

WD 15-4215 (Rev.-5) was first posted on www.wdol.gov on 01/16/2018

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

Daniel W. Simms	Division of		Wage Determination No.: 2015-4215
Director	Wage Determinations		Revision No.: 5
			Date Of Revision: 01/10/2018

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Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.35 for calendar year 2018 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, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.35 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 calendar year 2018. The EO minimum wage rate will be adjusted annually. 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)

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States: Delaware, Maryland, New Jersey

Area: Delaware County of New Castle  
Maryland County of Cecil  
New Jersey County of Salem

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.26
01012 - Accounting Clerk II		19.37
01013 - Accounting Clerk III		21.67
01020 - Administrative Assistant		29.56
01035 - Court Reporter		21.74
01041 - Customer Service Representative I		13.88
01042 - Customer Service Representative II		15.59
01043 - Customer Service Representative III		17.02
01051 - Data Entry Operator I		14.22
01052 - Data Entry Operator II		15.51
01060 - Dispatcher, Motor Vehicle		18.73
01070 - Document Preparation Clerk		16.25
01090 - Duplicating Machine Operator		16.25
01111 - General Clerk I		13.45
01112 - General Clerk II		14.68
01113 - General Clerk III		16.48
01120 - Housing Referral Assistant		24.11
01141 - Messenger Courier		12.91
01191 - Order Clerk I		16.11
01192 - Order Clerk II		17.25
01261 - Personnel Assistant (Employment) I		16.56
01262 - Personnel Assistant (Employment) II		18.52
01263 - Personnel Assistant (Employment) III		20.64
01270 - Production Control Clerk		24.93
01290 - Rental Clerk		16.83
01300 - Scheduler, Maintenance		19.12
01311 - Secretary I		19.12
01312 - Secretary II		21.84

01313 - Secretary III	24.11
01320 - Service Order Dispatcher	16.76
01410 - Supply Technician	29.56
01420 - Survey Worker	17.92
01460 - Switchboard Operator/Receptionist	14.72
01531 - Travel Clerk I	13.22
01532 - Travel Clerk II	14.16
01533 - Travel Clerk III	15.16
01611 - Word Processor I	17.50
01612 - Word Processor II	19.65
01613 - Word Processor III	21.98
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.36
05010 - Automotive Electrician	22.35
05040 - Automotive Glass Installer	20.34
05070 - Automotive Worker	21.19
05110 - Mobile Equipment Servicer	19.63
05130 - Motor Equipment Metal Mechanic	22.81
05160 - Motor Equipment Metal Worker	21.22
05190 - Motor Vehicle Mechanic	22.83
05220 - Motor Vehicle Mechanic Helper	18.71
05250 - Motor Vehicle Upholstery Worker	20.54
05280 - Motor Vehicle Wrecker	21.22
05310 - Painter, Automotive	22.14
05340 - Radiator Repair Specialist	21.22
05370 - Tire Repairer	13.58
05400 - Transmission Repair Specialist	23.49
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.52
07041 - Cook I	15.61
07042 - Cook II	16.74
07070 - Dishwasher	9.76
07130 - Food Service Worker	11.55
07210 - Meat Cutter	19.04
07260 - Waiter/Waitress	10.10
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.40
09040 - Furniture Handler	17.39
09080 - Furniture Refinisher	22.85
09090 - Furniture Refinisher Helper	19.50
09110 - Furniture Repairer, Minor	21.21
09130 - Upholsterer	19.41
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.81
11060 - Elevator Operator	12.81
11090 - Gardener	17.13
11122 - Housekeeping Aide	12.81
11150 - Janitor	12.81
11210 - Laborer, Grounds Maintenance	13.67
11240 - Maid or Houseman	11.29
11260 - Pruner	12.83
11270 - Tractor Operator	15.90
11330 - Trail Maintenance Worker	13.76
11360 - Window Cleaner	13.61
12000 - Health Occupations	
12010 - Ambulance Driver	18.38
12011 - Breath Alcohol Technician	23.50
12012 - Certified Occupational Therapist Assistant	27.72
12015 - Certified Physical Therapist Assistant	27.35
12020 - Dental Assistant	18.80
12025 - Dental Hygienist	36.25
12030 - EKG Technician	30.31

12035 - Electroneurodiagnostic Technologist	30.31
12040 - Emergency Medical Technician	18.38
12071 - Licensed Practical Nurse I	21.01
12072 - Licensed Practical Nurse II	23.50
12073 - Licensed Practical Nurse III	26.21
12100 - Medical Assistant	15.86
12130 - Medical Laboratory Technician	21.30
12160 - Medical Record Clerk	17.02
12190 - Medical Record Technician	19.04
12195 - Medical Transcriptionist	17.85
12210 - Nuclear Medicine Technologist	38.50
12221 - Nursing Assistant I	11.48
12222 - Nursing Assistant II	12.90
12223 - Nursing Assistant III	14.08
12224 - Nursing Assistant IV	15.80
12235 - Optical Dispenser	21.62
12236 - Optical Technician	20.09
12250 - Pharmacy Technician	15.45
12280 - Phlebotomist	17.44
12305 - Radiologic Technologist	29.19
12311 - Registered Nurse I	29.51
12312 - Registered Nurse II	32.76
12313 - Registered Nurse II, Specialist	32.76
12314 - Registered Nurse III	39.32
12315 - Registered Nurse III, Anesthetist	39.32
12316 - Registered Nurse IV	47.11
12317 - Scheduler (Drug and Alcohol Testing)	28.44
12320 - Substance Abuse Treatment Counselor	18.67
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	26.21
13012 - Exhibits Specialist II	32.35
13013 - Exhibits Specialist III	38.54
13041 - Illustrator I	26.81
13042 - Illustrator II	33.22
13043 - Illustrator III	40.03
13047 - Librarian	36.78
13050 - Library Aide/Clerk	16.83
13054 - Library Information Technology Systems Administrator	33.22
13058 - Library Technician	20.40
13061 - Media Specialist I	22.22
13062 - Media Specialist II	24.88
13063 - Media Specialist III	27.69
13071 - Photographer I	17.96
13072 - Photographer II	20.21
13073 - Photographer III	25.04
13074 - Photographer IV	30.62
13075 - Photographer V	37.06
13090 - Technical Order Library Clerk	16.94
13110 - Video Teleconference Technician	23.13
14000 - Information Technology Occupations	
14041 - Computer Operator I	18.50
14042 - Computer Operator II	20.70
14043 - Computer Operator III	23.06
14044 - Computer Operator IV	25.64
14045 - Computer Operator V	28.39
14071 - Computer Programmer I	(see 1)
14072 - Computer Programmer II	(see 1)
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)

14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.50
14160 - Personal Computer Support Technician		25.64
14170 - System Support Specialist		34.18
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.14
15020 - Aircrew Training Devices Instructor (Rated)		40.11
15030 - Air Crew Training Devices Instructor (Pilot)		48.06
15050 - Computer Based Training Specialist / Instructor		33.14
15060 - Educational Technologist		33.36
15070 - Flight Instructor (Pilot)		48.06
15080 - Graphic Artist		25.59
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		45.56
15086 - Maintenance Test Pilot, Rotary Wing		45.56
15088 - Non-Maintenance Test/Co-Pilot		45.56
15090 - Technical Instructor		26.85
15095 - Technical Instructor/Course Developer		32.84
15110 - Test Proctor		21.68
15120 - Tutor		21.68
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		10.53
16030 - Counter Attendant		10.53
16040 - Dry Cleaner		13.29
16070 - Finisher, Flatwork, Machine		10.53
16090 - Presser, Hand		10.53
16110 - Presser, Machine, Drycleaning		10.53
16130 - Presser, Machine, Shirts		10.53
16160 - Presser, Machine, Wearing Apparel, Laundry		10.53
16190 - Sewing Machine Operator		14.17
16220 - Tailor		15.14
16250 - Washer, Machine		11.46
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		25.33
19040 - Tool And Die Maker		29.39
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		19.21
21030 - Material Coordinator		23.62
21040 - Material Expediter		23.62
21050 - Material Handling Laborer		13.15
21071 - Order Filler		13.73
21080 - Production Line Worker (Food Processing)		19.21
21110 - Shipping Packer		16.45
21130 - Shipping/Receiving Clerk		16.45
21140 - Store Worker I		14.39
21150 - Stock Clerk		19.11
21210 - Tools And Parts Attendant		19.21
21410 - Warehouse Specialist		19.21
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		29.36
23019 - Aircraft Logs and Records Technician		24.54
23021 - Aircraft Mechanic I		28.19
23022 - Aircraft Mechanic II		29.36
23023 - Aircraft Mechanic III		30.50
23040 - Aircraft Mechanic Helper		21.32
23050 - Aircraft, Painter		26.70
23060 - Aircraft Servicer		24.54
23070 - Aircraft Survival Flight Equipment Technician		26.70
23080 - Aircraft Worker		25.40
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		25.40
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		28.19

23110 - Appliance Mechanic	23.11
23120 - Bicycle Repairer	19.57
23125 - Cable Splicer	34.46
23130 - Carpenter, Maintenance	24.40
23140 - Carpet Layer	22.57
23160 - Electrician, Maintenance	28.70
23181 - Electronics Technician Maintenance I	30.41
23182 - Electronics Technician Maintenance II	31.97
23183 - Electronics Technician Maintenance III	33.29
23260 - Fabric Worker	23.57
23290 - Fire Alarm System Mechanic	24.23
23310 - Fire Extinguisher Repairer	22.28
23311 - Fuel Distribution System Mechanic	26.89
23312 - Fuel Distribution System Operator	22.07
23370 - General Maintenance Worker	21.37
23380 - Ground Support Equipment Mechanic	28.19
23381 - Ground Support Equipment Servicer	24.54
23382 - Ground Support Equipment Worker	25.40
23391 - Gunsmith I	22.28
23392 - Gunsmith II	24.98
23393 - Gunsmith III	27.34
23410 - Heating, Ventilation And Air-Conditioning Mechanic	25.49
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	26.55
23430 - Heavy Equipment Mechanic	25.14
23440 - Heavy Equipment Operator	27.08
23460 - Instrument Mechanic	28.17
23465 - Laboratory/Shelter Mechanic	26.26
23470 - Laborer	15.44
23510 - Locksmith	23.29
23530 - Machinery Maintenance Mechanic	29.43
23550 - Machinist, Maintenance	26.27
23580 - Maintenance Trades Helper	18.52
23591 - Metrology Technician I	28.17
23592 - Metrology Technician II	29.34
23593 - Metrology Technician III	30.48
23640 - Millwright	26.01
23710 - Office Appliance Repairer	23.06
23760 - Painter, Maintenance	21.97
23790 - Pipefitter, Maintenance	30.24
23810 - Plumber, Maintenance	26.86
23820 - Pneudraulic Systems Mechanic	27.34
23850 - Rigger	27.34
23870 - Scale Mechanic	24.98
23890 - Sheet-Metal Worker, Maintenance	27.05
23910 - Small Engine Mechanic	18.79
23931 - Telecommunications Mechanic I	25.91
23932 - Telecommunications Mechanic II	26.92
23950 - Telephone Lineman	33.87
23960 - Welder, Combination, Maintenance	25.22
23965 - Well Driller	27.08
23970 - Woodcraft Worker	27.34
23980 - Woodworker	22.06
24000 - Personal Needs Occupations	
24550 - Case Manager	16.62
24570 - Child Care Attendant	12.00
24580 - Child Care Center Clerk	14.97
24610 - Chore Aide	11.16
24620 - Family Readiness And Support Services Coordinator	16.62
24630 - Homemaker	16.64

25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	28.83
25040 - Sewage Plant Operator	25.32
25070 - Stationary Engineer	28.83
25190 - Ventilation Equipment Tender	21.81
25210 - Water Treatment Plant Operator	25.32
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.30
27007 - Baggage Inspector	13.48
27008 - Corrections Officer	24.29
27010 - Court Security Officer	27.70
27030 - Detection Dog Handler	19.14
27040 - Detention Officer	24.29
27070 - Firefighter	27.25
27101 - Guard I	13.48
27102 - Guard II	19.14
27131 - Police Officer I	29.25
27132 - Police Officer II	32.50
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.72
28042 - Carnival Equipment Repairer	13.71
28043 - Carnival Worker	9.73
28210 - Gate Attendant/Gate Tender	16.04
28310 - Lifeguard	13.26
28350 - Park Attendant (Aide)	17.94
28510 - Recreation Aide/Health Facility Attendant	12.29
28515 - Recreation Specialist	22.22
28630 - Sports Official	14.29
28690 - Swimming Pool Operator	16.68
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	26.73
29020 - Hatch Tender	26.73
29030 - Line Handler	26.73
29041 - Stevedore I	25.72
29042 - Stevedore II	27.72
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	40.39
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	27.86
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	30.67
30021 - Archeological Technician I	20.33
30022 - Archeological Technician II	22.75
30023 - Archeological Technician III	28.18
30030 - Cartographic Technician	28.81
30040 - Civil Engineering Technician	23.40
30051 - Cryogenic Technician I	26.03
30052 - Cryogenic Technician II	28.75
30061 - Drafter/CAD Operator I	20.33
30062 - Drafter/CAD Operator II	22.75
30063 - Drafter/CAD Operator III	25.43
30064 - Drafter/CAD Operator IV	31.30
30081 - Engineering Technician I	18.92
30082 - Engineering Technician II	21.23
30083 - Engineering Technician III	26.18
30084 - Engineering Technician IV	31.87
30085 - Engineering Technician V	38.78
30086 - Engineering Technician VI	42.58
30090 - Environmental Technician	25.50
30095 - Evidence Control Specialist	23.51
30210 - Laboratory Technician	30.68
30221 - Latent Fingerprint Technician I	26.03
30222 - Latent Fingerprint Technician II	28.75
30240 - Mathematical Technician	28.72

30361 - Paralegal/Legal Assistant I	20.35
30362 - Paralegal/Legal Assistant II	25.21
30363 - Paralegal/Legal Assistant III	30.83
30364 - Paralegal/Legal Assistant IV	37.30
30375 - Petroleum Supply Specialist	28.75
30390 - Photo-Optics Technician	28.27
30395 - Radiation Control Technician	28.75
30461 - Technical Writer I	23.02
30462 - Technical Writer II	28.16
30463 - Technical Writer III	34.07
30491 - Unexploded Ordnance (UXO) Technician I	25.67
30492 - Unexploded Ordnance (UXO) Technician II	31.06
30493 - Unexploded Ordnance (UXO) Technician III	37.23
30494 - Unexploded (UXO) Safety Escort	25.67
30495 - Unexploded (UXO) Sweep Personnel	25.67
30501 - Weather Forecaster I	31.30
30502 - Weather Forecaster II	38.07
30620 - Weather Observer, Combined Upper Air Or	(see 2) 25.43
Surface Programs	
30621 - Weather Observer, Senior	(see 2) 28.18
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	31.06
31020 - Bus Aide	14.29
31030 - Bus Driver	18.72
31043 - Driver Courier	17.63
31260 - Parking and Lot Attendant	13.52
31290 - Shuttle Bus Driver	19.00
31310 - Taxi Driver	12.12
31361 - Truckdriver, Light	19.00
31362 - Truckdriver, Medium	19.28
31363 - Truckdriver, Heavy	21.52
31364 - Truckdriver, Tractor-Trailer	21.52
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.14
99030 - Cashier	11.80
99050 - Desk Clerk	12.64
99095 - Embalmer	33.98
99130 - Flight Follower	25.67
99251 - Laboratory Animal Caretaker I	11.74
99252 - Laboratory Animal Caretaker II	12.65
99260 - Marketing Analyst	36.38
99310 - Mortician	33.98
99410 - Pest Controller	17.02
99510 - Photofinishing Worker	14.65
99710 - Recycling Laborer	22.32
99711 - Recycling Specialist	25.58
99730 - Refuse Collector	20.25
99810 - Sales Clerk	12.68
99820 - School Crossing Guard	14.00
99830 - Survey Party Chief	23.06
99831 - Surveying Aide	15.27
99832 - Surveying Technician	21.01
99840 - Vending Machine Attendant	14.61
99841 - Vending Machine Repairer	17.63
99842 - Vending Machine Repairer Helper	14.61

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Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which

the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.41 per hour or \$176.40 per week or \$764.40 per month

HEALTH & WELFARE EO 13706: \$4.13 per hour, or \$165.20 per week, or \$715.87 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, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

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

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees



who satisfy the compensation requirements and whose primary duty consists of:

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

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

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

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

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

\*\* HAZARDOUS PAY DIFFERENTIAL \*\*

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

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

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

\*\* UNIFORM ALLOWANCE \*\*

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning

and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

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

WD 15-4719 (Rev.-6) was first posted on www.wdol.gov on 01/16/2018

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

Daniel W. Simms	Division of		Wage Determination No.: 2015-4719
Director	Wage Determinations		Revision No.: 6
			Date Of Revision: 01/10/2018

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Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.35 for calendar year 2018 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, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.35 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 calendar year 2018. The EO minimum wage rate will be adjusted annually. 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)

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States: Indiana, Kentucky, Ohio

Area: Indiana Counties of Dearborn, Ohio  
Kentucky Counties of Boone, Bracken, Campbell, Gallatin, Grant, Kenton, Pendleton  
Ohio Counties of Brown, Butler, Clermont, Hamilton, Warren

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.37
01012 - Accounting Clerk II		16.12
01013 - Accounting Clerk III		18.04
01020 - Administrative Assistant		25.59
01035 - Court Reporter		21.33
01041 - Customer Service Representative I		12.13
01042 - Customer Service Representative II		13.63
01043 - Customer Service Representative III		14.88
01051 - Data Entry Operator I		14.14
01052 - Data Entry Operator II		15.43
01060 - Dispatcher, Motor Vehicle		18.09
01070 - Document Preparation Clerk		14.16
01090 - Duplicating Machine Operator		14.16
01111 - General Clerk I		13.16
01112 - General Clerk II		14.35
01113 - General Clerk III		16.11
01120 - Housing Referral Assistant		19.84
01141 - Messenger Courier		12.66
01191 - Order Clerk I		14.21
01192 - Order Clerk II		17.02
01261 - Personnel Assistant (Employment) I		15.67
01262 - Personnel Assistant (Employment) II		17.53
01263 - Personnel Assistant (Employment) III		19.55
01270 - Production Control Clerk		23.17
01290 - Rental Clerk		14.57
01300 - Scheduler, Maintenance		15.84
01311 - Secretary I		15.84

01312 - Secretary II	17.79
01313 - Secretary III	19.84
01320 - Service Order Dispatcher	16.16
01410 - Supply Technician	25.59
01420 - Survey Worker	17.63
01460 - Switchboard Operator/Receptionist	14.31
01531 - Travel Clerk I	12.86
01532 - Travel Clerk II	13.72
01533 - Travel Clerk III	14.55
01611 - Word Processor I	14.66
01612 - Word Processor II	16.45
01613 - Word Processor III	18.41
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	21.14
05010 - Automotive Electrician	23.12
05040 - Automotive Glass Installer	21.61
05070 - Automotive Worker	22.26
05110 - Mobile Equipment Servicer	20.65
05130 - Motor Equipment Metal Mechanic	24.59
05160 - Motor Equipment Metal Worker	22.26
05190 - Motor Vehicle Mechanic	23.03
05220 - Motor Vehicle Mechanic Helper	20.30
05250 - Motor Vehicle Upholstery Worker	21.42
05280 - Motor Vehicle Wrecker	22.26
05310 - Painter, Automotive	23.12
05340 - Radiator Repair Specialist	22.26
05370 - Tire Repairer	15.45
05400 - Transmission Repair Specialist	24.59
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.32
07041 - Cook I	12.59
07042 - Cook II	13.56
07070 - Dishwasher	9.18
07130 - Food Service Worker	10.13
07210 - Meat Cutter	16.14
07260 - Waiter/Waitress	9.20
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.91
09040 - Furniture Handler	13.81
09080 - Furniture Refinisher	17.91
09090 - Furniture Refinisher Helper	15.31
09110 - Furniture Repairer, Minor	16.59
09130 - Upholsterer	17.91
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.03
11060 - Elevator Operator	12.52
11090 - Gardener	17.15
11122 - Housekeeping Aide	12.52
11150 - Janitor	12.52
11210 - Laborer, Grounds Maintenance	14.99
11240 - Maid or Houseman	10.08
11260 - Pruner	13.48
11270 - Tractor Operator	16.71
11330 - Trail Maintenance Worker	14.99
11360 - Window Cleaner	13.26
12000 - Health Occupations	
12010 - Ambulance Driver	17.31
12011 - Breath Alcohol Technician	18.72
12012 - Certified Occupational Therapist Assistant	27.34
12015 - Certified Physical Therapist Assistant	26.62
12020 - Dental Assistant	18.35
12025 - Dental Hygienist	34.49

12030 - EKG Technician	25.03
12035 - Electroneurodiagnostic Technologist	25.03
12040 - Emergency Medical Technician	17.31
12071 - Licensed Practical Nurse I	16.73
12072 - Licensed Practical Nurse II	18.72
12073 - Licensed Practical Nurse III	20.87
12100 - Medical Assistant	14.70
12130 - Medical Laboratory Technician	18.79
12160 - Medical Record Clerk	17.61
12190 - Medical Record Technician	19.06
12195 - Medical Transcriptionist	19.70
12210 - Nuclear Medicine Technologist	34.30
12221 - Nursing Assistant I	11.19
12222 - Nursing Assistant II	12.58
12223 - Nursing Assistant III	13.73
12224 - Nursing Assistant IV	15.41
12235 - Optical Dispenser	18.39
12236 - Optical Technician	16.52
12250 - Pharmacy Technician	15.22
12280 - Phlebotomist	15.88
12305 - Radiologic Technologist	25.79
12311 - Registered Nurse I	24.51
12312 - Registered Nurse II	29.20
12313 - Registered Nurse II, Specialist	29.20
12314 - Registered Nurse III	35.32
12315 - Registered Nurse III, Anesthetist	35.32
12316 - Registered Nurse IV	42.35
12317 - Scheduler (Drug and Alcohol Testing)	23.19
12320 - Substance Abuse Treatment Counselor	18.59
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	19.76
13012 - Exhibits Specialist II	24.48
13013 - Exhibits Specialist III	29.93
13041 - Illustrator I	20.17
13042 - Illustrator II	24.99
13043 - Illustrator III	30.56
13047 - Librarian	27.39
13050 - Library Aide/Clerk	12.27
13054 - Library Information Technology Systems Administrator	24.96
13058 - Library Technician	15.33
13061 - Media Specialist I	17.84
13062 - Media Specialist II	19.97
13063 - Media Specialist III	22.38
13071 - Photographer I	15.24
13072 - Photographer II	17.85
13073 - Photographer III	21.52
13074 - Photographer IV	26.56
13075 - Photographer V	32.12
13090 - Technical Order Library Clerk	15.12
13110 - Video Teleconference Technician	19.61
14000 - Information Technology Occupations	
14041 - Computer Operator I	15.90
14042 - Computer Operator II	17.80
14043 - Computer Operator III	19.83
14044 - Computer Operator IV	22.04
14045 - Computer Operator V	24.40
14071 - Computer Programmer I	(see 1) 19.86
14072 - Computer Programmer II	(see 1) 24.53
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)

14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.90
14160 - Personal Computer Support Technician		22.04
14170 - System Support Specialist		27.99
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.98
15020 - Aircrew Training Devices Instructor (Rated)		38.68
15030 - Air Crew Training Devices Instructor (Pilot)		42.71
15050 - Computer Based Training Specialist / Instructor		31.98
15060 - Educational Technologist		30.27
15070 - Flight Instructor (Pilot)		42.71
15080 - Graphic Artist		23.35
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		42.14
15086 - Maintenance Test Pilot, Rotary Wing		42.14
15088 - Non-Maintenance Test/Co-Pilot		42.14
15090 - Technical Instructor		23.07
15095 - Technical Instructor/Course Developer		28.24
15110 - Test Proctor		18.63
15120 - Tutor		18.63
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.85
16030 - Counter Attendant		9.85
16040 - Dry Cleaner		12.18
16070 - Finisher, Flatwork, Machine		9.85
16090 - Presser, Hand		9.85
16110 - Presser, Machine, Drycleaning		9.85
16130 - Presser, Machine, Shirts		9.85
16160 - Presser, Machine, Wearing Apparel, Laundry		9.85
16190 - Sewing Machine Operator		13.03
16220 - Tailor		13.89
16250 - Washer, Machine		10.44
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		25.18
19040 - Tool And Die Maker		27.35
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		16.13
21030 - Material Coordinator		23.17
21040 - Material Expediter		23.17
21050 - Material Handling Laborer		16.74
21071 - Order Filler		12.00
21080 - Production Line Worker (Food Processing)		17.33
21110 - Shipping Packer		15.78
21130 - Shipping/Receiving Clerk		15.78
21140 - Store Worker I		14.26
21150 - Stock Clerk		18.72
21210 - Tools And Parts Attendant		17.33
21410 - Warehouse Specialist		17.33
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		31.60
23019 - Aircraft Logs and Records Technician		24.46
23021 - Aircraft Mechanic I		30.11
23022 - Aircraft Mechanic II		31.60
23023 - Aircraft Mechanic III		32.91
23040 - Aircraft Mechanic Helper		22.59
23050 - Aircraft, Painter		26.22
23060 - Aircraft Servicer		24.46
23070 - Aircraft Survival Flight Equipment Technician		26.22
23080 - Aircraft Worker		25.43
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		25.43
23092 - Aircrew Life Support Equipment (ALSE) Mechanic		30.11

II	
23110 - Appliance Mechanic	20.12
23120 - Bicycle Repairer	20.57
23125 - Cable Splicer	33.11
23130 - Carpenter, Maintenance	20.27
23140 - Carpet Layer	23.42
23160 - Electrician, Maintenance	23.13
23181 - Electronics Technician Maintenance I	24.92
23182 - Electronics Technician Maintenance II	26.33
23183 - Electronics Technician Maintenance III	27.30
23260 - Fabric Worker	21.81
23290 - Fire Alarm System Mechanic	22.46
23310 - Fire Extinguisher Repairer	20.59
23311 - Fuel Distribution System Mechanic	29.32
23312 - Fuel Distribution System Operator	24.19
23370 - General Maintenance Worker	20.86
23380 - Ground Support Equipment Mechanic	30.11
23381 - Ground Support Equipment Servicer	24.46
23382 - Ground Support Equipment Worker	25.43
23391 - Gunsmith I	20.59
23392 - Gunsmith II	23.04
23393 - Gunsmith III	24.97
23410 - Heating, Ventilation And Air-Conditioning Mechanic	23.42
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	24.25
23430 - Heavy Equipment Mechanic	21.91
23440 - Heavy Equipment Operator	23.65
23460 - Instrument Mechanic	26.59
23465 - Laboratory/Shelter Mechanic	24.08
23470 - Laborer	13.44
23510 - Locksmith	21.88
23530 - Machinery Maintenance Mechanic	24.77
23550 - Machinist, Maintenance	22.22
23580 - Maintenance Trades Helper	15.35
23591 - Metrology Technician I	26.59
23592 - Metrology Technician II	27.52
23593 - Metrology Technician III	28.48
23640 - Millwright	30.15
23710 - Office Appliance Repairer	18.88
23760 - Painter, Maintenance	20.42
23790 - Pipefitter, Maintenance	25.62
23810 - Plumber, Maintenance	24.66
23820 - Pneudraulic Systems Mechanic	24.97
23850 - Rigger	25.03
23870 - Scale Mechanic	23.04
23890 - Sheet-Metal Worker, Maintenance	22.08
23910 - Small Engine Mechanic	18.96
23931 - Telecommunications Mechanic I	24.41
23932 - Telecommunications Mechanic II	26.44
23950 - Telephone Lineman	23.52
23960 - Welder, Combination, Maintenance	20.42
23965 - Well Driller	21.76
23970 - Woodcraft Worker	24.97
23980 - Woodworker	20.59
24000 - Personal Needs Occupations	
24550 - Case Manager	15.92
24570 - Child Care Attendant	11.04
24580 - Child Care Center Clerk	15.48
24610 - Chore Aide	10.41
24620 - Family Readiness And Support Services Coordinator	15.92



24630 - Homemaker	17.36
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	26.88
25040 - Sewage Plant Operator	21.11
25070 - Stationary Engineer	26.88
25190 - Ventilation Equipment Tender	20.59
25210 - Water Treatment Plant Operator	21.11
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.93
27007 - Baggage Inspector	12.02
27008 - Corrections Officer	24.65
27010 - Court Security Officer	24.65
27030 - Detection Dog Handler	18.00
27040 - Detention Officer	24.65
27070 - Firefighter	24.58
27101 - Guard I	12.02
27102 - Guard II	18.00
27131 - Police Officer I	27.64
27132 - Police Officer II	30.72
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.67
28042 - Carnival Equipment Repairer	11.85
28043 - Carnival Worker	9.02
28210 - Gate Attendant/Gate Tender	13.62
28310 - Lifeguard	11.25
28350 - Park Attendant (Aide)	15.24
28510 - Recreation Aide/Health Facility Attendant	11.12
28515 - Recreation Specialist	18.88
28630 - Sports Official	12.14
28690 - Swimming Pool Operator	17.89
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	21.97
29020 - Hatch Tender	21.97
29030 - Line Handler	21.97
29041 - Stevedore I	20.65
29042 - Stevedore II	22.12
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	38.98
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	26.88
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	29.60
30021 - Archeological Technician I	18.75
30022 - Archeological Technician II	18.73
30023 - Archeological Technician III	22.73
30030 - Cartographic Technician	22.73
30040 - Civil Engineering Technician	24.35
30051 - Cryogenic Technician I	25.16
30052 - Cryogenic Technician II	27.78
30061 - Drafter/CAD Operator I	16.39
30062 - Drafter/CAD Operator II	18.35
30063 - Drafter/CAD Operator III	20.46
30064 - Drafter/CAD Operator IV	25.17
30081 - Engineering Technician I	15.69
30082 - Engineering Technician II	17.62
30083 - Engineering Technician III	20.43
30084 - Engineering Technician IV	25.30
30085 - Engineering Technician V	30.94
30086 - Engineering Technician VI	35.32
30090 - Environmental Technician	20.71
30095 - Evidence Control Specialist	22.71
30210 - Laboratory Technician	20.99
30221 - Latent Fingerprint Technician I	25.16
30222 - Latent Fingerprint Technician II	27.78

30240 - Mathematical Technician	22.73
30361 - Paralegal/Legal Assistant I	18.22
30362 - Paralegal/Legal Assistant II	22.57
30363 - Paralegal/Legal Assistant III	28.49
30364 - Paralegal/Legal Assistant IV	33.84
30375 - Petroleum Supply Specialist	27.78
30390 - Photo-Optics Technician	22.73
30395 - Radiation Control Technician	27.78
30461 - Technical Writer I	23.77
30462 - Technical Writer II	29.08
30463 - Technical Writer III	35.18
30491 - Unexploded Ordnance (UXO) Technician I	24.77
30492 - Unexploded Ordnance (UXO) Technician II	29.97
30493 - Unexploded Ordnance (UXO) Technician III	35.92
30494 - Unexploded (UXO) Safety Escort	24.77
30495 - Unexploded (UXO) Sweep Personnel	24.77
30501 - Weather Forecaster I	25.16
30502 - Weather Forecaster II	30.60
30620 - Weather Observer, Combined Upper Air Or	(see 2) 21.32
Surface Programs	
30621 - Weather Observer, Senior	(see 2) 22.73
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	29.97
31020 - Bus Aide	13.86
31030 - Bus Driver	19.04
31043 - Driver Courier	17.51
31260 - Parking and Lot Attendant	11.21
31290 - Shuttle Bus Driver	18.95
31310 - Taxi Driver	12.96
31361 - Truckdriver, Light	18.95
31362 - Truckdriver, Medium	20.07
31363 - Truckdriver, Heavy	22.08
31364 - Truckdriver, Tractor-Trailer	22.08
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.61
99030 - Cashier	10.02
99050 - Desk Clerk	11.49
99095 - Embalmer	27.09
99130 - Flight Follower	24.77
99251 - Laboratory Animal Caretaker I	12.73
99252 - Laboratory Animal Caretaker II	13.77
99260 - Marketing Analyst	28.53
99310 - Mortician	29.07
99410 - Pest Controller	15.64
99510 - Photofinishing Worker	11.98
99710 - Recycling Laborer	18.34
99711 - Recycling Specialist	21.63
99730 - Refuse Collector	16.76
99810 - Sales Clerk	11.34
99820 - School Crossing Guard	10.62
99830 - Survey Party Chief	20.84
99831 - Surveying Aide	12.58
99832 - Surveying Technician	18.62
99840 - Vending Machine Attendant	16.07
99841 - Vending Machine Repairer	18.03
99842 - Vending Machine Repairer Helper	16.07

Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.41 per hour or \$176.40 per week or \$764.40 per month

HEALTH & WELFARE EO 13706: \$4.13 per hour, or \$165.20 per week, or \$715.87 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 ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

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

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees

who satisfy the compensation requirements and whose primary duty consists of:

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

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

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

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

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

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

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

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

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

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

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning

and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

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

WD 15-4265 (Rev.-6) was first posted on www.wdol.gov on 01/16/2018

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

Daniel W. Simms	Division of	Wage Determination No.:	2015-4265
Director	Wage Determinations	Revision No.:	6
		Date Of Revision:	01/10/2018

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.35 for calendar year 2018 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, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.35 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 calendar year 2018. The EO minimum wage rate will be adjusted annually. 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)

State: Maryland

Area: Maryland Counties of Anne Arundel, Baltimore, Baltimore City, Carroll, Harford, Howard

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.66
01012 - Accounting Clerk II		18.71
01013 - Accounting Clerk III		22.30
01020 - Administrative Assistant		31.41
01035 - Court Reporter		21.84
01041 - Customer Service Representative I		13.86
01042 - Customer Service Representative II		15.59
01043 - Customer Service Representative III		17.00
01051 - Data Entry Operator I		15.34
01052 - Data Entry Operator II		16.73
01060 - Dispatcher, Motor Vehicle		17.87
01070 - Document Preparation Clerk		14.21
01090 - Duplicating Machine Operator		14.21
01111 - General Clerk I		14.88
01112 - General Clerk II		16.24
01113 - General Clerk III		18.23
01120 - Housing Referral Assistant		25.29
01141 - Messenger Courier		15.03
01191 - Order Clerk I		15.74
01192 - Order Clerk II		17.17
01261 - Personnel Assistant (Employment) I		18.15
01262 - Personnel Assistant (Employment) II		20.32
01263 - Personnel Assistant (Employment) III		22.65
01270 - Production Control Clerk		22.99
01290 - Rental Clerk		16.55
01300 - Scheduler, Maintenance		18.07
01311 - Secretary I		18.07
01312 - Secretary II		20.18

01313 - Secretary III	25.29
01320 - Service Order Dispatcher	16.13
01410 - Supply Technician	31.41
01420 - Survey Worker	20.03
01460 - Switchboard Operator/Receptionist	14.43
01531 - Travel Clerk I	13.29
01532 - Travel Clerk II	14.36
01533 - Travel Clerk III	15.49
01611 - Word Processor I	15.63
01612 - Word Processor II	17.67
01613 - Word Processor III	19.95
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	25.56
05010 - Automotive Electrician	23.51
05040 - Automotive Glass Installer	22.15
05070 - Automotive Worker	22.15
05110 - Mobile Equipment Servicer	19.89
05130 - Motor Equipment Metal Mechanic	24.10
05160 - Motor Equipment Metal Worker	22.15
05190 - Motor Vehicle Mechanic	24.10
05220 - Motor Vehicle Mechanic Helper	18.92
05250 - Motor Vehicle Upholstery Worker	21.81
05280 - Motor Vehicle Wrecker	22.15
05310 - Painter, Automotive	23.51
05340 - Radiator Repair Specialist	22.15
05370 - Tire Repairer	13.77
05400 - Transmission Repair Specialist	24.10
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.85
07041 - Cook I	15.09
07042 - Cook II	16.44
07070 - Dishwasher	10.11
07130 - Food Service Worker	10.66
07210 - Meat Cutter	20.07
07260 - Waiter/Waitress	9.35
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.93
09040 - Furniture Handler	14.06
09080 - Furniture Refinisher	17.69
09090 - Furniture Refinisher Helper	15.15
09110 - Furniture Repairer, Minor	16.42
09130 - Upholsterer	18.63
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.21
11060 - Elevator Operator	11.21
11090 - Gardener	17.52
11122 - Housekeeping Aide	11.83
11150 - Janitor	11.83
11210 - Laborer, Grounds Maintenance	13.72
11240 - Maid or Houseman	11.39
11260 - Pruner	12.94
11270 - Tractor Operator	16.04
11330 - Trail Maintenance Worker	13.72
11360 - Window Cleaner	12.85
12000 - Health Occupations	
12010 - Ambulance Driver	20.60
12011 - Breath Alcohol Technician	22.28
12012 - Certified Occupational Therapist Assistant	29.69
12015 - Certified Physical Therapist Assistant	27.86
12020 - Dental Assistant	19.16
12025 - Dental Hygienist	42.30



12030 - EKG Technician	32.40
12035 - Electroneurodiagnostic Technologist	32.40
12040 - Emergency Medical Technician	20.60
12071 - Licensed Practical Nurse I	19.92
12072 - Licensed Practical Nurse II	22.28
12073 - Licensed Practical Nurse III	24.84
12100 - Medical Assistant	16.32
12130 - Medical Laboratory Technician	18.04
12160 - Medical Record Clerk	20.34
12190 - Medical Record Technician	22.75
12195 - Medical Transcriptionist	17.93
12210 - Nuclear Medicine Technologist	38.41
12221 - Nursing Assistant I	11.88
12222 - Nursing Assistant II	13.35
12223 - Nursing Assistant III	14.79
12224 - Nursing Assistant IV	16.61
12235 - Optical Dispenser	17.66
12236 - Optical Technician	15.80
12250 - Pharmacy Technician	18.12
12280 - Phlebotomist	17.68
12305 - Radiologic Technologist	31.11
12311 - Registered Nurse I	27.64
12312 - Registered Nurse II	33.44
12313 - Registered Nurse II, Specialist	33.44
12314 - Registered Nurse III	40.13
12315 - Registered Nurse III, Anesthetist	40.13
12316 - Registered Nurse IV	48.10
12317 - Scheduler (Drug and Alcohol Testing)	24.45
12320 - Substance Abuse Treatment Counselor	20.96
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	19.08
13012 - Exhibits Specialist II	23.63
13013 - Exhibits Specialist III	28.91
13041 - Illustrator I	21.05
13042 - Illustrator II	26.08
13043 - Illustrator III	31.90
13047 - Librarian	33.88
13050 - Library Aide/Clerk	14.21
13054 - Library Information Technology Systems Administrator	30.60
13058 - Library Technician	19.89
13061 - Media Specialist I	19.05
13062 - Media Specialist II	21.31
13063 - Media Specialist III	23.76
13071 - Photographer I	15.59
13072 - Photographer II	18.64
13073 - Photographer III	23.09
13074 - Photographer IV	25.14
13075 - Photographer V	30.39
13090 - Technical Order Library Clerk	17.38
13110 - Video Teleconference Technician	20.53
14000 - Information Technology Occupations	
14041 - Computer Operator I	18.92
14042 - Computer Operator II	21.18
14043 - Computer Operator III	23.60
14044 - Computer Operator IV	26.22
14045 - Computer Operator V	29.05
14071 - Computer Programmer I	(see 1) 26.36
14072 - Computer Programmer II	(see 1)
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)

14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.92
14160 - Personal Computer Support Technician		26.22
14170 - System Support Specialist		33.16
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		36.47
15020 - Aircrew Training Devices Instructor (Rated)		44.06
15030 - Air Crew Training Devices Instructor (Pilot)		52.81
15050 - Computer Based Training Specialist / Instructor		36.47
15060 - Educational Technologist		32.42
15070 - Flight Instructor (Pilot)		52.81
15080 - Graphic Artist		26.73
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		44.14
15086 - Maintenance Test Pilot, Rotary Wing		44.14
15088 - Non-Maintenance Test/Co-Pilot		44.14
15090 - Technical Instructor		24.14
15095 - Technical Instructor/Course Developer		29.53
15110 - Test Proctor		19.48
15120 - Tutor		19.48
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		10.49
16030 - Counter Attendant		10.49
16040 - Dry Cleaner		14.21
16070 - Finisher, Flatwork, Machine		10.49
16090 - Presser, Hand		10.49
16110 - Presser, Machine, Drycleaning		10.49
16130 - Presser, Machine, Shirts		10.49
16160 - Presser, Machine, Wearing Apparel, Laundry		10.49
16190 - Sewing Machine Operator		15.33
16220 - Tailor		16.43
16250 - Washer, Machine		11.82
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		20.49
19040 - Tool And Die Maker		23.34
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		18.69
21030 - Material Coordinator		22.99
21040 - Material Expediter		22.99
21050 - Material Handling Laborer		13.83
21071 - Order Filler		14.44
21080 - Production Line Worker (Food Processing)		18.69
21110 - Shipping Packer		15.88
21130 - Shipping/Receiving Clerk		15.88
21140 - Store Worker I		17.04
21150 - Stock Clerk		20.35
21210 - Tools And Parts Attendant		18.69
21410 - Warehouse Specialist		18.69
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		30.95
23019 - Aircraft Logs and Records Technician		23.91
23021 - Aircraft Mechanic I		29.89
23022 - Aircraft Mechanic II		30.95
23023 - Aircraft Mechanic III		31.85
23040 - Aircraft Mechanic Helper		21.81
23050 - Aircraft, Painter		26.60
23060 - Aircraft Servicer		23.91
23070 - Aircraft Survival Flight Equipment Technician		26.60
23080 - Aircraft Worker		25.42
23091 - Aircrew Life Support Equipment (ALSE) Mechanic		25.42

I		
23092	- Aircrew Life Support Equipment (ALSE) Mechanic	29.89
II		
23110	- Appliance Mechanic	21.54
23120	- Bicycle Repairer	14.00
23125	- Cable Splicer	28.60
23130	- Carpenter, Maintenance	22.55
23140	- Carpet Layer	23.40
23160	- Electrician, Maintenance	27.98
23181	- Electronics Technician Maintenance I	29.07
23182	- Electronics Technician Maintenance II	30.15
23183	- Electronics Technician Maintenance III	31.27
23260	- Fabric Worker	22.33
23290	- Fire Alarm System Mechanic	25.26
23310	- Fire Extinguisher Repairer	22.00
23311	- Fuel Distribution System Mechanic	25.38
23312	- Fuel Distribution System Operator	21.21
23370	- General Maintenance Worker	21.43
23380	- Ground Support Equipment Mechanic	29.89
23381	- Ground Support Equipment Servicer	23.91
23382	- Ground Support Equipment Worker	25.42
23391	- Gunsmith I	22.00
23392	- Gunsmith II	23.97
23393	- Gunsmith III	25.78
23410	- Heating, Ventilation And Air-Conditioning Mechanic	26.11
23411	- Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	27.04
23430	- Heavy Equipment Mechanic	24.44
23440	- Heavy Equipment Operator	23.61
23460	- Instrument Mechanic	28.53
23465	- Laboratory/Shelter Mechanic	24.85
23470	- Laborer	14.98
23510	- Locksmith	23.72
23530	- Machinery Maintenance Mechanic	25.33
23550	- Machinist, Maintenance	24.48
23580	- Maintenance Trades Helper	18.27
23591	- Metrology Technician I	28.53
23592	- Metrology Technician II	29.55
23593	- Metrology Technician III	30.39
23640	- Millwright	28.78
23710	- Office Appliance Repairer	21.24
23760	- Painter, Maintenance	21.91
23790	- Pipefitter, Maintenance	25.61
23810	- Plumber, Maintenance	24.69
23820	- Pneudraulic Systems Mechanic	25.78
23850	- Rigger	26.81
23870	- Scale Mechanic	23.97
23890	- Sheet-Metal Worker, Maintenance	24.27
23910	- Small Engine Mechanic	21.13
23931	- Telecommunications Mechanic I	28.17
23932	- Telecommunications Mechanic II	31.26
23950	- Telephone Lineman	31.89
23960	- Welder, Combination, Maintenance	22.91
23965	- Well Driller	25.20
23970	- Woodcraft Worker	25.78
23980	- Woodworker	22.00
24000	- Personal Needs Occupations	
24550	- Case Manager	16.11
24570	- Child Care Attendant	12.73
24580	- Child Care Center Clerk	15.95

24610 - Chore Aide	11.50
24620 - Family Readiness And Support Services Coordinator	16.11
24630 - Homemaker	17.24
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	27.55
25040 - Sewage Plant Operator	20.84
25070 - Stationary Engineer	27.55
25190 - Ventilation Equipment Tender	22.36
25210 - Water Treatment Plant Operator	20.84
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.78
27007 - Baggage Inspector	12.71
27008 - Corrections Officer	22.80
27010 - Court Security Officer	24.72
27030 - Detection Dog Handler	17.85
27040 - Detention Officer	22.80
27070 - Firefighter	27.40
27101 - Guard I	12.71
27102 - Guard II	17.85
27131 - Police Officer I	27.48
27132 - Police Officer II	30.53
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.84
28042 - Carnival Equipment Repairer	12.31
28043 - Carnival Worker	9.24
28210 - Gate Attendant/Gate Tender	14.31
28310 - Lifeguard	11.59
28350 - Park Attendant (Aide)	16.02
28510 - Recreation Aide/Health Facility Attendant	11.68
28515 - Recreation Specialist	19.84
28630 - Sports Official	12.50
28690 - Swimming Pool Operator	15.87
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	27.53
29020 - Hatch Tender	27.53
29030 - Line Handler	27.53
29041 - Stevedore I	25.70
29042 - Stevedore II	28.99
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	41.44
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	28.58
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	31.47
30021 - Archeological Technician I	20.19
30022 - Archeological Technician II	22.60
30023 - Archeological Technician III	27.98
30030 - Cartographic Technician	27.98
30040 - Civil Engineering Technician	27.18
30051 - Cryogenic Technician I	28.50
30052 - Cryogenic Technician II	31.48
30061 - Drafter/CAD Operator I	20.19
30062 - Drafter/CAD Operator II	22.60
30063 - Drafter/CAD Operator III	25.19
30064 - Drafter/CAD Operator IV	31.00
30081 - Engineering Technician I	22.92
30082 - Engineering Technician II	25.72
30083 - Engineering Technician III	28.79
30084 - Engineering Technician IV	35.64
30085 - Engineering Technician V	43.61
30086 - Engineering Technician VI	52.76
30090 - Environmental Technician	28.74

30095 - Evidence Control Specialist	25.73
30210 - Laboratory Technician	23.38
30221 - Latent Fingerprint Technician I	25.19
30222 - Latent Fingerprint Technician II	27.82
30240 - Mathematical Technician	27.98
30361 - Paralegal/Legal Assistant I	20.91
30362 - Paralegal/Legal Assistant II	25.90
30363 - Paralegal/Legal Assistant III	31.69
30364 - Paralegal/Legal Assistant IV	38.34
30375 - Petroleum Supply Specialist	31.48
30390 - Photo-Optics Technician	27.98
30395 - Radiation Control Technician	31.48
30461 - Technical Writer I	24.50
30462 - Technical Writer II	29.97
30463 - Technical Writer III	36.26
30491 - Unexploded Ordnance (UXO) Technician I	26.34
30492 - Unexploded Ordnance (UXO) Technician II	31.87
30493 - Unexploded Ordnance (UXO) Technician III	38.20
30494 - Unexploded (UXO) Safety Escort	26.34
30495 - Unexploded (UXO) Sweep Personnel	26.34
30501 - Weather Forecaster I	31.00
30502 - Weather Forecaster II	37.71
30620 - Weather Observer, Combined Upper Air Or	(see 2) 25.19
Surface Programs	
30621 - Weather Observer, Senior	(see 2) 27.98
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	31.87
31020 - Bus Aide	15.46
31030 - Bus Driver	20.85
31043 - Driver Courier	15.76
31260 - Parking and Lot Attendant	10.80
31290 - Shuttle Bus Driver	16.90
31310 - Taxi Driver	12.25
31361 - Truckdriver, Light	16.90
31362 - Truckdriver, Medium	17.90
31363 - Truckdriver, Heavy	21.90
31364 - Truckdriver, Tractor-Trailer	21.90
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.54
99030 - Cashier	10.03
99050 - Desk Clerk	12.77
99095 - Embalmer	27.90
99130 - Flight Follower	26.34
99251 - Laboratory Animal Caretaker I	11.31
99252 - Laboratory Animal Caretaker II	12.28
99260 - Marketing Analyst	27.53
99310 - Mortician	29.35
99410 - Pest Controller	20.98
99510 - Photofinishing Worker	13.20
99710 - Recycling Laborer	16.17
99711 - Recycling Specialist	18.01
99730 - Refuse Collector	15.26
99810 - Sales Clerk	12.09
99820 - School Crossing Guard	13.73
99830 - Survey Party Chief	25.23
99831 - Surveying Aide	13.75
99832 - Surveying Technician	20.96
99840 - Vending Machine Attendant	14.42
99841 - Vending Machine Repairer	17.79
99842 - Vending Machine Repairer Helper	14.42

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Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.41 per hour or \$176.40 per week or \$764.40 per month

HEALTH & WELFARE EO 13706: \$4.13 per hour, or \$165.20 per week, or \$715.87 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 ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

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

conformance procedures described in the conformance note included on this wage determination.

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

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

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

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

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

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

\*\* HAZARDOUS PAY DIFFERENTIAL \*\*

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

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

\*\* UNIFORM ALLOWANCE \*\*

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

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

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

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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



information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).

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

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

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

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

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

WD 94-0520 (Rev.-33) was first posted on www.wdol.gov on 01/16/2018  
Health Physics Technician Services

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

Daniel W. Simms	Division of Wage		Wage Determination No: 1994-0520
Director	Determinations		Revision No: 33
			Date Of Revision: 1/10/2018

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Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.35 for calendar year 2018 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, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.35 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 calendar year 2018. The EO minimum wage rate will be adjusted annually. 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)

State: Tennessee  
Area: Tennessee Counties of Anderson, Blount, Campbell, Claiborne, Cumberland, Fentress, Grainger, Hamblen, Jefferson, Knox, Loudon, Monroe, Morgan, Pickett, Roane, Scott, Sevier, Union

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

Employed on contracts for Health Physics Technicians support services.

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
(not set) - Health Physics Technicians II		22.54
(not set) - Health Physics Technicians III		25.40
(not set) - Health Physics Technologist		34.90
(not set) - Senior Health Physics Technicians		28.85

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Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.41 per hour or \$176.40 per week or \$764.40 per month

HEALTH & WELFARE EO 13706: \$4.13 per hour, or \$165.20 per week, or \$715.87 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 ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial 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)

\*\* 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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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 Wage and Hour Division, U.S. Department of Labor, 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 decision to the contractor.
- 6) The contractor informs the affected employees.

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" (the Directory) 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.

\*\* OCCUPATIONS NOT INCLUDED IN THE SCA DIRECTORY OF OCCUPATIONS \*\*  
Health Physics Technicians II

Under general supervision, obtains competent and reliable measurements of radioactive materials in both the working environment and internal workplace.

Performs instrument standardization, radiological analyses of samples, and uses instruments to make radioactive measurements. Record data on measurement, performs mathematical calculations as necessary, evaluates results, and compares with standards. May recommend protective equipment and controls to appropriate personnel working with sources of radiation. May respond to any Emergency Radiation Safety Incident as a member of Radiation Safety Organization. Participate with supervision and/or research personnel in planning experiments/processes related to measurements of radioactive materials. May recommend to supervision plant areas to survey and provide feedback concerning schedule of activities planned. Monitors radiation levels in the environment and internal workplace to determine potential radiation hazards. Collects and processes operational or general samples in specific work areas to determine contaminated levels. Performs radiation surveys and notifies Health Physics supervision when excessive contamination levels are detected and recommends necessary corrective measures to reduce contamination level to acceptable levels. Repeats survey either partially or completely to determine effectiveness of any corrective measure taken to ensure compliance with allowable limits. Collects data using personnel monitoring instruments and radiation protection instruments for analysis and inclusion in summary reports. Organizes data, prepares records, and notes trends. Complies and retains records concerning the calibration of personnel monitoring instruments. Reviews laboratory data for quality assurance purposes and reviews computerized personnel data. Prepare summary report listing findings for management review. Compiles and retains records concerning the calibration of personnel monitoring instruments, i.e., worker dosimeters and other radiation instruments. Analyzes reports and documents related to specific phase of health physics programs to assure that job responsibilities are adequately covered. Reduces data to useful, presentable form, including tables and graphics. Determines invalid functioning of processes and programs and suggests probable cause of problems. Determines that analytical results are within prescribed limits and/or determines the cause of variations outside the limits. Outline action plans for further analysis and/or resolution of problems. Conducts investigation of cause and effect for any sample exceeding the guides, standards, and limits. Provides health physics advice as needed. Provides timely feedback to supervision about technical problems, data trends, and equipment problems. Participates in a limited capacity in the development and preparation of operating and standards for monitoring and sampling existing or modified controls and methods relating to radiological safety. May review, evaluate, and make recommendations on procedures that apply to group functions and responsibilities.

#### Health Physics Technicians III

Under general supervision, obtains competent and reliable measurements of radioactive materials in both the working environment and internal workplace. Performs instrument standardization, radiological analyses of samples, and uses instruments to make radioactive measurements. Records data on measurement, performs mathematical calculations as necessary, evaluates results, and compares with standards. May recommend protective equipment and controls to appropriate personnel working with sources of radiation. May respond to any Emergency Radiation Safety Incident as a member of Radiation Safety Organization. Participate with supervision and/or research personnel in planning experiments/processes related to measurements of radioactive materials. May recommend to supervision plant areas to survey and provide feedback concerning schedule of activities planned. Monitors radiation levels in the environment and internal workplace to determine potential radiation hazards. Collects and processes operational or general samples in specific work areas to determine contaminated levels. Performs radiation surveys and notifies Health Physics supervision when excessive contamination levels are detected and recommends necessary corrective measures to reduce contamination level to acceptable levels. Converts data to correct radiological quantities and units. Repeats survey either partially or completely to determine effectiveness of any

corrective measure taken to ensure compliance with allowable limits. Collects data using personnel monitoring instruments and radiation protection instruments for analysis and inclusion in summary reports. Organizes data, prepares records, and notes trends. Compiles and retains records concerning the calibration of personnel monitoring instrument, i.e., pocket dosimeters, and other radiation instruments. prepares sample notices, records and maintains samples of demographic data. Reviews laboratory data for quality assurance purposes and reviews computerized personnel data. May prepare summary report listing findings for management review. Analysis of data is limited to comparison of routine readings with pre-determined standards, and reporting those which exceed operational levels. Determines invalid functioning of processes and programs and suggests probable cause of problems. Determines that analytical results are within prescribed limits and/or determines the cause of variations outside the limits. Outline action plans for further analysis and/or resolution of problems. Conducts investigation of cause and effect for any sample exceeding the guides, standards, and limits. Provides health physics advice as needed. Provides timely feedback to supervision about technical problems, data trends, and equipment problems.

#### Health Physics Technologist

Under limited supervision, performs monitoring of special projects, work area, and items leaving radiological area for control of exposures from internal and external sources. Recommends appropriate personnel monitoring devices, protective equipment, and working time for operators and research personnel working with sources of radiation. Observes processes; reads, records, evaluates, and reports data from radiation detection devices and samples. May assist in the training of less experience technicians. Participates in the planning phase of experiments. May serve as a member of the Emergency Radiation Safety Incident Team. Participate considerably with supervision and /or research personnel in planning experiments related to measurements of radioactive materials. Recommend to supervision plant areas to survey and provide feedback concerning schedule of activities planned. Offers suggestions and ideas pertaining to experimental method and equipment used in performing study. Provides detailed information on individual responsibilities such as scheduling measurements or defining objectives. Monitors radiation levels in the environment and internal workplace to determine potential radiation hazards. Performs radiation surveys and notifies Health Physics supervision when excessive contamination levels are detected and recommends necessary corrective measures to reduce contamination level to acceptable level. Repeats survey either partially or completely to determine effectiveness of any corrective measure taken to ensure compliance with allowable limits. Collects data using personnel monitoring instruments and radiation protection instruments for analysis and inclusion summary reports. Organizes data, prepares records, and notes trends. Compiles and retains records concerning the calibration of personnel monitoring instruments. Reviews laboratory data for quality assurance purposes and reviews computerized personnel data. Prepare summary report listing findings for management review. Compiles and retains records concerning the calibration of personnel monitoring instruments, i.e., pocket dosimeters and other radiation instruments. Analyzes reports and documents related to specific phase of health physics programs to assure that job responsibilities are adequately covered. Reduces data to a useful, presentable form, including tables and graphics. Determines invalid functioning of processes and programs and suggests probable cause of problems. Determines that analytical results are within prescribed limits. Outline action plans for further analysis and/or resolution of problems. Conducts investigation of cause and effect for any sample exceeding the guides, standards, and limits. Provides health physics advice as needed. Provides timely feedback to supervision about technical problems, data trends, and equipment problems. Participates in a limited capacity in the development and preparation of operating and standards for monitoring and sampling existing or modified controls and methods relating to

radiological safety. May review, evaluate, and make recommendations on procedures that apply to group functions and responsibilities.

#### Senior Health Physics Technicians

Under general supervision, performs monitoring of special projects, work area, and items leaving radiological area for control of exposures from internal and external sources. Recommends appropriate personnel monitoring devices, protective equipment, and working time for operators and research personnel working with sources of radiation. Observes processes; reads, records, evaluates, and reports data from radiation detection devices and samples. May assist in the training of less experienced technicians. Participates in the planning phase of experiments. May serve as a member of the Emergency Radiation Safety Incident team. Participate with supervision and/or research personnel in planning experiments related to measurements of radioactive materials. Recommend to supervision plant areas to survey and provide feedback concerning schedule of activities planned. Offers suggestions and ideas pertaining to experimental method and equipment used in performing study. Provides detailed information on individual responsibilities such as scheduling measurements or defining objectives. Monitors radiation levels in the environment and internal workplace to determine potential radiation hazards. Performs radiation surveys and notifies Health Physics supervision when excessive contamination levels are detected and recommends necessary corrective measures to reduce contamination level to acceptable levels. Repeats survey either partially or completely to determine effectiveness of any corrective measure taken to ensure compliance with allowable limits. Collects data using personnel monitoring instruments and radiation protection instruments for analysis and inclusion in summary reports. Organizes data, prepares records, and notes trends. Compiles and retains records concerning the calibration of personnel monitoring instrument, i.e., pocket dosimeters, and other radiation instruments. Reviews laboratory data for quality assurance purposes and reviews computerized personnel data. Prepare summary report listing findings for management review. Compiles and retains records concerning the calibration of personnel monitoring instruments, i.e., pocket dosimeters and other radiation instruments. Analyzes reports and documents related to specific phase of health physics programs to assure that job responsibilities are adequately covered. Reduces data to a useful, presentable form, including tables and graphics. Determines invalid functioning of processes and programs and suggests probable cause of problems. Determines that analytical results are within prescribed limits and/or determines the cause of variations outside the limits. Outline action plans for further analysis and/or resolution of problems. Conducts investigation of cause and effect for any sample exceeding the guides, standards, and limits. Provides health physics advice as needed. Provides timely feedback to supervision about technical problems, data trends, and equipment problems. Participates in a limited capacity in the development and preparation of operating and standards for monitoring and sampling existing or modified controls and methods relating to radiological safety. May review, evaluate, and make recommendations on procedures that apply to group functions and responsibilities.

WD 15-4643 (Rev.-8) was first posted on www.wdol.gov on 01/16/2018

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

Daniel W. Simms	Division of	Wage Determination No.:	2015-4643
Director	Wage Determinations	Revision No.:	8
		Date Of Revision:	01/10/2018

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.35 for calendar year 2018 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, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.35 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 calendar year 2018. The EO minimum wage rate will be adjusted annually. 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)

State: Tennessee

Area: Tennessee Counties of Anderson, Blount, Campbell, Grainger, Knox, Loudon, Morgan, Roane, Union

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.48
01012 - Accounting Clerk II		15.13
01013 - Accounting Clerk III		16.93
01020 - Administrative Assistant		22.45
01035 - Court Reporter		18.10
01041 - Customer Service Representative I		11.07
01042 - Customer Service Representative II		12.45
01043 - Customer Service Representative III		13.59
01051 - Data Entry Operator I		12.19
01052 - Data Entry Operator II		13.30
01060 - Dispatcher, Motor Vehicle		17.17
01070 - Document Preparation Clerk		12.91
01090 - Duplicating Machine Operator		12.91
01111 - General Clerk I		11.97
01112 - General Clerk II		13.06
01113 - General Clerk III		14.66
01120 - Housing Referral Assistant		19.92
01141 - Messenger Courier		11.71
01191 - Order Clerk I		13.05
01192 - Order Clerk II		15.02
01261 - Personnel Assistant (Employment) I		14.12
01262 - Personnel Assistant (Employment) II		16.41
01263 - Personnel Assistant (Employment) III		18.30
01270 - Production Control Clerk		22.09
01290 - Rental Clerk		13.05
01300 - Scheduler, Maintenance		16.31
01311 - Secretary I		16.31
01312 - Secretary II		18.10



01313 - Secretary III	19.92
01320 - Service Order Dispatcher	17.05
01410 - Supply Technician	22.45
01420 - Survey Worker	17.19
01460 - Switchboard Operator/Receptionist	12.88
01531 - Travel Clerk I	12.98
01532 - Travel Clerk II	13.82
01533 - Travel Clerk III	14.88
01611 - Word Processor I	13.08
01612 - Word Processor II	14.98
01613 - Word Processor III	16.87
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	19.72
05010 - Automotive Electrician	16.03
05040 - Automotive Glass Installer	15.26
05070 - Automotive Worker	15.26
05110 - Mobile Equipment Servicer	13.68
05130 - Motor Equipment Metal Mechanic	16.78
05160 - Motor Equipment Metal Worker	15.26
05190 - Motor Vehicle Mechanic	16.55
05220 - Motor Vehicle Mechanic Helper	13.06
05250 - Motor Vehicle Upholstery Worker	14.47
05280 - Motor Vehicle Wrecker	15.26
05310 - Painter, Automotive	18.18
05340 - Radiator Repair Specialist	15.26
05370 - Tire Repairer	13.34
05400 - Transmission Repair Specialist	16.55
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.33
07041 - Cook I	10.97
07042 - Cook II	12.40
07070 - Dishwasher	8.93
07130 - Food Service Worker	9.61
07210 - Meat Cutter	13.97
07260 - Waiter/Waitress	8.86
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.03
09040 - Furniture Handler	11.85
09080 - Furniture Refinisher	17.03
09090 - Furniture Refinisher Helper	13.76
09110 - Furniture Repairer, Minor	15.32
09130 - Upholsterer	17.03
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.39
11060 - Elevator Operator	11.25
11090 - Gardener	14.84
11122 - Housekeeping Aide	11.25
11150 - Janitor	11.25
11210 - Laborer, Grounds Maintenance	11.76
11240 - Maid or Houseman	9.04
11260 - Pruner	10.69
11270 - Tractor Operator	13.91
11330 - Trail Maintenance Worker	11.76
11360 - Window Cleaner	12.03
12000 - Health Occupations	
12010 - Ambulance Driver	14.54
12011 - Breath Alcohol Technician	14.98
12012 - Certified Occupational Therapist Assistant	26.61
12015 - Certified Physical Therapist Assistant	24.42
12020 - Dental Assistant	18.49
12025 - Dental Hygienist	33.99

12030 - EKG Technician	22.21
12035 - Electroneurodiagnostic Technologist	22.21
12040 - Emergency Medical Technician	14.54
12071 - Licensed Practical Nurse I	14.20
12072 - Licensed Practical Nurse II	15.88
12073 - Licensed Practical Nurse III	17.70
12100 - Medical Assistant	14.26
12130 - Medical Laboratory Technician	15.17
12160 - Medical Record Clerk	13.95
12190 - Medical Record Technician	15.63
12195 - Medical Transcriptionist	15.57
12210 - Nuclear Medicine Technologist	30.32
12221 - Nursing Assistant I	10.58
12222 - Nursing Assistant II	11.89
12223 - Nursing Assistant III	12.98
12224 - Nursing Assistant IV	14.56
12235 - Optical Dispenser	16.82
12236 - Optical Technician	13.56
12250 - Pharmacy Technician	16.23
12280 - Phlebotomist	13.35
12305 - Radiologic Technologist	23.63
12311 - Registered Nurse I	22.82
12312 - Registered Nurse II	27.91
12313 - Registered Nurse II, Specialist	27.91
12314 - Registered Nurse III	31.59
12315 - Registered Nurse III, Anesthetist	31.59
12316 - Registered Nurse IV	37.86
12317 - Scheduler (Drug and Alcohol Testing)	18.51
12320 - Substance Abuse Treatment Counselor	18.59
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	17.69
13012 - Exhibits Specialist II	21.90
13013 - Exhibits Specialist III	26.79
13041 - Illustrator I	17.69
13042 - Illustrator II	21.90
13043 - Illustrator III	26.79
13047 - Librarian	24.26
13050 - Library Aide/Clerk	12.48
13054 - Library Information Technology Systems Administrator	21.90
13058 - Library Technician	14.54
13061 - Media Specialist I	15.60
13062 - Media Specialist II	17.45
13063 - Media Specialist III	19.45
13071 - Photographer I	15.35
13072 - Photographer II	17.17
13073 - Photographer III	21.27
13074 - Photographer IV	26.03
13075 - Photographer V	31.48
13090 - Technical Order Library Clerk	15.68
13110 - Video Teleconference Technician	18.21
14000 - Information Technology Occupations	
14041 - Computer Operator I	15.77
14042 - Computer Operator II	17.64
14043 - Computer Operator III	19.67
14044 - Computer Operator IV	21.86
14045 - Computer Operator V	24.20
14071 - Computer Programmer I	(see 1) 22.54
14072 - Computer Programmer II	(see 1) 25.40
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)

14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		15.77
14160 - Personal Computer Support Technician		21.86
14170 - System Support Specialist		26.75
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.52
15020 - Aircrew Training Devices Instructor (Rated)		34.53
15030 - Air Crew Training Devices Instructor (Pilot)		38.44
15050 - Computer Based Training Specialist / Instructor		28.52
15060 - Educational Technologist		28.88
15070 - Flight Instructor (Pilot)		38.44
15080 - Graphic Artist		20.60
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		38.44
15086 - Maintenance Test Pilot, Rotary Wing		38.44
15088 - Non-Maintenance Test/Co-Pilot		38.44
15090 - Technical Instructor		20.81
15095 - Technical Instructor/Course Developer		25.47
15110 - Test Proctor		16.81
15120 - Tutor		16.81
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.80
16030 - Counter Attendant		9.80
16040 - Dry Cleaner		12.59
16070 - Finisher, Flatwork, Machine		9.80
16090 - Presser, Hand		9.80
16110 - Presser, Machine, Drycleaning		9.80
16130 - Presser, Machine, Shirts		9.80
16160 - Presser, Machine, Wearing Apparel, Laundry		9.80
16190 - Sewing Machine Operator		13.47
16220 - Tailor		14.35
16250 - Washer, Machine		10.81
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		20.01
19040 - Tool And Die Maker		23.90
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		13.37
21030 - Material Coordinator		22.09
21040 - Material Expediter		22.09
21050 - Material Handling Laborer		12.62
21071 - Order Filler		11.47
21080 - Production Line Worker (Food Processing)		13.37
21110 - Shipping Packer		13.32
21130 - Shipping/Receiving Clerk		13.32
21140 - Store Worker I		12.44
21150 - Stock Clerk		16.83
21210 - Tools And Parts Attendant		13.37
21410 - Warehouse Specialist		13.37
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		22.99
23019 - Aircraft Logs and Records Technician		18.59
23021 - Aircraft Mechanic I		21.93
23022 - Aircraft Mechanic II		22.99
23023 - Aircraft Mechanic III		23.97
23040 - Aircraft Mechanic Helper		16.42
23050 - Aircraft, Painter		20.82
23060 - Aircraft Servicer		18.59
23070 - Aircraft Survival Flight Equipment Technician		20.82
23080 - Aircraft Worker		19.80
23091 - Aircrew Life Support Equipment (ALSE) Mechanic		19.80

I		
23092	- Aircrew Life Support Equipment (ALSE) Mechanic	21.93
II		
23110	- Appliance Mechanic	18.94
23120	- Bicycle Repairer	15.46
23125	- Cable Splicer	26.84
23130	- Carpenter, Maintenance	16.82
23140	- Carpet Layer	19.07
23160	- Electrician, Maintenance	22.24
23181	- Electronics Technician Maintenance I	21.92
23182	- Electronics Technician Maintenance II	23.05
23183	- Electronics Technician Maintenance III	24.29
23260	- Fabric Worker	17.90
23290	- Fire Alarm System Mechanic	19.80
23310	- Fire Extinguisher Repairer	16.88
23311	- Fuel Distribution System Mechanic	24.56
23312	- Fuel Distribution System Operator	19.61
23370	- General Maintenance Worker	17.03
23380	- Ground Support Equipment Mechanic	21.93
23381	- Ground Support Equipment Servicer	18.59
23382	- Ground Support Equipment Worker	19.80
23391	- Gunsmith I	16.88
23392	- Gunsmith II	19.07
23393	- Gunsmith III	21.14
23410	- Heating, Ventilation And Air-Conditioning Mechanic	19.89
23411	- Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	20.91
23430	- Heavy Equipment Mechanic	21.93
23440	- Heavy Equipment Operator	17.99
23460	- Instrument Mechanic	22.57
23465	- Laboratory/Shelter Mechanic	20.06
23470	- Laborer	12.10
23510	- Locksmith	20.06
23530	- Machinery Maintenance Mechanic	21.86
23550	- Machinist, Maintenance	20.85
23580	- Maintenance Trades Helper	13.60
23591	- Metrology Technician I	22.57
23592	- Metrology Technician II	23.76
23593	- Metrology Technician III	24.88
23640	- Millwright	21.11
23710	- Office Appliance Repairer	18.23
23760	- Painter, Maintenance	17.03
23790	- Pipefitter, Maintenance	20.44
23810	- Plumber, Maintenance	19.41
23820	- Pneudraulic Systems Mechanic	21.14
23850	- Rigger	20.21
23870	- Scale Mechanic	19.07
23890	- Sheet-Metal Worker, Maintenance	21.46
23910	- Small Engine Mechanic	16.18
23931	- Telecommunications Mechanic I	24.51
23932	- Telecommunications Mechanic II	25.71
23950	- Telephone Lineman	22.01
23960	- Welder, Combination, Maintenance	18.20
23965	- Well Driller	21.14
23970	- Woodcraft Worker	21.14
23980	- Woodworker	16.88
24000	- Personal Needs Occupations	
24550	- Case Manager	13.13
24570	- Child Care Attendant	9.61
24580	- Child Care Center Clerk	11.97

24610 - Chore Aide	10.00
24620 - Family Readiness And Support Services Coordinator	13.13
24630 - Homemaker	14.87
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.65
25040 - Sewage Plant Operator	19.43
25070 - Stationary Engineer	25.65
25190 - Ventilation Equipment Tender	18.46
25210 - Water Treatment Plant Operator	19.43
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.56
27007 - Baggage Inspector	12.07
27008 - Corrections Officer	14.96
27010 - Court Security Officer	16.95
27030 - Detection Dog Handler	13.93
27040 - Detention Officer	14.96
27070 - Firefighter	19.06
27101 - Guard I	12.07
27102 - Guard II	13.93
27131 - Police Officer I	19.37
27132 - Police Officer II	20.77
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.15
28042 - Carnival Equipment Repairer	12.96
28043 - Carnival Worker	9.49
28210 - Gate Attendant/Gate Tender	13.05
28310 - Lifeguard	11.12
28350 - Park Attendant (Aide)	14.60
28510 - Recreation Aide/Health Facility Attendant	10.66
28515 - Recreation Specialist	17.71
28630 - Sports Official	11.63
28690 - Swimming Pool Operator	16.24
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	21.98
29020 - Hatch Tender	21.98
29030 - Line Handler	21.98
29041 - Stevedore I	20.65
29042 - Stevedore II	23.12
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	37.52
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	25.87
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	28.49
30021 - Archeological Technician I	17.11
30022 - Archeological Technician II	17.58
30023 - Archeological Technician III	21.62
30030 - Cartographic Technician	23.50
30040 - Civil Engineering Technician	22.23
30051 - Cryogenic Technician I	24.57
30052 - Cryogenic Technician II	27.14
30061 - Drafter/CAD Operator I	15.66
30062 - Drafter/CAD Operator II	17.58
30063 - Drafter/CAD Operator III	21.02
30064 - Drafter/CAD Operator IV	26.04
30081 - Engineering Technician I	15.84
30082 - Engineering Technician II	17.79
30083 - Engineering Technician III	20.11
30084 - Engineering Technician IV	24.92
30085 - Engineering Technician V	30.15
30086 - Engineering Technician VI	36.50
30090 - Environmental Technician	27.69

30095 - Evidence Control Specialist	20.76
30210 - Laboratory Technician	21.20
30221 - Latent Fingerprint Technician I	24.78
30222 - Latent Fingerprint Technician II	27.37
30240 - Mathematical Technician	21.56
30361 - Paralegal/Legal Assistant I	17.68
30362 - Paralegal/Legal Assistant II	21.89
30363 - Paralegal/Legal Assistant III	26.77
30364 - Paralegal/Legal Assistant IV	32.40
30375 - Petroleum Supply Specialist	25.42
30390 - Photo-Optics Technician	22.28
30395 - Radiation Control Technician	25.42
30461 - Technical Writer I	20.66
30462 - Technical Writer II	25.28
30463 - Technical Writer III	30.58
30491 - Unexploded Ordnance (UXO) Technician I	23.85
30492 - Unexploded Ordnance (UXO) Technician II	28.85
30493 - Unexploded Ordnance (UXO) Technician III	34.58
30494 - Unexploded (UXO) Safety Escort	23.85
30495 - Unexploded (UXO) Sweep Personnel	23.85
30501 - Weather Forecaster I	24.57
30502 - Weather Forecaster II	29.88
30620 - Weather Observer, Combined Upper Air Or	(see 2) 21.02
Surface Programs	
30621 - Weather Observer, Senior	(see 2) 22.04
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	28.85
31020 - Bus Aide	10.69
31030 - Bus Driver	15.02
31043 - Driver Courier	15.57
31260 - Parking and Lot Attendant	10.30
31290 - Shuttle Bus Driver	16.60
31310 - Taxi Driver	11.14
31361 - Truckdriver, Light	16.60
31362 - Truckdriver, Medium	17.62
31363 - Truckdriver, Heavy	19.80
31364 - Truckdriver, Tractor-Trailer	19.80
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.07
99030 - Cashier	9.65
99050 - Desk Clerk	10.96
99095 - Embalmer	25.37
99130 - Flight Follower	23.85
99251 - Laboratory Animal Caretaker I	11.14
99252 - Laboratory Animal Caretaker II	13.06
99260 - Marketing Analyst	23.31
99310 - Mortician	25.37
99410 - Pest Controller	17.52
99510 - Photofinishing Worker	12.75
99710 - Recycling Laborer	14.64
99711 - Recycling Specialist	17.31
99730 - Refuse Collector	13.25
99810 - Sales Clerk	11.51
99820 - School Crossing Guard	13.38
99830 - Survey Party Chief	22.65
99831 - Surveying Aide	15.00
99832 - Surveying Technician	20.59
99840 - Vending Machine Attendant	13.52
99841 - Vending Machine Repairer	16.05
99842 - Vending Machine Repairer Helper	13.52

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Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.41 per hour or \$176.40 per week or \$764.40 per month

HEALTH & WELFARE EO 13706: \$4.13 per hour, or \$165.20 per week, or \$715.87 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 ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

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

conformance procedures described in the conformance note included on this wage determination.

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

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

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

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

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

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

\*\* HAZARDOUS PAY DIFFERENTIAL \*\*

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

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

\*\* UNIFORM ALLOWANCE \*\*

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



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

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

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).

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

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

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

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

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

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REGISTER OF WAGE DETERMINATIONS UNDER  
 THE SERVICE CONTRACT ACT  
 By direction of the Secretary of Labor

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

Daniel W. Simms                      Division of  
 Director                                  Wage Determinations

Wage Determination No. : 2017-0006  
 Revision No. : 5  
 Date Of Last Revision: 02/06/2018

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.35 for calendar year 2018 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, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.35 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 calendar year 2018. The EO minimum wage rate will be adjusted annually. 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)

State: Georgia

Area: Georgia County of Cobb

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
12305 - Radiologic Technologist		35.42
(not set) - Health Physics Technicians II		27.60
(not set) - Health Physics Technicians III		28.95
(not set) - Health Physics Technologist		42.86
(not set) - Senior Health Physics Technicians		35.42

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).

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.41 per hour or \$176.40 per week or \$764.40 per month

HEALTH & WELFARE E0 13706: \$4.13 per hour, or \$165.20 per week, or \$715.87 per month\*

\*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by E0 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 E0 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 3 weeks after 8 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 ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial 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)

\*\* 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

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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.

\*\* OCCUPATIONS NOT INCLUDED IN THE SCA DIRECTORY OF OCCUPATIONS \*\*

#### Health Physics Technicians II

Under general supervision, obtains competent and reliable measurements of radioactive materials in both the working environment and internal workplace. Performs instrument standardization, radiological analyses of samples, and uses instruments to make radioactive measurements. Record data on measurement, performs mathematical calculations as necessary, evaluates results, and compares with standards. May recommend protective equipment and controls to appropriate personnel working with sources of radiation. May respond to any Emergency Radiation Safety Incident as a member of Radiation Safety Organization.

Participate with supervision and/or research personnel in planning experiments/processes related to measurements of radioactive materials. May recommend to supervision plant areas to survey and provide feedback concerning schedule of activities planned.

Monitors radiation levels in the environment and internal workplace to determine potential radiation hazards. Collects and processes operational or general samples in specific work areas to determine contaminated levels. Performs radiation surveys and notifies Health Physics supervision when excessive contamination levels are detected and recommends necessary corrective measures to reduce contamination level to acceptable levels. Repeats survey either partially or completely to determine effectiveness of any corrective measure taken to ensure compliance with allowable limits.

Collects data using personnel monitoring instruments and radiation protection instruments for analysis and inclusion in summary reports. Organizes data, prepares

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records, and notes trends. Complies and retains records concerning the calibration of personnel monitoring instruments. Reviews laboratory data for quality assurance purposes and reviews computerized personnel data. Prepare summary report listing findings for management review. Compiles and retains records concerning the calibration of personnel monitoring instruments, i.e., pocket dosimeters and other radiation instruments.

Analyzes reports and documents related to specific phase of health physics programs to assure that job responsibilities are adequately covered. Reduces data to useful, presentable form, including tables and graphs.

Determines invalid functioning of processes and programs and suggests probable cause of problems. Determines that analytical results are within prescribed limits and/or determines the cause of variations outside the limits. Outline action plans for further analysis and/or resolution of problems. Conducts investigation of cause and effect for any sample exceeding the guides, standards, and limits. Provides health physics advice as needed. Provides timely feedback to supervision about technical problems, data trends, and equipment problems.

Participates in a limited capacity in the development and preparation of operating and standards for monitoring and sampling existing or modified controls and methods relating to radiological safety. May review, evaluate, and make recommendations on procedures that apply to group functions and responsibilities.

### Health Physics Technicians III

Under general supervision, obtains competent and reliable measurements of radioactive materials in both the working environment and internal workplace. Performs instrument standardization, radiological analyses of samples, and uses instruments to make radioactive measurements. Records data on measurement, performs mathematical calculations as necessary, evaluates results, and compares with standards. May recommend protective equipment and controls to appropriate personnel working with sources of radiation. May respond to any Emergency Radiation Safety Incident as a member of Radiation Safety Organization.

Participate with supervision and/or research personnel in planning experiments/processes related to measurements of radioactive materials. May recommend to supervision plant areas to survey and provide feedback concerning schedule of activities planned.

Monitors radiation levels in the environment and internal workplace to determine potential radiation hazards. Collects and processes operational or general samples in specific work areas to determine contaminated levels. Performs radiation surveys

and notifies Health Physics supervision when excessive contamination levels are detected and recommends necessary corrective measures to reduce contamination level to acceptable levels. Converts data to correct radiological quantities and units. Repeats survey either partially or completely to determine effectiveness of any

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corrective measure taken to ensure compliance with allowable limits.

Collects data using personnel monitoring instruments and radiation protection instruments for analysis and inclusion in summary reports. Organizes data, prepares records, and notes trends. Compiles and retains records concerning the calibration of personnel monitoring instrument, i.e., pocket dosimeters, and other radiation instruments. Prepares sample notices, records and maintains samples of demographic data. Reviews laboratory data for quality assurance purposes and reviews computerized personnel data. May prepare summary report listing findings for management review.

Analysis of data is limited to comparison of routine readings with pre-determined standards, and reporting those which exceed operational levels.

Determines invalid functioning of processes and programs and suggests probable cause of problems. Determines that analytical results are within prescribed limits and/or determines the cause of variations outside the limits. Outlines action plans for further analysis and/or resolution of problems. Conducts investigation of cause and effect for any sample exceeding the guides, standards, and limits. Provides health physics advice as needed. Provides timely feedback to supervision about technical problems, data trends, and equipment problems.

#### Health Physics Technologist

Under limited supervision, performs monitoring of special projects, work area, and items leaving radiological area for control of exposures from internal and external sources. Recommends appropriate personnel monitoring devices, protective equipment, and working time for operators and research personnel working with sources of radiation. Observes processes; reads, records, evaluates, and reports data from radiation detection devices and samples. May assist in the training of less experienced technicians. Participates in the planning phase of experiments. May serve as a member of the Emergency Radiation Safety Incident Team.

Participate considerably with supervision and/or research personnel in planning experiments related to measurements of radioactive materials. Recommend to supervision plant areas to survey and provide feedback concerning schedule of activities planned. Offers suggestions and ideas pertaining to experimental method and equipment used in performing study. Provides detailed information on individual responsibilities such as scheduling measurements or defining objectives.

Monitors radiation levels in the environment and internal workplace to determine potential radiation hazards. Performs radiation surveys and notifies Health Physics supervision when excessive contamination levels are detected and recommends necessary corrective measures to reduce contamination level to acceptable level. Repeats survey either partially or completely to determine effectiveness of any corrective measure taken to ensure compliance with allowable limits.

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Collects data using personnel monitoring instruments and radiation protection instruments for analysis and inclusion summary reports. Organizes data, prepares records, and notes trends. Complies and retains records concerning the calibration of personnel monitoring instruments. Reviews laboratory data for quality assurance purposes and reviews computerized personnel data. Prepare summary report listing findings for management review. Complies and retains records concerning the calibration of personnel monitoring instruments, i.e., pocket dosimeters and other radiation instruments.

Analyzes reports and documents related to specific phase of health physics programs to assure that job responsibilities are adequately covered. Reduces data to a useful, presentable form, including tables and graphs.

Determines invalid functioning of processes and programs and suggests probable cause of problems. Determines that analytical results are within prescribed limits. Outline action plans for further analysis and/or resolution of problems. Conducts investigation of cause and effect for any sample exceeding the guides, standards, and limits. Provides health physics advice as needed. Provides timely feedback to supervision about technical problems, data trends, and equipment problems.

Participates in a limited capacity in the development and preparation of operating and standards for monitoring and sampling existing or modified controls and methods relating to radiological safety. May review, evaluate, and make recommendations on procedures that apply to group functions and responsibilities.

#### Senior Health Physics Technicians

Under general supervision, performs monitoring of special projects, work area, and items leaving radiological area for control of exposures from internal and external sources. Recommends appropriate personnel monitoring devices, protective equipment, and working time for operators and research personnel working with sources of radiation. Observes processes; reads, records, evaluates, and reports data from radiation detection devices and samples. May assist in the training of less experienced technicians. Participates in the planning phase of experiments. May serve as a member of the Emergency Radiation Safety Incident team.

Participate with supervision and/or research personnel in planning experiments related to measurements of radioactive materials. Recommend to supervision plant areas to survey and provide feedback concerning schedule of activities planned. Offers suggestions and ideas pertaining to experimental method and equipment used in performing study. Provides detailed information on individual responsibilities such as scheduling measurements or defining objectives.



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Monitors radiation levels in the environment and internal workplace to determine potential radiation hazards. Performs radiation surveys and notifies Health Physics supervision when excessive contamination levels are detected and recommends necessary corrective measures to reduce contamination level to acceptable levels. Repeats survey either partially or completely to determine effectiveness of any corrective measure taken to ensure compliance with allowable limits.

Collects data using personnel monitoring instruments and radiation protection instruments for analysis and inclusion in summary reports. Organizes data, prepares records, and notes trends. Compiles and retains records concerning the calibration of personnel monitoring instrument, i.e., pocket dosimeters, and other radiation instruments. Reviews laboratory data for quality assurance purposes and reviews computerized personnel data. Prepare summary report listing findings for management review. Compiles and retains records concerning the calibration of personnel monitoring instruments, i.e., pocket dosimeters and other radiation instruments.

Analyzes reports and documents related to specific phase of health physics programs to assure that job responsibilities are adequately covered. Reduces data to a useful, presentable form, including tables and graphics.

Determines invalid functioning of processes and programs and suggests probable cause of problems. Determines that analytical results are within prescribed limits and/or determines the cause of variations outside the limits. Outline action plans for further analysis and/or resolution of problems. Conducts investigation of cause and effect for any sample exceeding the guides, standards, and limits. Provides health physics advice as needed. Provides timely feedback to supervision about technical problems, data trends, and equipment problems.

Participates in a limited capacity in the development and preparation of operating and standards for monitoring and sampling existing or modified controls and methods relating to radiological safety. May review, evaluate, and make recommendations on procedures that apply to group functions and responsibilities.