Part III- List of Documents, Exhibits and Other Attachments
Section J- List of Attachments

Attachment E- U.S. Department of Labor Wage Determination

See Mods. 0052 (6/14/2017); 0067 (9/21/2017); 0097 (4/11/2018)

Wage determinations were pulled at time of award. Anderson County, TN has been included due to the location of government facilities provided in Attachment B. Additional wage determinations will be added to cover any additional locations proposed by the successful Offeror.

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

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
Director

Division of Wage Determinations

Wage Determination No.: 2015-4215
Revision No.: 5
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

States: Delaware, Maryland, New Jersey

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

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 Surface Programs	(see 2)	25.43
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

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

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.41 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 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 Director Division of Wage Determinations	Wage Determination No.: 2015-4719 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

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

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 Surface Programs	(see 2)	21.32
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

Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.41 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 THE SERVICE CONTRACT 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 Director Division of Wage Determinations	Wage Determination No.: 2015-4265 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

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 26.11
Mechanic
23411 - Heating, Ventilation And Air Contidioning 27.04
Mechanic (Research Facility)
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 Surface Programs	(see 2)	25.19
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

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.41 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 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 Director — Division of Wage Determinations	Wage Determination No: 1994-0520 Revision No: 33 Date Of Revision: 1/10/2018

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
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

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

HEALTH & WELFARE: $4.41 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., porker 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., pockets 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 assists 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. 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., porker 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 assists 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., pockets 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., pocker 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 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 Director	Division of Wage Determinations
	Wage Determination No.: 2015-4643 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

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 19.89
Mechanic
23411 - Heating, Ventilation And Air Contidioning 20.91
Mechanic (Research Facility)
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 Surface Programs	(see 2)	21.02
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

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.41 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 Director Division of 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

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.

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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 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; 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

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

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., porker 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., pockets 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 assists 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.

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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 assists 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., pockets 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., pocker 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.