| 99832       | Miscellaneous Occupations                             | Surveying Technician            | 18.96       |             |
| 99840       | Miscellaneous Occupations                             | Vending Machine Attendant       | 23.13       |             |
| 99841       | Miscellaneous Occupations                             | Vending Machine Repairer        | 27.92       |             |
| 99842       | Miscellaneous Occupations                             | Vending Machine Repairer Helper | 23.13       |             |

## Footer

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.20 per hour) or 13658 (\$12.90 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. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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: \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 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, 4 weeks after 15 years, and 5 weeks after 25 years.

Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of twelve paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESSES 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)).

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## **Wage Determination No. : 2015-4155**

### REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 27

Date Of Last Revision : 07/22/2024

Source : [Source Website](#)

**Header**

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2024.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.90 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 2024.

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: New York

Area: New York County of Ulster

**\*\*Fringe Benefits Required Follow the Occupational Listing\*\***

### **Wage Determination Table**

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                       | <b>Rate</b> | <b>Note</b> |
|-------------|---|------------------------------------|-------------|-------------|
| 01011       | Administrative Support And Clerical Occupations | Accounting Clerk I                 | 18.79       |             |
| 01012       | Administrative Support And Clerical Occupations | Accounting Clerk II                | 21.09       |             |
| 01013       | Administrative Support And Clerical Occupations | Accounting Clerk III               | 23.59       |             |
| 01020       | Administrative Support And Clerical Occupations | Administrative Assistant           | 33.30       |             |
| 01035       | Administrative Support And Clerical Occupations | Court Reporter                     | 24.06       |             |
| 01041       | Administrative Support And Clerical Occupations | Customer Service Representative I  | 17.48       |             |
| 01042       | Administrative Support And Clerical Occupations | Customer Service Representative II | 19.07       |             |

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------------|-------------|-------------|
| 01043       | Administrative Support And Clerical Occupations | Customer Service Representative III  | 21.40       |             |
| 01051       | Administrative Support And Clerical Occupations | Data Entry Operator I                | 16.82       | ***         |
| 01052       | Administrative Support And Clerical Occupations | Data Entry Operator II               | 18.36       |             |
| 01060       | Administrative Support And Clerical Occupations | Dispatcher, Motor Vehicle            | 24.48       |             |
| 01070       | Administrative Support And Clerical Occupations | Document Preparation Clerk           | 19.17       |             |
| 01090       | Administrative Support And Clerical Occupations | Duplicating Machine Operator         | 19.17       |             |
| 01111       | Administrative Support And Clerical Occupations | General Clerk I                      | 18.02       |             |
| 01112       | Administrative Support And Clerical Occupations | General Clerk II                     | 19.66       |             |
| 01113       | Administrative Support And Clerical Occupations | General Clerk III                    | 22.06       |             |
| 01120       | Administrative Support And Clerical Occupations | Housing Referral Assistant           | 26.92       |             |
| 01141       | Administrative Support And Clerical Occupations | Messenger Courier                    | 15.61       | ***         |
| 01191       | Administrative Support And Clerical Occupations | Order Clerk I                        | 17.73       |             |
| 01192       | Administrative Support And Clerical Occupations | Order Clerk II                       | 19.35       |             |
| 01261       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) I   | 20.70       |             |
| 01262       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) II  | 23.15       |             |
| 01263       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) III | 25.82       |             |
| 01270       | Administrative Support And Clerical Occupations | Production Control Clerk             | 24.97       |             |
| 01290       | Administrative Support And Clerical Occupations | Rental Clerk                         | 19.18       |             |
| 01300       | Administrative Support And Clerical Occupations | Scheduler, Maintenance               | 21.57       |             |

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------------|-------------|-------------|
| 01311       | Administrative Support And Clerical Occupations | Secretary I                          | 21.57       |             |
| 01312       | Administrative Support And Clerical Occupations | Secretary II                         | 24.14       |             |
| 01313       | Administrative Support And Clerical Occupations | Secretary III                        | 26.92       |             |
| 01320       | Administrative Support And Clerical Occupations | Service Order Dispatcher             | 21.89       |             |
| 01410       | Administrative Support And Clerical Occupations | Supply Technician                    | 33.30       |             |
| 01420       | Administrative Support And Clerical Occupations | Survey Worker                        | 23.80       |             |
| 01460       | Administrative Support And Clerical Occupations | Switchboard Operator/Receptionist    | 17.83       |             |
| 01531       | Administrative Support And Clerical Occupations | Travel Clerk I                       | 17.52       |             |
| 01532       | Administrative Support And Clerical Occupations | Travel Clerk II                      | 18.54       |             |
| 01533       | Administrative Support And Clerical Occupations | Travel Clerk III                     | 19.49       |             |
| 01611       | Administrative Support And Clerical Occupations | Word Processor I                     | 19.38       |             |
| 01612       | Administrative Support And Clerical Occupations | Word Processor II                    | 21.77       |             |
| 01613       | Administrative Support And Clerical Occupations | Word Processor III                   | 24.34       |             |
| 05005       | Automotive Service Occupations                  | Automobile Body Repairer, Fiberglass | 27.91       |             |
| 05010       | Automotive Service Occupations                  | Automotive Electrician               | 26.09       |             |
| 05040       | Automotive Service Occupations                  | Automotive Glass Installer           | 24.15       |             |
| 05070       | Automotive Service Occupations                  | Automotive Worker                    | 24.15       |             |
| 05110       | Automotive Service Occupations                  | Mobile Equipment Servicer            | 20.57       |             |
| 05130       | Automotive Service Occupations                  | Motor Equipment Metal Mechanic       | 26.94       |             |
| 05160       | Automotive Service Occupations                  | Motor Equipment Metal Worker         | 24.15       |             |
| 05190       | Automotive Service Occupations                  | Motor Vehicle Mechanic               | 26.94       |             |
| 05220       | Automotive Service Occupations                  | Motor Vehicle Mechanic Helper        | 19.94       |             |
| 05250       | Automotive Service Occupations                  | Motor Vehicle Upholstery Worker      | 21.07       |             |

| <b>Code</b> | <b>Category</b>                              | <b>Title</b>                   | <b>Rate</b> | <b>Note</b> |
|-------------|--|--------------------------------|-------------|-------------|
| 05280       | Automotive Service Occupations               | Motor Vehicle Wrecker          | 24.15       |             |
| 05310       | Automotive Service Occupations               | Painter, Automotive            | 25.66       |             |
| 05340       | Automotive Service Occupations               | Radiator Repair Specialist     | 24.15       |             |
| 05370       | Automotive Service Occupations               | Tire Repairer                  | 18.28       |             |
| 05400       | Automotive Service Occupations               | Transmission Repair Specialist | 26.94       |             |
| 07010       | Food Preparation And Service Occupations     | Baker                          | 17.97       |             |
| 07041       | Food Preparation And Service Occupations     | Cook I                         | 18.65       |             |
| 07042       | Food Preparation And Service Occupations     | Cook II                        | 21.34       |             |
| 07070       | Food Preparation And Service Occupations     | Dishwasher                     | 14.85       | ***         |
| 07130       | Food Preparation And Service Occupations     | Food Service Worker            | 16.27       | ***         |
| 07210       | Food Preparation And Service Occupations     | Meat Cutter                    | 23.67       |             |
| 07260       | Food Preparation And Service Occupations     | Waiter/Waitress                | 19.70       |             |
| 09010       | Furniture Maintenance And Repair Occupations | Electrostatic Spray Painter    | 26.37       |             |
| 09040       | Furniture Maintenance And Repair Occupations | Furniture Handler              | 17.01       | ***         |
| 09080       | Furniture Maintenance And Repair Occupations | Furniture Refinisher           | 27.10       |             |
| 09090       | Furniture Maintenance And Repair Occupations | Furniture Refinisher Helper    | 20.51       |             |
| 09110       | Furniture Maintenance And Repair Occupations | Furniture Repairer, Minor      | 23.86       |             |
| 09130       | Furniture Maintenance And Repair Occupations | Upholsterer                    | 27.10       |             |
| 11030       | General Services And Support Occupations     | Cleaner, Vehicles              | 16.91       | ***         |
| 11060       | General Services And Support Occupations     | Elevator Operator              | 17.59       |             |
| 11090       | General Services And Support Occupations     | Gardener                       | 23.86       |             |

| <b>Code</b> | <b>Category</b>                          | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 11122       | General Services And Support Occupations | Housekeeping Aide                          | 17.59       |             |
| 11150       | General Services And Support Occupations | Janitor                                    | 17.59       |             |
| 11210       | General Services And Support Occupations | Laborer, Grounds Maintenance               | 18.26       |             |
| 11240       | General Services And Support Occupations | Maid or Houseman                           | 16.20       | ***         |
| 11260       | General Services And Support Occupations | Pruner                                     | 16.36       | ***         |
| 11270       | General Services And Support Occupations | Tractor Operator                           | 22.02       |             |
| 11330       | General Services And Support Occupations | Trail Maintenance Worker                   | 18.26       |             |
| 11360       | General Services And Support Occupations | Window Cleaner                             | 19.64       |             |
| 12010       | Health Occupations                       | Ambulance Driver                           | 22.51       |             |
| 12011       | Health Occupations                       | Breath Alcohol Technician                  | 24.87       |             |
| 12012       | Health Occupations                       | Certified Occupational Therapist Assistant | 34.07       |             |
| 12015       | Health Occupations                       | Certified Physical Therapist Assistant     | 30.32       |             |
| 12020       | Health Occupations                       | Dental Assistant                           | 21.66       |             |
| 12025       | Health Occupations                       | Dental Hygienist                           | 42.15       |             |
| 12030       | Health Occupations                       | EKG Technician                             | 37.62       |             |
| 12035       | Health Occupations                       | Electroneurodiagnostic Technologist        | 37.62       |             |
| 12040       | Health Occupations                       | Emergency Medical Technician               | 22.51       |             |
| 12071       | Health Occupations                       | Licensed Practical Nurse I                 | 23.17       |             |
| 12072       | Health Occupations                       | Licensed Practical Nurse II                | 25.91       |             |
| 12073       | Health Occupations                       | Licensed Practical Nurse III               | 27.68       |             |
| 12100       | Health Occupations                       | Medical Assistant                          | 19.32       |             |
| 12130       | Health Occupations                       | Medical Laboratory Technician              | 25.73       |             |
| 12160       | Health Occupations                       | Medical Record Clerk                       | 21.13       |             |
| 12190       | Health Occupations                       | Medical Record Technician                  | 24.63       |             |
| 12195       | Health Occupations                       | Medical Transcriptionist                   | 22.20       |             |

| <b>Code</b> | <b>Category</b>                  | <b>Title</b>                           | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------|--|-------------|-------------|
| 12210       | Health Occupations               | Nuclear Medicine Technologist          | 54.57       |             |
| 12221       | Health Occupations               | Nursing Assistant I                    | 15.17       | ***         |
| 12222       | Health Occupations               | Nursing Assistant II                   | 17.07       | ***         |
| 12223       | Health Occupations               | Nursing Assistant III                  | 18.63       |             |
| 12224       | Health Occupations               | Nursing Assistant IV                   | 20.91       |             |
| 12235       | Health Occupations               | Optical Dispenser                      | 29.06       |             |
| 12236       | Health Occupations               | Optical Technician                     | 22.20       |             |
| 12250       | Health Occupations               | Pharmacy Technician                    | 17.88       |             |
| 12280       | Health Occupations               | Phlebotomist                           | 20.82       |             |
| 12305       | Health Occupations               | Radiologic Technologist                | 39.30       |             |
| 12311       | Health Occupations               | Registered Nurse I                     | 32.76       |             |
| 12312       | Health Occupations               | Registered Nurse II                    | 38.41       |             |
| 12313       | Health Occupations               | Registered Nurse II, Specialist        | 38.41       |             |
| 12314       | Health Occupations               | Registered Nurse III                   | 49.39       |             |
| 12315       | Health Occupations               | Registered Nurse III, Anesthetist      | 49.39       |             |
| 12316       | Health Occupations               | Registered Nurse IV                    | 59.22       |             |
| 12317       | Health Occupations               | Scheduler                              | 30.77       |             |
| 12320       | Health Occupations               | Substance Abuse Treatment Counselor    | 27.90       |             |
| 13011       | Information And Arts Occupations | Exhibits Specialist I                  | 27.03       |             |
| 13012       | Information And Arts Occupations | Exhibits Specialist II                 | 30.45       |             |
| 13013       | Information And Arts Occupations | Exhibits Specialist III                | 35.58       |             |
| 13041       | Information And Arts Occupations | Illustrator I                          | 25.89       |             |
| 13042       | Information And Arts Occupations | Illustrator II                         | 30.45       |             |
| 13043       | Information And Arts Occupations | Illustrator III                        | 35.58       |             |
| 13047       | Information And Arts Occupations | Librarian                              | 34.04       |             |
| 13050       | Information And Arts Occupations | Library Aide/Clerk                     | 15.79       | ***         |
| 13054       | Information And Arts Occupations | Library Information Technology Systems | 28.85       |             |
| 13058       | Information And Arts Occupations | Library Technician                     | 21.67       |             |
| 13061       | Information And Arts Occupations | Media Specialist I                     | 21.21       |             |
| 13062       | Information And Arts Occupations | Media Specialist II                    | 23.84       |             |
| 13063       | Information And Arts Occupations | Media Specialist III                   | 26.70       |             |
| 13071       | Information And Arts Occupations | Photographer I                         | 20.99       |             |

| <b>Code</b> | <b>Category</b>                    | <b>Title</b>                                    | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------|---|-------------|-------------|
| 13072       | Information And Arts Occupations   | Photographer II                                 | 23.82       |             |
| 13073       | Information And Arts Occupations   | Photographer III                                | 29.53       |             |
| 13074       | Information And Arts Occupations   | Photographer IV                                 | 35.58       |             |
| 13075       | Information And Arts Occupations   | Photographer V                                  | 43.04       |             |
| 13090       | Information And Arts Occupations   | Technical Order Library Clerk                   | 19.69       |             |
| 13110       | Information And Arts Occupations   | Video Teleconference Technician                 | 24.33       |             |
| 14041       | Information Technology Occupations | Computer Operator I                             | 19.00       |             |
| 14042       | Information Technology Occupations | Computer Operator II                            | 21.26       |             |
| 14043       | Information Technology Occupations | Computer Operator III                           | 23.71       |             |
| 14044       | Information Technology Occupations | Computer Operator IV                            | 26.35       |             |
| 14045       | Information Technology Occupations | Computer Operator V                             | 29.17       |             |
| 14071       | Information Technology Occupations | Computer Programmer I                           | 27.56       | see<br>1    |
| 14072       | Information Technology Occupations | Computer Programmer II                          | NaN         | see<br>1    |
| 14073       | Information Technology Occupations | Computer Programmer III                         | NaN         | see<br>1    |
| 14074       | Information Technology Occupations | Computer Programmer IV                          | NaN         | see<br>1    |
| 14101       | Information Technology Occupations | Computer Systems Analyst I                      | NaN         | see<br>1    |
| 14102       | Information Technology Occupations | Computer Systems Analyst II                     | NaN         | see<br>1    |
| 14103       | Information Technology Occupations | Computer Systems Analyst III                    | NaN         | see<br>1    |
| 14150       | Information Technology Occupations | Peripheral Equipment Operator                   | 19.00       |             |
| 14160       | Information Technology Occupations | Personal Computer Support Technician            | 26.35       |             |
| 14170       | Information Technology Occupations | System Support Specialist                       | 29.17       |             |
| 15010       | Instructional Occupations          | Aircrew Training Devices Instructor             | 39.54       |             |
| 15020       | Instructional Occupations          | Aircrew Training Devices Instructor             | 47.32       |             |
| 15030       | Instructional Occupations          | Air Crew Training Devices Instructor            | 56.72       |             |
| 15050       | Instructional Occupations          | Computer Based Training Specialist / Instructor | 39.54       |             |

| <b>Code</b> | <b>Category</b>   | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|---|--|-------------|-------------|
| 15060       | Instructional Occupations                               | Educational Technologist                   | 37.93       |             |
| 15070       | Instructional Occupations                               | Flight Instructor                          | 56.72       |             |
| 15080       | Instructional Occupations                               | Graphic Artist                             | 28.54       |             |
| 15085       | Instructional Occupations                               | Maintenance Test Pilot, Fixed, Jet/Prop    | 52.55       |             |
| 15086       | Instructional Occupations                               | Maintenance Test Pilot, Rotary Wing        | 52.55       |             |
| 15088       | Instructional Occupations                               | Non-Maintenance Test/Co-Pilot              | 52.55       |             |
| 15090       | Instructional Occupations                               | Technical Instructor                       | 27.17       |             |
| 15095       | Instructional Occupations                               | Technical Instructor/Course Developer      | 31.35       |             |
| 15110       | Instructional Occupations                               | Test Proctor                               | 20.72       |             |
| 15120       | Instructional Occupations                               | Tutor                                      | 20.72       |             |
| 16010       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Assembler                                  | 17.75       |             |
| 16030       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Counter Attendant                          | 17.75       |             |
| 16040       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Dry Cleaner                                | 20.28       |             |
| 16070       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Finisher, Flatwork, Machine                | 17.75       |             |
| 16090       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Hand                              | 17.75       |             |
| 16110       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Drycleaning              | 17.75       |             |
| 16130       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Shirts                   | 17.75       |             |
| 16160       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Wearing Apparel, Laundry | 17.75       |             |
| 16190       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Sewing Machine Operator                    | 21.12       |             |
| 16220       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Tailor                                     | 21.97       |             |
| 16250       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Washer, Machine                            | 18.59       |             |
| 19010       | Machine Tool Operation And Repair Occupations           | Machine-Tool Operator                      | 27.52       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|--|--------------------------------------|-------------|-------------|
| 19040       | Machine Tool Operation And Repair Occupations    | Tool And Die Maker                   | 32.16       |             |
| 21020       | Materials Handling And Packing Occupations       | Forklift Operator                    | 20.37       |             |
| 21030       | Materials Handling And Packing Occupations       | Material Coordinator                 | 24.97       |             |
| 21040       | Materials Handling And Packing Occupations       | Material Expediter                   | 24.97       |             |
| 21050       | Materials Handling And Packing Occupations       | Material Handling Laborer            | 17.93       |             |
| 21071       | Materials Handling And Packing Occupations       | Order Filler                         | 17.11       | ***         |
| 21080       | Materials Handling And Packing Occupations       | Production Line Worker               | 20.37       |             |
| 21110       | Materials Handling And Packing Occupations       | Shipping Packer                      | 19.73       |             |
| 21130       | Materials Handling And Packing Occupations       | Shipping/Receiving Clerk             | 19.73       |             |
| 21140       | Materials Handling And Packing Occupations       | Store Worker I                       | 15.63       | ***         |
| 21150       | Materials Handling And Packing Occupations       | Stock Clerk                          | 20.66       |             |
| 21210       | Materials Handling And Packing Occupations       | Tools And Parts Attendant            | 20.37       |             |
| 21410       | Materials Handling And Packing Occupations       | Warehouse Specialist                 | 20.37       |             |
| 23010       | Mechanics And Maintenance And Repair Occupations | Aerospace Structural Welder          | 30.00       |             |
| 23019       | Mechanics And Maintenance And Repair Occupations | Aircraft Logs and Records Technician | 24.37       |             |
| 23021       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic I                  | 29.00       |             |
| 23022       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic II                 | 30.00       |             |
| 23023       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic III                | 31.16       |             |
| 23040       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic Helper             | 20.84       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                                   | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 23050       | Mechanics And Maintenance And Repair Occupations | Aircraft, Painter                              | 27.52       |             |
| 23060       | Mechanics And Maintenance And Repair Occupations | Aircraft Servicer                              | 24.37       |             |
| 23070       | Mechanics And Maintenance And Repair Occupations | Aircraft Survival Flight Equipment Technician  | 27.52       |             |
| 23080       | Mechanics And Maintenance And Repair Occupations | Aircraft Worker                                | 25.85       |             |
| 23091       | Mechanics And Maintenance And Repair Occupations | Aircrew Life Support Equipment (ALSE) Mechanic | 25.85       |             |
| 23092       | Mechanics And Maintenance And Repair Occupations | Aircrew Life Support Equipment (ALSE) Mechanic | 29.00       |             |
| 23110       | Mechanics And Maintenance And Repair Occupations | Appliance Mechanic                             | 27.52       |             |
| 23120       | Mechanics And Maintenance And Repair Occupations | Bicycle Repairer                               | 22.59       |             |
| 23125       | Mechanics And Maintenance And Repair Occupations | Cable Splicer                                  | 31.81       |             |
| 23130       | Mechanics And Maintenance And Repair Occupations | Carpenter, Maintenance                         | 29.55       |             |
| 23140       | Mechanics And Maintenance And Repair Occupations | Carpet Layer                                   | 27.98       |             |
| 23160       | Mechanics And Maintenance And Repair Occupations | Electrician, Maintenance                       | 36.84       |             |
| 23181       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance I           | 25.85       |             |
| 23182       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance II          | 27.52       |             |
| 23183       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance III         | 29.00       |             |
| 23260       | Mechanics And Maintenance And Repair Occupations | Fabric Worker                                  | 26.22       |             |
| 23290       | Mechanics And Maintenance And Repair Occupations | Fire Alarm System Mechanic                     | 28.55       |             |
| 23310       | Mechanics And Maintenance And Repair Occupations | Fire Extinguisher Repairer                     | 22.59       |             |
| 23311       | Mechanics And Maintenance And Repair Occupations | Fuel Distribution System Mechanic              | 29.94       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 23312       | Mechanics And Maintenance And Repair Occupations | Fuel Distribution System Operator         | 24.09       |             |
| 23370       | Mechanics And Maintenance And Repair Occupations | General Maintenance Worker                | 22.72       |             |
| 23380       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Mechanic         | 29.00       |             |
| 23381       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Servicer         | 24.37       |             |
| 23382       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Worker           | 25.85       |             |
| 23391       | Mechanics And Maintenance And Repair Occupations | Gunsmith I                                | 22.59       |             |
| 23392       | Mechanics And Maintenance And Repair Occupations | Gunsmith II                               | 25.85       |             |
| 23393       | Mechanics And Maintenance And Repair Occupations | Gunsmith III                              | 29.00       |             |
| 23410       | Mechanics And Maintenance And Repair Occupations | Heating, Ventilation And Air-Conditioning | 29.37       |             |
| 23411       | Mechanics And Maintenance And Repair Occupations | Heating, Ventilation And Air Contidioning | 30.39       |             |
| 23430       | Mechanics And Maintenance And Repair Occupations | Heavy Equipment Mechanic                  | 29.60       |             |
| 23440       | Mechanics And Maintenance And Repair Occupations | Heavy Equipment Operator                  | 32.91       |             |
| 23460       | Mechanics And Maintenance And Repair Occupations | Instrument Mechanic                       | 30.86       |             |
| 23465       | Mechanics And Maintenance And Repair Occupations | Laboratory/Shelter Mechanic               | 27.52       |             |
| 23470       | Mechanics And Maintenance And Repair Occupations | Laborer                                   | 17.93       |             |
| 23510       | Mechanics And Maintenance And Repair Occupations | Locksmith                                 | 27.52       |             |
| 23530       | Mechanics And Maintenance And Repair Occupations | Machinery Maintenance Mechanic            | 29.28       |             |
| 23550       | Mechanics And Maintenance And Repair Occupations | Machinist, Maintenance                    | 26.48       |             |
| 23580       | Mechanics And Maintenance And Repair Occupations | Maintenance Trades Helper                 | 19.85       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                     | <b>Rate</b> | <b>Note</b> |
|-------------|--|----------------------------------|-------------|-------------|
| 23591       | Mechanics And Maintenance And Repair Occupations | Metrology Technician I           | 30.86       |             |
| 23592       | Mechanics And Maintenance And Repair Occupations | Metrology Technician II          | 33.24       |             |
| 23593       | Mechanics And Maintenance And Repair Occupations | Metrology Technician III         | 34.64       |             |
| 23640       | Mechanics And Maintenance And Repair Occupations | Millwright                       | 29.72       |             |
| 23710       | Mechanics And Maintenance And Repair Occupations | Office Appliance Repairer        | 27.52       |             |
| 23760       | Mechanics And Maintenance And Repair Occupations | Painter, Maintenance             | 27.10       |             |
| 23790       | Mechanics And Maintenance And Repair Occupations | Pipefitter, Maintenance          | 33.47       |             |
| 23810       | Mechanics And Maintenance And Repair Occupations | Plumber, Maintenance             | 31.77       |             |
| 23820       | Mechanics And Maintenance And Repair Occupations | Pneudraulic Systems Mechanic     | 29.00       |             |
| 23850       | Mechanics And Maintenance And Repair Occupations | Rigger                           | 29.00       |             |
| 23870       | Mechanics And Maintenance And Repair Occupations | Scale Mechanic                   | 25.85       |             |
| 23890       | Mechanics And Maintenance And Repair Occupations | Sheet-Metal Worker, Maintenance  | 35.96       |             |
| 23910       | Mechanics And Maintenance And Repair Occupations | Small Engine Mechanic            | 25.85       |             |
| 23931       | Mechanics And Maintenance And Repair Occupations | Telecommunications Mechanic I    | 39.77       |             |
| 23932       | Mechanics And Maintenance And Repair Occupations | Telecommunications Mechanic II   | 41.60       |             |
| 23950       | Mechanics And Maintenance And Repair Occupations | Telephone Lineman                | 42.42       |             |
| 23960       | Mechanics And Maintenance And Repair Occupations | Welder, Combination, Maintenance | 25.67       |             |
| 23965       | Mechanics And Maintenance And Repair Occupations | Well Driller                     | 29.00       |             |
| 23970       | Mechanics And Maintenance And Repair Occupations | Woodcraft Worker                 | 29.26       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                          | <b>Rate</b> | <b>Note</b> |
|-------------|--|---------------------------------------|-------------|-------------|
| 23980       | Mechanics And Maintenance And Repair Occupations | Woodworker                            | 26.66       |             |
| 24550       | Personal Needs Occupations                       | Case Manager                          | 22.51       |             |
| 24570       | Personal Needs Occupations                       | Child Care Attendant                  | 16.19       | ***         |
| 24580       | Personal Needs Occupations                       | Child Care Center Clerk               | 20.20       |             |
| 24610       | Personal Needs Occupations                       | Chore Aide                            | 17.08       | ***         |
| 24620       | Personal Needs Occupations                       | Family Readiness And Support Services | 22.51       |             |
| 24630       | Personal Needs Occupations                       | Homemaker                             | 22.51       |             |
| 25010       | Plant And System Operations Occupations          | Boiler Tender                         | 30.65       |             |
| 25040       | Plant And System Operations Occupations          | Sewage Plant Operator                 | 29.58       |             |
| 25070       | Plant And System Operations Occupations          | Stationary Engineer                   | 30.65       |             |
| 25190       | Plant And System Operations Occupations          | Ventilation Equipment Tender          | 22.03       |             |
| 25210       | Plant And System Operations Occupations          | Water Treatment Plant Operator        | 29.58       |             |
| 27004       | Protective Service Occupations                   | Alarm Monitor                         | 25.60       |             |
| 27007       | Protective Service Occupations                   | Baggage Inspector                     | 20.30       |             |
| 27008       | Protective Service Occupations                   | Corrections Officer                   | 31.04       |             |
| 27010       | Protective Service Occupations                   | Court Security Officer                | 31.04       |             |
| 27030       | Protective Service Occupations                   | Detection Dog Handler                 | 22.71       |             |
| 27040       | Protective Service Occupations                   | Detention Officer                     | 31.04       |             |
| 27070       | Protective Service Occupations                   | Firefighter                           | 31.42       |             |
| 27101       | Protective Service Occupations                   | Guard I                               | 20.30       |             |
| 27102       | Protective Service Occupations                   | Guard II                              | 22.71       |             |
| 27131       | Protective Service Occupations                   | Police Officer I                      | 32.37       |             |
| 27132       | Protective Service Occupations                   | Police Officer II                     | 35.94       |             |
| 28041       | Recreation Occupations                           | Carnival Equipment Operator           | 20.76       |             |
| 28042       | Recreation Occupations                           | Carnival Equipment Repairer           | 22.49       |             |
| 28043       | Recreation Occupations                           | Carnival Worker                       | 15.42       | ***         |
| 28210       | Recreation Occupations                           | Gate Attendant/Gate Tender            | 22.20       |             |
| 28310       | Recreation Occupations                           | Lifeguard                             | 17.67       |             |
| 28350       | Recreation Occupations                           | Park Attendant                        | 24.83       |             |

| <b>Code</b> | <b>Category</b>                                | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 28510       | Recreation Occupations                         | Recreation Aide/Health Facility Attendant | 18.13       |             |
| 28515       | Recreation Occupations                         | Recreation Specialist                     | 30.77       |             |
| 28630       | Recreation Occupations                         | Sports Official                           | 19.78       |             |
| 28690       | Recreation Occupations                         | Swimming Pool Operator                    | 25.74       |             |
| 29010       | Stevedoring/Longshoremen Occupational Services | Blocker And Bracer                        | 26.00       |             |
| 29020       | Stevedoring/Longshoremen Occupational Services | Hatch Tender                              | 26.00       |             |
| 29030       | Stevedoring/Longshoremen Occupational Services | Line Handler                              | 26.00       |             |
| 29041       | Stevedoring/Longshoremen Occupational Services | Stevedore I                               | 24.37       |             |
| 29042       | Stevedoring/Longshoremen Occupational Services | Stevedore II                              | 27.52       |             |
| 30010       | Technical Occupations                          | Air Traffic Control Specialist, Center    | 53.11       | see 2       |
| 30011       | Technical Occupations                          | Air Traffic Control Specialist, Station   | 36.62       | see 2       |
| 30012       | Technical Occupations                          | Air Traffic Control Specialist, Terminal  | 40.33       | see 2       |
| 30021       | Technical Occupations                          | Archeological Technician I                | 19.91       |             |
| 30022       | Technical Occupations                          | Archeological Technician II               | 22.27       |             |
| 30023       | Technical Occupations                          | Archeological Technician III              | 27.59       |             |
| 30030       | Technical Occupations                          | Cartographic Technician                   | 27.59       |             |
| 30040       | Technical Occupations                          | Civil Engineering Technician              | 27.59       |             |
| 30051       | Technical Occupations                          | Cryogenic Technician I                    | 30.55       |             |
| 30052       | Technical Occupations                          | Cryogenic Technician II                   | 33.74       |             |
| 30061       | Technical Occupations                          | Drafter/CAD Operator I                    | 19.91       |             |
| 30062       | Technical Occupations                          | Drafter/CAD Operator II                   | 22.27       |             |
| 30063       | Technical Occupations                          | Drafter/CAD Operator III                  | 24.82       |             |
| 30064       | Technical Occupations                          | Drafter/CAD Operator IV                   | 30.55       |             |
| 30081       | Technical Occupations                          | Engineering Technician I                  | 19.62       |             |
| 30082       | Technical Occupations                          | Engineering Technician II                 | 22.47       |             |
| 30083       | Technical Occupations                          | Engineering Technician III                | 25.28       |             |
| 30084       | Technical Occupations                          | Engineering Technician IV                 | 31.22       |             |

| <b>Code</b> | <b>Category</b>                                       | <b>Title</b>                             | <b>Rate</b> | <b>Note</b> |
|-------------|---|--|-------------|-------------|
| 30085       | Technical Occupations                                 | Engineering Technician V                 | 39.40       |             |
| 30086       | Technical Occupations                                 | Engineering Technician VI                | 43.34       |             |
| 30090       | Technical Occupations                                 | Environmental Technician                 | 26.77       |             |
| 30095       | Technical Occupations                                 | Evidence Control Specialist              | 27.59       |             |
| 30210       | Technical Occupations                                 | Laboratory Technician                    | 24.82       |             |
| 30221       | Technical Occupations                                 | Latent Fingerprint Technician I          | 30.55       |             |
| 30222       | Technical Occupations                                 | Latent Fingerprint Technician II         | 33.74       |             |
| 30240       | Technical Occupations                                 | Mathematical Technician                  | 27.59       |             |
| 30361       | Technical Occupations                                 | Paralegal/Legal Assistant I              | 23.35       |             |
| 30362       | Technical Occupations                                 | Paralegal/Legal Assistant II             | 28.93       |             |
| 30363       | Technical Occupations                                 | Paralegal/Legal Assistant III            | 35.39       |             |
| 30364       | Technical Occupations                                 | Paralegal/Legal Assistant IV             | 42.81       |             |
| 30375       | Technical Occupations                                 | Petroleum Supply Specialist              | 33.74       |             |
| 30390       | Technical Occupations                                 | Photo-Optics Technician                  | 27.59       |             |
| 30395       | Technical Occupations                                 | Radiation Control Technician             | 33.74       |             |
| 30461       | Technical Occupations                                 | Technical Writer I                       | 27.81       |             |
| 30462       | Technical Occupations                                 | Technical Writer II                      | 33.74       |             |
| 30463       | Technical Occupations                                 | Technical Writer III                     | 40.84       |             |
| 30491       | Technical Occupations                                 | Unexploded Ordnance (UXO) Technician I   | 33.76       |             |
| 30492       | Technical Occupations                                 | Unexploded Ordnance (UXO) Technician II  | 40.84       |             |
| 30493       | Technical Occupations                                 | Unexploded Ordnance (UXO) Technician III | 48.95       |             |
| 30494       | Technical Occupations                                 | Unexploded (UXO) Safety Escort           | 33.76       |             |
| 30495       | Technical Occupations                                 | Unexploded (UXO) Sweep Personnel         | 33.76       |             |
| 30501       | Technical Occupations                                 | Weather Forecaster I                     | 30.55       |             |
| 30502       | Technical Occupations                                 | Weather Forecaster II                    | 37.17       |             |
| 30620       | Technical Occupations                                 | Weather Observer, Combined Upper Air Or  | 24.82       | see 2       |
| 30621       | Technical Occupations                                 | Weather Observer, Senior                 | 27.59       | see 2       |
| 31010       | Transportation/Mobile Equipment Operation Occupations | Airplane Pilot                           | 40.84       |             |

| <b>Code</b> | <b>Category</b>                                       | <b>Title</b>                   | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------|-------------|-------------|
| 31020       | Transportation/Mobile Equipment Operation Occupations | Bus Aide                       | 17.14       | ***         |
| 31030       | Transportation/Mobile Equipment Operation Occupations | Bus Driver                     | 24.17       |             |
| 31043       | Transportation/Mobile Equipment Operation Occupations | Driver Courier                 | 19.61       |             |
| 31260       | Transportation/Mobile Equipment Operation Occupations | Parking and Lot Attendant      | 14.58       | ***         |
| 31290       | Transportation/Mobile Equipment Operation Occupations | Shuttle Bus Driver             | 18.81       |             |
| 31310       | Transportation/Mobile Equipment Operation Occupations | Taxi Driver                    | 17.05       | ***         |
| 31361       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Light             | 21.25       |             |
| 31362       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Medium            | 22.92       |             |
| 31363       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Heavy             | 26.53       |             |
| 31364       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Tractor-Trailer   | 26.53       |             |
| 99020       | Miscellaneous Occupations                             | Cabin Safety Specialist        | 19.91       |             |
| 99030       | Miscellaneous Occupations                             | Cashier                        | 15.52       | ***         |
| 99050       | Miscellaneous Occupations                             | Desk Clerk                     | 17.45       |             |
| 99095       | Miscellaneous Occupations                             | Embalmer                       | 34.44       |             |
| 99130       | Miscellaneous Occupations                             | Flight Follower                | 33.76       |             |
| 99251       | Miscellaneous Occupations                             | Laboratory Animal Caretaker I  | 18.27       |             |
| 99252       | Miscellaneous Occupations                             | Laboratory Animal Caretaker II | 19.80       |             |
| 99260       | Miscellaneous Occupations                             | Marketing Analyst              | 30.54       |             |
| 99310       | Miscellaneous Occupations                             | Mortician                      | 34.44       |             |
| 99410       | Miscellaneous Occupations                             | Pest Controller                | 24.18       |             |
| 99510       | Miscellaneous Occupations                             | Photofinishing Worker          | 17.74       |             |
| 99710       | Miscellaneous Occupations                             | Recycling Laborer              | 26.64       |             |
| 99711       | Miscellaneous Occupations                             | Recycling Specialist           | 32.14       |             |
| 99730       | Miscellaneous Occupations                             | Refuse Collector               | 24.70       |             |
| 99810       | Miscellaneous Occupations                             | Sales Clerk                    | 16.54       | ***         |
| 99820       | Miscellaneous Occupations                             | School Crossing Guard          | 17.59       |             |

| <b>Code</b> | <b>Category</b>           | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------|---------------------------------|-------------|-------------|
| 99830       | Miscellaneous Occupations | Survey Party Chief              | 24.61       |             |
| 99831       | Miscellaneous Occupations | Surveying Aide                  | 16.08       | ***         |
| 99832       | Miscellaneous Occupations | Surveying Technician            | 22.28       |             |
| 99840       | Miscellaneous Occupations | Vending Machine Attendant       | 22.60       |             |
| 99841       | Miscellaneous Occupations | Vending Machine Repairer        | 28.03       |             |
| 99842       | Miscellaneous Occupations | Vending Machine Repairer Helper | 22.60       |             |

## **Footer**

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.20 per hour) or 13658 (\$12.90 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. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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: \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 per month\*

\*This rate is to be used only when compensating employees for performance on an SCA-

covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans'

Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

#### THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESSES 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).

**\*\* 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.

**\*\* 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.

**\*\* 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)).

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## **Wage Determination No. : 2015-4157**

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 25

Date Of Last Revision : 07/22/2024

Source : [Source Website](#)

**Header**

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2024.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.90 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 2024.

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: New York

Area: New York Counties of Nassau, Suffolk

**\*\*Fringe Benefits Required Follow the Occupational Listing\*\***

**Wage Determination Table**

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>       | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------|-------------|-------------|
| 01011       | Administrative Support And Clerical Occupations | Accounting Clerk I | 21.79       |             |

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                        | <b>Rate</b> | <b>Note</b> |
|-------------|---|-------------------------------------|-------------|-------------|
| 01012       | Administrative Support And Clerical Occupations | Accounting Clerk II                 | 24.45       |             |
| 01013       | Administrative Support And Clerical Occupations | Accounting Clerk III                | 27.35       |             |
| 01020       | Administrative Support And Clerical Occupations | Administrative Assistant            | 39.46       |             |
| 01035       | Administrative Support And Clerical Occupations | Court Reporter                      | 46.39       |             |
| 01041       | Administrative Support And Clerical Occupations | Customer Service Representative I   | 18.64       |             |
| 01042       | Administrative Support And Clerical Occupations | Customer Service Representative II  | 20.34       |             |
| 01043       | Administrative Support And Clerical Occupations | Customer Service Representative III | 22.82       |             |
| 01051       | Administrative Support And Clerical Occupations | Data Entry Operator I               | 19.66       |             |
| 01052       | Administrative Support And Clerical Occupations | Data Entry Operator II              | 21.45       |             |
| 01060       | Administrative Support And Clerical Occupations | Dispatcher, Motor Vehicle           | 28.37       |             |
| 01070       | Administrative Support And Clerical Occupations | Document Preparation Clerk          | 19.81       |             |
| 01090       | Administrative Support And Clerical Occupations | Duplicating Machine Operator        | 19.81       |             |
| 01111       | Administrative Support And Clerical Occupations | General Clerk I                     | 18.55       |             |
| 01112       | Administrative Support And Clerical Occupations | General Clerk II                    | 20.24       |             |
| 01113       | Administrative Support And Clerical Occupations | General Clerk III                   | 22.72       |             |
| 01120       | Administrative Support And Clerical Occupations | Housing Referral Assistant          | 28.42       |             |
| 01141       | Administrative Support And Clerical Occupations | Messenger Courier                   | 20.10       |             |
| 01191       | Administrative Support And Clerical Occupations | Order Clerk I                       | 19.59       |             |
| 01192       | Administrative Support And Clerical Occupations | Order Clerk II                      | 21.14       |             |

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------------|-------------|-------------|
| 01261       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) I   | 21.74       |             |
| 01262       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) II  | 24.32       |             |
| 01263       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) III | 27.11       |             |
| 01270       | Administrative Support And Clerical Occupations | Production Control Clerk             | 28.91       |             |
| 01290       | Administrative Support And Clerical Occupations | Rental Clerk                         | 20.00       |             |
| 01300       | Administrative Support And Clerical Occupations | Scheduler, Maintenance               | 22.79       |             |
| 01311       | Administrative Support And Clerical Occupations | Secretary I                          | 22.79       |             |
| 01312       | Administrative Support And Clerical Occupations | Secretary II                         | 25.50       |             |
| 01313       | Administrative Support And Clerical Occupations | Secretary III                        | 28.42       |             |
| 01320       | Administrative Support And Clerical Occupations | Service Order Dispatcher             | 24.37       |             |
| 01410       | Administrative Support And Clerical Occupations | Supply Technician                    | 39.46       |             |
| 01420       | Administrative Support And Clerical Occupations | Survey Worker                        | 24.16       |             |
| 01460       | Administrative Support And Clerical Occupations | Switchboard Operator/Receptionist    | 19.02       |             |
| 01531       | Administrative Support And Clerical Occupations | Travel Clerk I                       | 21.18       |             |
| 01532       | Administrative Support And Clerical Occupations | Travel Clerk II                      | 23.49       |             |
| 01533       | Administrative Support And Clerical Occupations | Travel Clerk III                     | 25.53       |             |
| 01611       | Administrative Support And Clerical Occupations | Word Processor I                     | 18.82       |             |
| 01612       | Administrative Support And Clerical Occupations | Word Processor II                    | 21.14       |             |
| 01613       | Administrative Support And Clerical Occupations | Word Processor III                   | 23.64       |             |

| <b>Code</b> | <b>Category</b>                              | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|--|--------------------------------------|-------------|-------------|
| 05005       | Automotive Service Occupations               | Automobile Body Repairer, Fiberglass | 28.50       |             |
| 05010       | Automotive Service Occupations               | Automotive Electrician               | 28.50       |             |
| 05040       | Automotive Service Occupations               | Automotive Glass Installer           | 27.31       |             |
| 05070       | Automotive Service Occupations               | Automotive Worker                    | 27.31       |             |
| 05110       | Automotive Service Occupations               | Mobile Equipment Servicer            | 21.78       |             |
| 05130       | Automotive Service Occupations               | Motor Equipment Metal Mechanic       | 29.80       |             |
| 05160       | Automotive Service Occupations               | Motor Equipment Metal Worker         | 27.31       |             |
| 05190       | Automotive Service Occupations               | Motor Vehicle Mechanic               | 29.68       |             |
| 05220       | Automotive Service Occupations               | Motor Vehicle Mechanic Helper        | 23.15       |             |
| 05250       | Automotive Service Occupations               | Motor Vehicle Upholstery Worker      | 26.12       |             |
| 05280       | Automotive Service Occupations               | Motor Vehicle Wrecker                | 27.31       |             |
| 05310       | Automotive Service Occupations               | Painter, Automotive                  | 28.50       |             |
| 05340       | Automotive Service Occupations               | Radiator Repair Specialist           | 27.31       |             |
| 05370       | Automotive Service Occupations               | Tire Repairer                        | 18.73       |             |
| 05400       | Automotive Service Occupations               | Transmission Repair Specialist       | 29.68       |             |
| 07010       | Food Preparation And Service Occupations     | Baker                                | 18.55       |             |
| 07041       | Food Preparation And Service Occupations     | Cook I                               | 21.38       |             |
| 07042       | Food Preparation And Service Occupations     | Cook II                              | 23.86       |             |
| 07070       | Food Preparation And Service Occupations     | Dishwasher                           | 16.75       | ***         |
| 07130       | Food Preparation And Service Occupations     | Food Service Worker                  | 17.65       |             |
| 07210       | Food Preparation And Service Occupations     | Meat Cutter                          | 23.08       |             |
| 07260       | Food Preparation And Service Occupations     | Waiter/Waitress                      | 18.32       |             |
| 09010       | Furniture Maintenance And Repair Occupations | Electrostatic Spray Painter          | 23.22       |             |
| 09040       | Furniture Maintenance And Repair Occupations | Furniture Handler                    | 16.83       | ***         |
| 09080       | Furniture Maintenance And Repair Occupations | Furniture Refinisher                 | 23.24       |             |

| <b>Code</b> | <b>Category</b>                              | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 09090       | Furniture Maintenance And Repair Occupations | Furniture Refinisher Helper                | 18.79       |             |
| 09110       | Furniture Maintenance And Repair Occupations | Furniture Repairer, Minor                  | 21.14       |             |
| 09130       | Furniture Maintenance And Repair Occupations | Upholsterer                                | 24.38       |             |
| 11030       | General Services And Support Occupations     | Cleaner, Vehicles                          | 19.29       |             |
| 11060       | General Services And Support Occupations     | Elevator Operator                          | 18.86       |             |
| 11090       | General Services And Support Occupations     | Gardener                                   | 24.90       |             |
| 11122       | General Services And Support Occupations     | Housekeeping Aide                          | 18.86       |             |
| 11150       | General Services And Support Occupations     | Janitor                                    | 18.86       |             |
| 11210       | General Services And Support Occupations     | Laborer, Grounds Maintenance               | 20.48       |             |
| 11240       | General Services And Support Occupations     | Maid or Houseman                           | 19.18       |             |
| 11260       | General Services And Support Occupations     | Pruner                                     | 19.04       |             |
| 11270       | General Services And Support Occupations     | Tractor Operator                           | 23.44       |             |
| 11330       | General Services And Support Occupations     | Trail Maintenance Worker                   | 20.48       |             |
| 11360       | General Services And Support Occupations     | Window Cleaner                             | 20.29       |             |
| 12010       | Health Occupations                           | Ambulance Driver                           | 25.29       |             |
| 12011       | Health Occupations                           | Breath Alcohol Technician                  | 28.59       |             |
| 12012       | Health Occupations                           | Certified Occupational Therapist Assistant | 35.79       |             |
| 12015       | Health Occupations                           | Certified Physical Therapist Assistant     | 33.14       |             |
| 12020       | Health Occupations                           | Dental Assistant                           | 22.74       |             |
| 12025       | Health Occupations                           | Dental Hygienist                           | 47.61       |             |
| 12030       | Health Occupations                           | EKG Technician                             | 40.00       |             |

| <b>Code</b> | <b>Category</b>                  | <b>Title</b>                        | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------|-------------------------------------|-------------|-------------|
| 12035       | Health Occupations               | Electroneurodiagnostic Technologist | 40.00       |             |
| 12040       | Health Occupations               | Emergency Medical Technician        | 25.29       |             |
| 12071       | Health Occupations               | Licensed Practical Nurse I          | 25.56       |             |
| 12072       | Health Occupations               | Licensed Practical Nurse II         | 28.59       |             |
| 12073       | Health Occupations               | Licensed Practical Nurse III        | 31.88       |             |
| 12100       | Health Occupations               | Medical Assistant                   | 22.37       |             |
| 12130       | Health Occupations               | Medical Laboratory Technician       | 38.55       |             |
| 12160       | Health Occupations               | Medical Record Clerk                | 26.36       |             |
| 12190       | Health Occupations               | Medical Record Technician           | 29.49       |             |
| 12195       | Health Occupations               | Medical Transcriptionist            | 21.37       |             |
| 12210       | Health Occupations               | Nuclear Medicine Technologist       | 51.30       |             |
| 12221       | Health Occupations               | Nursing Assistant I                 | 16.26       | ***         |
| 12222       | Health Occupations               | Nursing Assistant II                | 18.29       |             |
| 12223       | Health Occupations               | Nursing Assistant III               | 19.96       |             |
| 12224       | Health Occupations               | Nursing Assistant IV                | 22.40       |             |
| 12235       | Health Occupations               | Optical Dispenser                   | 29.67       |             |
| 12236       | Health Occupations               | Optical Technician                  | 19.59       |             |
| 12250       | Health Occupations               | Pharmacy Technician                 | 19.98       |             |
| 12280       | Health Occupations               | Phlebotomist                        | 23.30       |             |
| 12305       | Health Occupations               | Radiologic Technologist             | 42.76       |             |
| 12311       | Health Occupations               | Registered Nurse I                  | 32.76       |             |
| 12312       | Health Occupations               | Registered Nurse II                 | 38.41       |             |
| 12313       | Health Occupations               | Registered Nurse II, Specialist     | 38.41       |             |
| 12314       | Health Occupations               | Registered Nurse III                | 49.39       |             |
| 12315       | Health Occupations               | Registered Nurse III, Anesthetist   | 49.39       |             |
| 12316       | Health Occupations               | Registered Nurse IV                 | 59.22       |             |
| 12317       | Health Occupations               | Scheduler                           | 35.42       |             |
| 12320       | Health Occupations               | Substance Abuse Treatment Counselor | 29.83       |             |
| 13011       | Information And Arts Occupations | Exhibits Specialist I               | 27.27       |             |
| 13012       | Information And Arts Occupations | Exhibits Specialist II              | 33.78       |             |
| 13013       | Information And Arts Occupations | Exhibits Specialist III             | 41.32       |             |
| 13041       | Information And Arts Occupations | Illustrator I                       | 34.31       |             |

| <b>Code</b> | <b>Category</b>                    | <b>Title</b>                           | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------|--|-------------|-------------|
| 13042       | Information And Arts Occupations   | Illustrator II                         | 40.20       |             |
| 13043       | Information And Arts Occupations   | Illustrator III                        | 49.20       |             |
| 13047       | Information And Arts Occupations   | Librarian                              | 37.84       |             |
| 13050       | Information And Arts Occupations   | Library Aide/Clerk                     | 17.78       |             |
| 13054       | Information And Arts Occupations   | Library Information Technology Systems | 34.17       |             |
| 13058       | Information And Arts Occupations   | Library Technician                     | 25.62       |             |
| 13061       | Information And Arts Occupations   | Media Specialist I                     | 24.65       |             |
| 13062       | Information And Arts Occupations   | Media Specialist II                    | 27.58       |             |
| 13063       | Information And Arts Occupations   | Media Specialist III                   | 30.75       |             |
| 13071       | Information And Arts Occupations   | Photographer I                         | 22.76       |             |
| 13072       | Information And Arts Occupations   | Photographer II                        | 25.46       |             |
| 13073       | Information And Arts Occupations   | Photographer III                       | 32.88       |             |
| 13074       | Information And Arts Occupations   | Photographer IV                        | 44.26       |             |
| 13075       | Information And Arts Occupations   | Photographer V                         | 50.85       |             |
| 13090       | Information And Arts Occupations   | Technical Order Library Clerk          | 22.32       |             |
| 13110       | Information And Arts Occupations   | Video Teleconference Technician        | 30.64       |             |
| 14041       | Information Technology Occupations | Computer Operator I                    | 26.87       |             |
| 14042       | Information Technology Occupations | Computer Operator II                   | 30.06       |             |
| 14043       | Information Technology Occupations | Computer Operator III                  | 33.52       |             |
| 14044       | Information Technology Occupations | Computer Operator IV                   | 37.24       |             |
| 14045       | Information Technology Occupations | Computer Operator V                    | 41.24       |             |
| 14071       | Information Technology Occupations | Computer Programmer I                  | NaN         | see 1       |
| 14072       | Information Technology Occupations | Computer Programmer II                 | NaN         | see 1       |
| 14073       | Information Technology Occupations | Computer Programmer III                | NaN         | see 1       |
| 14074       | Information Technology Occupations | Computer Programmer IV                 | NaN         | see 1       |
| 14101       | Information Technology Occupations | Computer Systems Analyst I             | NaN         | see 1       |
| 14102       | Information Technology Occupations | Computer Systems Analyst II            | NaN         | see 1       |
| 14103       | Information Technology Occupations | Computer Systems Analyst III           | NaN         | see 1       |

| <b>Code</b> | <b>Category</b>   | <b>Title</b>                                    | <b>Rate</b> | <b>Note</b> |
|-------------|---|---|-------------|-------------|
| 14150       | Information Technology Occupations                      | Peripheral Equipment Operator                   | 26.87       |             |
| 14160       | Information Technology Occupations                      | Personal Computer Support Technician            | 37.24       |             |
| 14170       | Information Technology Occupations                      | System Support Specialist                       | 41.24       |             |
| 15010       | Instructional Occupations                               | Aircrew Training Devices Instructor             | 42.02       |             |
| 15020       | Instructional Occupations                               | Aircrew Training Devices Instructor             | 50.83       |             |
| 15030       | Instructional Occupations                               | Air Crew Training Devices Instructor            | 60.93       |             |
| 15050       | Instructional Occupations                               | Computer Based Training Specialist / Instructor | 42.02       |             |
| 15060       | Instructional Occupations                               | Educational Technologist                        | 38.90       |             |
| 15070       | Instructional Occupations                               | Flight Instructor                               | 60.93       |             |
| 15080       | Instructional Occupations                               | Graphic Artist                                  | 37.28       |             |
| 15085       | Instructional Occupations                               | Maintenance Test Pilot, Fixed, Jet/Prop         | 60.93       |             |
| 15086       | Instructional Occupations                               | Maintenance Test Pilot, Rotary Wing             | 60.93       |             |
| 15088       | Instructional Occupations                               | Non-Maintenance Test/Co-Pilot                   | 60.93       |             |
| 15090       | Instructional Occupations                               | Technical Instructor                            | 32.16       |             |
| 15095       | Instructional Occupations                               | Technical Instructor/Course Developer           | 39.22       |             |
| 15110       | Instructional Occupations                               | Test Proctor                                    | 25.56       |             |
| 15120       | Instructional Occupations                               | Tutor   | 25.56       |             |
| 16010       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Assembler                                       | 19.56       |             |
| 16030       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Counter Attendant                               | 19.56       |             |
| 16040       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Dry Cleaner                                     | 22.36       |             |
| 16070       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Finisher, Flatwork, Machine                     | 19.56       |             |
| 16090       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Hand                                   | 19.56       |             |
| 16110       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Drycleaning                   | 19.56       |             |

| <b>Code</b> | <b>Category</b>   | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|---|--|-------------|-------------|
| 16130       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Shirts                   | 19.56       |             |
| 16160       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Wearing Apparel, Laundry | 19.56       |             |
| 16190       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Sewing Machine Operator                    | 23.27       |             |
| 16220       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Tailor                                     | 24.21       |             |
| 16250       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Washer, Machine                            | 20.49       |             |
| 19010       | Machine Tool Operation And Repair Occupations           | Machine-Tool Operator                      | 28.84       |             |
| 19040       | Machine Tool Operation And Repair Occupations           | Tool And Die Maker                         | 33.42       |             |
| 21020       | Materials Handling And Packing Occupations              | Forklift Operator                          | 21.86       |             |
| 21030       | Materials Handling And Packing Occupations              | Material Coordinator                       | 28.91       |             |
| 21040       | Materials Handling And Packing Occupations              | Material Expediter                         | 28.91       |             |
| 21050       | Materials Handling And Packing Occupations              | Material Handling Laborer                  | 18.72       |             |
| 21071       | Materials Handling And Packing Occupations              | Order Filler                               | 17.74       |             |
| 21080       | Materials Handling And Packing Occupations              | Production Line Worker                     | 21.86       |             |
| 21110       | Materials Handling And Packing Occupations              | Shipping Packer                            | 21.73       |             |
| 21130       | Materials Handling And Packing Occupations              | Shipping/Receiving Clerk                   | 21.73       |             |
| 21140       | Materials Handling And Packing Occupations              | Store Worker I                             | 20.32       |             |
| 21150       | Materials Handling And Packing Occupations              | Stock Clerk                                | 25.47       |             |
| 21210       | Materials Handling And Packing Occupations              | Tools And Parts Attendant                  | 21.86       |             |
| 21410       | Materials Handling And Packing Occupations              | Warehouse Specialist                       | 21.86       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                                   | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 23010       | Mechanics And Maintenance And Repair Occupations | Aerospace Structural Welder                    | 44.73       |             |
| 23019       | Mechanics And Maintenance And Repair Occupations | Aircraft Logs and Records Technician           | 37.70       |             |
| 23021       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic I                            | 43.05       |             |
| 23022       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic II                           | 44.73       |             |
| 23023       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic III                          | 46.40       |             |
| 23040       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic Helper                       | 33.51       |             |
| 23050       | Mechanics And Maintenance And Repair Occupations | Aircraft, Painter                              | 41.44       |             |
| 23060       | Mechanics And Maintenance And Repair Occupations | Aircraft Servicer                              | 37.70       |             |
| 23070       | Mechanics And Maintenance And Repair Occupations | Aircraft Survival Flight Equipment Technician  | 41.44       |             |
| 23080       | Mechanics And Maintenance And Repair Occupations | Aircraft Worker                                | 39.73       |             |
| 23091       | Mechanics And Maintenance And Repair Occupations | Aircrew Life Support Equipment (ALSE) Mechanic | 39.73       |             |
| 23092       | Mechanics And Maintenance And Repair Occupations | Aircrew Life Support Equipment (ALSE) Mechanic | 43.05       |             |
| 23110       | Mechanics And Maintenance And Repair Occupations | Appliance Mechanic                             | 27.41       |             |
| 23120       | Mechanics And Maintenance And Repair Occupations | Bicycle Repairer                               | 23.87       |             |
| 23125       | Mechanics And Maintenance And Repair Occupations | Cable Splicer                                  | 55.07       |             |
| 23130       | Mechanics And Maintenance And Repair Occupations | Carpenter, Maintenance                         | 32.74       |             |
| 23140       | Mechanics And Maintenance And Repair Occupations | Carpet Layer                                   | 32.96       |             |
| 23160       | Mechanics And Maintenance And Repair Occupations | Electrician, Maintenance                       | 37.18       |             |
| 23181       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance I           | 33.59       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 23182       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance II     | 35.04       |             |
| 23183       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance III    | 36.40       |             |
| 23260       | Mechanics And Maintenance And Repair Occupations | Fabric Worker                             | 41.90       |             |
| 23290       | Mechanics And Maintenance And Repair Occupations | Fire Alarm System Mechanic                | 29.60       |             |
| 23310       | Mechanics And Maintenance And Repair Occupations | Fire Extinguisher Repairer                | 31.03       |             |
| 23311       | Mechanics And Maintenance And Repair Occupations | Fuel Distribution System Mechanic         | 48.19       |             |
| 23312       | Mechanics And Maintenance And Repair Occupations | Fuel Distribution System Operator         | 39.84       |             |
| 23370       | Mechanics And Maintenance And Repair Occupations | General Maintenance Worker                | 26.87       |             |
| 23380       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Mechanic         | 43.05       |             |
| 23381       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Servicer         | 37.70       |             |
| 23382       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Worker           | 39.73       |             |
| 23391       | Mechanics And Maintenance And Repair Occupations | Gunsmith I                                | 31.03       |             |
| 23392       | Mechanics And Maintenance And Repair Occupations | Gunsmith II                               | 34.63       |             |
| 23393       | Mechanics And Maintenance And Repair Occupations | Gunsmith III                              | 37.53       |             |
| 23410       | Mechanics And Maintenance And Repair Occupations | Heating, Ventilation And Air-Conditioning | 35.25       |             |
| 23411       | Mechanics And Maintenance And Repair Occupations | Heating, Ventilation And Air Contidioning | 36.62       |             |
| 23430       | Mechanics And Maintenance And Repair Occupations | Heavy Equipment Mechanic                  | 36.87       |             |
| 23440       | Mechanics And Maintenance And Repair Occupations | Heavy Equipment Operator                  | 42.64       |             |
| 23460       | Mechanics And Maintenance And Repair Occupations | Instrument Mechanic                       | 30.86       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|--|---------------------------------|-------------|-------------|
| 23465       | Mechanics And Maintenance And Repair Occupations | Laboratory/Shelter Mechanic     | 36.12       |             |
| 23470       | Mechanics And Maintenance And Repair Occupations | Laborer                         | 18.72       |             |
| 23510       | Mechanics And Maintenance And Repair Occupations | Locksmith                       | 28.26       |             |
| 23530       | Mechanics And Maintenance And Repair Occupations | Machinery Maintenance Mechanic  | 31.74       |             |
| 23550       | Mechanics And Maintenance And Repair Occupations | Machinist, Maintenance          | 28.52       |             |
| 23580       | Mechanics And Maintenance And Repair Occupations | Maintenance Trades Helper       | 21.32       |             |
| 23591       | Mechanics And Maintenance And Repair Occupations | Metrology Technician I          | 32.42       |             |
| 23592       | Mechanics And Maintenance And Repair Occupations | Metrology Technician II         | 33.69       |             |
| 23593       | Mechanics And Maintenance And Repair Occupations | Metrology Technician III        | 34.95       |             |
| 23640       | Mechanics And Maintenance And Repair Occupations | Millwright                      | 40.14       |             |
| 23710       | Mechanics And Maintenance And Repair Occupations | Office Appliance Repairer       | 29.06       |             |
| 23760       | Mechanics And Maintenance And Repair Occupations | Painter, Maintenance            | 28.45       |             |
| 23790       | Mechanics And Maintenance And Repair Occupations | Pipefitter, Maintenance         | 43.18       |             |
| 23810       | Mechanics And Maintenance And Repair Occupations | Plumber, Maintenance            | 41.57       |             |
| 23820       | Mechanics And Maintenance And Repair Occupations | Pneudraulic Systems Mechanic    | 37.53       |             |
| 23850       | Mechanics And Maintenance And Repair Occupations | Rigger                          | 43.16       |             |
| 23870       | Mechanics And Maintenance And Repair Occupations | Scale Mechanic                  | 34.63       |             |
| 23890       | Mechanics And Maintenance And Repair Occupations | Sheet-Metal Worker, Maintenance | 37.07       |             |
| 23910       | Mechanics And Maintenance And Repair Occupations | Small Engine Mechanic           | 23.98       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                          | <b>Rate</b> | <b>Note</b> |
|-------------|--|---------------------------------------|-------------|-------------|
| 23931       | Mechanics And Maintenance And Repair Occupations | Telecommunications Mechanic I         | 35.34       |             |
| 23932       | Mechanics And Maintenance And Repair Occupations | Telecommunications Mechanic II        | 36.72       |             |
| 23950       | Mechanics And Maintenance And Repair Occupations | Telephone Lineman                     | 49.52       |             |
| 23960       | Mechanics And Maintenance And Repair Occupations | Welder, Combination, Maintenance      | 27.65       |             |
| 23965       | Mechanics And Maintenance And Repair Occupations | Well Driller                          | 37.06       |             |
| 23970       | Mechanics And Maintenance And Repair Occupations | Woodcraft Worker                      | 37.53       |             |
| 23980       | Mechanics And Maintenance And Repair Occupations | Woodworker                            | 31.03       |             |
| 24550       | Personal Needs Occupations                       | Case Manager                          | 22.52       |             |
| 24570       | Personal Needs Occupations                       | Child Care Attendant                  | 17.34       |             |
| 24580       | Personal Needs Occupations                       | Child Care Center Clerk               | 21.63       |             |
| 24610       | Personal Needs Occupations                       | Chore Aide                            | 17.56       |             |
| 24620       | Personal Needs Occupations                       | Family Readiness And Support Services | 22.52       |             |
| 24630       | Personal Needs Occupations                       | Homemaker                             | 22.52       |             |
| 25010       | Plant And System Operations Occupations          | Boiler Tender                         | 46.63       |             |
| 25040       | Plant And System Operations Occupations          | Sewage Plant Operator                 | 37.04       |             |
| 25070       | Plant And System Operations Occupations          | Stationary Engineer                   | 46.63       |             |
| 25190       | Plant And System Operations Occupations          | Ventilation Equipment Tender          | 36.29       |             |
| 25210       | Plant And System Operations Occupations          | Water Treatment Plant Operator        | 37.04       |             |
| 27004       | Protective Service Occupations                   | Alarm Monitor                         | 28.40       |             |
| 27007       | Protective Service Occupations                   | Baggage Inspector                     | 19.12       |             |
| 27008       | Protective Service Occupations                   | Corrections Officer                   | 41.23       |             |
| 27010       | Protective Service Occupations                   | Court Security Officer                | 39.73       |             |
| 27030       | Protective Service Occupations                   | Detection Dog Handler                 | 21.39       |             |
| 27040       | Protective Service Occupations                   | Detention Officer                     | 41.23       |             |

| <b>Code</b> | <b>Category</b>                                | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 27070       | Protective Service Occupations                 | Firefighter                               | 44.02       |             |
| 27101       | Protective Service Occupations                 | Guard I                                   | 19.12       |             |
| 27102       | Protective Service Occupations                 | Guard II                                  | 21.39       |             |
| 27131       | Protective Service Occupations                 | Police Officer I                          | 43.09       |             |
| 27132       | Protective Service Occupations                 | Police Officer II                         | 47.83       |             |
| 28041       | Recreation Occupations                         | Carnival Equipment Operator               | 20.44       |             |
| 28042       | Recreation Occupations                         | Carnival Equipment Repairer               | 21.71       |             |
| 28043       | Recreation Occupations                         | Carnival Worker                           | 16.60       | ***         |
| 28210       | Recreation Occupations                         | Gate Attendant/Gate Tender                | 22.60       |             |
| 28310       | Recreation Occupations                         | Lifeguard                                 | 16.58       | ***         |
| 28350       | Recreation Occupations                         | Park Attendant                            | 25.28       |             |
| 28510       | Recreation Occupations                         | Recreation Aide/Health Facility Attendant | 18.95       |             |
| 28515       | Recreation Occupations                         | Recreation Specialist                     | 31.33       |             |
| 28630       | Recreation Occupations                         | Sports Official                           | 20.14       |             |
| 28690       | Recreation Occupations                         | Swimming Pool Operator                    | 24.24       |             |
| 29010       | Stevedoring/Longshoremen Occupational Services | Blocker And Bracer                        | 37.98       |             |
| 29020       | Stevedoring/Longshoremen Occupational Services | Hatch Tender                              | 37.98       |             |
| 29030       | Stevedoring/Longshoremen Occupational Services | Line Handler                              | 37.98       |             |
| 29041       | Stevedoring/Longshoremen Occupational Services | Stevedore I                               | 36.03       |             |
| 29042       | Stevedoring/Longshoremen Occupational Services | Stevedore II                              | 39.75       |             |
| 30010       | Technical Occupations                          | Air Traffic Control Specialist, Center    | 53.11       | see 2       |
| 30011       | Technical Occupations                          | Air Traffic Control Specialist, Station   | 36.62       | see 2       |
| 30012       | Technical Occupations                          | Air Traffic Control Specialist, Terminal  | 40.33       | see 2       |
| 30021       | Technical Occupations                          | Archeological Technician I                | 22.85       |             |
| 30022       | Technical Occupations                          | Archeological Technician II               | 26.50       |             |
| 30023       | Technical Occupations                          | Archeological Technician III              | 31.67       |             |
| 30030       | Technical Occupations                          | Cartographic Technician                   | 31.67       |             |

| <b>Code</b> | <b>Category</b>       | <b>Title</b>                             | <b>Rate</b> | <b>Note</b> |
|-------------|-----------------------|--|-------------|-------------|
| 30040       | Technical Occupations | Civil Engineering Technician             | 32.57       |             |
| 30051       | Technical Occupations | Cryogenic Technician I                   | 34.02       |             |
| 30052       | Technical Occupations | Cryogenic Technician II                  | 37.58       |             |
| 30061       | Technical Occupations | Drafter/CAD Operator I                   | 22.17       |             |
| 30062       | Technical Occupations | Drafter/CAD Operator II                  | 26.50       |             |
| 30063       | Technical Occupations | Drafter/CAD Operator III                 | 29.42       |             |
| 30064       | Technical Occupations | Drafter/CAD Operator IV                  | 34.20       |             |
| 30081       | Technical Occupations | Engineering Technician I                 | 19.98       |             |
| 30082       | Technical Occupations | Engineering Technician II                | 22.47       |             |
| 30083       | Technical Occupations | Engineering Technician III               | 25.28       |             |
| 30084       | Technical Occupations | Engineering Technician IV                | 31.22       |             |
| 30085       | Technical Occupations | Engineering Technician V                 | 38.08       |             |
| 30086       | Technical Occupations | Engineering Technician VI                | 46.20       |             |
| 30090       | Technical Occupations | Environmental Technician                 | 26.97       |             |
| 30095       | Technical Occupations | Evidence Control Specialist              | 30.72       |             |
| 30210       | Technical Occupations | Laboratory Technician                    | 28.48       |             |
| 30221       | Technical Occupations | Latent Fingerprint Technician I          | 34.45       |             |
| 30222       | Technical Occupations | Latent Fingerprint Technician II         | 38.05       |             |
| 30240       | Technical Occupations | Mathematical Technician                  | 37.62       |             |
| 30361       | Technical Occupations | Paralegal/Legal Assistant I              | 25.38       |             |
| 30362       | Technical Occupations | Paralegal/Legal Assistant II             | 31.45       |             |
| 30363       | Technical Occupations | Paralegal/Legal Assistant III            | 38.46       |             |
| 30364       | Technical Occupations | Paralegal/Legal Assistant IV             | 46.53       |             |
| 30375       | Technical Occupations | Petroleum Supply Specialist              | 37.58       |             |
| 30390       | Technical Occupations | Photo-Optics Technician                  | 30.92       |             |
| 30395       | Technical Occupations | Radiation Control Technician             | 37.58       |             |
| 30461       | Technical Occupations | Technical Writer I                       | 30.50       |             |
| 30462       | Technical Occupations | Technical Writer II                      | 37.31       |             |
| 30463       | Technical Occupations | Technical Writer III                     | 45.13       |             |
| 30491       | Technical Occupations | Unexploded Ordnance (UXO) Technician I   | 33.76       |             |
| 30492       | Technical Occupations | Unexploded Ordnance (UXO) Technician II  | 40.84       |             |
| 30493       | Technical Occupations | Unexploded Ordnance (UXO) Technician III | 48.95       |             |

| <b>Code</b> | <b>Category</b>                                       | <b>Title</b>                            | <b>Rate</b> | <b>Note</b> |
|-------------|---|---|-------------|-------------|
| 30494       | Technical Occupations                                 | Unexploded (UXO) Safety Escort          | 33.76       |             |
| 30495       | Technical Occupations                                 | Unexploded (UXO) Sweep Personnel        | 33.76       |             |
| 30501       | Technical Occupations                                 | Weather Forecaster I                    | 34.20       |             |
| 30502       | Technical Occupations                                 | Weather Forecaster II                   | 41.60       |             |
| 30620       | Technical Occupations                                 | Weather Observer, Combined Upper Air Or | 29.42       | see 2       |
| 30621       | Technical Occupations                                 | Weather Observer, Senior                | 30.72       | see 2       |
| 31010       | Transportation/Mobile Equipment Operation Occupations | Airplane Pilot                          | 40.84       |             |
| 31020       | Transportation/Mobile Equipment Operation Occupations | Bus Aide                                | 28.36       |             |
| 31030       | Transportation/Mobile Equipment Operation Occupations | Bus Driver                              | 36.52       |             |
| 31043       | Transportation/Mobile Equipment Operation Occupations | Driver Courier                          | 20.42       |             |
| 31260       | Transportation/Mobile Equipment Operation Occupations | Parking and Lot Attendant               | 17.08       | ***         |
| 31290       | Transportation/Mobile Equipment Operation Occupations | Shuttle Bus Driver                      | 19.88       |             |
| 31310       | Transportation/Mobile Equipment Operation Occupations | Taxi Driver                             | 17.31       |             |
| 31361       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Light                      | 21.69       |             |
| 31362       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Medium                     | 22.97       |             |
| 31363       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Heavy                      | 29.91       |             |
| 31364       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Tractor-Trailer            | 29.91       |             |
| 99020       | Miscellaneous Occupations                             | Cabin Safety Specialist                 | 19.91       |             |
| 99030       | Miscellaneous Occupations                             | Cashier                                 | 18.74       |             |
| 99050       | Miscellaneous Occupations                             | Desk Clerk                              | 18.28       |             |
| 99095       | Miscellaneous Occupations                             | Embalmer                                | 39.23       |             |
| 99130       | Miscellaneous Occupations                             | Flight Follower                         | 33.76       |             |
| 99251       | Miscellaneous Occupations                             | Laboratory Animal Caretaker I           | 19.89       |             |

| <b>Code</b> | <b>Category</b>           | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------|---------------------------------|-------------|-------------|
| 99252       | Miscellaneous Occupations | Laboratory Animal Caretaker II  | 21.13       |             |
| 99260       | Miscellaneous Occupations | Marketing Analyst               | 44.95       |             |
| 99310       | Miscellaneous Occupations | Mortician                       | 38.57       |             |
| 99410       | Miscellaneous Occupations | Pest Controller                 | 22.37       |             |
| 99510       | Miscellaneous Occupations | Photofinishing Worker           | 25.06       |             |
| 99710       | Miscellaneous Occupations | Recycling Laborer               | 33.83       |             |
| 99711       | Miscellaneous Occupations | Recycling Specialist            | 38.72       |             |
| 99730       | Miscellaneous Occupations | Refuse Collector                | 31.43       |             |
| 99810       | Miscellaneous Occupations | Sales Clerk                     | 17.41       |             |
| 99820       | Miscellaneous Occupations | School Crossing Guard           | 19.12       |             |
| 99830       | Miscellaneous Occupations | Survey Party Chief              | 38.96       |             |
| 99831       | Miscellaneous Occupations | Surveying Aide                  | 22.87       |             |
| 99832       | Miscellaneous Occupations | Surveying Technician            | 30.18       |             |
| 99840       | Miscellaneous Occupations | Vending Machine Attendant       | 28.50       |             |
| 99841       | Miscellaneous Occupations | Vending Machine Repairer        | 33.79       |             |
| 99842       | Miscellaneous Occupations | Vending Machine Repairer Helper | 28.50       |             |

## **Footer**

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.20 per hour) or 13658 (\$12.90 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. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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: \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 per month\*

\*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 25 years.

Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of twelve paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESSES 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)).

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## **Wage Determination No. : 2015-4159**

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 26

Date Of Last Revision : 07/22/2024

Source : [Source Website](#)

### **Header**

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2024.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.90 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 2024.

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: New York

Area: New York County of Orange

**\*\*Fringe Benefits Required Follow the Occupational Listing\*\***

**Wage Determination Table**

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                        | <b>Rate</b> | <b>Note</b> |
|-------------|---|-------------------------------------|-------------|-------------|
| 01011       | Administrative Support And Clerical Occupations | Accounting Clerk I                  | 21.79       |             |
| 01012       | Administrative Support And Clerical Occupations | Accounting Clerk II                 | 24.45       |             |
| 01013       | Administrative Support And Clerical Occupations | Accounting Clerk III                | 27.35       |             |
| 01020       | Administrative Support And Clerical Occupations | Administrative Assistant            | 39.46       |             |
| 01035       | Administrative Support And Clerical Occupations | Court Reporter                      | 46.39       |             |
| 01041       | Administrative Support And Clerical Occupations | Customer Service Representative I   | 18.64       |             |
| 01042       | Administrative Support And Clerical Occupations | Customer Service Representative II  | 20.34       |             |
| 01043       | Administrative Support And Clerical Occupations | Customer Service Representative III | 22.82       |             |
| 01051       | Administrative Support And Clerical Occupations | Data Entry Operator I               | 19.66       |             |
| 01052       | Administrative Support And Clerical Occupations | Data Entry Operator II              | 21.45       |             |
| 01060       | Administrative Support And Clerical Occupations | Dispatcher, Motor Vehicle           | 27.26       |             |
| 01070       | Administrative Support And Clerical Occupations | Document Preparation Clerk          | 19.81       |             |
| 01090       | Administrative Support And Clerical Occupations | Duplicating Machine Operator        | 19.81       |             |
| 01111       | Administrative Support And Clerical Occupations | General Clerk I                     | 18.55       |             |

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------------|-------------|-------------|
| 01112       | Administrative Support And Clerical Occupations | General Clerk II                     | 20.24       |             |
| 01113       | Administrative Support And Clerical Occupations | General Clerk III                    | 22.72       |             |
| 01120       | Administrative Support And Clerical Occupations | Housing Referral Assistant           | 28.42       |             |
| 01141       | Administrative Support And Clerical Occupations | Messenger Courier                    | 20.10       |             |
| 01191       | Administrative Support And Clerical Occupations | Order Clerk I                        | 18.07       |             |
| 01192       | Administrative Support And Clerical Occupations | Order Clerk II                       | 19.72       |             |
| 01261       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) I   | 21.74       |             |
| 01262       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) II  | 24.32       |             |
| 01263       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) III | 27.11       |             |
| 01270       | Administrative Support And Clerical Occupations | Production Control Clerk             | 28.91       |             |
| 01290       | Administrative Support And Clerical Occupations | Rental Clerk                         | 20.00       |             |
| 01300       | Administrative Support And Clerical Occupations | Scheduler, Maintenance               | 22.79       |             |
| 01311       | Administrative Support And Clerical Occupations | Secretary I                          | 22.79       |             |
| 01312       | Administrative Support And Clerical Occupations | Secretary II                         | 25.50       |             |
| 01313       | Administrative Support And Clerical Occupations | Secretary III                        | 28.42       |             |
| 01320       | Administrative Support And Clerical Occupations | Service Order Dispatcher             | 24.37       |             |
| 01410       | Administrative Support And Clerical Occupations | Supply Technician                    | 39.46       |             |
| 01420       | Administrative Support And Clerical Occupations | Survey Worker                        | 24.16       |             |
| 01460       | Administrative Support And Clerical Occupations | Switchboard Operator/Receptionist    | 19.02       |             |

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------------|-------------|-------------|
| 01531       | Administrative Support And Clerical Occupations | Travel Clerk I                       | 21.18       |             |
| 01532       | Administrative Support And Clerical Occupations | Travel Clerk II                      | 23.49       |             |
| 01533       | Administrative Support And Clerical Occupations | Travel Clerk III                     | 25.53       |             |
| 01611       | Administrative Support And Clerical Occupations | Word Processor I                     | 18.82       |             |
| 01612       | Administrative Support And Clerical Occupations | Word Processor II                    | 21.14       |             |
| 01613       | Administrative Support And Clerical Occupations | Word Processor III                   | 23.64       |             |
| 05005       | Automotive Service Occupations                  | Automobile Body Repairer, Fiberglass | 28.01       |             |
| 05010       | Automotive Service Occupations                  | Automotive Electrician               | 26.09       |             |
| 05040       | Automotive Service Occupations                  | Automotive Glass Installer           | 24.31       |             |
| 05070       | Automotive Service Occupations                  | Automotive Worker                    | 24.31       |             |
| 05110       | Automotive Service Occupations                  | Mobile Equipment Servicer            | 21.78       |             |
| 05130       | Automotive Service Occupations                  | Motor Equipment Metal Mechanic       | 26.94       |             |
| 05160       | Automotive Service Occupations                  | Motor Equipment Metal Worker         | 24.31       |             |
| 05190       | Automotive Service Occupations                  | Motor Vehicle Mechanic               | 26.94       |             |
| 05220       | Automotive Service Occupations                  | Motor Vehicle Mechanic Helper        | 20.50       |             |
| 05250       | Automotive Service Occupations                  | Motor Vehicle Upholstery Worker      | 23.06       |             |
| 05280       | Automotive Service Occupations                  | Motor Vehicle Wrecker                | 24.31       |             |
| 05310       | Automotive Service Occupations                  | Painter, Automotive                  | 25.66       |             |
| 05340       | Automotive Service Occupations                  | Radiator Repair Specialist           | 24.31       |             |
| 05370       | Automotive Service Occupations                  | Tire Repairer                        | 18.73       |             |
| 05400       | Automotive Service Occupations                  | Transmission Repair Specialist       | 26.94       |             |
| 07010       | Food Preparation And Service Occupations        | Baker                                | 18.00       |             |
| 07041       | Food Preparation And Service Occupations        | Cook I                               | 21.38       |             |
| 07042       | Food Preparation And Service Occupations        | Cook II                              | 23.86       |             |
| 07070       | Food Preparation And Service Occupations        | Dishwasher                           | 16.75       | ***         |

| <b>Code</b> | <b>Category</b>                              | <b>Title</b>                 | <b>Rate</b> | <b>Note</b> |
|-------------|--|------------------------------|-------------|-------------|
| 07130       | Food Preparation And Service Occupations     | Food Service Worker          | 17.65       |             |
| 07210       | Food Preparation And Service Occupations     | Meat Cutter                  | 21.33       |             |
| 07260       | Food Preparation And Service Occupations     | Waiter/Waitress              | 18.32       |             |
| 09010       | Furniture Maintenance And Repair Occupations | Electrostatic Spray Painter  | 23.22       |             |
| 09040       | Furniture Maintenance And Repair Occupations | Furniture Handler            | 15.91       | ***         |
| 09080       | Furniture Maintenance And Repair Occupations | Furniture Refinisher         | 22.53       |             |
| 09090       | Furniture Maintenance And Repair Occupations | Furniture Refinisher Helper  | 18.21       |             |
| 09110       | Furniture Maintenance And Repair Occupations | Furniture Repairer, Minor    | 20.49       |             |
| 09130       | Furniture Maintenance And Repair Occupations | Upholsterer                  | 22.25       |             |
| 11030       | General Services And Support Occupations     | Cleaner, Vehicles            | 19.29       |             |
| 11060       | General Services And Support Occupations     | Elevator Operator            | 18.86       |             |
| 11090       | General Services And Support Occupations     | Gardener                     | 24.90       |             |
| 11122       | General Services And Support Occupations     | Housekeeping Aide            | 18.86       |             |
| 11150       | General Services And Support Occupations     | Janitor                      | 18.86       |             |
| 11210       | General Services And Support Occupations     | Laborer, Grounds Maintenance | 20.48       |             |
| 11240       | General Services And Support Occupations     | Maid or Houseman             | 19.18       |             |
| 11260       | General Services And Support Occupations     | Pruner                       | 19.04       |             |
| 11270       | General Services And Support Occupations     | Tractor Operator             | 23.44       |             |
| 11330       | General Services And Support Occupations     | Trail Maintenance Worker     | 20.48       |             |

| <b>Code</b> | <b>Category</b>                          | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 11360       | General Services And Support Occupations | Window Cleaner                             | 20.29       |             |
| 12010       | Health Occupations                       | Ambulance Driver                           | 22.39       |             |
| 12011       | Health Occupations                       | Breath Alcohol Technician                  | 28.59       |             |
| 12012       | Health Occupations                       | Certified Occupational Therapist Assistant | 35.79       |             |
| 12015       | Health Occupations                       | Certified Physical Therapist Assistant     | 33.14       |             |
| 12020       | Health Occupations                       | Dental Assistant                           | 22.74       |             |
| 12025       | Health Occupations                       | Dental Hygienist                           | 47.61       |             |
| 12030       | Health Occupations                       | EKG Technician                             | 40.00       |             |
| 12035       | Health Occupations                       | Electroneurodiagnostic Technologist        | 40.00       |             |
| 12040       | Health Occupations                       | Emergency Medical Technician               | 22.39       |             |
| 12071       | Health Occupations                       | Licensed Practical Nurse I                 | 25.56       |             |
| 12072       | Health Occupations                       | Licensed Practical Nurse II                | 28.59       |             |
| 12073       | Health Occupations                       | Licensed Practical Nurse III               | 31.88       |             |
| 12100       | Health Occupations                       | Medical Assistant                          | 22.37       |             |
| 12130       | Health Occupations                       | Medical Laboratory Technician              | 38.55       |             |
| 12160       | Health Occupations                       | Medical Record Clerk                       | 26.36       |             |
| 12190       | Health Occupations                       | Medical Record Technician                  | 29.49       |             |
| 12195       | Health Occupations                       | Medical Transcriptionist                   | 21.99       |             |
| 12210       | Health Occupations                       | Nuclear Medicine Technologist              | 51.30       |             |
| 12221       | Health Occupations                       | Nursing Assistant I                        | 16.26       | ***         |
| 12222       | Health Occupations                       | Nursing Assistant II                       | 18.29       |             |
| 12223       | Health Occupations                       | Nursing Assistant III                      | 20.01       |             |
| 12224       | Health Occupations                       | Nursing Assistant IV                       | 22.40       |             |
| 12235       | Health Occupations                       | Optical Dispenser                          | 29.67       |             |
| 12236       | Health Occupations                       | Optical Technician                         | 20.31       |             |
| 12250       | Health Occupations                       | Pharmacy Technician                        | 19.98       |             |
| 12280       | Health Occupations                       | Phlebotomist                               | 23.30       |             |
| 12305       | Health Occupations                       | Radiologic Technologist                    | 42.76       |             |
| 12311       | Health Occupations                       | Registered Nurse I                         | 32.76       |             |
| 12312       | Health Occupations                       | Registered Nurse II                        | 38.41       |             |
| 12313       | Health Occupations                       | Registered Nurse II, Specialist            | 38.41       |             |

| <b>Code</b> | <b>Category</b>                    | <b>Title</b>                           | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------|--|-------------|-------------|
| 12314       | Health Occupations                 | Registered Nurse III                   | 49.39       |             |
| 12315       | Health Occupations                 | Registered Nurse III, Anesthetist      | 49.39       |             |
| 12316       | Health Occupations                 | Registered Nurse IV                    | 59.22       |             |
| 12317       | Health Occupations                 | Scheduler                              | 35.42       |             |
| 12320       | Health Occupations                 | Substance Abuse Treatment Counselor    | 29.83       |             |
| 13011       | Information And Arts Occupations   | Exhibits Specialist I                  | 27.27       |             |
| 13012       | Information And Arts Occupations   | Exhibits Specialist II                 | 33.78       |             |
| 13013       | Information And Arts Occupations   | Exhibits Specialist III                | 41.32       |             |
| 13041       | Information And Arts Occupations   | Illustrator I                          | 31.66       |             |
| 13042       | Information And Arts Occupations   | Illustrator II                         | 39.22       |             |
| 13043       | Information And Arts Occupations   | Illustrator III                        | 47.25       |             |
| 13047       | Information And Arts Occupations   | Librarian                              | 37.84       |             |
| 13050       | Information And Arts Occupations   | Library Aide/Clerk                     | 17.78       |             |
| 13054       | Information And Arts Occupations   | Library Information Technology Systems | 34.17       |             |
| 13058       | Information And Arts Occupations   | Library Technician                     | 23.07       |             |
| 13061       | Information And Arts Occupations   | Media Specialist I                     | 24.65       |             |
| 13062       | Information And Arts Occupations   | Media Specialist II                    | 27.58       |             |
| 13063       | Information And Arts Occupations   | Media Specialist III                   | 30.75       |             |
| 13071       | Information And Arts Occupations   | Photographer I                         | 22.76       |             |
| 13072       | Information And Arts Occupations   | Photographer II                        | 25.46       |             |
| 13073       | Information And Arts Occupations   | Photographer III                       | 31.55       |             |
| 13074       | Information And Arts Occupations   | Photographer IV                        | 38.59       |             |
| 13075       | Information And Arts Occupations   | Photographer V                         | 46.69       |             |
| 13090       | Information And Arts Occupations   | Technical Order Library Clerk          | 22.32       |             |
| 13110       | Information And Arts Occupations   | Video Teleconference Technician        | 30.64       |             |
| 14041       | Information Technology Occupations | Computer Operator I                    | 26.87       |             |
| 14042       | Information Technology Occupations | Computer Operator II                   | 30.06       |             |
| 14043       | Information Technology Occupations | Computer Operator III                  | 33.52       |             |
| 14044       | Information Technology Occupations | Computer Operator IV                   | 37.24       |             |
| 14045       | Information Technology Occupations | Computer Operator V                    | 41.24       |             |
| 14071       | Information Technology Occupations | Computer Programmer I                  | NaN         | see<br>1    |

| <b>Code</b> | <b>Category</b>                    | <b>Title</b>                                    | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------|---|-------------|-------------|
| 14072       | Information Technology Occupations | Computer Programmer II                          | NaN         | see 1       |
| 14073       | Information Technology Occupations | Computer Programmer III                         | NaN         | see 1       |
| 14074       | Information Technology Occupations | Computer Programmer IV                          | NaN         | see 1       |
| 14101       | Information Technology Occupations | Computer Systems Analyst I                      | NaN         | see 1       |
| 14102       | Information Technology Occupations | Computer Systems Analyst II                     | NaN         | see 1       |
| 14103       | Information Technology Occupations | Computer Systems Analyst III                    | NaN         | see 1       |
| 14150       | Information Technology Occupations | Peripheral Equipment Operator                   | 26.87       |             |
| 14160       | Information Technology Occupations | Personal Computer Support Technician            | 37.24       |             |
| 14170       | Information Technology Occupations | System Support Specialist                       | 41.24       |             |
| 15010       | Instructional Occupations          | Aircrew Training Devices Instructor             | 42.02       |             |
| 15020       | Instructional Occupations          | Aircrew Training Devices Instructor             | 50.83       |             |
| 15030       | Instructional Occupations          | Air Crew Training Devices Instructor            | 60.93       |             |
| 15050       | Instructional Occupations          | Computer Based Training Specialist / Instructor | 42.02       |             |
| 15060       | Instructional Occupations          | Educational Technologist                        | 38.90       |             |
| 15070       | Instructional Occupations          | Flight Instructor                               | 60.93       |             |
| 15080       | Instructional Occupations          | Graphic Artist                                  | 37.28       |             |
| 15085       | Instructional Occupations          | Maintenance Test Pilot, Fixed, Jet/Prop         | 60.93       |             |
| 15086       | Instructional Occupations          | Maintenance Test Pilot, Rotary Wing             | 60.93       |             |
| 15088       | Instructional Occupations          | Non-Maintenance Test/Co-Pilot                   | 60.93       |             |
| 15090       | Instructional Occupations          | Technical Instructor                            | 30.80       |             |
| 15095       | Instructional Occupations          | Technical Instructor/Course Developer           | 37.68       |             |
| 15110       | Instructional Occupations          | Test Proctor                                    | 24.86       |             |
| 15120       | Instructional Occupations          | Tutor   | 24.86       |             |

| <b>Code</b> | <b>Category</b>   | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|---|--|-------------|-------------|
| 16010       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Assembler                                  | 19.56       |             |
| 16030       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Counter Attendant                          | 19.56       |             |
| 16040       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Dry Cleaner                                | 22.36       |             |
| 16070       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Finisher, Flatwork, Machine                | 19.56       |             |
| 16090       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Hand                              | 19.56       |             |
| 16110       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Drycleaning              | 19.56       |             |
| 16130       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Shirts                   | 19.56       |             |
| 16160       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Wearing Apparel, Laundry | 19.56       |             |
| 16190       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Sewing Machine Operator                    | 23.27       |             |
| 16220       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Tailor                                     | 24.21       |             |
| 16250       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Washer, Machine                            | 20.49       |             |
| 19010       | Machine Tool Operation And Repair Occupations           | Machine-Tool Operator                      | 28.84       |             |
| 19040       | Machine Tool Operation And Repair Occupations           | Tool And Die Maker                         | 33.42       |             |
| 21020       | Materials Handling And Packing Occupations              | Forklift Operator                          | 21.86       |             |
| 21030       | Materials Handling And Packing Occupations              | Material Coordinator                       | 28.91       |             |
| 21040       | Materials Handling And Packing Occupations              | Material Expediter                         | 28.91       |             |
| 21050       | Materials Handling And Packing Occupations              | Material Handling Laborer                  | 18.72       |             |
| 21071       | Materials Handling And Packing Occupations              | Order Filler                               | 17.74       |             |
| 21080       | Materials Handling And Packing Occupations              | Production Line Worker                     | 21.86       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                                   | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 21110       | Materials Handling And Packing Occupations       | Shipping Packer                                | 21.73       |             |
| 21130       | Materials Handling And Packing Occupations       | Shipping/Receiving Clerk                       | 21.73       |             |
| 21140       | Materials Handling And Packing Occupations       | Store Worker I                                 | 20.32       |             |
| 21150       | Materials Handling And Packing Occupations       | Stock Clerk                                    | 25.47       |             |
| 21210       | Materials Handling And Packing Occupations       | Tools And Parts Attendant                      | 21.86       |             |
| 21410       | Materials Handling And Packing Occupations       | Warehouse Specialist                           | 21.86       |             |
| 23010       | Mechanics And Maintenance And Repair Occupations | Aerospace Structural Welder                    | 44.73       |             |
| 23019       | Mechanics And Maintenance And Repair Occupations | Aircraft Logs and Records Technician           | 37.70       |             |
| 23021       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic I                            | 43.05       |             |
| 23022       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic II                           | 44.73       |             |
| 23023       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic III                          | 46.40       |             |
| 23040       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic Helper                       | 33.51       |             |
| 23050       | Mechanics And Maintenance And Repair Occupations | Aircraft, Painter                              | 41.44       |             |
| 23060       | Mechanics And Maintenance And Repair Occupations | Aircraft Servicer                              | 37.70       |             |
| 23070       | Mechanics And Maintenance And Repair Occupations | Aircraft Survival Flight Equipment Technician  | 41.44       |             |
| 23080       | Mechanics And Maintenance And Repair Occupations | Aircraft Worker                                | 39.73       |             |
| 23091       | Mechanics And Maintenance And Repair Occupations | Aircrew Life Support Equipment (ALSE) Mechanic | 39.73       |             |
| 23092       | Mechanics And Maintenance And Repair Occupations | Aircrew Life Support Equipment (ALSE) Mechanic | 43.05       |             |
| 23110       | Mechanics And Maintenance And Repair Occupations | Appliance Mechanic                             | 27.41       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                           | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 23120       | Mechanics And Maintenance And Repair Occupations | Bicycle Repairer                       | 21.24       |             |
| 23125       | Mechanics And Maintenance And Repair Occupations | Cable Splicer                          | 55.07       |             |
| 23130       | Mechanics And Maintenance And Repair Occupations | Carpenter, Maintenance                 | 32.74       |             |
| 23140       | Mechanics And Maintenance And Repair Occupations | Carpet Layer                           | 28.96       |             |
| 23160       | Mechanics And Maintenance And Repair Occupations | Electrician, Maintenance               | 40.52       |             |
| 23181       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance I   | 33.59       |             |
| 23182       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance II  | 35.04       |             |
| 23183       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance III | 36.40       |             |
| 23260       | Mechanics And Maintenance And Repair Occupations | Fabric Worker                          | 41.90       |             |
| 23290       | Mechanics And Maintenance And Repair Occupations | Fire Alarm System Mechanic             | 29.60       |             |
| 23310       | Mechanics And Maintenance And Repair Occupations | Fire Extinguisher Repairer             | 31.03       |             |
| 23311       | Mechanics And Maintenance And Repair Occupations | Fuel Distribution System Mechanic      | 48.19       |             |
| 23312       | Mechanics And Maintenance And Repair Occupations | Fuel Distribution System Operator      | 39.84       |             |
| 23370       | Mechanics And Maintenance And Repair Occupations | General Maintenance Worker             | 26.65       |             |
| 23380       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Mechanic      | 43.05       |             |
| 23381       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Servicer      | 37.70       |             |
| 23382       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Worker        | 39.73       |             |
| 23391       | Mechanics And Maintenance And Repair Occupations | Gunsmith I                             | 31.03       |             |
| 23392       | Mechanics And Maintenance And Repair Occupations | Gunsmith II                            | 34.63       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 23393       | Mechanics And Maintenance And Repair Occupations | Gunsmith III                              | 37.53       |             |
| 23410       | Mechanics And Maintenance And Repair Occupations | Heating, Ventilation And Air-Conditioning | 35.25       |             |
| 23411       | Mechanics And Maintenance And Repair Occupations | Heating, Ventilation And Air Contidioning | 36.62       |             |
| 23430       | Mechanics And Maintenance And Repair Occupations | Heavy Equipment Mechanic                  | 36.87       |             |
| 23440       | Mechanics And Maintenance And Repair Occupations | Heavy Equipment Operator                  | 42.64       |             |
| 23460       | Mechanics And Maintenance And Repair Occupations | Instrument Mechanic                       | 31.98       |             |
| 23465       | Mechanics And Maintenance And Repair Occupations | Laboratory/Shelter Mechanic               | 36.12       |             |
| 23470       | Mechanics And Maintenance And Repair Occupations | Laborer                                   | 18.72       |             |
| 23510       | Mechanics And Maintenance And Repair Occupations | Locksmith                                 | 28.26       |             |
| 23530       | Mechanics And Maintenance And Repair Occupations | Machinery Maintenance Mechanic            | 31.74       |             |
| 23550       | Mechanics And Maintenance And Repair Occupations | Machinist, Maintenance                    | 28.52       |             |
| 23580       | Mechanics And Maintenance And Repair Occupations | Maintenance Trades Helper                 | 21.32       |             |
| 23591       | Mechanics And Maintenance And Repair Occupations | Metrology Technician I                    | 32.42       |             |
| 23592       | Mechanics And Maintenance And Repair Occupations | Metrology Technician II                   | 33.69       |             |
| 23593       | Mechanics And Maintenance And Repair Occupations | Metrology Technician III                  | 34.95       |             |
| 23640       | Mechanics And Maintenance And Repair Occupations | Millwright                                | 40.73       |             |
| 23710       | Mechanics And Maintenance And Repair Occupations | Office Appliance Repairer                 | 29.06       |             |
| 23760       | Mechanics And Maintenance And Repair Occupations | Painter, Maintenance                      | 27.66       |             |
| 23790       | Mechanics And Maintenance And Repair Occupations | Pipefitter, Maintenance                   | 38.07       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                          | <b>Rate</b> | <b>Note</b> |
|-------------|--|---------------------------------------|-------------|-------------|
| 23810       | Mechanics And Maintenance And Repair Occupations | Plumber, Maintenance                  | 36.64       |             |
| 23820       | Mechanics And Maintenance And Repair Occupations | Pneudraulic Systems Mechanic          | 37.53       |             |
| 23850       | Mechanics And Maintenance And Repair Occupations | Rigger                                | 41.61       |             |
| 23870       | Mechanics And Maintenance And Repair Occupations | Scale Mechanic                        | 34.63       |             |
| 23890       | Mechanics And Maintenance And Repair Occupations | Sheet-Metal Worker, Maintenance       | 35.65       |             |
| 23910       | Mechanics And Maintenance And Repair Occupations | Small Engine Mechanic                 | 23.98       |             |
| 23931       | Mechanics And Maintenance And Repair Occupations | Telecommunications Mechanic I         | 35.34       |             |
| 23932       | Mechanics And Maintenance And Repair Occupations | Telecommunications Mechanic II        | 36.72       |             |
| 23950       | Mechanics And Maintenance And Repair Occupations | Telephone Lineman                     | 49.52       |             |
| 23960       | Mechanics And Maintenance And Repair Occupations | Welder, Combination, Maintenance      | 27.65       |             |
| 23965       | Mechanics And Maintenance And Repair Occupations | Well Driller                          | 37.06       |             |
| 23970       | Mechanics And Maintenance And Repair Occupations | Woodcraft Worker                      | 37.53       |             |
| 23980       | Mechanics And Maintenance And Repair Occupations | Woodworker                            | 31.03       |             |
| 24550       | Personal Needs Occupations                       | Case Manager                          | 22.52       |             |
| 24570       | Personal Needs Occupations                       | Child Care Attendant                  | 17.34       |             |
| 24580       | Personal Needs Occupations                       | Child Care Center Clerk               | 21.63       |             |
| 24610       | Personal Needs Occupations                       | Chore Aide                            | 17.56       |             |
| 24620       | Personal Needs Occupations                       | Family Readiness And Support Services | 22.52       |             |
| 24630       | Personal Needs Occupations                       | Homemaker                             | 22.63       |             |
| 25010       | Plant And System Operations Occupations          | Boiler Tender                         | 46.63       |             |
| 25040       | Plant And System Operations Occupations          | Sewage Plant Operator                 | 37.04       |             |

| <b>Code</b> | <b>Category</b>                                | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 25070       | Plant And System Operations Occupations        | Stationary Engineer                       | 46.63       |             |
| 25190       | Plant And System Operations Occupations        | Ventilation Equipment Tender              | 36.29       |             |
| 25210       | Plant And System Operations Occupations        | Water Treatment Plant Operator            | 37.04       |             |
| 27004       | Protective Service Occupations                 | Alarm Monitor                             | 28.40       |             |
| 27007       | Protective Service Occupations                 | Baggage Inspector                         | 19.12       |             |
| 27008       | Protective Service Occupations                 | Corrections Officer                       | 38.62       |             |
| 27010       | Protective Service Occupations                 | Court Security Officer                    | 39.73       |             |
| 27030       | Protective Service Occupations                 | Detection Dog Handler                     | 21.39       |             |
| 27040       | Protective Service Occupations                 | Detention Officer                         | 38.62       |             |
| 27070       | Protective Service Occupations                 | Firefighter                               | 44.02       |             |
| 27101       | Protective Service Occupations                 | Guard I                                   | 19.12       |             |
| 27102       | Protective Service Occupations                 | Guard II                                  | 21.39       |             |
| 27131       | Protective Service Occupations                 | Police Officer I                          | 41.60       |             |
| 27132       | Protective Service Occupations                 | Police Officer II                         | 46.22       |             |
| 28041       | Recreation Occupations                         | Carnival Equipment Operator               | 20.44       |             |
| 28042       | Recreation Occupations                         | Carnival Equipment Repairer               | 21.71       |             |
| 28043       | Recreation Occupations                         | Carnival Worker                           | 16.60       | ***         |
| 28210       | Recreation Occupations                         | Gate Attendant/Gate Tender                | 22.60       |             |
| 28310       | Recreation Occupations                         | Lifeguard                                 | 16.58       | ***         |
| 28350       | Recreation Occupations                         | Park Attendant                            | 25.28       |             |
| 28510       | Recreation Occupations                         | Recreation Aide/Health Facility Attendant | 18.46       |             |
| 28515       | Recreation Occupations                         | Recreation Specialist                     | 31.33       |             |
| 28630       | Recreation Occupations                         | Sports Official                           | 20.14       |             |
| 28690       | Recreation Occupations                         | Swimming Pool Operator                    | 24.24       |             |
| 29010       | Stevedoring/Longshoremen Occupational Services | Blocker And Bracer                        | 41.88       |             |
| 29020       | Stevedoring/Longshoremen Occupational Services | Hatch Tender                              | 41.88       |             |
| 29030       | Stevedoring/Longshoremen Occupational Services | Line Handler                              | 41.88       |             |
| 29041       | Stevedoring/Longshoremen Occupational Services | Stevedore I                               | 36.03       |             |

| <b>Code</b> | <b>Category</b>                                | <b>Title</b>                             | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 29042       | Stevedoring/Longshoremen Occupational Services | Stevedore II                             | 39.61       |             |
| 30010       | Technical Occupations                          | Air Traffic Control Specialist, Center   | 53.11       | see 2       |
| 30011       | Technical Occupations                          | Air Traffic Control Specialist, Station  | 36.62       | see 2       |
| 30012       | Technical Occupations                          | Air Traffic Control Specialist, Terminal | 40.33       | see 2       |
| 30021       | Technical Occupations                          | Archeological Technician I               | 22.17       |             |
| 30022       | Technical Occupations                          | Archeological Technician II              | 24.79       |             |
| 30023       | Technical Occupations                          | Archeological Technician III             | 30.72       |             |
| 30030       | Technical Occupations                          | Cartographic Technician                  | 30.72       |             |
| 30040       | Technical Occupations                          | Civil Engineering Technician             | 32.63       |             |
| 30051       | Technical Occupations                          | Cryogenic Technician I                   | 34.02       |             |
| 30052       | Technical Occupations                          | Cryogenic Technician II                  | 37.58       |             |
| 30061       | Technical Occupations                          | Drafter/CAD Operator I                   | 22.17       |             |
| 30062       | Technical Occupations                          | Drafter/CAD Operator II                  | 24.79       |             |
| 30063       | Technical Occupations                          | Drafter/CAD Operator III                 | 27.64       |             |
| 30064       | Technical Occupations                          | Drafter/CAD Operator IV                  | 34.02       |             |
| 30081       | Technical Occupations                          | Engineering Technician I                 | 19.62       |             |
| 30082       | Technical Occupations                          | Engineering Technician II                | 22.47       |             |
| 30083       | Technical Occupations                          | Engineering Technician III               | 25.28       |             |
| 30084       | Technical Occupations                          | Engineering Technician IV                | 31.22       |             |
| 30085       | Technical Occupations                          | Engineering Technician V                 | 39.40       |             |
| 30086       | Technical Occupations                          | Engineering Technician VI                | 44.79       |             |
| 30090       | Technical Occupations                          | Environmental Technician                 | 26.97       |             |
| 30095       | Technical Occupations                          | Evidence Control Specialist              | 30.72       |             |
| 30210       | Technical Occupations                          | Laboratory Technician                    | 28.48       |             |
| 30221       | Technical Occupations                          | Latent Fingerprint Technician I          | 34.45       |             |
| 30222       | Technical Occupations                          | Latent Fingerprint Technician II         | 38.05       |             |
| 30240       | Technical Occupations                          | Mathematical Technician                  | 36.98       |             |
| 30361       | Technical Occupations                          | Paralegal/Legal Assistant I              | 25.38       |             |
| 30362       | Technical Occupations                          | Paralegal/Legal Assistant II             | 31.45       |             |
| 30363       | Technical Occupations                          | Paralegal/Legal Assistant III            | 38.46       |             |
| 30364       | Technical Occupations                          | Paralegal/Legal Assistant IV             | 46.53       |             |

| <b>Code</b> | <b>Category</b>  | <b>Title</b>                                | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 30375       | Technical Occupations                                    | Petroleum Supply Specialist                 | 37.58       |             |
| 30390       | Technical Occupations                                    | Photo-Optics Technician                     | 30.72       |             |
| 30395       | Technical Occupations                                    | Radiation Control Technician                | 37.58       |             |
| 30461       | Technical Occupations                                    | Technical Writer I                          | 30.50       |             |
| 30462       | Technical Occupations                                    | Technical Writer II                         | 37.31       |             |
| 30463       | Technical Occupations                                    | Technical Writer III                        | 45.13       |             |
| 30491       | Technical Occupations                                    | Unexploded Ordnance (UXO)<br>Technician I   | 33.76       |             |
| 30492       | Technical Occupations                                    | Unexploded Ordnance (UXO)<br>Technician II  | 40.84       |             |
| 30493       | Technical Occupations                                    | Unexploded Ordnance (UXO)<br>Technician III | 48.95       |             |
| 30494       | Technical Occupations                                    | Unexploded (UXO) Safety Escort              | 33.76       |             |
| 30495       | Technical Occupations                                    | Unexploded (UXO) Sweep<br>Personnel         | 33.76       |             |
| 30501       | Technical Occupations                                    | Weather Forecaster I                        | 34.02       |             |
| 30502       | Technical Occupations                                    | Weather Forecaster II                       | 41.38       |             |
| 30620       | Technical Occupations                                    | Weather Observer, Combined<br>Upper Air Or  | 27.64       | see<br>2    |
| 30621       | Technical Occupations                                    | Weather Observer, Senior                    | 30.72       | see<br>2    |
| 31010       | Transportation/Mobile Equipment<br>Operation Occupations | Airplane Pilot                              | 40.84       |             |
| 31020       | Transportation/Mobile Equipment<br>Operation Occupations | Bus Aide                                    | 29.51       |             |
| 31030       | Transportation/Mobile Equipment<br>Operation Occupations | Bus Driver                                  | 38.09       |             |
| 31043       | Transportation/Mobile Equipment<br>Operation Occupations | Driver Courier                              | 20.42       |             |
| 31260       | Transportation/Mobile Equipment<br>Operation Occupations | Parking and Lot Attendant                   | 17.08       | ***         |
| 31290       | Transportation/Mobile Equipment<br>Operation Occupations | Shuttle Bus Driver                          | 19.88       |             |
| 31310       | Transportation/Mobile Equipment<br>Operation Occupations | Taxi Driver                                 | 17.64       |             |
| 31361       | Transportation/Mobile Equipment<br>Operation Occupations | Truckdriver, Light                          | 21.69       |             |

| <b>Code</b> | <b>Category</b>                                       | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|---|---------------------------------|-------------|-------------|
| 31362       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Medium             | 22.97       |             |
| 31363       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Heavy              | 29.91       |             |
| 31364       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Tractor-Trailer    | 29.91       |             |
| 99020       | Miscellaneous Occupations                             | Cabin Safety Specialist         | 19.91       |             |
| 99030       | Miscellaneous Occupations                             | Cashier                         | 16.72       | ***         |
| 99050       | Miscellaneous Occupations                             | Desk Clerk                      | 18.28       |             |
| 99095       | Miscellaneous Occupations                             | Embalmer                        | 39.23       |             |
| 99130       | Miscellaneous Occupations                             | Flight Follower                 | 33.76       |             |
| 99251       | Miscellaneous Occupations                             | Laboratory Animal Caretaker I   | 19.89       |             |
| 99252       | Miscellaneous Occupations                             | Laboratory Animal Caretaker II  | 21.13       |             |
| 99260       | Miscellaneous Occupations                             | Marketing Analyst               | 44.95       |             |
| 99310       | Miscellaneous Occupations                             | Mortician                       | 36.79       |             |
| 99410       | Miscellaneous Occupations                             | Pest Controller                 | 22.37       |             |
| 99510       | Miscellaneous Occupations                             | Photofinishing Worker           | 25.17       |             |
| 99710       | Miscellaneous Occupations                             | Recycling Laborer               | 32.10       |             |
| 99711       | Miscellaneous Occupations                             | Recycling Specialist            | 38.06       |             |
| 99730       | Miscellaneous Occupations                             | Refuse Collector                | 31.43       |             |
| 99810       | Miscellaneous Occupations                             | Sales Clerk                     | 17.41       |             |
| 99820       | Miscellaneous Occupations                             | School Crossing Guard           | 19.12       |             |
| 99830       | Miscellaneous Occupations                             | Survey Party Chief              | 33.34       |             |
| 99831       | Miscellaneous Occupations                             | Surveying Aide                  | 21.78       |             |
| 99832       | Miscellaneous Occupations                             | Surveying Technician            | 30.18       |             |
| 99840       | Miscellaneous Occupations                             | Vending Machine Attendant       | 25.87       |             |
| 99841       | Miscellaneous Occupations                             | Vending Machine Repairer        | 31.82       |             |
| 99842       | Miscellaneous Occupations                             | Vending Machine Repairer Helper | 26.84       |             |

## Footer

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.20 per hour) or 13658 (\$12.90 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. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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: \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 per month\*

\*This rate is to be used only when compensating employees for performance on an SCA-

covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of twelve paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

#### THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESSES 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)).

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## **Wage Determination No. : 2015-4161**

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 27

Date Of Last Revision : 07/22/2024

Source : [Source Website](#)

### **Header**

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2024.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.90 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 2024.

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: New York

Area: New York Counties of Livingston, Monroe, Ontario, Orleans, Wayne, Yates

\*\*Fringe Benefits Required Follow the Occupational Listing\*\*

### Wage Determination Table

| Code  | Category  | Title                               | Rate  | Note |
|-------|---|-------------------------------------|-------|------|
| 01011 | Administrative Support And Clerical Occupations | Accounting Clerk I                  | 17.93 |      |
| 01012 | Administrative Support And Clerical Occupations | Accounting Clerk II                 | 20.12 |      |
| 01013 | Administrative Support And Clerical Occupations | Accounting Clerk III                | 22.50 |      |
| 01020 | Administrative Support And Clerical Occupations | Administrative Assistant            | 32.85 |      |
| 01035 | Administrative Support And Clerical Occupations | Court Reporter                      | 33.14 |      |
| 01041 | Administrative Support And Clerical Occupations | Customer Service Representative I   | 16.12 | ***  |
| 01042 | Administrative Support And Clerical Occupations | Customer Service Representative II  | 17.59 |      |
| 01043 | Administrative Support And Clerical Occupations | Customer Service Representative III | 19.74 |      |
| 01051 | Administrative Support And Clerical Occupations | Data Entry Operator I               | 17.45 |      |

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------------|-------------|-------------|
| 01052       | Administrative Support And Clerical Occupations | Data Entry Operator II               | 19.04       |             |
| 01060       | Administrative Support And Clerical Occupations | Dispatcher, Motor Vehicle            | 23.18       |             |
| 01070       | Administrative Support And Clerical Occupations | Document Preparation Clerk           | 18.37       |             |
| 01090       | Administrative Support And Clerical Occupations | Duplicating Machine Operator         | 18.37       |             |
| 01111       | Administrative Support And Clerical Occupations | General Clerk I                      | 15.42       | ***         |
| 01112       | Administrative Support And Clerical Occupations | General Clerk II                     | 16.82       | ***         |
| 01113       | Administrative Support And Clerical Occupations | General Clerk III                    | 18.88       |             |
| 01120       | Administrative Support And Clerical Occupations | Housing Referral Assistant           | 24.11       |             |
| 01141       | Administrative Support And Clerical Occupations | Messenger Courier                    | 16.91       | ***         |
| 01191       | Administrative Support And Clerical Occupations | Order Clerk I                        | 18.51       |             |
| 01192       | Administrative Support And Clerical Occupations | Order Clerk II                       | 20.20       |             |
| 01261       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) I   | 19.63       |             |
| 01262       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) II  | 21.97       |             |
| 01263       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) III | 24.50       |             |
| 01270       | Administrative Support And Clerical Occupations | Production Control Clerk             | 24.54       |             |
| 01290       | Administrative Support And Clerical Occupations | Rental Clerk                         | 18.81       |             |
| 01300       | Administrative Support And Clerical Occupations | Scheduler, Maintenance               | 19.34       |             |
| 01311       | Administrative Support And Clerical Occupations | Secretary I                          | 19.34       |             |
| 01312       | Administrative Support And Clerical Occupations | Secretary II                         | 21.64       |             |

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------------|-------------|-------------|
| 01313       | Administrative Support And Clerical Occupations | Secretary III                        | 24.11       |             |
| 01320       | Administrative Support And Clerical Occupations | Service Order Dispatcher             | 20.72       |             |
| 01410       | Administrative Support And Clerical Occupations | Supply Technician                    | 32.85       |             |
| 01420       | Administrative Support And Clerical Occupations | Survey Worker                        | 19.47       |             |
| 01460       | Administrative Support And Clerical Occupations | Switchboard Operator/Receptionist    | 17.48       |             |
| 01531       | Administrative Support And Clerical Occupations | Travel Clerk I                       | 17.29       |             |
| 01532       | Administrative Support And Clerical Occupations | Travel Clerk II                      | 18.25       |             |
| 01533       | Administrative Support And Clerical Occupations | Travel Clerk III                     | 20.11       |             |
| 01611       | Administrative Support And Clerical Occupations | Word Processor I                     | 17.11       | ***         |
| 01612       | Administrative Support And Clerical Occupations | Word Processor II                    | 19.21       |             |
| 01613       | Administrative Support And Clerical Occupations | Word Processor III                   | 21.50       |             |
| 05005       | Automotive Service Occupations                  | Automobile Body Repairer, Fiberglass | 22.55       |             |
| 05010       | Automotive Service Occupations                  | Automotive Electrician               | 22.10       |             |
| 05040       | Automotive Service Occupations                  | Automotive Glass Installer           | 20.97       |             |
| 05070       | Automotive Service Occupations                  | Automotive Worker                    | 20.97       |             |
| 05110       | Automotive Service Occupations                  | Mobile Equipment Servicer            | 18.42       |             |
| 05130       | Automotive Service Occupations                  | Motor Equipment Metal Mechanic       | 23.31       |             |
| 05160       | Automotive Service Occupations                  | Motor Equipment Metal Worker         | 20.97       |             |
| 05190       | Automotive Service Occupations                  | Motor Vehicle Mechanic               | 23.31       |             |
| 05220       | Automotive Service Occupations                  | Motor Vehicle Mechanic Helper        | 17.10       | ***         |
| 05250       | Automotive Service Occupations                  | Motor Vehicle Upholstery Worker      | 19.76       |             |
| 05280       | Automotive Service Occupations                  | Motor Vehicle Wrecker                | 20.97       |             |
| 05310       | Automotive Service Occupations                  | Painter, Automotive                  | 22.10       |             |
| 05340       | Automotive Service Occupations                  | Radiator Repair Specialist           | 20.97       |             |
| 05370       | Automotive Service Occupations                  | Tire Repairer                        | 17.41       |             |

| <b>Code</b> | <b>Category</b>                              | <b>Title</b>                   | <b>Rate</b> | <b>Note</b> |
|-------------|--|--------------------------------|-------------|-------------|
| 05400       | Automotive Service Occupations               | Transmission Repair Specialist | 23.31       |             |
| 07010       | Food Preparation And Service Occupations     | Baker                          | 17.24       |             |
| 07041       | Food Preparation And Service Occupations     | Cook I                         | 18.03       |             |
| 07042       | Food Preparation And Service Occupations     | Cook II                        | 20.52       |             |
| 07070       | Food Preparation And Service Occupations     | Dishwasher                     | 14.40       | ***         |
| 07130       | Food Preparation And Service Occupations     | Food Service Worker            | 15.95       | ***         |
| 07210       | Food Preparation And Service Occupations     | Meat Cutter                    | 21.29       |             |
| 07260       | Food Preparation And Service Occupations     | Waiter/Waitress                | 18.96       |             |
| 09010       | Furniture Maintenance And Repair Occupations | Electrostatic Spray Painter    | 19.67       |             |
| 09040       | Furniture Maintenance And Repair Occupations | Furniture Handler              | 12.95       | ***         |
| 09080       | Furniture Maintenance And Repair Occupations | Furniture Refinisher           | 19.67       |             |
| 09090       | Furniture Maintenance And Repair Occupations | Furniture Refinisher Helper    | 14.89       | ***         |
| 09110       | Furniture Maintenance And Repair Occupations | Furniture Repairer, Minor      | 17.12       | ***         |
| 09130       | Furniture Maintenance And Repair Occupations | Upholsterer                    | 19.67       |             |
| 11030       | General Services And Support Occupations     | Cleaner, Vehicles              | 15.32       | ***         |
| 11060       | General Services And Support Occupations     | Elevator Operator              | 15.92       | ***         |
| 11090       | General Services And Support Occupations     | Gardener                       | 22.24       |             |
| 11122       | General Services And Support Occupations     | Housekeeping Aide              | 16.51       | ***         |
| 11150       | General Services And Support Occupations     | Janitor                        | 16.51       | ***         |

| <b>Code</b> | <b>Category</b>                          | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 11210       | General Services And Support Occupations | Laborer, Grounds Maintenance               | 17.97       |             |
| 11240       | General Services And Support Occupations | Maid or Houseman                           | 16.07       | ***         |
| 11260       | General Services And Support Occupations | Pruner                                     | 16.62       | ***         |
| 11270       | General Services And Support Occupations | Tractor Operator                           | 20.64       |             |
| 11330       | General Services And Support Occupations | Trail Maintenance Worker                   | 17.97       |             |
| 11360       | General Services And Support Occupations | Window Cleaner                             | 17.85       |             |
| 12010       | Health Occupations                       | Ambulance Driver                           | 19.52       |             |
| 12011       | Health Occupations                       | Breath Alcohol Technician                  | 22.80       |             |
| 12012       | Health Occupations                       | Certified Occupational Therapist Assistant | 28.42       |             |
| 12015       | Health Occupations                       | Certified Physical Therapist Assistant     | 28.82       |             |
| 12020       | Health Occupations                       | Dental Assistant                           | 21.97       |             |
| 12025       | Health Occupations                       | Dental Hygienist                           | 36.63       |             |
| 12030       | Health Occupations                       | EKG Technician                             | 32.80       |             |
| 12035       | Health Occupations                       | Electroneurodiagnostic Technologist        | 32.80       |             |
| 12040       | Health Occupations                       | Emergency Medical Technician               | 19.52       |             |
| 12071       | Health Occupations                       | Licensed Practical Nurse I                 | 20.39       |             |
| 12072       | Health Occupations                       | Licensed Practical Nurse II                | 22.80       |             |
| 12073       | Health Occupations                       | Licensed Practical Nurse III               | 25.43       |             |
| 12100       | Health Occupations                       | Medical Assistant                          | 19.49       |             |
| 12130       | Health Occupations                       | Medical Laboratory Technician              | 32.08       |             |
| 12160       | Health Occupations                       | Medical Record Clerk                       | 21.82       |             |
| 12190       | Health Occupations                       | Medical Record Technician                  | 24.41       |             |
| 12195       | Health Occupations                       | Medical Transcriptionist                   | 18.47       |             |
| 12210       | Health Occupations                       | Nuclear Medicine Technologist              | 44.41       |             |
| 12221       | Health Occupations                       | Nursing Assistant I                        | 13.57       | ***         |
| 12222       | Health Occupations                       | Nursing Assistant II                       | 15.27       | ***         |
| 12223       | Health Occupations                       | Nursing Assistant III                      | 16.66       | ***         |

| <b>Code</b> | <b>Category</b>                  | <b>Title</b>                           | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------|--|-------------|-------------|
| 12224       | Health Occupations               | Nursing Assistant IV                   | 18.70       |             |
| 12235       | Health Occupations               | Optical Dispenser                      | 27.59       |             |
| 12236       | Health Occupations               | Optical Technician                     | 18.40       |             |
| 12250       | Health Occupations               | Pharmacy Technician                    | 17.48       |             |
| 12280       | Health Occupations               | Phlebotomist                           | 19.99       |             |
| 12305       | Health Occupations               | Radiologic Technologist                | 33.89       |             |
| 12311       | Health Occupations               | Registered Nurse I                     | 28.27       |             |
| 12312       | Health Occupations               | Registered Nurse II                    | 34.58       |             |
| 12313       | Health Occupations               | Registered Nurse II, Specialist        | 34.58       |             |
| 12314       | Health Occupations               | Registered Nurse III                   | 41.83       |             |
| 12315       | Health Occupations               | Registered Nurse III, Anesthetist      | 41.83       |             |
| 12316       | Health Occupations               | Registered Nurse IV                    | 50.14       |             |
| 12317       | Health Occupations               | Scheduler                              | 28.25       |             |
| 12320       | Health Occupations               | Substance Abuse Treatment Counselor    | 25.58       |             |
| 13011       | Information And Arts Occupations | Exhibits Specialist I                  | 21.85       |             |
| 13012       | Information And Arts Occupations | Exhibits Specialist II                 | 27.09       |             |
| 13013       | Information And Arts Occupations | Exhibits Specialist III                | 33.12       |             |
| 13041       | Information And Arts Occupations | Illustrator I                          | 22.29       |             |
| 13042       | Information And Arts Occupations | Illustrator II                         | 27.62       |             |
| 13043       | Information And Arts Occupations | Illustrator III                        | 33.79       |             |
| 13047       | Information And Arts Occupations | Librarian                              | 30.59       |             |
| 13050       | Information And Arts Occupations | Library Aide/Clerk                     | 15.53       | ***         |
| 13054       | Information And Arts Occupations | Library Information Technology Systems | 27.62       |             |
| 13058       | Information And Arts Occupations | Library Technician                     | 16.58       | ***         |
| 13061       | Information And Arts Occupations | Media Specialist I                     | 19.93       |             |
| 13062       | Information And Arts Occupations | Media Specialist II                    | 22.29       |             |
| 13063       | Information And Arts Occupations | Media Specialist III                   | 24.86       |             |
| 13071       | Information And Arts Occupations | Photographer I                         | 17.82       |             |
| 13072       | Information And Arts Occupations | Photographer II                        | 19.93       |             |
| 13073       | Information And Arts Occupations | Photographer III                       | 24.70       |             |
| 13074       | Information And Arts Occupations | Photographer IV                        | 30.20       |             |
| 13075       | Information And Arts Occupations | Photographer V                         | 36.54       |             |

| <b>Code</b> | <b>Category</b>                    | <b>Title</b>                                    | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------|---|-------------|-------------|
| 13090       | Information And Arts Occupations   | Technical Order Library Clerk                   | 19.49       |             |
| 13110       | Information And Arts Occupations   | Video Teleconference Technician                 | 23.75       |             |
| 14041       | Information Technology Occupations | Computer Operator I                             | 21.08       |             |
| 14042       | Information Technology Occupations | Computer Operator II                            | 23.58       |             |
| 14043       | Information Technology Occupations | Computer Operator III                           | 26.29       |             |
| 14044       | Information Technology Occupations | Computer Operator IV                            | 29.21       |             |
| 14045       | Information Technology Occupations | Computer Operator V                             | 32.35       |             |
| 14071       | Information Technology Occupations | Computer Programmer I                           | 24.12       | see<br>1    |
| 14072       | Information Technology Occupations | Computer Programmer II                          | NaN         | see<br>1    |
| 14073       | Information Technology Occupations | Computer Programmer III                         | NaN         | see<br>1    |
| 14074       | Information Technology Occupations | Computer Programmer IV                          | NaN         | see<br>1    |
| 14101       | Information Technology Occupations | Computer Systems Analyst I                      | NaN         | see<br>1    |
| 14102       | Information Technology Occupations | Computer Systems Analyst II                     | NaN         | see<br>1    |
| 14103       | Information Technology Occupations | Computer Systems Analyst III                    | NaN         | see<br>1    |
| 14150       | Information Technology Occupations | Peripheral Equipment Operator                   | 21.08       |             |
| 14160       | Information Technology Occupations | Personal Computer Support Technician            | 29.21       |             |
| 14170       | Information Technology Occupations | System Support Specialist                       | 33.09       |             |
| 15010       | Instructional Occupations          | Aircrew Training Devices Instructor             | 31.64       |             |
| 15020       | Instructional Occupations          | Aircrew Training Devices Instructor             | 38.26       |             |
| 15030       | Instructional Occupations          | Air Crew Training Devices Instructor            | 45.84       |             |
| 15050       | Instructional Occupations          | Computer Based Training Specialist / Instructor | 32.64       |             |
| 15060       | Instructional Occupations          | Educational Technologist                        | 36.89       |             |
| 15070       | Instructional Occupations          | Flight Instructor                               | 45.84       |             |
| 15080       | Instructional Occupations          | Graphic Artist                                  | 27.75       |             |

| <b>Code</b> | <b>Category</b>   | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|---|--|-------------|-------------|
| 15085       | Instructional Occupations                               | Maintenance Test Pilot, Fixed, Jet/Prop    | 44.63       |             |
| 15086       | Instructional Occupations                               | Maintenance Test Pilot, Rotary Wing        | 44.63       |             |
| 15088       | Instructional Occupations                               | Non-Maintenance Test/Co-Pilot              | 44.63       |             |
| 15090       | Instructional Occupations                               | Technical Instructor                       | 26.03       |             |
| 15095       | Instructional Occupations                               | Technical Instructor/Course Developer      | 31.84       |             |
| 15110       | Instructional Occupations                               | Test Proctor                               | 21.01       |             |
| 15120       | Instructional Occupations                               | Tutor                                      | 21.01       |             |
| 16010       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Assembler                                  | 16.41       | ***         |
| 16030       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Counter Attendant                          | 16.41       | ***         |
| 16040       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Dry Cleaner                                | 18.75       |             |
| 16070       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Finisher, Flatwork, Machine                | 16.41       | ***         |
| 16090       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Hand                              | 16.41       | ***         |
| 16110       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Drycleaning              | 16.41       | ***         |
| 16130       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Shirts                   | 16.41       | ***         |
| 16160       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Wearing Apparel, Laundry | 16.41       | ***         |
| 16190       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Sewing Machine Operator                    | 19.53       |             |
| 16220       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Tailor                                     | 20.31       |             |
| 16250       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Washer, Machine                            | 17.19       | ***         |
| 19010       | Machine Tool Operation And Repair Occupations           | Machine-Tool Operator                      | 24.34       |             |
| 19040       | Machine Tool Operation And Repair Occupations           | Tool And Die Maker                         | 29.46       |             |
| 21020       | Materials Handling And Packing Occupations              | Forklift Operator                          | 21.45       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|--|--------------------------------------|-------------|-------------|
| 21030       | Materials Handling And Packing Occupations       | Material Coordinator                 | 24.54       |             |
| 21040       | Materials Handling And Packing Occupations       | Material Expediter                   | 24.54       |             |
| 21050       | Materials Handling And Packing Occupations       | Material Handling Laborer            | 17.52       |             |
| 21071       | Materials Handling And Packing Occupations       | Order Filler                         | 17.45       |             |
| 21080       | Materials Handling And Packing Occupations       | Production Line Worker               | 21.45       |             |
| 21110       | Materials Handling And Packing Occupations       | Shipping Packer                      | 19.61       |             |
| 21130       | Materials Handling And Packing Occupations       | Shipping/Receiving Clerk             | 19.61       |             |
| 21140       | Materials Handling And Packing Occupations       | Store Worker I                       | 15.63       | ***         |
| 21150       | Materials Handling And Packing Occupations       | Stock Clerk                          | 19.62       |             |
| 21210       | Materials Handling And Packing Occupations       | Tools And Parts Attendant            | 21.45       |             |
| 21410       | Materials Handling And Packing Occupations       | Warehouse Specialist                 | 21.45       |             |
| 23010       | Mechanics And Maintenance And Repair Occupations | Aerospace Structural Welder          | 36.77       |             |
| 23019       | Mechanics And Maintenance And Repair Occupations | Aircraft Logs and Records Technician | 29.71       |             |
| 23021       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic I                  | 35.05       |             |
| 23022       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic II                 | 36.77       |             |
| 23023       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic III                | 38.51       |             |
| 23040       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic Helper             | 25.71       |             |
| 23050       | Mechanics And Maintenance And Repair Occupations | Aircraft, Painter                    | 33.23       |             |
| 23060       | Mechanics And Maintenance And Repair Occupations | Aircraft Servicer                    | 29.71       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                                   | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 23070       | Mechanics And Maintenance And Repair Occupations | Aircraft Survival Flight Equipment Technician  | 33.23       |             |
| 23080       | Mechanics And Maintenance And Repair Occupations | Aircraft Worker                                | 31.53       |             |
| 23091       | Mechanics And Maintenance And Repair Occupations | Aircrew Life Support Equipment (ALSE) Mechanic | 31.53       |             |
| 23092       | Mechanics And Maintenance And Repair Occupations | Aircrew Life Support Equipment (ALSE) Mechanic | 35.05       |             |
| 23110       | Mechanics And Maintenance And Repair Occupations | Appliance Mechanic                             | 23.83       |             |
| 23120       | Mechanics And Maintenance And Repair Occupations | Bicycle Repairer                               | 24.28       |             |
| 23125       | Mechanics And Maintenance And Repair Occupations | Cable Splicer                                  | 51.70       |             |
| 23130       | Mechanics And Maintenance And Repair Occupations | Carpenter, Maintenance                         | 25.12       |             |
| 23140       | Mechanics And Maintenance And Repair Occupations | Carpet Layer                                   | 27.73       |             |
| 23160       | Mechanics And Maintenance And Repair Occupations | Electrician, Maintenance                       | 33.34       |             |
| 23181       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance I           | 27.70       |             |
| 23182       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance II          | 29.19       |             |
| 23183       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance III         | 30.79       |             |
| 23260       | Mechanics And Maintenance And Repair Occupations | Fabric Worker                                  | 26.05       |             |
| 23290       | Mechanics And Maintenance And Repair Occupations | Fire Alarm System Mechanic                     | 28.65       |             |
| 23310       | Mechanics And Maintenance And Repair Occupations | Fire Extinguisher Repairer                     | 24.28       |             |
| 23311       | Mechanics And Maintenance And Repair Occupations | Fuel Distribution System Mechanic              | 39.94       |             |
| 23312       | Mechanics And Maintenance And Repair Occupations | Fuel Distribution System Operator              | 31.56       |             |
| 23370       | Mechanics And Maintenance And Repair Occupations | General Maintenance Worker                     | 22.67       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 23380       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Mechanic         | 35.05       |             |
| 23381       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Servicer         | 29.71       |             |
| 23382       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Worker           | 31.53       |             |
| 23391       | Mechanics And Maintenance And Repair Occupations | Gunsmith I                                | 24.28       |             |
| 23392       | Mechanics And Maintenance And Repair Occupations | Gunsmith II                               | 27.64       |             |
| 23393       | Mechanics And Maintenance And Repair Occupations | Gunsmith III                              | 30.73       |             |
| 23410       | Mechanics And Maintenance And Repair Occupations | Heating, Ventilation And Air-Conditioning | 28.83       |             |
| 23411       | Mechanics And Maintenance And Repair Occupations | Heating, Ventilation And Air Contidioning | 30.24       |             |
| 23430       | Mechanics And Maintenance And Repair Occupations | Heavy Equipment Mechanic                  | 28.00       |             |
| 23440       | Mechanics And Maintenance And Repair Occupations | Heavy Equipment Operator                  | 29.50       |             |
| 23460       | Mechanics And Maintenance And Repair Occupations | Instrument Mechanic                       | 27.35       |             |
| 23465       | Mechanics And Maintenance And Repair Occupations | Laboratory/Shelter Mechanic               | 29.13       |             |
| 23470       | Mechanics And Maintenance And Repair Occupations | Laborer                                   | 17.52       |             |
| 23510       | Mechanics And Maintenance And Repair Occupations | Locksmith                                 | 29.13       |             |
| 23530       | Mechanics And Maintenance And Repair Occupations | Machinery Maintenance Mechanic            | 29.37       |             |
| 23550       | Mechanics And Maintenance And Repair Occupations | Machinist, Maintenance                    | 23.93       |             |
| 23580       | Mechanics And Maintenance And Repair Occupations | Maintenance Trades Helper                 | 18.42       |             |
| 23591       | Mechanics And Maintenance And Repair Occupations | Metrology Technician I                    | 27.35       |             |
| 23592       | Mechanics And Maintenance And Repair Occupations | Metrology Technician II                   | 28.68       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                     | <b>Rate</b> | <b>Note</b> |
|-------------|--|----------------------------------|-------------|-------------|
| 23593       | Mechanics And Maintenance And Repair Occupations | Metrology Technician III         | 30.04       |             |
| 23640       | Mechanics And Maintenance And Repair Occupations | Millwright                       | 32.95       |             |
| 23710       | Mechanics And Maintenance And Repair Occupations | Office Appliance Repairer        | 23.47       |             |
| 23760       | Mechanics And Maintenance And Repair Occupations | Painter, Maintenance             | 23.14       |             |
| 23790       | Mechanics And Maintenance And Repair Occupations | Pipefitter, Maintenance          | 31.40       |             |
| 23810       | Mechanics And Maintenance And Repair Occupations | Plumber, Maintenance             | 29.79       |             |
| 23820       | Mechanics And Maintenance And Repair Occupations | Pneudraulic Systems Mechanic     | 30.73       |             |
| 23850       | Mechanics And Maintenance And Repair Occupations | Rigger                           | 30.73       |             |
| 23870       | Mechanics And Maintenance And Repair Occupations | Scale Mechanic                   | 27.64       |             |
| 23890       | Mechanics And Maintenance And Repair Occupations | Sheet-Metal Worker, Maintenance  | 31.24       |             |
| 23910       | Mechanics And Maintenance And Repair Occupations | Small Engine Mechanic            | 22.09       |             |
| 23931       | Mechanics And Maintenance And Repair Occupations | Telecommunications Mechanic I    | 33.08       |             |
| 23932       | Mechanics And Maintenance And Repair Occupations | Telecommunications Mechanic II   | 34.74       |             |
| 23950       | Mechanics And Maintenance And Repair Occupations | Telephone Lineman                | 34.25       |             |
| 23960       | Mechanics And Maintenance And Repair Occupations | Welder, Combination, Maintenance | 23.05       |             |
| 23965       | Mechanics And Maintenance And Repair Occupations | Well Driller                     | 29.00       |             |
| 23970       | Mechanics And Maintenance And Repair Occupations | Woodcraft Worker                 | 30.73       |             |
| 23980       | Mechanics And Maintenance And Repair Occupations | Woodworker                       | 24.28       |             |
| 24550       | Personal Needs Occupations                       | Case Manager                     | 18.76       |             |
| 24570       | Personal Needs Occupations                       | Child Care Attendant             | 14.92       | ***         |

| <b>Code</b> | <b>Category</b>                         | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|---|---|-------------|-------------|
| 24580       | Personal Needs Occupations              | Child Care Center Clerk                   | 18.61       |             |
| 24610       | Personal Needs Occupations              | Chore Aide                                | 16.49       | ***         |
| 24620       | Personal Needs Occupations              | Family Readiness And Support Services     | 18.76       |             |
| 24630       | Personal Needs Occupations              | Homemaker                                 | 18.76       |             |
| 25010       | Plant And System Operations Occupations | Boiler Tender                             | 32.95       |             |
| 25040       | Plant And System Operations Occupations | Sewage Plant Operator                     | 28.00       |             |
| 25070       | Plant And System Operations Occupations | Stationary Engineer                       | 32.95       |             |
| 25190       | Plant And System Operations Occupations | Ventilation Equipment Tender              | 24.35       |             |
| 25210       | Plant And System Operations Occupations | Water Treatment Plant Operator            | 28.00       |             |
| 27004       | Protective Service Occupations          | Alarm Monitor                             | 26.99       |             |
| 27007       | Protective Service Occupations          | Baggage Inspector                         | 18.64       |             |
| 27008       | Protective Service Occupations          | Corrections Officer                       | 34.39       |             |
| 27010       | Protective Service Occupations          | Court Security Officer                    | 36.38       |             |
| 27030       | Protective Service Occupations          | Detection Dog Handler                     | 20.85       |             |
| 27040       | Protective Service Occupations          | Detention Officer                         | 34.39       |             |
| 27070       | Protective Service Occupations          | Firefighter                               | 39.28       |             |
| 27101       | Protective Service Occupations          | Guard I                                   | 18.64       |             |
| 27102       | Protective Service Occupations          | Guard II                                  | 20.85       |             |
| 27131       | Protective Service Occupations          | Police Officer I                          | 35.83       |             |
| 27132       | Protective Service Occupations          | Police Officer II                         | 39.81       |             |
| 28041       | Recreation Occupations                  | Carnival Equipment Operator               | 17.77       |             |
| 28042       | Recreation Occupations                  | Carnival Equipment Repairer               | 19.15       |             |
| 28043       | Recreation Occupations                  | Carnival Worker                           | 14.31       | ***         |
| 28210       | Recreation Occupations                  | Gate Attendant/Gate Tender                | 19.67       |             |
| 28310       | Recreation Occupations                  | Lifeguard                                 | 14.70       | ***         |
| 28350       | Recreation Occupations                  | Park Attendant                            | 22.00       |             |
| 28510       | Recreation Occupations                  | Recreation Aide/Health Facility Attendant | 16.05       | ***         |
| 28515       | Recreation Occupations                  | Recreation Specialist                     | 27.26       |             |
| 28630       | Recreation Occupations                  | Sports Official                           | 17.51       |             |

| <b>Code</b> | <b>Category</b>                                | <b>Title</b>                             | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 28690       | Recreation Occupations                         | Swimming Pool Operator                   | 21.79       |             |
| 29010       | Stevedoring/Longshoremen Occupational Services | Blocker And Bracer                       | 39.96       |             |
| 29020       | Stevedoring/Longshoremen Occupational Services | Hatch Tender                             | 39.96       |             |
| 29030       | Stevedoring/Longshoremen Occupational Services | Line Handler                             | 39.97       |             |
| 29041       | Stevedoring/Longshoremen Occupational Services | Stevedore I                              | 37.80       |             |
| 29042       | Stevedoring/Longshoremen Occupational Services | Stevedore II                             | 42.13       |             |
| 30010       | Technical Occupations                          | Air Traffic Control Specialist, Center   | 45.41       | see 2       |
| 30011       | Technical Occupations                          | Air Traffic Control Specialist, Station  | 31.32       | see 2       |
| 30012       | Technical Occupations                          | Air Traffic Control Specialist, Terminal | 34.48       | see 2       |
| 30021       | Technical Occupations                          | Archeological Technician I               | 19.60       |             |
| 30022       | Technical Occupations                          | Archeological Technician II              | 21.92       |             |
| 30023       | Technical Occupations                          | Archeological Technician III             | 27.16       |             |
| 30030       | Technical Occupations                          | Cartographic Technician                  | 27.16       |             |
| 30040       | Technical Occupations                          | Civil Engineering Technician             | 29.46       |             |
| 30051       | Technical Occupations                          | Cryogenic Technician I                   | 30.08       |             |
| 30052       | Technical Occupations                          | Cryogenic Technician II                  | 33.23       |             |
| 30061       | Technical Occupations                          | Drafter/CAD Operator I                   | 19.60       |             |
| 30062       | Technical Occupations                          | Drafter/CAD Operator II                  | 21.92       |             |
| 30063       | Technical Occupations                          | Drafter/CAD Operator III                 | 24.45       |             |
| 30064       | Technical Occupations                          | Drafter/CAD Operator IV                  | 30.08       |             |
| 30081       | Technical Occupations                          | Engineering Technician I                 | 16.76       | ***         |
| 30082       | Technical Occupations                          | Engineering Technician II                | 18.85       |             |
| 30083       | Technical Occupations                          | Engineering Technician III               | 21.61       |             |
| 30084       | Technical Occupations                          | Engineering Technician IV                | 27.09       |             |
| 30085       | Technical Occupations                          | Engineering Technician V                 | 31.56       |             |
| 30086       | Technical Occupations                          | Engineering Technician VI                | 37.22       |             |
| 30090       | Technical Occupations                          | Environmental Technician                 | 22.28       |             |
| 30095       | Technical Occupations                          | Evidence Control Specialist              | 27.16       |             |

| <b>Code</b> | <b>Category</b>                                       | <b>Title</b>                             | <b>Rate</b> | <b>Note</b> |
|-------------|---|--|-------------|-------------|
| 30210       | Technical Occupations                                 | Laboratory Technician                    | 25.76       |             |
| 30221       | Technical Occupations                                 | Latent Fingerprint Technician I          | 30.08       |             |
| 30222       | Technical Occupations                                 | Latent Fingerprint Technician II         | 33.23       |             |
| 30240       | Technical Occupations                                 | Mathematical Technician                  | 29.19       |             |
| 30361       | Technical Occupations                                 | Paralegal/Legal Assistant I              | 22.59       |             |
| 30362       | Technical Occupations                                 | Paralegal/Legal Assistant II             | 28.79       |             |
| 30363       | Technical Occupations                                 | Paralegal/Legal Assistant III            | 35.22       |             |
| 30364       | Technical Occupations                                 | Paralegal/Legal Assistant IV             | 42.61       |             |
| 30375       | Technical Occupations                                 | Petroleum Supply Specialist              | 33.23       |             |
| 30390       | Technical Occupations                                 | Photo-Optics Technician                  | 27.16       |             |
| 30395       | Technical Occupations                                 | Radiation Control Technician             | 33.23       |             |
| 30461       | Technical Occupations                                 | Technical Writer I                       | 27.16       |             |
| 30462       | Technical Occupations                                 | Technical Writer II                      | 33.23       |             |
| 30463       | Technical Occupations                                 | Technical Writer III                     | 40.20       |             |
| 30491       | Technical Occupations                                 | Unexploded Ordnance (UXO) Technician I   | 28.86       |             |
| 30492       | Technical Occupations                                 | Unexploded Ordnance (UXO) Technician II  | 34.92       |             |
| 30493       | Technical Occupations                                 | Unexploded Ordnance (UXO) Technician III | 41.86       |             |
| 30494       | Technical Occupations                                 | Unexploded (UXO) Safety Escort           | 28.86       |             |
| 30495       | Technical Occupations                                 | Unexploded (UXO) Sweep Personnel         | 28.86       |             |
| 30501       | Technical Occupations                                 | Weather Forecaster I                     | 30.08       |             |
| 30502       | Technical Occupations                                 | Weather Forecaster II                    | 36.59       |             |
| 30620       | Technical Occupations                                 | Weather Observer, Combined Upper Air Or  | 24.45       | see 2       |
| 30621       | Technical Occupations                                 | Weather Observer, Senior                 | 27.16       | see 2       |
| 31010       | Transportation/Mobile Equipment Operation Occupations | Airplane Pilot                           | 34.92       |             |
| 31020       | Transportation/Mobile Equipment Operation Occupations | Bus Aide                                 | 19.33       |             |
| 31030       | Transportation/Mobile Equipment Operation Occupations | Bus Driver                               | 26.57       |             |

| <b>Code</b> | <b>Category</b>                                       | <b>Title</b>                   | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------|-------------|-------------|
| 31043       | Transportation/Mobile Equipment Operation Occupations | Driver Courier                 | 17.70       |             |
| 31260       | Transportation/Mobile Equipment Operation Occupations | Parking and Lot Attendant      | 15.76       | ***         |
| 31290       | Transportation/Mobile Equipment Operation Occupations | Shuttle Bus Driver             | 15.68       | ***         |
| 31310       | Transportation/Mobile Equipment Operation Occupations | Taxi Driver                    | 14.61       | ***         |
| 31361       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Light             | 19.07       |             |
| 31362       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Medium            | 20.46       |             |
| 31363       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Heavy             | 25.66       |             |
| 31364       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Tractor-Trailer   | 25.66       |             |
| 99020       | Miscellaneous Occupations                             | Cabin Safety Specialist        | 17.03       | ***         |
| 99030       | Miscellaneous Occupations                             | Cashier                        | 15.08       | ***         |
| 99050       | Miscellaneous Occupations                             | Desk Clerk                     | 15.92       | ***         |
| 99095       | Miscellaneous Occupations                             | Embalmer                       | 33.14       |             |
| 99130       | Miscellaneous Occupations                             | Flight Follower                | 28.86       |             |
| 99251       | Miscellaneous Occupations                             | Laboratory Animal Caretaker I  | 17.50       |             |
| 99252       | Miscellaneous Occupations                             | Laboratory Animal Caretaker II | 18.85       |             |
| 99260       | Miscellaneous Occupations                             | Marketing Analyst              | 34.89       |             |
| 99310       | Miscellaneous Occupations                             | Mortician                      | 33.14       |             |
| 99410       | Miscellaneous Occupations                             | Pest Controller                | 21.68       |             |
| 99510       | Miscellaneous Occupations                             | Photofinishing Worker          | 15.96       | ***         |
| 99710       | Miscellaneous Occupations                             | Recycling Laborer              | 21.38       |             |
| 99711       | Miscellaneous Occupations                             | Recycling Specialist           | 25.76       |             |
| 99730       | Miscellaneous Occupations                             | Refuse Collector               | 20.65       |             |
| 99810       | Miscellaneous Occupations                             | Sales Clerk                    | 16.11       | ***         |
| 99820       | Miscellaneous Occupations                             | School Crossing Guard          | 15.61       | ***         |
| 99830       | Miscellaneous Occupations                             | Survey Party Chief             | 30.39       |             |
| 99831       | Miscellaneous Occupations                             | Surveying Aide                 | 19.04       |             |
| 99832       | Miscellaneous Occupations                             | Surveying Technician           | 26.13       |             |
| 99840       | Miscellaneous Occupations                             | Vending Machine Attendant      | 18.36       |             |

| <b>Code</b> | <b>Category</b>           | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------|---------------------------------|-------------|-------------|
| 99841       | Miscellaneous Occupations | Vending Machine Repairer        | 22.51       |             |
| 99842       | Miscellaneous Occupations | Vending Machine Repairer Helper | 18.36       |             |

## **Footer**

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.20 per hour) or 13658 (\$12.90 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. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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: \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 per month\*

\*This rate is to be used only when compensating employees for performance on an SCA-

covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 10 years, and 5 weeks after 20 years.

Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans'

Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract.

Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**\*\* HAZARDOUS PAY DIFFERENTIAL \*\***

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder.

All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like;

minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all

contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of ""wash and wear""

materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**\*\* SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS \*\***

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

**\*\* REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) \*\***

**Conformance Process:**

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S.

Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request, the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination.

Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

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## **Wage Determination No. : 2015-4163**

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 26

Date Of Last Revision : 07/22/2024

Source : [Source Website](#)

**Header**

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2024.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.90 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 2024.

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: New York

Area: New York Counties of Madison, Onondaga, Oswego

**\*\*Fringe Benefits Required Follow the Occupational Listing\*\***

**Wage Determination Table**

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>       | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------|-------------|-------------|
| 01011       | Administrative Support And Clerical Occupations | Accounting Clerk I | 18.47       |             |

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                        | <b>Rate</b> | <b>Note</b> |
|-------------|---|-------------------------------------|-------------|-------------|
| 01012       | Administrative Support And Clerical Occupations | Accounting Clerk II                 | 20.72       |             |
| 01013       | Administrative Support And Clerical Occupations | Accounting Clerk III                | 23.18       |             |
| 01020       | Administrative Support And Clerical Occupations | Administrative Assistant            | 36.08       |             |
| 01035       | Administrative Support And Clerical Occupations | Court Reporter                      | 21.06       |             |
| 01041       | Administrative Support And Clerical Occupations | Customer Service Representative I   | 16.62       | ***         |
| 01042       | Administrative Support And Clerical Occupations | Customer Service Representative II  | 18.13       |             |
| 01043       | Administrative Support And Clerical Occupations | Customer Service Representative III | 20.35       |             |
| 01051       | Administrative Support And Clerical Occupations | Data Entry Operator I               | 17.48       |             |
| 01052       | Administrative Support And Clerical Occupations | Data Entry Operator II              | 19.07       |             |
| 01060       | Administrative Support And Clerical Occupations | Dispatcher, Motor Vehicle           | 21.21       |             |
| 01070       | Administrative Support And Clerical Occupations | Document Preparation Clerk          | 18.65       |             |
| 01090       | Administrative Support And Clerical Occupations | Duplicating Machine Operator        | 18.65       |             |
| 01111       | Administrative Support And Clerical Occupations | General Clerk I                     | 15.12       | ***         |
| 01112       | Administrative Support And Clerical Occupations | General Clerk II                    | 16.49       | ***         |
| 01113       | Administrative Support And Clerical Occupations | General Clerk III                   | 18.51       |             |
| 01120       | Administrative Support And Clerical Occupations | Housing Referral Assistant          | 23.49       |             |
| 01141       | Administrative Support And Clerical Occupations | Messenger Courier                   | 17.39       |             |
| 01191       | Administrative Support And Clerical Occupations | Order Clerk I                       | 19.14       |             |
| 01192       | Administrative Support And Clerical Occupations | Order Clerk II                      | 20.88       |             |

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------------|-------------|-------------|
| 01261       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) I   | 18.77       |             |
| 01262       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) II  | 20.99       |             |
| 01263       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) III | 23.41       |             |
| 01270       | Administrative Support And Clerical Occupations | Production Control Clerk             | 25.28       |             |
| 01290       | Administrative Support And Clerical Occupations | Rental Clerk                         | 18.55       |             |
| 01300       | Administrative Support And Clerical Occupations | Scheduler, Maintenance               | 18.82       |             |
| 01311       | Administrative Support And Clerical Occupations | Secretary I                          | 18.82       |             |
| 01312       | Administrative Support And Clerical Occupations | Secretary II                         | 21.06       |             |
| 01313       | Administrative Support And Clerical Occupations | Secretary III                        | 23.49       |             |
| 01320       | Administrative Support And Clerical Occupations | Service Order Dispatcher             | 18.96       |             |
| 01410       | Administrative Support And Clerical Occupations | Supply Technician                    | 36.08       |             |
| 01420       | Administrative Support And Clerical Occupations | Survey Worker                        | 19.68       |             |
| 01460       | Administrative Support And Clerical Occupations | Switchboard Operator/Receptionist    | 17.43       |             |
| 01531       | Administrative Support And Clerical Occupations | Travel Clerk I                       | 17.81       |             |
| 01532       | Administrative Support And Clerical Occupations | Travel Clerk II                      | 18.68       |             |
| 01533       | Administrative Support And Clerical Occupations | Travel Clerk III                     | 20.61       |             |
| 01611       | Administrative Support And Clerical Occupations | Word Processor I                     | 16.19       | ***         |
| 01612       | Administrative Support And Clerical Occupations | Word Processor II                    | 18.17       |             |
| 01613       | Administrative Support And Clerical Occupations | Word Processor III                   | 20.34       |             |

| <b>Code</b> | <b>Category</b>                              | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|--|--------------------------------------|-------------|-------------|
| 05005       | Automotive Service Occupations               | Automobile Body Repairer, Fiberglass | 26.04       |             |
| 05010       | Automotive Service Occupations               | Automotive Electrician               | 22.07       |             |
| 05040       | Automotive Service Occupations               | Automotive Glass Installer           | 21.10       |             |
| 05070       | Automotive Service Occupations               | Automotive Worker                    | 21.10       |             |
| 05110       | Automotive Service Occupations               | Mobile Equipment Servicer            | 18.86       |             |
| 05130       | Automotive Service Occupations               | Motor Equipment Metal Mechanic       | 23.05       |             |
| 05160       | Automotive Service Occupations               | Motor Equipment Metal Worker         | 21.10       |             |
| 05190       | Automotive Service Occupations               | Motor Vehicle Mechanic               | 23.05       |             |
| 05220       | Automotive Service Occupations               | Motor Vehicle Mechanic Helper        | 17.54       |             |
| 05250       | Automotive Service Occupations               | Motor Vehicle Upholstery Worker      | 19.85       |             |
| 05280       | Automotive Service Occupations               | Motor Vehicle Wrecker                | 21.10       |             |
| 05310       | Automotive Service Occupations               | Painter, Automotive                  | 22.07       |             |
| 05340       | Automotive Service Occupations               | Radiator Repair Specialist           | 21.10       |             |
| 05370       | Automotive Service Occupations               | Tire Repairer                        | 17.80       |             |
| 05400       | Automotive Service Occupations               | Transmission Repair Specialist       | 23.05       |             |
| 07010       | Food Preparation And Service Occupations     | Baker                                | 17.22       |             |
| 07041       | Food Preparation And Service Occupations     | Cook I                               | 18.14       |             |
| 07042       | Food Preparation And Service Occupations     | Cook II                              | 20.36       |             |
| 07070       | Food Preparation And Service Occupations     | Dishwasher                           | 14.48       | ***         |
| 07130       | Food Preparation And Service Occupations     | Food Service Worker                  | 15.50       | ***         |
| 07210       | Food Preparation And Service Occupations     | Meat Cutter                          | 18.50       |             |
| 07260       | Food Preparation And Service Occupations     | Waiter/Waitress                      | 17.89       |             |
| 09010       | Furniture Maintenance And Repair Occupations | Electrostatic Spray Painter          | 20.37       |             |
| 09040       | Furniture Maintenance And Repair Occupations | Furniture Handler                    | 14.33       | ***         |
| 09080       | Furniture Maintenance And Repair Occupations | Furniture Refinisher                 | 20.11       |             |

| <b>Code</b> | <b>Category</b>                              | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 09090       | Furniture Maintenance And Repair Occupations | Furniture Refinisher Helper                | 16.86       | ***         |
| 09110       | Furniture Maintenance And Repair Occupations | Furniture Repairer, Minor                  | 18.65       |             |
| 09130       | Furniture Maintenance And Repair Occupations | Upholsterer                                | 21.41       |             |
| 11030       | General Services And Support Occupations     | Cleaner, Vehicles                          | 16.48       | ***         |
| 11060       | General Services And Support Occupations     | Elevator Operator                          | 16.46       | ***         |
| 11090       | General Services And Support Occupations     | Gardener                                   | 23.62       |             |
| 11122       | General Services And Support Occupations     | Housekeeping Aide                          | 16.46       | ***         |
| 11150       | General Services And Support Occupations     | Janitor                                    | 16.46       | ***         |
| 11210       | General Services And Support Occupations     | Laborer, Grounds Maintenance               | 18.67       |             |
| 11240       | General Services And Support Occupations     | Maid or Houseman                           | 15.97       | ***         |
| 11260       | General Services And Support Occupations     | Pruner                                     | 17.78       |             |
| 11270       | General Services And Support Occupations     | Tractor Operator                           | 21.97       |             |
| 11330       | General Services And Support Occupations     | Trail Maintenance Worker                   | 18.67       |             |
| 11360       | General Services And Support Occupations     | Window Cleaner                             | 18.10       |             |
| 12010       | Health Occupations                           | Ambulance Driver                           | 18.85       |             |
| 12011       | Health Occupations                           | Breath Alcohol Technician                  | 22.99       |             |
| 12012       | Health Occupations                           | Certified Occupational Therapist Assistant | 24.88       |             |
| 12015       | Health Occupations                           | Certified Physical Therapist Assistant     | 26.79       |             |
| 12020       | Health Occupations                           | Dental Assistant                           | 20.85       |             |
| 12025       | Health Occupations                           | Dental Hygienist                           | 40.90       |             |
| 12030       | Health Occupations                           | EKG Technician                             | 39.73       |             |

| <b>Code</b> | <b>Category</b>                  | <b>Title</b>                        | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------|-------------------------------------|-------------|-------------|
| 12035       | Health Occupations               | Electroneurodiagnostic Technologist | 39.73       |             |
| 12040       | Health Occupations               | Emergency Medical Technician        | 18.85       |             |
| 12071       | Health Occupations               | Licensed Practical Nurse I          | 20.55       |             |
| 12072       | Health Occupations               | Licensed Practical Nurse II         | 22.99       |             |
| 12073       | Health Occupations               | Licensed Practical Nurse III        | 25.64       |             |
| 12100       | Health Occupations               | Medical Assistant                   | 18.77       |             |
| 12130       | Health Occupations               | Medical Laboratory Technician       | 34.28       |             |
| 12160       | Health Occupations               | Medical Record Clerk                | 21.53       |             |
| 12190       | Health Occupations               | Medical Record Technician           | 24.08       |             |
| 12195       | Health Occupations               | Medical Transcriptionist            | 19.23       |             |
| 12210       | Health Occupations               | Nuclear Medicine Technologist       | 50.53       |             |
| 12221       | Health Occupations               | Nursing Assistant I                 | 13.09       | ***         |
| 12222       | Health Occupations               | Nursing Assistant II                | 14.73       | ***         |
| 12223       | Health Occupations               | Nursing Assistant III               | 16.08       | ***         |
| 12224       | Health Occupations               | Nursing Assistant IV                | 18.04       |             |
| 12235       | Health Occupations               | Optical Dispenser                   | 27.87       |             |
| 12236       | Health Occupations               | Optical Technician                  | 18.19       |             |
| 12250       | Health Occupations               | Pharmacy Technician                 | 17.78       |             |
| 12280       | Health Occupations               | Phlebotomist                        | 19.65       |             |
| 12305       | Health Occupations               | Radiologic Technologist             | 37.43       |             |
| 12311       | Health Occupations               | Registered Nurse I                  | 26.31       |             |
| 12312       | Health Occupations               | Registered Nurse II                 | 32.18       |             |
| 12313       | Health Occupations               | Registered Nurse II, Specialist     | 32.18       |             |
| 12314       | Health Occupations               | Registered Nurse III                | 38.93       |             |
| 12315       | Health Occupations               | Registered Nurse III, Anesthetist   | 38.93       |             |
| 12316       | Health Occupations               | Registered Nurse IV                 | 46.66       |             |
| 12317       | Health Occupations               | Scheduler                           | 28.49       |             |
| 12320       | Health Occupations               | Substance Abuse Treatment Counselor | 28.00       |             |
| 13011       | Information And Arts Occupations | Exhibits Specialist I               | 23.21       |             |
| 13012       | Information And Arts Occupations | Exhibits Specialist II              | 28.76       |             |
| 13013       | Information And Arts Occupations | Exhibits Specialist III             | 35.18       |             |
| 13041       | Information And Arts Occupations | Illustrator I                       | 23.21       |             |

| <b>Code</b> | <b>Category</b>                    | <b>Title</b>                           | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------|--|-------------|-------------|
| 13042       | Information And Arts Occupations   | Illustrator II                         | 28.76       |             |
| 13043       | Information And Arts Occupations   | Illustrator III                        | 35.18       |             |
| 13047       | Information And Arts Occupations   | Librarian                              | 31.85       |             |
| 13050       | Information And Arts Occupations   | Library Aide/Clerk                     | 15.48       | ***         |
| 13054       | Information And Arts Occupations   | Library Information Technology Systems | 28.76       |             |
| 13058       | Information And Arts Occupations   | Library Technician                     | 18.15       |             |
| 13061       | Information And Arts Occupations   | Media Specialist I                     | 20.75       |             |
| 13062       | Information And Arts Occupations   | Media Specialist II                    | 23.21       |             |
| 13063       | Information And Arts Occupations   | Media Specialist III                   | 25.89       |             |
| 13071       | Information And Arts Occupations   | Photographer I                         | 20.57       |             |
| 13072       | Information And Arts Occupations   | Photographer II                        | 23.01       |             |
| 13073       | Information And Arts Occupations   | Photographer III                       | 28.51       |             |
| 13074       | Information And Arts Occupations   | Photographer IV                        | 34.88       |             |
| 13075       | Information And Arts Occupations   | Photographer V                         | 42.19       |             |
| 13090       | Information And Arts Occupations   | Technical Order Library Clerk          | 19.43       |             |
| 13110       | Information And Arts Occupations   | Video Teleconference Technician        | 26.27       |             |
| 14041       | Information Technology Occupations | Computer Operator I                    | 20.93       |             |
| 14042       | Information Technology Occupations | Computer Operator II                   | 23.43       |             |
| 14043       | Information Technology Occupations | Computer Operator III                  | 26.11       |             |
| 14044       | Information Technology Occupations | Computer Operator IV                   | 29.68       |             |
| 14045       | Information Technology Occupations | Computer Operator V                    | 32.87       |             |
| 14071       | Information Technology Occupations | Computer Programmer I                  | 25.63       | see 1       |
| 14072       | Information Technology Occupations | Computer Programmer II                 | NaN         | see 1       |
| 14073       | Information Technology Occupations | Computer Programmer III                | NaN         | see 1       |
| 14074       | Information Technology Occupations | Computer Programmer IV                 | NaN         | see 1       |
| 14101       | Information Technology Occupations | Computer Systems Analyst I             | NaN         | see 1       |
| 14102       | Information Technology Occupations | Computer Systems Analyst II            | NaN         | see 1       |
| 14103       | Information Technology Occupations | Computer Systems Analyst III           | NaN         | see 1       |

| <b>Code</b> | <b>Category</b>   | <b>Title</b>                                    | <b>Rate</b> | <b>Note</b> |
|-------------|---|---|-------------|-------------|
| 14150       | Information Technology Occupations                      | Peripheral Equipment Operator                   | 20.93       |             |
| 14160       | Information Technology Occupations                      | Personal Computer Support Technician            | 29.68       |             |
| 14170       | Information Technology Occupations                      | System Support Specialist                       | 32.87       |             |
| 15010       | Instructional Occupations                               | Aircrew Training Devices Instructor             | 34.91       |             |
| 15020       | Instructional Occupations                               | Aircrew Training Devices Instructor             | 42.24       |             |
| 15030       | Instructional Occupations                               | Air Crew Training Devices Instructor            | 50.62       |             |
| 15050       | Instructional Occupations                               | Computer Based Training Specialist / Instructor | 34.91       |             |
| 15060       | Instructional Occupations                               | Educational Technologist                        | 37.96       |             |
| 15070       | Instructional Occupations                               | Flight Instructor                               | 50.62       |             |
| 15080       | Instructional Occupations                               | Graphic Artist                                  | 26.34       |             |
| 15085       | Instructional Occupations                               | Maintenance Test Pilot, Fixed, Jet/Prop         | 50.62       |             |
| 15086       | Instructional Occupations                               | Maintenance Test Pilot, Rotary Wing             | 50.62       |             |
| 15088       | Instructional Occupations                               | Non-Maintenance Test/Co-Pilot                   | 50.62       |             |
| 15090       | Instructional Occupations                               | Technical Instructor                            | 26.54       |             |
| 15095       | Instructional Occupations                               | Technical Instructor/Course Developer           | 32.46       |             |
| 15110       | Instructional Occupations                               | Test Proctor                                    | 21.42       |             |
| 15120       | Instructional Occupations                               | Tutor   | 21.42       |             |
| 16010       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Assembler                                       | 16.41       | ***         |
| 16030       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Counter Attendant                               | 16.41       | ***         |
| 16040       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Dry Cleaner                                     | 18.75       |             |
| 16070       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Finisher, Flatwork, Machine                     | 16.41       | ***         |
| 16090       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Hand                                   | 16.41       | ***         |
| 16110       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Drycleaning                   | 16.41       | ***         |

| <b>Code</b> | <b>Category</b>   | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|---|--|-------------|-------------|
| 16130       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Shirts                   | 16.41       | ***         |
| 16160       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Wearing Apparel, Laundry | 16.41       | ***         |
| 16190       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Sewing Machine Operator                    | 19.53       |             |
| 16220       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Tailor                                     | 20.31       |             |
| 16250       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Washer, Machine                            | 17.19       | ***         |
| 19010       | Machine Tool Operation And Repair Occupations           | Machine-Tool Operator                      | 27.57       |             |
| 19040       | Machine Tool Operation And Repair Occupations           | Tool And Die Maker                         | 32.00       |             |
| 21020       | Materials Handling And Packing Occupations              | Forklift Operator                          | 22.08       |             |
| 21030       | Materials Handling And Packing Occupations              | Material Coordinator                       | 25.28       |             |
| 21040       | Materials Handling And Packing Occupations              | Material Expediter                         | 25.28       |             |
| 21050       | Materials Handling And Packing Occupations              | Material Handling Laborer                  | 18.99       |             |
| 21071       | Materials Handling And Packing Occupations              | Order Filler                               | 17.45       |             |
| 21080       | Materials Handling And Packing Occupations              | Production Line Worker                     | 22.08       |             |
| 21110       | Materials Handling And Packing Occupations              | Shipping Packer                            | 20.07       |             |
| 21130       | Materials Handling And Packing Occupations              | Shipping/Receiving Clerk                   | 20.07       |             |
| 21140       | Materials Handling And Packing Occupations              | Store Worker I                             | 16.07       | ***         |
| 21150       | Materials Handling And Packing Occupations              | Stock Clerk                                | 21.35       |             |
| 21210       | Materials Handling And Packing Occupations              | Tools And Parts Attendant                  | 22.08       |             |
| 21410       | Materials Handling And Packing Occupations              | Warehouse Specialist                       | 22.08       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                                   | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 23010       | Mechanics And Maintenance And Repair Occupations | Aerospace Structural Welder                    | 38.51       |             |
| 23019       | Mechanics And Maintenance And Repair Occupations | Aircraft Logs and Records Technician           | 31.72       |             |
| 23021       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic I                            | 37.11       |             |
| 23022       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic II                           | 38.51       |             |
| 23023       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic III                          | 39.84       |             |
| 23040       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic Helper                       | 27.93       |             |
| 23050       | Mechanics And Maintenance And Repair Occupations | Aircraft, Painter                              | 35.48       |             |
| 23060       | Mechanics And Maintenance And Repair Occupations | Aircraft Servicer                              | 31.72       |             |
| 23070       | Mechanics And Maintenance And Repair Occupations | Aircraft Survival Flight Equipment Technician  | 35.48       |             |
| 23080       | Mechanics And Maintenance And Repair Occupations | Aircraft Worker                                | 33.72       |             |
| 23091       | Mechanics And Maintenance And Repair Occupations | Aircrew Life Support Equipment (ALSE) Mechanic | 33.72       |             |
| 23092       | Mechanics And Maintenance And Repair Occupations | Aircrew Life Support Equipment (ALSE) Mechanic | 37.11       |             |
| 23110       | Mechanics And Maintenance And Repair Occupations | Appliance Mechanic                             | 21.34       |             |
| 23120       | Mechanics And Maintenance And Repair Occupations | Bicycle Repairer                               | 26.39       |             |
| 23125       | Mechanics And Maintenance And Repair Occupations | Cable Splicer                                  | 47.34       |             |
| 23130       | Mechanics And Maintenance And Repair Occupations | Carpenter, Maintenance                         | 26.29       |             |
| 23140       | Mechanics And Maintenance And Repair Occupations | Carpet Layer                                   | 29.62       |             |
| 23160       | Mechanics And Maintenance And Repair Occupations | Electrician, Maintenance                       | 38.27       |             |
| 23181       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance I           | 36.67       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 23182       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance II     | 38.58       |             |
| 23183       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance III    | 40.36       |             |
| 23260       | Mechanics And Maintenance And Repair Occupations | Fabric Worker                             | 27.87       |             |
| 23290       | Mechanics And Maintenance And Repair Occupations | Fire Alarm System Mechanic                | 28.56       |             |
| 23310       | Mechanics And Maintenance And Repair Occupations | Fire Extinguisher Repairer                | 26.39       |             |
| 23311       | Mechanics And Maintenance And Repair Occupations | Fuel Distribution System Mechanic         | 41.08       |             |
| 23312       | Mechanics And Maintenance And Repair Occupations | Fuel Distribution System Operator         | 33.25       |             |
| 23370       | Mechanics And Maintenance And Repair Occupations | General Maintenance Worker                | 23.00       |             |
| 23380       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Mechanic         | 37.11       |             |
| 23381       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Servicer         | 31.72       |             |
| 23382       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Worker           | 33.72       |             |
| 23391       | Mechanics And Maintenance And Repair Occupations | Gunsmith I                                | 26.39       |             |
| 23392       | Mechanics And Maintenance And Repair Occupations | Gunsmith II                               | 29.62       |             |
| 23393       | Mechanics And Maintenance And Repair Occupations | Gunsmith III                              | 32.60       |             |
| 23410       | Mechanics And Maintenance And Repair Occupations | Heating, Ventilation And Air-Conditioning | 28.78       |             |
| 23411       | Mechanics And Maintenance And Repair Occupations | Heating, Ventilation And Air Contidioning | 29.87       |             |
| 23430       | Mechanics And Maintenance And Repair Occupations | Heavy Equipment Mechanic                  | 29.48       |             |
| 23440       | Mechanics And Maintenance And Repair Occupations | Heavy Equipment Operator                  | 28.00       |             |
| 23460       | Mechanics And Maintenance And Repair Occupations | Instrument Mechanic                       | 32.60       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|--|---------------------------------|-------------|-------------|
| 23465       | Mechanics And Maintenance And Repair Occupations | Laboratory/Shelter Mechanic     | 31.17       |             |
| 23470       | Mechanics And Maintenance And Repair Occupations | Laborer                         | 18.99       |             |
| 23510       | Mechanics And Maintenance And Repair Occupations | Locksmith                       | 31.17       |             |
| 23530       | Mechanics And Maintenance And Repair Occupations | Machinery Maintenance Mechanic  | 32.17       |             |
| 23550       | Mechanics And Maintenance And Repair Occupations | Machinist, Maintenance          | 24.71       |             |
| 23580       | Mechanics And Maintenance And Repair Occupations | Maintenance Trades Helper       | 19.82       |             |
| 23591       | Mechanics And Maintenance And Repair Occupations | Metrology Technician I          | 32.60       |             |
| 23592       | Mechanics And Maintenance And Repair Occupations | Metrology Technician II         | 33.84       |             |
| 23593       | Mechanics And Maintenance And Repair Occupations | Metrology Technician III        | 35.00       |             |
| 23640       | Mechanics And Maintenance And Repair Occupations | Millwright                      | 32.60       |             |
| 23710       | Mechanics And Maintenance And Repair Occupations | Office Appliance Repairer       | 24.30       |             |
| 23760       | Mechanics And Maintenance And Repair Occupations | Painter, Maintenance            | 23.14       |             |
| 23790       | Mechanics And Maintenance And Repair Occupations | Pipefitter, Maintenance         | 31.68       |             |
| 23810       | Mechanics And Maintenance And Repair Occupations | Plumber, Maintenance            | 30.29       |             |
| 23820       | Mechanics And Maintenance And Repair Occupations | Pneudraulic Systems Mechanic    | 32.60       |             |
| 23850       | Mechanics And Maintenance And Repair Occupations | Rigger                          | 32.60       |             |
| 23870       | Mechanics And Maintenance And Repair Occupations | Scale Mechanic                  | 29.62       |             |
| 23890       | Mechanics And Maintenance And Repair Occupations | Sheet-Metal Worker, Maintenance | 28.58       |             |
| 23910       | Mechanics And Maintenance And Repair Occupations | Small Engine Mechanic           | 21.19       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                          | <b>Rate</b> | <b>Note</b> |
|-------------|--|---------------------------------------|-------------|-------------|
| 23931       | Mechanics And Maintenance And Repair Occupations | Telecommunications Mechanic I         | 35.90       |             |
| 23932       | Mechanics And Maintenance And Repair Occupations | Telecommunications Mechanic II        | 37.26       |             |
| 23950       | Mechanics And Maintenance And Repair Occupations | Telephone Lineman                     | 30.65       |             |
| 23960       | Mechanics And Maintenance And Repair Occupations | Welder, Combination, Maintenance      | 24.31       |             |
| 23965       | Mechanics And Maintenance And Repair Occupations | Well Driller                          | 32.60       |             |
| 23970       | Mechanics And Maintenance And Repair Occupations | Woodcraft Worker                      | 32.60       |             |
| 23980       | Mechanics And Maintenance And Repair Occupations | Woodworker                            | 26.39       |             |
| 24550       | Personal Needs Occupations                       | Case Manager                          | 18.95       |             |
| 24570       | Personal Needs Occupations                       | Child Care Attendant                  | 15.95       | ***         |
| 24580       | Personal Needs Occupations                       | Child Care Center Clerk               | 19.89       |             |
| 24610       | Personal Needs Occupations                       | Chore Aide                            | 16.74       | ***         |
| 24620       | Personal Needs Occupations                       | Family Readiness And Support Services | 18.95       |             |
| 24630       | Personal Needs Occupations                       | Homemaker                             | 18.95       |             |
| 25010       | Plant And System Operations Occupations          | Boiler Tender                         | 33.56       |             |
| 25040       | Plant And System Operations Occupations          | Sewage Plant Operator                 | 28.45       |             |
| 25070       | Plant And System Operations Occupations          | Stationary Engineer                   | 33.56       |             |
| 25190       | Plant And System Operations Occupations          | Ventilation Equipment Tender          | 25.26       |             |
| 25210       | Plant And System Operations Occupations          | Water Treatment Plant Operator        | 28.45       |             |
| 27004       | Protective Service Occupations                   | Alarm Monitor                         | 25.54       |             |
| 27007       | Protective Service Occupations                   | Baggage Inspector                     | 17.41       |             |
| 27008       | Protective Service Occupations                   | Corrections Officer                   | 30.03       |             |
| 27010       | Protective Service Occupations                   | Court Security Officer                | 32.73       |             |
| 27030       | Protective Service Occupations                   | Detection Dog Handler                 | 19.71       |             |
| 27040       | Protective Service Occupations                   | Detention Officer                     | 30.03       |             |

| <b>Code</b> | <b>Category</b>                                | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 27070       | Protective Service Occupations                 | Firefighter                               | 34.64       |             |
| 27101       | Protective Service Occupations                 | Guard I                                   | 17.41       |             |
| 27102       | Protective Service Occupations                 | Guard II                                  | 19.71       |             |
| 27131       | Protective Service Occupations                 | Police Officer I                          | 34.24       |             |
| 27132       | Protective Service Occupations                 | Police Officer II                         | 38.04       |             |
| 28041       | Recreation Occupations                         | Carnival Equipment Operator               | 19.30       |             |
| 28042       | Recreation Occupations                         | Carnival Equipment Repairer               | 20.75       |             |
| 28043       | Recreation Occupations                         | Carnival Worker                           | 14.91       | ***         |
| 28210       | Recreation Occupations                         | Gate Attendant/Gate Tender                | 19.87       |             |
| 28310       | Recreation Occupations                         | Lifeguard                                 | 15.22       | ***         |
| 28350       | Recreation Occupations                         | Park Attendant                            | 22.23       |             |
| 28510       | Recreation Occupations                         | Recreation Aide/Health Facility Attendant | 16.23       | ***         |
| 28515       | Recreation Occupations                         | Recreation Specialist                     | 27.54       |             |
| 28630       | Recreation Occupations                         | Sports Official                           | 17.71       |             |
| 28690       | Recreation Occupations                         | Swimming Pool Operator                    | 23.30       |             |
| 29010       | Stevedoring/Longshoremen Occupational Services | Blocker And Bracer                        | 35.83       |             |
| 29020       | Stevedoring/Longshoremen Occupational Services | Hatch Tender                              | 35.83       |             |
| 29030       | Stevedoring/Longshoremen Occupational Services | Line Handler                              | 35.83       |             |
| 29041       | Stevedoring/Longshoremen Occupational Services | Stevedore I                               | 33.72       |             |
| 29042       | Stevedoring/Longshoremen Occupational Services | Stevedore II                              | 37.71       |             |
| 30010       | Technical Occupations                          | Air Traffic Control Specialist, Center    | 45.21       | see 2       |
| 30011       | Technical Occupations                          | Air Traffic Control Specialist, Station   | 31.17       | see 2       |
| 30012       | Technical Occupations                          | Air Traffic Control Specialist, Terminal  | 34.34       | see 2       |
| 30021       | Technical Occupations                          | Archeological Technician I                | 19.01       |             |
| 30022       | Technical Occupations                          | Archeological Technician II               | 21.27       |             |
| 30023       | Technical Occupations                          | Archeological Technician III              | 26.35       |             |
| 30030       | Technical Occupations                          | Cartographic Technician                   | 26.35       |             |

| <b>Code</b> | <b>Category</b>       | <b>Title</b>                             | <b>Rate</b> | <b>Note</b> |
|-------------|-----------------------|--|-------------|-------------|
| 30040       | Technical Occupations | Civil Engineering Technician             | 32.15       |             |
| 30051       | Technical Occupations | Cryogenic Technician I                   | 29.18       |             |
| 30052       | Technical Occupations | Cryogenic Technician II                  | 32.23       |             |
| 30061       | Technical Occupations | Drafter/CAD Operator I                   | 19.01       |             |
| 30062       | Technical Occupations | Drafter/CAD Operator II                  | 21.27       |             |
| 30063       | Technical Occupations | Drafter/CAD Operator III                 | 23.72       |             |
| 30064       | Technical Occupations | Drafter/CAD Operator IV                  | 29.18       |             |
| 30081       | Technical Occupations | Engineering Technician I                 | 16.36       | ***         |
| 30082       | Technical Occupations | Engineering Technician II                | 18.38       |             |
| 30083       | Technical Occupations | Engineering Technician III               | 20.55       |             |
| 30084       | Technical Occupations | Engineering Technician IV                | 25.47       |             |
| 30085       | Technical Occupations | Engineering Technician V                 | 31.15       |             |
| 30086       | Technical Occupations | Engineering Technician VI                | 37.69       |             |
| 30090       | Technical Occupations | Environmental Technician                 | 23.37       |             |
| 30095       | Technical Occupations | Evidence Control Specialist              | 26.35       |             |
| 30210       | Technical Occupations | Laboratory Technician                    | 24.41       |             |
| 30221       | Technical Occupations | Latent Fingerprint Technician I          | 29.18       |             |
| 30222       | Technical Occupations | Latent Fingerprint Technician II         | 32.23       |             |
| 30240       | Technical Occupations | Mathematical Technician                  | 26.35       |             |
| 30361       | Technical Occupations | Paralegal/Legal Assistant I              | 19.81       |             |
| 30362       | Technical Occupations | Paralegal/Legal Assistant II             | 24.55       |             |
| 30363       | Technical Occupations | Paralegal/Legal Assistant III            | 30.02       |             |
| 30364       | Technical Occupations | Paralegal/Legal Assistant IV             | 36.32       |             |
| 30375       | Technical Occupations | Petroleum Supply Specialist              | 32.23       |             |
| 30390       | Technical Occupations | Photo-Optics Technician                  | 26.35       |             |
| 30395       | Technical Occupations | Radiation Control Technician             | 32.23       |             |
| 30461       | Technical Occupations | Technical Writer I                       | 26.97       |             |
| 30462       | Technical Occupations | Technical Writer II                      | 32.98       |             |
| 30463       | Technical Occupations | Technical Writer III                     | 39.90       |             |
| 30491       | Technical Occupations | Unexploded Ordnance (UXO) Technician I   | 28.73       |             |
| 30492       | Technical Occupations | Unexploded Ordnance (UXO) Technician II  | 34.76       |             |
| 30493       | Technical Occupations | Unexploded Ordnance (UXO) Technician III | 41.67       |             |

| <b>Code</b> | <b>Category</b>                                       | <b>Title</b>                            | <b>Rate</b> | <b>Note</b> |
|-------------|---|---|-------------|-------------|
| 30494       | Technical Occupations                                 | Unexploded (UXO) Safety Escort          | 28.73       |             |
| 30495       | Technical Occupations                                 | Unexploded (UXO) Sweep Personnel        | 28.73       |             |
| 30501       | Technical Occupations                                 | Weather Forecaster I                    | 29.18       |             |
| 30502       | Technical Occupations                                 | Weather Forecaster II                   | 35.50       |             |
| 30620       | Technical Occupations                                 | Weather Observer, Combined Upper Air Or | 23.72       | see 2       |
| 30621       | Technical Occupations                                 | Weather Observer, Senior                | 26.35       | see 2       |
| 31010       | Transportation/Mobile Equipment Operation Occupations | Airplane Pilot                          | 34.76       |             |
| 31020       | Transportation/Mobile Equipment Operation Occupations | Bus Aide                                | 15.52       | ***         |
| 31030       | Transportation/Mobile Equipment Operation Occupations | Bus Driver                              | 20.74       |             |
| 31043       | Transportation/Mobile Equipment Operation Occupations | Driver Courier                          | 18.10       |             |
| 31260       | Transportation/Mobile Equipment Operation Occupations | Parking and Lot Attendant               | 15.56       | ***         |
| 31290       | Transportation/Mobile Equipment Operation Occupations | Shuttle Bus Driver                      | 17.51       |             |
| 31310       | Transportation/Mobile Equipment Operation Occupations | Taxi Driver                             | 14.36       | ***         |
| 31361       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Light                      | 19.46       |             |
| 31362       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Medium                     | 20.56       |             |
| 31363       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Heavy                      | 26.63       |             |
| 31364       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Tractor-Trailer            | 26.63       |             |
| 99020       | Miscellaneous Occupations                             | Cabin Safety Specialist                 | 16.95       | ***         |
| 99030       | Miscellaneous Occupations                             | Cashier                                 | 15.00       | ***         |
| 99050       | Miscellaneous Occupations                             | Desk Clerk                              | 16.26       | ***         |
| 99095       | Miscellaneous Occupations                             | Embalmer                                | 29.45       |             |
| 99130       | Miscellaneous Occupations                             | Flight Follower                         | 28.73       |             |
| 99251       | Miscellaneous Occupations                             | Laboratory Animal Caretaker I           | 17.48       |             |

| Code  | Category                  | Title                           | Rate  | Note |
|-------|---------------------------|---------------------------------|-------|------|
| 99252 | Miscellaneous Occupations | Laboratory Animal Caretaker II  | 18.79 |      |
| 99260 | Miscellaneous Occupations | Marketing Analyst               | 35.00 |      |
| 99310 | Miscellaneous Occupations | Mortician                       | 29.45 |      |
| 99410 | Miscellaneous Occupations | Pest Controller                 | 22.06 |      |
| 99510 | Miscellaneous Occupations | Photofinishing Worker           | 15.10 | ***  |
| 99710 | Miscellaneous Occupations | Recycling Laborer               | 20.72 |      |
| 99711 | Miscellaneous Occupations | Recycling Specialist            | 24.39 |      |
| 99730 | Miscellaneous Occupations | Refuse Collector                | 18.84 |      |
| 99810 | Miscellaneous Occupations | Sales Clerk                     | 16.09 | ***  |
| 99820 | Miscellaneous Occupations | School Crossing Guard           | 15.13 | ***  |
| 99830 | Miscellaneous Occupations | Survey Party Chief              | 29.99 |      |
| 99831 | Miscellaneous Occupations | Surveying Aide                  | 18.85 |      |
| 99832 | Miscellaneous Occupations | Surveying Technician            | 25.81 |      |
| 99840 | Miscellaneous Occupations | Vending Machine Attendant       | 18.42 |      |
| 99841 | Miscellaneous Occupations | Vending Machine Repairer        | 22.24 |      |
| 99842 | Miscellaneous Occupations | Vending Machine Repairer Helper | 18.42 |      |

## Footer

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.20 per hour) or 13658 (\$12.90 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. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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: \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 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, 4 weeks after 15 years, and 5 weeks after 25 years.

Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of twelve paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESSES 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)).

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## **Wage Determination No. : 2015-4165**

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 26

Date Of Last Revision : 07/22/2024

Source : [Source Website](#)

### **Header**

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2024.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.90 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 2024.

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: New York

Area: New York Counties of Herkimer, Oneida

**\*\*Fringe Benefits Required Follow the Occupational Listing\*\***

**Wage Determination Table**

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                        | <b>Rate</b> | <b>Note</b> |
|-------------|---|-------------------------------------|-------------|-------------|
| 01011       | Administrative Support And Clerical Occupations | Accounting Clerk I                  | 17.32       |             |
| 01012       | Administrative Support And Clerical Occupations | Accounting Clerk II                 | 19.44       |             |
| 01013       | Administrative Support And Clerical Occupations | Accounting Clerk III                | 21.74       |             |
| 01020       | Administrative Support And Clerical Occupations | Administrative Assistant            | 31.85       |             |
| 01035       | Administrative Support And Clerical Occupations | Court Reporter                      | 20.40       |             |
| 01041       | Administrative Support And Clerical Occupations | Customer Service Representative I   | 15.66       | ***         |
| 01042       | Administrative Support And Clerical Occupations | Customer Service Representative II  | 17.09       | ***         |
| 01043       | Administrative Support And Clerical Occupations | Customer Service Representative III | 19.18       |             |
| 01051       | Administrative Support And Clerical Occupations | Data Entry Operator I               | 17.19       | ***         |
| 01052       | Administrative Support And Clerical Occupations | Data Entry Operator II              | 18.76       |             |
| 01060       | Administrative Support And Clerical Occupations | Dispatcher, Motor Vehicle           | 21.36       |             |
| 01070       | Administrative Support And Clerical Occupations | Document Preparation Clerk          | 16.07       | ***         |
| 01090       | Administrative Support And Clerical Occupations | Duplicating Machine Operator        | 16.07       | ***         |
| 01111       | Administrative Support And Clerical Occupations | General Clerk I                     | 15.93       | ***         |

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------------|-------------|-------------|
| 01112       | Administrative Support And Clerical Occupations | General Clerk II                     | 17.39       |             |
| 01113       | Administrative Support And Clerical Occupations | General Clerk III                    | 19.51       |             |
| 01120       | Administrative Support And Clerical Occupations | Housing Referral Assistant           | 22.75       |             |
| 01141       | Administrative Support And Clerical Occupations | Messenger Courier                    | 16.53       | ***         |
| 01191       | Administrative Support And Clerical Occupations | Order Clerk I                        | 16.37       | ***         |
| 01192       | Administrative Support And Clerical Occupations | Order Clerk II                       | 17.85       |             |
| 01261       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) I   | 18.40       |             |
| 01262       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) II  | 20.58       |             |
| 01263       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) III | 22.95       |             |
| 01270       | Administrative Support And Clerical Occupations | Production Control Clerk             | 22.20       |             |
| 01290       | Administrative Support And Clerical Occupations | Rental Clerk                         | 18.01       |             |
| 01300       | Administrative Support And Clerical Occupations | Scheduler, Maintenance               | 18.24       |             |
| 01311       | Administrative Support And Clerical Occupations | Secretary I                          | 18.24       |             |
| 01312       | Administrative Support And Clerical Occupations | Secretary II                         | 20.40       |             |
| 01313       | Administrative Support And Clerical Occupations | Secretary III                        | 22.75       |             |
| 01320       | Administrative Support And Clerical Occupations | Service Order Dispatcher             | 19.10       |             |
| 01410       | Administrative Support And Clerical Occupations | Supply Technician                    | 31.85       |             |
| 01420       | Administrative Support And Clerical Occupations | Survey Worker                        | 18.77       |             |
| 01460       | Administrative Support And Clerical Occupations | Switchboard Operator/Receptionist    | 17.03       | ***         |

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------------|-------------|-------------|
| 01531       | Administrative Support And Clerical Occupations | Travel Clerk I                       | 15.50       | ***         |
| 01532       | Administrative Support And Clerical Occupations | Travel Clerk II                      | 16.69       | ***         |
| 01533       | Administrative Support And Clerical Occupations | Travel Clerk III                     | 17.91       |             |
| 01611       | Administrative Support And Clerical Occupations | Word Processor I                     | 15.65       | ***         |
| 01612       | Administrative Support And Clerical Occupations | Word Processor II                    | 17.58       |             |
| 01613       | Administrative Support And Clerical Occupations | Word Processor III                   | 19.66       |             |
| 05005       | Automotive Service Occupations                  | Automobile Body Repairer, Fiberglass | 23.28       |             |
| 05010       | Automotive Service Occupations                  | Automotive Electrician               | 21.49       |             |
| 05040       | Automotive Service Occupations                  | Automotive Glass Installer           | 20.42       |             |
| 05070       | Automotive Service Occupations                  | Automotive Worker                    | 20.42       |             |
| 05110       | Automotive Service Occupations                  | Mobile Equipment Servicer            | 18.19       |             |
| 05130       | Automotive Service Occupations                  | Motor Equipment Metal Mechanic       | 22.48       |             |
| 05160       | Automotive Service Occupations                  | Motor Equipment Metal Worker         | 20.42       |             |
| 05190       | Automotive Service Occupations                  | Motor Vehicle Mechanic               | 22.48       |             |
| 05220       | Automotive Service Occupations                  | Motor Vehicle Mechanic Helper        | 16.92       | ***         |
| 05250       | Automotive Service Occupations                  | Motor Vehicle Upholstery Worker      | 19.22       |             |
| 05280       | Automotive Service Occupations                  | Motor Vehicle Wrecker                | 20.42       |             |
| 05310       | Automotive Service Occupations                  | Painter, Automotive                  | 21.49       |             |
| 05340       | Automotive Service Occupations                  | Radiator Repair Specialist           | 20.42       |             |
| 05370       | Automotive Service Occupations                  | Tire Repairer                        | 18.19       |             |
| 05400       | Automotive Service Occupations                  | Transmission Repair Specialist       | 22.48       |             |
| 07010       | Food Preparation And Service Occupations        | Baker                                | 15.84       | ***         |
| 07041       | Food Preparation And Service Occupations        | Cook I                               | 17.35       |             |
| 07042       | Food Preparation And Service Occupations        | Cook II                              | 19.48       |             |
| 07070       | Food Preparation And Service Occupations        | Dishwasher                           | 14.40       | ***         |

| <b>Code</b> | <b>Category</b>                              | <b>Title</b>                 | <b>Rate</b> | <b>Note</b> |
|-------------|--|------------------------------|-------------|-------------|
| 07130       | Food Preparation And Service Occupations     | Food Service Worker          | 15.05       | ***         |
| 07210       | Food Preparation And Service Occupations     | Meat Cutter                  | 22.90       |             |
| 07260       | Food Preparation And Service Occupations     | Waiter/Waitress              | 18.00       |             |
| 09010       | Furniture Maintenance And Repair Occupations | Electrostatic Spray Painter  | 21.96       |             |
| 09040       | Furniture Maintenance And Repair Occupations | Furniture Handler            | 14.95       | ***         |
| 09080       | Furniture Maintenance And Repair Occupations | Furniture Refinisher         | 21.96       |             |
| 09090       | Furniture Maintenance And Repair Occupations | Furniture Refinisher Helper  | 17.35       |             |
| 09110       | Furniture Maintenance And Repair Occupations | Furniture Repairer, Minor    | 19.62       |             |
| 09130       | Furniture Maintenance And Repair Occupations | Upholsterer                  | 22.10       |             |
| 11030       | General Services And Support Occupations     | Cleaner, Vehicles            | 16.30       | ***         |
| 11060       | General Services And Support Occupations     | Elevator Operator            | 16.39       | ***         |
| 11090       | General Services And Support Occupations     | Gardener                     | 22.18       |             |
| 11122       | General Services And Support Occupations     | Housekeeping Aide            | 16.39       | ***         |
| 11150       | General Services And Support Occupations     | Janitor                      | 16.39       | ***         |
| 11210       | General Services And Support Occupations     | Laborer, Grounds Maintenance | 17.53       |             |
| 11240       | General Services And Support Occupations     | Maid or Houseman             | 15.88       | ***         |
| 11260       | General Services And Support Occupations     | Pruner                       | 17.78       |             |
| 11270       | General Services And Support Occupations     | Tractor Operator             | 20.62       |             |
| 11330       | General Services And Support Occupations     | Trail Maintenance Worker     | 17.53       |             |

| <b>Code</b> | <b>Category</b>                          | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 11360       | General Services And Support Occupations | Window Cleaner                             | 18.03       |             |
| 12010       | Health Occupations                       | Ambulance Driver                           | 18.17       |             |
| 12011       | Health Occupations                       | Breath Alcohol Technician                  | 22.75       |             |
| 12012       | Health Occupations                       | Certified Occupational Therapist Assistant | 28.40       |             |
| 12015       | Health Occupations                       | Certified Physical Therapist Assistant     | 26.71       |             |
| 12020       | Health Occupations                       | Dental Assistant                           | 20.13       |             |
| 12025       | Health Occupations                       | Dental Hygienist                           | 43.22       |             |
| 12030       | Health Occupations                       | EKG Technician                             | 35.70       |             |
| 12035       | Health Occupations                       | Electroneurodiagnostic Technologist        | 35.70       |             |
| 12040       | Health Occupations                       | Emergency Medical Technician               | 18.17       |             |
| 12071       | Health Occupations                       | Licensed Practical Nurse I                 | 20.34       |             |
| 12072       | Health Occupations                       | Licensed Practical Nurse II                | 22.75       |             |
| 12073       | Health Occupations                       | Licensed Practical Nurse III               | 25.37       |             |
| 12100       | Health Occupations                       | Medical Assistant                          | 19.53       |             |
| 12130       | Health Occupations                       | Medical Laboratory Technician              | 30.13       |             |
| 12160       | Health Occupations                       | Medical Record Clerk                       | 19.17       |             |
| 12190       | Health Occupations                       | Medical Record Technician                  | 21.52       |             |
| 12195       | Health Occupations                       | Medical Transcriptionist                   | 19.26       |             |
| 12210       | Health Occupations                       | Nuclear Medicine Technologist              | 50.00       |             |
| 12221       | Health Occupations                       | Nursing Assistant I                        | 12.89       | ***         |
| 12222       | Health Occupations                       | Nursing Assistant II                       | 14.50       | ***         |
| 12223       | Health Occupations                       | Nursing Assistant III                      | 15.83       | ***         |
| 12224       | Health Occupations                       | Nursing Assistant IV                       | 17.76       |             |
| 12235       | Health Occupations                       | Optical Dispenser                          | 30.05       |             |
| 12236       | Health Occupations                       | Optical Technician                         | 20.34       |             |
| 12250       | Health Occupations                       | Pharmacy Technician                        | 17.40       |             |
| 12280       | Health Occupations                       | Phlebotomist                               | 20.11       |             |
| 12305       | Health Occupations                       | Radiologic Technologist                    | 36.36       |             |
| 12311       | Health Occupations                       | Registered Nurse I                         | 26.93       |             |
| 12312       | Health Occupations                       | Registered Nurse II                        | 32.95       |             |
| 12313       | Health Occupations                       | Registered Nurse II, Specialist            | 32.95       |             |

| <b>Code</b> | <b>Category</b>                    | <b>Title</b>                           | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------|--|-------------|-------------|
| 12314       | Health Occupations                 | Registered Nurse III                   | 39.86       |             |
| 12315       | Health Occupations                 | Registered Nurse III, Anesthetist      | 39.86       |             |
| 12316       | Health Occupations                 | Registered Nurse IV                    | 47.78       |             |
| 12317       | Health Occupations                 | Scheduler                              | 28.19       |             |
| 12320       | Health Occupations                 | Substance Abuse Treatment Counselor    | 26.36       |             |
| 13011       | Information And Arts Occupations   | Exhibits Specialist I                  | 21.97       |             |
| 13012       | Information And Arts Occupations   | Exhibits Specialist II                 | 27.23       |             |
| 13013       | Information And Arts Occupations   | Exhibits Specialist III                | 33.30       |             |
| 13041       | Information And Arts Occupations   | Illustrator I                          | 21.97       |             |
| 13042       | Information And Arts Occupations   | Illustrator II                         | 27.23       |             |
| 13043       | Information And Arts Occupations   | Illustrator III                        | 33.30       |             |
| 13047       | Information And Arts Occupations   | Librarian                              | 30.15       |             |
| 13050       | Information And Arts Occupations   | Library Aide/Clerk                     | 14.98       | ***         |
| 13054       | Information And Arts Occupations   | Library Information Technology Systems | 27.23       |             |
| 13058       | Information And Arts Occupations   | Library Technician                     | 17.76       |             |
| 13061       | Information And Arts Occupations   | Media Specialist I                     | 19.64       |             |
| 13062       | Information And Arts Occupations   | Media Specialist II                    | 21.97       |             |
| 13063       | Information And Arts Occupations   | Media Specialist III                   | 24.50       |             |
| 13071       | Information And Arts Occupations   | Photographer I                         | 19.64       |             |
| 13072       | Information And Arts Occupations   | Photographer II                        | 21.97       |             |
| 13073       | Information And Arts Occupations   | Photographer III                       | 27.23       |             |
| 13074       | Information And Arts Occupations   | Photographer IV                        | 33.30       |             |
| 13075       | Information And Arts Occupations   | Photographer V                         | 40.29       |             |
| 13090       | Information And Arts Occupations   | Technical Order Library Clerk          | 18.80       |             |
| 13110       | Information And Arts Occupations   | Video Teleconference Technician        | 20.75       |             |
| 14041       | Information Technology Occupations | Computer Operator I                    | 18.37       |             |
| 14042       | Information Technology Occupations | Computer Operator II                   | 20.54       |             |
| 14043       | Information Technology Occupations | Computer Operator III                  | 22.90       |             |
| 14044       | Information Technology Occupations | Computer Operator IV                   | 25.46       |             |
| 14045       | Information Technology Occupations | Computer Operator V                    | 28.19       |             |
| 14071       | Information Technology Occupations | Computer Programmer I                  | 21.46       | see<br>1    |

| <b>Code</b> | <b>Category</b>                    | <b>Title</b>                                    | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------|---|-------------|-------------|
| 14072       | Information Technology Occupations | Computer Programmer II                          | 26.60       | see<br>1    |
| 14073       | Information Technology Occupations | Computer Programmer III                         | NaN         | see<br>1    |
| 14074       | Information Technology Occupations | Computer Programmer IV                          | NaN         | see<br>1    |
| 14101       | Information Technology Occupations | Computer Systems Analyst I                      | NaN         | see<br>1    |
| 14102       | Information Technology Occupations | Computer Systems Analyst II                     | NaN         | see<br>1    |
| 14103       | Information Technology Occupations | Computer Systems Analyst III                    | NaN         | see<br>1    |
| 14150       | Information Technology Occupations | Peripheral Equipment Operator                   | 18.37       |             |
| 14160       | Information Technology Occupations | Personal Computer Support Technician            | 25.46       |             |
| 14170       | Information Technology Occupations | System Support Specialist                       | 28.19       |             |
| 15010       | Instructional Occupations          | Aircrew Training Devices Instructor             | 30.59       |             |
| 15020       | Instructional Occupations          | Aircrew Training Devices Instructor             | 37.00       |             |
| 15030       | Instructional Occupations          | Air Crew Training Devices Instructor            | 44.35       |             |
| 15050       | Instructional Occupations          | Computer Based Training Specialist / Instructor | 30.59       |             |
| 15060       | Instructional Occupations          | Educational Technologist                        | 36.26       |             |
| 15070       | Instructional Occupations          | Flight Instructor                               | 44.35       |             |
| 15080       | Instructional Occupations          | Graphic Artist                                  | 24.03       |             |
| 15085       | Instructional Occupations          | Maintenance Test Pilot, Fixed, Jet/Prop         | 44.35       |             |
| 15086       | Instructional Occupations          | Maintenance Test Pilot, Rotary Wing             | 44.35       |             |
| 15088       | Instructional Occupations          | Non-Maintenance Test/Co-Pilot                   | 44.35       |             |
| 15090       | Instructional Occupations          | Technical Instructor                            | 24.66       |             |
| 15095       | Instructional Occupations          | Technical Instructor/Course Developer           | 30.16       |             |
| 15110       | Instructional Occupations          | Test Proctor                                    | 19.90       |             |
| 15120       | Instructional Occupations          | Tutor   | 19.90       |             |

| <b>Code</b> | <b>Category</b>   | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|---|--|-------------|-------------|
| 16010       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Assembler                                  | 16.41       | ***         |
| 16030       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Counter Attendant                          | 16.41       | ***         |
| 16040       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Dry Cleaner                                | 18.75       |             |
| 16070       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Finisher, Flatwork, Machine                | 16.41       | ***         |
| 16090       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Hand                              | 16.41       | ***         |
| 16110       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Drycleaning              | 16.41       | ***         |
| 16130       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Shirts                   | 16.41       | ***         |
| 16160       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Wearing Apparel, Laundry | 16.41       | ***         |
| 16190       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Sewing Machine Operator                    | 19.53       |             |
| 16220       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Tailor                                     | 20.31       |             |
| 16250       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Washer, Machine                            | 17.19       | ***         |
| 19010       | Machine Tool Operation And Repair Occupations           | Machine-Tool Operator                      | 24.41       |             |
| 19040       | Machine Tool Operation And Repair Occupations           | Tool And Die Maker                         | 28.34       |             |
| 21020       | Materials Handling And Packing Occupations              | Forklift Operator                          | 22.64       |             |
| 21030       | Materials Handling And Packing Occupations              | Material Coordinator                       | 22.20       |             |
| 21040       | Materials Handling And Packing Occupations              | Material Expediter                         | 22.20       |             |
| 21050       | Materials Handling And Packing Occupations              | Material Handling Laborer                  | 16.77       | ***         |
| 21071       | Materials Handling And Packing Occupations              | Order Filler                               | 17.41       |             |
| 21080       | Materials Handling And Packing Occupations              | Production Line Worker                     | 22.64       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                                   | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 21110       | Materials Handling And Packing Occupations       | Shipping Packer                                | 19.31       |             |
| 21130       | Materials Handling And Packing Occupations       | Shipping/Receiving Clerk                       | 19.31       |             |
| 21140       | Materials Handling And Packing Occupations       | Store Worker I                                 | 16.07       | ***         |
| 21150       | Materials Handling And Packing Occupations       | Stock Clerk                                    | 21.35       |             |
| 21210       | Materials Handling And Packing Occupations       | Tools And Parts Attendant                      | 22.64       |             |
| 21410       | Materials Handling And Packing Occupations       | Warehouse Specialist                           | 22.64       |             |
| 23010       | Mechanics And Maintenance And Repair Occupations | Aerospace Structural Welder                    | 31.43       |             |
| 23019       | Mechanics And Maintenance And Repair Occupations | Aircraft Logs and Records Technician           | 25.89       |             |
| 23021       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic I                            | 30.28       |             |
| 23022       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic II                           | 31.43       |             |
| 23023       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic III                          | 32.51       |             |
| 23040       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic Helper                       | 22.79       |             |
| 23050       | Mechanics And Maintenance And Repair Occupations | Aircraft, Painter                              | 28.95       |             |
| 23060       | Mechanics And Maintenance And Repair Occupations | Aircraft Servicer                              | 25.89       |             |
| 23070       | Mechanics And Maintenance And Repair Occupations | Aircraft Survival Flight Equipment Technician  | 28.95       |             |
| 23080       | Mechanics And Maintenance And Repair Occupations | Aircraft Worker                                | 27.51       |             |
| 23091       | Mechanics And Maintenance And Repair Occupations | Aircrew Life Support Equipment (ALSE) Mechanic | 27.51       |             |
| 23092       | Mechanics And Maintenance And Repair Occupations | Aircrew Life Support Equipment (ALSE) Mechanic | 30.28       |             |
| 23110       | Mechanics And Maintenance And Repair Occupations | Appliance Mechanic                             | 28.95       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                           | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 23120       | Mechanics And Maintenance And Repair Occupations | Bicycle Repairer                       | 24.51       |             |
| 23125       | Mechanics And Maintenance And Repair Occupations | Cable Splicer                          | 52.49       |             |
| 23130       | Mechanics And Maintenance And Repair Occupations | Carpenter, Maintenance                 | 26.88       |             |
| 23140       | Mechanics And Maintenance And Repair Occupations | Carpet Layer                           | 27.51       |             |
| 23160       | Mechanics And Maintenance And Repair Occupations | Electrician, Maintenance               | 29.61       |             |
| 23181       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance I   | 27.51       |             |
| 23182       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance II  | 28.95       |             |
| 23183       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance III | 30.28       |             |
| 23260       | Mechanics And Maintenance And Repair Occupations | Fabric Worker                          | 25.89       |             |
| 23290       | Mechanics And Maintenance And Repair Occupations | Fire Alarm System Mechanic             | 27.64       |             |
| 23310       | Mechanics And Maintenance And Repair Occupations | Fire Extinguisher Repairer             | 24.51       |             |
| 23311       | Mechanics And Maintenance And Repair Occupations | Fuel Distribution System Mechanic      | 38.83       |             |
| 23312       | Mechanics And Maintenance And Repair Occupations | Fuel Distribution System Operator      | 31.43       |             |
| 23370       | Mechanics And Maintenance And Repair Occupations | General Maintenance Worker             | 22.65       |             |
| 23380       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Mechanic      | 30.28       |             |
| 23381       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Servicer      | 25.89       |             |
| 23382       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Worker        | 27.51       |             |
| 23391       | Mechanics And Maintenance And Repair Occupations | Gunsmith I                             | 24.51       |             |
| 23392       | Mechanics And Maintenance And Repair Occupations | Gunsmith II                            | 27.51       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 23393       | Mechanics And Maintenance And Repair Occupations | Gunsmith III                              | 30.28       |             |
| 23410       | Mechanics And Maintenance And Repair Occupations | Heating, Ventilation And Air-Conditioning | 27.53       |             |
| 23411       | Mechanics And Maintenance And Repair Occupations | Heating, Ventilation And Air Contidioning | 28.57       |             |
| 23430       | Mechanics And Maintenance And Repair Occupations | Heavy Equipment Mechanic                  | 28.42       |             |
| 23440       | Mechanics And Maintenance And Repair Occupations | Heavy Equipment Operator                  | 29.33       |             |
| 23460       | Mechanics And Maintenance And Repair Occupations | Instrument Mechanic                       | 30.28       |             |
| 23465       | Mechanics And Maintenance And Repair Occupations | Laboratory/Shelter Mechanic               | 28.95       |             |
| 23470       | Mechanics And Maintenance And Repair Occupations | Laborer                                   | 16.77       | ***         |
| 23510       | Mechanics And Maintenance And Repair Occupations | Locksmith                                 | 28.95       |             |
| 23530       | Mechanics And Maintenance And Repair Occupations | Machinery Maintenance Mechanic            | 27.28       |             |
| 23550       | Mechanics And Maintenance And Repair Occupations | Machinist, Maintenance                    | 22.61       |             |
| 23580       | Mechanics And Maintenance And Repair Occupations | Maintenance Trades Helper                 | 16.76       | ***         |
| 23591       | Mechanics And Maintenance And Repair Occupations | Metrology Technician I                    | 30.28       |             |
| 23592       | Mechanics And Maintenance And Repair Occupations | Metrology Technician II                   | 31.43       |             |
| 23593       | Mechanics And Maintenance And Repair Occupations | Metrology Technician III                  | 32.51       |             |
| 23640       | Mechanics And Maintenance And Repair Occupations | Millwright                                | 30.28       |             |
| 23710       | Mechanics And Maintenance And Repair Occupations | Office Appliance Repairer                 | 25.80       |             |
| 23760       | Mechanics And Maintenance And Repair Occupations | Painter, Maintenance                      | 23.31       |             |
| 23790       | Mechanics And Maintenance And Repair Occupations | Pipefitter, Maintenance                   | 31.39       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                          | <b>Rate</b> | <b>Note</b> |
|-------------|--|---------------------------------------|-------------|-------------|
| 23810       | Mechanics And Maintenance And Repair Occupations | Plumber, Maintenance                  | 30.01       |             |
| 23820       | Mechanics And Maintenance And Repair Occupations | Pneudraulic Systems Mechanic          | 30.28       |             |
| 23850       | Mechanics And Maintenance And Repair Occupations | Rigger                                | 30.28       |             |
| 23870       | Mechanics And Maintenance And Repair Occupations | Scale Mechanic                        | 27.51       |             |
| 23890       | Mechanics And Maintenance And Repair Occupations | Sheet-Metal Worker, Maintenance       | 28.29       |             |
| 23910       | Mechanics And Maintenance And Repair Occupations | Small Engine Mechanic                 | 22.79       |             |
| 23931       | Mechanics And Maintenance And Repair Occupations | Telecommunications Mechanic I         | 32.95       |             |
| 23932       | Mechanics And Maintenance And Repair Occupations | Telecommunications Mechanic II        | 34.20       |             |
| 23950       | Mechanics And Maintenance And Repair Occupations | Telephone Lineman                     | 36.28       |             |
| 23960       | Mechanics And Maintenance And Repair Occupations | Welder, Combination, Maintenance      | 23.66       |             |
| 23965       | Mechanics And Maintenance And Repair Occupations | Well Driller                          | 30.28       |             |
| 23970       | Mechanics And Maintenance And Repair Occupations | Woodcraft Worker                      | 30.28       |             |
| 23980       | Mechanics And Maintenance And Repair Occupations | Woodworker                            | 24.51       |             |
| 24550       | Personal Needs Occupations                       | Case Manager                          | 18.75       |             |
| 24570       | Personal Needs Occupations                       | Child Care Attendant                  | 16.06       | ***         |
| 24580       | Personal Needs Occupations                       | Child Care Center Clerk               | 20.03       |             |
| 24610       | Personal Needs Occupations                       | Chore Aide                            | 16.92       | ***         |
| 24620       | Personal Needs Occupations                       | Family Readiness And Support Services | 18.75       |             |
| 24630       | Personal Needs Occupations                       | Homemaker                             | 18.75       |             |
| 25010       | Plant And System Operations Occupations          | Boiler Tender                         | 30.87       |             |
| 25040       | Plant And System Operations Occupations          | Sewage Plant Operator                 | 24.40       |             |

| <b>Code</b> | <b>Category</b>                                | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 25070       | Plant And System Operations Occupations        | Stationary Engineer                       | 30.87       |             |
| 25190       | Plant And System Operations Occupations        | Ventilation Equipment Tender              | 23.32       |             |
| 25210       | Plant And System Operations Occupations        | Water Treatment Plant Operator            | 24.40       |             |
| 27004       | Protective Service Occupations                 | Alarm Monitor                             | 21.82       |             |
| 27007       | Protective Service Occupations                 | Baggage Inspector                         | 18.54       |             |
| 27008       | Protective Service Occupations                 | Corrections Officer                       | 33.03       |             |
| 27010       | Protective Service Occupations                 | Court Security Officer                    | 33.90       |             |
| 27030       | Protective Service Occupations                 | Detection Dog Handler                     | 20.74       |             |
| 27040       | Protective Service Occupations                 | Detention Officer                         | 33.03       |             |
| 27070       | Protective Service Occupations                 | Firefighter                               | 34.77       |             |
| 27101       | Protective Service Occupations                 | Guard I                                   | 18.54       |             |
| 27102       | Protective Service Occupations                 | Guard II                                  | 20.74       |             |
| 27131       | Protective Service Occupations                 | Police Officer I                          | 31.53       |             |
| 27132       | Protective Service Occupations                 | Police Officer II                         | 35.05       |             |
| 28041       | Recreation Occupations                         | Carnival Equipment Operator               | 18.63       |             |
| 28042       | Recreation Occupations                         | Carnival Equipment Repairer               | 20.03       |             |
| 28043       | Recreation Occupations                         | Carnival Worker                           | 14.39       | ***         |
| 28210       | Recreation Occupations                         | Gate Attendant/Gate Tender                | 19.12       |             |
| 28310       | Recreation Occupations                         | Lifeguard                                 | 17.02       | ***         |
| 28350       | Recreation Occupations                         | Park Attendant                            | 21.37       |             |
| 28510       | Recreation Occupations                         | Recreation Aide/Health Facility Attendant | 15.60       | ***         |
| 28515       | Recreation Occupations                         | Recreation Specialist                     | 26.49       |             |
| 28630       | Recreation Occupations                         | Sports Official                           | 17.02       | ***         |
| 28690       | Recreation Occupations                         | Swimming Pool Operator                    | 22.48       |             |
| 29010       | Stevedoring/Longshoremen Occupational Services | Blocker And Bracer                        | 26.11       |             |
| 29020       | Stevedoring/Longshoremen Occupational Services | Hatch Tender                              | 26.11       |             |
| 29030       | Stevedoring/Longshoremen Occupational Services | Line Handler                              | 26.11       |             |
| 29041       | Stevedoring/Longshoremen Occupational Services | Stevedore I                               | 24.57       |             |

| <b>Code</b> | <b>Category</b>                                | <b>Title</b>                             | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 29042       | Stevedoring/Longshoremen Occupational Services | Stevedore II                             | 27.48       |             |
| 30010       | Technical Occupations                          | Air Traffic Control Specialist, Center   | 45.21       | see 2       |
| 30011       | Technical Occupations                          | Air Traffic Control Specialist, Station  | 31.17       | see 2       |
| 30012       | Technical Occupations                          | Air Traffic Control Specialist, Terminal | 34.34       | see 2       |
| 30021       | Technical Occupations                          | Archeological Technician I               | 20.23       |             |
| 30022       | Technical Occupations                          | Archeological Technician II              | 22.63       |             |
| 30023       | Technical Occupations                          | Archeological Technician III             | 28.04       |             |
| 30030       | Technical Occupations                          | Cartographic Technician                  | 28.04       |             |
| 30040       | Technical Occupations                          | Civil Engineering Technician             | 25.89       |             |
| 30051       | Technical Occupations                          | Cryogenic Technician I                   | 31.05       |             |
| 30052       | Technical Occupations                          | Cryogenic Technician II                  | 34.30       |             |
| 30061       | Technical Occupations                          | Drafter/CAD Operator I                   | 20.23       |             |
| 30062       | Technical Occupations                          | Drafter/CAD Operator II                  | 22.63       |             |
| 30063       | Technical Occupations                          | Drafter/CAD Operator III                 | 25.24       |             |
| 30064       | Technical Occupations                          | Drafter/CAD Operator IV                  | 31.05       |             |
| 30081       | Technical Occupations                          | Engineering Technician I                 | 16.63       | ***         |
| 30082       | Technical Occupations                          | Engineering Technician II                | 18.68       |             |
| 30083       | Technical Occupations                          | Engineering Technician III               | 20.89       |             |
| 30084       | Technical Occupations                          | Engineering Technician IV                | 25.89       |             |
| 30085       | Technical Occupations                          | Engineering Technician V                 | 31.66       |             |
| 30086       | Technical Occupations                          | Engineering Technician VI                | 38.30       |             |
| 30090       | Technical Occupations                          | Environmental Technician                 | 28.04       |             |
| 30095       | Technical Occupations                          | Evidence Control Specialist              | 28.04       |             |
| 30210       | Technical Occupations                          | Laboratory Technician                    | 25.24       |             |
| 30221       | Technical Occupations                          | Latent Fingerprint Technician I          | 31.05       |             |
| 30222       | Technical Occupations                          | Latent Fingerprint Technician II         | 34.30       |             |
| 30240       | Technical Occupations                          | Mathematical Technician                  | 28.04       |             |
| 30361       | Technical Occupations                          | Paralegal/Legal Assistant I              | 20.24       |             |
| 30362       | Technical Occupations                          | Paralegal/Legal Assistant II             | 25.08       |             |
| 30363       | Technical Occupations                          | Paralegal/Legal Assistant III            | 30.67       |             |
| 30364       | Technical Occupations                          | Paralegal/Legal Assistant IV             | 37.10       |             |

| <b>Code</b> | <b>Category</b>                                       | <b>Title</b>                             | <b>Rate</b> | <b>Note</b> |
|-------------|---|--|-------------|-------------|
| 30375       | Technical Occupations                                 | Petroleum Supply Specialist              | 34.30       |             |
| 30390       | Technical Occupations                                 | Photo-Optics Technician                  | 28.04       |             |
| 30395       | Technical Occupations                                 | Radiation Control Technician             | 34.30       |             |
| 30461       | Technical Occupations                                 | Technical Writer I                       | 28.04       |             |
| 30462       | Technical Occupations                                 | Technical Writer II                      | 34.30       |             |
| 30463       | Technical Occupations                                 | Technical Writer III                     | 41.50       |             |
| 30491       | Technical Occupations                                 | Unexploded Ordnance (UXO) Technician I   | 28.73       |             |
| 30492       | Technical Occupations                                 | Unexploded Ordnance (UXO) Technician II  | 34.76       |             |
| 30493       | Technical Occupations                                 | Unexploded Ordnance (UXO) Technician III | 41.67       |             |
| 30494       | Technical Occupations                                 | Unexploded (UXO) Safety Escort           | 28.73       |             |
| 30495       | Technical Occupations                                 | Unexploded (UXO) Sweep Personnel         | 28.73       |             |
| 30501       | Technical Occupations                                 | Weather Forecaster I                     | 31.05       |             |
| 30502       | Technical Occupations                                 | Weather Forecaster II                    | 37.78       |             |
| 30620       | Technical Occupations                                 | Weather Observer, Combined Upper Air Or  | 25.24       | see 2       |
| 30621       | Technical Occupations                                 | Weather Observer, Senior                 | 28.04       | see 2       |
| 31010       | Transportation/Mobile Equipment Operation Occupations | Airplane Pilot                           | 34.76       |             |
| 31020       | Transportation/Mobile Equipment Operation Occupations | Bus Aide                                 | 14.89       | ***         |
| 31030       | Transportation/Mobile Equipment Operation Occupations | Bus Driver                               | 19.84       |             |
| 31043       | Transportation/Mobile Equipment Operation Occupations | Driver Courier                           | 17.39       |             |
| 31260       | Transportation/Mobile Equipment Operation Occupations | Parking and Lot Attendant                | 13.44       | ***         |
| 31290       | Transportation/Mobile Equipment Operation Occupations | Shuttle Bus Driver                       | 17.28       |             |
| 31310       | Transportation/Mobile Equipment Operation Occupations | Taxi Driver                              | 13.84       | ***         |
| 31361       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Light                       | 18.70       |             |

| <b>Code</b> | <b>Category</b>                                       | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|---|---------------------------------|-------------|-------------|
| 31362       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Medium             | 19.75       |             |
| 31363       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Heavy              | 23.83       |             |
| 31364       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Tractor-Trailer    | 23.83       |             |
| 99020       | Miscellaneous Occupations                             | Cabin Safety Specialist         | 16.95       | ***         |
| 99030       | Miscellaneous Occupations                             | Cashier                         | 14.53       | ***         |
| 99050       | Miscellaneous Occupations                             | Desk Clerk                      | 16.05       | ***         |
| 99095       | Miscellaneous Occupations                             | Embalmer                        | 30.02       |             |
| 99130       | Miscellaneous Occupations                             | Flight Follower                 | 28.73       |             |
| 99251       | Miscellaneous Occupations                             | Laboratory Animal Caretaker I   | 17.17       | ***         |
| 99252       | Miscellaneous Occupations                             | Laboratory Animal Caretaker II  | 18.48       |             |
| 99260       | Miscellaneous Occupations                             | Marketing Analyst               | 30.87       |             |
| 99310       | Miscellaneous Occupations                             | Mortician                       | 30.02       |             |
| 99410       | Miscellaneous Occupations                             | Pest Controller                 | 26.27       |             |
| 99510       | Miscellaneous Occupations                             | Photofinishing Worker           | 15.10       | ***         |
| 99710       | Miscellaneous Occupations                             | Recycling Laborer               | 20.19       |             |
| 99711       | Miscellaneous Occupations                             | Recycling Specialist            | 23.77       |             |
| 99730       | Miscellaneous Occupations                             | Refuse Collector                | 18.36       |             |
| 99810       | Miscellaneous Occupations                             | Sales Clerk                     | 15.91       | ***         |
| 99820       | Miscellaneous Occupations                             | School Crossing Guard           | 16.14       | ***         |
| 99830       | Miscellaneous Occupations                             | Survey Party Chief              | 23.09       |             |
| 99831       | Miscellaneous Occupations                             | Surveying Aide                  | 14.52       | ***         |
| 99832       | Miscellaneous Occupations                             | Surveying Technician            | 19.87       |             |
| 99840       | Miscellaneous Occupations                             | Vending Machine Attendant       | 23.13       |             |
| 99841       | Miscellaneous Occupations                             | Vending Machine Repairer        | 27.92       |             |
| 99842       | Miscellaneous Occupations                             | Vending Machine Repairer Helper | 23.13       |             |

## Footer

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.20 per hour) or 13658 (\$12.90 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. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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: \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 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, 4 weeks after 15 years, and 5 weeks after 25 years.

Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of twelve paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

**THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESSES 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)).

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## **Wage Determination No. : 2015-4167**

### REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 27

Date Of Last Revision : 07/22/2024

Source : [Source Website](#)

**Header**

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2024.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.90 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 2024.

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: New York

Area: New York Counties of Fulton, Montgomery

\*\*Fringe Benefits Required Follow the Occupational Listing\*\*

### Wage Determination Table

| Code  | Category  | Title                              | Rate  | Note |
|-------|---|------------------------------------|-------|------|
| 01011 | Administrative Support And Clerical Occupations | Accounting Clerk I                 | 17.31 |      |
| 01012 | Administrative Support And Clerical Occupations | Accounting Clerk II                | 19.43 |      |
| 01013 | Administrative Support And Clerical Occupations | Accounting Clerk III               | 21.73 |      |
| 01020 | Administrative Support And Clerical Occupations | Administrative Assistant           | 33.03 |      |
| 01035 | Administrative Support And Clerical Occupations | Court Reporter                     | 24.28 |      |
| 01041 | Administrative Support And Clerical Occupations | Customer Service Representative I  | 15.21 | ***  |
| 01042 | Administrative Support And Clerical Occupations | Customer Service Representative II | 16.59 | ***  |

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------------|-------------|-------------|
| 01043       | Administrative Support And Clerical Occupations | Customer Service Representative III  | 18.62       |             |
| 01051       | Administrative Support And Clerical Occupations | Data Entry Operator I                | 16.82       | ***         |
| 01052       | Administrative Support And Clerical Occupations | Data Entry Operator II               | 18.35       |             |
| 01060       | Administrative Support And Clerical Occupations | Dispatcher, Motor Vehicle            | 23.38       |             |
| 01070       | Administrative Support And Clerical Occupations | Document Preparation Clerk           | 17.10       | ***         |
| 01090       | Administrative Support And Clerical Occupations | Duplicating Machine Operator         | 17.10       | ***         |
| 01111       | Administrative Support And Clerical Occupations | General Clerk I                      | 15.52       | ***         |
| 01112       | Administrative Support And Clerical Occupations | General Clerk II                     | 16.93       | ***         |
| 01113       | Administrative Support And Clerical Occupations | General Clerk III                    | 19.00       |             |
| 01120       | Administrative Support And Clerical Occupations | Housing Referral Assistant           | 23.11       |             |
| 01141       | Administrative Support And Clerical Occupations | Messenger Courier                    | 15.99       | ***         |
| 01191       | Administrative Support And Clerical Occupations | Order Clerk I                        | 18.21       |             |
| 01192       | Administrative Support And Clerical Occupations | Order Clerk II                       | 19.87       |             |
| 01261       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) I   | 18.95       |             |
| 01262       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) II  | 21.20       |             |
| 01263       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) III | 23.64       |             |
| 01270       | Administrative Support And Clerical Occupations | Production Control Clerk             | 23.03       |             |
| 01290       | Administrative Support And Clerical Occupations | Rental Clerk                         | 18.19       |             |
| 01300       | Administrative Support And Clerical Occupations | Scheduler, Maintenance               | 18.52       |             |

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------------|-------------|-------------|
| 01311       | Administrative Support And Clerical Occupations | Secretary I                          | 18.52       |             |
| 01312       | Administrative Support And Clerical Occupations | Secretary II                         | 20.72       |             |
| 01313       | Administrative Support And Clerical Occupations | Secretary III                        | 23.11       |             |
| 01320       | Administrative Support And Clerical Occupations | Service Order Dispatcher             | 20.91       |             |
| 01410       | Administrative Support And Clerical Occupations | Supply Technician                    | 33.03       |             |
| 01420       | Administrative Support And Clerical Occupations | Survey Worker                        | 19.09       |             |
| 01460       | Administrative Support And Clerical Occupations | Switchboard Operator/Receptionist    | 17.75       |             |
| 01531       | Administrative Support And Clerical Occupations | Travel Clerk I                       | 14.09       | ***         |
| 01532       | Administrative Support And Clerical Occupations | Travel Clerk II                      | 15.17       | ***         |
| 01533       | Administrative Support And Clerical Occupations | Travel Clerk III                     | 16.28       | ***         |
| 01611       | Administrative Support And Clerical Occupations | Word Processor I                     | 16.49       | ***         |
| 01612       | Administrative Support And Clerical Occupations | Word Processor II                    | 18.50       |             |
| 01613       | Administrative Support And Clerical Occupations | Word Processor III                   | 20.69       |             |
| 05005       | Automotive Service Occupations                  | Automobile Body Repairer, Fiberglass | 22.61       |             |
| 05010       | Automotive Service Occupations                  | Automotive Electrician               | 21.17       |             |
| 05040       | Automotive Service Occupations                  | Automotive Glass Installer           | 20.04       |             |
| 05070       | Automotive Service Occupations                  | Automotive Worker                    | 20.04       |             |
| 05110       | Automotive Service Occupations                  | Mobile Equipment Servicer            | 17.81       |             |
| 05130       | Automotive Service Occupations                  | Motor Equipment Metal Mechanic       | 22.22       |             |
| 05160       | Automotive Service Occupations                  | Motor Equipment Metal Worker         | 20.04       |             |
| 05190       | Automotive Service Occupations                  | Motor Vehicle Mechanic               | 22.22       |             |
| 05220       | Automotive Service Occupations                  | Motor Vehicle Mechanic Helper        | 16.61       | ***         |
| 05250       | Automotive Service Occupations                  | Motor Vehicle Upholstery Worker      | 18.92       |             |

| <b>Code</b> | <b>Category</b>                              | <b>Title</b>                   | <b>Rate</b> | <b>Note</b> |
|-------------|--|--------------------------------|-------------|-------------|
| 05280       | Automotive Service Occupations               | Motor Vehicle Wrecker          | 20.04       |             |
| 05310       | Automotive Service Occupations               | Painter, Automotive            | 21.17       |             |
| 05340       | Automotive Service Occupations               | Radiator Repair Specialist     | 20.04       |             |
| 05370       | Automotive Service Occupations               | Tire Repairer                  | 17.68       |             |
| 05400       | Automotive Service Occupations               | Transmission Repair Specialist | 22.22       |             |
| 07010       | Food Preparation And Service Occupations     | Baker                          | 16.50       | ***         |
| 07041       | Food Preparation And Service Occupations     | Cook I                         | 17.99       |             |
| 07042       | Food Preparation And Service Occupations     | Cook II                        | 20.25       |             |
| 07070       | Food Preparation And Service Occupations     | Dishwasher                     | 14.48       | ***         |
| 07130       | Food Preparation And Service Occupations     | Food Service Worker            | 15.05       | ***         |
| 07210       | Food Preparation And Service Occupations     | Meat Cutter                    | 18.63       |             |
| 07260       | Food Preparation And Service Occupations     | Waiter/Waitress                | 16.64       | ***         |
| 09010       | Furniture Maintenance And Repair Occupations | Electrostatic Spray Painter    | 21.74       |             |
| 09040       | Furniture Maintenance And Repair Occupations | Furniture Handler              | 14.82       | ***         |
| 09080       | Furniture Maintenance And Repair Occupations | Furniture Refinisher           | 21.74       |             |
| 09090       | Furniture Maintenance And Repair Occupations | Furniture Refinisher Helper    | 17.61       |             |
| 09110       | Furniture Maintenance And Repair Occupations | Furniture Repairer, Minor      | 20.01       |             |
| 09130       | Furniture Maintenance And Repair Occupations | Upholsterer                    | 21.02       |             |
| 11030       | General Services And Support Occupations     | Cleaner, Vehicles              | 16.68       | ***         |
| 11060       | General Services And Support Occupations     | Elevator Operator              | 16.68       | ***         |
| 11090       | General Services And Support Occupations     | Gardener                       | 22.28       |             |

| <b>Code</b> | <b>Category</b>                          | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 11122       | General Services And Support Occupations | Housekeeping Aide                          | 16.79       | ***         |
| 11150       | General Services And Support Occupations | Janitor                                    | 16.79       | ***         |
| 11210       | General Services And Support Occupations | Laborer, Grounds Maintenance               | 17.77       |             |
| 11240       | General Services And Support Occupations | Maid or Houseman                           | 15.48       | ***         |
| 11260       | General Services And Support Occupations | Pruner                                     | 16.24       | ***         |
| 11270       | General Services And Support Occupations | Tractor Operator                           | 20.78       |             |
| 11330       | General Services And Support Occupations | Trail Maintenance Worker                   | 17.77       |             |
| 11360       | General Services And Support Occupations | Window Cleaner                             | 18.37       |             |
| 12010       | Health Occupations                       | Ambulance Driver                           | 18.08       |             |
| 12011       | Health Occupations                       | Breath Alcohol Technician                  | 22.54       |             |
| 12012       | Health Occupations                       | Certified Occupational Therapist Assistant | 26.33       |             |
| 12015       | Health Occupations                       | Certified Physical Therapist Assistant     | 27.50       |             |
| 12020       | Health Occupations                       | Dental Assistant                           | 21.68       |             |
| 12025       | Health Occupations                       | Dental Hygienist                           | 39.00       |             |
| 12030       | Health Occupations                       | EKG Technician                             | 28.52       |             |
| 12035       | Health Occupations                       | Electroneurodiagnostic Technologist        | 28.52       |             |
| 12040       | Health Occupations                       | Emergency Medical Technician               | 18.08       |             |
| 12071       | Health Occupations                       | Licensed Practical Nurse I                 | 20.15       |             |
| 12072       | Health Occupations                       | Licensed Practical Nurse II                | 22.54       |             |
| 12073       | Health Occupations                       | Licensed Practical Nurse III               | 25.14       |             |
| 12100       | Health Occupations                       | Medical Assistant                          | 19.19       |             |
| 12130       | Health Occupations                       | Medical Laboratory Technician              | 32.68       |             |
| 12160       | Health Occupations                       | Medical Record Clerk                       | 22.16       |             |
| 12190       | Health Occupations                       | Medical Record Technician                  | 24.79       |             |
| 12195       | Health Occupations                       | Medical Transcriptionist                   | 20.12       |             |

| <b>Code</b> | <b>Category</b>                  | <b>Title</b>                           | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------|--|-------------|-------------|
| 12210       | Health Occupations               | Nuclear Medicine Technologist          | 49.54       |             |
| 12221       | Health Occupations               | Nursing Assistant I                    | 13.40       | ***         |
| 12222       | Health Occupations               | Nursing Assistant II                   | 15.08       | ***         |
| 12223       | Health Occupations               | Nursing Assistant III                  | 16.46       | ***         |
| 12224       | Health Occupations               | Nursing Assistant IV                   | 18.47       |             |
| 12235       | Health Occupations               | Optical Dispenser                      | 29.22       |             |
| 12236       | Health Occupations               | Optical Technician                     | 20.15       |             |
| 12250       | Health Occupations               | Pharmacy Technician                    | 17.52       |             |
| 12280       | Health Occupations               | Phlebotomist                           | 18.17       |             |
| 12305       | Health Occupations               | Radiologic Technologist                | 34.19       |             |
| 12311       | Health Occupations               | Registered Nurse I                     | 26.85       |             |
| 12312       | Health Occupations               | Registered Nurse II                    | 32.85       |             |
| 12313       | Health Occupations               | Registered Nurse II, Specialist        | 32.85       |             |
| 12314       | Health Occupations               | Registered Nurse III                   | 39.74       |             |
| 12315       | Health Occupations               | Registered Nurse III, Anesthetist      | 39.74       |             |
| 12316       | Health Occupations               | Registered Nurse IV                    | 47.63       |             |
| 12317       | Health Occupations               | Scheduler                              | 27.93       |             |
| 12320       | Health Occupations               | Substance Abuse Treatment Counselor    | 26.85       |             |
| 13011       | Information And Arts Occupations | Exhibits Specialist I                  | 21.76       |             |
| 13012       | Information And Arts Occupations | Exhibits Specialist II                 | 26.96       |             |
| 13013       | Information And Arts Occupations | Exhibits Specialist III                | 32.98       |             |
| 13041       | Information And Arts Occupations | Illustrator I                          | 21.76       |             |
| 13042       | Information And Arts Occupations | Illustrator II                         | 26.96       |             |
| 13043       | Information And Arts Occupations | Illustrator III                        | 33.49       |             |
| 13047       | Information And Arts Occupations | Librarian                              | 29.86       |             |
| 13050       | Information And Arts Occupations | Library Aide/Clerk                     | 14.87       | ***         |
| 13054       | Information And Arts Occupations | Library Information Technology Systems | 26.96       |             |
| 13058       | Information And Arts Occupations | Library Technician                     | 16.80       | ***         |
| 13061       | Information And Arts Occupations | Media Specialist I                     | 19.46       |             |
| 13062       | Information And Arts Occupations | Media Specialist II                    | 21.76       |             |
| 13063       | Information And Arts Occupations | Media Specialist III                   | 24.27       |             |
| 13071       | Information And Arts Occupations | Photographer I                         | 19.46       |             |

| <b>Code</b> | <b>Category</b>                    | <b>Title</b>                                    | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------|---|-------------|-------------|
| 13072       | Information And Arts Occupations   | Photographer II                                 | 21.76       |             |
| 13073       | Information And Arts Occupations   | Photographer III                                | 26.96       |             |
| 13074       | Information And Arts Occupations   | Photographer IV                                 | 32.98       |             |
| 13075       | Information And Arts Occupations   | Photographer V                                  | 39.90       |             |
| 13090       | Information And Arts Occupations   | Technical Order Library Clerk                   | 18.67       |             |
| 13110       | Information And Arts Occupations   | Video Teleconference Technician                 | 22.67       |             |
| 14041       | Information Technology Occupations | Computer Operator I                             | 18.81       |             |
| 14042       | Information Technology Occupations | Computer Operator II                            | 21.04       |             |
| 14043       | Information Technology Occupations | Computer Operator III                           | 23.46       |             |
| 14044       | Information Technology Occupations | Computer Operator IV                            | 26.07       |             |
| 14045       | Information Technology Occupations | Computer Operator V                             | 28.87       |             |
| 14071       | Information Technology Occupations | Computer Programmer I                           | 19.97       | see<br>1    |
| 14072       | Information Technology Occupations | Computer Programmer II                          | 24.74       | see<br>1    |
| 14073       | Information Technology Occupations | Computer Programmer III                         | NaN         | see<br>1    |
| 14074       | Information Technology Occupations | Computer Programmer IV                          | NaN         | see<br>1    |
| 14101       | Information Technology Occupations | Computer Systems Analyst I                      | NaN         | see<br>1    |
| 14102       | Information Technology Occupations | Computer Systems Analyst II                     | NaN         | see<br>1    |
| 14103       | Information Technology Occupations | Computer Systems Analyst III                    | NaN         | see<br>1    |
| 14150       | Information Technology Occupations | Peripheral Equipment Operator                   | 18.81       |             |
| 14160       | Information Technology Occupations | Personal Computer Support Technician            | 26.07       |             |
| 14170       | Information Technology Occupations | System Support Specialist                       | 31.47       |             |
| 15010       | Instructional Occupations          | Aircrew Training Devices Instructor             | 32.79       |             |
| 15020       | Instructional Occupations          | Aircrew Training Devices Instructor             | 39.67       |             |
| 15030       | Instructional Occupations          | Air Crew Training Devices Instructor            | 47.55       |             |
| 15050       | Instructional Occupations          | Computer Based Training Specialist / Instructor | 32.79       |             |

| <b>Code</b> | <b>Category</b>   | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|---|--|-------------|-------------|
| 15060       | Instructional Occupations                               | Educational Technologist                   | 33.18       |             |
| 15070       | Instructional Occupations                               | Flight Instructor                          | 47.55       |             |
| 15080       | Instructional Occupations                               | Graphic Artist                             | 24.78       |             |
| 15085       | Instructional Occupations                               | Maintenance Test Pilot, Fixed, Jet/Prop    | 47.55       |             |
| 15086       | Instructional Occupations                               | Maintenance Test Pilot, Rotary Wing        | 47.55       |             |
| 15088       | Instructional Occupations                               | Non-Maintenance Test/Co-Pilot              | 47.55       |             |
| 15090       | Instructional Occupations                               | Technical Instructor                       | 22.88       |             |
| 15095       | Instructional Occupations                               | Technical Instructor/Course Developer      | 28.00       |             |
| 15110       | Instructional Occupations                               | Test Proctor                               | 18.48       |             |
| 15120       | Instructional Occupations                               | Tutor                                      | 18.48       |             |
| 16010       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Assembler                                  | 16.41       | ***         |
| 16030       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Counter Attendant                          | 16.41       | ***         |
| 16040       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Dry Cleaner                                | 18.75       |             |
| 16070       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Finisher, Flatwork, Machine                | 16.41       | ***         |
| 16090       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Hand                              | 16.41       | ***         |
| 16110       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Drycleaning              | 16.41       | ***         |
| 16130       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Shirts                   | 16.41       | ***         |
| 16160       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Wearing Apparel, Laundry | 16.41       | ***         |
| 16190       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Sewing Machine Operator                    | 19.53       |             |
| 16220       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Tailor                                     | 20.31       |             |
| 16250       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Washer, Machine                            | 17.19       | ***         |
| 19010       | Machine Tool Operation And Repair Occupations           | Machine-Tool Operator                      | 27.86       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|--|--------------------------------------|-------------|-------------|
| 19040       | Machine Tool Operation And Repair Occupations    | Tool And Die Maker                   | 32.65       |             |
| 21020       | Materials Handling And Packing Occupations       | Forklift Operator                    | 25.37       |             |
| 21030       | Materials Handling And Packing Occupations       | Material Coordinator                 | 23.03       |             |
| 21040       | Materials Handling And Packing Occupations       | Material Expediter                   | 23.03       |             |
| 21050       | Materials Handling And Packing Occupations       | Material Handling Laborer            | 20.73       |             |
| 21071       | Materials Handling And Packing Occupations       | Order Filler                         | 18.03       |             |
| 21080       | Materials Handling And Packing Occupations       | Production Line Worker               | 25.37       |             |
| 21110       | Materials Handling And Packing Occupations       | Shipping Packer                      | 19.51       |             |
| 21130       | Materials Handling And Packing Occupations       | Shipping/Receiving Clerk             | 19.51       |             |
| 21140       | Materials Handling And Packing Occupations       | Store Worker I                       | 15.90       | ***         |
| 21150       | Materials Handling And Packing Occupations       | Stock Clerk                          | 20.41       |             |
| 21210       | Materials Handling And Packing Occupations       | Tools And Parts Attendant            | 25.37       |             |
| 21410       | Materials Handling And Packing Occupations       | Warehouse Specialist                 | 25.37       |             |
| 23010       | Mechanics And Maintenance And Repair Occupations | Aerospace Structural Welder          | 31.77       |             |
| 23019       | Mechanics And Maintenance And Repair Occupations | Aircraft Logs and Records Technician | 26.02       |             |
| 23021       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic I                  | 30.56       |             |
| 23022       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic II                 | 31.77       |             |
| 23023       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic III                | 32.96       |             |
| 23040       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic Helper             | 22.84       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                                   | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 23050       | Mechanics And Maintenance And Repair Occupations | Aircraft, Painter                              | 29.12       |             |
| 23060       | Mechanics And Maintenance And Repair Occupations | Aircraft Servicer                              | 26.02       |             |
| 23070       | Mechanics And Maintenance And Repair Occupations | Aircraft Survival Flight Equipment Technician  | 29.12       |             |
| 23080       | Mechanics And Maintenance And Repair Occupations | Aircraft Worker                                | 27.57       |             |
| 23091       | Mechanics And Maintenance And Repair Occupations | Aircrew Life Support Equipment (ALSE) Mechanic | 27.57       |             |
| 23092       | Mechanics And Maintenance And Repair Occupations | Aircrew Life Support Equipment (ALSE) Mechanic | 30.56       |             |
| 23110       | Mechanics And Maintenance And Repair Occupations | Appliance Mechanic                             | 29.12       |             |
| 23120       | Mechanics And Maintenance And Repair Occupations | Bicycle Repairer                               | 24.49       |             |
| 23125       | Mechanics And Maintenance And Repair Occupations | Cable Splicer                                  | 48.06       |             |
| 23130       | Mechanics And Maintenance And Repair Occupations | Carpenter, Maintenance                         | 24.85       |             |
| 23140       | Mechanics And Maintenance And Repair Occupations | Carpet Layer                                   | 27.57       |             |
| 23160       | Mechanics And Maintenance And Repair Occupations | Electrician, Maintenance                       | 31.95       |             |
| 23181       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance I           | 27.57       |             |
| 23182       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance II          | 29.12       |             |
| 23183       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance III         | 30.56       |             |
| 23260       | Mechanics And Maintenance And Repair Occupations | Fabric Worker                                  | 26.02       |             |
| 23290       | Mechanics And Maintenance And Repair Occupations | Fire Alarm System Mechanic                     | 27.69       |             |
| 23310       | Mechanics And Maintenance And Repair Occupations | Fire Extinguisher Repairer                     | 24.49       |             |
| 23311       | Mechanics And Maintenance And Repair Occupations | Fuel Distribution System Mechanic              | 44.45       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 23312       | Mechanics And Maintenance And Repair Occupations | Fuel Distribution System Operator         | 35.67       |             |
| 23370       | Mechanics And Maintenance And Repair Occupations | General Maintenance Worker                | 22.43       |             |
| 23380       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Mechanic         | 30.56       |             |
| 23381       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Servicer         | 26.02       |             |
| 23382       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Worker           | 27.57       |             |
| 23391       | Mechanics And Maintenance And Repair Occupations | Gunsmith I                                | 24.49       |             |
| 23392       | Mechanics And Maintenance And Repair Occupations | Gunsmith II                               | 27.57       |             |
| 23393       | Mechanics And Maintenance And Repair Occupations | Gunsmith III                              | 30.56       |             |
| 23410       | Mechanics And Maintenance And Repair Occupations | Heating, Ventilation And Air-Conditioning | 26.53       |             |
| 23411       | Mechanics And Maintenance And Repair Occupations | Heating, Ventilation And Air Contidioning | 27.58       |             |
| 23430       | Mechanics And Maintenance And Repair Occupations | Heavy Equipment Mechanic                  | 23.96       |             |
| 23440       | Mechanics And Maintenance And Repair Occupations | Heavy Equipment Operator                  | 28.02       |             |
| 23460       | Mechanics And Maintenance And Repair Occupations | Instrument Mechanic                       | 30.56       |             |
| 23465       | Mechanics And Maintenance And Repair Occupations | Laboratory/Shelter Mechanic               | 29.12       |             |
| 23470       | Mechanics And Maintenance And Repair Occupations | Laborer                                   | 20.73       |             |
| 23510       | Mechanics And Maintenance And Repair Occupations | Locksmith                                 | 29.12       |             |
| 23530       | Mechanics And Maintenance And Repair Occupations | Machinery Maintenance Mechanic            | 31.28       |             |
| 23550       | Mechanics And Maintenance And Repair Occupations | Machinist, Maintenance                    | 24.12       |             |
| 23580       | Mechanics And Maintenance And Repair Occupations | Maintenance Trades Helper                 | 18.84       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                     | <b>Rate</b> | <b>Note</b> |
|-------------|--|----------------------------------|-------------|-------------|
| 23591       | Mechanics And Maintenance And Repair Occupations | Metrology Technician I           | 30.56       |             |
| 23592       | Mechanics And Maintenance And Repair Occupations | Metrology Technician II          | 31.77       |             |
| 23593       | Mechanics And Maintenance And Repair Occupations | Metrology Technician III         | 32.96       |             |
| 23640       | Mechanics And Maintenance And Repair Occupations | Millwright                       | 30.78       |             |
| 23710       | Mechanics And Maintenance And Repair Occupations | Office Appliance Repairer        | 24.48       |             |
| 23760       | Mechanics And Maintenance And Repair Occupations | Painter, Maintenance             | 23.91       |             |
| 23790       | Mechanics And Maintenance And Repair Occupations | Pipefitter, Maintenance          | 33.24       |             |
| 23810       | Mechanics And Maintenance And Repair Occupations | Plumber, Maintenance             | 30.57       |             |
| 23820       | Mechanics And Maintenance And Repair Occupations | Pneudraulic Systems Mechanic     | 30.56       |             |
| 23850       | Mechanics And Maintenance And Repair Occupations | Rigger                           | 30.56       |             |
| 23870       | Mechanics And Maintenance And Repair Occupations | Scale Mechanic                   | 27.57       |             |
| 23890       | Mechanics And Maintenance And Repair Occupations | Sheet-Metal Worker, Maintenance  | 33.19       |             |
| 23910       | Mechanics And Maintenance And Repair Occupations | Small Engine Mechanic            | 20.56       |             |
| 23931       | Mechanics And Maintenance And Repair Occupations | Telecommunications Mechanic I    | 32.55       |             |
| 23932       | Mechanics And Maintenance And Repair Occupations | Telecommunications Mechanic II   | 33.70       |             |
| 23950       | Mechanics And Maintenance And Repair Occupations | Telephone Lineman                | 37.42       |             |
| 23960       | Mechanics And Maintenance And Repair Occupations | Welder, Combination, Maintenance | 23.55       |             |
| 23965       | Mechanics And Maintenance And Repair Occupations | Well Driller                     | 30.56       |             |
| 23970       | Mechanics And Maintenance And Repair Occupations | Woodcraft Worker                 | 30.56       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                          | <b>Rate</b> | <b>Note</b> |
|-------------|--|---------------------------------------|-------------|-------------|
| 23980       | Mechanics And Maintenance And Repair Occupations | Woodworker                            | 24.49       |             |
| 24550       | Personal Needs Occupations                       | Case Manager                          | 18.37       |             |
| 24570       | Personal Needs Occupations                       | Child Care Attendant                  | 15.30       | ***         |
| 24580       | Personal Needs Occupations                       | Child Care Center Clerk               | 19.07       |             |
| 24610       | Personal Needs Occupations                       | Chore Aide                            | 17.28       |             |
| 24620       | Personal Needs Occupations                       | Family Readiness And Support Services | 18.37       |             |
| 24630       | Personal Needs Occupations                       | Homemaker                             | 18.37       |             |
| 25010       | Plant And System Operations Occupations          | Boiler Tender                         | 29.82       |             |
| 25040       | Plant And System Operations Occupations          | Sewage Plant Operator                 | 25.45       |             |
| 25070       | Plant And System Operations Occupations          | Stationary Engineer                   | 29.82       |             |
| 25190       | Plant And System Operations Occupations          | Ventilation Equipment Tender          | 22.29       |             |
| 25210       | Plant And System Operations Occupations          | Water Treatment Plant Operator        | 25.45       |             |
| 27004       | Protective Service Occupations                   | Alarm Monitor                         | 21.68       |             |
| 27007       | Protective Service Occupations                   | Baggage Inspector                     | 18.36       |             |
| 27008       | Protective Service Occupations                   | Corrections Officer                   | 33.03       |             |
| 27010       | Protective Service Occupations                   | Court Security Officer                | 31.67       |             |
| 27030       | Protective Service Occupations                   | Detection Dog Handler                 | 20.53       |             |
| 27040       | Protective Service Occupations                   | Detention Officer                     | 33.03       |             |
| 27070       | Protective Service Occupations                   | Firefighter                           | 30.31       |             |
| 27101       | Protective Service Occupations                   | Guard I                               | 18.36       |             |
| 27102       | Protective Service Occupations                   | Guard II                              | 20.53       |             |
| 27131       | Protective Service Occupations                   | Police Officer I                      | 30.68       |             |
| 27132       | Protective Service Occupations                   | Police Officer II                     | 34.09       |             |
| 28041       | Recreation Occupations                           | Carnival Equipment Operator           | 19.63       |             |
| 28042       | Recreation Occupations                           | Carnival Equipment Repairer           | 21.05       |             |
| 28043       | Recreation Occupations                           | Carnival Worker                       | 15.34       | ***         |
| 28210       | Recreation Occupations                           | Gate Attendant/Gate Tender            | 20.89       |             |
| 28310       | Recreation Occupations                           | Lifeguard                             | 15.00       | ***         |
| 28350       | Recreation Occupations                           | Park Attendant                        | 23.34       |             |

| <b>Code</b> | <b>Category</b>                                | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 28510       | Recreation Occupations                         | Recreation Aide/Health Facility Attendant | 17.04       | ***         |
| 28515       | Recreation Occupations                         | Recreation Specialist                     | 28.92       |             |
| 28630       | Recreation Occupations                         | Sports Official                           | 18.60       |             |
| 28690       | Recreation Occupations                         | Swimming Pool Operator                    | 23.69       |             |
| 29010       | Stevedoring/Longshoremen Occupational Services | Blocker And Bracer                        | 27.57       |             |
| 29020       | Stevedoring/Longshoremen Occupational Services | Hatch Tender                              | 27.57       |             |
| 29030       | Stevedoring/Longshoremen Occupational Services | Line Handler                              | 27.57       |             |
| 29041       | Stevedoring/Longshoremen Occupational Services | Stevedore I                               | 26.02       |             |
| 29042       | Stevedoring/Longshoremen Occupational Services | Stevedore II                              | 29.12       |             |
| 30010       | Technical Occupations                          | Air Traffic Control Specialist, Center    | 46.54       | see 2       |
| 30011       | Technical Occupations                          | Air Traffic Control Specialist, Station   | 32.09       | see 2       |
| 30012       | Technical Occupations                          | Air Traffic Control Specialist, Terminal  | 35.34       | see 2       |
| 30021       | Technical Occupations                          | Archeological Technician I                | 18.31       |             |
| 30022       | Technical Occupations                          | Archeological Technician II               | 20.48       |             |
| 30023       | Technical Occupations                          | Archeological Technician III              | 25.37       |             |
| 30030       | Technical Occupations                          | Cartographic Technician                   | 25.37       |             |
| 30040       | Technical Occupations                          | Civil Engineering Technician              | 25.37       |             |
| 30051       | Technical Occupations                          | Cryogenic Technician I                    | 28.10       |             |
| 30052       | Technical Occupations                          | Cryogenic Technician II                   | 31.04       |             |
| 30061       | Technical Occupations                          | Drafter/CAD Operator I                    | 18.31       |             |
| 30062       | Technical Occupations                          | Drafter/CAD Operator II                   | 20.48       |             |
| 30063       | Technical Occupations                          | Drafter/CAD Operator III                  | 22.83       |             |
| 30064       | Technical Occupations                          | Drafter/CAD Operator IV                   | 28.10       |             |
| 30081       | Technical Occupations                          | Engineering Technician I                  | 16.20       | ***         |
| 30082       | Technical Occupations                          | Engineering Technician II                 | 18.18       |             |
| 30083       | Technical Occupations                          | Engineering Technician III                | 20.35       |             |
| 30084       | Technical Occupations                          | Engineering Technician IV                 | 25.21       |             |

| <b>Code</b> | <b>Category</b>                                       | <b>Title</b>                             | <b>Rate</b> | <b>Note</b> |
|-------------|---|--|-------------|-------------|
| 30085       | Technical Occupations                                 | Engineering Technician V                 | 30.83       |             |
| 30086       | Technical Occupations                                 | Engineering Technician VI                | 37.30       |             |
| 30090       | Technical Occupations                                 | Environmental Technician                 | 24.36       |             |
| 30095       | Technical Occupations                                 | Evidence Control Specialist              | 25.37       |             |
| 30210       | Technical Occupations                                 | Laboratory Technician                    | 23.01       |             |
| 30221       | Technical Occupations                                 | Latent Fingerprint Technician I          | 28.10       |             |
| 30222       | Technical Occupations                                 | Latent Fingerprint Technician II         | 31.04       |             |
| 30240       | Technical Occupations                                 | Mathematical Technician                  | 25.37       |             |
| 30361       | Technical Occupations                                 | Paralegal/Legal Assistant I              | 22.27       |             |
| 30362       | Technical Occupations                                 | Paralegal/Legal Assistant II             | 27.59       |             |
| 30363       | Technical Occupations                                 | Paralegal/Legal Assistant III            | 33.75       |             |
| 30364       | Technical Occupations                                 | Paralegal/Legal Assistant IV             | 40.83       |             |
| 30375       | Technical Occupations                                 | Petroleum Supply Specialist              | 31.04       |             |
| 30390       | Technical Occupations                                 | Photo-Optics Technician                  | 25.37       |             |
| 30395       | Technical Occupations                                 | Radiation Control Technician             | 31.04       |             |
| 30461       | Technical Occupations                                 | Technical Writer I                       | 25.37       |             |
| 30462       | Technical Occupations                                 | Technical Writer II                      | 31.04       |             |
| 30463       | Technical Occupations                                 | Technical Writer III                     | 37.55       |             |
| 30491       | Technical Occupations                                 | Unexploded Ordnance (UXO) Technician I   | 29.58       |             |
| 30492       | Technical Occupations                                 | Unexploded Ordnance (UXO) Technician II  | 35.79       |             |
| 30493       | Technical Occupations                                 | Unexploded Ordnance (UXO) Technician III | 42.89       |             |
| 30494       | Technical Occupations                                 | Unexploded (UXO) Safety Escort           | 29.58       |             |
| 30495       | Technical Occupations                                 | Unexploded (UXO) Sweep Personnel         | 29.58       |             |
| 30501       | Technical Occupations                                 | Weather Forecaster I                     | 28.10       |             |
| 30502       | Technical Occupations                                 | Weather Forecaster II                    | 34.18       |             |
| 30620       | Technical Occupations                                 | Weather Observer, Combined Upper Air Or  | 22.83       | see 2       |
| 30621       | Technical Occupations                                 | Weather Observer, Senior                 | 25.37       | see 2       |
| 31010       | Transportation/Mobile Equipment Operation Occupations | Airplane Pilot                           | 35.79       |             |

| <b>Code</b> | <b>Category</b>                                       | <b>Title</b>                   | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------|-------------|-------------|
| 31020       | Transportation/Mobile Equipment Operation Occupations | Bus Aide                       | 14.82       | ***         |
| 31030       | Transportation/Mobile Equipment Operation Occupations | Bus Driver                     | 19.73       |             |
| 31043       | Transportation/Mobile Equipment Operation Occupations | Driver Courier                 | 18.07       |             |
| 31260       | Transportation/Mobile Equipment Operation Occupations | Parking and Lot Attendant      | 15.34       | ***         |
| 31290       | Transportation/Mobile Equipment Operation Occupations | Shuttle Bus Driver             | 15.90       | ***         |
| 31310       | Transportation/Mobile Equipment Operation Occupations | Taxi Driver                    | 14.79       | ***         |
| 31361       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Light             | 19.37       |             |
| 31362       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Medium            | 20.58       |             |
| 31363       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Heavy             | 24.64       |             |
| 31364       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Tractor-Trailer   | 24.64       |             |
| 99020       | Miscellaneous Occupations                             | Cabin Safety Specialist        | 17.45       |             |
| 99030       | Miscellaneous Occupations                             | Cashier                        | 14.98       | ***         |
| 99050       | Miscellaneous Occupations                             | Desk Clerk                     | 15.79       | ***         |
| 99095       | Miscellaneous Occupations                             | Embalmer                       | 31.14       |             |
| 99130       | Miscellaneous Occupations                             | Flight Follower                | 29.58       |             |
| 99251       | Miscellaneous Occupations                             | Laboratory Animal Caretaker I  | 17.96       |             |
| 99252       | Miscellaneous Occupations                             | Laboratory Animal Caretaker II | 19.27       |             |
| 99260       | Miscellaneous Occupations                             | Marketing Analyst              | 28.39       |             |
| 99310       | Miscellaneous Occupations                             | Mortician                      | 31.14       |             |
| 99410       | Miscellaneous Occupations                             | Pest Controller                | 23.29       |             |
| 99510       | Miscellaneous Occupations                             | Photofinishing Worker          | 15.54       | ***         |
| 99710       | Miscellaneous Occupations                             | Recycling Laborer              | 20.43       |             |
| 99711       | Miscellaneous Occupations                             | Recycling Specialist           | 23.89       |             |
| 99730       | Miscellaneous Occupations                             | Refuse Collector               | 18.68       |             |
| 99810       | Miscellaneous Occupations                             | Sales Clerk                    | 16.54       | ***         |
| 99820       | Miscellaneous Occupations                             | School Crossing Guard          | 15.00       | ***         |

| <b>Code</b> | <b>Category</b>           | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------|---------------------------------|-------------|-------------|
| 99830       | Miscellaneous Occupations | Survey Party Chief              | 25.99       |             |
| 99831       | Miscellaneous Occupations | Surveying Aide                  | 15.49       | ***         |
| 99832       | Miscellaneous Occupations | Surveying Technician            | 23.64       |             |
| 99840       | Miscellaneous Occupations | Vending Machine Attendant       | 22.01       |             |
| 99841       | Miscellaneous Occupations | Vending Machine Repairer        | 26.57       |             |
| 99842       | Miscellaneous Occupations | Vending Machine Repairer Helper | 22.01       |             |

## **Footer**

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.20 per hour) or 13658 (\$12.90 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. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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: \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 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, 4 weeks after 15 years, and 5 weeks after 25 years.

Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans'

Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESSES 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)).

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## **Wage Determination No. : 2015-4169**

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 27

Date Of Last Revision : 07/22/2024

Source : [Source Website](#)

## **Header**

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2024.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.90 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 2024.

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: New York

Area: New York Counties of Clinton, Essex, Franklin, Lewis, St Lawrence

**\*\*Fringe Benefits Required Follow the Occupational Listing\*\***

## **Wage Determination Table**

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                        | <b>Rate</b> | <b>Note</b> |
|-------------|---|-------------------------------------|-------------|-------------|
| 01011       | Administrative Support And Clerical Occupations | Accounting Clerk I                  | 17.31       |             |
| 01012       | Administrative Support And Clerical Occupations | Accounting Clerk II                 | 19.43       |             |
| 01013       | Administrative Support And Clerical Occupations | Accounting Clerk III                | 21.73       |             |
| 01020       | Administrative Support And Clerical Occupations | Administrative Assistant            | 33.03       |             |
| 01035       | Administrative Support And Clerical Occupations | Court Reporter                      | 21.47       |             |
| 01041       | Administrative Support And Clerical Occupations | Customer Service Representative I   | 15.21       | ***         |
| 01042       | Administrative Support And Clerical Occupations | Customer Service Representative II  | 16.59       | ***         |
| 01043       | Administrative Support And Clerical Occupations | Customer Service Representative III | 18.62       |             |
| 01051       | Administrative Support And Clerical Occupations | Data Entry Operator I               | 16.82       | ***         |
| 01052       | Administrative Support And Clerical Occupations | Data Entry Operator II              | 18.35       |             |
| 01060       | Administrative Support And Clerical Occupations | Dispatcher, Motor Vehicle           | 23.38       |             |
| 01070       | Administrative Support And Clerical Occupations | Document Preparation Clerk          | 17.10       | ***         |
| 01090       | Administrative Support And Clerical Occupations | Duplicating Machine Operator        | 17.10       | ***         |
| 01111       | Administrative Support And Clerical Occupations | General Clerk I                     | 15.52       | ***         |
| 01112       | Administrative Support And Clerical Occupations | General Clerk II                    | 16.93       | ***         |
| 01113       | Administrative Support And Clerical Occupations | General Clerk III                   | 19.00       |             |
| 01120       | Administrative Support And Clerical Occupations | Housing Referral Assistant          | 23.11       |             |
| 01141       | Administrative Support And Clerical Occupations | Messenger Courier                   | 15.99       | ***         |
| 01191       | Administrative Support And Clerical Occupations | Order Clerk I                       | 18.21       |             |

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------------|-------------|-------------|
| 01192       | Administrative Support And Clerical Occupations | Order Clerk II                       | 19.87       |             |
| 01261       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) I   | 18.95       |             |
| 01262       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) II  | 21.20       |             |
| 01263       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) III | 23.64       |             |
| 01270       | Administrative Support And Clerical Occupations | Production Control Clerk             | 23.03       |             |
| 01290       | Administrative Support And Clerical Occupations | Rental Clerk                         | 18.19       |             |
| 01300       | Administrative Support And Clerical Occupations | Scheduler, Maintenance               | 18.52       |             |
| 01311       | Administrative Support And Clerical Occupations | Secretary I                          | 18.52       |             |
| 01312       | Administrative Support And Clerical Occupations | Secretary II                         | 20.72       |             |
| 01313       | Administrative Support And Clerical Occupations | Secretary III                        | 23.11       |             |
| 01320       | Administrative Support And Clerical Occupations | Service Order Dispatcher             | 20.91       |             |
| 01410       | Administrative Support And Clerical Occupations | Supply Technician                    | 33.03       |             |
| 01420       | Administrative Support And Clerical Occupations | Survey Worker                        | 19.09       |             |
| 01460       | Administrative Support And Clerical Occupations | Switchboard Operator/Receptionist    | 17.75       |             |
| 01531       | Administrative Support And Clerical Occupations | Travel Clerk I                       | 14.09       | ***         |
| 01532       | Administrative Support And Clerical Occupations | Travel Clerk II                      | 15.17       | ***         |
| 01533       | Administrative Support And Clerical Occupations | Travel Clerk III                     | 16.28       | ***         |
| 01611       | Administrative Support And Clerical Occupations | Word Processor I                     | 16.49       | ***         |
| 01612       | Administrative Support And Clerical Occupations | Word Processor II                    | 18.50       |             |

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------------|-------------|-------------|
| 01613       | Administrative Support And Clerical Occupations | Word Processor III                   | 20.69       |             |
| 05005       | Automotive Service Occupations                  | Automobile Body Repairer, Fiberglass | 22.61       |             |
| 05010       | Automotive Service Occupations                  | Automotive Electrician               | 21.17       |             |
| 05040       | Automotive Service Occupations                  | Automotive Glass Installer           | 20.04       |             |
| 05070       | Automotive Service Occupations                  | Automotive Worker                    | 20.04       |             |
| 05110       | Automotive Service Occupations                  | Mobile Equipment Servicer            | 17.95       |             |
| 05130       | Automotive Service Occupations                  | Motor Equipment Metal Mechanic       | 22.22       |             |
| 05160       | Automotive Service Occupations                  | Motor Equipment Metal Worker         | 20.04       |             |
| 05190       | Automotive Service Occupations                  | Motor Vehicle Mechanic               | 22.22       |             |
| 05220       | Automotive Service Occupations                  | Motor Vehicle Mechanic Helper        | 16.91       | ***         |
| 05250       | Automotive Service Occupations                  | Motor Vehicle Upholstery Worker      | 18.92       |             |
| 05280       | Automotive Service Occupations                  | Motor Vehicle Wrecker                | 20.04       |             |
| 05310       | Automotive Service Occupations                  | Painter, Automotive                  | 21.17       |             |
| 05340       | Automotive Service Occupations                  | Radiator Repair Specialist           | 20.04       |             |
| 05370       | Automotive Service Occupations                  | Tire Repairer                        | 17.81       |             |
| 05400       | Automotive Service Occupations                  | Transmission Repair Specialist       | 22.22       |             |
| 07010       | Food Preparation And Service Occupations        | Baker                                | 17.15       | ***         |
| 07041       | Food Preparation And Service Occupations        | Cook I                               | 17.99       |             |
| 07042       | Food Preparation And Service Occupations        | Cook II                              | 20.25       |             |
| 07070       | Food Preparation And Service Occupations        | Dishwasher                           | 14.48       | ***         |
| 07130       | Food Preparation And Service Occupations        | Food Service Worker                  | 15.05       | ***         |
| 07210       | Food Preparation And Service Occupations        | Meat Cutter                          | 18.63       |             |
| 07260       | Food Preparation And Service Occupations        | Waiter/Waitress                      | 16.64       | ***         |
| 09010       | Furniture Maintenance And Repair Occupations    | Electrostatic Spray Painter          | 19.46       |             |
| 09040       | Furniture Maintenance And Repair Occupations    | Furniture Handler                    | 14.65       | ***         |

| <b>Code</b> | <b>Category</b>                              | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 09080       | Furniture Maintenance And Repair Occupations | Furniture Refinisher                       | 19.46       |             |
| 09090       | Furniture Maintenance And Repair Occupations | Furniture Refinisher Helper                | 16.13       | ***         |
| 09110       | Furniture Maintenance And Repair Occupations | Furniture Repairer, Minor                  | 17.57       |             |
| 09130       | Furniture Maintenance And Repair Occupations | Upholsterer                                | 19.46       |             |
| 11030       | General Services And Support Occupations     | Cleaner, Vehicles                          | 16.68       | ***         |
| 11060       | General Services And Support Occupations     | Elevator Operator                          | 16.68       | ***         |
| 11090       | General Services And Support Occupations     | Gardener                                   | 22.28       |             |
| 11122       | General Services And Support Occupations     | Housekeeping Aide                          | 16.79       | ***         |
| 11150       | General Services And Support Occupations     | Janitor                                    | 16.79       | ***         |
| 11210       | General Services And Support Occupations     | Laborer, Grounds Maintenance               | 17.77       |             |
| 11240       | General Services And Support Occupations     | Maid or Houseman                           | 15.48       | ***         |
| 11260       | General Services And Support Occupations     | Pruner                                     | 16.24       | ***         |
| 11270       | General Services And Support Occupations     | Tractor Operator                           | 20.78       |             |
| 11330       | General Services And Support Occupations     | Trail Maintenance Worker                   | 17.77       |             |
| 11360       | General Services And Support Occupations     | Window Cleaner                             | 18.37       |             |
| 12010       | Health Occupations                           | Ambulance Driver                           | 18.08       |             |
| 12011       | Health Occupations                           | Breath Alcohol Technician                  | 22.54       |             |
| 12012       | Health Occupations                           | Certified Occupational Therapist Assistant | 26.33       |             |
| 12015       | Health Occupations                           | Certified Physical Therapist Assistant     | 27.50       |             |
| 12020       | Health Occupations                           | Dental Assistant                           | 21.68       |             |
| 12025       | Health Occupations                           | Dental Hygienist                           | 39.00       |             |

| <b>Code</b> | <b>Category</b>                  | <b>Title</b>                        | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------|-------------------------------------|-------------|-------------|
| 12030       | Health Occupations               | EKG Technician                      | 28.52       |             |
| 12035       | Health Occupations               | Electroneurodiagnostic Technologist | 28.52       |             |
| 12040       | Health Occupations               | Emergency Medical Technician        | 18.08       |             |
| 12071       | Health Occupations               | Licensed Practical Nurse I          | 20.15       |             |
| 12072       | Health Occupations               | Licensed Practical Nurse II         | 22.54       |             |
| 12073       | Health Occupations               | Licensed Practical Nurse III        | 25.14       |             |
| 12100       | Health Occupations               | Medical Assistant                   | 19.19       |             |
| 12130       | Health Occupations               | Medical Laboratory Technician       | 32.68       |             |
| 12160       | Health Occupations               | Medical Record Clerk                | 22.16       |             |
| 12190       | Health Occupations               | Medical Record Technician           | 24.79       |             |
| 12195       | Health Occupations               | Medical Transcriptionist            | 20.12       |             |
| 12210       | Health Occupations               | Nuclear Medicine Technologist       | 49.54       |             |
| 12221       | Health Occupations               | Nursing Assistant I                 | 13.40       | ***         |
| 12222       | Health Occupations               | Nursing Assistant II                | 15.08       | ***         |
| 12223       | Health Occupations               | Nursing Assistant III               | 16.46       | ***         |
| 12224       | Health Occupations               | Nursing Assistant IV                | 18.47       |             |
| 12235       | Health Occupations               | Optical Dispenser                   | 29.22       |             |
| 12236       | Health Occupations               | Optical Technician                  | 20.15       |             |
| 12250       | Health Occupations               | Pharmacy Technician                 | 17.52       |             |
| 12280       | Health Occupations               | Phlebotomist                        | 18.17       |             |
| 12305       | Health Occupations               | Radiologic Technologist             | 34.19       |             |
| 12311       | Health Occupations               | Registered Nurse I                  | 26.85       |             |
| 12312       | Health Occupations               | Registered Nurse II                 | 32.85       |             |
| 12313       | Health Occupations               | Registered Nurse II, Specialist     | 32.85       |             |
| 12314       | Health Occupations               | Registered Nurse III                | 39.74       |             |
| 12315       | Health Occupations               | Registered Nurse III, Anesthetist   | 39.74       |             |
| 12316       | Health Occupations               | Registered Nurse IV                 | 47.63       |             |
| 12317       | Health Occupations               | Scheduler                           | 27.93       |             |
| 12320       | Health Occupations               | Substance Abuse Treatment Counselor | 26.85       |             |
| 13011       | Information And Arts Occupations | Exhibits Specialist I               | 21.76       |             |
| 13012       | Information And Arts Occupations | Exhibits Specialist II              | 26.96       |             |
| 13013       | Information And Arts Occupations | Exhibits Specialist III             | 32.98       |             |

| <b>Code</b> | <b>Category</b>                    | <b>Title</b>                           | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------|--|-------------|-------------|
| 13041       | Information And Arts Occupations   | Illustrator I                          | 21.76       |             |
| 13042       | Information And Arts Occupations   | Illustrator II                         | 26.96       |             |
| 13043       | Information And Arts Occupations   | Illustrator III                        | 32.98       |             |
| 13047       | Information And Arts Occupations   | Librarian                              | 29.86       |             |
| 13050       | Information And Arts Occupations   | Library Aide/Clerk                     | 14.87       | ***         |
| 13054       | Information And Arts Occupations   | Library Information Technology Systems | 26.96       |             |
| 13058       | Information And Arts Occupations   | Library Technician                     | 18.38       |             |
| 13061       | Information And Arts Occupations   | Media Specialist I                     | 19.46       |             |
| 13062       | Information And Arts Occupations   | Media Specialist II                    | 21.76       |             |
| 13063       | Information And Arts Occupations   | Media Specialist III                   | 24.27       |             |
| 13071       | Information And Arts Occupations   | Photographer I                         | 19.46       |             |
| 13072       | Information And Arts Occupations   | Photographer II                        | 21.76       |             |
| 13073       | Information And Arts Occupations   | Photographer III                       | 26.96       |             |
| 13074       | Information And Arts Occupations   | Photographer IV                        | 32.98       |             |
| 13075       | Information And Arts Occupations   | Photographer V                         | 39.90       |             |
| 13090       | Information And Arts Occupations   | Technical Order Library Clerk          | 18.67       |             |
| 13110       | Information And Arts Occupations   | Video Teleconference Technician        | 21.70       |             |
| 14041       | Information Technology Occupations | Computer Operator I                    | 17.68       |             |
| 14042       | Information Technology Occupations | Computer Operator II                   | 19.77       |             |
| 14043       | Information Technology Occupations | Computer Operator III                  | 22.04       |             |
| 14044       | Information Technology Occupations | Computer Operator IV                   | 24.51       |             |
| 14045       | Information Technology Occupations | Computer Operator V                    | 27.14       |             |
| 14071       | Information Technology Occupations | Computer Programmer I                  | 19.97       | see 1       |
| 14072       | Information Technology Occupations | Computer Programmer II                 | 24.74       | see 1       |
| 14073       | Information Technology Occupations | Computer Programmer III                | NaN         | see 1       |
| 14074       | Information Technology Occupations | Computer Programmer IV                 | NaN         | see 1       |
| 14101       | Information Technology Occupations | Computer Systems Analyst I             | NaN         | see 1       |
| 14102       | Information Technology Occupations | Computer Systems Analyst II            | NaN         | see 1       |

| <b>Code</b> | <b>Category</b>   | <b>Title</b>                                    | <b>Rate</b> | <b>Note</b> |
|-------------|---|---|-------------|-------------|
| 14103       | Information Technology Occupations                      | Computer Systems Analyst III                    | NaN         | see<br>1    |
| 14150       | Information Technology Occupations                      | Peripheral Equipment Operator                   | 17.68       |             |
| 14160       | Information Technology Occupations                      | Personal Computer Support Technician            | 24.51       |             |
| 14170       | Information Technology Occupations                      | System Support Specialist                       | 31.47       |             |
| 15010       | Instructional Occupations                               | Aircrew Training Devices Instructor             | 32.79       |             |
| 15020       | Instructional Occupations                               | Aircrew Training Devices Instructor             | 39.67       |             |
| 15030       | Instructional Occupations                               | Air Crew Training Devices Instructor            | 47.55       |             |
| 15050       | Instructional Occupations                               | Computer Based Training Specialist / Instructor | 32.79       |             |
| 15060       | Instructional Occupations                               | Educational Technologist                        | 33.18       |             |
| 15070       | Instructional Occupations                               | Flight Instructor                               | 47.55       |             |
| 15080       | Instructional Occupations                               | Graphic Artist                                  | 24.78       |             |
| 15085       | Instructional Occupations                               | Maintenance Test Pilot, Fixed, Jet/Prop         | 47.55       |             |
| 15086       | Instructional Occupations                               | Maintenance Test Pilot, Rotary Wing             | 47.55       |             |
| 15088       | Instructional Occupations                               | Non-Maintenance Test/Co-Pilot                   | 47.55       |             |
| 15090       | Instructional Occupations                               | Technical Instructor                            | 22.88       |             |
| 15095       | Instructional Occupations                               | Technical Instructor/Course Developer           | 28.00       |             |
| 15110       | Instructional Occupations                               | Test Proctor                                    | 18.48       |             |
| 15120       | Instructional Occupations                               | Tutor   | 18.48       |             |
| 16010       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Assembler                                       | 16.41       | ***         |
| 16030       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Counter Attendant                               | 16.41       | ***         |
| 16040       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Dry Cleaner                                     | 18.75       |             |
| 16070       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Finisher, Flatwork, Machine                     | 16.41       | ***         |
| 16090       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Hand                                   | 16.41       | ***         |

| <b>Code</b> | <b>Category</b>   | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|---|--|-------------|-------------|
| 16110       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Drycleaning              | 16.41       | ***         |
| 16130       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Shirts                   | 16.41       | ***         |
| 16160       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Wearing Apparel, Laundry | 16.41       | ***         |
| 16190       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Sewing Machine Operator                    | 19.53       |             |
| 16220       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Tailor                                     | 20.31       |             |
| 16250       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Washer, Machine                            | 17.19       | ***         |
| 19010       | Machine Tool Operation And Repair Occupations           | Machine-Tool Operator                      | 27.86       |             |
| 19040       | Machine Tool Operation And Repair Occupations           | Tool And Die Maker                         | 32.65       |             |
| 21020       | Materials Handling And Packing Occupations              | Forklift Operator                          | 25.37       |             |
| 21030       | Materials Handling And Packing Occupations              | Material Coordinator                       | 23.03       |             |
| 21040       | Materials Handling And Packing Occupations              | Material Expediter                         | 23.03       |             |
| 21050       | Materials Handling And Packing Occupations              | Material Handling Laborer                  | 20.73       |             |
| 21071       | Materials Handling And Packing Occupations              | Order Filler                               | 17.52       |             |
| 21080       | Materials Handling And Packing Occupations              | Production Line Worker                     | 25.37       |             |
| 21110       | Materials Handling And Packing Occupations              | Shipping Packer                            | 19.51       |             |
| 21130       | Materials Handling And Packing Occupations              | Shipping/Receiving Clerk                   | 19.51       |             |
| 21140       | Materials Handling And Packing Occupations              | Store Worker I                             | 15.90       | ***         |
| 21150       | Materials Handling And Packing Occupations              | Stock Clerk                                | 20.41       |             |
| 21210       | Materials Handling And Packing Occupations              | Tools And Parts Attendant                  | 25.37       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                                   | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 21410       | Materials Handling And Packing Occupations       | Warehouse Specialist                           | 25.37       |             |
| 23010       | Mechanics And Maintenance And Repair Occupations | Aerospace Structural Welder                    | 31.77       |             |
| 23019       | Mechanics And Maintenance And Repair Occupations | Aircraft Logs and Records Technician           | 26.02       |             |
| 23021       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic I                            | 30.56       |             |
| 23022       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic II                           | 31.77       |             |
| 23023       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic III                          | 32.96       |             |
| 23040       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic Helper                       | 22.84       |             |
| 23050       | Mechanics And Maintenance And Repair Occupations | Aircraft, Painter                              | 29.12       |             |
| 23060       | Mechanics And Maintenance And Repair Occupations | Aircraft Servicer                              | 26.02       |             |
| 23070       | Mechanics And Maintenance And Repair Occupations | Aircraft Survival Flight Equipment Technician  | 29.12       |             |
| 23080       | Mechanics And Maintenance And Repair Occupations | Aircraft Worker                                | 27.57       |             |
| 23091       | Mechanics And Maintenance And Repair Occupations | Aircrew Life Support Equipment (ALSE) Mechanic | 27.57       |             |
| 23092       | Mechanics And Maintenance And Repair Occupations | Aircrew Life Support Equipment (ALSE) Mechanic | 30.56       |             |
| 23110       | Mechanics And Maintenance And Repair Occupations | Appliance Mechanic                             | 29.12       |             |
| 23120       | Mechanics And Maintenance And Repair Occupations | Bicycle Repairer                               | 24.49       |             |
| 23125       | Mechanics And Maintenance And Repair Occupations | Cable Splicer                                  | 48.06       |             |
| 23130       | Mechanics And Maintenance And Repair Occupations | Carpenter, Maintenance                         | 24.85       |             |
| 23140       | Mechanics And Maintenance And Repair Occupations | Carpet Layer                                   | 27.57       |             |
| 23160       | Mechanics And Maintenance And Repair Occupations | Electrician, Maintenance                       | 31.95       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 23181       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance I      | 27.57       |             |
| 23182       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance II     | 29.12       |             |
| 23183       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance III    | 30.56       |             |
| 23260       | Mechanics And Maintenance And Repair Occupations | Fabric Worker                             | 26.02       |             |
| 23290       | Mechanics And Maintenance And Repair Occupations | Fire Alarm System Mechanic                | 27.69       |             |
| 23310       | Mechanics And Maintenance And Repair Occupations | Fire Extinguisher Repairer                | 24.49       |             |
| 23311       | Mechanics And Maintenance And Repair Occupations | Fuel Distribution System Mechanic         | 44.45       |             |
| 23312       | Mechanics And Maintenance And Repair Occupations | Fuel Distribution System Operator         | 35.67       |             |
| 23370       | Mechanics And Maintenance And Repair Occupations | General Maintenance Worker                | 22.43       |             |
| 23380       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Mechanic         | 30.56       |             |
| 23381       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Servicer         | 26.02       |             |
| 23382       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Worker           | 27.57       |             |
| 23391       | Mechanics And Maintenance And Repair Occupations | Gunsmith I                                | 24.49       |             |
| 23392       | Mechanics And Maintenance And Repair Occupations | Gunsmith II                               | 27.57       |             |
| 23393       | Mechanics And Maintenance And Repair Occupations | Gunsmith III                              | 30.56       |             |
| 23410       | Mechanics And Maintenance And Repair Occupations | Heating, Ventilation And Air-Conditioning | 26.53       |             |
| 23411       | Mechanics And Maintenance And Repair Occupations | Heating, Ventilation And Air Contidioning | 27.58       |             |
| 23430       | Mechanics And Maintenance And Repair Occupations | Heavy Equipment Mechanic                  | 23.96       |             |
| 23440       | Mechanics And Maintenance And Repair Occupations | Heavy Equipment Operator                  | 28.02       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|--|---------------------------------|-------------|-------------|
| 23460       | Mechanics And Maintenance And Repair Occupations | Instrument Mechanic             | 30.56       |             |
| 23465       | Mechanics And Maintenance And Repair Occupations | Laboratory/Shelter Mechanic     | 29.12       |             |
| 23470       | Mechanics And Maintenance And Repair Occupations | Laborer                         | 20.73       |             |
| 23510       | Mechanics And Maintenance And Repair Occupations | Locksmith                       | 29.12       |             |
| 23530       | Mechanics And Maintenance And Repair Occupations | Machinery Maintenance Mechanic  | 31.28       |             |
| 23550       | Mechanics And Maintenance And Repair Occupations | Machinist, Maintenance          | 24.12       |             |
| 23580       | Mechanics And Maintenance And Repair Occupations | Maintenance Trades Helper       | 18.84       |             |
| 23591       | Mechanics And Maintenance And Repair Occupations | Metrology Technician I          | 30.56       |             |
| 23592       | Mechanics And Maintenance And Repair Occupations | Metrology Technician II         | 31.77       |             |
| 23593       | Mechanics And Maintenance And Repair Occupations | Metrology Technician III        | 32.96       |             |
| 23640       | Mechanics And Maintenance And Repair Occupations | Millwright                      | 30.78       |             |
| 23710       | Mechanics And Maintenance And Repair Occupations | Office Appliance Repairer       | 24.48       |             |
| 23760       | Mechanics And Maintenance And Repair Occupations | Painter, Maintenance            | 23.55       |             |
| 23790       | Mechanics And Maintenance And Repair Occupations | Pipefitter, Maintenance         | 33.24       |             |
| 23810       | Mechanics And Maintenance And Repair Occupations | Plumber, Maintenance            | 30.57       |             |
| 23820       | Mechanics And Maintenance And Repair Occupations | Pneudraulic Systems Mechanic    | 30.56       |             |
| 23850       | Mechanics And Maintenance And Repair Occupations | Rigger                          | 30.56       |             |
| 23870       | Mechanics And Maintenance And Repair Occupations | Scale Mechanic                  | 27.57       |             |
| 23890       | Mechanics And Maintenance And Repair Occupations | Sheet-Metal Worker, Maintenance | 33.19       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                          | <b>Rate</b> | <b>Note</b> |
|-------------|--|---------------------------------------|-------------|-------------|
| 23910       | Mechanics And Maintenance And Repair Occupations | Small Engine Mechanic                 | 20.56       |             |
| 23931       | Mechanics And Maintenance And Repair Occupations | Telecommunications Mechanic I         | 30.15       |             |
| 23932       | Mechanics And Maintenance And Repair Occupations | Telecommunications Mechanic II        | 31.34       |             |
| 23950       | Mechanics And Maintenance And Repair Occupations | Telephone Lineman                     | 37.66       |             |
| 23960       | Mechanics And Maintenance And Repair Occupations | Welder, Combination, Maintenance      | 23.55       |             |
| 23965       | Mechanics And Maintenance And Repair Occupations | Well Driller                          | 30.56       |             |
| 23970       | Mechanics And Maintenance And Repair Occupations | Woodcraft Worker                      | 30.56       |             |
| 23980       | Mechanics And Maintenance And Repair Occupations | Woodworker                            | 24.49       |             |
| 24550       | Personal Needs Occupations                       | Case Manager                          | 18.37       |             |
| 24570       | Personal Needs Occupations                       | Child Care Attendant                  | 15.30       | ***         |
| 24580       | Personal Needs Occupations                       | Child Care Center Clerk               | 19.07       |             |
| 24610       | Personal Needs Occupations                       | Chore Aide                            | 17.28       |             |
| 24620       | Personal Needs Occupations                       | Family Readiness And Support Services | 18.37       |             |
| 24630       | Personal Needs Occupations                       | Homemaker                             | 18.37       |             |
| 25010       | Plant And System Operations Occupations          | Boiler Tender                         | 29.82       |             |
| 25040       | Plant And System Operations Occupations          | Sewage Plant Operator                 | 25.45       |             |
| 25070       | Plant And System Operations Occupations          | Stationary Engineer                   | 29.82       |             |
| 25190       | Plant And System Operations Occupations          | Ventilation Equipment Tender          | 22.29       |             |
| 25210       | Plant And System Operations Occupations          | Water Treatment Plant Operator        | 25.45       |             |
| 27004       | Protective Service Occupations                   | Alarm Monitor                         | 21.68       |             |
| 27007       | Protective Service Occupations                   | Baggage Inspector                     | 18.36       |             |
| 27008       | Protective Service Occupations                   | Corrections Officer                   | 33.03       |             |
| 27010       | Protective Service Occupations                   | Court Security Officer                | 31.67       |             |

| <b>Code</b> | <b>Category</b>                                | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 27030       | Protective Service Occupations                 | Detection Dog Handler                     | 20.53       |             |
| 27040       | Protective Service Occupations                 | Detention Officer                         | 33.03       |             |
| 27070       | Protective Service Occupations                 | Firefighter                               | 30.31       |             |
| 27101       | Protective Service Occupations                 | Guard I                                   | 18.36       |             |
| 27102       | Protective Service Occupations                 | Guard II                                  | 20.53       |             |
| 27131       | Protective Service Occupations                 | Police Officer I                          | 30.68       |             |
| 27132       | Protective Service Occupations                 | Police Officer II                         | 34.09       |             |
| 28041       | Recreation Occupations                         | Carnival Equipment Operator               | 19.63       |             |
| 28042       | Recreation Occupations                         | Carnival Equipment Repairer               | 21.05       |             |
| 28043       | Recreation Occupations                         | Carnival Worker                           | 15.34       | ***         |
| 28210       | Recreation Occupations                         | Gate Attendant/Gate Tender                | 20.89       |             |
| 28310       | Recreation Occupations                         | Lifeguard                                 | 15.00       | ***         |
| 28350       | Recreation Occupations                         | Park Attendant                            | 23.34       |             |
| 28510       | Recreation Occupations                         | Recreation Aide/Health Facility Attendant | 17.04       | ***         |
| 28515       | Recreation Occupations                         | Recreation Specialist                     | 28.92       |             |
| 28630       | Recreation Occupations                         | Sports Official                           | 18.60       |             |
| 28690       | Recreation Occupations                         | Swimming Pool Operator                    | 23.69       |             |
| 29010       | Stevedoring/Longshoremen Occupational Services | Blocker And Bracer                        | 27.57       |             |
| 29020       | Stevedoring/Longshoremen Occupational Services | Hatch Tender                              | 27.57       |             |
| 29030       | Stevedoring/Longshoremen Occupational Services | Line Handler                              | 27.57       |             |
| 29041       | Stevedoring/Longshoremen Occupational Services | Stevedore I                               | 26.02       |             |
| 29042       | Stevedoring/Longshoremen Occupational Services | Stevedore II                              | 29.12       |             |
| 30010       | Technical Occupations                          | Air Traffic Control Specialist, Center    | 46.54       | see 2       |
| 30011       | Technical Occupations                          | Air Traffic Control Specialist, Station   | 32.09       | see 2       |
| 30012       | Technical Occupations                          | Air Traffic Control Specialist, Terminal  | 35.34       | see 2       |
| 30021       | Technical Occupations                          | Archeological Technician I                | 18.31       |             |
| 30022       | Technical Occupations                          | Archeological Technician II               | 20.48       |             |

| <b>Code</b> | <b>Category</b>       | <b>Title</b>                           | <b>Rate</b> | <b>Note</b> |
|-------------|-----------------------|--|-------------|-------------|
| 30023       | Technical Occupations | Archeological Technician III           | 25.37       |             |
| 30030       | Technical Occupations | Cartographic Technician                | 25.37       |             |
| 30040       | Technical Occupations | Civil Engineering Technician           | 25.37       |             |
| 30051       | Technical Occupations | Cryogenic Technician I                 | 28.10       |             |
| 30052       | Technical Occupations | Cryogenic Technician II                | 31.04       |             |
| 30061       | Technical Occupations | Drafter/CAD Operator I                 | 18.31       |             |
| 30062       | Technical Occupations | Drafter/CAD Operator II                | 20.48       |             |
| 30063       | Technical Occupations | Drafter/CAD Operator III               | 22.83       |             |
| 30064       | Technical Occupations | Drafter/CAD Operator IV                | 28.10       |             |
| 30081       | Technical Occupations | Engineering Technician I               | 16.20       | ***         |
| 30082       | Technical Occupations | Engineering Technician II              | 18.18       |             |
| 30083       | Technical Occupations | Engineering Technician III             | 20.35       |             |
| 30084       | Technical Occupations | Engineering Technician IV              | 25.21       |             |
| 30085       | Technical Occupations | Engineering Technician V               | 30.83       |             |
| 30086       | Technical Occupations | Engineering Technician VI              | 37.30       |             |
| 30090       | Technical Occupations | Environmental Technician               | 24.36       |             |
| 30095       | Technical Occupations | Evidence Control Specialist            | 25.37       |             |
| 30210       | Technical Occupations | Laboratory Technician                  | 23.01       |             |
| 30221       | Technical Occupations | Latent Fingerprint Technician I        | 28.10       |             |
| 30222       | Technical Occupations | Latent Fingerprint Technician II       | 31.04       |             |
| 30240       | Technical Occupations | Mathematical Technician                | 25.37       |             |
| 30361       | Technical Occupations | Paralegal/Legal Assistant I            | 22.27       |             |
| 30362       | Technical Occupations | Paralegal/Legal Assistant II           | 27.59       |             |
| 30363       | Technical Occupations | Paralegal/Legal Assistant III          | 33.75       |             |
| 30364       | Technical Occupations | Paralegal/Legal Assistant IV           | 40.83       |             |
| 30375       | Technical Occupations | Petroleum Supply Specialist            | 31.04       |             |
| 30390       | Technical Occupations | Photo-Optics Technician                | 25.37       |             |
| 30395       | Technical Occupations | Radiation Control Technician           | 31.04       |             |
| 30461       | Technical Occupations | Technical Writer I                     | 25.37       |             |
| 30462       | Technical Occupations | Technical Writer II                    | 31.04       |             |
| 30463       | Technical Occupations | Technical Writer III                   | 37.55       |             |
| 30491       | Technical Occupations | Unexploded Ordnance (UXO) Technician I | 29.58       |             |

| <b>Code</b> | <b>Category</b>                                       | <b>Title</b>                             | <b>Rate</b> | <b>Note</b> |
|-------------|---|--|-------------|-------------|
| 30492       | Technical Occupations                                 | Unexploded Ordnance (UXO) Technician II  | 35.79       |             |
| 30493       | Technical Occupations                                 | Unexploded Ordnance (UXO) Technician III | 42.89       |             |
| 30494       | Technical Occupations                                 | Unexploded (UXO) Safety Escort           | 29.58       |             |
| 30495       | Technical Occupations                                 | Unexploded (UXO) Sweep Personnel         | 29.58       |             |
| 30501       | Technical Occupations                                 | Weather Forecaster I                     | 28.10       |             |
| 30502       | Technical Occupations                                 | Weather Forecaster II                    | 34.18       |             |
| 30620       | Technical Occupations                                 | Weather Observer, Combined Upper Air Or  | 22.83       | see 2       |
| 30621       | Technical Occupations                                 | Weather Observer, Senior                 | 25.37       | see 2       |
| 31010       | Transportation/Mobile Equipment Operation Occupations | Airplane Pilot                           | 35.79       |             |
| 31020       | Transportation/Mobile Equipment Operation Occupations | Bus Aide                                 | 14.55       | ***         |
| 31030       | Transportation/Mobile Equipment Operation Occupations | Bus Driver                               | 18.70       |             |
| 31043       | Transportation/Mobile Equipment Operation Occupations | Driver Courier                           | 18.07       |             |
| 31260       | Transportation/Mobile Equipment Operation Occupations | Parking and Lot Attendant                | 15.34       | ***         |
| 31290       | Transportation/Mobile Equipment Operation Occupations | Shuttle Bus Driver                       | 15.90       | ***         |
| 31310       | Transportation/Mobile Equipment Operation Occupations | Taxi Driver                              | 14.79       | ***         |
| 31361       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Light                       | 19.37       |             |
| 31362       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Medium                      | 20.58       |             |
| 31363       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Heavy                       | 24.64       |             |
| 31364       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Tractor-Trailer             | 24.64       |             |
| 99020       | Miscellaneous Occupations                             | Cabin Safety Specialist                  | 17.45       |             |
| 99030       | Miscellaneous Occupations                             | Cashier                                  | 14.98       | ***         |
| 99050       | Miscellaneous Occupations                             | Desk Clerk                               | 15.79       | ***         |

| <b>Code</b> | <b>Category</b>           | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------|---------------------------------|-------------|-------------|
| 99095       | Miscellaneous Occupations | Embalmer                        | 29.58       |             |
| 99130       | Miscellaneous Occupations | Flight Follower                 | 29.58       |             |
| 99251       | Miscellaneous Occupations | Laboratory Animal Caretaker I   | 17.96       |             |
| 99252       | Miscellaneous Occupations | Laboratory Animal Caretaker II  | 19.27       |             |
| 99260       | Miscellaneous Occupations | Marketing Analyst               | 28.39       |             |
| 99310       | Miscellaneous Occupations | Mortician                       | 29.58       |             |
| 99410       | Miscellaneous Occupations | Pest Controller                 | 23.29       |             |
| 99510       | Miscellaneous Occupations | Photofinishing Worker           | 15.54       | ***         |
| 99710       | Miscellaneous Occupations | Recycling Laborer               | 20.43       |             |
| 99711       | Miscellaneous Occupations | Recycling Specialist            | 23.89       |             |
| 99730       | Miscellaneous Occupations | Refuse Collector                | 18.68       |             |
| 99810       | Miscellaneous Occupations | Sales Clerk                     | 16.54       | ***         |
| 99820       | Miscellaneous Occupations | School Crossing Guard           | 15.00       | ***         |
| 99830       | Miscellaneous Occupations | Survey Party Chief              | 29.82       |             |
| 99831       | Miscellaneous Occupations | Surveying Aide                  | 17.24       |             |
| 99832       | Miscellaneous Occupations | Surveying Technician            | 23.64       |             |
| 99840       | Miscellaneous Occupations | Vending Machine Attendant       | 22.01       |             |
| 99841       | Miscellaneous Occupations | Vending Machine Repairer        | 26.57       |             |
| 99842       | Miscellaneous Occupations | Vending Machine Repairer Helper | 22.01       |             |

## **Footer**

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.20 per hour) or 13658 (\$12.90 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. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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:** \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month **HEALTH & WELFARE EO 13706:** \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 per month\*

\*This rate is to be used only when compensating employees for performance on an SCA-

covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

**VACATION:** 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

**HOLIDAYS:** A minimum of twelve paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

**THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESSES 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)).

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## **Wage Determination No. : 2015-4171**

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 27

Date Of Last Revision : 07/22/2024

Source : [Source Website](#)

### **Header**

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2024.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.90 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 2024.

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: New York

Area: New York County of Hamilton

**\*\*Fringe Benefits Required Follow the Occupational Listing\*\***

### **Wage Determination Table**

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                        | <b>Rate</b> | <b>Note</b> |
|-------------|---|-------------------------------------|-------------|-------------|
| 01011       | Administrative Support And Clerical Occupations | Accounting Clerk I                  | 17.31       |             |
| 01012       | Administrative Support And Clerical Occupations | Accounting Clerk II                 | 19.43       |             |
| 01013       | Administrative Support And Clerical Occupations | Accounting Clerk III                | 21.73       |             |
| 01020       | Administrative Support And Clerical Occupations | Administrative Assistant            | 33.03       |             |
| 01035       | Administrative Support And Clerical Occupations | Court Reporter                      | 20.86       |             |
| 01041       | Administrative Support And Clerical Occupations | Customer Service Representative I   | 15.21       | ***         |
| 01042       | Administrative Support And Clerical Occupations | Customer Service Representative II  | 16.59       | ***         |
| 01043       | Administrative Support And Clerical Occupations | Customer Service Representative III | 18.62       |             |
| 01051       | Administrative Support And Clerical Occupations | Data Entry Operator I               | 16.82       | ***         |
| 01052       | Administrative Support And Clerical Occupations | Data Entry Operator II              | 18.35       |             |
| 01060       | Administrative Support And Clerical Occupations | Dispatcher, Motor Vehicle           | 23.38       |             |
| 01070       | Administrative Support And Clerical Occupations | Document Preparation Clerk          | 17.10       | ***         |
| 01090       | Administrative Support And Clerical Occupations | Duplicating Machine Operator        | 17.10       | ***         |
| 01111       | Administrative Support And Clerical Occupations | General Clerk I                     | 15.52       | ***         |

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------------|-------------|-------------|
| 01112       | Administrative Support And Clerical Occupations | General Clerk II                     | 16.93       | ***         |
| 01113       | Administrative Support And Clerical Occupations | General Clerk III                    | 19.00       |             |
| 01120       | Administrative Support And Clerical Occupations | Housing Referral Assistant           | 23.11       |             |
| 01141       | Administrative Support And Clerical Occupations | Messenger Courier                    | 15.99       | ***         |
| 01191       | Administrative Support And Clerical Occupations | Order Clerk I                        | 18.21       |             |
| 01192       | Administrative Support And Clerical Occupations | Order Clerk II                       | 19.87       |             |
| 01261       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) I   | 18.95       |             |
| 01262       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) II  | 21.20       |             |
| 01263       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) III | 23.64       |             |
| 01270       | Administrative Support And Clerical Occupations | Production Control Clerk             | 23.03       |             |
| 01290       | Administrative Support And Clerical Occupations | Rental Clerk                         | 18.19       |             |
| 01300       | Administrative Support And Clerical Occupations | Scheduler, Maintenance               | 18.52       |             |
| 01311       | Administrative Support And Clerical Occupations | Secretary I                          | 18.52       |             |
| 01312       | Administrative Support And Clerical Occupations | Secretary II                         | 20.72       |             |
| 01313       | Administrative Support And Clerical Occupations | Secretary III                        | 23.11       |             |
| 01320       | Administrative Support And Clerical Occupations | Service Order Dispatcher             | 20.91       |             |
| 01410       | Administrative Support And Clerical Occupations | Supply Technician                    | 33.03       |             |
| 01420       | Administrative Support And Clerical Occupations | Survey Worker                        | 19.09       |             |
| 01460       | Administrative Support And Clerical Occupations | Switchboard Operator/Receptionist    | 17.75       |             |

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------------|-------------|-------------|
| 01531       | Administrative Support And Clerical Occupations | Travel Clerk I                       | 14.09       | ***         |
| 01532       | Administrative Support And Clerical Occupations | Travel Clerk II                      | 15.17       | ***         |
| 01533       | Administrative Support And Clerical Occupations | Travel Clerk III                     | 16.28       | ***         |
| 01611       | Administrative Support And Clerical Occupations | Word Processor I                     | 16.49       | ***         |
| 01612       | Administrative Support And Clerical Occupations | Word Processor II                    | 18.50       |             |
| 01613       | Administrative Support And Clerical Occupations | Word Processor III                   | 20.69       |             |
| 05005       | Automotive Service Occupations                  | Automobile Body Repairer, Fiberglass | 23.28       |             |
| 05010       | Automotive Service Occupations                  | Automotive Electrician               | 21.17       |             |
| 05040       | Automotive Service Occupations                  | Automotive Glass Installer           | 20.04       |             |
| 05070       | Automotive Service Occupations                  | Automotive Worker                    | 20.04       |             |
| 05110       | Automotive Service Occupations                  | Mobile Equipment Servicer            | 17.95       |             |
| 05130       | Automotive Service Occupations                  | Motor Equipment Metal Mechanic       | 22.22       |             |
| 05160       | Automotive Service Occupations                  | Motor Equipment Metal Worker         | 20.04       |             |
| 05190       | Automotive Service Occupations                  | Motor Vehicle Mechanic               | 22.22       |             |
| 05220       | Automotive Service Occupations                  | Motor Vehicle Mechanic Helper        | 16.91       | ***         |
| 05250       | Automotive Service Occupations                  | Motor Vehicle Upholstery Worker      | 18.92       |             |
| 05280       | Automotive Service Occupations                  | Motor Vehicle Wrecker                | 20.04       |             |
| 05310       | Automotive Service Occupations                  | Painter, Automotive                  | 21.17       |             |
| 05340       | Automotive Service Occupations                  | Radiator Repair Specialist           | 20.04       |             |
| 05370       | Automotive Service Occupations                  | Tire Repairer                        | 17.35       |             |
| 05400       | Automotive Service Occupations                  | Transmission Repair Specialist       | 22.22       |             |
| 07010       | Food Preparation And Service Occupations        | Baker                                | 16.49       | ***         |
| 07041       | Food Preparation And Service Occupations        | Cook I                               | 17.99       |             |
| 07042       | Food Preparation And Service Occupations        | Cook II                              | 20.25       |             |
| 07070       | Food Preparation And Service Occupations        | Dishwasher                           | 14.48       | ***         |

| <b>Code</b> | <b>Category</b>                              | <b>Title</b>                 | <b>Rate</b> | <b>Note</b> |
|-------------|--|------------------------------|-------------|-------------|
| 07130       | Food Preparation And Service Occupations     | Food Service Worker          | 15.05       | ***         |
| 07210       | Food Preparation And Service Occupations     | Meat Cutter                  | 18.63       |             |
| 07260       | Food Preparation And Service Occupations     | Waiter/Waitress              | 16.64       | ***         |
| 09010       | Furniture Maintenance And Repair Occupations | Electrostatic Spray Painter  | 20.11       |             |
| 09040       | Furniture Maintenance And Repair Occupations | Furniture Handler            | 14.95       | ***         |
| 09080       | Furniture Maintenance And Repair Occupations | Furniture Refinisher         | 20.11       |             |
| 09090       | Furniture Maintenance And Repair Occupations | Furniture Refinisher Helper  | 17.19       | ***         |
| 09110       | Furniture Maintenance And Repair Occupations | Furniture Repairer, Minor    | 18.65       |             |
| 09130       | Furniture Maintenance And Repair Occupations | Upholsterer                  | 22.10       |             |
| 11030       | General Services And Support Occupations     | Cleaner, Vehicles            | 16.68       | ***         |
| 11060       | General Services And Support Occupations     | Elevator Operator            | 16.68       | ***         |
| 11090       | General Services And Support Occupations     | Gardener                     | 22.28       |             |
| 11122       | General Services And Support Occupations     | Housekeeping Aide            | 16.79       | ***         |
| 11150       | General Services And Support Occupations     | Janitor                      | 16.79       | ***         |
| 11210       | General Services And Support Occupations     | Laborer, Grounds Maintenance | 17.77       |             |
| 11240       | General Services And Support Occupations     | Maid or Houseman             | 15.48       | ***         |
| 11260       | General Services And Support Occupations     | Pruner                       | 17.78       |             |
| 11270       | General Services And Support Occupations     | Tractor Operator             | 20.78       |             |
| 11330       | General Services And Support Occupations     | Trail Maintenance Worker     | 17.77       |             |

| <b>Code</b> | <b>Category</b>                          | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 11360       | General Services And Support Occupations | Window Cleaner                             | 18.37       |             |
| 12010       | Health Occupations                       | Ambulance Driver                           | 18.08       |             |
| 12011       | Health Occupations                       | Breath Alcohol Technician                  | 22.54       |             |
| 12012       | Health Occupations                       | Certified Occupational Therapist Assistant | 26.33       |             |
| 12015       | Health Occupations                       | Certified Physical Therapist Assistant     | 27.50       |             |
| 12020       | Health Occupations                       | Dental Assistant                           | 21.68       |             |
| 12025       | Health Occupations                       | Dental Hygienist                           | 38.83       |             |
| 12030       | Health Occupations                       | EKG Technician                             | 28.52       |             |
| 12035       | Health Occupations                       | Electroneurodiagnostic Technologist        | 28.52       |             |
| 12040       | Health Occupations                       | Emergency Medical Technician               | 18.08       |             |
| 12071       | Health Occupations                       | Licensed Practical Nurse I                 | 20.15       |             |
| 12072       | Health Occupations                       | Licensed Practical Nurse II                | 22.54       |             |
| 12073       | Health Occupations                       | Licensed Practical Nurse III               | 25.14       |             |
| 12100       | Health Occupations                       | Medical Assistant                          | 19.19       |             |
| 12130       | Health Occupations                       | Medical Laboratory Technician              | 32.68       |             |
| 12160       | Health Occupations                       | Medical Record Clerk                       | 22.16       |             |
| 12190       | Health Occupations                       | Medical Record Technician                  | 24.79       |             |
| 12195       | Health Occupations                       | Medical Transcriptionist                   | 20.12       |             |
| 12210       | Health Occupations                       | Nuclear Medicine Technologist              | 49.54       |             |
| 12221       | Health Occupations                       | Nursing Assistant I                        | 13.40       | ***         |
| 12222       | Health Occupations                       | Nursing Assistant II                       | 15.08       | ***         |
| 12223       | Health Occupations                       | Nursing Assistant III                      | 16.46       | ***         |
| 12224       | Health Occupations                       | Nursing Assistant IV                       | 18.47       |             |
| 12235       | Health Occupations                       | Optical Dispenser                          | 29.22       |             |
| 12236       | Health Occupations                       | Optical Technician                         | 20.15       |             |
| 12250       | Health Occupations                       | Pharmacy Technician                        | 17.52       |             |
| 12280       | Health Occupations                       | Phlebotomist                               | 18.17       |             |
| 12305       | Health Occupations                       | Radiologic Technologist                    | 34.19       |             |
| 12311       | Health Occupations                       | Registered Nurse I                         | 26.85       |             |
| 12312       | Health Occupations                       | Registered Nurse II                        | 32.85       |             |
| 12313       | Health Occupations                       | Registered Nurse II, Specialist            | 32.85       |             |

| <b>Code</b> | <b>Category</b>                    | <b>Title</b>                           | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------|--|-------------|-------------|
| 12314       | Health Occupations                 | Registered Nurse III                   | 39.74       |             |
| 12315       | Health Occupations                 | Registered Nurse III, Anesthetist      | 39.74       |             |
| 12316       | Health Occupations                 | Registered Nurse IV                    | 47.63       |             |
| 12317       | Health Occupations                 | Scheduler                              | 27.93       |             |
| 12320       | Health Occupations                 | Substance Abuse Treatment Counselor    | 26.85       |             |
| 13011       | Information And Arts Occupations   | Exhibits Specialist I                  | 21.76       |             |
| 13012       | Information And Arts Occupations   | Exhibits Specialist II                 | 26.96       |             |
| 13013       | Information And Arts Occupations   | Exhibits Specialist III                | 32.98       |             |
| 13041       | Information And Arts Occupations   | Illustrator I                          | 21.76       |             |
| 13042       | Information And Arts Occupations   | Illustrator II                         | 26.96       |             |
| 13043       | Information And Arts Occupations   | Illustrator III                        | 32.98       |             |
| 13047       | Information And Arts Occupations   | Librarian                              | 29.86       |             |
| 13050       | Information And Arts Occupations   | Library Aide/Clerk                     | 14.87       | ***         |
| 13054       | Information And Arts Occupations   | Library Information Technology Systems | 26.96       |             |
| 13058       | Information And Arts Occupations   | Library Technician                     | 15.85       | ***         |
| 13061       | Information And Arts Occupations   | Media Specialist I                     | 19.46       |             |
| 13062       | Information And Arts Occupations   | Media Specialist II                    | 21.76       |             |
| 13063       | Information And Arts Occupations   | Media Specialist III                   | 24.27       |             |
| 13071       | Information And Arts Occupations   | Photographer I                         | 19.46       |             |
| 13072       | Information And Arts Occupations   | Photographer II                        | 21.76       |             |
| 13073       | Information And Arts Occupations   | Photographer III                       | 26.96       |             |
| 13074       | Information And Arts Occupations   | Photographer IV                        | 32.98       |             |
| 13075       | Information And Arts Occupations   | Photographer V                         | 39.90       |             |
| 13090       | Information And Arts Occupations   | Technical Order Library Clerk          | 18.67       |             |
| 13110       | Information And Arts Occupations   | Video Teleconference Technician        | 21.26       |             |
| 14041       | Information Technology Occupations | Computer Operator I                    | 17.88       |             |
| 14042       | Information Technology Occupations | Computer Operator II                   | 19.99       |             |
| 14043       | Information Technology Occupations | Computer Operator III                  | 22.30       |             |
| 14044       | Information Technology Occupations | Computer Operator IV                   | 26.07       |             |
| 14045       | Information Technology Occupations | Computer Operator V                    | 30.38       |             |
| 14071       | Information Technology Occupations | Computer Programmer I                  | 20.57       | see<br>1    |

| <b>Code</b> | <b>Category</b>                    | <b>Title</b>                                    | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------|---|-------------|-------------|
| 14072       | Information Technology Occupations | Computer Programmer II                          | 24.74       | see<br>1    |
| 14073       | Information Technology Occupations | Computer Programmer III                         | NaN         | see<br>1    |
| 14074       | Information Technology Occupations | Computer Programmer IV                          | NaN         | see<br>1    |
| 14101       | Information Technology Occupations | Computer Systems Analyst I                      | NaN         | see<br>1    |
| 14102       | Information Technology Occupations | Computer Systems Analyst II                     | NaN         | see<br>1    |
| 14103       | Information Technology Occupations | Computer Systems Analyst III                    | NaN         | see<br>1    |
| 14150       | Information Technology Occupations | Peripheral Equipment Operator                   | 17.88       |             |
| 14160       | Information Technology Occupations | Personal Computer Support Technician            | 26.46       |             |
| 14170       | Information Technology Occupations | System Support Specialist                       | 31.47       |             |
| 15010       | Instructional Occupations          | Aircrew Training Devices Instructor             | 32.79       |             |
| 15020       | Instructional Occupations          | Aircrew Training Devices Instructor             | 39.67       |             |
| 15030       | Instructional Occupations          | Air Crew Training Devices Instructor            | 47.55       |             |
| 15050       | Instructional Occupations          | Computer Based Training Specialist / Instructor | 32.79       |             |
| 15060       | Instructional Occupations          | Educational Technologist                        | 33.18       |             |
| 15070       | Instructional Occupations          | Flight Instructor                               | 47.55       |             |
| 15080       | Instructional Occupations          | Graphic Artist                                  | 24.78       |             |
| 15085       | Instructional Occupations          | Maintenance Test Pilot, Fixed, Jet/Prop         | 47.55       |             |
| 15086       | Instructional Occupations          | Maintenance Test Pilot, Rotary Wing             | 47.55       |             |
| 15088       | Instructional Occupations          | Non-Maintenance Test/Co-Pilot                   | 47.55       |             |
| 15090       | Instructional Occupations          | Technical Instructor                            | 22.88       |             |
| 15095       | Instructional Occupations          | Technical Instructor/Course Developer           | 28.00       |             |
| 15110       | Instructional Occupations          | Test Proctor                                    | 18.48       |             |
| 15120       | Instructional Occupations          | Tutor   | 18.48       |             |

| <b>Code</b> | <b>Category</b>   | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|---|--|-------------|-------------|
| 16010       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Assembler                                  | 16.41       | ***         |
| 16030       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Counter Attendant                          | 16.41       | ***         |
| 16040       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Dry Cleaner                                | 18.75       |             |
| 16070       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Finisher, Flatwork, Machine                | 16.41       | ***         |
| 16090       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Hand                              | 16.41       | ***         |
| 16110       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Drycleaning              | 16.41       | ***         |
| 16130       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Shirts                   | 16.41       | ***         |
| 16160       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Wearing Apparel, Laundry | 16.41       | ***         |
| 16190       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Sewing Machine Operator                    | 19.53       |             |
| 16220       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Tailor                                     | 20.31       |             |
| 16250       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Washer, Machine                            | 17.19       | ***         |
| 19010       | Machine Tool Operation And Repair Occupations           | Machine-Tool Operator                      | 27.86       |             |
| 19040       | Machine Tool Operation And Repair Occupations           | Tool And Die Maker                         | 32.65       |             |
| 21020       | Materials Handling And Packing Occupations              | Forklift Operator                          | 25.37       |             |
| 21030       | Materials Handling And Packing Occupations              | Material Coordinator                       | 23.03       |             |
| 21040       | Materials Handling And Packing Occupations              | Material Expediter                         | 23.03       |             |
| 21050       | Materials Handling And Packing Occupations              | Material Handling Laborer                  | 20.73       |             |
| 21071       | Materials Handling And Packing Occupations              | Order Filler                               | 17.27       |             |
| 21080       | Materials Handling And Packing Occupations              | Production Line Worker                     | 25.37       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                                   | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 21110       | Materials Handling And Packing Occupations       | Shipping Packer                                | 19.51       |             |
| 21130       | Materials Handling And Packing Occupations       | Shipping/Receiving Clerk                       | 19.51       |             |
| 21140       | Materials Handling And Packing Occupations       | Store Worker I                                 | 15.90       | ***         |
| 21150       | Materials Handling And Packing Occupations       | Stock Clerk                                    | 20.41       |             |
| 21210       | Materials Handling And Packing Occupations       | Tools And Parts Attendant                      | 25.37       |             |
| 21410       | Materials Handling And Packing Occupations       | Warehouse Specialist                           | 25.37       |             |
| 23010       | Mechanics And Maintenance And Repair Occupations | Aerospace Structural Welder                    | 31.77       |             |
| 23019       | Mechanics And Maintenance And Repair Occupations | Aircraft Logs and Records Technician           | 26.02       |             |
| 23021       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic I                            | 30.56       |             |
| 23022       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic II                           | 31.77       |             |
| 23023       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic III                          | 32.96       |             |
| 23040       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic Helper                       | 22.84       |             |
| 23050       | Mechanics And Maintenance And Repair Occupations | Aircraft, Painter                              | 29.12       |             |
| 23060       | Mechanics And Maintenance And Repair Occupations | Aircraft Servicer                              | 26.02       |             |
| 23070       | Mechanics And Maintenance And Repair Occupations | Aircraft Survival Flight Equipment Technician  | 29.12       |             |
| 23080       | Mechanics And Maintenance And Repair Occupations | Aircraft Worker                                | 27.57       |             |
| 23091       | Mechanics And Maintenance And Repair Occupations | Aircrew Life Support Equipment (ALSE) Mechanic | 27.57       |             |
| 23092       | Mechanics And Maintenance And Repair Occupations | Aircrew Life Support Equipment (ALSE) Mechanic | 30.56       |             |
| 23110       | Mechanics And Maintenance And Repair Occupations | Appliance Mechanic                             | 29.12       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                           | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 23120       | Mechanics And Maintenance And Repair Occupations | Bicycle Repairer                       | 24.49       |             |
| 23125       | Mechanics And Maintenance And Repair Occupations | Cable Splicer                          | 47.34       |             |
| 23130       | Mechanics And Maintenance And Repair Occupations | Carpenter, Maintenance                 | 24.85       |             |
| 23140       | Mechanics And Maintenance And Repair Occupations | Carpet Layer                           | 27.57       |             |
| 23160       | Mechanics And Maintenance And Repair Occupations | Electrician, Maintenance               | 31.95       |             |
| 23181       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance I   | 27.57       |             |
| 23182       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance II  | 29.12       |             |
| 23183       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance III | 30.56       |             |
| 23260       | Mechanics And Maintenance And Repair Occupations | Fabric Worker                          | 26.02       |             |
| 23290       | Mechanics And Maintenance And Repair Occupations | Fire Alarm System Mechanic             | 27.69       |             |
| 23310       | Mechanics And Maintenance And Repair Occupations | Fire Extinguisher Repairer             | 24.49       |             |
| 23311       | Mechanics And Maintenance And Repair Occupations | Fuel Distribution System Mechanic      | 44.45       |             |
| 23312       | Mechanics And Maintenance And Repair Occupations | Fuel Distribution System Operator      | 35.67       |             |
| 23370       | Mechanics And Maintenance And Repair Occupations | General Maintenance Worker             | 22.43       |             |
| 23380       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Mechanic      | 30.56       |             |
| 23381       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Servicer      | 26.02       |             |
| 23382       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Worker        | 27.57       |             |
| 23391       | Mechanics And Maintenance And Repair Occupations | Gunsmith I                             | 24.49       |             |
| 23392       | Mechanics And Maintenance And Repair Occupations | Gunsmith II                            | 27.57       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 23393       | Mechanics And Maintenance And Repair Occupations | Gunsmith III                              | 30.56       |             |
| 23410       | Mechanics And Maintenance And Repair Occupations | Heating, Ventilation And Air-Conditioning | 26.53       |             |
| 23411       | Mechanics And Maintenance And Repair Occupations | Heating, Ventilation And Air Contidioning | 27.58       |             |
| 23430       | Mechanics And Maintenance And Repair Occupations | Heavy Equipment Mechanic                  | 23.96       |             |
| 23440       | Mechanics And Maintenance And Repair Occupations | Heavy Equipment Operator                  | 28.02       |             |
| 23460       | Mechanics And Maintenance And Repair Occupations | Instrument Mechanic                       | 30.56       |             |
| 23465       | Mechanics And Maintenance And Repair Occupations | Laboratory/Shelter Mechanic               | 29.12       |             |
| 23470       | Mechanics And Maintenance And Repair Occupations | Laborer                                   | 20.73       |             |
| 23510       | Mechanics And Maintenance And Repair Occupations | Locksmith                                 | 29.12       |             |
| 23530       | Mechanics And Maintenance And Repair Occupations | Machinery Maintenance Mechanic            | 31.28       |             |
| 23550       | Mechanics And Maintenance And Repair Occupations | Machinist, Maintenance                    | 24.12       |             |
| 23580       | Mechanics And Maintenance And Repair Occupations | Maintenance Trades Helper                 | 18.84       |             |
| 23591       | Mechanics And Maintenance And Repair Occupations | Metrology Technician I                    | 30.56       |             |
| 23592       | Mechanics And Maintenance And Repair Occupations | Metrology Technician II                   | 31.77       |             |
| 23593       | Mechanics And Maintenance And Repair Occupations | Metrology Technician III                  | 32.96       |             |
| 23640       | Mechanics And Maintenance And Repair Occupations | Millwright                                | 30.78       |             |
| 23710       | Mechanics And Maintenance And Repair Occupations | Office Appliance Repairer                 | 24.48       |             |
| 23760       | Mechanics And Maintenance And Repair Occupations | Painter, Maintenance                      | 23.10       |             |
| 23790       | Mechanics And Maintenance And Repair Occupations | Pipefitter, Maintenance                   | 33.24       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                          | <b>Rate</b> | <b>Note</b> |
|-------------|--|---------------------------------------|-------------|-------------|
| 23810       | Mechanics And Maintenance And Repair Occupations | Plumber, Maintenance                  | 30.57       |             |
| 23820       | Mechanics And Maintenance And Repair Occupations | Pneudraulic Systems Mechanic          | 30.56       |             |
| 23850       | Mechanics And Maintenance And Repair Occupations | Rigger                                | 30.56       |             |
| 23870       | Mechanics And Maintenance And Repair Occupations | Scale Mechanic                        | 27.57       |             |
| 23890       | Mechanics And Maintenance And Repair Occupations | Sheet-Metal Worker, Maintenance       | 33.19       |             |
| 23910       | Mechanics And Maintenance And Repair Occupations | Small Engine Mechanic                 | 21.19       |             |
| 23931       | Mechanics And Maintenance And Repair Occupations | Telecommunications Mechanic I         | 30.15       |             |
| 23932       | Mechanics And Maintenance And Repair Occupations | Telecommunications Mechanic II        | 31.34       |             |
| 23950       | Mechanics And Maintenance And Repair Occupations | Telephone Lineman                     | 34.46       |             |
| 23960       | Mechanics And Maintenance And Repair Occupations | Welder, Combination, Maintenance      | 23.55       |             |
| 23965       | Mechanics And Maintenance And Repair Occupations | Well Driller                          | 30.56       |             |
| 23970       | Mechanics And Maintenance And Repair Occupations | Woodcraft Worker                      | 30.56       |             |
| 23980       | Mechanics And Maintenance And Repair Occupations | Woodworker                            | 24.49       |             |
| 24550       | Personal Needs Occupations                       | Case Manager                          | 18.37       |             |
| 24570       | Personal Needs Occupations                       | Child Care Attendant                  | 15.30       | ***         |
| 24580       | Personal Needs Occupations                       | Child Care Center Clerk               | 19.07       |             |
| 24610       | Personal Needs Occupations                       | Chore Aide                            | 17.28       |             |
| 24620       | Personal Needs Occupations                       | Family Readiness And Support Services | 18.37       |             |
| 24630       | Personal Needs Occupations                       | Homemaker                             | 18.37       |             |
| 25010       | Plant And System Operations Occupations          | Boiler Tender                         | 29.82       |             |
| 25040       | Plant And System Operations Occupations          | Sewage Plant Operator                 | 25.45       |             |

| <b>Code</b> | <b>Category</b>                                | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 25070       | Plant And System Operations Occupations        | Stationary Engineer                       | 29.82       |             |
| 25190       | Plant And System Operations Occupations        | Ventilation Equipment Tender              | 22.29       |             |
| 25210       | Plant And System Operations Occupations        | Water Treatment Plant Operator            | 25.45       |             |
| 27004       | Protective Service Occupations                 | Alarm Monitor                             | 21.68       |             |
| 27007       | Protective Service Occupations                 | Baggage Inspector                         | 18.36       |             |
| 27008       | Protective Service Occupations                 | Corrections Officer                       | 33.03       |             |
| 27010       | Protective Service Occupations                 | Court Security Officer                    | 31.67       |             |
| 27030       | Protective Service Occupations                 | Detection Dog Handler                     | 20.53       |             |
| 27040       | Protective Service Occupations                 | Detention Officer                         | 33.03       |             |
| 27070       | Protective Service Occupations                 | Firefighter                               | 30.31       |             |
| 27101       | Protective Service Occupations                 | Guard I                                   | 18.36       |             |
| 27102       | Protective Service Occupations                 | Guard II                                  | 20.53       |             |
| 27131       | Protective Service Occupations                 | Police Officer I                          | 30.68       |             |
| 27132       | Protective Service Occupations                 | Police Officer II                         | 34.09       |             |
| 28041       | Recreation Occupations                         | Carnival Equipment Operator               | 19.63       |             |
| 28042       | Recreation Occupations                         | Carnival Equipment Repairer               | 21.05       |             |
| 28043       | Recreation Occupations                         | Carnival Worker                           | 15.34       | ***         |
| 28210       | Recreation Occupations                         | Gate Attendant/Gate Tender                | 20.89       |             |
| 28310       | Recreation Occupations                         | Lifeguard                                 | 15.00       | ***         |
| 28350       | Recreation Occupations                         | Park Attendant                            | 23.34       |             |
| 28510       | Recreation Occupations                         | Recreation Aide/Health Facility Attendant | 17.04       | ***         |
| 28515       | Recreation Occupations                         | Recreation Specialist                     | 28.92       |             |
| 28630       | Recreation Occupations                         | Sports Official                           | 18.60       |             |
| 28690       | Recreation Occupations                         | Swimming Pool Operator                    | 23.69       |             |
| 29010       | Stevedoring/Longshoremen Occupational Services | Blocker And Bracer                        | 27.57       |             |
| 29020       | Stevedoring/Longshoremen Occupational Services | Hatch Tender                              | 27.57       |             |
| 29030       | Stevedoring/Longshoremen Occupational Services | Line Handler                              | 27.57       |             |
| 29041       | Stevedoring/Longshoremen Occupational Services | Stevedore I                               | 26.02       |             |

| <b>Code</b> | <b>Category</b>                                | <b>Title</b>                             | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 29042       | Stevedoring/Longshoremen Occupational Services | Stevedore II                             | 29.12       |             |
| 30010       | Technical Occupations                          | Air Traffic Control Specialist, Center   | 46.54       | see 2       |
| 30011       | Technical Occupations                          | Air Traffic Control Specialist, Station  | 32.09       | see 2       |
| 30012       | Technical Occupations                          | Air Traffic Control Specialist, Terminal | 35.34       | see 2       |
| 30021       | Technical Occupations                          | Archeological Technician I               | 18.31       |             |
| 30022       | Technical Occupations                          | Archeological Technician II              | 20.48       |             |
| 30023       | Technical Occupations                          | Archeological Technician III             | 25.37       |             |
| 30030       | Technical Occupations                          | Cartographic Technician                  | 25.37       |             |
| 30040       | Technical Occupations                          | Civil Engineering Technician             | 25.37       |             |
| 30051       | Technical Occupations                          | Cryogenic Technician I                   | 28.10       |             |
| 30052       | Technical Occupations                          | Cryogenic Technician II                  | 31.04       |             |
| 30061       | Technical Occupations                          | Drafter/CAD Operator I                   | 18.31       |             |
| 30062       | Technical Occupations                          | Drafter/CAD Operator II                  | 20.48       |             |
| 30063       | Technical Occupations                          | Drafter/CAD Operator III                 | 22.83       |             |
| 30064       | Technical Occupations                          | Drafter/CAD Operator IV                  | 28.10       |             |
| 30081       | Technical Occupations                          | Engineering Technician I                 | 16.20       | ***         |
| 30082       | Technical Occupations                          | Engineering Technician II                | 18.18       |             |
| 30083       | Technical Occupations                          | Engineering Technician III               | 20.35       |             |
| 30084       | Technical Occupations                          | Engineering Technician IV                | 25.21       |             |
| 30085       | Technical Occupations                          | Engineering Technician V                 | 30.83       |             |
| 30086       | Technical Occupations                          | Engineering Technician VI                | 37.30       |             |
| 30090       | Technical Occupations                          | Environmental Technician                 | 24.26       |             |
| 30095       | Technical Occupations                          | Evidence Control Specialist              | 25.37       |             |
| 30210       | Technical Occupations                          | Laboratory Technician                    | 22.66       |             |
| 30221       | Technical Occupations                          | Latent Fingerprint Technician I          | 28.10       |             |
| 30222       | Technical Occupations                          | Latent Fingerprint Technician II         | 31.04       |             |
| 30240       | Technical Occupations                          | Mathematical Technician                  | 25.37       |             |
| 30361       | Technical Occupations                          | Paralegal/Legal Assistant I              | 22.27       |             |
| 30362       | Technical Occupations                          | Paralegal/Legal Assistant II             | 27.59       |             |
| 30363       | Technical Occupations                          | Paralegal/Legal Assistant III            | 33.75       |             |
| 30364       | Technical Occupations                          | Paralegal/Legal Assistant IV             | 40.83       |             |

| <b>Code</b> | <b>Category</b>                                       | <b>Title</b>                             | <b>Rate</b> | <b>Note</b> |
|-------------|---|--|-------------|-------------|
| 30375       | Technical Occupations                                 | Petroleum Supply Specialist              | 31.04       |             |
| 30390       | Technical Occupations                                 | Photo-Optics Technician                  | 25.37       |             |
| 30395       | Technical Occupations                                 | Radiation Control Technician             | 31.04       |             |
| 30461       | Technical Occupations                                 | Technical Writer I                       | 25.37       |             |
| 30462       | Technical Occupations                                 | Technical Writer II                      | 31.04       |             |
| 30463       | Technical Occupations                                 | Technical Writer III                     | 37.55       |             |
| 30491       | Technical Occupations                                 | Unexploded Ordnance (UXO) Technician I   | 29.58       |             |
| 30492       | Technical Occupations                                 | Unexploded Ordnance (UXO) Technician II  | 35.79       |             |
| 30493       | Technical Occupations                                 | Unexploded Ordnance (UXO) Technician III | 42.89       |             |
| 30494       | Technical Occupations                                 | Unexploded (UXO) Safety Escort           | 29.58       |             |
| 30495       | Technical Occupations                                 | Unexploded (UXO) Sweep Personnel         | 29.58       |             |
| 30501       | Technical Occupations                                 | Weather Forecaster I                     | 28.10       |             |
| 30502       | Technical Occupations                                 | Weather Forecaster II                    | 34.18       |             |
| 30620       | Technical Occupations                                 | Weather Observer, Combined Upper Air Or  | 22.83       | see 2       |
| 30621       | Technical Occupations                                 | Weather Observer, Senior                 | 25.37       | see 2       |
| 31010       | Transportation/Mobile Equipment Operation Occupations | Airplane Pilot                           | 35.79       |             |
| 31020       | Transportation/Mobile Equipment Operation Occupations | Bus Aide                                 | 14.55       | ***         |
| 31030       | Transportation/Mobile Equipment Operation Occupations | Bus Driver                               | 19.36       |             |
| 31043       | Transportation/Mobile Equipment Operation Occupations | Driver Courier                           | 18.07       |             |
| 31260       | Transportation/Mobile Equipment Operation Occupations | Parking and Lot Attendant                | 15.34       | ***         |
| 31290       | Transportation/Mobile Equipment Operation Occupations | Shuttle Bus Driver                       | 15.90       | ***         |
| 31310       | Transportation/Mobile Equipment Operation Occupations | Taxi Driver                              | 14.79       | ***         |
| 31361       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Light                       | 19.37       |             |

| <b>Code</b> | <b>Category</b>                                       | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|---|---------------------------------|-------------|-------------|
| 31362       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Medium             | 20.58       |             |
| 31363       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Heavy              | 24.64       |             |
| 31364       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Tractor-Trailer    | 24.64       |             |
| 99020       | Miscellaneous Occupations                             | Cabin Safety Specialist         | 17.45       |             |
| 99030       | Miscellaneous Occupations                             | Cashier                         | 14.98       | ***         |
| 99050       | Miscellaneous Occupations                             | Desk Clerk                      | 15.79       | ***         |
| 99095       | Miscellaneous Occupations                             | Embalmer                        | 29.58       |             |
| 99130       | Miscellaneous Occupations                             | Flight Follower                 | 29.58       |             |
| 99251       | Miscellaneous Occupations                             | Laboratory Animal Caretaker I   | 17.85       |             |
| 99252       | Miscellaneous Occupations                             | Laboratory Animal Caretaker II  | 19.14       |             |
| 99260       | Miscellaneous Occupations                             | Marketing Analyst               | 28.39       |             |
| 99310       | Miscellaneous Occupations                             | Mortician                       | 29.58       |             |
| 99410       | Miscellaneous Occupations                             | Pest Controller                 | 23.29       |             |
| 99510       | Miscellaneous Occupations                             | Photofinishing Worker           | 15.54       | ***         |
| 99710       | Miscellaneous Occupations                             | Recycling Laborer               | 20.43       |             |
| 99711       | Miscellaneous Occupations                             | Recycling Specialist            | 23.89       |             |
| 99730       | Miscellaneous Occupations                             | Refuse Collector                | 18.68       |             |
| 99810       | Miscellaneous Occupations                             | Sales Clerk                     | 16.54       | ***         |
| 99820       | Miscellaneous Occupations                             | School Crossing Guard           | 15.00       | ***         |
| 99830       | Miscellaneous Occupations                             | Survey Party Chief              | 27.48       |             |
| 99831       | Miscellaneous Occupations                             | Surveying Aide                  | 17.27       |             |
| 99832       | Miscellaneous Occupations                             | Surveying Technician            | 23.64       |             |
| 99840       | Miscellaneous Occupations                             | Vending Machine Attendant       | 22.01       |             |
| 99841       | Miscellaneous Occupations                             | Vending Machine Repairer        | 26.57       |             |
| 99842       | Miscellaneous Occupations                             | Vending Machine Repairer Helper | 22.01       |             |

## Footer

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.20 per hour) or 13658 (\$12.90 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. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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: \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 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, 4 weeks after 15 years, and 5 weeks after 25 years.

Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of twelve paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

**THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESSES 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)).

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## **Wage Determination No. : 2015-4173**

### REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 26

Date Of Last Revision : 07/22/2024

Source : [Source Website](#)

**Header**

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2024.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.90 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 2024.

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: New York

Area: New York Counties of Columbia, Greene

**\*\*Fringe Benefits Required Follow the Occupational Listing\*\***

### **Wage Determination Table**

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                       | <b>Rate</b> | <b>Note</b> |
|-------------|---|------------------------------------|-------------|-------------|
| 01011       | Administrative Support And Clerical Occupations | Accounting Clerk I                 | 17.57       |             |
| 01012       | Administrative Support And Clerical Occupations | Accounting Clerk II                | 19.71       |             |
| 01013       | Administrative Support And Clerical Occupations | Accounting Clerk III               | 22.05       |             |
| 01020       | Administrative Support And Clerical Occupations | Administrative Assistant           | 33.16       |             |
| 01035       | Administrative Support And Clerical Occupations | Court Reporter                     | 24.28       |             |
| 01041       | Administrative Support And Clerical Occupations | Customer Service Representative I  | 16.24       | ***         |
| 01042       | Administrative Support And Clerical Occupations | Customer Service Representative II | 17.72       |             |

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------------|-------------|-------------|
| 01043       | Administrative Support And Clerical Occupations | Customer Service Representative III  | 19.89       |             |
| 01051       | Administrative Support And Clerical Occupations | Data Entry Operator I                | 16.60       | ***         |
| 01052       | Administrative Support And Clerical Occupations | Data Entry Operator II               | 18.11       |             |
| 01060       | Administrative Support And Clerical Occupations | Dispatcher, Motor Vehicle            | 22.72       |             |
| 01070       | Administrative Support And Clerical Occupations | Document Preparation Clerk           | 16.66       | ***         |
| 01090       | Administrative Support And Clerical Occupations | Duplicating Machine Operator         | 16.66       | ***         |
| 01111       | Administrative Support And Clerical Occupations | General Clerk I                      | 15.00       | ***         |
| 01112       | Administrative Support And Clerical Occupations | General Clerk II                     | 16.37       | ***         |
| 01113       | Administrative Support And Clerical Occupations | General Clerk III                    | 18.37       |             |
| 01120       | Administrative Support And Clerical Occupations | Housing Referral Assistant           | 23.25       |             |
| 01141       | Administrative Support And Clerical Occupations | Messenger Courier                    | 17.58       |             |
| 01191       | Administrative Support And Clerical Occupations | Order Clerk I                        | 17.49       |             |
| 01192       | Administrative Support And Clerical Occupations | Order Clerk II                       | 19.09       |             |
| 01261       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) I   | 18.66       |             |
| 01262       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) II  | 20.88       |             |
| 01263       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) III | 23.27       |             |
| 01270       | Administrative Support And Clerical Occupations | Production Control Clerk             | 24.50       |             |
| 01290       | Administrative Support And Clerical Occupations | Rental Clerk                         | 18.00       |             |
| 01300       | Administrative Support And Clerical Occupations | Scheduler, Maintenance               | 18.64       |             |

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------------|-------------|-------------|
| 01311       | Administrative Support And Clerical Occupations | Secretary I                          | 18.64       |             |
| 01312       | Administrative Support And Clerical Occupations | Secretary II                         | 20.85       |             |
| 01313       | Administrative Support And Clerical Occupations | Secretary III                        | 23.25       |             |
| 01320       | Administrative Support And Clerical Occupations | Service Order Dispatcher             | 21.04       |             |
| 01410       | Administrative Support And Clerical Occupations | Supply Technician                    | 33.16       |             |
| 01420       | Administrative Support And Clerical Occupations | Survey Worker                        | 20.28       |             |
| 01460       | Administrative Support And Clerical Occupations | Switchboard Operator/Receptionist    | 17.38       |             |
| 01531       | Administrative Support And Clerical Occupations | Travel Clerk I                       | 15.50       | ***         |
| 01532       | Administrative Support And Clerical Occupations | Travel Clerk II                      | 16.69       | ***         |
| 01533       | Administrative Support And Clerical Occupations | Travel Clerk III                     | 17.91       |             |
| 01611       | Administrative Support And Clerical Occupations | Word Processor I                     | 16.42       | ***         |
| 01612       | Administrative Support And Clerical Occupations | Word Processor II                    | 18.44       |             |
| 01613       | Administrative Support And Clerical Occupations | Word Processor III                   | 20.62       |             |
| 05005       | Automotive Service Occupations                  | Automobile Body Repairer, Fiberglass | 22.69       |             |
| 05010       | Automotive Service Occupations                  | Automotive Electrician               | 21.68       |             |
| 05040       | Automotive Service Occupations                  | Automotive Glass Installer           | 20.44       |             |
| 05070       | Automotive Service Occupations                  | Automotive Worker                    | 20.44       |             |
| 05110       | Automotive Service Occupations                  | Mobile Equipment Servicer            | 17.98       |             |
| 05130       | Automotive Service Occupations                  | Motor Equipment Metal Mechanic       | 22.79       |             |
| 05160       | Automotive Service Occupations                  | Motor Equipment Metal Worker         | 20.44       |             |
| 05190       | Automotive Service Occupations                  | Motor Vehicle Mechanic               | 22.79       |             |
| 05220       | Automotive Service Occupations                  | Motor Vehicle Mechanic Helper        | 16.62       | ***         |
| 05250       | Automotive Service Occupations                  | Motor Vehicle Upholstery Worker      | 19.26       |             |

| <b>Code</b> | <b>Category</b>                              | <b>Title</b>                   | <b>Rate</b> | <b>Note</b> |
|-------------|--|--------------------------------|-------------|-------------|
| 05280       | Automotive Service Occupations               | Motor Vehicle Wrecker          | 20.44       |             |
| 05310       | Automotive Service Occupations               | Painter, Automotive            | 21.68       |             |
| 05340       | Automotive Service Occupations               | Radiator Repair Specialist     | 20.44       |             |
| 05370       | Automotive Service Occupations               | Tire Repairer                  | 16.36       | ***         |
| 05400       | Automotive Service Occupations               | Transmission Repair Specialist | 22.79       |             |
| 07010       | Food Preparation And Service Occupations     | Baker                          | 16.50       | ***         |
| 07041       | Food Preparation And Service Occupations     | Cook I                         | 17.66       |             |
| 07042       | Food Preparation And Service Occupations     | Cook II                        | 20.08       |             |
| 07070       | Food Preparation And Service Occupations     | Dishwasher                     | 14.89       | ***         |
| 07130       | Food Preparation And Service Occupations     | Food Service Worker            | 15.74       | ***         |
| 07210       | Food Preparation And Service Occupations     | Meat Cutter                    | 20.22       |             |
| 07260       | Food Preparation And Service Occupations     | Waiter/Waitress                | 16.83       | ***         |
| 09010       | Furniture Maintenance And Repair Occupations | Electrostatic Spray Painter    | 22.04       |             |
| 09040       | Furniture Maintenance And Repair Occupations | Furniture Handler              | 14.82       | ***         |
| 09080       | Furniture Maintenance And Repair Occupations | Furniture Refinisher           | 22.04       |             |
| 09090       | Furniture Maintenance And Repair Occupations | Furniture Refinisher Helper    | 17.61       |             |
| 09110       | Furniture Maintenance And Repair Occupations | Furniture Repairer, Minor      | 20.01       |             |
| 09130       | Furniture Maintenance And Repair Occupations | Upholsterer                    | 22.04       |             |
| 11030       | General Services And Support Occupations     | Cleaner, Vehicles              | 16.50       | ***         |
| 11060       | General Services And Support Occupations     | Elevator Operator              | 16.50       | ***         |
| 11090       | General Services And Support Occupations     | Gardener                       | 23.86       |             |

| <b>Code</b> | <b>Category</b>                          | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 11122       | General Services And Support Occupations | Housekeeping Aide                          | 16.83       | ***         |
| 11150       | General Services And Support Occupations | Janitor                                    | 16.83       | ***         |
| 11210       | General Services And Support Occupations | Laborer, Grounds Maintenance               | 18.33       |             |
| 11240       | General Services And Support Occupations | Maid or Houseman                           | 16.02       | ***         |
| 11260       | General Services And Support Occupations | Pruner                                     | 16.55       | ***         |
| 11270       | General Services And Support Occupations | Tractor Operator                           | 22.06       |             |
| 11330       | General Services And Support Occupations | Trail Maintenance Worker                   | 18.33       |             |
| 11360       | General Services And Support Occupations | Window Cleaner                             | 18.64       |             |
| 12010       | Health Occupations                       | Ambulance Driver                           | 18.47       |             |
| 12011       | Health Occupations                       | Breath Alcohol Technician                  | 23.25       |             |
| 12012       | Health Occupations                       | Certified Occupational Therapist Assistant | 28.87       |             |
| 12015       | Health Occupations                       | Certified Physical Therapist Assistant     | 27.68       |             |
| 12020       | Health Occupations                       | Dental Assistant                           | 21.22       |             |
| 12025       | Health Occupations                       | Dental Hygienist                           | 43.63       |             |
| 12030       | Health Occupations                       | EKG Technician                             | 35.90       |             |
| 12035       | Health Occupations                       | Electroneurodiagnostic Technologist        | 35.90       |             |
| 12040       | Health Occupations                       | Emergency Medical Technician               | 18.47       |             |
| 12071       | Health Occupations                       | Licensed Practical Nurse I                 | 20.80       |             |
| 12072       | Health Occupations                       | Licensed Practical Nurse II                | 23.25       |             |
| 12073       | Health Occupations                       | Licensed Practical Nurse III               | 25.93       |             |
| 12100       | Health Occupations                       | Medical Assistant                          | 19.37       |             |
| 12130       | Health Occupations                       | Medical Laboratory Technician              | 34.10       |             |
| 12160       | Health Occupations                       | Medical Record Clerk                       | 20.84       |             |
| 12190       | Health Occupations                       | Medical Record Technician                  | 23.31       |             |
| 12195       | Health Occupations                       | Medical Transcriptionist                   | 19.03       |             |

| <b>Code</b> | <b>Category</b>                  | <b>Title</b>                           | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------|--|-------------|-------------|
| 12210       | Health Occupations               | Nuclear Medicine Technologist          | 51.12       |             |
| 12221       | Health Occupations               | Nursing Assistant I                    | 13.36       | ***         |
| 12222       | Health Occupations               | Nursing Assistant II                   | 15.04       | ***         |
| 12223       | Health Occupations               | Nursing Assistant III                  | 16.41       | ***         |
| 12224       | Health Occupations               | Nursing Assistant IV                   | 18.41       |             |
| 12235       | Health Occupations               | Optical Dispenser                      | 29.38       |             |
| 12236       | Health Occupations               | Optical Technician                     | 20.80       |             |
| 12250       | Health Occupations               | Pharmacy Technician                    | 17.62       |             |
| 12280       | Health Occupations               | Phlebotomist                           | 19.66       |             |
| 12305       | Health Occupations               | Radiologic Technologist                | 33.41       |             |
| 12311       | Health Occupations               | Registered Nurse I                     | 27.06       |             |
| 12312       | Health Occupations               | Registered Nurse II                    | 33.10       |             |
| 12313       | Health Occupations               | Registered Nurse II, Specialist        | 33.10       |             |
| 12314       | Health Occupations               | Registered Nurse III                   | 40.04       |             |
| 12315       | Health Occupations               | Registered Nurse III, Anesthetist      | 40.04       |             |
| 12316       | Health Occupations               | Registered Nurse IV                    | 47.99       |             |
| 12317       | Health Occupations               | Scheduler                              | 28.82       |             |
| 12320       | Health Occupations               | Substance Abuse Treatment Counselor    | 24.64       |             |
| 13011       | Information And Arts Occupations | Exhibits Specialist I                  | 22.16       |             |
| 13012       | Information And Arts Occupations | Exhibits Specialist II                 | 27.46       |             |
| 13013       | Information And Arts Occupations | Exhibits Specialist III                | 33.59       |             |
| 13041       | Information And Arts Occupations | Illustrator I                          | 21.59       |             |
| 13042       | Information And Arts Occupations | Illustrator II                         | 26.76       |             |
| 13043       | Information And Arts Occupations | Illustrator III                        | 33.49       |             |
| 13047       | Information And Arts Occupations | Librarian                              | 30.41       |             |
| 13050       | Information And Arts Occupations | Library Aide/Clerk                     | 15.49       | ***         |
| 13054       | Information And Arts Occupations | Library Information Technology Systems | 27.46       |             |
| 13058       | Information And Arts Occupations | Library Technician                     | 18.45       |             |
| 13061       | Information And Arts Occupations | Media Specialist I                     | 19.81       |             |
| 13062       | Information And Arts Occupations | Media Specialist II                    | 22.16       |             |
| 13063       | Information And Arts Occupations | Media Specialist III                   | 24.72       |             |
| 13071       | Information And Arts Occupations | Photographer I                         | 19.81       |             |

| <b>Code</b> | <b>Category</b>                    | <b>Title</b>                                    | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------|---|-------------|-------------|
| 13072       | Information And Arts Occupations   | Photographer II                                 | 22.16       |             |
| 13073       | Information And Arts Occupations   | Photographer III                                | 27.46       |             |
| 13074       | Information And Arts Occupations   | Photographer IV                                 | 33.59       |             |
| 13075       | Information And Arts Occupations   | Photographer V                                  | 40.64       |             |
| 13090       | Information And Arts Occupations   | Technical Order Library Clerk                   | 19.44       |             |
| 13110       | Information And Arts Occupations   | Video Teleconference Technician                 | 23.65       |             |
| 14041       | Information Technology Occupations | Computer Operator I                             | 20.80       |             |
| 14042       | Information Technology Occupations | Computer Operator II                            | 23.26       |             |
| 14043       | Information Technology Occupations | Computer Operator III                           | 25.94       |             |
| 14044       | Information Technology Occupations | Computer Operator IV                            | 28.82       |             |
| 14045       | Information Technology Occupations | Computer Operator V                             | 31.92       |             |
| 14071       | Information Technology Occupations | Computer Programmer I                           | 23.35       | see<br>1    |
| 14072       | Information Technology Occupations | Computer Programmer II                          | NaN         | see<br>1    |
| 14073       | Information Technology Occupations | Computer Programmer III                         | NaN         | see<br>1    |
| 14074       | Information Technology Occupations | Computer Programmer IV                          | NaN         | see<br>1    |
| 14101       | Information Technology Occupations | Computer Systems Analyst I                      | NaN         | see<br>1    |
| 14102       | Information Technology Occupations | Computer Systems Analyst II                     | NaN         | see<br>1    |
| 14103       | Information Technology Occupations | Computer Systems Analyst III                    | NaN         | see<br>1    |
| 14150       | Information Technology Occupations | Peripheral Equipment Operator                   | 20.80       |             |
| 14160       | Information Technology Occupations | Personal Computer Support Technician            | 28.82       |             |
| 14170       | Information Technology Occupations | System Support Specialist                       | 31.92       |             |
| 15010       | Instructional Occupations          | Aircrew Training Devices Instructor             | 34.55       |             |
| 15020       | Instructional Occupations          | Aircrew Training Devices Instructor             | 41.80       |             |
| 15030       | Instructional Occupations          | Air Crew Training Devices Instructor            | 50.10       |             |
| 15050       | Instructional Occupations          | Computer Based Training Specialist / Instructor | 34.55       |             |

| <b>Code</b> | <b>Category</b>   | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|---|--|-------------|-------------|
| 15060       | Instructional Occupations                               | Educational Technologist                   | 32.30       |             |
| 15070       | Instructional Occupations                               | Flight Instructor                          | 50.10       |             |
| 15080       | Instructional Occupations                               | Graphic Artist                             | 27.28       |             |
| 15085       | Instructional Occupations                               | Maintenance Test Pilot, Fixed, Jet/Prop    | 50.10       |             |
| 15086       | Instructional Occupations                               | Maintenance Test Pilot, Rotary Wing        | 50.10       |             |
| 15088       | Instructional Occupations                               | Non-Maintenance Test/Co-Pilot              | 50.10       |             |
| 15090       | Instructional Occupations                               | Technical Instructor                       | 23.07       |             |
| 15095       | Instructional Occupations                               | Technical Instructor/Course Developer      | 28.20       |             |
| 15110       | Instructional Occupations                               | Test Proctor                               | 18.61       |             |
| 15120       | Instructional Occupations                               | Tutor                                      | 18.61       |             |
| 16010       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Assembler                                  | 16.41       | ***         |
| 16030       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Counter Attendant                          | 16.41       | ***         |
| 16040       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Dry Cleaner                                | 18.75       |             |
| 16070       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Finisher, Flatwork, Machine                | 16.41       | ***         |
| 16090       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Hand                              | 16.41       | ***         |
| 16110       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Drycleaning              | 16.41       | ***         |
| 16130       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Shirts                   | 16.41       | ***         |
| 16160       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Wearing Apparel, Laundry | 16.41       | ***         |
| 16190       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Sewing Machine Operator                    | 19.53       |             |
| 16220       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Tailor                                     | 20.31       |             |
| 16250       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Washer, Machine                            | 17.19       | ***         |
| 19010       | Machine Tool Operation And Repair Occupations           | Machine-Tool Operator                      | 27.03       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|--|--------------------------------------|-------------|-------------|
| 19040       | Machine Tool Operation And Repair Occupations    | Tool And Die Maker                   | 31.52       |             |
| 21020       | Materials Handling And Packing Occupations       | Forklift Operator                    | 20.19       |             |
| 21030       | Materials Handling And Packing Occupations       | Material Coordinator                 | 24.50       |             |
| 21040       | Materials Handling And Packing Occupations       | Material Expediter                   | 24.50       |             |
| 21050       | Materials Handling And Packing Occupations       | Material Handling Laborer            | 17.91       |             |
| 21071       | Materials Handling And Packing Occupations       | Order Filler                         | 17.49       |             |
| 21080       | Materials Handling And Packing Occupations       | Production Line Worker               | 20.19       |             |
| 21110       | Materials Handling And Packing Occupations       | Shipping Packer                      | 19.72       |             |
| 21130       | Materials Handling And Packing Occupations       | Shipping/Receiving Clerk             | 19.72       |             |
| 21140       | Materials Handling And Packing Occupations       | Store Worker I                       | 15.78       | ***         |
| 21150       | Materials Handling And Packing Occupations       | Stock Clerk                          | 20.71       |             |
| 21210       | Materials Handling And Packing Occupations       | Tools And Parts Attendant            | 20.19       |             |
| 21410       | Materials Handling And Packing Occupations       | Warehouse Specialist                 | 20.19       |             |
| 23010       | Mechanics And Maintenance And Repair Occupations | Aerospace Structural Welder          | 30.93       |             |
| 23019       | Mechanics And Maintenance And Repair Occupations | Aircraft Logs and Records Technician | 25.23       |             |
| 23021       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic I                  | 29.86       |             |
| 23022       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic II                 | 30.93       |             |
| 23023       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic III                | 32.07       |             |
| 23040       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic Helper             | 21.81       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                                   | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 23050       | Mechanics And Maintenance And Repair Occupations | Aircraft, Painter                              | 28.41       |             |
| 23060       | Mechanics And Maintenance And Repair Occupations | Aircraft Servicer                              | 25.23       |             |
| 23070       | Mechanics And Maintenance And Repair Occupations | Aircraft Survival Flight Equipment Technician  | 28.41       |             |
| 23080       | Mechanics And Maintenance And Repair Occupations | Aircraft Worker                                | 26.78       |             |
| 23091       | Mechanics And Maintenance And Repair Occupations | Aircrew Life Support Equipment (ALSE) Mechanic | 26.78       |             |
| 23092       | Mechanics And Maintenance And Repair Occupations | Aircrew Life Support Equipment (ALSE) Mechanic | 29.86       |             |
| 23110       | Mechanics And Maintenance And Repair Occupations | Appliance Mechanic                             | 28.41       |             |
| 23120       | Mechanics And Maintenance And Repair Occupations | Bicycle Repairer                               | 23.59       |             |
| 23125       | Mechanics And Maintenance And Repair Occupations | Cable Splicer                                  | 48.49       |             |
| 23130       | Mechanics And Maintenance And Repair Occupations | Carpenter, Maintenance                         | 24.88       |             |
| 23140       | Mechanics And Maintenance And Repair Occupations | Carpet Layer                                   | 26.78       |             |
| 23160       | Mechanics And Maintenance And Repair Occupations | Electrician, Maintenance                       | 28.55       |             |
| 23181       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance I           | 26.78       |             |
| 23182       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance II          | 28.41       |             |
| 23183       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance III         | 29.86       |             |
| 23260       | Mechanics And Maintenance And Repair Occupations | Fabric Worker                                  | 25.23       |             |
| 23290       | Mechanics And Maintenance And Repair Occupations | Fire Alarm System Mechanic                     | 24.58       |             |
| 23310       | Mechanics And Maintenance And Repair Occupations | Fire Extinguisher Repairer                     | 23.59       |             |
| 23311       | Mechanics And Maintenance And Repair Occupations | Fuel Distribution System Mechanic              | 39.93       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 23312       | Mechanics And Maintenance And Repair Occupations | Fuel Distribution System Operator         | 31.50       |             |
| 23370       | Mechanics And Maintenance And Repair Occupations | General Maintenance Worker                | 21.23       |             |
| 23380       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Mechanic         | 29.86       |             |
| 23381       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Servicer         | 25.23       |             |
| 23382       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Worker           | 26.78       |             |
| 23391       | Mechanics And Maintenance And Repair Occupations | Gunsmith I                                | 23.59       |             |
| 23392       | Mechanics And Maintenance And Repair Occupations | Gunsmith II                               | 26.78       |             |
| 23393       | Mechanics And Maintenance And Repair Occupations | Gunsmith III                              | 29.86       |             |
| 23410       | Mechanics And Maintenance And Repair Occupations | Heating, Ventilation And Air-Conditioning | 27.68       |             |
| 23411       | Mechanics And Maintenance And Repair Occupations | Heating, Ventilation And Air Contidioning | 28.66       |             |
| 23430       | Mechanics And Maintenance And Repair Occupations | Heavy Equipment Mechanic                  | 26.04       |             |
| 23440       | Mechanics And Maintenance And Repair Occupations | Heavy Equipment Operator                  | 27.00       |             |
| 23460       | Mechanics And Maintenance And Repair Occupations | Instrument Mechanic                       | 29.86       |             |
| 23465       | Mechanics And Maintenance And Repair Occupations | Laboratory/Shelter Mechanic               | 28.41       |             |
| 23470       | Mechanics And Maintenance And Repair Occupations | Laborer                                   | 17.91       |             |
| 23510       | Mechanics And Maintenance And Repair Occupations | Locksmith                                 | 28.41       |             |
| 23530       | Mechanics And Maintenance And Repair Occupations | Machinery Maintenance Mechanic            | 29.18       |             |
| 23550       | Mechanics And Maintenance And Repair Occupations | Machinist, Maintenance                    | 24.33       |             |
| 23580       | Mechanics And Maintenance And Repair Occupations | Maintenance Trades Helper                 | 18.11       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                     | <b>Rate</b> | <b>Note</b> |
|-------------|--|----------------------------------|-------------|-------------|
| 23591       | Mechanics And Maintenance And Repair Occupations | Metrology Technician I           | 29.86       |             |
| 23592       | Mechanics And Maintenance And Repair Occupations | Metrology Technician II          | 30.93       |             |
| 23593       | Mechanics And Maintenance And Repair Occupations | Metrology Technician III         | 32.07       |             |
| 23640       | Mechanics And Maintenance And Repair Occupations | Millwright                       | 29.86       |             |
| 23710       | Mechanics And Maintenance And Repair Occupations | Office Appliance Repairer        | 28.41       |             |
| 23760       | Mechanics And Maintenance And Repair Occupations | Painter, Maintenance             | 21.74       |             |
| 23790       | Mechanics And Maintenance And Repair Occupations | Pipefitter, Maintenance          | 30.75       |             |
| 23810       | Mechanics And Maintenance And Repair Occupations | Plumber, Maintenance             | 28.58       |             |
| 23820       | Mechanics And Maintenance And Repair Occupations | Pneudraulic Systems Mechanic     | 29.86       |             |
| 23850       | Mechanics And Maintenance And Repair Occupations | Rigger                           | 29.86       |             |
| 23870       | Mechanics And Maintenance And Repair Occupations | Scale Mechanic                   | 26.78       |             |
| 23890       | Mechanics And Maintenance And Repair Occupations | Sheet-Metal Worker, Maintenance  | 29.86       |             |
| 23910       | Mechanics And Maintenance And Repair Occupations | Small Engine Mechanic            | 20.62       |             |
| 23931       | Mechanics And Maintenance And Repair Occupations | Telecommunications Mechanic I    | 36.86       |             |
| 23932       | Mechanics And Maintenance And Repair Occupations | Telecommunications Mechanic II   | 38.17       |             |
| 23950       | Mechanics And Maintenance And Repair Occupations | Telephone Lineman                | 41.21       |             |
| 23960       | Mechanics And Maintenance And Repair Occupations | Welder, Combination, Maintenance | 23.76       |             |
| 23965       | Mechanics And Maintenance And Repair Occupations | Well Driller                     | 29.86       |             |
| 23970       | Mechanics And Maintenance And Repair Occupations | Woodcraft Worker                 | 29.86       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                          | <b>Rate</b> | <b>Note</b> |
|-------------|--|---------------------------------------|-------------|-------------|
| 23980       | Mechanics And Maintenance And Repair Occupations | Woodworker                            | 23.59       |             |
| 24550       | Personal Needs Occupations                       | Case Manager                          | 20.92       |             |
| 24570       | Personal Needs Occupations                       | Child Care Attendant                  | 15.58       | ***         |
| 24580       | Personal Needs Occupations                       | Child Care Center Clerk               | 19.42       |             |
| 24610       | Personal Needs Occupations                       | Chore Aide                            | 17.67       |             |
| 24620       | Personal Needs Occupations                       | Family Readiness And Support Services | 20.92       |             |
| 24630       | Personal Needs Occupations                       | Homemaker                             | 20.92       |             |
| 25010       | Plant And System Operations Occupations          | Boiler Tender                         | 29.93       |             |
| 25040       | Plant And System Operations Occupations          | Sewage Plant Operator                 | 28.80       |             |
| 25070       | Plant And System Operations Occupations          | Stationary Engineer                   | 29.93       |             |
| 25190       | Plant And System Operations Occupations          | Ventilation Equipment Tender          | 21.83       |             |
| 25210       | Plant And System Operations Occupations          | Water Treatment Plant Operator        | 28.80       |             |
| 27004       | Protective Service Occupations                   | Alarm Monitor                         | 23.76       |             |
| 27007       | Protective Service Occupations                   | Baggage Inspector                     | 18.98       |             |
| 27008       | Protective Service Occupations                   | Corrections Officer                   | 33.03       |             |
| 27010       | Protective Service Occupations                   | Court Security Officer                | 32.71       |             |
| 27030       | Protective Service Occupations                   | Detection Dog Handler                 | 21.23       |             |
| 27040       | Protective Service Occupations                   | Detention Officer                     | 33.03       |             |
| 27070       | Protective Service Occupations                   | Firefighter                           | 32.39       |             |
| 27101       | Protective Service Occupations                   | Guard I                               | 18.98       |             |
| 27102       | Protective Service Occupations                   | Guard II                              | 21.23       |             |
| 27131       | Protective Service Occupations                   | Police Officer I                      | 29.49       |             |
| 27132       | Protective Service Occupations                   | Police Officer II                     | 32.76       |             |
| 28041       | Recreation Occupations                           | Carnival Equipment Operator           | 20.33       |             |
| 28042       | Recreation Occupations                           | Carnival Equipment Repairer           | 21.99       |             |
| 28043       | Recreation Occupations                           | Carnival Worker                       | 15.25       | ***         |
| 28210       | Recreation Occupations                           | Gate Attendant/Gate Tender            | 20.20       |             |
| 28310       | Recreation Occupations                           | Lifeguard                             | 15.16       | ***         |
| 28350       | Recreation Occupations                           | Park Attendant                        | 22.60       |             |

| <b>Code</b> | <b>Category</b>                                | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 28510       | Recreation Occupations                         | Recreation Aide/Health Facility Attendant | 16.50       | ***         |
| 28515       | Recreation Occupations                         | Recreation Specialist                     | 28.00       |             |
| 28630       | Recreation Occupations                         | Sports Official                           | 18.00       |             |
| 28690       | Recreation Occupations                         | Swimming Pool Operator                    | 25.00       |             |
| 29010       | Stevedoring/Longshoremen Occupational Services | Blocker And Bracer                        | 26.78       |             |
| 29020       | Stevedoring/Longshoremen Occupational Services | Hatch Tender                              | 26.78       |             |
| 29030       | Stevedoring/Longshoremen Occupational Services | Line Handler                              | 26.78       |             |
| 29041       | Stevedoring/Longshoremen Occupational Services | Stevedore I                               | 25.23       |             |
| 29042       | Stevedoring/Longshoremen Occupational Services | Stevedore II                              | 28.41       |             |
| 30010       | Technical Occupations                          | Air Traffic Control Specialist, Center    | 46.54       | see 2       |
| 30011       | Technical Occupations                          | Air Traffic Control Specialist, Station   | 32.09       | see 2       |
| 30012       | Technical Occupations                          | Air Traffic Control Specialist, Terminal  | 35.34       | see 2       |
| 30021       | Technical Occupations                          | Archeological Technician I                | 20.88       |             |
| 30022       | Technical Occupations                          | Archeological Technician II               | 23.35       |             |
| 30023       | Technical Occupations                          | Archeological Technician III              | 28.93       |             |
| 30030       | Technical Occupations                          | Cartographic Technician                   | 28.93       |             |
| 30040       | Technical Occupations                          | Civil Engineering Technician              | 28.93       |             |
| 30051       | Technical Occupations                          | Cryogenic Technician I                    | 32.04       |             |
| 30052       | Technical Occupations                          | Cryogenic Technician II                   | 35.39       |             |
| 30061       | Technical Occupations                          | Drafter/CAD Operator I                    | 20.88       |             |
| 30062       | Technical Occupations                          | Drafter/CAD Operator II                   | 23.35       |             |
| 30063       | Technical Occupations                          | Drafter/CAD Operator III                  | 26.04       |             |
| 30064       | Technical Occupations                          | Drafter/CAD Operator IV                   | 32.04       |             |
| 30081       | Technical Occupations                          | Engineering Technician I                  | 16.63       | ***         |
| 30082       | Technical Occupations                          | Engineering Technician II                 | 18.66       |             |
| 30083       | Technical Occupations                          | Engineering Technician III                | 20.87       |             |
| 30084       | Technical Occupations                          | Engineering Technician IV                 | 25.87       |             |

| <b>Code</b> | <b>Category</b>                                       | <b>Title</b>                             | <b>Rate</b> | <b>Note</b> |
|-------------|---|--|-------------|-------------|
| 30085       | Technical Occupations                                 | Engineering Technician V                 | 31.64       |             |
| 30086       | Technical Occupations                                 | Engineering Technician VI                | 38.28       |             |
| 30090       | Technical Occupations                                 | Environmental Technician                 | 28.93       |             |
| 30095       | Technical Occupations                                 | Evidence Control Specialist              | 28.93       |             |
| 30210       | Technical Occupations                                 | Laboratory Technician                    | 25.00       |             |
| 30221       | Technical Occupations                                 | Latent Fingerprint Technician I          | 32.04       |             |
| 30222       | Technical Occupations                                 | Latent Fingerprint Technician II         | 35.39       |             |
| 30240       | Technical Occupations                                 | Mathematical Technician                  | 28.93       |             |
| 30361       | Technical Occupations                                 | Paralegal/Legal Assistant I              | 21.63       |             |
| 30362       | Technical Occupations                                 | Paralegal/Legal Assistant II             | 26.80       |             |
| 30363       | Technical Occupations                                 | Paralegal/Legal Assistant III            | 32.77       |             |
| 30364       | Technical Occupations                                 | Paralegal/Legal Assistant IV             | 39.64       |             |
| 30375       | Technical Occupations                                 | Petroleum Supply Specialist              | 35.39       |             |
| 30390       | Technical Occupations                                 | Photo-Optics Technician                  | 28.93       |             |
| 30395       | Technical Occupations                                 | Radiation Control Technician             | 35.39       |             |
| 30461       | Technical Occupations                                 | Technical Writer I                       | 28.93       |             |
| 30462       | Technical Occupations                                 | Technical Writer II                      | 35.39       |             |
| 30463       | Technical Occupations                                 | Technical Writer III                     | 42.81       |             |
| 30491       | Technical Occupations                                 | Unexploded Ordnance (UXO) Technician I   | 29.58       |             |
| 30492       | Technical Occupations                                 | Unexploded Ordnance (UXO) Technician II  | 35.79       |             |
| 30493       | Technical Occupations                                 | Unexploded Ordnance (UXO) Technician III | 42.89       |             |
| 30494       | Technical Occupations                                 | Unexploded (UXO) Safety Escort           | 29.58       |             |
| 30495       | Technical Occupations                                 | Unexploded (UXO) Sweep Personnel         | 29.58       |             |
| 30501       | Technical Occupations                                 | Weather Forecaster I                     | 32.04       |             |
| 30502       | Technical Occupations                                 | Weather Forecaster II                    | 38.97       |             |
| 30620       | Technical Occupations                                 | Weather Observer, Combined Upper Air Or  | 26.04       | see 2       |
| 30621       | Technical Occupations                                 | Weather Observer, Senior                 | 28.93       | see 2       |
| 31010       | Transportation/Mobile Equipment Operation Occupations | Airplane Pilot                           | 35.79       |             |

| <b>Code</b> | <b>Category</b>                                       | <b>Title</b>                   | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------|-------------|-------------|
| 31020       | Transportation/Mobile Equipment Operation Occupations | Bus Aide                       | 15.42       | ***         |
| 31030       | Transportation/Mobile Equipment Operation Occupations | Bus Driver                     | 21.46       |             |
| 31043       | Transportation/Mobile Equipment Operation Occupations | Driver Courier                 | 18.31       |             |
| 31260       | Transportation/Mobile Equipment Operation Occupations | Parking and Lot Attendant      | 15.55       | ***         |
| 31290       | Transportation/Mobile Equipment Operation Occupations | Shuttle Bus Driver             | 17.55       |             |
| 31310       | Transportation/Mobile Equipment Operation Occupations | Taxi Driver                    | 15.33       | ***         |
| 31361       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Light             | 19.81       |             |
| 31362       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Medium            | 21.22       |             |
| 31363       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Heavy             | 25.00       |             |
| 31364       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Tractor-Trailer   | 25.00       |             |
| 99020       | Miscellaneous Occupations                             | Cabin Safety Specialist        | 17.45       |             |
| 99030       | Miscellaneous Occupations                             | Cashier                        | 14.97       | ***         |
| 99050       | Miscellaneous Occupations                             | Desk Clerk                     | 15.59       | ***         |
| 99095       | Miscellaneous Occupations                             | Embalmer                       | 31.14       |             |
| 99130       | Miscellaneous Occupations                             | Flight Follower                | 29.58       |             |
| 99251       | Miscellaneous Occupations                             | Laboratory Animal Caretaker I  | 20.82       |             |
| 99252       | Miscellaneous Occupations                             | Laboratory Animal Caretaker II | 22.52       |             |
| 99260       | Miscellaneous Occupations                             | Marketing Analyst              | 30.60       |             |
| 99310       | Miscellaneous Occupations                             | Mortician                      | 31.14       |             |
| 99410       | Miscellaneous Occupations                             | Pest Controller                | 25.00       |             |
| 99510       | Miscellaneous Occupations                             | Photofinishing Worker          | 15.54       | ***         |
| 99710       | Miscellaneous Occupations                             | Recycling Laborer              | 22.19       |             |
| 99711       | Miscellaneous Occupations                             | Recycling Specialist           | 26.66       |             |
| 99730       | Miscellaneous Occupations                             | Refuse Collector               | 19.99       |             |
| 99810       | Miscellaneous Occupations                             | Sales Clerk                    | 16.50       | ***         |
| 99820       | Miscellaneous Occupations                             | School Crossing Guard          | 17.86       |             |

| <b>Code</b> | <b>Category</b>           | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------|---------------------------------|-------------|-------------|
| 99830       | Miscellaneous Occupations | Survey Party Chief              | 24.94       |             |
| 99831       | Miscellaneous Occupations | Surveying Aide                  | 14.86       | ***         |
| 99832       | Miscellaneous Occupations | Surveying Technician            | 22.68       |             |
| 99840       | Miscellaneous Occupations | Vending Machine Attendant       | 22.62       |             |
| 99841       | Miscellaneous Occupations | Vending Machine Repairer        | 27.81       |             |
| 99842       | Miscellaneous Occupations | Vending Machine Repairer Helper | 22.62       |             |

## **Footer**

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.20 per hour) or 13658 (\$12.90 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. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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: \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 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, 4 weeks after 15 years, and 5 weeks after 25 years.

Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans'

Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract.

Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14,

2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**\*\* HAZARDOUS PAY DIFFERENTIAL \*\***

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder.

All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like;

minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of ""wash and wear""

materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**\*\* SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS \*\***

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

**\*\* REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) \*\***

**Conformance Process:**

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S.

Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request, the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination.

Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

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## **Wage Determination No. : 2015-4175**

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 27

Date Of Last Revision : 07/22/2024

Source : [Source Website](#)

## **Header**

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2024.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.90 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 2024.

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: New York

Area: New York Counties of Delaware, Sullivan

**\*\*Fringe Benefits Required Follow the Occupational Listing\*\***

## **Wage Determination Table**

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                        | <b>Rate</b> | <b>Note</b> |
|-------------|---|-------------------------------------|-------------|-------------|
| 01011       | Administrative Support And Clerical Occupations | Accounting Clerk I                  | 17.57       |             |
| 01012       | Administrative Support And Clerical Occupations | Accounting Clerk II                 | 19.71       |             |
| 01013       | Administrative Support And Clerical Occupations | Accounting Clerk III                | 22.05       |             |
| 01020       | Administrative Support And Clerical Occupations | Administrative Assistant            | 33.16       |             |
| 01035       | Administrative Support And Clerical Occupations | Court Reporter                      | 23.80       |             |
| 01041       | Administrative Support And Clerical Occupations | Customer Service Representative I   | 16.24       | ***         |
| 01042       | Administrative Support And Clerical Occupations | Customer Service Representative II  | 17.72       |             |
| 01043       | Administrative Support And Clerical Occupations | Customer Service Representative III | 19.89       |             |
| 01051       | Administrative Support And Clerical Occupations | Data Entry Operator I               | 16.60       | ***         |
| 01052       | Administrative Support And Clerical Occupations | Data Entry Operator II              | 18.11       |             |
| 01060       | Administrative Support And Clerical Occupations | Dispatcher, Motor Vehicle           | 24.39       |             |
| 01070       | Administrative Support And Clerical Occupations | Document Preparation Clerk          | 17.59       |             |
| 01090       | Administrative Support And Clerical Occupations | Duplicating Machine Operator        | 17.59       |             |
| 01111       | Administrative Support And Clerical Occupations | General Clerk I                     | 15.00       | ***         |
| 01112       | Administrative Support And Clerical Occupations | General Clerk II                    | 17.49       |             |
| 01113       | Administrative Support And Clerical Occupations | General Clerk III                   | 18.82       |             |
| 01120       | Administrative Support And Clerical Occupations | Housing Referral Assistant          | 26.92       |             |
| 01141       | Administrative Support And Clerical Occupations | Messenger Courier                   | 17.58       |             |
| 01191       | Administrative Support And Clerical Occupations | Order Clerk I                       | 18.09       |             |

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------------|-------------|-------------|
| 01192       | Administrative Support And Clerical Occupations | Order Clerk II                       | 19.74       |             |
| 01261       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) I   | 18.96       |             |
| 01262       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) II  | 21.22       |             |
| 01263       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) III | 23.66       |             |
| 01270       | Administrative Support And Clerical Occupations | Production Control Clerk             | 24.50       |             |
| 01290       | Administrative Support And Clerical Occupations | Rental Clerk                         | 18.04       |             |
| 01300       | Administrative Support And Clerical Occupations | Scheduler, Maintenance               | 21.57       |             |
| 01311       | Administrative Support And Clerical Occupations | Secretary I                          | 21.57       |             |
| 01312       | Administrative Support And Clerical Occupations | Secretary II                         | 24.14       |             |
| 01313       | Administrative Support And Clerical Occupations | Secretary III                        | 26.92       |             |
| 01320       | Administrative Support And Clerical Occupations | Service Order Dispatcher             | 21.75       |             |
| 01410       | Administrative Support And Clerical Occupations | Supply Technician                    | 33.16       |             |
| 01420       | Administrative Support And Clerical Occupations | Survey Worker                        | 21.64       |             |
| 01460       | Administrative Support And Clerical Occupations | Switchboard Operator/Receptionist    | 17.38       |             |
| 01531       | Administrative Support And Clerical Occupations | Travel Clerk I                       | 15.50       | ***         |
| 01532       | Administrative Support And Clerical Occupations | Travel Clerk II                      | 16.69       | ***         |
| 01533       | Administrative Support And Clerical Occupations | Travel Clerk III                     | 17.91       |             |
| 01611       | Administrative Support And Clerical Occupations | Word Processor I                     | 17.62       |             |
| 01612       | Administrative Support And Clerical Occupations | Word Processor II                    | 19.79       |             |

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------------|-------------|-------------|
| 01613       | Administrative Support And Clerical Occupations | Word Processor III                   | 22.13       |             |
| 05005       | Automotive Service Occupations                  | Automobile Body Repairer, Fiberglass | 23.85       |             |
| 05010       | Automotive Service Occupations                  | Automotive Electrician               | 26.09       |             |
| 05040       | Automotive Service Occupations                  | Automotive Glass Installer           | 24.15       |             |
| 05070       | Automotive Service Occupations                  | Automotive Worker                    | 24.15       |             |
| 05110       | Automotive Service Occupations                  | Mobile Equipment Servicer            | 20.57       |             |
| 05130       | Automotive Service Occupations                  | Motor Equipment Metal Mechanic       | 26.94       |             |
| 05160       | Automotive Service Occupations                  | Motor Equipment Metal Worker         | 24.15       |             |
| 05190       | Automotive Service Occupations                  | Motor Vehicle Mechanic               | 26.94       |             |
| 05220       | Automotive Service Occupations                  | Motor Vehicle Mechanic Helper        | 19.94       |             |
| 05250       | Automotive Service Occupations                  | Motor Vehicle Upholstery Worker      | 21.07       |             |
| 05280       | Automotive Service Occupations                  | Motor Vehicle Wrecker                | 24.15       |             |
| 05310       | Automotive Service Occupations                  | Painter, Automotive                  | 25.66       |             |
| 05340       | Automotive Service Occupations                  | Radiator Repair Specialist           | 24.15       |             |
| 05370       | Automotive Service Occupations                  | Tire Repairer                        | 16.36       | ***         |
| 05400       | Automotive Service Occupations                  | Transmission Repair Specialist       | 26.94       |             |
| 07010       | Food Preparation And Service Occupations        | Baker                                | 16.78       | ***         |
| 07041       | Food Preparation And Service Occupations        | Cook I                               | 17.66       |             |
| 07042       | Food Preparation And Service Occupations        | Cook II                              | 20.08       |             |
| 07070       | Food Preparation And Service Occupations        | Dishwasher                           | 14.89       | ***         |
| 07130       | Food Preparation And Service Occupations        | Food Service Worker                  | 15.74       | ***         |
| 07210       | Food Preparation And Service Occupations        | Meat Cutter                          | 21.12       |             |
| 07260       | Food Preparation And Service Occupations        | Waiter/Waitress                      | 16.83       | ***         |
| 09010       | Furniture Maintenance And Repair Occupations    | Electrostatic Spray Painter          | 19.95       |             |
| 09040       | Furniture Maintenance And Repair Occupations    | Furniture Handler                    | 13.21       | ***         |

| <b>Code</b> | <b>Category</b>                              | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 09080       | Furniture Maintenance And Repair Occupations | Furniture Refinisher                       | 19.95       |             |
| 09090       | Furniture Maintenance And Repair Occupations | Furniture Refinisher Helper                | 15.30       | ***         |
| 09110       | Furniture Maintenance And Repair Occupations | Furniture Repairer, Minor                  | 17.72       |             |
| 09130       | Furniture Maintenance And Repair Occupations | Upholsterer                                | 19.95       |             |
| 11030       | General Services And Support Occupations     | Cleaner, Vehicles                          | 16.50       | ***         |
| 11060       | General Services And Support Occupations     | Elevator Operator                          | 16.50       | ***         |
| 11090       | General Services And Support Occupations     | Gardener                                   | 23.86       |             |
| 11122       | General Services And Support Occupations     | Housekeeping Aide                          | 16.83       | ***         |
| 11150       | General Services And Support Occupations     | Janitor                                    | 16.83       | ***         |
| 11210       | General Services And Support Occupations     | Laborer, Grounds Maintenance               | 18.33       |             |
| 11240       | General Services And Support Occupations     | Maid or Houseman                           | 16.02       | ***         |
| 11260       | General Services And Support Occupations     | Pruner                                     | 16.55       | ***         |
| 11270       | General Services And Support Occupations     | Tractor Operator                           | 22.06       |             |
| 11330       | General Services And Support Occupations     | Trail Maintenance Worker                   | 18.33       |             |
| 11360       | General Services And Support Occupations     | Window Cleaner                             | 18.64       |             |
| 12010       | Health Occupations                           | Ambulance Driver                           | 20.22       |             |
| 12011       | Health Occupations                           | Breath Alcohol Technician                  | 23.42       |             |
| 12012       | Health Occupations                           | Certified Occupational Therapist Assistant | 28.87       |             |
| 12015       | Health Occupations                           | Certified Physical Therapist Assistant     | 27.68       |             |
| 12020       | Health Occupations                           | Dental Assistant                           | 21.82       |             |
| 12025       | Health Occupations                           | Dental Hygienist                           | 38.84       |             |

| <b>Code</b> | <b>Category</b>                  | <b>Title</b>                        | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------|-------------------------------------|-------------|-------------|
| 12030       | Health Occupations               | EKG Technician                      | 35.90       |             |
| 12035       | Health Occupations               | Electroneurodiagnostic Technologist | 35.90       |             |
| 12040       | Health Occupations               | Emergency Medical Technician        | 20.22       |             |
| 12071       | Health Occupations               | Licensed Practical Nurse I          | 21.76       |             |
| 12072       | Health Occupations               | Licensed Practical Nurse II         | 24.34       |             |
| 12073       | Health Occupations               | Licensed Practical Nurse III        | 26.12       |             |
| 12100       | Health Occupations               | Medical Assistant                   | 19.37       |             |
| 12130       | Health Occupations               | Medical Laboratory Technician       | 34.10       |             |
| 12160       | Health Occupations               | Medical Record Clerk                | 20.84       |             |
| 12190       | Health Occupations               | Medical Record Technician           | 23.31       |             |
| 12195       | Health Occupations               | Medical Transcriptionist            | 19.03       |             |
| 12210       | Health Occupations               | Nuclear Medicine Technologist       | 51.12       |             |
| 12221       | Health Occupations               | Nursing Assistant I                 | 13.36       | ***         |
| 12222       | Health Occupations               | Nursing Assistant II                | 15.04       | ***         |
| 12223       | Health Occupations               | Nursing Assistant III               | 16.41       | ***         |
| 12224       | Health Occupations               | Nursing Assistant IV                | 18.41       |             |
| 12235       | Health Occupations               | Optical Dispenser                   | 29.64       |             |
| 12236       | Health Occupations               | Optical Technician                  | 20.80       |             |
| 12250       | Health Occupations               | Pharmacy Technician                 | 17.62       |             |
| 12280       | Health Occupations               | Phlebotomist                        | 19.66       |             |
| 12305       | Health Occupations               | Radiologic Technologist             | 33.41       |             |
| 12311       | Health Occupations               | Registered Nurse I                  | 32.76       |             |
| 12312       | Health Occupations               | Registered Nurse II                 | 38.41       |             |
| 12313       | Health Occupations               | Registered Nurse II, Specialist     | 38.41       |             |
| 12314       | Health Occupations               | Registered Nurse III                | 49.39       |             |
| 12315       | Health Occupations               | Registered Nurse III, Anesthetist   | 49.39       |             |
| 12316       | Health Occupations               | Registered Nurse IV                 | 59.22       |             |
| 12317       | Health Occupations               | Scheduler                           | 28.82       |             |
| 12320       | Health Occupations               | Substance Abuse Treatment Counselor | 24.64       |             |
| 13011       | Information And Arts Occupations | Exhibits Specialist I               | 27.03       |             |
| 13012       | Information And Arts Occupations | Exhibits Specialist II              | 30.45       |             |
| 13013       | Information And Arts Occupations | Exhibits Specialist III             | 34.25       |             |

| <b>Code</b> | <b>Category</b>                    | <b>Title</b>                           | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------|--|-------------|-------------|
| 13041       | Information And Arts Occupations   | Illustrator I                          | 25.89       |             |
| 13042       | Information And Arts Occupations   | Illustrator II                         | 30.45       |             |
| 13043       | Information And Arts Occupations   | Illustrator III                        | 34.25       |             |
| 13047       | Information And Arts Occupations   | Librarian                              | 34.02       |             |
| 13050       | Information And Arts Occupations   | Library Aide/Clerk                     | 15.79       | ***         |
| 13054       | Information And Arts Occupations   | Library Information Technology Systems | 27.46       |             |
| 13058       | Information And Arts Occupations   | Library Technician                     | 21.67       |             |
| 13061       | Information And Arts Occupations   | Media Specialist I                     | 21.21       |             |
| 13062       | Information And Arts Occupations   | Media Specialist II                    | 23.84       |             |
| 13063       | Information And Arts Occupations   | Media Specialist III                   | 26.70       |             |
| 13071       | Information And Arts Occupations   | Photographer I                         | 20.03       |             |
| 13072       | Information And Arts Occupations   | Photographer II                        | 23.82       |             |
| 13073       | Information And Arts Occupations   | Photographer III                       | 29.53       |             |
| 13074       | Information And Arts Occupations   | Photographer IV                        | 33.78       |             |
| 13075       | Information And Arts Occupations   | Photographer V                         | 40.89       |             |
| 13090       | Information And Arts Occupations   | Technical Order Library Clerk          | 19.44       |             |
| 13110       | Information And Arts Occupations   | Video Teleconference Technician        | 24.33       |             |
| 14041       | Information Technology Occupations | Computer Operator I                    | 20.80       |             |
| 14042       | Information Technology Occupations | Computer Operator II                   | 23.26       |             |
| 14043       | Information Technology Occupations | Computer Operator III                  | 25.94       |             |
| 14044       | Information Technology Occupations | Computer Operator IV                   | 28.82       |             |
| 14045       | Information Technology Occupations | Computer Operator V                    | 31.92       |             |
| 14071       | Information Technology Occupations | Computer Programmer I                  | 27.56       | see 1       |
| 14072       | Information Technology Occupations | Computer Programmer II                 | NaN         | see 1       |
| 14073       | Information Technology Occupations | Computer Programmer III                | NaN         | see 1       |
| 14074       | Information Technology Occupations | Computer Programmer IV                 | NaN         | see 1       |
| 14101       | Information Technology Occupations | Computer Systems Analyst I             | NaN         | see 1       |
| 14102       | Information Technology Occupations | Computer Systems Analyst II            | NaN         | see 1       |

| <b>Code</b> | <b>Category</b>   | <b>Title</b>                                    | <b>Rate</b> | <b>Note</b> |
|-------------|---|---|-------------|-------------|
| 14103       | Information Technology Occupations                      | Computer Systems Analyst III                    | NaN         | see<br>1    |
| 14150       | Information Technology Occupations                      | Peripheral Equipment Operator                   | 20.80       |             |
| 14160       | Information Technology Occupations                      | Personal Computer Support Technician            | 28.82       |             |
| 14170       | Information Technology Occupations                      | System Support Specialist                       | 31.92       |             |
| 15010       | Instructional Occupations                               | Aircrew Training Devices Instructor             | 39.54       |             |
| 15020       | Instructional Occupations                               | Aircrew Training Devices Instructor             | 43.75       |             |
| 15030       | Instructional Occupations                               | Air Crew Training Devices Instructor            | 51.69       |             |
| 15050       | Instructional Occupations                               | Computer Based Training Specialist / Instructor | 39.54       |             |
| 15060       | Instructional Occupations                               | Educational Technologist                        | 32.92       |             |
| 15070       | Instructional Occupations                               | Flight Instructor                               | 51.69       |             |
| 15080       | Instructional Occupations                               | Graphic Artist                                  | 27.68       |             |
| 15085       | Instructional Occupations                               | Maintenance Test Pilot, Fixed, Jet/Prop         | 50.10       |             |
| 15086       | Instructional Occupations                               | Maintenance Test Pilot, Rotary Wing             | 50.10       |             |
| 15088       | Instructional Occupations                               | Non-Maintenance Test/Co-Pilot                   | 50.10       |             |
| 15090       | Instructional Occupations                               | Technical Instructor                            | 27.17       |             |
| 15095       | Instructional Occupations                               | Technical Instructor/Course Developer           | 31.35       |             |
| 15110       | Instructional Occupations                               | Test Proctor                                    | 20.72       |             |
| 15120       | Instructional Occupations                               | Tutor   | 20.72       |             |
| 16010       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Assembler                                       | 16.41       | ***         |
| 16030       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Counter Attendant                               | 16.41       | ***         |
| 16040       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Dry Cleaner                                     | 18.75       |             |
| 16070       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Finisher, Flatwork, Machine                     | 16.41       | ***         |
| 16090       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Hand                                   | 16.41       | ***         |

| <b>Code</b> | <b>Category</b>   | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|---|--|-------------|-------------|
| 16110       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Drycleaning              | 16.41       | ***         |
| 16130       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Shirts                   | 16.41       | ***         |
| 16160       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Wearing Apparel, Laundry | 16.41       | ***         |
| 16190       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Sewing Machine Operator                    | 19.53       |             |
| 16220       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Tailor                                     | 20.31       |             |
| 16250       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Washer, Machine                            | 17.19       | ***         |
| 19010       | Machine Tool Operation And Repair Occupations           | Machine-Tool Operator                      | 27.03       |             |
| 19040       | Machine Tool Operation And Repair Occupations           | Tool And Die Maker                         | 31.52       |             |
| 21020       | Materials Handling And Packing Occupations              | Forklift Operator                          | 20.19       |             |
| 21030       | Materials Handling And Packing Occupations              | Material Coordinator                       | 24.50       |             |
| 21040       | Materials Handling And Packing Occupations              | Material Expediter                         | 24.50       |             |
| 21050       | Materials Handling And Packing Occupations              | Material Handling Laborer                  | 17.91       |             |
| 21071       | Materials Handling And Packing Occupations              | Order Filler                               | 17.41       |             |
| 21080       | Materials Handling And Packing Occupations              | Production Line Worker                     | 20.19       |             |
| 21110       | Materials Handling And Packing Occupations              | Shipping Packer                            | 19.72       |             |
| 21130       | Materials Handling And Packing Occupations              | Shipping/Receiving Clerk                   | 19.72       |             |
| 21140       | Materials Handling And Packing Occupations              | Store Worker I                             | 15.78       | ***         |
| 21150       | Materials Handling And Packing Occupations              | Stock Clerk                                | 20.71       |             |
| 21210       | Materials Handling And Packing Occupations              | Tools And Parts Attendant                  | 20.19       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                                   | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 21410       | Materials Handling And Packing Occupations       | Warehouse Specialist                           | 20.19       |             |
| 23010       | Mechanics And Maintenance And Repair Occupations | Aerospace Structural Welder                    | 30.93       |             |
| 23019       | Mechanics And Maintenance And Repair Occupations | Aircraft Logs and Records Technician           | 25.23       |             |
| 23021       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic I                            | 29.86       |             |
| 23022       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic II                           | 30.93       |             |
| 23023       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic III                          | 32.07       |             |
| 23040       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic Helper                       | 21.81       |             |
| 23050       | Mechanics And Maintenance And Repair Occupations | Aircraft, Painter                              | 28.41       |             |
| 23060       | Mechanics And Maintenance And Repair Occupations | Aircraft Servicer                              | 25.23       |             |
| 23070       | Mechanics And Maintenance And Repair Occupations | Aircraft Survival Flight Equipment Technician  | 28.41       |             |
| 23080       | Mechanics And Maintenance And Repair Occupations | Aircraft Worker                                | 26.78       |             |
| 23091       | Mechanics And Maintenance And Repair Occupations | Aircrew Life Support Equipment (ALSE) Mechanic | 26.78       |             |
| 23092       | Mechanics And Maintenance And Repair Occupations | Aircrew Life Support Equipment (ALSE) Mechanic | 29.86       |             |
| 23110       | Mechanics And Maintenance And Repair Occupations | Appliance Mechanic                             | 28.41       |             |
| 23120       | Mechanics And Maintenance And Repair Occupations | Bicycle Repairer                               | 23.26       |             |
| 23125       | Mechanics And Maintenance And Repair Occupations | Cable Splicer                                  | 51.47       |             |
| 23130       | Mechanics And Maintenance And Repair Occupations | Carpenter, Maintenance                         | 29.55       |             |
| 23140       | Mechanics And Maintenance And Repair Occupations | Carpet Layer                                   | 27.98       |             |
| 23160       | Mechanics And Maintenance And Repair Occupations | Electrician, Maintenance                       | 36.84       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 23181       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance I      | 26.78       |             |
| 23182       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance II     | 28.41       |             |
| 23183       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance III    | 29.86       |             |
| 23260       | Mechanics And Maintenance And Repair Occupations | Fabric Worker                             | 26.22       |             |
| 23290       | Mechanics And Maintenance And Repair Occupations | Fire Alarm System Mechanic                | 24.58       |             |
| 23310       | Mechanics And Maintenance And Repair Occupations | Fire Extinguisher Repairer                | 23.59       |             |
| 23311       | Mechanics And Maintenance And Repair Occupations | Fuel Distribution System Mechanic         | 39.93       |             |
| 23312       | Mechanics And Maintenance And Repair Occupations | Fuel Distribution System Operator         | 32.07       |             |
| 23370       | Mechanics And Maintenance And Repair Occupations | General Maintenance Worker                | 21.23       |             |
| 23380       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Mechanic         | 29.86       |             |
| 23381       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Servicer         | 25.23       |             |
| 23382       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Worker           | 26.78       |             |
| 23391       | Mechanics And Maintenance And Repair Occupations | Gunsmith I                                | 23.59       |             |
| 23392       | Mechanics And Maintenance And Repair Occupations | Gunsmith II                               | 26.78       |             |
| 23393       | Mechanics And Maintenance And Repair Occupations | Gunsmith III                              | 29.86       |             |
| 23410       | Mechanics And Maintenance And Repair Occupations | Heating, Ventilation And Air-Conditioning | 27.68       |             |
| 23411       | Mechanics And Maintenance And Repair Occupations | Heating, Ventilation And Air Contidioning | 29.04       |             |
| 23430       | Mechanics And Maintenance And Repair Occupations | Heavy Equipment Mechanic                  | 26.10       |             |
| 23440       | Mechanics And Maintenance And Repair Occupations | Heavy Equipment Operator                  | 32.03       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|--|---------------------------------|-------------|-------------|
| 23460       | Mechanics And Maintenance And Repair Occupations | Instrument Mechanic             | 30.86       |             |
| 23465       | Mechanics And Maintenance And Repair Occupations | Laboratory/Shelter Mechanic     | 28.41       |             |
| 23470       | Mechanics And Maintenance And Repair Occupations | Laborer                         | 17.91       |             |
| 23510       | Mechanics And Maintenance And Repair Occupations | Locksmith                       | 28.41       |             |
| 23530       | Mechanics And Maintenance And Repair Occupations | Machinery Maintenance Mechanic  | 29.18       |             |
| 23550       | Mechanics And Maintenance And Repair Occupations | Machinist, Maintenance          | 24.33       |             |
| 23580       | Mechanics And Maintenance And Repair Occupations | Maintenance Trades Helper       | 18.11       |             |
| 23591       | Mechanics And Maintenance And Repair Occupations | Metrology Technician I          | 30.86       |             |
| 23592       | Mechanics And Maintenance And Repair Occupations | Metrology Technician II         | 33.24       |             |
| 23593       | Mechanics And Maintenance And Repair Occupations | Metrology Technician III        | 34.64       |             |
| 23640       | Mechanics And Maintenance And Repair Occupations | Millwright                      | 29.86       |             |
| 23710       | Mechanics And Maintenance And Repair Occupations | Office Appliance Repairer       | 28.41       |             |
| 23760       | Mechanics And Maintenance And Repair Occupations | Painter, Maintenance            | 22.59       |             |
| 23790       | Mechanics And Maintenance And Repair Occupations | Pipefitter, Maintenance         | 32.87       |             |
| 23810       | Mechanics And Maintenance And Repair Occupations | Plumber, Maintenance            | 30.12       |             |
| 23820       | Mechanics And Maintenance And Repair Occupations | Pneudraulic Systems Mechanic    | 29.86       |             |
| 23850       | Mechanics And Maintenance And Repair Occupations | Rigger                          | 29.86       |             |
| 23870       | Mechanics And Maintenance And Repair Occupations | Scale Mechanic                  | 26.78       |             |
| 23890       | Mechanics And Maintenance And Repair Occupations | Sheet-Metal Worker, Maintenance | 29.86       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                          | <b>Rate</b> | <b>Note</b> |
|-------------|--|---------------------------------------|-------------|-------------|
| 23910       | Mechanics And Maintenance And Repair Occupations | Small Engine Mechanic                 | 20.62       |             |
| 23931       | Mechanics And Maintenance And Repair Occupations | Telecommunications Mechanic I         | 36.86       |             |
| 23932       | Mechanics And Maintenance And Repair Occupations | Telecommunications Mechanic II        | 38.17       |             |
| 23950       | Mechanics And Maintenance And Repair Occupations | Telephone Lineman                     | 43.21       |             |
| 23960       | Mechanics And Maintenance And Repair Occupations | Welder, Combination, Maintenance      | 23.76       |             |
| 23965       | Mechanics And Maintenance And Repair Occupations | Well Driller                          | 29.86       |             |
| 23970       | Mechanics And Maintenance And Repair Occupations | Woodcraft Worker                      | 29.86       |             |
| 23980       | Mechanics And Maintenance And Repair Occupations | Woodworker                            | 23.59       |             |
| 24550       | Personal Needs Occupations                       | Case Manager                          | 20.76       |             |
| 24570       | Personal Needs Occupations                       | Child Care Attendant                  | 15.58       | ***         |
| 24580       | Personal Needs Occupations                       | Child Care Center Clerk               | 19.42       |             |
| 24610       | Personal Needs Occupations                       | Chore Aide                            | 17.67       |             |
| 24620       | Personal Needs Occupations                       | Family Readiness And Support Services | 20.76       |             |
| 24630       | Personal Needs Occupations                       | Homemaker                             | 21.11       |             |
| 25010       | Plant And System Operations Occupations          | Boiler Tender                         | 29.93       |             |
| 25040       | Plant And System Operations Occupations          | Sewage Plant Operator                 | 28.80       |             |
| 25070       | Plant And System Operations Occupations          | Stationary Engineer                   | 29.93       |             |
| 25190       | Plant And System Operations Occupations          | Ventilation Equipment Tender          | 21.83       |             |
| 25210       | Plant And System Operations Occupations          | Water Treatment Plant Operator        | 28.80       |             |
| 27004       | Protective Service Occupations                   | Alarm Monitor                         | 23.51       |             |
| 27007       | Protective Service Occupations                   | Baggage Inspector                     | 18.98       |             |
| 27008       | Protective Service Occupations                   | Corrections Officer                   | 33.03       |             |
| 27010       | Protective Service Occupations                   | Court Security Officer                | 32.71       |             |

| <b>Code</b> | <b>Category</b>                                | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 27030       | Protective Service Occupations                 | Detection Dog Handler                     | 21.23       |             |
| 27040       | Protective Service Occupations                 | Detention Officer                         | 33.03       |             |
| 27070       | Protective Service Occupations                 | Firefighter                               | 32.39       |             |
| 27101       | Protective Service Occupations                 | Guard I                                   | 18.98       |             |
| 27102       | Protective Service Occupations                 | Guard II                                  | 21.23       |             |
| 27131       | Protective Service Occupations                 | Police Officer I                          | 32.37       |             |
| 27132       | Protective Service Occupations                 | Police Officer II                         | 35.94       |             |
| 28041       | Recreation Occupations                         | Carnival Equipment Operator               | 20.33       |             |
| 28042       | Recreation Occupations                         | Carnival Equipment Repairer               | 21.99       |             |
| 28043       | Recreation Occupations                         | Carnival Worker                           | 15.25       | ***         |
| 28210       | Recreation Occupations                         | Gate Attendant/Gate Tender                | 20.20       |             |
| 28310       | Recreation Occupations                         | Lifeguard                                 | 14.82       | ***         |
| 28350       | Recreation Occupations                         | Park Attendant                            | 22.60       |             |
| 28510       | Recreation Occupations                         | Recreation Aide/Health Facility Attendant | 16.50       | ***         |
| 28515       | Recreation Occupations                         | Recreation Specialist                     | 28.00       |             |
| 28630       | Recreation Occupations                         | Sports Official                           | 18.00       |             |
| 28690       | Recreation Occupations                         | Swimming Pool Operator                    | 25.00       |             |
| 29010       | Stevedoring/Longshoremen Occupational Services | Blocker And Bracer                        | 26.78       |             |
| 29020       | Stevedoring/Longshoremen Occupational Services | Hatch Tender                              | 26.78       |             |
| 29030       | Stevedoring/Longshoremen Occupational Services | Line Handler                              | 26.78       |             |
| 29041       | Stevedoring/Longshoremen Occupational Services | Stevedore I                               | 25.23       |             |
| 29042       | Stevedoring/Longshoremen Occupational Services | Stevedore II                              | 28.41       |             |
| 30010       | Technical Occupations                          | Air Traffic Control Specialist, Center    | 46.54       | see 2       |
| 30011       | Technical Occupations                          | Air Traffic Control Specialist, Station   | 32.09       | see 2       |
| 30012       | Technical Occupations                          | Air Traffic Control Specialist, Terminal  | 35.34       | see 2       |
| 30021       | Technical Occupations                          | Archeological Technician I                | 20.88       |             |
| 30022       | Technical Occupations                          | Archeological Technician II               | 23.35       |             |

| <b>Code</b> | <b>Category</b>       | <b>Title</b>                           | <b>Rate</b> | <b>Note</b> |
|-------------|-----------------------|--|-------------|-------------|
| 30023       | Technical Occupations | Archeological Technician III           | 28.93       |             |
| 30030       | Technical Occupations | Cartographic Technician                | 28.93       |             |
| 30040       | Technical Occupations | Civil Engineering Technician           | 28.93       |             |
| 30051       | Technical Occupations | Cryogenic Technician I                 | 32.04       |             |
| 30052       | Technical Occupations | Cryogenic Technician II                | 35.39       |             |
| 30061       | Technical Occupations | Drafter/CAD Operator I                 | 20.88       |             |
| 30062       | Technical Occupations | Drafter/CAD Operator II                | 23.35       |             |
| 30063       | Technical Occupations | Drafter/CAD Operator III               | 26.04       |             |
| 30064       | Technical Occupations | Drafter/CAD Operator IV                | 32.04       |             |
| 30081       | Technical Occupations | Engineering Technician I               | 19.62       |             |
| 30082       | Technical Occupations | Engineering Technician II              | 22.47       |             |
| 30083       | Technical Occupations | Engineering Technician III             | 25.28       |             |
| 30084       | Technical Occupations | Engineering Technician IV              | 31.22       |             |
| 30085       | Technical Occupations | Engineering Technician V               | 39.40       |             |
| 30086       | Technical Occupations | Engineering Technician VI              | 43.34       |             |
| 30090       | Technical Occupations | Environmental Technician               | 28.86       |             |
| 30095       | Technical Occupations | Evidence Control Specialist            | 31.22       |             |
| 30210       | Technical Occupations | Laboratory Technician                  | 25.00       |             |
| 30221       | Technical Occupations | Latent Fingerprint Technician I        | 32.04       |             |
| 30222       | Technical Occupations | Latent Fingerprint Technician II       | 35.39       |             |
| 30240       | Technical Occupations | Mathematical Technician                | 28.93       |             |
| 30361       | Technical Occupations | Paralegal/Legal Assistant I            | 22.17       |             |
| 30362       | Technical Occupations | Paralegal/Legal Assistant II           | 26.80       |             |
| 30363       | Technical Occupations | Paralegal/Legal Assistant III          | 35.39       |             |
| 30364       | Technical Occupations | Paralegal/Legal Assistant IV           | 39.64       |             |
| 30375       | Technical Occupations | Petroleum Supply Specialist            | 39.40       |             |
| 30390       | Technical Occupations | Photo-Optics Technician                | 28.93       |             |
| 30395       | Technical Occupations | Radiation Control Technician           | 39.40       |             |
| 30461       | Technical Occupations | Technical Writer I                     | 28.93       |             |
| 30462       | Technical Occupations | Technical Writer II                    | 35.39       |             |
| 30463       | Technical Occupations | Technical Writer III                   | 42.81       |             |
| 30491       | Technical Occupations | Unexploded Ordnance (UXO) Technician I | 29.58       |             |

| <b>Code</b> | <b>Category</b>                                       | <b>Title</b>                             | <b>Rate</b> | <b>Note</b> |
|-------------|---|--|-------------|-------------|
| 30492       | Technical Occupations                                 | Unexploded Ordnance (UXO) Technician II  | 35.79       |             |
| 30493       | Technical Occupations                                 | Unexploded Ordnance (UXO) Technician III | 42.89       |             |
| 30494       | Technical Occupations                                 | Unexploded (UXO) Safety Escort           | 29.58       |             |
| 30495       | Technical Occupations                                 | Unexploded (UXO) Sweep Personnel         | 29.58       |             |
| 30501       | Technical Occupations                                 | Weather Forecaster I                     | 32.04       |             |
| 30502       | Technical Occupations                                 | Weather Forecaster II                    | 38.97       |             |
| 30620       | Technical Occupations                                 | Weather Observer, Combined Upper Air Or  | 26.04       | see 2       |
| 30621       | Technical Occupations                                 | Weather Observer, Senior                 | 28.93       | see 2       |
| 31010       | Transportation/Mobile Equipment Operation Occupations | Airplane Pilot                           | 35.79       |             |
| 31020       | Transportation/Mobile Equipment Operation Occupations | Bus Aide                                 | 15.42       | ***         |
| 31030       | Transportation/Mobile Equipment Operation Occupations | Bus Driver                               | 21.46       |             |
| 31043       | Transportation/Mobile Equipment Operation Occupations | Driver Courier                           | 18.31       |             |
| 31260       | Transportation/Mobile Equipment Operation Occupations | Parking and Lot Attendant                | 15.55       | ***         |
| 31290       | Transportation/Mobile Equipment Operation Occupations | Shuttle Bus Driver                       | 18.86       |             |
| 31310       | Transportation/Mobile Equipment Operation Occupations | Taxi Driver                              | 16.35       | ***         |
| 31361       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Light                       | 19.81       |             |
| 31362       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Medium                      | 21.22       |             |
| 31363       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Heavy                       | 25.00       |             |
| 31364       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Tractor-Trailer             | 25.00       |             |
| 99020       | Miscellaneous Occupations                             | Cabin Safety Specialist                  | 17.45       |             |
| 99030       | Miscellaneous Occupations                             | Cashier                                  | 14.97       | ***         |
| 99050       | Miscellaneous Occupations                             | Desk Clerk                               | 16.43       | ***         |

| <b>Code</b> | <b>Category</b>           | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------|---------------------------------|-------------|-------------|
| 99095       | Miscellaneous Occupations | Embalmer                        | 34.44       |             |
| 99130       | Miscellaneous Occupations | Flight Follower                 | 29.58       |             |
| 99251       | Miscellaneous Occupations | Laboratory Animal Caretaker I   | 20.82       |             |
| 99252       | Miscellaneous Occupations | Laboratory Animal Caretaker II  | 22.52       |             |
| 99260       | Miscellaneous Occupations | Marketing Analyst               | 30.25       |             |
| 99310       | Miscellaneous Occupations | Mortician                       | 34.44       |             |
| 99410       | Miscellaneous Occupations | Pest Controller                 | 24.14       |             |
| 99510       | Miscellaneous Occupations | Photofinishing Worker           | 16.23       | ***         |
| 99710       | Miscellaneous Occupations | Recycling Laborer               | 22.42       |             |
| 99711       | Miscellaneous Occupations | Recycling Specialist            | 26.99       |             |
| 99730       | Miscellaneous Occupations | Refuse Collector                | 20.19       |             |
| 99810       | Miscellaneous Occupations | Sales Clerk                     | 16.50       | ***         |
| 99820       | Miscellaneous Occupations | School Crossing Guard           | 17.86       |             |
| 99830       | Miscellaneous Occupations | Survey Party Chief              | 25.05       |             |
| 99831       | Miscellaneous Occupations | Surveying Aide                  | 16.37       | ***         |
| 99832       | Miscellaneous Occupations | Surveying Technician            | 22.68       |             |
| 99840       | Miscellaneous Occupations | Vending Machine Attendant       | 22.62       |             |
| 99841       | Miscellaneous Occupations | Vending Machine Repairer        | 27.81       |             |
| 99842       | Miscellaneous Occupations | Vending Machine Repairer Helper | 22.62       |             |

## **Footer**

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.20 per hour) or 13658 (\$12.90 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. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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:** \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month **HEALTH & WELFARE EO 13706:** \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 per month\*

\*This rate is to be used only when compensating employees for performance on an SCA-

covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

**VACATION:** 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

**HOLIDAYS:** A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans'

Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

**THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:**

1) **COMPUTER EMPLOYEES:** This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract.

Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**\*\* HAZARDOUS PAY DIFFERENTIAL \*\***

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder.

All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like;

minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear"

materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**\*\* SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS \*\***

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

**\*\* REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) \*\***

**Conformance Process:**

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S.

Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).

- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request, the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a

classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination.

Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

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## **Wage Determination No. : 2015-4177**

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 27

Date Of Last Revision : 07/22/2024

Source : [Source Website](#)

### **Header**

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2024.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.90 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 2024.

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: New York

Area: New York Counties of Cayuga, Chenango, Cortland, Otsego

\*\*Fringe Benefits Required Follow the Occupational Listing\*\*

### Wage Determination Table

| Code  | Category  | Title                               | Rate  | Note |
|-------|---|-------------------------------------|-------|------|
| 01011 | Administrative Support And Clerical Occupations | Accounting Clerk I                  | 17.57 |      |
| 01012 | Administrative Support And Clerical Occupations | Accounting Clerk II                 | 19.71 |      |
| 01013 | Administrative Support And Clerical Occupations | Accounting Clerk III                | 22.05 |      |
| 01020 | Administrative Support And Clerical Occupations | Administrative Assistant            | 33.16 |      |
| 01035 | Administrative Support And Clerical Occupations | Court Reporter                      | 20.86 |      |
| 01041 | Administrative Support And Clerical Occupations | Customer Service Representative I   | 16.24 | ***  |
| 01042 | Administrative Support And Clerical Occupations | Customer Service Representative II  | 17.72 |      |
| 01043 | Administrative Support And Clerical Occupations | Customer Service Representative III | 19.89 |      |
| 01051 | Administrative Support And Clerical Occupations | Data Entry Operator I               | 16.60 | ***  |
| 01052 | Administrative Support And Clerical Occupations | Data Entry Operator II              | 18.11 |      |
| 01060 | Administrative Support And Clerical Occupations | Dispatcher, Motor Vehicle           | 20.77 |      |
| 01070 | Administrative Support And Clerical Occupations | Document Preparation Clerk          | 17.59 |      |
| 01090 | Administrative Support And Clerical Occupations | Duplicating Machine Operator        | 17.59 |      |
| 01111 | Administrative Support And Clerical Occupations | General Clerk I                     | 15.00 | ***  |

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------------|-------------|-------------|
| 01112       | Administrative Support And Clerical Occupations | General Clerk II                     | 16.37       | ***         |
| 01113       | Administrative Support And Clerical Occupations | General Clerk III                    | 18.37       |             |
| 01120       | Administrative Support And Clerical Occupations | Housing Referral Assistant           | 23.25       |             |
| 01141       | Administrative Support And Clerical Occupations | Messenger Courier                    | 17.58       |             |
| 01191       | Administrative Support And Clerical Occupations | Order Clerk I                        | 18.05       |             |
| 01192       | Administrative Support And Clerical Occupations | Order Clerk II                       | 19.69       |             |
| 01261       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) I   | 18.66       |             |
| 01262       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) II  | 20.88       |             |
| 01263       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) III | 23.27       |             |
| 01270       | Administrative Support And Clerical Occupations | Production Control Clerk             | 24.50       |             |
| 01290       | Administrative Support And Clerical Occupations | Rental Clerk                         | 18.00       |             |
| 01300       | Administrative Support And Clerical Occupations | Scheduler, Maintenance               | 18.64       |             |
| 01311       | Administrative Support And Clerical Occupations | Secretary I                          | 18.64       |             |
| 01312       | Administrative Support And Clerical Occupations | Secretary II                         | 20.85       |             |
| 01313       | Administrative Support And Clerical Occupations | Secretary III                        | 23.25       |             |
| 01320       | Administrative Support And Clerical Occupations | Service Order Dispatcher             | 18.57       |             |
| 01410       | Administrative Support And Clerical Occupations | Supply Technician                    | 33.16       |             |
| 01420       | Administrative Support And Clerical Occupations | Survey Worker                        | 20.28       |             |
| 01460       | Administrative Support And Clerical Occupations | Switchboard Operator/Receptionist    | 17.38       |             |

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------------|-------------|-------------|
| 01531       | Administrative Support And Clerical Occupations | Travel Clerk I                       | 15.50       | ***         |
| 01532       | Administrative Support And Clerical Occupations | Travel Clerk II                      | 16.69       | ***         |
| 01533       | Administrative Support And Clerical Occupations | Travel Clerk III                     | 17.91       |             |
| 01611       | Administrative Support And Clerical Occupations | Word Processor I                     | 16.42       | ***         |
| 01612       | Administrative Support And Clerical Occupations | Word Processor II                    | 18.44       |             |
| 01613       | Administrative Support And Clerical Occupations | Word Processor III                   | 20.62       |             |
| 05005       | Automotive Service Occupations                  | Automobile Body Repairer, Fiberglass | 24.76       |             |
| 05010       | Automotive Service Occupations                  | Automotive Electrician               | 21.68       |             |
| 05040       | Automotive Service Occupations                  | Automotive Glass Installer           | 20.44       |             |
| 05070       | Automotive Service Occupations                  | Automotive Worker                    | 20.44       |             |
| 05110       | Automotive Service Occupations                  | Mobile Equipment Servicer            | 17.98       |             |
| 05130       | Automotive Service Occupations                  | Motor Equipment Metal Mechanic       | 22.79       |             |
| 05160       | Automotive Service Occupations                  | Motor Equipment Metal Worker         | 20.44       |             |
| 05190       | Automotive Service Occupations                  | Motor Vehicle Mechanic               | 22.79       |             |
| 05220       | Automotive Service Occupations                  | Motor Vehicle Mechanic Helper        | 16.62       | ***         |
| 05250       | Automotive Service Occupations                  | Motor Vehicle Upholstery Worker      | 19.26       |             |
| 05280       | Automotive Service Occupations                  | Motor Vehicle Wrecker                | 20.44       |             |
| 05310       | Automotive Service Occupations                  | Painter, Automotive                  | 21.68       |             |
| 05340       | Automotive Service Occupations                  | Radiator Repair Specialist           | 20.44       |             |
| 05370       | Automotive Service Occupations                  | Tire Repairer                        | 16.36       | ***         |
| 05400       | Automotive Service Occupations                  | Transmission Repair Specialist       | 22.79       |             |
| 07010       | Food Preparation And Service Occupations        | Baker                                | 16.50       | ***         |
| 07041       | Food Preparation And Service Occupations        | Cook I                               | 17.66       |             |
| 07042       | Food Preparation And Service Occupations        | Cook II                              | 20.08       |             |
| 07070       | Food Preparation And Service Occupations        | Dishwasher                           | 14.89       | ***         |

| <b>Code</b> | <b>Category</b>                              | <b>Title</b>                 | <b>Rate</b> | <b>Note</b> |
|-------------|--|------------------------------|-------------|-------------|
| 07130       | Food Preparation And Service Occupations     | Food Service Worker          | 15.74       | ***         |
| 07210       | Food Preparation And Service Occupations     | Meat Cutter                  | 20.42       |             |
| 07260       | Food Preparation And Service Occupations     | Waiter/Waitress              | 16.83       | ***         |
| 09010       | Furniture Maintenance And Repair Occupations | Electrostatic Spray Painter  | 20.11       |             |
| 09040       | Furniture Maintenance And Repair Occupations | Furniture Handler            | 14.95       | ***         |
| 09080       | Furniture Maintenance And Repair Occupations | Furniture Refinisher         | 20.11       |             |
| 09090       | Furniture Maintenance And Repair Occupations | Furniture Refinisher Helper  | 17.19       | ***         |
| 09110       | Furniture Maintenance And Repair Occupations | Furniture Repairer, Minor    | 18.65       |             |
| 09130       | Furniture Maintenance And Repair Occupations | Upholsterer                  | 22.10       |             |
| 11030       | General Services And Support Occupations     | Cleaner, Vehicles            | 16.50       | ***         |
| 11060       | General Services And Support Occupations     | Elevator Operator            | 16.50       | ***         |
| 11090       | General Services And Support Occupations     | Gardener                     | 23.86       |             |
| 11122       | General Services And Support Occupations     | Housekeeping Aide            | 16.83       | ***         |
| 11150       | General Services And Support Occupations     | Janitor                      | 16.83       | ***         |
| 11210       | General Services And Support Occupations     | Laborer, Grounds Maintenance | 18.33       |             |
| 11240       | General Services And Support Occupations     | Maid or Houseman             | 16.02       | ***         |
| 11260       | General Services And Support Occupations     | Pruner                       | 17.78       |             |
| 11270       | General Services And Support Occupations     | Tractor Operator             | 22.06       |             |
| 11330       | General Services And Support Occupations     | Trail Maintenance Worker     | 18.33       |             |

| <b>Code</b> | <b>Category</b>                          | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 11360       | General Services And Support Occupations | Window Cleaner                             | 18.64       |             |
| 12010       | Health Occupations                       | Ambulance Driver                           | 18.37       |             |
| 12011       | Health Occupations                       | Breath Alcohol Technician                  | 23.25       |             |
| 12012       | Health Occupations                       | Certified Occupational Therapist Assistant | 28.87       |             |
| 12015       | Health Occupations                       | Certified Physical Therapist Assistant     | 27.68       |             |
| 12020       | Health Occupations                       | Dental Assistant                           | 20.98       |             |
| 12025       | Health Occupations                       | Dental Hygienist                           | 38.62       |             |
| 12030       | Health Occupations                       | EKG Technician                             | 35.90       |             |
| 12035       | Health Occupations                       | Electroneurodiagnostic Technologist        | 35.90       |             |
| 12040       | Health Occupations                       | Emergency Medical Technician               | 18.37       |             |
| 12071       | Health Occupations                       | Licensed Practical Nurse I                 | 20.80       |             |
| 12072       | Health Occupations                       | Licensed Practical Nurse II                | 23.25       |             |
| 12073       | Health Occupations                       | Licensed Practical Nurse III               | 25.93       |             |
| 12100       | Health Occupations                       | Medical Assistant                          | 19.37       |             |
| 12130       | Health Occupations                       | Medical Laboratory Technician              | 34.10       |             |
| 12160       | Health Occupations                       | Medical Record Clerk                       | 20.84       |             |
| 12190       | Health Occupations                       | Medical Record Technician                  | 23.31       |             |
| 12195       | Health Occupations                       | Medical Transcriptionist                   | 19.03       |             |
| 12210       | Health Occupations                       | Nuclear Medicine Technologist              | 51.12       |             |
| 12221       | Health Occupations                       | Nursing Assistant I                        | 13.36       | ***         |
| 12222       | Health Occupations                       | Nursing Assistant II                       | 15.04       | ***         |
| 12223       | Health Occupations                       | Nursing Assistant III                      | 16.41       | ***         |
| 12224       | Health Occupations                       | Nursing Assistant IV                       | 18.41       |             |
| 12235       | Health Occupations                       | Optical Dispenser                          | 29.64       |             |
| 12236       | Health Occupations                       | Optical Technician                         | 20.80       |             |
| 12250       | Health Occupations                       | Pharmacy Technician                        | 17.62       |             |
| 12280       | Health Occupations                       | Phlebotomist                               | 19.66       |             |
| 12305       | Health Occupations                       | Radiologic Technologist                    | 33.41       |             |
| 12311       | Health Occupations                       | Registered Nurse I                         | 27.06       |             |
| 12312       | Health Occupations                       | Registered Nurse II                        | 33.10       |             |
| 12313       | Health Occupations                       | Registered Nurse II, Specialist            | 33.10       |             |

| <b>Code</b> | <b>Category</b>                    | <b>Title</b>                           | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------|--|-------------|-------------|
| 12314       | Health Occupations                 | Registered Nurse III                   | 40.04       |             |
| 12315       | Health Occupations                 | Registered Nurse III, Anesthetist      | 40.04       |             |
| 12316       | Health Occupations                 | Registered Nurse IV                    | 47.99       |             |
| 12317       | Health Occupations                 | Scheduler                              | 28.82       |             |
| 12320       | Health Occupations                 | Substance Abuse Treatment Counselor    | 24.64       |             |
| 13011       | Information And Arts Occupations   | Exhibits Specialist I                  | 22.16       |             |
| 13012       | Information And Arts Occupations   | Exhibits Specialist II                 | 27.46       |             |
| 13013       | Information And Arts Occupations   | Exhibits Specialist III                | 33.59       |             |
| 13041       | Information And Arts Occupations   | Illustrator I                          | 21.04       |             |
| 13042       | Information And Arts Occupations   | Illustrator II                         | 26.07       |             |
| 13043       | Information And Arts Occupations   | Illustrator III                        | 31.89       |             |
| 13047       | Information And Arts Occupations   | Librarian                              | 30.41       |             |
| 13050       | Information And Arts Occupations   | Library Aide/Clerk                     | 15.49       | ***         |
| 13054       | Information And Arts Occupations   | Library Information Technology Systems | 27.46       |             |
| 13058       | Information And Arts Occupations   | Library Technician                     | 17.34       |             |
| 13061       | Information And Arts Occupations   | Media Specialist I                     | 19.81       |             |
| 13062       | Information And Arts Occupations   | Media Specialist II                    | 22.16       |             |
| 13063       | Information And Arts Occupations   | Media Specialist III                   | 24.72       |             |
| 13071       | Information And Arts Occupations   | Photographer I                         | 19.81       |             |
| 13072       | Information And Arts Occupations   | Photographer II                        | 22.16       |             |
| 13073       | Information And Arts Occupations   | Photographer III                       | 27.46       |             |
| 13074       | Information And Arts Occupations   | Photographer IV                        | 33.59       |             |
| 13075       | Information And Arts Occupations   | Photographer V                         | 40.64       |             |
| 13090       | Information And Arts Occupations   | Technical Order Library Clerk          | 19.44       |             |
| 13110       | Information And Arts Occupations   | Video Teleconference Technician        | 23.65       |             |
| 14041       | Information Technology Occupations | Computer Operator I                    | 20.80       |             |
| 14042       | Information Technology Occupations | Computer Operator II                   | 23.26       |             |
| 14043       | Information Technology Occupations | Computer Operator III                  | 25.94       |             |
| 14044       | Information Technology Occupations | Computer Operator IV                   | 28.82       |             |
| 14045       | Information Technology Occupations | Computer Operator V                    | 31.92       |             |
| 14071       | Information Technology Occupations | Computer Programmer I                  | 23.35       | see<br>1    |

| <b>Code</b> | <b>Category</b>                    | <b>Title</b>                                    | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------|---|-------------|-------------|
| 14072       | Information Technology Occupations | Computer Programmer II                          | NaN         | see 1       |
| 14073       | Information Technology Occupations | Computer Programmer III                         | NaN         | see 1       |
| 14074       | Information Technology Occupations | Computer Programmer IV                          | NaN         | see 1       |
| 14101       | Information Technology Occupations | Computer Systems Analyst I                      | NaN         | see 1       |
| 14102       | Information Technology Occupations | Computer Systems Analyst II                     | NaN         | see 1       |
| 14103       | Information Technology Occupations | Computer Systems Analyst III                    | NaN         | see 1       |
| 14150       | Information Technology Occupations | Peripheral Equipment Operator                   | 20.80       |             |
| 14160       | Information Technology Occupations | Personal Computer Support Technician            | 28.82       |             |
| 14170       | Information Technology Occupations | System Support Specialist                       | 31.92       |             |
| 15010       | Instructional Occupations          | Aircrew Training Devices Instructor             | 34.55       |             |
| 15020       | Instructional Occupations          | Aircrew Training Devices Instructor             | 41.80       |             |
| 15030       | Instructional Occupations          | Air Crew Training Devices Instructor            | 50.10       |             |
| 15050       | Instructional Occupations          | Computer Based Training Specialist / Instructor | 34.55       |             |
| 15060       | Instructional Occupations          | Educational Technologist                        | 31.69       |             |
| 15070       | Instructional Occupations          | Flight Instructor                               | 50.10       |             |
| 15080       | Instructional Occupations          | Graphic Artist                                  | 27.28       |             |
| 15085       | Instructional Occupations          | Maintenance Test Pilot, Fixed, Jet/Prop         | 50.10       |             |
| 15086       | Instructional Occupations          | Maintenance Test Pilot, Rotary Wing             | 50.10       |             |
| 15088       | Instructional Occupations          | Non-Maintenance Test/Co-Pilot                   | 50.10       |             |
| 15090       | Instructional Occupations          | Technical Instructor                            | 23.07       |             |
| 15095       | Instructional Occupations          | Technical Instructor/Course Developer           | 28.20       |             |
| 15110       | Instructional Occupations          | Test Proctor                                    | 18.61       |             |
| 15120       | Instructional Occupations          | Tutor   | 18.61       |             |

| <b>Code</b> | <b>Category</b>   | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|---|--|-------------|-------------|
| 16010       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Assembler                                  | 16.41       | ***         |
| 16030       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Counter Attendant                          | 16.41       | ***         |
| 16040       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Dry Cleaner                                | 18.75       |             |
| 16070       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Finisher, Flatwork, Machine                | 16.41       | ***         |
| 16090       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Hand                              | 16.41       | ***         |
| 16110       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Drycleaning              | 16.41       | ***         |
| 16130       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Shirts                   | 16.41       | ***         |
| 16160       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Wearing Apparel, Laundry | 16.41       | ***         |
| 16190       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Sewing Machine Operator                    | 19.53       |             |
| 16220       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Tailor                                     | 20.31       |             |
| 16250       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Washer, Machine                            | 17.19       | ***         |
| 19010       | Machine Tool Operation And Repair Occupations           | Machine-Tool Operator                      | 27.03       |             |
| 19040       | Machine Tool Operation And Repair Occupations           | Tool And Die Maker                         | 31.52       |             |
| 21020       | Materials Handling And Packing Occupations              | Forklift Operator                          | 20.19       |             |
| 21030       | Materials Handling And Packing Occupations              | Material Coordinator                       | 24.50       |             |
| 21040       | Materials Handling And Packing Occupations              | Material Expediter                         | 24.50       |             |
| 21050       | Materials Handling And Packing Occupations              | Material Handling Laborer                  | 17.91       |             |
| 21071       | Materials Handling And Packing Occupations              | Order Filler                               | 17.41       |             |
| 21080       | Materials Handling And Packing Occupations              | Production Line Worker                     | 20.19       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                                   | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 21110       | Materials Handling And Packing Occupations       | Shipping Packer                                | 19.72       |             |
| 21130       | Materials Handling And Packing Occupations       | Shipping/Receiving Clerk                       | 19.72       |             |
| 21140       | Materials Handling And Packing Occupations       | Store Worker I                                 | 15.78       | ***         |
| 21150       | Materials Handling And Packing Occupations       | Stock Clerk                                    | 20.71       |             |
| 21210       | Materials Handling And Packing Occupations       | Tools And Parts Attendant                      | 20.19       |             |
| 21410       | Materials Handling And Packing Occupations       | Warehouse Specialist                           | 20.19       |             |
| 23010       | Mechanics And Maintenance And Repair Occupations | Aerospace Structural Welder                    | 30.93       |             |
| 23019       | Mechanics And Maintenance And Repair Occupations | Aircraft Logs and Records Technician           | 25.23       |             |
| 23021       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic I                            | 29.86       |             |
| 23022       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic II                           | 30.93       |             |
| 23023       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic III                          | 32.07       |             |
| 23040       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic Helper                       | 21.81       |             |
| 23050       | Mechanics And Maintenance And Repair Occupations | Aircraft, Painter                              | 28.41       |             |
| 23060       | Mechanics And Maintenance And Repair Occupations | Aircraft Servicer                              | 25.23       |             |
| 23070       | Mechanics And Maintenance And Repair Occupations | Aircraft Survival Flight Equipment Technician  | 28.41       |             |
| 23080       | Mechanics And Maintenance And Repair Occupations | Aircraft Worker                                | 26.78       |             |
| 23091       | Mechanics And Maintenance And Repair Occupations | Aircrew Life Support Equipment (ALSE) Mechanic | 26.78       |             |
| 23092       | Mechanics And Maintenance And Repair Occupations | Aircrew Life Support Equipment (ALSE) Mechanic | 29.86       |             |
| 23110       | Mechanics And Maintenance And Repair Occupations | Appliance Mechanic                             | 28.41       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                           | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 23120       | Mechanics And Maintenance And Repair Occupations | Bicycle Repairer                       | 23.59       |             |
| 23125       | Mechanics And Maintenance And Repair Occupations | Cable Splicer                          | 51.47       |             |
| 23130       | Mechanics And Maintenance And Repair Occupations | Carpenter, Maintenance                 | 24.88       |             |
| 23140       | Mechanics And Maintenance And Repair Occupations | Carpet Layer                           | 26.78       |             |
| 23160       | Mechanics And Maintenance And Repair Occupations | Electrician, Maintenance               | 28.55       |             |
| 23181       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance I   | 26.78       |             |
| 23182       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance II  | 28.41       |             |
| 23183       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance III | 29.86       |             |
| 23260       | Mechanics And Maintenance And Repair Occupations | Fabric Worker                          | 25.23       |             |
| 23290       | Mechanics And Maintenance And Repair Occupations | Fire Alarm System Mechanic             | 24.58       |             |
| 23310       | Mechanics And Maintenance And Repair Occupations | Fire Extinguisher Repairer             | 23.59       |             |
| 23311       | Mechanics And Maintenance And Repair Occupations | Fuel Distribution System Mechanic      | 39.93       |             |
| 23312       | Mechanics And Maintenance And Repair Occupations | Fuel Distribution System Operator      | 31.50       |             |
| 23370       | Mechanics And Maintenance And Repair Occupations | General Maintenance Worker             | 21.23       |             |
| 23380       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Mechanic      | 29.86       |             |
| 23381       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Servicer      | 25.23       |             |
| 23382       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Worker        | 26.78       |             |
| 23391       | Mechanics And Maintenance And Repair Occupations | Gunsmith I                             | 23.59       |             |
| 23392       | Mechanics And Maintenance And Repair Occupations | Gunsmith II                            | 26.78       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 23393       | Mechanics And Maintenance And Repair Occupations | Gunsmith III                              | 29.86       |             |
| 23410       | Mechanics And Maintenance And Repair Occupations | Heating, Ventilation And Air-Conditioning | 27.68       |             |
| 23411       | Mechanics And Maintenance And Repair Occupations | Heating, Ventilation And Air Contidioning | 28.66       |             |
| 23430       | Mechanics And Maintenance And Repair Occupations | Heavy Equipment Mechanic                  | 26.04       |             |
| 23440       | Mechanics And Maintenance And Repair Occupations | Heavy Equipment Operator                  | 27.00       |             |
| 23460       | Mechanics And Maintenance And Repair Occupations | Instrument Mechanic                       | 29.86       |             |
| 23465       | Mechanics And Maintenance And Repair Occupations | Laboratory/Shelter Mechanic               | 28.41       |             |
| 23470       | Mechanics And Maintenance And Repair Occupations | Laborer                                   | 17.91       |             |
| 23510       | Mechanics And Maintenance And Repair Occupations | Locksmith                                 | 28.41       |             |
| 23530       | Mechanics And Maintenance And Repair Occupations | Machinery Maintenance Mechanic            | 29.18       |             |
| 23550       | Mechanics And Maintenance And Repair Occupations | Machinist, Maintenance                    | 24.33       |             |
| 23580       | Mechanics And Maintenance And Repair Occupations | Maintenance Trades Helper                 | 18.11       |             |
| 23591       | Mechanics And Maintenance And Repair Occupations | Metrology Technician I                    | 29.86       |             |
| 23592       | Mechanics And Maintenance And Repair Occupations | Metrology Technician II                   | 30.93       |             |
| 23593       | Mechanics And Maintenance And Repair Occupations | Metrology Technician III                  | 32.07       |             |
| 23640       | Mechanics And Maintenance And Repair Occupations | Millwright                                | 29.86       |             |
| 23710       | Mechanics And Maintenance And Repair Occupations | Office Appliance Repairer                 | 28.41       |             |
| 23760       | Mechanics And Maintenance And Repair Occupations | Painter, Maintenance                      | 21.16       |             |
| 23790       | Mechanics And Maintenance And Repair Occupations | Pipefitter, Maintenance                   | 30.75       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                          | <b>Rate</b> | <b>Note</b> |
|-------------|--|---------------------------------------|-------------|-------------|
| 23810       | Mechanics And Maintenance And Repair Occupations | Plumber, Maintenance                  | 27.99       |             |
| 23820       | Mechanics And Maintenance And Repair Occupations | Pneudraulic Systems Mechanic          | 29.86       |             |
| 23850       | Mechanics And Maintenance And Repair Occupations | Rigger                                | 29.86       |             |
| 23870       | Mechanics And Maintenance And Repair Occupations | Scale Mechanic                        | 26.78       |             |
| 23890       | Mechanics And Maintenance And Repair Occupations | Sheet-Metal Worker, Maintenance       | 29.86       |             |
| 23910       | Mechanics And Maintenance And Repair Occupations | Small Engine Mechanic                 | 20.62       |             |
| 23931       | Mechanics And Maintenance And Repair Occupations | Telecommunications Mechanic I         | 36.86       |             |
| 23932       | Mechanics And Maintenance And Repair Occupations | Telecommunications Mechanic II        | 38.17       |             |
| 23950       | Mechanics And Maintenance And Repair Occupations | Telephone Lineman                     | 41.21       |             |
| 23960       | Mechanics And Maintenance And Repair Occupations | Welder, Combination, Maintenance      | 22.95       |             |
| 23965       | Mechanics And Maintenance And Repair Occupations | Well Driller                          | 29.86       |             |
| 23970       | Mechanics And Maintenance And Repair Occupations | Woodcraft Worker                      | 29.86       |             |
| 23980       | Mechanics And Maintenance And Repair Occupations | Woodworker                            | 23.59       |             |
| 24550       | Personal Needs Occupations                       | Case Manager                          | 20.76       |             |
| 24570       | Personal Needs Occupations                       | Child Care Attendant                  | 15.58       | ***         |
| 24580       | Personal Needs Occupations                       | Child Care Center Clerk               | 19.42       |             |
| 24610       | Personal Needs Occupations                       | Chore Aide                            | 17.67       |             |
| 24620       | Personal Needs Occupations                       | Family Readiness And Support Services | 20.76       |             |
| 24630       | Personal Needs Occupations                       | Homemaker                             | 20.76       |             |
| 25010       | Plant And System Operations Occupations          | Boiler Tender                         | 29.93       |             |
| 25040       | Plant And System Operations Occupations          | Sewage Plant Operator                 | 28.80       |             |

| <b>Code</b> | <b>Category</b>                                | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 25070       | Plant And System Operations Occupations        | Stationary Engineer                       | 29.93       |             |
| 25190       | Plant And System Operations Occupations        | Ventilation Equipment Tender              | 21.83       |             |
| 25210       | Plant And System Operations Occupations        | Water Treatment Plant Operator            | 28.80       |             |
| 27004       | Protective Service Occupations                 | Alarm Monitor                             | 23.51       |             |
| 27007       | Protective Service Occupations                 | Baggage Inspector                         | 18.98       |             |
| 27008       | Protective Service Occupations                 | Corrections Officer                       | 33.03       |             |
| 27010       | Protective Service Occupations                 | Court Security Officer                    | 32.71       |             |
| 27030       | Protective Service Occupations                 | Detection Dog Handler                     | 21.23       |             |
| 27040       | Protective Service Occupations                 | Detention Officer                         | 33.03       |             |
| 27070       | Protective Service Occupations                 | Firefighter                               | 32.39       |             |
| 27101       | Protective Service Occupations                 | Guard I                                   | 18.98       |             |
| 27102       | Protective Service Occupations                 | Guard II                                  | 21.23       |             |
| 27131       | Protective Service Occupations                 | Police Officer I                          | 29.49       |             |
| 27132       | Protective Service Occupations                 | Police Officer II                         | 32.76       |             |
| 28041       | Recreation Occupations                         | Carnival Equipment Operator               | 20.33       |             |
| 28042       | Recreation Occupations                         | Carnival Equipment Repairer               | 21.99       |             |
| 28043       | Recreation Occupations                         | Carnival Worker                           | 15.25       | ***         |
| 28210       | Recreation Occupations                         | Gate Attendant/Gate Tender                | 20.20       |             |
| 28310       | Recreation Occupations                         | Lifeguard                                 | 14.82       | ***         |
| 28350       | Recreation Occupations                         | Park Attendant                            | 22.60       |             |
| 28510       | Recreation Occupations                         | Recreation Aide/Health Facility Attendant | 16.50       | ***         |
| 28515       | Recreation Occupations                         | Recreation Specialist                     | 28.00       |             |
| 28630       | Recreation Occupations                         | Sports Official                           | 18.00       |             |
| 28690       | Recreation Occupations                         | Swimming Pool Operator                    | 25.00       |             |
| 29010       | Stevedoring/Longshoremen Occupational Services | Blocker And Bracer                        | 26.78       |             |
| 29020       | Stevedoring/Longshoremen Occupational Services | Hatch Tender                              | 26.78       |             |
| 29030       | Stevedoring/Longshoremen Occupational Services | Line Handler                              | 26.78       |             |
| 29041       | Stevedoring/Longshoremen Occupational Services | Stevedore I                               | 25.23       |             |

| <b>Code</b> | <b>Category</b>                                | <b>Title</b>                             | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 29042       | Stevedoring/Longshoremen Occupational Services | Stevedore II                             | 28.41       |             |
| 30010       | Technical Occupations                          | Air Traffic Control Specialist, Center   | 46.54       | see 2       |
| 30011       | Technical Occupations                          | Air Traffic Control Specialist, Station  | 32.09       | see 2       |
| 30012       | Technical Occupations                          | Air Traffic Control Specialist, Terminal | 35.34       | see 2       |
| 30021       | Technical Occupations                          | Archeological Technician I               | 20.88       |             |
| 30022       | Technical Occupations                          | Archeological Technician II              | 23.35       |             |
| 30023       | Technical Occupations                          | Archeological Technician III             | 28.93       |             |
| 30030       | Technical Occupations                          | Cartographic Technician                  | 28.93       |             |
| 30040       | Technical Occupations                          | Civil Engineering Technician             | 28.93       |             |
| 30051       | Technical Occupations                          | Cryogenic Technician I                   | 32.04       |             |
| 30052       | Technical Occupations                          | Cryogenic Technician II                  | 35.39       |             |
| 30061       | Technical Occupations                          | Drafter/CAD Operator I                   | 20.88       |             |
| 30062       | Technical Occupations                          | Drafter/CAD Operator II                  | 23.35       |             |
| 30063       | Technical Occupations                          | Drafter/CAD Operator III                 | 26.04       |             |
| 30064       | Technical Occupations                          | Drafter/CAD Operator IV                  | 32.04       |             |
| 30081       | Technical Occupations                          | Engineering Technician I                 | 16.63       | ***         |
| 30082       | Technical Occupations                          | Engineering Technician II                | 18.66       |             |
| 30083       | Technical Occupations                          | Engineering Technician III               | 20.87       |             |
| 30084       | Technical Occupations                          | Engineering Technician IV                | 25.87       |             |
| 30085       | Technical Occupations                          | Engineering Technician V                 | 31.64       |             |
| 30086       | Technical Occupations                          | Engineering Technician VI                | 38.28       |             |
| 30090       | Technical Occupations                          | Environmental Technician                 | 28.86       |             |
| 30095       | Technical Occupations                          | Evidence Control Specialist              | 28.93       |             |
| 30210       | Technical Occupations                          | Laboratory Technician                    | 25.00       |             |
| 30221       | Technical Occupations                          | Latent Fingerprint Technician I          | 32.04       |             |
| 30222       | Technical Occupations                          | Latent Fingerprint Technician II         | 35.39       |             |
| 30240       | Technical Occupations                          | Mathematical Technician                  | 28.93       |             |
| 30361       | Technical Occupations                          | Paralegal/Legal Assistant I              | 21.63       |             |
| 30362       | Technical Occupations                          | Paralegal/Legal Assistant II             | 26.80       |             |
| 30363       | Technical Occupations                          | Paralegal/Legal Assistant III            | 32.77       |             |
| 30364       | Technical Occupations                          | Paralegal/Legal Assistant IV             | 39.64       |             |

| <b>Code</b> | <b>Category</b>                                       | <b>Title</b>                             | <b>Rate</b> | <b>Note</b> |
|-------------|---|--|-------------|-------------|
| 30375       | Technical Occupations                                 | Petroleum Supply Specialist              | 35.39       |             |
| 30390       | Technical Occupations                                 | Photo-Optics Technician                  | 28.93       |             |
| 30395       | Technical Occupations                                 | Radiation Control Technician             | 35.39       |             |
| 30461       | Technical Occupations                                 | Technical Writer I                       | 28.93       |             |
| 30462       | Technical Occupations                                 | Technical Writer II                      | 35.39       |             |
| 30463       | Technical Occupations                                 | Technical Writer III                     | 42.81       |             |
| 30491       | Technical Occupations                                 | Unexploded Ordnance (UXO) Technician I   | 29.58       |             |
| 30492       | Technical Occupations                                 | Unexploded Ordnance (UXO) Technician II  | 35.79       |             |
| 30493       | Technical Occupations                                 | Unexploded Ordnance (UXO) Technician III | 42.89       |             |
| 30494       | Technical Occupations                                 | Unexploded (UXO) Safety Escort           | 29.58       |             |
| 30495       | Technical Occupations                                 | Unexploded (UXO) Sweep Personnel         | 29.58       |             |
| 30501       | Technical Occupations                                 | Weather Forecaster I                     | 32.04       |             |
| 30502       | Technical Occupations                                 | Weather Forecaster II                    | 38.97       |             |
| 30620       | Technical Occupations                                 | Weather Observer, Combined Upper Air Or  | 26.04       | see 2       |
| 30621       | Technical Occupations                                 | Weather Observer, Senior                 | 28.93       | see 2       |
| 31010       | Transportation/Mobile Equipment Operation Occupations | Airplane Pilot                           | 35.79       |             |
| 31020       | Transportation/Mobile Equipment Operation Occupations | Bus Aide                                 | 13.85       | ***         |
| 31030       | Transportation/Mobile Equipment Operation Occupations | Bus Driver                               | 18.83       |             |
| 31043       | Transportation/Mobile Equipment Operation Occupations | Driver Courier                           | 18.31       |             |
| 31260       | Transportation/Mobile Equipment Operation Occupations | Parking and Lot Attendant                | 15.55       | ***         |
| 31290       | Transportation/Mobile Equipment Operation Occupations | Shuttle Bus Driver                       | 16.88       | ***         |
| 31310       | Transportation/Mobile Equipment Operation Occupations | Taxi Driver                              | 14.76       | ***         |
| 31361       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Light                       | 19.81       |             |

| <b>Code</b> | <b>Category</b>                                       | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|---|---------------------------------|-------------|-------------|
| 31362       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Medium             | 21.22       |             |
| 31363       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Heavy              | 25.00       |             |
| 31364       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Tractor-Trailer    | 25.00       |             |
| 99020       | Miscellaneous Occupations                             | Cabin Safety Specialist         | 17.45       |             |
| 99030       | Miscellaneous Occupations                             | Cashier                         | 14.97       | ***         |
| 99050       | Miscellaneous Occupations                             | Desk Clerk                      | 15.59       | ***         |
| 99095       | Miscellaneous Occupations                             | Embalmer                        | 29.58       |             |
| 99130       | Miscellaneous Occupations                             | Flight Follower                 | 29.58       |             |
| 99251       | Miscellaneous Occupations                             | Laboratory Animal Caretaker I   | 18.89       |             |
| 99252       | Miscellaneous Occupations                             | Laboratory Animal Caretaker II  | 20.33       |             |
| 99260       | Miscellaneous Occupations                             | Marketing Analyst               | 30.25       |             |
| 99310       | Miscellaneous Occupations                             | Mortician                       | 29.58       |             |
| 99410       | Miscellaneous Occupations                             | Pest Controller                 | 23.29       |             |
| 99510       | Miscellaneous Occupations                             | Photofinishing Worker           | 15.54       | ***         |
| 99710       | Miscellaneous Occupations                             | Recycling Laborer               | 22.42       |             |
| 99711       | Miscellaneous Occupations                             | Recycling Specialist            | 26.99       |             |
| 99730       | Miscellaneous Occupations                             | Refuse Collector                | 20.19       |             |
| 99810       | Miscellaneous Occupations                             | Sales Clerk                     | 16.50       | ***         |
| 99820       | Miscellaneous Occupations                             | School Crossing Guard           | 15.28       | ***         |
| 99830       | Miscellaneous Occupations                             | Survey Party Chief              | 26.21       |             |
| 99831       | Miscellaneous Occupations                             | Surveying Aide                  | 16.48       | ***         |
| 99832       | Miscellaneous Occupations                             | Surveying Technician            | 22.55       |             |
| 99840       | Miscellaneous Occupations                             | Vending Machine Attendant       | 22.62       |             |
| 99841       | Miscellaneous Occupations                             | Vending Machine Repairer        | 27.81       |             |
| 99842       | Miscellaneous Occupations                             | Vending Machine Repairer Helper | 22.62       |             |

## **Footer**

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.20 per hour) or 13658 (\$12.90 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. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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: \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 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, 4 weeks after 15 years, and 5 weeks after 25 years.

Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of twelve paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

**THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESSES 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)).

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## **Wage Determination No. : 2015-4179**

### REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 27

Date Of Last Revision : 07/22/2024

Source : [Source Website](#)

**Header**

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2024.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.90 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 2024.

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: New York

Area: New York Counties of Allegany, Cattaraugus, Chautauqua, Wyoming

\*\*Fringe Benefits Required Follow the Occupational Listing\*\*

### Wage Determination Table

| Code  | Category  | Title                              | Rate  | Note |
|-------|---|------------------------------------|-------|------|
| 01011 | Administrative Support And Clerical Occupations | Accounting Clerk I                 | 16.71 | ***  |
| 01012 | Administrative Support And Clerical Occupations | Accounting Clerk II                | 18.76 |      |
| 01013 | Administrative Support And Clerical Occupations | Accounting Clerk III               | 20.98 |      |
| 01020 | Administrative Support And Clerical Occupations | Administrative Assistant           | 32.74 |      |
| 01035 | Administrative Support And Clerical Occupations | Court Reporter                     | 21.00 |      |
| 01041 | Administrative Support And Clerical Occupations | Customer Service Representative I  | 14.95 | ***  |
| 01042 | Administrative Support And Clerical Occupations | Customer Service Representative II | 16.31 | ***  |

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------------|-------------|-------------|
| 01043       | Administrative Support And Clerical Occupations | Customer Service Representative III  | 18.30       |             |
| 01051       | Administrative Support And Clerical Occupations | Data Entry Operator I                | 16.40       | ***         |
| 01052       | Administrative Support And Clerical Occupations | Data Entry Operator II               | 17.90       |             |
| 01060       | Administrative Support And Clerical Occupations | Dispatcher, Motor Vehicle            | 22.23       |             |
| 01070       | Administrative Support And Clerical Occupations | Document Preparation Clerk           | 18.71       |             |
| 01090       | Administrative Support And Clerical Occupations | Duplicating Machine Operator         | 18.71       |             |
| 01111       | Administrative Support And Clerical Occupations | General Clerk I                      | 14.86       | ***         |
| 01112       | Administrative Support And Clerical Occupations | General Clerk II                     | 16.22       | ***         |
| 01113       | Administrative Support And Clerical Occupations | General Clerk III                    | 18.21       |             |
| 01120       | Administrative Support And Clerical Occupations | Housing Referral Assistant           | 23.42       |             |
| 01141       | Administrative Support And Clerical Occupations | Messenger Courier                    | 15.88       | ***         |
| 01191       | Administrative Support And Clerical Occupations | Order Clerk I                        | 17.61       |             |
| 01192       | Administrative Support And Clerical Occupations | Order Clerk II                       | 19.22       |             |
| 01261       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) I   | 18.34       |             |
| 01262       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) II  | 20.51       |             |
| 01263       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) III | 22.87       |             |
| 01270       | Administrative Support And Clerical Occupations | Production Control Clerk             | 23.55       |             |
| 01290       | Administrative Support And Clerical Occupations | Rental Clerk                         | 18.00       |             |
| 01300       | Administrative Support And Clerical Occupations | Scheduler, Maintenance               | 18.77       |             |

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------------|-------------|-------------|
| 01311       | Administrative Support And Clerical Occupations | Secretary I                          | 18.77       |             |
| 01312       | Administrative Support And Clerical Occupations | Secretary II                         | 21.00       |             |
| 01313       | Administrative Support And Clerical Occupations | Secretary III                        | 23.42       |             |
| 01320       | Administrative Support And Clerical Occupations | Service Order Dispatcher             | 19.87       |             |
| 01410       | Administrative Support And Clerical Occupations | Supply Technician                    | 32.74       |             |
| 01420       | Administrative Support And Clerical Occupations | Survey Worker                        | 19.33       |             |
| 01460       | Administrative Support And Clerical Occupations | Switchboard Operator/Receptionist    | 17.13       | ***         |
| 01531       | Administrative Support And Clerical Occupations | Travel Clerk I                       | 14.55       | ***         |
| 01532       | Administrative Support And Clerical Occupations | Travel Clerk II                      | 15.39       | ***         |
| 01533       | Administrative Support And Clerical Occupations | Travel Clerk III                     | 16.21       | ***         |
| 01611       | Administrative Support And Clerical Occupations | Word Processor I                     | 16.56       | ***         |
| 01612       | Administrative Support And Clerical Occupations | Word Processor II                    | 18.59       |             |
| 01613       | Administrative Support And Clerical Occupations | Word Processor III                   | 20.79       |             |
| 05005       | Automotive Service Occupations                  | Automobile Body Repairer, Fiberglass | 24.57       |             |
| 05010       | Automotive Service Occupations                  | Automotive Electrician               | 21.98       |             |
| 05040       | Automotive Service Occupations                  | Automotive Glass Installer           | 21.03       |             |
| 05070       | Automotive Service Occupations                  | Automotive Worker                    | 21.03       |             |
| 05110       | Automotive Service Occupations                  | Mobile Equipment Servicer            | 19.45       |             |
| 05130       | Automotive Service Occupations                  | Motor Equipment Metal Mechanic       | 22.91       |             |
| 05160       | Automotive Service Occupations                  | Motor Equipment Metal Worker         | 21.03       |             |
| 05190       | Automotive Service Occupations                  | Motor Vehicle Mechanic               | 22.91       |             |
| 05220       | Automotive Service Occupations                  | Motor Vehicle Mechanic Helper        | 18.03       |             |
| 05250       | Automotive Service Occupations                  | Motor Vehicle Upholstery Worker      | 20.11       |             |

| <b>Code</b> | <b>Category</b>                              | <b>Title</b>                   | <b>Rate</b> | <b>Note</b> |
|-------------|--|--------------------------------|-------------|-------------|
| 05280       | Automotive Service Occupations               | Motor Vehicle Wrecker          | 21.03       |             |
| 05310       | Automotive Service Occupations               | Painter, Automotive            | 21.98       |             |
| 05340       | Automotive Service Occupations               | Radiator Repair Specialist     | 21.03       |             |
| 05370       | Automotive Service Occupations               | Tire Repairer                  | 18.78       |             |
| 05400       | Automotive Service Occupations               | Transmission Repair Specialist | 22.91       |             |
| 07010       | Food Preparation And Service Occupations     | Baker                          | 17.75       |             |
| 07041       | Food Preparation And Service Occupations     | Cook I                         | 17.46       |             |
| 07042       | Food Preparation And Service Occupations     | Cook II                        | 19.46       |             |
| 07070       | Food Preparation And Service Occupations     | Dishwasher                     | 14.62       | ***         |
| 07130       | Food Preparation And Service Occupations     | Food Service Worker            | 15.65       | ***         |
| 07210       | Food Preparation And Service Occupations     | Meat Cutter                    | 18.26       |             |
| 07260       | Food Preparation And Service Occupations     | Waiter/Waitress                | 16.83       | ***         |
| 09010       | Furniture Maintenance And Repair Occupations | Electrostatic Spray Painter    | 22.34       |             |
| 09040       | Furniture Maintenance And Repair Occupations | Furniture Handler              | 17.51       |             |
| 09080       | Furniture Maintenance And Repair Occupations | Furniture Refinisher           | 22.34       |             |
| 09090       | Furniture Maintenance And Repair Occupations | Furniture Refinisher Helper    | 19.23       |             |
| 09110       | Furniture Maintenance And Repair Occupations | Furniture Repairer, Minor      | 20.73       |             |
| 09130       | Furniture Maintenance And Repair Occupations | Upholsterer                    | 22.34       |             |
| 11030       | General Services And Support Occupations     | Cleaner, Vehicles              | 17.16       | ***         |
| 11060       | General Services And Support Occupations     | Elevator Operator              | 16.26       | ***         |
| 11090       | General Services And Support Occupations     | Gardener                       | 19.66       |             |

| <b>Code</b> | <b>Category</b>                          | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 11122       | General Services And Support Occupations | Housekeeping Aide                          | 16.26       | ***         |
| 11150       | General Services And Support Occupations | Janitor                                    | 16.26       | ***         |
| 11210       | General Services And Support Occupations | Laborer, Grounds Maintenance               | 16.25       | ***         |
| 11240       | General Services And Support Occupations | Maid or Houseman                           | 15.31       | ***         |
| 11260       | General Services And Support Occupations | Pruner                                     | 15.05       | ***         |
| 11270       | General Services And Support Occupations | Tractor Operator                           | 18.62       |             |
| 11330       | General Services And Support Occupations | Trail Maintenance Worker                   | 16.25       | ***         |
| 11360       | General Services And Support Occupations | Window Cleaner                             | 17.55       |             |
| 12010       | Health Occupations                       | Ambulance Driver                           | 20.37       |             |
| 12011       | Health Occupations                       | Breath Alcohol Technician                  | 23.23       |             |
| 12012       | Health Occupations                       | Certified Occupational Therapist Assistant | 26.62       |             |
| 12015       | Health Occupations                       | Certified Physical Therapist Assistant     | 26.60       |             |
| 12020       | Health Occupations                       | Dental Assistant                           | 20.55       |             |
| 12025       | Health Occupations                       | Dental Hygienist                           | 37.58       |             |
| 12030       | Health Occupations                       | EKG Technician                             | 35.21       |             |
| 12035       | Health Occupations                       | Electroneurodiagnostic Technologist        | 35.21       |             |
| 12040       | Health Occupations                       | Emergency Medical Technician               | 20.37       |             |
| 12071       | Health Occupations                       | Licensed Practical Nurse I                 | 20.78       |             |
| 12072       | Health Occupations                       | Licensed Practical Nurse II                | 23.23       |             |
| 12073       | Health Occupations                       | Licensed Practical Nurse III               | 25.91       |             |
| 12100       | Health Occupations                       | Medical Assistant                          | 18.71       |             |
| 12130       | Health Occupations                       | Medical Laboratory Technician              | 34.43       |             |
| 12160       | Health Occupations                       | Medical Record Clerk                       | 20.20       |             |
| 12190       | Health Occupations                       | Medical Record Technician                  | 22.60       |             |
| 12195       | Health Occupations                       | Medical Transcriptionist                   | 20.78       |             |

| <b>Code</b> | <b>Category</b>                  | <b>Title</b>                           | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------|--|-------------|-------------|
| 12210       | Health Occupations               | Nuclear Medicine Technologist          | 51.07       |             |
| 12221       | Health Occupations               | Nursing Assistant I                    | 13.68       | ***         |
| 12222       | Health Occupations               | Nursing Assistant II                   | 15.39       | ***         |
| 12223       | Health Occupations               | Nursing Assistant III                  | 16.80       | ***         |
| 12224       | Health Occupations               | Nursing Assistant IV                   | 18.85       |             |
| 12235       | Health Occupations               | Optical Dispenser                      | 28.22       |             |
| 12236       | Health Occupations               | Optical Technician                     | 20.78       |             |
| 12250       | Health Occupations               | Pharmacy Technician                    | 17.59       |             |
| 12280       | Health Occupations               | Phlebotomist                           | 17.71       |             |
| 12305       | Health Occupations               | Radiologic Technologist                | 29.60       |             |
| 12311       | Health Occupations               | Registered Nurse I                     | 26.24       |             |
| 12312       | Health Occupations               | Registered Nurse II                    | 32.10       |             |
| 12313       | Health Occupations               | Registered Nurse II, Specialist        | 32.10       |             |
| 12314       | Health Occupations               | Registered Nurse III                   | 38.83       |             |
| 12315       | Health Occupations               | Registered Nurse III, Anesthetist      | 38.83       |             |
| 12316       | Health Occupations               | Registered Nurse IV                    | 46.54       |             |
| 12317       | Health Occupations               | Scheduler                              | 28.80       |             |
| 12320       | Health Occupations               | Substance Abuse Treatment Counselor    | 25.34       |             |
| 13011       | Information And Arts Occupations | Exhibits Specialist I                  | 20.80       |             |
| 13012       | Information And Arts Occupations | Exhibits Specialist II                 | 25.74       |             |
| 13013       | Information And Arts Occupations | Exhibits Specialist III                | 31.38       |             |
| 13041       | Information And Arts Occupations | Illustrator I                          | 21.02       |             |
| 13042       | Information And Arts Occupations | Illustrator II                         | 26.04       |             |
| 13043       | Information And Arts Occupations | Illustrator III                        | 31.86       |             |
| 13047       | Information And Arts Occupations | Librarian                              | 28.84       |             |
| 13050       | Information And Arts Occupations | Library Aide/Clerk                     | 14.50       | ***         |
| 13054       | Information And Arts Occupations | Library Information Technology Systems | 25.72       |             |
| 13058       | Information And Arts Occupations | Library Technician                     | 15.75       | ***         |
| 13061       | Information And Arts Occupations | Media Specialist I                     | 18.79       |             |
| 13062       | Information And Arts Occupations | Media Specialist II                    | 21.02       |             |
| 13063       | Information And Arts Occupations | Media Specialist III                   | 23.43       |             |
| 13071       | Information And Arts Occupations | Photographer I                         | 18.34       |             |

| <b>Code</b> | <b>Category</b>                    | <b>Title</b>                                    | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------|---|-------------|-------------|
| 13072       | Information And Arts Occupations   | Photographer II                                 | 20.51       |             |
| 13073       | Information And Arts Occupations   | Photographer III                                | 25.42       |             |
| 13074       | Information And Arts Occupations   | Photographer IV                                 | 31.09       |             |
| 13075       | Information And Arts Occupations   | Photographer V                                  | 37.62       |             |
| 13090       | Information And Arts Occupations   | Technical Order Library Clerk                   | 18.60       |             |
| 13110       | Information And Arts Occupations   | Video Teleconference Technician                 | 22.42       |             |
| 14041       | Information Technology Occupations | Computer Operator I                             | 18.63       |             |
| 14042       | Information Technology Occupations | Computer Operator II                            | 20.85       |             |
| 14043       | Information Technology Occupations | Computer Operator III                           | 23.66       |             |
| 14044       | Information Technology Occupations | Computer Operator IV                            | 26.30       |             |
| 14045       | Information Technology Occupations | Computer Operator V                             | 29.12       |             |
| 14071       | Information Technology Occupations | Computer Programmer I                           | 21.78       | see<br>1    |
| 14072       | Information Technology Occupations | Computer Programmer II                          | 27.00       | see<br>1    |
| 14073       | Information Technology Occupations | Computer Programmer III                         | NaN         | see<br>1    |
| 14074       | Information Technology Occupations | Computer Programmer IV                          | NaN         | see<br>1    |
| 14101       | Information Technology Occupations | Computer Systems Analyst I                      | NaN         | see<br>1    |
| 14102       | Information Technology Occupations | Computer Systems Analyst II                     | NaN         | see<br>1    |
| 14103       | Information Technology Occupations | Computer Systems Analyst III                    | NaN         | see<br>1    |
| 14150       | Information Technology Occupations | Peripheral Equipment Operator                   | 18.63       |             |
| 14160       | Information Technology Occupations | Personal Computer Support Technician            | 26.30       |             |
| 14170       | Information Technology Occupations | System Support Specialist                       | 29.12       |             |
| 15010       | Instructional Occupations          | Aircrew Training Devices Instructor             | 34.23       |             |
| 15020       | Instructional Occupations          | Aircrew Training Devices Instructor             | 41.41       |             |
| 15030       | Instructional Occupations          | Air Crew Training Devices Instructor            | 49.63       |             |
| 15050       | Instructional Occupations          | Computer Based Training Specialist / Instructor | 34.23       |             |

| <b>Code</b> | <b>Category</b>   | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|---|--|-------------|-------------|
| 15060       | Instructional Occupations                               | Educational Technologist                   | 34.14       |             |
| 15070       | Instructional Occupations                               | Flight Instructor                          | 49.63       |             |
| 15080       | Instructional Occupations                               | Graphic Artist                             | 23.83       |             |
| 15085       | Instructional Occupations                               | Maintenance Test Pilot, Fixed, Jet/Prop    | 48.91       |             |
| 15086       | Instructional Occupations                               | Maintenance Test Pilot, Rotary Wing        | 48.91       |             |
| 15088       | Instructional Occupations                               | Non-Maintenance Test/Co-Pilot              | 48.91       |             |
| 15090       | Instructional Occupations                               | Technical Instructor                       | 23.83       |             |
| 15095       | Instructional Occupations                               | Technical Instructor/Course Developer      | 29.13       |             |
| 15110       | Instructional Occupations                               | Test Proctor                               | 19.22       |             |
| 15120       | Instructional Occupations                               | Tutor                                      | 19.22       |             |
| 16010       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Assembler                                  | 16.41       | ***         |
| 16030       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Counter Attendant                          | 16.41       | ***         |
| 16040       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Dry Cleaner                                | 18.75       |             |
| 16070       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Finisher, Flatwork, Machine                | 16.41       | ***         |
| 16090       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Hand                              | 16.41       | ***         |
| 16110       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Drycleaning              | 16.41       | ***         |
| 16130       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Shirts                   | 16.41       | ***         |
| 16160       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Wearing Apparel, Laundry | 16.41       | ***         |
| 16190       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Sewing Machine Operator                    | 19.53       |             |
| 16220       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Tailor                                     | 20.31       |             |
| 16250       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Washer, Machine                            | 17.19       | ***         |
| 19010       | Machine Tool Operation And Repair Occupations           | Machine-Tool Operator                      | 23.93       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|--|--------------------------------------|-------------|-------------|
| 19040       | Machine Tool Operation And Repair Occupations    | Tool And Die Maker                   | 27.13       |             |
| 21020       | Materials Handling And Packing Occupations       | Forklift Operator                    | 23.94       |             |
| 21030       | Materials Handling And Packing Occupations       | Material Coordinator                 | 23.55       |             |
| 21040       | Materials Handling And Packing Occupations       | Material Expediter                   | 23.55       |             |
| 21050       | Materials Handling And Packing Occupations       | Material Handling Laborer            | 17.74       |             |
| 21071       | Materials Handling And Packing Occupations       | Order Filler                         | 18.71       |             |
| 21080       | Materials Handling And Packing Occupations       | Production Line Worker               | 23.94       |             |
| 21110       | Materials Handling And Packing Occupations       | Shipping Packer                      | 21.07       |             |
| 21130       | Materials Handling And Packing Occupations       | Shipping/Receiving Clerk             | 21.07       |             |
| 21140       | Materials Handling And Packing Occupations       | Store Worker I                       | 18.56       |             |
| 21150       | Materials Handling And Packing Occupations       | Stock Clerk                          | 23.32       |             |
| 21210       | Materials Handling And Packing Occupations       | Tools And Parts Attendant            | 23.94       |             |
| 21410       | Materials Handling And Packing Occupations       | Warehouse Specialist                 | 23.94       |             |
| 23010       | Mechanics And Maintenance And Repair Occupations | Aerospace Structural Welder          | 33.32       |             |
| 23019       | Mechanics And Maintenance And Repair Occupations | Aircraft Logs and Records Technician | 28.04       |             |
| 23021       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic I                  | 32.05       |             |
| 23022       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic II                 | 33.32       |             |
| 23023       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic III                | 34.48       |             |
| 23040       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic Helper             | 25.02       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                                   | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 23050       | Mechanics And Maintenance And Repair Occupations | Aircraft, Painter                              | 30.76       |             |
| 23060       | Mechanics And Maintenance And Repair Occupations | Aircraft Servicer                              | 28.04       |             |
| 23070       | Mechanics And Maintenance And Repair Occupations | Aircraft Survival Flight Equipment Technician  | 30.76       |             |
| 23080       | Mechanics And Maintenance And Repair Occupations | Aircraft Worker                                | 29.44       |             |
| 23091       | Mechanics And Maintenance And Repair Occupations | Aircrew Life Support Equipment (ALSE) Mechanic | 29.44       |             |
| 23092       | Mechanics And Maintenance And Repair Occupations | Aircrew Life Support Equipment (ALSE) Mechanic | 32.05       |             |
| 23110       | Mechanics And Maintenance And Repair Occupations | Appliance Mechanic                             | 29.68       |             |
| 23120       | Mechanics And Maintenance And Repair Occupations | Bicycle Repairer                               | 25.49       |             |
| 23125       | Mechanics And Maintenance And Repair Occupations | Cable Splicer                                  | 49.17       |             |
| 23130       | Mechanics And Maintenance And Repair Occupations | Carpenter, Maintenance                         | 25.05       |             |
| 23140       | Mechanics And Maintenance And Repair Occupations | Carpet Layer                                   | 28.40       |             |
| 23160       | Mechanics And Maintenance And Repair Occupations | Electrician, Maintenance                       | 31.19       |             |
| 23181       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance I           | 28.91       |             |
| 23182       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance II          | 30.22       |             |
| 23183       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance III         | 31.49       |             |
| 23260       | Mechanics And Maintenance And Repair Occupations | Fabric Worker                                  | 27.06       |             |
| 23290       | Mechanics And Maintenance And Repair Occupations | Fire Alarm System Mechanic                     | 29.56       |             |
| 23310       | Mechanics And Maintenance And Repair Occupations | Fire Extinguisher Repairer                     | 25.49       |             |
| 23311       | Mechanics And Maintenance And Repair Occupations | Fuel Distribution System Mechanic              | 42.44       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 23312       | Mechanics And Maintenance And Repair Occupations | Fuel Distribution System Operator         | 34.97       |             |
| 23370       | Mechanics And Maintenance And Repair Occupations | General Maintenance Worker                | 21.21       |             |
| 23380       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Mechanic         | 32.05       |             |
| 23381       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Servicer         | 28.04       |             |
| 23382       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Worker           | 29.44       |             |
| 23391       | Mechanics And Maintenance And Repair Occupations | Gunsmith I                                | 25.49       |             |
| 23392       | Mechanics And Maintenance And Repair Occupations | Gunsmith II                               | 28.40       |             |
| 23393       | Mechanics And Maintenance And Repair Occupations | Gunsmith III                              | 30.93       |             |
| 23410       | Mechanics And Maintenance And Repair Occupations | Heating, Ventilation And Air-Conditioning | 27.94       |             |
| 23411       | Mechanics And Maintenance And Repair Occupations | Heating, Ventilation And Air Contidioning | 29.05       |             |
| 23430       | Mechanics And Maintenance And Repair Occupations | Heavy Equipment Mechanic                  | 28.18       |             |
| 23440       | Mechanics And Maintenance And Repair Occupations | Heavy Equipment Operator                  | 27.22       |             |
| 23460       | Mechanics And Maintenance And Repair Occupations | Instrument Mechanic                       | 30.93       |             |
| 23465       | Mechanics And Maintenance And Repair Occupations | Laboratory/Shelter Mechanic               | 29.68       |             |
| 23470       | Mechanics And Maintenance And Repair Occupations | Laborer                                   | 17.28       |             |
| 23510       | Mechanics And Maintenance And Repair Occupations | Locksmith                                 | 29.68       |             |
| 23530       | Mechanics And Maintenance And Repair Occupations | Machinery Maintenance Mechanic            | 30.58       |             |
| 23550       | Mechanics And Maintenance And Repair Occupations | Machinist, Maintenance                    | 26.07       |             |
| 23580       | Mechanics And Maintenance And Repair Occupations | Maintenance Trades Helper                 | 21.91       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                     | <b>Rate</b> | <b>Note</b> |
|-------------|--|----------------------------------|-------------|-------------|
| 23591       | Mechanics And Maintenance And Repair Occupations | Metrology Technician I           | 30.93       |             |
| 23592       | Mechanics And Maintenance And Repair Occupations | Metrology Technician II          | 32.15       |             |
| 23593       | Mechanics And Maintenance And Repair Occupations | Metrology Technician III         | 33.28       |             |
| 23640       | Mechanics And Maintenance And Repair Occupations | Millwright                       | 32.96       |             |
| 23710       | Mechanics And Maintenance And Repair Occupations | Office Appliance Repairer        | 23.25       |             |
| 23760       | Mechanics And Maintenance And Repair Occupations | Painter, Maintenance             | 23.79       |             |
| 23790       | Mechanics And Maintenance And Repair Occupations | Pipefitter, Maintenance          | 30.70       |             |
| 23810       | Mechanics And Maintenance And Repair Occupations | Plumber, Maintenance             | 29.36       |             |
| 23820       | Mechanics And Maintenance And Repair Occupations | Pneudraulic Systems Mechanic     | 30.93       |             |
| 23850       | Mechanics And Maintenance And Repair Occupations | Rigger                           | 30.93       |             |
| 23870       | Mechanics And Maintenance And Repair Occupations | Scale Mechanic                   | 28.40       |             |
| 23890       | Mechanics And Maintenance And Repair Occupations | Sheet-Metal Worker, Maintenance  | 25.74       |             |
| 23910       | Mechanics And Maintenance And Repair Occupations | Small Engine Mechanic            | 23.80       |             |
| 23931       | Mechanics And Maintenance And Repair Occupations | Telecommunications Mechanic I    | 33.95       |             |
| 23932       | Mechanics And Maintenance And Repair Occupations | Telecommunications Mechanic II   | 35.30       |             |
| 23950       | Mechanics And Maintenance And Repair Occupations | Telephone Lineman                | 32.44       |             |
| 23960       | Mechanics And Maintenance And Repair Occupations | Welder, Combination, Maintenance | 24.92       |             |
| 23965       | Mechanics And Maintenance And Repair Occupations | Well Driller                     | 30.93       |             |
| 23970       | Mechanics And Maintenance And Repair Occupations | Woodcraft Worker                 | 30.93       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                          | <b>Rate</b> | <b>Note</b> |
|-------------|--|---------------------------------------|-------------|-------------|
| 23980       | Mechanics And Maintenance And Repair Occupations | Woodworker                            | 25.49       |             |
| 24550       | Personal Needs Occupations                       | Case Manager                          | 18.37       |             |
| 24570       | Personal Needs Occupations                       | Child Care Attendant                  | 15.61       | ***         |
| 24580       | Personal Needs Occupations                       | Child Care Center Clerk               | 19.47       |             |
| 24610       | Personal Needs Occupations                       | Chore Aide                            | 16.52       | ***         |
| 24620       | Personal Needs Occupations                       | Family Readiness And Support Services | 18.37       |             |
| 24630       | Personal Needs Occupations                       | Homemaker                             | 18.37       |             |
| 25010       | Plant And System Operations Occupations          | Boiler Tender                         | 30.27       |             |
| 25040       | Plant And System Operations Occupations          | Sewage Plant Operator                 | 28.65       |             |
| 25070       | Plant And System Operations Occupations          | Stationary Engineer                   | 30.27       |             |
| 25190       | Plant And System Operations Occupations          | Ventilation Equipment Tender          | 23.63       |             |
| 25210       | Plant And System Operations Occupations          | Water Treatment Plant Operator        | 28.65       |             |
| 27004       | Protective Service Occupations                   | Alarm Monitor                         | 23.49       |             |
| 27007       | Protective Service Occupations                   | Baggage Inspector                     | 16.88       | ***         |
| 27008       | Protective Service Occupations                   | Corrections Officer                   | 33.03       |             |
| 27010       | Protective Service Occupations                   | Court Security Officer                | 31.45       |             |
| 27030       | Protective Service Occupations                   | Detection Dog Handler                 | 18.88       |             |
| 27040       | Protective Service Occupations                   | Detention Officer                     | 33.03       |             |
| 27070       | Protective Service Occupations                   | Firefighter                           | 30.36       |             |
| 27101       | Protective Service Occupations                   | Guard I                               | 16.88       | ***         |
| 27102       | Protective Service Occupations                   | Guard II                              | 18.88       |             |
| 27131       | Protective Service Occupations                   | Police Officer I                      | 30.53       |             |
| 27132       | Protective Service Occupations                   | Police Officer II                     | 33.94       |             |
| 28041       | Recreation Occupations                           | Carnival Equipment Operator           | 18.50       |             |
| 28042       | Recreation Occupations                           | Carnival Equipment Repairer           | 19.54       |             |
| 28043       | Recreation Occupations                           | Carnival Worker                       | 14.96       | ***         |
| 28210       | Recreation Occupations                           | Gate Attendant/Gate Tender            | 19.59       |             |
| 28310       | Recreation Occupations                           | Lifeguard                             | 14.20       | ***         |
| 28350       | Recreation Occupations                           | Park Attendant                        | 21.91       |             |

| <b>Code</b> | <b>Category</b>                                | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 28510       | Recreation Occupations                         | Recreation Aide/Health Facility Attendant | 16.00       | ***         |
| 28515       | Recreation Occupations                         | Recreation Specialist                     | 27.15       |             |
| 28630       | Recreation Occupations                         | Sports Official                           | 17.46       |             |
| 28690       | Recreation Occupations                         | Swimming Pool Operator                    | 21.78       |             |
| 29010       | Stevedoring/Longshoremen Occupational Services | Blocker And Bracer                        | 26.18       |             |
| 29020       | Stevedoring/Longshoremen Occupational Services | Hatch Tender                              | 26.18       |             |
| 29030       | Stevedoring/Longshoremen Occupational Services | Line Handler                              | 26.18       |             |
| 29041       | Stevedoring/Longshoremen Occupational Services | Stevedore I                               | 24.94       |             |
| 29042       | Stevedoring/Longshoremen Occupational Services | Stevedore II                              | 27.31       |             |
| 30010       | Technical Occupations                          | Air Traffic Control Specialist, Center    | 47.21       | see 2       |
| 30011       | Technical Occupations                          | Air Traffic Control Specialist, Station   | 32.55       | see 2       |
| 30012       | Technical Occupations                          | Air Traffic Control Specialist, Terminal  | 35.85       | see 2       |
| 30021       | Technical Occupations                          | Archeological Technician I                | 20.52       |             |
| 30022       | Technical Occupations                          | Archeological Technician II               | 22.95       |             |
| 30023       | Technical Occupations                          | Archeological Technician III              | 26.17       |             |
| 30030       | Technical Occupations                          | Cartographic Technician                   | 26.17       |             |
| 30040       | Technical Occupations                          | Civil Engineering Technician              | 30.92       |             |
| 30051       | Technical Occupations                          | Cryogenic Technician I                    | 28.98       |             |
| 30052       | Technical Occupations                          | Cryogenic Technician II                   | 32.00       |             |
| 30061       | Technical Occupations                          | Drafter/CAD Operator I                    | 20.52       |             |
| 30062       | Technical Occupations                          | Drafter/CAD Operator II                   | 22.95       |             |
| 30063       | Technical Occupations                          | Drafter/CAD Operator III                  | 23.54       |             |
| 30064       | Technical Occupations                          | Drafter/CAD Operator IV                   | 28.98       |             |
| 30081       | Technical Occupations                          | Engineering Technician I                  | 19.15       |             |
| 30082       | Technical Occupations                          | Engineering Technician II                 | 21.49       |             |
| 30083       | Technical Occupations                          | Engineering Technician III                | 24.04       |             |
| 30084       | Technical Occupations                          | Engineering Technician IV                 | 29.79       |             |

| <b>Code</b> | <b>Category</b>                                       | <b>Title</b>                             | <b>Rate</b> | <b>Note</b> |
|-------------|---|--|-------------|-------------|
| 30085       | Technical Occupations                                 | Engineering Technician V                 | 36.44       |             |
| 30086       | Technical Occupations                                 | Engineering Technician VI                | 38.72       |             |
| 30090       | Technical Occupations                                 | Environmental Technician                 | 26.17       |             |
| 30095       | Technical Occupations                                 | Evidence Control Specialist              | 26.17       |             |
| 30210       | Technical Occupations                                 | Laboratory Technician                    | 25.87       |             |
| 30221       | Technical Occupations                                 | Latent Fingerprint Technician I          | 28.98       |             |
| 30222       | Technical Occupations                                 | Latent Fingerprint Technician II         | 32.00       |             |
| 30240       | Technical Occupations                                 | Mathematical Technician                  | 26.17       |             |
| 30361       | Technical Occupations                                 | Paralegal/Legal Assistant I              | 22.02       |             |
| 30362       | Technical Occupations                                 | Paralegal/Legal Assistant II             | 27.28       |             |
| 30363       | Technical Occupations                                 | Paralegal/Legal Assistant III            | 33.37       |             |
| 30364       | Technical Occupations                                 | Paralegal/Legal Assistant IV             | 40.37       |             |
| 30375       | Technical Occupations                                 | Petroleum Supply Specialist              | 32.00       |             |
| 30390       | Technical Occupations                                 | Photo-Optics Technician                  | 26.17       |             |
| 30395       | Technical Occupations                                 | Radiation Control Technician             | 32.00       |             |
| 30461       | Technical Occupations                                 | Technical Writer I                       | 26.17       |             |
| 30462       | Technical Occupations                                 | Technical Writer II                      | 32.00       |             |
| 30463       | Technical Occupations                                 | Technical Writer III                     | 38.72       |             |
| 30491       | Technical Occupations                                 | Unexploded Ordnance (UXO) Technician I   | 30.00       |             |
| 30492       | Technical Occupations                                 | Unexploded Ordnance (UXO) Technician II  | 36.30       |             |
| 30493       | Technical Occupations                                 | Unexploded Ordnance (UXO) Technician III | 43.51       |             |
| 30494       | Technical Occupations                                 | Unexploded (UXO) Safety Escort           | 30.00       |             |
| 30495       | Technical Occupations                                 | Unexploded (UXO) Sweep Personnel         | 30.00       |             |
| 30501       | Technical Occupations                                 | Weather Forecaster I                     | 28.98       |             |
| 30502       | Technical Occupations                                 | Weather Forecaster II                    | 35.24       |             |
| 30620       | Technical Occupations                                 | Weather Observer, Combined Upper Air Or  | 23.54       | see 2       |
| 30621       | Technical Occupations                                 | Weather Observer, Senior                 | 26.17       | see 2       |
| 31010       | Transportation/Mobile Equipment Operation Occupations | Airplane Pilot                           | 36.30       |             |

| <b>Code</b> | <b>Category</b>                                       | <b>Title</b>                   | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------|-------------|-------------|
| 31020       | Transportation/Mobile Equipment Operation Occupations | Bus Aide                       | 15.94       | ***         |
| 31030       | Transportation/Mobile Equipment Operation Occupations | Bus Driver                     | 20.44       |             |
| 31043       | Transportation/Mobile Equipment Operation Occupations | Driver Courier                 | 18.34       |             |
| 31260       | Transportation/Mobile Equipment Operation Occupations | Parking and Lot Attendant      | 14.69       | ***         |
| 31290       | Transportation/Mobile Equipment Operation Occupations | Shuttle Bus Driver             | 17.39       |             |
| 31310       | Transportation/Mobile Equipment Operation Occupations | Taxi Driver                    | 14.71       | ***         |
| 31361       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Light             | 19.36       |             |
| 31362       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Medium            | 20.56       |             |
| 31363       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Heavy             | 24.42       |             |
| 31364       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Tractor-Trailer   | 24.42       |             |
| 99020       | Miscellaneous Occupations                             | Cabin Safety Specialist        | 17.70       |             |
| 99030       | Miscellaneous Occupations                             | Cashier                        | 14.83       | ***         |
| 99050       | Miscellaneous Occupations                             | Desk Clerk                     | 15.80       | ***         |
| 99095       | Miscellaneous Occupations                             | Embalmer                       | 33.78       |             |
| 99130       | Miscellaneous Occupations                             | Flight Follower                | 30.00       |             |
| 99251       | Miscellaneous Occupations                             | Laboratory Animal Caretaker I  | 17.51       |             |
| 99252       | Miscellaneous Occupations                             | Laboratory Animal Caretaker II | 18.48       |             |
| 99260       | Miscellaneous Occupations                             | Marketing Analyst              | 34.06       |             |
| 99310       | Miscellaneous Occupations                             | Mortician                      | 33.78       |             |
| 99410       | Miscellaneous Occupations                             | Pest Controller                | 23.70       |             |
| 99510       | Miscellaneous Occupations                             | Photofinishing Worker          | 15.77       | ***         |
| 99710       | Miscellaneous Occupations                             | Recycling Laborer              | 18.36       |             |
| 99711       | Miscellaneous Occupations                             | Recycling Specialist           | 21.04       |             |
| 99730       | Miscellaneous Occupations                             | Refuse Collector               | 17.01       | ***         |
| 99810       | Miscellaneous Occupations                             | Sales Clerk                    | 16.13       | ***         |
| 99820       | Miscellaneous Occupations                             | School Crossing Guard          | 15.22       | ***         |

| <b>Code</b> | <b>Category</b>           | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|---------------------------|---------------------------------|-------------|-------------|
| 99830       | Miscellaneous Occupations | Survey Party Chief              | 28.67       |             |
| 99831       | Miscellaneous Occupations | Surveying Aide                  | 14.80       | ***         |
| 99832       | Miscellaneous Occupations | Surveying Technician            | 23.27       |             |
| 99840       | Miscellaneous Occupations | Vending Machine Attendant       | 18.97       |             |
| 99841       | Miscellaneous Occupations | Vending Machine Repairer        | 22.32       |             |
| 99842       | Miscellaneous Occupations | Vending Machine Repairer Helper | 18.97       |             |

## **Footer**

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.20 per hour) or 13658 (\$12.90 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. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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: \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 per month\*

\*This rate is to be used only when compensating employees for performance on an SCA-

covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 25 years.

Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of twelve paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least \$27.63 per hour (or at least \$684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract.

Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**\*\* HAZARDOUS PAY DIFFERENTIAL \*\***

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder.

All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like;

minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all

contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of ""wash and wear""

materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**\*\* SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS \*\***

The duties of employees under job titles listed are those described in the ""Service Contract Act Directory of Occupations"", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

**\*\* REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) \*\***

**Conformance Process:**

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR

4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S.

Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request, the ""Service Contract Act Directory of Occupations"" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination.

Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

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## **Wage Determination No. : 2015-4181**

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 27

Date Of Last Revision : 07/22/2024

Source : [Source Website](#)

**Header**

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2024.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.90 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 2024.

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: New York

Area: New York Counties of Genesee, Schuyler, Seneca, Steuben

**\*\*Fringe Benefits Required Follow the Occupational Listing\*\***

**Wage Determination Table**

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>       | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------|-------------|-------------|
| 01011       | Administrative Support And Clerical Occupations | Accounting Clerk I | 16.71       | ***         |

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                        | <b>Rate</b> | <b>Note</b> |
|-------------|---|-------------------------------------|-------------|-------------|
| 01012       | Administrative Support And Clerical Occupations | Accounting Clerk II                 | 18.76       |             |
| 01013       | Administrative Support And Clerical Occupations | Accounting Clerk III                | 20.98       |             |
| 01020       | Administrative Support And Clerical Occupations | Administrative Assistant            | 32.74       |             |
| 01035       | Administrative Support And Clerical Occupations | Court Reporter                      | 22.64       |             |
| 01041       | Administrative Support And Clerical Occupations | Customer Service Representative I   | 14.95       | ***         |
| 01042       | Administrative Support And Clerical Occupations | Customer Service Representative II  | 16.31       | ***         |
| 01043       | Administrative Support And Clerical Occupations | Customer Service Representative III | 18.30       |             |
| 01051       | Administrative Support And Clerical Occupations | Data Entry Operator I               | 16.40       | ***         |
| 01052       | Administrative Support And Clerical Occupations | Data Entry Operator II              | 17.90       |             |
| 01060       | Administrative Support And Clerical Occupations | Dispatcher, Motor Vehicle           | 22.23       |             |
| 01070       | Administrative Support And Clerical Occupations | Document Preparation Clerk          | 18.71       |             |
| 01090       | Administrative Support And Clerical Occupations | Duplicating Machine Operator        | 18.71       |             |
| 01111       | Administrative Support And Clerical Occupations | General Clerk I                     | 14.86       | ***         |
| 01112       | Administrative Support And Clerical Occupations | General Clerk II                    | 16.22       | ***         |
| 01113       | Administrative Support And Clerical Occupations | General Clerk III                   | 18.21       |             |
| 01120       | Administrative Support And Clerical Occupations | Housing Referral Assistant          | 23.42       |             |
| 01141       | Administrative Support And Clerical Occupations | Messenger Courier                   | 15.88       | ***         |
| 01191       | Administrative Support And Clerical Occupations | Order Clerk I                       | 17.61       |             |
| 01192       | Administrative Support And Clerical Occupations | Order Clerk II                      | 19.22       |             |

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------------|-------------|-------------|
| 01261       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) I   | 18.34       |             |
| 01262       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) II  | 20.51       |             |
| 01263       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) III | 22.87       |             |
| 01270       | Administrative Support And Clerical Occupations | Production Control Clerk             | 23.55       |             |
| 01290       | Administrative Support And Clerical Occupations | Rental Clerk                         | 18.00       |             |
| 01300       | Administrative Support And Clerical Occupations | Scheduler, Maintenance               | 18.77       |             |
| 01311       | Administrative Support And Clerical Occupations | Secretary I                          | 18.77       |             |
| 01312       | Administrative Support And Clerical Occupations | Secretary II                         | 21.00       |             |
| 01313       | Administrative Support And Clerical Occupations | Secretary III                        | 23.42       |             |
| 01320       | Administrative Support And Clerical Occupations | Service Order Dispatcher             | 19.87       |             |
| 01410       | Administrative Support And Clerical Occupations | Supply Technician                    | 32.74       |             |
| 01420       | Administrative Support And Clerical Occupations | Survey Worker                        | 19.33       |             |
| 01460       | Administrative Support And Clerical Occupations | Switchboard Operator/Receptionist    | 17.25       |             |
| 01531       | Administrative Support And Clerical Occupations | Travel Clerk I                       | 14.55       | ***         |
| 01532       | Administrative Support And Clerical Occupations | Travel Clerk II                      | 15.39       | ***         |
| 01533       | Administrative Support And Clerical Occupations | Travel Clerk III                     | 16.21       | ***         |
| 01611       | Administrative Support And Clerical Occupations | Word Processor I                     | 16.56       | ***         |
| 01612       | Administrative Support And Clerical Occupations | Word Processor II                    | 18.59       |             |
| 01613       | Administrative Support And Clerical Occupations | Word Processor III                   | 20.79       |             |

| <b>Code</b> | <b>Category</b>                              | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|--|--------------------------------------|-------------|-------------|
| 05005       | Automotive Service Occupations               | Automobile Body Repairer, Fiberglass | 23.11       |             |
| 05010       | Automotive Service Occupations               | Automotive Electrician               | 21.98       |             |
| 05040       | Automotive Service Occupations               | Automotive Glass Installer           | 21.03       |             |
| 05070       | Automotive Service Occupations               | Automotive Worker                    | 21.03       |             |
| 05110       | Automotive Service Occupations               | Mobile Equipment Servicer            | 18.87       |             |
| 05130       | Automotive Service Occupations               | Motor Equipment Metal Mechanic       | 22.91       |             |
| 05160       | Automotive Service Occupations               | Motor Equipment Metal Worker         | 21.03       |             |
| 05190       | Automotive Service Occupations               | Motor Vehicle Mechanic               | 22.91       |             |
| 05220       | Automotive Service Occupations               | Motor Vehicle Mechanic Helper        | 17.87       |             |
| 05250       | Automotive Service Occupations               | Motor Vehicle Upholstery Worker      | 20.04       |             |
| 05280       | Automotive Service Occupations               | Motor Vehicle Wrecker                | 21.03       |             |
| 05310       | Automotive Service Occupations               | Painter, Automotive                  | 21.98       |             |
| 05340       | Automotive Service Occupations               | Radiator Repair Specialist           | 21.03       |             |
| 05370       | Automotive Service Occupations               | Tire Repairer                        | 16.47       | ***         |
| 05400       | Automotive Service Occupations               | Transmission Repair Specialist       | 22.91       |             |
| 07010       | Food Preparation And Service Occupations     | Baker                                | 17.75       |             |
| 07041       | Food Preparation And Service Occupations     | Cook I                               | 17.46       |             |
| 07042       | Food Preparation And Service Occupations     | Cook II                              | 19.46       |             |
| 07070       | Food Preparation And Service Occupations     | Dishwasher                           | 14.62       | ***         |
| 07130       | Food Preparation And Service Occupations     | Food Service Worker                  | 15.65       | ***         |
| 07210       | Food Preparation And Service Occupations     | Meat Cutter                          | 18.50       |             |
| 07260       | Food Preparation And Service Occupations     | Waiter/Waitress                      | 16.83       | ***         |
| 09010       | Furniture Maintenance And Repair Occupations | Electrostatic Spray Painter          | 19.67       |             |
| 09040       | Furniture Maintenance And Repair Occupations | Furniture Handler                    | 14.21       | ***         |
| 09080       | Furniture Maintenance And Repair Occupations | Furniture Refinisher                 | 20.03       |             |

| <b>Code</b> | <b>Category</b>                              | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 09090       | Furniture Maintenance And Repair Occupations | Furniture Refinisher Helper                | 16.28       | ***         |
| 09110       | Furniture Maintenance And Repair Occupations | Furniture Repairer, Minor                  | 18.26       |             |
| 09130       | Furniture Maintenance And Repair Occupations | Upholsterer                                | 21.64       |             |
| 11030       | General Services And Support Occupations     | Cleaner, Vehicles                          | 17.16       | ***         |
| 11060       | General Services And Support Occupations     | Elevator Operator                          | 16.26       | ***         |
| 11090       | General Services And Support Occupations     | Gardener                                   | 19.66       |             |
| 11122       | General Services And Support Occupations     | Housekeeping Aide                          | 16.26       | ***         |
| 11150       | General Services And Support Occupations     | Janitor                                    | 16.26       | ***         |
| 11210       | General Services And Support Occupations     | Laborer, Grounds Maintenance               | 16.25       | ***         |
| 11240       | General Services And Support Occupations     | Maid or Houseman                           | 15.31       | ***         |
| 11260       | General Services And Support Occupations     | Pruner                                     | 15.05       | ***         |
| 11270       | General Services And Support Occupations     | Tractor Operator                           | 18.62       |             |
| 11330       | General Services And Support Occupations     | Trail Maintenance Worker                   | 16.25       | ***         |
| 11360       | General Services And Support Occupations     | Window Cleaner                             | 17.55       |             |
| 12010       | Health Occupations                           | Ambulance Driver                           | 20.37       |             |
| 12011       | Health Occupations                           | Breath Alcohol Technician                  | 23.23       |             |
| 12012       | Health Occupations                           | Certified Occupational Therapist Assistant | 26.62       |             |
| 12015       | Health Occupations                           | Certified Physical Therapist Assistant     | 26.60       |             |
| 12020       | Health Occupations                           | Dental Assistant                           | 20.55       |             |
| 12025       | Health Occupations                           | Dental Hygienist                           | 37.58       |             |
| 12030       | Health Occupations                           | EKG Technician                             | 35.21       |             |

| <b>Code</b> | <b>Category</b>                  | <b>Title</b>                        | <b>Rate</b> | <b>Note</b> |
|-------------|----------------------------------|-------------------------------------|-------------|-------------|
| 12035       | Health Occupations               | Electroneurodiagnostic Technologist | 35.21       |             |
| 12040       | Health Occupations               | Emergency Medical Technician        | 20.37       |             |
| 12071       | Health Occupations               | Licensed Practical Nurse I          | 20.78       |             |
| 12072       | Health Occupations               | Licensed Practical Nurse II         | 23.23       |             |
| 12073       | Health Occupations               | Licensed Practical Nurse III        | 25.91       |             |
| 12100       | Health Occupations               | Medical Assistant                   | 18.71       |             |
| 12130       | Health Occupations               | Medical Laboratory Technician       | 32.31       |             |
| 12160       | Health Occupations               | Medical Record Clerk                | 20.20       |             |
| 12190       | Health Occupations               | Medical Record Technician           | 22.60       |             |
| 12195       | Health Occupations               | Medical Transcriptionist            | 20.78       |             |
| 12210       | Health Occupations               | Nuclear Medicine Technologist       | 51.07       |             |
| 12221       | Health Occupations               | Nursing Assistant I                 | 13.68       | ***         |
| 12222       | Health Occupations               | Nursing Assistant II                | 15.39       | ***         |
| 12223       | Health Occupations               | Nursing Assistant III               | 16.80       | ***         |
| 12224       | Health Occupations               | Nursing Assistant IV                | 18.85       |             |
| 12235       | Health Occupations               | Optical Dispenser                   | 28.22       |             |
| 12236       | Health Occupations               | Optical Technician                  | 20.78       |             |
| 12250       | Health Occupations               | Pharmacy Technician                 | 17.39       |             |
| 12280       | Health Occupations               | Phlebotomist                        | 17.71       |             |
| 12305       | Health Occupations               | Radiologic Technologist             | 29.60       |             |
| 12311       | Health Occupations               | Registered Nurse I                  | 26.24       |             |
| 12312       | Health Occupations               | Registered Nurse II                 | 32.10       |             |
| 12313       | Health Occupations               | Registered Nurse II, Specialist     | 32.10       |             |
| 12314       | Health Occupations               | Registered Nurse III                | 38.83       |             |
| 12315       | Health Occupations               | Registered Nurse III, Anesthetist   | 38.83       |             |
| 12316       | Health Occupations               | Registered Nurse IV                 | 46.54       |             |
| 12317       | Health Occupations               | Scheduler                           | 28.80       |             |
| 12320       | Health Occupations               | Substance Abuse Treatment Counselor | 25.34       |             |
| 13011       | Information And Arts Occupations | Exhibits Specialist I               | 21.02       |             |
| 13012       | Information And Arts Occupations | Exhibits Specialist II              | 26.04       |             |
| 13013       | Information And Arts Occupations | Exhibits Specialist III             | 30.99       |             |
| 13041       | Information And Arts Occupations | Illustrator I                       | 21.02       |             |

| <b>Code</b> | <b>Category</b>                    | <b>Title</b>                           | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------|--|-------------|-------------|
| 13042       | Information And Arts Occupations   | Illustrator II                         | 26.04       |             |
| 13043       | Information And Arts Occupations   | Illustrator III                        | 30.99       |             |
| 13047       | Information And Arts Occupations   | Librarian                              | 28.05       |             |
| 13050       | Information And Arts Occupations   | Library Aide/Clerk                     | 14.50       | ***         |
| 13054       | Information And Arts Occupations   | Library Information Technology Systems | 25.33       |             |
| 13058       | Information And Arts Occupations   | Library Technician                     | 15.07       | ***         |
| 13061       | Information And Arts Occupations   | Media Specialist I                     | 18.28       |             |
| 13062       | Information And Arts Occupations   | Media Specialist II                    | 20.46       |             |
| 13063       | Information And Arts Occupations   | Media Specialist III                   | 22.80       |             |
| 13071       | Information And Arts Occupations   | Photographer I                         | 18.34       |             |
| 13072       | Information And Arts Occupations   | Photographer II                        | 20.51       |             |
| 13073       | Information And Arts Occupations   | Photographer III                       | 25.42       |             |
| 13074       | Information And Arts Occupations   | Photographer IV                        | 31.09       |             |
| 13075       | Information And Arts Occupations   | Photographer V                         | 37.62       |             |
| 13090       | Information And Arts Occupations   | Technical Order Library Clerk          | 18.60       |             |
| 13110       | Information And Arts Occupations   | Video Teleconference Technician        | 22.42       |             |
| 14041       | Information Technology Occupations | Computer Operator I                    | 18.97       |             |
| 14042       | Information Technology Occupations | Computer Operator II                   | 21.22       |             |
| 14043       | Information Technology Occupations | Computer Operator III                  | 23.66       |             |
| 14044       | Information Technology Occupations | Computer Operator IV                   | 26.30       |             |
| 14045       | Information Technology Occupations | Computer Operator V                    | 29.12       |             |
| 14071       | Information Technology Occupations | Computer Programmer I                  | 24.12       | see 1       |
| 14072       | Information Technology Occupations | Computer Programmer II                 | NaN         | see 1       |
| 14073       | Information Technology Occupations | Computer Programmer III                | NaN         | see 1       |
| 14074       | Information Technology Occupations | Computer Programmer IV                 | NaN         | see 1       |
| 14101       | Information Technology Occupations | Computer Systems Analyst I             | NaN         | see 1       |
| 14102       | Information Technology Occupations | Computer Systems Analyst II            | NaN         | see 1       |
| 14103       | Information Technology Occupations | Computer Systems Analyst III           | NaN         | see 1       |

| <b>Code</b> | <b>Category</b>   | <b>Title</b>                                    | <b>Rate</b> | <b>Note</b> |
|-------------|---|---|-------------|-------------|
| 14150       | Information Technology Occupations                      | Peripheral Equipment Operator                   | 18.97       |             |
| 14160       | Information Technology Occupations                      | Personal Computer Support Technician            | 26.30       |             |
| 14170       | Information Technology Occupations                      | System Support Specialist                       | 29.12       |             |
| 15010       | Instructional Occupations                               | Aircrew Training Devices Instructor             | 34.23       |             |
| 15020       | Instructional Occupations                               | Aircrew Training Devices Instructor             | 41.41       |             |
| 15030       | Instructional Occupations                               | Air Crew Training Devices Instructor            | 49.63       |             |
| 15050       | Instructional Occupations                               | Computer Based Training Specialist / Instructor | 34.23       |             |
| 15060       | Instructional Occupations                               | Educational Technologist                        | 34.14       |             |
| 15070       | Instructional Occupations                               | Flight Instructor                               | 49.63       |             |
| 15080       | Instructional Occupations                               | Graphic Artist                                  | 24.86       |             |
| 15085       | Instructional Occupations                               | Maintenance Test Pilot, Fixed, Jet/Prop         | 48.91       |             |
| 15086       | Instructional Occupations                               | Maintenance Test Pilot, Rotary Wing             | 48.91       |             |
| 15088       | Instructional Occupations                               | Non-Maintenance Test/Co-Pilot                   | 48.91       |             |
| 15090       | Instructional Occupations                               | Technical Instructor                            | 23.97       |             |
| 15095       | Instructional Occupations                               | Technical Instructor/Course Developer           | 29.32       |             |
| 15110       | Instructional Occupations                               | Test Proctor                                    | 19.34       |             |
| 15120       | Instructional Occupations                               | Tutor   | 19.34       |             |
| 16010       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Assembler                                       | 16.41       | ***         |
| 16030       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Counter Attendant                               | 16.41       | ***         |
| 16040       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Dry Cleaner                                     | 18.75       |             |
| 16070       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Finisher, Flatwork, Machine                     | 16.41       | ***         |
| 16090       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Hand                                   | 16.41       | ***         |
| 16110       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Drycleaning                   | 16.41       | ***         |

| <b>Code</b> | <b>Category</b>   | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|---|--|-------------|-------------|
| 16130       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Shirts                   | 16.41       | ***         |
| 16160       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Wearing Apparel, Laundry | 16.41       | ***         |
| 16190       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Sewing Machine Operator                    | 19.53       |             |
| 16220       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Tailor                                     | 20.31       |             |
| 16250       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Washer, Machine                            | 17.19       | ***         |
| 19010       | Machine Tool Operation And Repair Occupations           | Machine-Tool Operator                      | 21.97       |             |
| 19040       | Machine Tool Operation And Repair Occupations           | Tool And Die Maker                         | 25.51       |             |
| 21020       | Materials Handling And Packing Occupations              | Forklift Operator                          | 23.94       |             |
| 21030       | Materials Handling And Packing Occupations              | Material Coordinator                       | 23.55       |             |
| 21040       | Materials Handling And Packing Occupations              | Material Expediter                         | 23.55       |             |
| 21050       | Materials Handling And Packing Occupations              | Material Handling Laborer                  | 17.28       |             |
| 21071       | Materials Handling And Packing Occupations              | Order Filler                               | 18.59       |             |
| 21080       | Materials Handling And Packing Occupations              | Production Line Worker                     | 23.94       |             |
| 21110       | Materials Handling And Packing Occupations              | Shipping Packer                            | 21.07       |             |
| 21130       | Materials Handling And Packing Occupations              | Shipping/Receiving Clerk                   | 21.07       |             |
| 21140       | Materials Handling And Packing Occupations              | Store Worker I                             | 18.56       |             |
| 21150       | Materials Handling And Packing Occupations              | Stock Clerk                                | 23.32       |             |
| 21210       | Materials Handling And Packing Occupations              | Tools And Parts Attendant                  | 23.94       |             |
| 21410       | Materials Handling And Packing Occupations              | Warehouse Specialist                       | 23.94       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                                   | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 23010       | Mechanics And Maintenance And Repair Occupations | Aerospace Structural Welder                    | 33.32       |             |
| 23019       | Mechanics And Maintenance And Repair Occupations | Aircraft Logs and Records Technician           | 28.04       |             |
| 23021       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic I                            | 32.05       |             |
| 23022       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic II                           | 33.32       |             |
| 23023       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic III                          | 34.48       |             |
| 23040       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic Helper                       | 25.02       |             |
| 23050       | Mechanics And Maintenance And Repair Occupations | Aircraft, Painter                              | 30.76       |             |
| 23060       | Mechanics And Maintenance And Repair Occupations | Aircraft Servicer                              | 28.04       |             |
| 23070       | Mechanics And Maintenance And Repair Occupations | Aircraft Survival Flight Equipment Technician  | 30.76       |             |
| 23080       | Mechanics And Maintenance And Repair Occupations | Aircraft Worker                                | 29.44       |             |
| 23091       | Mechanics And Maintenance And Repair Occupations | Aircrew Life Support Equipment (ALSE) Mechanic | 29.44       |             |
| 23092       | Mechanics And Maintenance And Repair Occupations | Aircrew Life Support Equipment (ALSE) Mechanic | 32.05       |             |
| 23110       | Mechanics And Maintenance And Repair Occupations | Appliance Mechanic                             | 29.68       |             |
| 23120       | Mechanics And Maintenance And Repair Occupations | Bicycle Repairer                               | 25.49       |             |
| 23125       | Mechanics And Maintenance And Repair Occupations | Cable Splicer                                  | 49.17       |             |
| 23130       | Mechanics And Maintenance And Repair Occupations | Carpenter, Maintenance                         | 25.05       |             |
| 23140       | Mechanics And Maintenance And Repair Occupations | Carpet Layer                                   | 28.40       |             |
| 23160       | Mechanics And Maintenance And Repair Occupations | Electrician, Maintenance                       | 31.19       |             |
| 23181       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance I           | 28.91       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 23182       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance II     | 30.22       |             |
| 23183       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance III    | 31.49       |             |
| 23260       | Mechanics And Maintenance And Repair Occupations | Fabric Worker                             | 27.06       |             |
| 23290       | Mechanics And Maintenance And Repair Occupations | Fire Alarm System Mechanic                | 28.86       |             |
| 23310       | Mechanics And Maintenance And Repair Occupations | Fire Extinguisher Repairer                | 25.49       |             |
| 23311       | Mechanics And Maintenance And Repair Occupations | Fuel Distribution System Mechanic         | 42.44       |             |
| 23312       | Mechanics And Maintenance And Repair Occupations | Fuel Distribution System Operator         | 34.97       |             |
| 23370       | Mechanics And Maintenance And Repair Occupations | General Maintenance Worker                | 21.21       |             |
| 23380       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Mechanic         | 32.05       |             |
| 23381       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Servicer         | 28.04       |             |
| 23382       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Worker           | 29.44       |             |
| 23391       | Mechanics And Maintenance And Repair Occupations | Gunsmith I                                | 25.49       |             |
| 23392       | Mechanics And Maintenance And Repair Occupations | Gunsmith II                               | 28.40       |             |
| 23393       | Mechanics And Maintenance And Repair Occupations | Gunsmith III                              | 30.93       |             |
| 23410       | Mechanics And Maintenance And Repair Occupations | Heating, Ventilation And Air-Conditioning | 27.94       |             |
| 23411       | Mechanics And Maintenance And Repair Occupations | Heating, Ventilation And Air Contidioning | 29.05       |             |
| 23430       | Mechanics And Maintenance And Repair Occupations | Heavy Equipment Mechanic                  | 28.18       |             |
| 23440       | Mechanics And Maintenance And Repair Occupations | Heavy Equipment Operator                  | 27.22       |             |
| 23460       | Mechanics And Maintenance And Repair Occupations | Instrument Mechanic                       | 30.93       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|--|---------------------------------|-------------|-------------|
| 23465       | Mechanics And Maintenance And Repair Occupations | Laboratory/Shelter Mechanic     | 29.68       |             |
| 23470       | Mechanics And Maintenance And Repair Occupations | Laborer                         | 17.28       |             |
| 23510       | Mechanics And Maintenance And Repair Occupations | Locksmith                       | 29.68       |             |
| 23530       | Mechanics And Maintenance And Repair Occupations | Machinery Maintenance Mechanic  | 30.58       |             |
| 23550       | Mechanics And Maintenance And Repair Occupations | Machinist, Maintenance          | 26.07       |             |
| 23580       | Mechanics And Maintenance And Repair Occupations | Maintenance Trades Helper       | 21.91       |             |
| 23591       | Mechanics And Maintenance And Repair Occupations | Metrology Technician I          | 30.93       |             |
| 23592       | Mechanics And Maintenance And Repair Occupations | Metrology Technician II         | 32.15       |             |
| 23593       | Mechanics And Maintenance And Repair Occupations | Metrology Technician III        | 33.28       |             |
| 23640       | Mechanics And Maintenance And Repair Occupations | Millwright                      | 30.93       |             |
| 23710       | Mechanics And Maintenance And Repair Occupations | Office Appliance Repairer       | 23.25       |             |
| 23760       | Mechanics And Maintenance And Repair Occupations | Painter, Maintenance            | 22.58       |             |
| 23790       | Mechanics And Maintenance And Repair Occupations | Pipefitter, Maintenance         | 30.70       |             |
| 23810       | Mechanics And Maintenance And Repair Occupations | Plumber, Maintenance            | 28.83       |             |
| 23820       | Mechanics And Maintenance And Repair Occupations | Pneudraulic Systems Mechanic    | 30.93       |             |
| 23850       | Mechanics And Maintenance And Repair Occupations | Rigger                          | 30.93       |             |
| 23870       | Mechanics And Maintenance And Repair Occupations | Scale Mechanic                  | 28.40       |             |
| 23890       | Mechanics And Maintenance And Repair Occupations | Sheet-Metal Worker, Maintenance | 25.74       |             |
| 23910       | Mechanics And Maintenance And Repair Occupations | Small Engine Mechanic           | 23.80       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                          | <b>Rate</b> | <b>Note</b> |
|-------------|--|---------------------------------------|-------------|-------------|
| 23931       | Mechanics And Maintenance And Repair Occupations | Telecommunications Mechanic I         | 33.95       |             |
| 23932       | Mechanics And Maintenance And Repair Occupations | Telecommunications Mechanic II        | 35.30       |             |
| 23950       | Mechanics And Maintenance And Repair Occupations | Telephone Lineman                     | 32.44       |             |
| 23960       | Mechanics And Maintenance And Repair Occupations | Welder, Combination, Maintenance      | 24.92       |             |
| 23965       | Mechanics And Maintenance And Repair Occupations | Well Driller                          | 30.93       |             |
| 23970       | Mechanics And Maintenance And Repair Occupations | Woodcraft Worker                      | 30.93       |             |
| 23980       | Mechanics And Maintenance And Repair Occupations | Woodworker                            | 25.49       |             |
| 24550       | Personal Needs Occupations                       | Case Manager                          | 18.37       |             |
| 24570       | Personal Needs Occupations                       | Child Care Attendant                  | 15.61       | ***         |
| 24580       | Personal Needs Occupations                       | Child Care Center Clerk               | 19.47       |             |
| 24610       | Personal Needs Occupations                       | Chore Aide                            | 16.52       | ***         |
| 24620       | Personal Needs Occupations                       | Family Readiness And Support Services | 18.37       |             |
| 24630       | Personal Needs Occupations                       | Homemaker                             | 18.37       |             |
| 25010       | Plant And System Operations Occupations          | Boiler Tender                         | 30.27       |             |
| 25040       | Plant And System Operations Occupations          | Sewage Plant Operator                 | 28.65       |             |
| 25070       | Plant And System Operations Occupations          | Stationary Engineer                   | 30.27       |             |
| 25190       | Plant And System Operations Occupations          | Ventilation Equipment Tender          | 23.63       |             |
| 25210       | Plant And System Operations Occupations          | Water Treatment Plant Operator        | 28.65       |             |
| 27004       | Protective Service Occupations                   | Alarm Monitor                         | 23.49       |             |
| 27007       | Protective Service Occupations                   | Baggage Inspector                     | 16.88       | ***         |
| 27008       | Protective Service Occupations                   | Corrections Officer                   | 33.03       |             |
| 27010       | Protective Service Occupations                   | Court Security Officer                | 31.45       |             |
| 27030       | Protective Service Occupations                   | Detection Dog Handler                 | 18.88       |             |
| 27040       | Protective Service Occupations                   | Detention Officer                     | 33.03       |             |

| <b>Code</b> | <b>Category</b>                                | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 27070       | Protective Service Occupations                 | Firefighter                               | 30.36       |             |
| 27101       | Protective Service Occupations                 | Guard I                                   | 16.88       | ***         |
| 27102       | Protective Service Occupations                 | Guard II                                  | 18.88       |             |
| 27131       | Protective Service Occupations                 | Police Officer I                          | 30.53       |             |
| 27132       | Protective Service Occupations                 | Police Officer II                         | 33.94       |             |
| 28041       | Recreation Occupations                         | Carnival Equipment Operator               | 18.50       |             |
| 28042       | Recreation Occupations                         | Carnival Equipment Repairer               | 19.54       |             |
| 28043       | Recreation Occupations                         | Carnival Worker                           | 14.96       | ***         |
| 28210       | Recreation Occupations                         | Gate Attendant/Gate Tender                | 19.59       |             |
| 28310       | Recreation Occupations                         | Lifeguard                                 | 14.20       | ***         |
| 28350       | Recreation Occupations                         | Park Attendant                            | 21.91       |             |
| 28510       | Recreation Occupations                         | Recreation Aide/Health Facility Attendant | 16.00       | ***         |
| 28515       | Recreation Occupations                         | Recreation Specialist                     | 27.15       |             |
| 28630       | Recreation Occupations                         | Sports Official                           | 17.46       |             |
| 28690       | Recreation Occupations                         | Swimming Pool Operator                    | 21.78       |             |
| 29010       | Stevedoring/Longshoremen Occupational Services | Blocker And Bracer                        | 27.29       |             |
| 29020       | Stevedoring/Longshoremen Occupational Services | Hatch Tender                              | 27.29       |             |
| 29030       | Stevedoring/Longshoremen Occupational Services | Line Handler                              | 27.29       |             |
| 29041       | Stevedoring/Longshoremen Occupational Services | Stevedore I                               | 25.99       |             |
| 29042       | Stevedoring/Longshoremen Occupational Services | Stevedore II                              | 28.52       |             |
| 30010       | Technical Occupations                          | Air Traffic Control Specialist, Center    | 47.21       | see 2       |
| 30011       | Technical Occupations                          | Air Traffic Control Specialist, Station   | 32.55       | see 2       |
| 30012       | Technical Occupations                          | Air Traffic Control Specialist, Terminal  | 35.85       | see 2       |
| 30021       | Technical Occupations                          | Archeological Technician I                | 18.88       |             |
| 30022       | Technical Occupations                          | Archeological Technician II               | 21.61       |             |
| 30023       | Technical Occupations                          | Archeological Technician III              | 26.17       |             |
| 30030       | Technical Occupations                          | Cartographic Technician                   | 26.17       |             |

| <b>Code</b> | <b>Category</b>       | <b>Title</b>                             | <b>Rate</b> | <b>Note</b> |
|-------------|-----------------------|--|-------------|-------------|
| 30040       | Technical Occupations | Civil Engineering Technician             | 30.80       |             |
| 30051       | Technical Occupations | Cryogenic Technician I                   | 28.98       |             |
| 30052       | Technical Occupations | Cryogenic Technician II                  | 32.00       |             |
| 30061       | Technical Occupations | Drafter/CAD Operator I                   | 18.88       |             |
| 30062       | Technical Occupations | Drafter/CAD Operator II                  | 21.61       |             |
| 30063       | Technical Occupations | Drafter/CAD Operator III                 | 23.54       |             |
| 30064       | Technical Occupations | Drafter/CAD Operator IV                  | 28.98       |             |
| 30081       | Technical Occupations | Engineering Technician I                 | 16.81       | ***         |
| 30082       | Technical Occupations | Engineering Technician II                | 18.88       |             |
| 30083       | Technical Occupations | Engineering Technician III               | 21.61       |             |
| 30084       | Technical Occupations | Engineering Technician IV                | 27.09       |             |
| 30085       | Technical Occupations | Engineering Technician V                 | 32.00       |             |
| 30086       | Technical Occupations | Engineering Technician VI                | 38.72       |             |
| 30090       | Technical Occupations | Environmental Technician                 | 26.17       |             |
| 30095       | Technical Occupations | Evidence Control Specialist              | 26.17       |             |
| 30210       | Technical Occupations | Laboratory Technician                    | 25.87       |             |
| 30221       | Technical Occupations | Latent Fingerprint Technician I          | 28.98       |             |
| 30222       | Technical Occupations | Latent Fingerprint Technician II         | 32.00       |             |
| 30240       | Technical Occupations | Mathematical Technician                  | 26.54       |             |
| 30361       | Technical Occupations | Paralegal/Legal Assistant I              | 22.48       |             |
| 30362       | Technical Occupations | Paralegal/Legal Assistant II             | 27.86       |             |
| 30363       | Technical Occupations | Paralegal/Legal Assistant III            | 34.07       |             |
| 30364       | Technical Occupations | Paralegal/Legal Assistant IV             | 41.22       |             |
| 30375       | Technical Occupations | Petroleum Supply Specialist              | 32.00       |             |
| 30390       | Technical Occupations | Photo-Optics Technician                  | 26.17       |             |
| 30395       | Technical Occupations | Radiation Control Technician             | 32.00       |             |
| 30461       | Technical Occupations | Technical Writer I                       | 26.17       |             |
| 30462       | Technical Occupations | Technical Writer II                      | 32.00       |             |
| 30463       | Technical Occupations | Technical Writer III                     | 38.72       |             |
| 30491       | Technical Occupations | Unexploded Ordnance (UXO) Technician I   | 30.00       |             |
| 30492       | Technical Occupations | Unexploded Ordnance (UXO) Technician II  | 36.30       |             |
| 30493       | Technical Occupations | Unexploded Ordnance (UXO) Technician III | 43.51       |             |

| <b>Code</b> | <b>Category</b>                                       | <b>Title</b>                            | <b>Rate</b> | <b>Note</b> |
|-------------|---|---|-------------|-------------|
| 30494       | Technical Occupations                                 | Unexploded (UXO) Safety Escort          | 30.00       |             |
| 30495       | Technical Occupations                                 | Unexploded (UXO) Sweep Personnel        | 30.00       |             |
| 30501       | Technical Occupations                                 | Weather Forecaster I                    | 28.98       |             |
| 30502       | Technical Occupations                                 | Weather Forecaster II                   | 35.24       |             |
| 30620       | Technical Occupations                                 | Weather Observer, Combined Upper Air Or | 23.78       | see 2       |
| 30621       | Technical Occupations                                 | Weather Observer, Senior                | 26.17       | see 2       |
| 31010       | Transportation/Mobile Equipment Operation Occupations | Airplane Pilot                          | 36.30       |             |
| 31020       | Transportation/Mobile Equipment Operation Occupations | Bus Aide                                | 14.40       | ***         |
| 31030       | Transportation/Mobile Equipment Operation Occupations | Bus Driver                              | 20.44       |             |
| 31043       | Transportation/Mobile Equipment Operation Occupations | Driver Courier                          | 18.34       |             |
| 31260       | Transportation/Mobile Equipment Operation Occupations | Parking and Lot Attendant               | 14.69       | ***         |
| 31290       | Transportation/Mobile Equipment Operation Occupations | Shuttle Bus Driver                      | 15.40       | ***         |
| 31310       | Transportation/Mobile Equipment Operation Occupations | Taxi Driver                             | 14.25       | ***         |
| 31361       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Light                      | 19.36       |             |
| 31362       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Medium                     | 20.56       |             |
| 31363       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Heavy                      | 24.42       |             |
| 31364       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Tractor-Trailer            | 24.42       |             |
| 99020       | Miscellaneous Occupations                             | Cabin Safety Specialist                 | 17.70       |             |
| 99030       | Miscellaneous Occupations                             | Cashier                                 | 14.83       | ***         |
| 99050       | Miscellaneous Occupations                             | Desk Clerk                              | 15.80       | ***         |
| 99095       | Miscellaneous Occupations                             | Embalmer                                | 35.02       |             |
| 99130       | Miscellaneous Occupations                             | Flight Follower                         | 30.00       |             |
| 99251       | Miscellaneous Occupations                             | Laboratory Animal Caretaker I           | 17.51       |             |

| Code  | Category                  | Title                           | Rate  | Note |
|-------|---------------------------|---------------------------------|-------|------|
| 99252 | Miscellaneous Occupations | Laboratory Animal Caretaker II  | 18.48 |      |
| 99260 | Miscellaneous Occupations | Marketing Analyst               | 34.06 |      |
| 99310 | Miscellaneous Occupations | Mortician                       | 35.02 |      |
| 99410 | Miscellaneous Occupations | Pest Controller                 | 23.27 |      |
| 99510 | Miscellaneous Occupations | Photofinishing Worker           | 15.77 | ***  |
| 99710 | Miscellaneous Occupations | Recycling Laborer               | 18.36 |      |
| 99711 | Miscellaneous Occupations | Recycling Specialist            | 21.04 |      |
| 99730 | Miscellaneous Occupations | Refuse Collector                | 17.01 | ***  |
| 99810 | Miscellaneous Occupations | Sales Clerk                     | 16.21 | ***  |
| 99820 | Miscellaneous Occupations | School Crossing Guard           | 15.22 | ***  |
| 99830 | Miscellaneous Occupations | Survey Party Chief              | 28.56 |      |
| 99831 | Miscellaneous Occupations | Surveying Aide                  | 17.89 |      |
| 99832 | Miscellaneous Occupations | Surveying Technician            | 24.56 |      |
| 99840 | Miscellaneous Occupations | Vending Machine Attendant       | 18.97 |      |
| 99841 | Miscellaneous Occupations | Vending Machine Repairer        | 22.32 |      |
| 99842 | Miscellaneous Occupations | Vending Machine Repairer Helper | 18.97 |      |

## Footer

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.20 per hour) or 13658 (\$12.90 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. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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: \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 per month\*

\*This rate is to be used only when compensating employees for performance on an SCA-

covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 10 years, and 5 weeks after 20 years.

Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans'

Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESSES 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)).

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## **Wage Determination No. : 2015-4183**

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT

By direction of the Secretary of Labor : Daniel W. Simms Director

Division of Wage Determinations

U.S. DEPARTMENT OF LABOR

EMPLOYMENT STANDARDS ADMINISTRATION

WAGE AND HOUR DIVISION

WASHINGTON D.C. 20210

Revision No. : 28

Date Of Last Revision : 07/22/2024

Source : [Source Website](#)

### **Header**

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2024.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.90 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 2024.

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: New Jersey

Area: New Jersey Counties of Bergen, Passaic

**\*\*Fringe Benefits Required Follow the Occupational Listing\*\***

**Wage Determination Table**

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                        | <b>Rate</b> | <b>Note</b> |
|-------------|---|-------------------------------------|-------------|-------------|
| 01011       | Administrative Support And Clerical Occupations | Accounting Clerk I                  | 21.79       |             |
| 01012       | Administrative Support And Clerical Occupations | Accounting Clerk II                 | 24.45       |             |
| 01013       | Administrative Support And Clerical Occupations | Accounting Clerk III                | 27.35       |             |
| 01020       | Administrative Support And Clerical Occupations | Administrative Assistant            | 39.46       |             |
| 01035       | Administrative Support And Clerical Occupations | Court Reporter                      | 50.51       |             |
| 01041       | Administrative Support And Clerical Occupations | Customer Service Representative I   | 18.64       |             |
| 01042       | Administrative Support And Clerical Occupations | Customer Service Representative II  | 20.34       |             |
| 01043       | Administrative Support And Clerical Occupations | Customer Service Representative III | 22.82       |             |
| 01051       | Administrative Support And Clerical Occupations | Data Entry Operator I               | 19.66       |             |
| 01052       | Administrative Support And Clerical Occupations | Data Entry Operator II              | 21.45       |             |
| 01060       | Administrative Support And Clerical Occupations | Dispatcher, Motor Vehicle           | 28.37       |             |
| 01070       | Administrative Support And Clerical Occupations | Document Preparation Clerk          | 19.81       |             |
| 01090       | Administrative Support And Clerical Occupations | Duplicating Machine Operator        | 19.81       |             |
| 01111       | Administrative Support And Clerical Occupations | General Clerk I                     | 18.55       |             |

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------------|-------------|-------------|
| 01112       | Administrative Support And Clerical Occupations | General Clerk II                     | 20.24       |             |
| 01113       | Administrative Support And Clerical Occupations | General Clerk III                    | 22.72       |             |
| 01120       | Administrative Support And Clerical Occupations | Housing Referral Assistant           | 28.42       |             |
| 01141       | Administrative Support And Clerical Occupations | Messenger Courier                    | 20.10       |             |
| 01191       | Administrative Support And Clerical Occupations | Order Clerk I                        | 19.37       |             |
| 01192       | Administrative Support And Clerical Occupations | Order Clerk II                       | 21.37       |             |
| 01261       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) I   | 21.74       |             |
| 01262       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) II  | 24.32       |             |
| 01263       | Administrative Support And Clerical Occupations | Personnel Assistant (Employment) III | 27.11       |             |
| 01270       | Administrative Support And Clerical Occupations | Production Control Clerk             | 28.91       |             |
| 01290       | Administrative Support And Clerical Occupations | Rental Clerk                         | 20.00       |             |
| 01300       | Administrative Support And Clerical Occupations | Scheduler, Maintenance               | 22.79       |             |
| 01311       | Administrative Support And Clerical Occupations | Secretary I                          | 22.79       |             |
| 01312       | Administrative Support And Clerical Occupations | Secretary II                         | 25.50       |             |
| 01313       | Administrative Support And Clerical Occupations | Secretary III                        | 28.42       |             |
| 01320       | Administrative Support And Clerical Occupations | Service Order Dispatcher             | 24.37       |             |
| 01410       | Administrative Support And Clerical Occupations | Supply Technician                    | 39.46       |             |
| 01420       | Administrative Support And Clerical Occupations | Survey Worker                        | 24.16       |             |
| 01460       | Administrative Support And Clerical Occupations | Switchboard Operator/Receptionist    | 19.02       |             |

| <b>Code</b> | <b>Category</b>                                 | <b>Title</b>                         | <b>Rate</b> | <b>Note</b> |
|-------------|---|--------------------------------------|-------------|-------------|
| 01531       | Administrative Support And Clerical Occupations | Travel Clerk I                       | 21.18       |             |
| 01532       | Administrative Support And Clerical Occupations | Travel Clerk II                      | 23.49       |             |
| 01533       | Administrative Support And Clerical Occupations | Travel Clerk III                     | 25.53       |             |
| 01611       | Administrative Support And Clerical Occupations | Word Processor I                     | 18.82       |             |
| 01612       | Administrative Support And Clerical Occupations | Word Processor II                    | 21.14       |             |
| 01613       | Administrative Support And Clerical Occupations | Word Processor III                   | 23.64       |             |
| 05005       | Automotive Service Occupations                  | Automobile Body Repairer, Fiberglass | 28.01       |             |
| 05010       | Automotive Service Occupations                  | Automotive Electrician               | 28.50       |             |
| 05040       | Automotive Service Occupations                  | Automotive Glass Installer           | 27.31       |             |
| 05070       | Automotive Service Occupations                  | Automotive Worker                    | 27.31       |             |
| 05110       | Automotive Service Occupations                  | Mobile Equipment Servicer            | 24.42       |             |
| 05130       | Automotive Service Occupations                  | Motor Equipment Metal Mechanic       | 29.68       |             |
| 05160       | Automotive Service Occupations                  | Motor Equipment Metal Worker         | 27.31       |             |
| 05190       | Automotive Service Occupations                  | Motor Vehicle Mechanic               | 29.68       |             |
| 05220       | Automotive Service Occupations                  | Motor Vehicle Mechanic Helper        | 23.29       |             |
| 05250       | Automotive Service Occupations                  | Motor Vehicle Upholstery Worker      | 26.12       |             |
| 05280       | Automotive Service Occupations                  | Motor Vehicle Wrecker                | 27.31       |             |
| 05310       | Automotive Service Occupations                  | Painter, Automotive                  | 28.50       |             |
| 05340       | Automotive Service Occupations                  | Radiator Repair Specialist           | 27.31       |             |
| 05370       | Automotive Service Occupations                  | Tire Repairer                        | 18.73       |             |
| 05400       | Automotive Service Occupations                  | Transmission Repair Specialist       | 29.68       |             |
| 07010       | Food Preparation And Service Occupations        | Baker                                | 18.55       |             |
| 07041       | Food Preparation And Service Occupations        | Cook I                               | 21.38       |             |
| 07042       | Food Preparation And Service Occupations        | Cook II                              | 23.86       |             |
| 07070       | Food Preparation And Service Occupations        | Dishwasher                           | 16.75       | ***         |

| <b>Code</b> | <b>Category</b>                              | <b>Title</b>                 | <b>Rate</b> | <b>Note</b> |
|-------------|--|------------------------------|-------------|-------------|
| 07130       | Food Preparation And Service Occupations     | Food Service Worker          | 17.65       |             |
| 07210       | Food Preparation And Service Occupations     | Meat Cutter                  | 21.33       |             |
| 07260       | Food Preparation And Service Occupations     | Waiter/Waitress              | 18.32       |             |
| 09010       | Furniture Maintenance And Repair Occupations | Electrostatic Spray Painter  | 23.22       |             |
| 09040       | Furniture Maintenance And Repair Occupations | Furniture Handler            | 16.41       | ***         |
| 09080       | Furniture Maintenance And Repair Occupations | Furniture Refinisher         | 22.53       |             |
| 09090       | Furniture Maintenance And Repair Occupations | Furniture Refinisher Helper  | 18.63       |             |
| 09110       | Furniture Maintenance And Repair Occupations | Furniture Repairer, Minor    | 20.49       |             |
| 09130       | Furniture Maintenance And Repair Occupations | Upholsterer                  | 22.88       |             |
| 11030       | General Services And Support Occupations     | Cleaner, Vehicles            | 19.29       |             |
| 11060       | General Services And Support Occupations     | Elevator Operator            | 18.86       |             |
| 11090       | General Services And Support Occupations     | Gardener                     | 24.90       |             |
| 11122       | General Services And Support Occupations     | Housekeeping Aide            | 18.86       |             |
| 11150       | General Services And Support Occupations     | Janitor                      | 18.86       |             |
| 11210       | General Services And Support Occupations     | Laborer, Grounds Maintenance | 20.48       |             |
| 11240       | General Services And Support Occupations     | Maid or Houseman             | 19.18       |             |
| 11260       | General Services And Support Occupations     | Pruner                       | 19.04       |             |
| 11270       | General Services And Support Occupations     | Tractor Operator             | 23.44       |             |
| 11330       | General Services And Support Occupations     | Trail Maintenance Worker     | 20.48       |             |

| <b>Code</b> | <b>Category</b>                          | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 11360       | General Services And Support Occupations | Window Cleaner                             | 20.29       |             |
| 12010       | Health Occupations                       | Ambulance Driver                           | 23.95       |             |
| 12011       | Health Occupations                       | Breath Alcohol Technician                  | 28.59       |             |
| 12012       | Health Occupations                       | Certified Occupational Therapist Assistant | 35.79       |             |
| 12015       | Health Occupations                       | Certified Physical Therapist Assistant     | 33.14       |             |
| 12020       | Health Occupations                       | Dental Assistant                           | 22.74       |             |
| 12025       | Health Occupations                       | Dental Hygienist                           | 47.61       |             |
| 12030       | Health Occupations                       | EKG Technician                             | 40.00       |             |
| 12035       | Health Occupations                       | Electroneurodiagnostic Technologist        | 40.00       |             |
| 12040       | Health Occupations                       | Emergency Medical Technician               | 23.95       |             |
| 12071       | Health Occupations                       | Licensed Practical Nurse I                 | 25.56       |             |
| 12072       | Health Occupations                       | Licensed Practical Nurse II                | 28.59       |             |
| 12073       | Health Occupations                       | Licensed Practical Nurse III               | 31.88       |             |
| 12100       | Health Occupations                       | Medical Assistant                          | 22.37       |             |
| 12130       | Health Occupations                       | Medical Laboratory Technician              | 38.55       |             |
| 12160       | Health Occupations                       | Medical Record Clerk                       | 26.36       |             |
| 12190       | Health Occupations                       | Medical Record Technician                  | 29.49       |             |
| 12195       | Health Occupations                       | Medical Transcriptionist                   | 21.99       |             |
| 12210       | Health Occupations                       | Nuclear Medicine Technologist              | 51.30       |             |
| 12221       | Health Occupations                       | Nursing Assistant I                        | 16.26       | ***         |
| 12222       | Health Occupations                       | Nursing Assistant II                       | 18.29       |             |
| 12223       | Health Occupations                       | Nursing Assistant III                      | 20.01       |             |
| 12224       | Health Occupations                       | Nursing Assistant IV                       | 22.40       |             |
| 12235       | Health Occupations                       | Optical Dispenser                          | 29.67       |             |
| 12236       | Health Occupations                       | Optical Technician                         | 20.31       |             |
| 12250       | Health Occupations                       | Pharmacy Technician                        | 19.98       |             |
| 12280       | Health Occupations                       | Phlebotomist                               | 23.30       |             |
| 12305       | Health Occupations                       | Radiologic Technologist                    | 42.76       |             |
| 12311       | Health Occupations                       | Registered Nurse I                         | 32.76       |             |
| 12312       | Health Occupations                       | Registered Nurse II                        | 38.41       |             |
| 12313       | Health Occupations                       | Registered Nurse II, Specialist            | 38.41       |             |

| <b>Code</b> | <b>Category</b>                    | <b>Title</b>                           | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------|--|-------------|-------------|
| 12314       | Health Occupations                 | Registered Nurse III                   | 49.39       |             |
| 12315       | Health Occupations                 | Registered Nurse III, Anesthetist      | 49.39       |             |
| 12316       | Health Occupations                 | Registered Nurse IV                    | 59.22       |             |
| 12317       | Health Occupations                 | Scheduler                              | 35.42       |             |
| 12320       | Health Occupations                 | Substance Abuse Treatment Counselor    | 29.83       |             |
| 13011       | Information And Arts Occupations   | Exhibits Specialist I                  | 27.27       |             |
| 13012       | Information And Arts Occupations   | Exhibits Specialist II                 | 33.78       |             |
| 13013       | Information And Arts Occupations   | Exhibits Specialist III                | 41.32       |             |
| 13041       | Information And Arts Occupations   | Illustrator I                          | 31.66       |             |
| 13042       | Information And Arts Occupations   | Illustrator II                         | 39.79       |             |
| 13043       | Information And Arts Occupations   | Illustrator III                        | 47.96       |             |
| 13047       | Information And Arts Occupations   | Librarian                              | 37.84       |             |
| 13050       | Information And Arts Occupations   | Library Aide/Clerk                     | 17.78       |             |
| 13054       | Information And Arts Occupations   | Library Information Technology Systems | 34.17       |             |
| 13058       | Information And Arts Occupations   | Library Technician                     | 25.62       |             |
| 13061       | Information And Arts Occupations   | Media Specialist I                     | 24.65       |             |
| 13062       | Information And Arts Occupations   | Media Specialist II                    | 27.58       |             |
| 13063       | Information And Arts Occupations   | Media Specialist III                   | 30.75       |             |
| 13071       | Information And Arts Occupations   | Photographer I                         | 22.76       |             |
| 13072       | Information And Arts Occupations   | Photographer II                        | 25.46       |             |
| 13073       | Information And Arts Occupations   | Photographer III                       | 32.88       |             |
| 13074       | Information And Arts Occupations   | Photographer IV                        | 38.59       |             |
| 13075       | Information And Arts Occupations   | Photographer V                         | 50.36       |             |
| 13090       | Information And Arts Occupations   | Technical Order Library Clerk          | 22.32       |             |
| 13110       | Information And Arts Occupations   | Video Teleconference Technician        | 30.64       |             |
| 14041       | Information Technology Occupations | Computer Operator I                    | 26.87       |             |
| 14042       | Information Technology Occupations | Computer Operator II                   | 30.06       |             |
| 14043       | Information Technology Occupations | Computer Operator III                  | 33.52       |             |
| 14044       | Information Technology Occupations | Computer Operator IV                   | 37.24       |             |
| 14045       | Information Technology Occupations | Computer Operator V                    | 41.24       |             |
| 14071       | Information Technology Occupations | Computer Programmer I                  | NaN         | see<br>1    |

| <b>Code</b> | <b>Category</b>                    | <b>Title</b>                                    | <b>Rate</b> | <b>Note</b> |
|-------------|------------------------------------|---|-------------|-------------|
| 14072       | Information Technology Occupations | Computer Programmer II                          | NaN         | see 1       |
| 14073       | Information Technology Occupations | Computer Programmer III                         | NaN         | see 1       |
| 14074       | Information Technology Occupations | Computer Programmer IV                          | NaN         | see 1       |
| 14101       | Information Technology Occupations | Computer Systems Analyst I                      | NaN         | see 1       |
| 14102       | Information Technology Occupations | Computer Systems Analyst II                     | NaN         | see 1       |
| 14103       | Information Technology Occupations | Computer Systems Analyst III                    | NaN         | see 1       |
| 14150       | Information Technology Occupations | Peripheral Equipment Operator                   | 26.87       |             |
| 14160       | Information Technology Occupations | Personal Computer Support Technician            | 37.24       |             |
| 14170       | Information Technology Occupations | System Support Specialist                       | 41.24       |             |
| 15010       | Instructional Occupations          | Aircrew Training Devices Instructor             | 42.02       |             |
| 15020       | Instructional Occupations          | Aircrew Training Devices Instructor             | 50.83       |             |
| 15030       | Instructional Occupations          | Air Crew Training Devices Instructor            | 60.93       |             |
| 15050       | Instructional Occupations          | Computer Based Training Specialist / Instructor | 42.02       |             |
| 15060       | Instructional Occupations          | Educational Technologist                        | 38.90       |             |
| 15070       | Instructional Occupations          | Flight Instructor                               | 60.93       |             |
| 15080       | Instructional Occupations          | Graphic Artist                                  | 37.28       |             |
| 15085       | Instructional Occupations          | Maintenance Test Pilot, Fixed, Jet/Prop         | 60.93       |             |
| 15086       | Instructional Occupations          | Maintenance Test Pilot, Rotary Wing             | 60.93       |             |
| 15088       | Instructional Occupations          | Non-Maintenance Test/Co-Pilot                   | 60.93       |             |
| 15090       | Instructional Occupations          | Technical Instructor                            | 30.80       |             |
| 15095       | Instructional Occupations          | Technical Instructor/Course Developer           | 37.68       |             |
| 15110       | Instructional Occupations          | Test Proctor                                    | 24.86       |             |
| 15120       | Instructional Occupations          | Tutor   | 24.86       |             |

| <b>Code</b> | <b>Category</b>   | <b>Title</b>                               | <b>Rate</b> | <b>Note</b> |
|-------------|---|--|-------------|-------------|
| 16010       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Assembler                                  | 19.56       |             |
| 16030       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Counter Attendant                          | 19.56       |             |
| 16040       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Dry Cleaner                                | 22.36       |             |
| 16070       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Finisher, Flatwork, Machine                | 19.56       |             |
| 16090       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Hand                              | 19.56       |             |
| 16110       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Drycleaning              | 19.56       |             |
| 16130       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Shirts                   | 19.56       |             |
| 16160       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Presser, Machine, Wearing Apparel, Laundry | 19.56       |             |
| 16190       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Sewing Machine Operator                    | 23.27       |             |
| 16220       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Tailor                                     | 24.21       |             |
| 16250       | Laundry, Dry-Cleaning, Pressing And Related Occupations | Washer, Machine                            | 20.49       |             |
| 19010       | Machine Tool Operation And Repair Occupations           | Machine-Tool Operator                      | 28.84       |             |
| 19040       | Machine Tool Operation And Repair Occupations           | Tool And Die Maker                         | 33.42       |             |
| 21020       | Materials Handling And Packing Occupations              | Forklift Operator                          | 21.86       |             |
| 21030       | Materials Handling And Packing Occupations              | Material Coordinator                       | 28.91       |             |
| 21040       | Materials Handling And Packing Occupations              | Material Expediter                         | 28.91       |             |
| 21050       | Materials Handling And Packing Occupations              | Material Handling Laborer                  | 18.72       |             |
| 21071       | Materials Handling And Packing Occupations              | Order Filler                               | 17.74       |             |
| 21080       | Materials Handling And Packing Occupations              | Production Line Worker                     | 21.86       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                                   | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 21110       | Materials Handling And Packing Occupations       | Shipping Packer                                | 21.73       |             |
| 21130       | Materials Handling And Packing Occupations       | Shipping/Receiving Clerk                       | 21.73       |             |
| 21140       | Materials Handling And Packing Occupations       | Store Worker I                                 | 20.32       |             |
| 21150       | Materials Handling And Packing Occupations       | Stock Clerk                                    | 25.47       |             |
| 21210       | Materials Handling And Packing Occupations       | Tools And Parts Attendant                      | 21.86       |             |
| 21410       | Materials Handling And Packing Occupations       | Warehouse Specialist                           | 21.86       |             |
| 23010       | Mechanics And Maintenance And Repair Occupations | Aerospace Structural Welder                    | 44.73       |             |
| 23019       | Mechanics And Maintenance And Repair Occupations | Aircraft Logs and Records Technician           | 37.70       |             |
| 23021       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic I                            | 43.05       |             |
| 23022       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic II                           | 44.73       |             |
| 23023       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic III                          | 46.40       |             |
| 23040       | Mechanics And Maintenance And Repair Occupations | Aircraft Mechanic Helper                       | 33.51       |             |
| 23050       | Mechanics And Maintenance And Repair Occupations | Aircraft, Painter                              | 41.44       |             |
| 23060       | Mechanics And Maintenance And Repair Occupations | Aircraft Servicer                              | 37.70       |             |
| 23070       | Mechanics And Maintenance And Repair Occupations | Aircraft Survival Flight Equipment Technician  | 41.44       |             |
| 23080       | Mechanics And Maintenance And Repair Occupations | Aircraft Worker                                | 39.73       |             |
| 23091       | Mechanics And Maintenance And Repair Occupations | Aircrew Life Support Equipment (ALSE) Mechanic | 39.73       |             |
| 23092       | Mechanics And Maintenance And Repair Occupations | Aircrew Life Support Equipment (ALSE) Mechanic | 43.05       |             |
| 23110       | Mechanics And Maintenance And Repair Occupations | Appliance Mechanic                             | 27.41       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                           | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 23120       | Mechanics And Maintenance And Repair Occupations | Bicycle Repairer                       | 21.24       |             |
| 23125       | Mechanics And Maintenance And Repair Occupations | Cable Splicer                          | 55.07       |             |
| 23130       | Mechanics And Maintenance And Repair Occupations | Carpenter, Maintenance                 | 32.74       |             |
| 23140       | Mechanics And Maintenance And Repair Occupations | Carpet Layer                           | 28.96       |             |
| 23160       | Mechanics And Maintenance And Repair Occupations | Electrician, Maintenance               | 40.52       |             |
| 23181       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance I   | 33.59       |             |
| 23182       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance II  | 35.04       |             |
| 23183       | Mechanics And Maintenance And Repair Occupations | Electronics Technician Maintenance III | 36.40       |             |
| 23260       | Mechanics And Maintenance And Repair Occupations | Fabric Worker                          | 41.90       |             |
| 23290       | Mechanics And Maintenance And Repair Occupations | Fire Alarm System Mechanic             | 29.60       |             |
| 23310       | Mechanics And Maintenance And Repair Occupations | Fire Extinguisher Repairer             | 31.03       |             |
| 23311       | Mechanics And Maintenance And Repair Occupations | Fuel Distribution System Mechanic      | 48.19       |             |
| 23312       | Mechanics And Maintenance And Repair Occupations | Fuel Distribution System Operator      | 39.84       |             |
| 23370       | Mechanics And Maintenance And Repair Occupations | General Maintenance Worker             | 26.87       |             |
| 23380       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Mechanic      | 43.05       |             |
| 23381       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Servicer      | 37.70       |             |
| 23382       | Mechanics And Maintenance And Repair Occupations | Ground Support Equipment Worker        | 39.73       |             |
| 23391       | Mechanics And Maintenance And Repair Occupations | Gunsmith I                             | 31.03       |             |
| 23392       | Mechanics And Maintenance And Repair Occupations | Gunsmith II                            | 34.63       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 23393       | Mechanics And Maintenance And Repair Occupations | Gunsmith III                              | 37.53       |             |
| 23410       | Mechanics And Maintenance And Repair Occupations | Heating, Ventilation And Air-Conditioning | 35.25       |             |
| 23411       | Mechanics And Maintenance And Repair Occupations | Heating, Ventilation And Air Contidioning | 36.62       |             |
| 23430       | Mechanics And Maintenance And Repair Occupations | Heavy Equipment Mechanic                  | 36.87       |             |
| 23440       | Mechanics And Maintenance And Repair Occupations | Heavy Equipment Operator                  | 42.64       |             |
| 23460       | Mechanics And Maintenance And Repair Occupations | Instrument Mechanic                       | 31.98       |             |
| 23465       | Mechanics And Maintenance And Repair Occupations | Laboratory/Shelter Mechanic               | 36.12       |             |
| 23470       | Mechanics And Maintenance And Repair Occupations | Laborer                                   | 18.72       |             |
| 23510       | Mechanics And Maintenance And Repair Occupations | Locksmith                                 | 28.26       |             |
| 23530       | Mechanics And Maintenance And Repair Occupations | Machinery Maintenance Mechanic            | 31.74       |             |
| 23550       | Mechanics And Maintenance And Repair Occupations | Machinist, Maintenance                    | 28.52       |             |
| 23580       | Mechanics And Maintenance And Repair Occupations | Maintenance Trades Helper                 | 21.32       |             |
| 23591       | Mechanics And Maintenance And Repair Occupations | Metrology Technician I                    | 32.42       |             |
| 23592       | Mechanics And Maintenance And Repair Occupations | Metrology Technician II                   | 33.69       |             |
| 23593       | Mechanics And Maintenance And Repair Occupations | Metrology Technician III                  | 34.95       |             |
| 23640       | Mechanics And Maintenance And Repair Occupations | Millwright                                | 40.73       |             |
| 23710       | Mechanics And Maintenance And Repair Occupations | Office Appliance Repairer                 | 29.06       |             |
| 23760       | Mechanics And Maintenance And Repair Occupations | Painter, Maintenance                      | 32.02       |             |
| 23790       | Mechanics And Maintenance And Repair Occupations | Pipefitter, Maintenance                   | 38.07       |             |

| <b>Code</b> | <b>Category</b>                                  | <b>Title</b>                          | <b>Rate</b> | <b>Note</b> |
|-------------|--|---------------------------------------|-------------|-------------|
| 23810       | Mechanics And Maintenance And Repair Occupations | Plumber, Maintenance                  | 36.64       |             |
| 23820       | Mechanics And Maintenance And Repair Occupations | Pneudraulic Systems Mechanic          | 37.53       |             |
| 23850       | Mechanics And Maintenance And Repair Occupations | Rigger                                | 43.16       |             |
| 23870       | Mechanics And Maintenance And Repair Occupations | Scale Mechanic                        | 34.63       |             |
| 23890       | Mechanics And Maintenance And Repair Occupations | Sheet-Metal Worker, Maintenance       | 35.65       |             |
| 23910       | Mechanics And Maintenance And Repair Occupations | Small Engine Mechanic                 | 23.98       |             |
| 23931       | Mechanics And Maintenance And Repair Occupations | Telecommunications Mechanic I         | 35.34       |             |
| 23932       | Mechanics And Maintenance And Repair Occupations | Telecommunications Mechanic II        | 36.72       |             |
| 23950       | Mechanics And Maintenance And Repair Occupations | Telephone Lineman                     | 49.52       |             |
| 23960       | Mechanics And Maintenance And Repair Occupations | Welder, Combination, Maintenance      | 27.65       |             |
| 23965       | Mechanics And Maintenance And Repair Occupations | Well Driller                          | 37.06       |             |
| 23970       | Mechanics And Maintenance And Repair Occupations | Woodcraft Worker                      | 37.53       |             |
| 23980       | Mechanics And Maintenance And Repair Occupations | Woodworker                            | 31.03       |             |
| 24550       | Personal Needs Occupations                       | Case Manager                          | 22.52       |             |
| 24570       | Personal Needs Occupations                       | Child Care Attendant                  | 17.34       |             |
| 24580       | Personal Needs Occupations                       | Child Care Center Clerk               | 21.63       |             |
| 24610       | Personal Needs Occupations                       | Chore Aide                            | 17.56       |             |
| 24620       | Personal Needs Occupations                       | Family Readiness And Support Services | 22.52       |             |
| 24630       | Personal Needs Occupations                       | Homemaker                             | 22.52       |             |
| 25010       | Plant And System Operations Occupations          | Boiler Tender                         | 46.63       |             |
| 25040       | Plant And System Operations Occupations          | Sewage Plant Operator                 | 37.04       |             |

| <b>Code</b> | <b>Category</b>                                | <b>Title</b>                              | <b>Rate</b> | <b>Note</b> |
|-------------|--|---|-------------|-------------|
| 25070       | Plant And System Operations Occupations        | Stationary Engineer                       | 46.63       |             |
| 25190       | Plant And System Operations Occupations        | Ventilation Equipment Tender              | 36.29       |             |
| 25210       | Plant And System Operations Occupations        | Water Treatment Plant Operator            | 37.04       |             |
| 27004       | Protective Service Occupations                 | Alarm Monitor                             | 28.40       |             |
| 27007       | Protective Service Occupations                 | Baggage Inspector                         | 19.12       |             |
| 27008       | Protective Service Occupations                 | Corrections Officer                       | 38.62       |             |
| 27010       | Protective Service Occupations                 | Court Security Officer                    | 39.73       |             |
| 27030       | Protective Service Occupations                 | Detection Dog Handler                     | 21.39       |             |
| 27040       | Protective Service Occupations                 | Detention Officer                         | 38.62       |             |
| 27070       | Protective Service Occupations                 | Firefighter                               | 44.02       |             |
| 27101       | Protective Service Occupations                 | Guard I                                   | 19.12       |             |
| 27102       | Protective Service Occupations                 | Guard II                                  | 21.39       |             |
| 27131       | Protective Service Occupations                 | Police Officer I                          | 41.60       |             |
| 27132       | Protective Service Occupations                 | Police Officer II                         | 46.22       |             |
| 28041       | Recreation Occupations                         | Carnival Equipment Operator               | 20.44       |             |
| 28042       | Recreation Occupations                         | Carnival Equipment Repairer               | 21.71       |             |
| 28043       | Recreation Occupations                         | Carnival Worker                           | 16.60       | ***         |
| 28210       | Recreation Occupations                         | Gate Attendant/Gate Tender                | 22.60       |             |
| 28310       | Recreation Occupations                         | Lifeguard                                 | 16.58       | ***         |
| 28350       | Recreation Occupations                         | Park Attendant                            | 25.28       |             |
| 28510       | Recreation Occupations                         | Recreation Aide/Health Facility Attendant | 18.46       |             |
| 28515       | Recreation Occupations                         | Recreation Specialist                     | 31.33       |             |
| 28630       | Recreation Occupations                         | Sports Official                           | 20.14       |             |
| 28690       | Recreation Occupations                         | Swimming Pool Operator                    | 24.24       |             |
| 29010       | Stevedoring/Longshoremen Occupational Services | Blocker And Bracer                        | 48.96       |             |
| 29020       | Stevedoring/Longshoremen Occupational Services | Hatch Tender                              | 48.96       |             |
| 29030       | Stevedoring/Longshoremen Occupational Services | Line Handler                              | 48.96       |             |
| 29041       | Stevedoring/Longshoremen Occupational Services | Stevedore I                               | 46.44       |             |

| <b>Code</b> | <b>Category</b>                                | <b>Title</b>                             | <b>Rate</b> | <b>Note</b> |
|-------------|--|--|-------------|-------------|
| 29042       | Stevedoring/Longshoremen Occupational Services | Stevedore II                             | 58.17       |             |
| 30010       | Technical Occupations                          | Air Traffic Control Specialist, Center   | 53.11       | see 2       |
| 30011       | Technical Occupations                          | Air Traffic Control Specialist, Station  | 36.62       | see 2       |
| 30012       | Technical Occupations                          | Air Traffic Control Specialist, Terminal | 40.33       | see 2       |
| 30021       | Technical Occupations                          | Archeological Technician I               | 22.85       |             |
| 30022       | Technical Occupations                          | Archeological Technician II              | 25.56       |             |
| 30023       | Technical Occupations                          | Archeological Technician III             | 30.72       |             |
| 30030       | Technical Occupations                          | Cartographic Technician                  | 31.67       |             |
| 30040       | Technical Occupations                          | Civil Engineering Technician             | 32.63       |             |
| 30051       | Technical Occupations                          | Cryogenic Technician I                   | 34.02       |             |
| 30052       | Technical Occupations                          | Cryogenic Technician II                  | 37.58       |             |
| 30061       | Technical Occupations                          | Drafter/CAD Operator I                   | 22.85       |             |
| 30062       | Technical Occupations                          | Drafter/CAD Operator II                  | 25.56       |             |
| 30063       | Technical Occupations                          | Drafter/CAD Operator III                 | 28.50       |             |
| 30064       | Technical Occupations                          | Drafter/CAD Operator IV                  | 35.07       |             |
| 30081       | Technical Occupations                          | Engineering Technician I                 | 19.98       |             |
| 30082       | Technical Occupations                          | Engineering Technician II                | 22.47       |             |
| 30083       | Technical Occupations                          | Engineering Technician III               | 25.28       |             |
| 30084       | Technical Occupations                          | Engineering Technician IV                | 31.22       |             |
| 30085       | Technical Occupations                          | Engineering Technician V                 | 38.08       |             |
| 30086       | Technical Occupations                          | Engineering Technician VI                | 46.20       |             |
| 30090       | Technical Occupations                          | Environmental Technician                 | 26.97       |             |
| 30095       | Technical Occupations                          | Evidence Control Specialist              | 30.72       |             |
| 30210       | Technical Occupations                          | Laboratory Technician                    | 28.48       |             |
| 30221       | Technical Occupations                          | Latent Fingerprint Technician I          | 34.45       |             |
| 30222       | Technical Occupations                          | Latent Fingerprint Technician II         | 38.05       |             |
| 30240       | Technical Occupations                          | Mathematical Technician                  | 40.10       |             |
| 30361       | Technical Occupations                          | Paralegal/Legal Assistant I              | 25.38       |             |
| 30362       | Technical Occupations                          | Paralegal/Legal Assistant II             | 31.45       |             |
| 30363       | Technical Occupations                          | Paralegal/Legal Assistant III            | 38.46       |             |
| 30364       | Technical Occupations                          | Paralegal/Legal Assistant IV             | 46.53       |             |

| <b>Code</b> | <b>Category</b>                                       | <b>Title</b>                             | <b>Rate</b> | <b>Note</b> |
|-------------|---|--|-------------|-------------|
| 30375       | Technical Occupations                                 | Petroleum Supply Specialist              | 37.58       |             |
| 30390       | Technical Occupations                                 | Photo-Optics Technician                  | 30.72       |             |
| 30395       | Technical Occupations                                 | Radiation Control Technician             | 37.58       |             |
| 30461       | Technical Occupations                                 | Technical Writer I                       | 30.50       |             |
| 30462       | Technical Occupations                                 | Technical Writer II                      | 37.31       |             |
| 30463       | Technical Occupations                                 | Technical Writer III                     | 45.13       |             |
| 30491       | Technical Occupations                                 | Unexploded Ordnance (UXO) Technician I   | 33.76       |             |
| 30492       | Technical Occupations                                 | Unexploded Ordnance (UXO) Technician II  | 40.84       |             |
| 30493       | Technical Occupations                                 | Unexploded Ordnance (UXO) Technician III | 48.95       |             |
| 30494       | Technical Occupations                                 | Unexploded (UXO) Safety Escort           | 33.76       |             |
| 30495       | Technical Occupations                                 | Unexploded (UXO) Sweep Personnel         | 33.76       |             |
| 30501       | Technical Occupations                                 | Weather Forecaster I                     | 34.02       |             |
| 30502       | Technical Occupations                                 | Weather Forecaster II                    | 41.38       |             |
| 30620       | Technical Occupations                                 | Weather Observer, Combined Upper Air Or  | 28.50       | see 2       |
| 30621       | Technical Occupations                                 | Weather Observer, Senior                 | 30.72       | see 2       |
| 31010       | Transportation/Mobile Equipment Operation Occupations | Airplane Pilot                           | 40.84       |             |
| 31020       | Transportation/Mobile Equipment Operation Occupations | Bus Aide                                 | 29.58       |             |
| 31030       | Transportation/Mobile Equipment Operation Occupations | Bus Driver                               | 38.09       |             |
| 31043       | Transportation/Mobile Equipment Operation Occupations | Driver Courier                           | 20.42       |             |
| 31260       | Transportation/Mobile Equipment Operation Occupations | Parking and Lot Attendant                | 17.08       | ***         |
| 31290       | Transportation/Mobile Equipment Operation Occupations | Shuttle Bus Driver                       | 19.88       |             |
| 31310       | Transportation/Mobile Equipment Operation Occupations | Taxi Driver                              | 18.58       |             |
| 31361       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Light                       | 21.69       |             |

| <b>Code</b> | <b>Category</b>                                       | <b>Title</b>                    | <b>Rate</b> | <b>Note</b> |
|-------------|---|---------------------------------|-------------|-------------|
| 31362       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Medium             | 22.97       |             |
| 31363       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Heavy              | 29.91       |             |
| 31364       | Transportation/Mobile Equipment Operation Occupations | Truckdriver, Tractor-Trailer    | 29.91       |             |
| 99020       | Miscellaneous Occupations                             | Cabin Safety Specialist         | 19.91       |             |
| 99030       | Miscellaneous Occupations                             | Cashier                         | 16.72       | ***         |
| 99050       | Miscellaneous Occupations                             | Desk Clerk                      | 18.28       |             |
| 99095       | Miscellaneous Occupations                             | Embalmer                        | 39.23       |             |
| 99130       | Miscellaneous Occupations                             | Flight Follower                 | 33.76       |             |
| 99251       | Miscellaneous Occupations                             | Laboratory Animal Caretaker I   | 19.89       |             |
| 99252       | Miscellaneous Occupations                             | Laboratory Animal Caretaker II  | 21.13       |             |
| 99260       | Miscellaneous Occupations                             | Marketing Analyst               | 44.95       |             |
| 99310       | Miscellaneous Occupations                             | Mortician                       | 36.79       |             |
| 99410       | Miscellaneous Occupations                             | Pest Controller                 | 22.37       |             |
| 99510       | Miscellaneous Occupations                             | Photofinishing Worker           | 25.17       |             |
| 99710       | Miscellaneous Occupations                             | Recycling Laborer               | 33.83       |             |
| 99711       | Miscellaneous Occupations                             | Recycling Specialist            | 38.72       |             |
| 99730       | Miscellaneous Occupations                             | Refuse Collector                | 31.43       |             |
| 99810       | Miscellaneous Occupations                             | Sales Clerk                     | 17.41       |             |
| 99820       | Miscellaneous Occupations                             | School Crossing Guard           | 19.12       |             |
| 99830       | Miscellaneous Occupations                             | Survey Party Chief              | 34.44       |             |
| 99831       | Miscellaneous Occupations                             | Surveying Aide                  | 20.49       |             |
| 99832       | Miscellaneous Occupations                             | Surveying Technician            | 30.18       |             |
| 99840       | Miscellaneous Occupations                             | Vending Machine Attendant       | 28.45       |             |
| 99841       | Miscellaneous Occupations                             | Vending Machine Repairer        | 33.79       |             |
| 99842       | Miscellaneous Occupations                             | Vending Machine Repairer Helper | 28.45       |             |

## Footer

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.20 per hour) or 13658 (\$12.90 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. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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: \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 per month\*

\*This rate is to be used only when compensating employees for performance on an SCA-

covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 10 years, and 5 weeks after 20 years.

Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of 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 PARENTHESSES 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)).