
UNITED STATES DISTRICT COURT
DISTRICT OF SOUTH CAROLINA

OFFICE OF THE CLERK
ROBIN L. BLUME
CLERK OF COURT
901 RICHLAND STREET
COLUMBIA, SOUTH CAROLINA 29201-2431
(803) 765-5816 FAX (803) 765-5960
www.scd.uscourts.gov

Request for Quotation

RFQ Number: 20-183
Request Date: June 25, 2020

To: Solicited Vendors

This is a request for **Open Market Pricing**.

Quotes may be faxed or e-mailed to the below listed address by **July 9, 2020 @ 3:00 p.m. EDT** local time. Hand-carried quotes must be delivered by the same time at United States District Court, District of South Carolina located at 901 Richland Street, Columbia, SC 29201 to the attention of Wanda Williams, Contracting Officer.

The Contractor must submit each of the following documents for their proposal to be considered:

- A technical proposal describing your approach and project management in accordance with the attached statement of work.
- A quote on the attached quote sheet for a price quotation broken down into the line items listed. See Attachment B
- Three references on the attached reference sheet. See Attachment C.
- A completed copy of Attachment D (Submission of Quote and Evaluation of Offers) with information required, including *Provision 3-5, Taxpayer Identification and Other Offeror Information (APR 2011)*
- Manufacturer's Safety Data Sheets (MSDS) for all proposed chemicals that will be utilized during the term of this contract.

A fixed price award from this RFQ will be made based on the lowest priced, technically acceptable offer.

Quotes and questions concerning this RFQ should be addressed in writing to Wanda Williams at the address listed above, by email at wanda_williams@scd.uscourts.gov, or by fax at 803.253.3909. All questions must be submitted in writing by Thursday, July 2, 2020 at 3:00 p.m. EDT. Responses will be sent to all bidders by Monday, July 6 at 3:00 p.m. EDT.

The court will hold an optional pre-bid tour of the Perry Courthouse on Wednesday, July 1 at 10:00 a.m. to allow contractors to inspect typical spaces covered under this contract. All attendees must RSVP by Tuesday, June 30 at 3:00 p.m. EDT. By order of the Chief Judge, all attendees will be required to wear a mask while inside the courthouse.

Services are to be performed at the following six locations:

G. Ross Anderson, Jr. Federal Bldg.
315 South McDuffie Street
Anderson, SC 29621

Matthew J. Perry, Jr., US Courthouse
901 Richland Street
Columbia, SC 29201

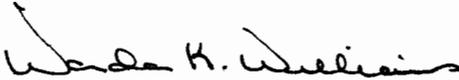
US District Courthouse Complex
85 Broad Street
Charleston, SC 29401

McMillan Federal Building
401 West Evans Street
Florence, SC 29501

Clement F. Haynsworth Federal Building
300 East Washington Street
Greenville, SC 29601

Donald S. Russell Federal Building
201 Magnolia Street
Spartanburg, SC 29306

Sincerely,



Wanda K. Williams
Contracting Officer

Attachments

STATEMENT OF WORK (SOW)

1.1 INTRODUCTION:

1.1.1 The United States District Court for the District of South Carolina (USDC – SC) is seeking to enter into a contract with a services vendor for a two-step electrostatic application at the court's six locations across the state of South Carolina of a disinfectant approved by the U.S. Environmental Protection Agency (EPA) for protection against the Novel coronavirus SARS-CoV-2, followed by a persistent antimicrobial approved by the EPA.

1.1.2 The USDC – SC will award a single fixed-price contract from this RFQ based on the lowest priced, technically acceptable offer. Quotes must be submitted on the bid sheet (Attachment B) included in the RFQ package. Applicable Terms and Conditions in Attachment D apply. Additional information required in these Terms and Conditions must be supplied.

1.2 OBJECTIVES:

The USDC-SC seeks to award a contract not to exceed 12 months for regular application services of a disinfectant followed by a persistent antimicrobial coating to provide protection against SARS-CoV-2 on all hard, non-porous surfaces. These application services will apply to defined spaces within federal courthouses across the state of South Carolina.

1.3 SCOPE:

1.3.1 The Contractor shall provide all personnel, equipment, supplies, transportation, tools, materials, and supervision necessary to provide disinfecting and sanitizing services against SARS-CoV-2 to defined spaces within each courthouse, including courtrooms and associated spaces, petit and grand jury deliberation suites, and jury assembly suites. See "Attachment A" for spaces to be treated in each location, as well as the frequency of treatment.

1.3.2 The Contractor shall be required to access restricted area in federal courthouses to provide the services required by this contract. All applications will be scheduled in advance to occur from 8:30 am to 4:30pm on Monday through Friday.

1.3.3 The Contractor's main points of contact will be the Contracting Officer (CO) and Contracting Officer's Representative (COR). Although the COR will be responsible for managing day-to-day contract activities with the Contractor, the CO will be the final authority on all matters relating to the contract.

1.3.4 The CO for this contract shall be Wanda Williams, USDC – SC Procurement Officer.

1.3.5 The COR for this contract shall be Michael Ward, USDC – SC Facilities Project Coordinator.

1.3.6 Within two weeks of the award, the Contractor will participate in a scheduled conference call with the COR, the General Services Administration (GSA), its Operations and Maintenance contractors, and its Custodial Contractors to review the services covered by this contract and ensure there are no adverse interactions between the products used by the Contractor and the products used by either GSA or its contractors.

1.3.7 The Contractor will communicate directly the COR or his designee/s for all matters, including coordinating the schedule for all work in each location.

1.3.8 The Contractor shall provide all management, administrative, clerical and supervisory functions required for the effective and efficient performance of this agreement. The Contractor shall provide personnel who have experience on projects of similar size, scope, complexity, functionality, and experience with the services and products required under this contract.

1.3.9 The Contractor shall submit a monthly report after each districtwide treatment confirming treatment. The report shall be submitted by email to the COR by close of business of the following Friday after each treatment week. The report shall serve as a chronology of events and support partial payments following each application. The reports shall include continual the following information: date and time of treatment, building and/or location, rooms treated, and personnel who completed the work.

1.3.10 The Contractor's materials, equipment, vehicle and employees will be screened by the U.S. Marshals Service (USMS) each time they enter both the grounds and building. The Contractor's arrival times will need to be coordinated in advance with the COR or his designee to ensure there are enough USMS deputies available to screen all materials, equipment, vehicles, and employees.

1.3.11 The Contractor may bill the court after treatments, every 4 weeks (total of 13 payments) or every month (total of 12 payments) over the course of the contract. Invoices will need to be submitted to the CO in Columbia.

1.4 SPECIFICATIONS

1.4.1 Disinfecting Solution/s

1.4.1.1 All disinfecting solutions used in performance under this contract must be approved by the EPA for use for protection against SARS-COV-2. A current list of chemicals can be found at <https://www.epa.gov/pesticide-registration/list-n-disinfectants-use-against-sars-cov-2>.

1.4.1.2 The EPA may periodically add or remove disinfecting chemicals either to or from their list during the term of the contract. Any additions/deletions to the EPA's approved list are automatically incorporated into this contract.

1.4.1.3 The Contractor is responsible for providing verification that their product meets the EPA requirements at any time upon request of the government.

1.4.2 Antimicrobial Solution/s

1.4.2.1 All antimicrobial solutions used in performance under this contract must be approved by the EPA. The Contractor must affirm the following: (1) that the solution will provide protection of all treated surfaces for at least 30 days under normal use and light cleaning, and (2) the solution will continue to kill bacteria, viruses, and fungi for at least 30 days under normal conditions.

1.4.3 Application of Disinfecting and Antimicrobial Solution/s

1.4.3.1 Application of the disinfectant and antimicrobial solutions must be accomplished through an electrostatic spraying process. This court defines this process as follows: (1) the solution is combined with air and atomized by an electrode inside the sprayer; (2) the electrostatically-charged mist is then sprayed onto surfaces and objects; and (3) as the solution treats the surfaces, it leaves behind no moisture or residue that requires additional clean up. Other terms commonly used to describe this application process are disinfectant ionizing, fogging spray application, and bio-fogging.

1.4.3.2 Application of the disinfectant and antimicrobial will not require any pre-cleaning of the area to be serviced.

1.4.3.3 Application shall not require facility occupants to remove items from their work areas (papers, keyboards, mice, telephones, etc.) prior to the application of the disinfectant.

1.4.3.4 Application shall contain sufficient parts per million (PPM) of the active chemical/s in solutions described in 1.4.1 and 1.4.2 to both inactivate and kill SARS-COV-2. The PPM shall be low enough to prevent damage or discoloration to any surfaces enumerated in 2.2.4.

1.4.3.5 Although spaces being treated will be vacant, the court cannot guarantee that adjacent spaces will be empty of personnel during the application process. Therefore, only chemicals appearing on the EPA list that are either inhalable or ingestible will be permitted for use under this contract. The treated spaces must be available for re-occupancy within 1 hour after application.

1.5 SPECIAL REQUIREMENTS/INFORMATION:

1.5.1 Clearances

1.5.1.1 All persons working in the courthouse shall be required to undergo a federal background check. The U.S. Probation Office will conduct these background checks on behalf of the court at no cost to the Contractor.

1.5.1.2 At the time of award, the court will provide the Contractor with a template form that must be completed for all employees who will provide the services required under this contract in one or more courthouses.

1.5.1.3 Only cleared individuals will be allowed to enter court facilities to perform the services required under this contract. Any employee of the Contractor who has not undergone a background check or who has failed a background check will not be permitted to enter any courthouses.

1.5.1.4 If a non-cleared technician is dispatched to a facility and is denied entry by the U.S. Marshals Service, the USDC – SC will not be liable for any costs, including a trip charge, arising from a lack of security clearance.

1.5.2 References

The Contractor shall provide three references using Attachment C for whom the Contractor has provided treatment services as identified in this RFQ within the past 12 months. The references must be commercial, institutional, or government entities. Residential clients, either single or multi-family, will not be considered.

1.5.3 Service Contract Act

The Service Contract Act applies to this solicitation and current copies of the U.S. Department of Labor Wage Determinations, by location, are attached for your information. See Attachment E.

2.1 REQUIREMENTS

2.1.1 The Contractor shall provide all personnel, equipment, supplies, facilities, transportation, tools, materials, supervision, and other items necessary to provide the detailed services in spaces identified by the court.

2.2.2 The Contractor shall use all disinfectants and antimicrobials in accordance with the manufacturer's recommendations.

2.2.3 The Contractor shall ensure that all staff working within the courthouse are equipped with appropriate personal protective equipment (PPE) required for the specific solutions being used. At a minimum, the Contractor and its employees shall wear nitrile, latex, or similar non-cloth disposable gloves and any other PPE as recommended by the manufacturer/s. The Contractor and its employees may be required to wear a mask while inside the courthouse in compliance with the Chief Judge's standing order.

2.2.4 The Contractor shall ensure all product(s) and application method(s) utilized shall be safe on all surfaces on which they are applied. These products and application method(s) must not cause damage or discoloration to any surface including, but not limited to, fabric wallcovering, vinyl wallcovering, painted gypsum board, stained wood, wood or nylon carpeting, leather, metal, rubber, glass, plexiglass, plastic, paper, or electronic equipment.

2.2.5 The Contractor shall ensure that when application is complete, all cloths, gloves, PPE, and cleaning, disinfecting, and antimicrobial waste materials shall be removed and disposed of in a sealed plastic trash bag. The bag must be removed from the site and cannot be disposed of in the government's trash containers.

2.2.6 This requirement is not for basic cleaning services. It is a new requirement in response against SARS-CoV-2 that causes coronavirus disease (COVID-19).

3.1 DELIVERABLES

3.1.1 The Contractor shall provide meeting minutes to the court from conference call or in-person meeting with the COR, GSA, its Operations and Maintenance contractors, and its Custodial Contractors.

3.1.2 The Contractor shall submit a report after each districtwide treatment monthly report confirming treatment by email to the COR by close of business of the following Friday after each treatment week. The report shall serve as a chronology of events and support progress payments. The reports shall include continual the following information: date and time of treatment, building and/or location, rooms treated, and personnel who completed the work.

3.1.3 All deliverables are subject to review and comment by the court. In some cases that review may determine that a submission is unacceptable and must be corrected. The Contractor shall be responsible for the timeliness of submission and the professional quality, technical accuracy, and coordination of all deliverables. The Contractor shall, without additional compensation, correct or revise any error or deficiencies in its deliverables and resubmit those deliverables until accepted by the court. Should multiple rejections occur, the CO may require the Contractor to travel to the court, without additional compensation, for any on site meeting needed to resolve those outstanding issues in a timely manner. Final acceptance of all deliverables will occur when the deliverable is free of errors and/or deficiencies and meets the standard of care. The COR will notify the contractor upon final acceptance of a deliverable.

3.2 SCHEDULE FOR PERFORMANCE AND DELIVERY/MILESTONE SCHEDULES

The services are required to be performed at the identified court locations within a period of performance (POP) of no more than one year from time of award every 4 weeks (28 days). The Contractor should refer to Attachment A for a proposed cleaning schedule. The USDC – SC may modify the frequency and areas

noted on Attachment A during the contract period depending on courtroom use and/or occupancy by a person or persons with a suspected case of COVID-19; however, the aggregate square footage will not exceed the total area noted on Attachments A and B.

3.3 INSPECTION AND ACCEPTANCE

At the discretion of the government, the USDC – SC may travel to the site/s to evaluate the services provided under this contract. Any issues, questions, or discrepancies will be reported to the Contractor for his action.

4.1 ENVIRONMENTS:

Work will be performed within United States District Courthouses (identified below) in courtrooms, jury deliberation suites and Jury assembly rooms.

4.2 LOCATION(S) FOR PERFORMANCE:

G. Ross Anderson, Jr. Federal Bldg.
315 South McDuffie Street
Anderson, SC 29621

Matthew J. Perry, Jr., US Courthouse
901 Richland Street
Columbia, SC 29201

US District Courthouse Complex
85 Broad Street
Charleston, SC 29401

McMillan Federal Building
401 West Evans Street
Florence, SC 29501

Clement F. Haynsworth Federal Building
300 East Washington Street
Greenville, SC 29601

Donald S. Russell Federal Building
201 Magnolia Street
Spartanburg, SC 29306

4.3 GOVERNMENT FURNISHED PROPERTY

None

4.4 CONTRACTOR FURNISHED MATERIAL

All personnel, PPE, equipment, supplies, transportation, tools, materials and supervision required to complete the work detailed above.

Attachment B

Quote Sheet for RFQ Number: 20-183

Item No.	Description	Quantity	Unit	Unit Price	Extended Price
1	Price per square foot for treatments outlined in RFQ to include materials, PPE, labor and mileage. (All inclusive)	765,780	Square foot		
2	Minimum Trip Charge				
				TOTAL	

Vendor's Name

Vendor's Phone Number/fax number/e-mail address

Vendor's Street Address

Vendor's City, State, and Zip Code

Signature of Person Authorized to Sign Quote

Date

DUNS number

Printed or Typed Name of Signator

Attachment C

REFERENCES

1) Company Name: _____

Address: _____

Address: _____

Contact Person: _____

Phone: _____

2) Company Name: _____

Address: _____

Address: _____

Contact Person: _____

Phone: _____

3) Company Name: _____

Address: _____

Address: _____

Contact Person: _____

Phone: _____

Attachment D

APPLICABLE JUDICIARY TERMS AND CONDITIONS

1. Clause B-5, Clauses Incorporated by Reference (SEP 2010)

This contract incorporates one or more clauses by reference, with the same force and effect as if they were given in full text. Upon request, the contracting officer will make their full text available. Also, the full text of a clause may be accessed electronically at this address: <http://www.uscourts.gov/procurement.aspx>

(cnd)

2. The following judiciary clauses, that the Contracting Officer has indicated are applicable, are incorporated in this contract by reference:

- Clause 3-3 Provisions, Clauses, Terms and Conditions - Small Purchases (JUN 2014)
- Clause 3-175 Fair Labor Standards Act and Service Contract Act – Price Adjustment (Multiple Year and Option Contracts) (MAR 2019)
- Clause 6-20 Insurance – Work on or Within a Judiciary Facility (APR 2011)
- Clause 7-55 Contractor Use of Judiciary Networks (JUN 2014)
- Clause 7-65 Protection of Judiciary Buildings, Equipment and Vegetation (APR 2013)
- Clause 7-115 Availability of Funds (JAN 2003)

3. The following full text clauses are incorporated if the Contracting Officer has marked them as applicable (X):

- Clause 2-90C Option to Extend Services (APR 2013)

The judiciary may require continued performance of any services within the limits and at the rates specified in the contract. These rates may be adjusted only as a result of revisions to prevailing labor rates provided by the Secretary of Labor. The option provision may be exercised more than once, but the total extension of performance hereunder shall not exceed 6 months. The contracting officer may exercise the option by written notice to the contractor no later than _____ calendar days prior to the contract's current expiration date *[insert the period of time within which the contracting officer may exercise the option]*.

(end)

- Clause 2-90D Option to Extend the Term of the Contract (APR 2013)

(a) The judiciary may extend the term of this contract by written notice to the contractor no later than _____ calendar days prior to the contract's current expiration date *[insert the period of time within which the contracting officer may exercise the option]*; provided that the judiciary gives the contractor a preliminary written notice of its intent to extend at least _____ calendar days [60 days unless a different number of days is inserted] before the contract expires. The preliminary notice does not commit the judiciary to an extension.

(b) If the judiciary exercises this option, the extended contract shall be considered to include this option clause.

(c) The total duration of this contract, including the exercise of any options under this clause, shall not exceed _____ (months) (years).

(end)

4. Incorporation of Department of Labor Wage Rate Determination

Department of Labor Wage Determinations for all work locations in the district are attached.

SUBMISSION OF QUOTE AND EVALUATION OF OFFERS

1. The following judiciary provisions, that the Contracting Officer has indicated are applicable, are incorporated in this solicitation:

Provision B-1, Solicitation Provisions Incorporated by Reference (SEP 2010)

This solicitation incorporates one or more solicitation provisions by reference, with the same force and effect as if they were given in full text. Upon request, the contracting officer will make their full text available. The offeror is cautioned that the listed provisions may include blocks that must be completed by the offeror and submitted with its quotation or offer. In lieu of submitting the full text of those provisions, the offeror may identify the provision by paragraph identifier and provide the appropriate information with its quotation or offer. Also, the full text of a solicitation provision may be accessed electronically at this address: <http://www.uscourts.gov/procurement.aspx>.

(end)

Solicitation Provisions Incorporated by Reference

- Provision 2-70 Site Visit (JAN 2003)
- Provision 2-85A Evaluation Inclusive of Options (JAN 2003)
- Provision 3-135 Single or Multiple Awards (JAN 2003)

Additional Solicitation Provisions

Provision 4-1, Type of Contract (JAN 2003)

The judiciary plans to award a fixed price type of contract under this solicitation, and all offers shall be submitted on this basis. Alternate offers based on other contract types will not be considered.

(end)

Provision 3-5, Taxpayer Identification and Other Offeror Information (APR 2011)

(a) *Definitions.*

“Taxpayer Identification (TIN),” as used in this provision, means the number required by the Internal Revenue Service (IRS) to be used by the offeror in reporting income tax and other returns. The TIN may be either a social security number or an employer identification number.

(b) All offerors shall submit the information required in paragraphs (d) and (e) of this provision to comply with debt collection requirements of 31 U.S.C. 7701(c) and 3325(d), reporting requirements of 26 U.S.C. 6041, 6041A, and implementing regulations issued by the IRS. If the resulting contract is subject to the payment reporting requirements, the failure or refusal by the offeror to furnish the information may result in a 31 percent reduction of payments otherwise due under the contract.

(c) The TIN may be used by the government to collect and report on any delinquent amounts arising out of the offeror’s relationship with the government (31 U.S.C. 7701(c)(3)). If the resulting contract is subject to payment recording requirements, the TIN provided hereunder may be matched with IRS records to verify the accuracy of the offeror’s TIN.

(d) *Taxpayer Identification Number (TIN):*

- TIN has been applied for.
- TIN is not required, because:
 - Offeror is a nonresident alien, foreign corporation or foreign partnership that does not have income effectively connected with the conduct of a trade or business in the United States and does not have an office or place of business or a fiscal paying agent in the United States;
 - Offeror is an agency or instrumentality of a foreign government;
 - Offeror is an agency or instrumentality of the federal government.

(e) *Type of organization:*

- sole proprietorship;
- partnership;
- corporate entity (not tax-exempt);
- corporate entity (tax-exempt);
- government entity (federal, state or local);
- foreign government;
- international organization per 26 CFR 1.6049-4;
- other _____.

(f) *Contractor representations.*

The offeror represents as part of its offer that it is , is not, 51% owned and the management and daily operations are controlled by one or more members of the selected socio-economic group(s) below:

- Women Owned Business
- Minority Owned Business (if selected, then one sub-type is required)
 - Black American
 - Hispanic American
 - Native American (American Indians, Eskimos, Aleuts, or Native Hawaiians)
 - Asian-Pacific American (persons with origins from Burma, Thailand, Malaysia, Indonesia, Korea, The Philippines, U.S. Trust Territory of the Pacific Islands (Republic of Palau), Republic of the Marshall Islands, Federated States of Micronesia, the Commonwealth of the Northern Mariana Islands, Guam, Samoa, Macao, Hong Kong, Fiji, Tonga, Kiribati, Tuvalu, or Nauru)
 - Subcontinent Asian (Asian-Indian) American (persons with origins from India, Pakistan, Bangladesh, Sri Lanka, Bhutan, the Maldives Islands, or Nepal)
 - Individual/concern, other than one of the preceding.

(end)

Attachment E

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

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

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-4429
Revision No.: 13
Date Of Last Revision: 06/03/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of \$10.80 for calendar year 2020 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 \$10.80 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 2020. 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: South Carolina

Area: South Carolina Counties of Calhoun Fairfield Kershaw Lexington
Richland Saluda

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.39
01012 - Accounting Clerk II		16.16
01013 - Accounting Clerk III		18.08
01020 - Administrative Assistant		26.33
01035 - Court Reporter		20.42
01041 - Customer Service Representative I		12.89
01042 - Customer Service Representative II		14.49

01043 - Customer Service Representative III	15.81
01051 - Data Entry Operator I	12.41
01052 - Data Entry Operator II	13.51
01060 - Dispatcher Motor Vehicle	19.26
01070 - Document Preparation Clerk	13.65
01090 - Duplicating Machine Operator	13.65
01111 - General Clerk I	12.95
01112 - General Clerk II	14.13
01113 - General Clerk III	15.86
01120 - Housing Referral Assistant	19.24
01141 - Messenger Courier	12.27
01191 - Order Clerk I	16.45
01192 - Order Clerk II	17.94
01261 - Personnel Assistant (Employment) I	15.36
01262 - Personnel Assistant (Employment) II	17.19
01263 - Personnel Assistant (Employment) III	19.16
01270 - Production Control Clerk	25.10
01290 - Rental Clerk	12.42
01300 - Scheduler Maintenance	15.43
01311 - Secretary I	15.43
01312 - Secretary II	17.27
01313 - Secretary III	19.24
01320 - Service Order Dispatcher	17.21
01410 - Supply Technician	26.33
01420 - Survey Worker	15.22
01460 - Switchboard Operator/Receptionist	13.72
01531 - Travel Clerk I	16.40
01532 - Travel Clerk II	17.45
01533 - Travel Clerk III	18.55
01611 - Word Processor I	13.75
01612 - Word Processor II	15.43
01613 - Word Processor III	17.27
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	20.50
05010 - Automotive Electrician	19.41
05040 - Automotive Glass Installer	18.22
05070 - Automotive Worker	18.22
05110 - Mobile Equipment Servicer	15.83
05130 - Motor Equipment Metal Mechanic	20.51
05160 - Motor Equipment Metal Worker	18.22
05190 - Motor Vehicle Mechanic	20.51
05220 - Motor Vehicle Mechanic Helper	14.66
05250 - Motor Vehicle Upholstery Worker	16.99
05280 - Motor Vehicle Wrecker	18.22
05310 - Painter Automotive	19.41
05340 - Radiator Repair Specialist	18.22
05370 - Tire Repairer	15.62
05400 - Transmission Repair Specialist	20.51
07000 - Food Preparation And Service Occupations	

07010 - Baker	11.22
07041 - Cook I	11.51
07042 - Cook II	13.25
07070 - Dishwasher	9.67
07130 - Food Service Worker	10.97
07210 - Meat Cutter	17.32
07260 - Waiter/Waitress	8.91
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.86
09040 - Furniture Handler	11.25
09080 - Furniture Refinisher	16.96
09090 - Furniture Refinisher Helper	13.33
09110 - Furniture Repairer Minor	15.52
09130 - Upholsterer	15.96
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	10.99
11060 - Elevator Operator	10.99
11090 - Gardener	15.79
11122 - Housekeeping Aide	11.37
11150 - Janitor	11.37
11210 - Laborer Grounds Maintenance	12.30
11240 - Maid or Houseman	10.00
11260 - Pruner	11.11
11270 - Tractor Operator	14.63
11330 - Trail Maintenance Worker	12.30
11360 - Window Cleaner	12.59
12000 - Health Occupations	
12010 - Ambulance Driver	16.48
12011 - Breath Alcohol Technician	18.68
12012 - Certified Occupational Therapist Assistant	28.79
12015 - Certified Physical Therapist Assistant	29.36
12020 - Dental Assistant	18.81
12025 - Dental Hygienist	32.84
12030 - EKG Technician	28.01
12035 - Electroneurodiagnostic Technologist	28.01
12040 - Emergency Medical Technician	16.48
12071 - Licensed Practical Nurse I	17.36
12072 - Licensed Practical Nurse II	19.43
12073 - Licensed Practical Nurse III	21.66
12100 - Medical Assistant	14.58
12130 - Medical Laboratory Technician	23.01
12160 - Medical Record Clerk	18.07
12190 - Medical Record Technician	20.22
12195 - Medical Transcriptionist	16.47
12210 - Nuclear Medicine Technologist	32.51
12221 - Nursing Assistant I	11.58
12222 - Nursing Assistant II	13.03
12223 - Nursing Assistant III	14.21
12224 - Nursing Assistant IV	15.95

12235 - Optical Dispenser	17.67	
12236 - Optical Technician	17.36	
12250 - Pharmacy Technician	16.19	
12280 - Phlebotomist	16.60	
12305 - Radiologic Technologist	24.03	
12311 - Registered Nurse I	23.87	
12312 - Registered Nurse II	29.19	
12313 - Registered Nurse II Specialist	29.19	
12314 - Registered Nurse III	35.32	
12315 - Registered Nurse III Anesthetist	35.32	
12316 - Registered Nurse IV	42.34	
12317 - Scheduler (Drug and Alcohol Testing)	24.06	
12320 - Substance Abuse Treatment Counselor	18.10	
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I	20.56	
13012 - Exhibits Specialist II	25.47	
13013 - Exhibits Specialist III	31.16	
13041 - Illustrator I	20.56	
13042 - Illustrator II	25.47	
13043 - Illustrator III	31.16	
13047 - Librarian	28.21	
13050 - Library Aide/Clerk	12.59	
13054 - Library Information Technology Systems Administrator	25.47	
13058 - Library Technician	16.20	
13061 - Media Specialist I	18.38	
13062 - Media Specialist II	20.56	
13063 - Media Specialist III	22.92	
13071 - Photographer I	17.97	
13072 - Photographer II	20.10	
13073 - Photographer III	24.90	
13074 - Photographer IV	30.46	
13075 - Photographer V	36.85	
13090 - Technical Order Library Clerk	15.35	
13110 - Video Teleconference Technician	18.38	
14000 - Information Technology Occupations		
14041 - Computer Operator I	17.01	
14042 - Computer Operator II	19.02	
14043 - Computer Operator III	22.79	
14044 - Computer Operator IV	25.39	
14045 - Computer Operator V	28.06	
14071 - Computer Programmer I	(see 1)	21.78
14072 - Computer Programmer II	(see 1)	26.99
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		17.01

14160 - Personal Computer Support Technician	27.56
14170 - System Support Specialist	30.01
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	29.33
15020 - Aircrew Training Devices Instructor (Rated)	35.48
15030 - Air Crew Training Devices Instructor (Pilot)	42.52
15050 - Computer Based Training Specialist / Instructor	29.33
15060 - Educational Technologist	31.15
15070 - Flight Instructor (Pilot)	42.52
15080 - Graphic Artist	20.07
15085 - Maintenance Test Pilot Fixed Jet/Prop	42.52
15086 - Maintenance Test Pilot Rotary Wing	42.52
15088 - Non-Maintenance Test/Co-Pilot	42.52
15090 - Technical Instructor	21.99
15095 - Technical Instructor/Course Developer	26.90
15110 - Test Proctor	17.75
15120 - Tutor	17.75
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	10.10
16030 - Counter Attendant	10.10
16040 - Dry Cleaner	12.48
16070 - Finisher Flatwork Machine	10.10
16090 - Presser Hand	10.10
16110 - Presser Machine Drycleaning	10.10
16130 - Presser Machine Shirts	10.10
16160 - Presser Machine Wearing Apparel Laundry	10.10
16190 - Sewing Machine Operator	13.17
16220 - Tailor	14.02
16250 - Washer Machine	10.93
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	22.34
19040 - Tool And Die Maker	27.60
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	16.07
21030 - Material Coordinator	25.10
21040 - Material Expediter	25.10
21050 - Material Handling Laborer	13.01
21071 - Order Filler	11.87
21080 - Production Line Worker (Food Processing)	16.07
21110 - Shipping Packer	15.15
21130 - Shipping/Receiving Clerk	15.15
21140 - Store Worker I	11.87
21150 - Stock Clerk	16.02
21210 - Tools And Parts Attendant	16.07
21410 - Warehouse Specialist	16.07
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	31.03
23019 - Aircraft Logs and Records Technician	24.28
23021 - Aircraft Mechanic I	29.31

23022 - Aircraft Mechanic II	31.03
23023 - Aircraft Mechanic III	32.64
23040 - Aircraft Mechanic Helper	20.95
23050 - Aircraft Painter	27.73
23060 - Aircraft Servicer	24.28
23070 - Aircraft Survival Flight Equipment Technician	27.73
23080 - Aircraft Worker	26.04
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	26.04
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	29.31
23110 - Appliance Mechanic	20.80
23120 - Bicycle Repairer	17.87
23125 - Cable Splicer	31.45
23130 - Carpenter Maintenance	20.91
23140 - Carpet Layer	20.57
23160 - Electrician Maintenance	22.96
23181 - Electronics Technician Maintenance I	24.87
23182 - Electronics Technician Maintenance II	26.49
23183 - Electronics Technician Maintenance III	27.99
23260 - Fabric Worker	19.18
23290 - Fire Alarm System Mechanic	19.64
23310 - Fire Extinguisher Repairer	17.87
23311 - Fuel Distribution System Mechanic	26.72
23312 - Fuel Distribution System Operator	20.63
23370 - General Maintenance Worker	16.68
23380 - Ground Support Equipment Mechanic	29.31
23381 - Ground Support Equipment Servicer	24.28
23382 - Ground Support Equipment Worker	26.04
23391 - Gunsmith I	17.87
23392 - Gunsmith II	20.57
23393 - Gunsmith III	23.15
23410 - Heating Ventilation And Air-Conditioning Mechanic	20.85
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	22.07
23430 - Heavy Equipment Mechanic	23.96
23440 - Heavy Equipment Operator	17.69
23460 - Instrument Mechanic	23.15
23465 - Laboratory/Shelter Mechanic	21.91
23470 - Laborer	13.01
23510 - Locksmith	22.45
23530 - Machinery Maintenance Mechanic	28.85
23550 - Machinist Maintenance	22.13
23580 - Maintenance Trades Helper	14.67
23591 - Metrology Technician I	23.15
23592 - Metrology Technician II	24.51
23593 - Metrology Technician III	25.79
23640 - Millwright	24.63

23710 - Office Appliance Repairer	19.86
23760 - Painter Maintenance	17.84
23790 - Pipefitter Maintenance	23.35
23810 - Plumber Maintenance	22.09
23820 - Pneudraulic Systems Mechanic	23.15
23850 - Rigger	23.15
23870 - Scale Mechanic	20.57
23890 - Sheet-Metal Worker Maintenance	19.31
23910 - Small Engine Mechanic	19.07
23931 - Telecommunications Mechanic I	25.66
23932 - Telecommunications Mechanic II	27.17
23950 - Telephone Lineman	25.96
23960 - Welder Combination Maintenance	20.30
23965 - Well Driller	23.15
23970 - Woodcraft Worker	23.15
23980 - Woodworker	17.87
24000 - Personal Needs Occupations	
24550 - Case Manager	14.15
24570 - Child Care Attendant	9.48
24580 - Child Care Center Clerk	14.74
24610 - Chore Aide	10.87
24620 - Family Readiness And Support Services Coordinator	14.15
24630 - Homemaker	15.00
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.35
25040 - Sewage Plant Operator	20.03
25070 - Stationary Engineer	22.35
25190 - Ventilation Equipment Tender	15.98
25210 - Water Treatment Plant Operator	20.03
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.80
27007 - Baggage Inspector	13.48
27008 - Corrections Officer	17.25
27010 - Court Security Officer	18.41
27030 - Detection Dog Handler	15.08
27040 - Detention Officer	17.25
27070 - Firefighter	18.24
27101 - Guard I	13.48
27102 - Guard II	15.08
27131 - Police Officer I	20.36
27132 - Police Officer II	22.62
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.56
28042 - Carnival Equipment Repairer	13.56
28043 - Carnival Worker	9.54
28210 - Gate Attendant/Gate Tender	14.00
28310 - Lifeguard	11.01
28350 - Park Attendant (Aide)	15.66

28510 - Recreation Aide/Health Facility Attendant	11.10
28515 - Recreation Specialist	17.89
28630 - Sports Official	12.47
28690 - Swimming Pool Operator	15.61
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	24.66
29020 - Hatch Tender	24.66
29030 - Line Handler	24.66
29041 - Stevedore I	22.99
29042 - Stevedore II	26.26
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.29
30021 - Archeological Technician I	16.95
30022 - Archeological Technician II	18.58
30023 - Archeological Technician III	22.82
30030 - Cartographic Technician	22.84
30040 - Civil Engineering Technician	29.59
30051 - Cryogenic Technician I	25.27
30052 - Cryogenic Technician II	27.39
30061 - Drafter/CAD Operator I	16.95
30062 - Drafter/CAD Operator II	18.58
30063 - Drafter/CAD Operator III	20.54
30064 - Drafter/CAD Operator IV	25.27
30081 - Engineering Technician I	14.83
30082 - Engineering Technician II	16.64
30083 - Engineering Technician III	18.61
30084 - Engineering Technician IV	23.07
30085 - Engineering Technician V	28.22
30086 - Engineering Technician VI	34.14
30090 - Environmental Technician	23.49
30095 - Evidence Control Specialist	22.39
30210 - Laboratory Technician	22.71
30221 - Latent Fingerprint Technician I	23.25
30222 - Latent Fingerprint Technician II	25.63
30240 - Mathematical Technician	23.81
30361 - Paralegal/Legal Assistant I	17.38
30362 - Paralegal/Legal Assistant II	21.53
30363 - Paralegal/Legal Assistant III	26.34
30364 - Paralegal/Legal Assistant IV	32.35
30375 - Petroleum Supply Specialist	27.39
30390 - Photo-Optics Technician	25.12
30395 - Radiation Control Technician	27.39
30461 - Technical Writer I	22.21
30462 - Technical Writer II	27.16
30463 - Technical Writer III	36.15
30491 - Unexploded Ordnance (UXO) Technician I	25.35
30492 - Unexploded Ordnance (UXO) Technician II	30.67

30493 - Unexploded Ordnance (UXO) Technician III	36.76
30494 - Unexploded (UXO) Safety Escort	25.35
30495 - Unexploded (UXO) Sweep Personnel	25.35
30501 - Weather Forecaster I	25.27
30502 - Weather Forecaster II	30.17
30620 - Weather Observer Combined Upper Air Or	(see 2) 20.54
Surface Programs	
30621 - Weather Observer Senior	(see 2) 22.82
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	30.67
31020 - Bus Aide	10.83
31030 - Bus Driver	15.87
31043 - Driver Courier	13.44
31260 - Parking and Lot Attendant	12.13
31290 - Shuttle Bus Driver	14.52
31310 - Taxi Driver	11.46
31361 - Truckdriver Light	14.52
31362 - Truckdriver Medium	15.58
31363 - Truckdriver Heavy	19.20
31364 - Truckdriver Tractor-Trailer	19.20
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.99
99050 - Desk Clerk	10.78
99095 - Embalmer	25.76
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	13.70
99252 - Laboratory Animal Caretaker II	14.80
99260 - Marketing Analyst	27.85
99310 - Mortician	25.76
99410 - Pest Controller	16.93
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	13.11
99711 - Recycling Specialist	16.25
99730 - Refuse Collector	13.20
99810 - Sales Clerk	12.56
99820 - School Crossing Guard	13.23
99830 - Survey Party Chief	21.07
99831 - Surveying Aide	14.12
99832 - Surveying Technician	19.35
99840 - Vending Machine Attendant	17.91
99841 - Vending Machine Repairer	22.26
99842 - Vending Machine Repairer Helper	17.91

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: \$4.54 per hour up to 40 hours per week or \$181.60 per week or \$786.93 per month

HEALTH & WELFARE EO 13706: \$4.22 per hour up to 40 hours per week or \$168.80 per week or \$731.47 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**

Conformance Process:

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

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

The process for preparing a conformance request is as follows:

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

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

performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).

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

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

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

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

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

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

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

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-4427
Revision No.: 14
Date Of Last Revision: 06/03/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of \$10.80 for calendar year 2020 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 \$10.80 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 2020. 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: South Carolina

Area: South Carolina Counties of Berkeley Charleston Dorchester

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.71
01012 - Accounting Clerk II		15.39
01013 - Accounting Clerk III		17.22
01020 - Administrative Assistant		29.25
01035 - Court Reporter		19.61
01041 - Customer Service Representative I		13.58
01042 - Customer Service Representative II		15.27
01043 - Customer Service Representative III		16.65
01051 - Data Entry Operator I		13.37
01052 - Data Entry Operator II		14.59
01060 - Dispatcher Motor Vehicle		21.14

01070 - Document Preparation Clerk	13.98
01090 - Duplicating Machine Operator	13.98
01111 - General Clerk I	12.91
01112 - General Clerk II	14.09
01113 - General Clerk III	15.82
01120 - Housing Referral Assistant	19.89
01141 - Messenger Courier	13.36
01191 - Order Clerk I	16.21
01192 - Order Clerk II	17.69
01261 - Personnel Assistant (Employment) I	16.67
01262 - Personnel Assistant (Employment) II	18.65
01263 - Personnel Assistant (Employment) III	20.79
01270 - Production Control Clerk	22.15
01290 - Rental Clerk	14.69
01300 - Scheduler Maintenance	15.94
01311 - Secretary I	15.94
01312 - Secretary II	17.83
01313 - Secretary III	19.89
01320 - Service Order Dispatcher	18.90
01410 - Supply Technician	29.25
01420 - Survey Worker	17.23
01460 - Switchboard Operator/Receptionist	14.25
01531 - Travel Clerk I	15.81
01532 - Travel Clerk II	16.86
01533 - Travel Clerk III	18.03
01611 - Word Processor I	15.51
01612 - Word Processor II	17.40
01613 - Word Processor III	19.47
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	21.93
05010 - Automotive Electrician	20.15
05040 - Automotive Glass Installer	19.06
05070 - Automotive Worker	19.31
05110 - Mobile Equipment Servicer	16.86
05130 - Motor Equipment Metal Mechanic	21.52
05160 - Motor Equipment Metal Worker	19.31
05190 - Motor Vehicle Mechanic	21.52
05220 - Motor Vehicle Mechanic Helper	15.91
05250 - Motor Vehicle Upholstery Worker	18.21
05280 - Motor Vehicle Wrecker	19.31
05310 - Painter Automotive	20.15
05340 - Radiator Repair Specialist	19.31
05370 - Tire Repairer	13.62
05400 - Transmission Repair Specialist	21.52
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.53
07041 - Cook I	10.64
07042 - Cook II	12.01
07070 - Dishwasher	10.58

07130 - Food Service Worker	13.01
07210 - Meat Cutter	17.44
07260 - Waiter/Waitress	9.08
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.87
09040 - Furniture Handler	12.21
09080 - Furniture Refinisher	17.71
09090 - Furniture Refinisher Helper	13.93
09110 - Furniture Repairer Minor	15.80
09130 - Upholsterer	16.91
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.08
11060 - Elevator Operator	11.08
11090 - Gardener	17.04
11122 - Housekeeping Aide	10.38
11150 - Janitor	10.38
11210 - Laborer Grounds Maintenance	13.82
11240 - Maid or Houseman	10.84
11260 - Pruner	12.70
11270 - Tractor Operator	15.99
11330 - Trail Maintenance Worker	13.82
11360 - Window Cleaner	11.29
12000 - Health Occupations	
12010 - Ambulance Driver	19.38
12011 - Breath Alcohol Technician	19.38
12012 - Certified Occupational Therapist Assistant	28.13
12015 - Certified Physical Therapist Assistant	28.73
12020 - Dental Assistant	21.30
12025 - Dental Hygienist	30.54
12030 - EKG Technician	31.42
12035 - Electroneurodiagnostic Technologist	31.42
12040 - Emergency Medical Technician	19.38
12071 - Licensed Practical Nurse I	17.98
12072 - Licensed Practical Nurse II	20.12
12073 - Licensed Practical Nurse III	22.43
12100 - Medical Assistant	16.76
12130 - Medical Laboratory Technician	26.26
12160 - Medical Record Clerk	18.53
12190 - Medical Record Technician	20.74
12195 - Medical Transcriptionist	17.72
12210 - Nuclear Medicine Technologist	36.34
12221 - Nursing Assistant I	11.43
12222 - Nursing Assistant II	12.85
12223 - Nursing Assistant III	14.02
12224 - Nursing Assistant IV	15.74
12235 - Optical Dispenser	16.34
12236 - Optical Technician	20.68
12250 - Pharmacy Technician	16.66
12280 - Phlebotomist	16.90

12305 - Radiologic Technologist	29.47
12311 - Registered Nurse I	25.36
12312 - Registered Nurse II	31.01
12313 - Registered Nurse II Specialist	31.01
12314 - Registered Nurse III	37.52
12315 - Registered Nurse III Anesthetist	37.52
12316 - Registered Nurse IV	44.98
12317 - Scheduler (Drug and Alcohol Testing)	24.00
12320 - Substance Abuse Treatment Counselor	19.54
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	23.33
13012 - Exhibits Specialist II	28.90
13013 - Exhibits Specialist III	35.36
13041 - Illustrator I	21.99
13042 - Illustrator II	27.22
13043 - Illustrator III	33.31
13047 - Librarian	32.01
13050 - Library Aide/Clerk	10.95
13054 - Library Information Technology Systems Administrator	28.90
13058 - Library Technician	15.12
13061 - Media Specialist I	20.85
13062 - Media Specialist II	23.33
13063 - Media Specialist III	26.01
13071 - Photographer I	15.85
13072 - Photographer II	17.73
13073 - Photographer III	21.96
13074 - Photographer IV	26.87
13075 - Photographer V	32.51
13090 - Technical Order Library Clerk	13.75
13110 - Video Teleconference Technician	17.95
14000 - Information Technology Occupations	
14041 - Computer Operator I	17.06
14042 - Computer Operator II	19.10
14043 - Computer Operator III	21.28
14044 - Computer Operator IV	23.65
14045 - Computer Operator V	26.19
14071 - Computer Programmer I	25.00
14072 - Computer Programmer II	(see 1)
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment Operator	17.06
14160 - Personal Computer Support Technician	23.65
14170 - System Support Specialist	29.46
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	29.60

15020 - Aircrew Training Devices Instructor (Rated)	35.81
15030 - Air Crew Training Devices Instructor (Pilot)	42.92
15050 - Computer Based Training Specialist / Instructor	29.60
15060 - Educational Technologist	29.72
15070 - Flight Instructor (Pilot)	42.92
15080 - Graphic Artist	20.74
15085 - Maintenance Test Pilot Fixed Jet/Prop	37.37
15086 - Maintenance Test Pilot Rotary Wing	37.37
15088 - Non-Maintenance Test/Co-Pilot	37.37
15090 - Technical Instructor	22.38
15095 - Technical Instructor/Course Developer	27.38
15110 - Test Proctor	18.07
15120 - Tutor	18.07
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	10.20
16030 - Counter Attendant	10.20
16040 - Dry Cleaner	12.30
16070 - Finisher Flatwork Machine	10.20
16090 - Presser Hand	10.20
16110 - Presser Machine Drycleaning	10.20
16130 - Presser Machine Shirts	10.20
16160 - Presser Machine Wearing Apparel Laundry	10.20
16190 - Sewing Machine Operator	12.96
16220 - Tailor	13.59
16250 - Washer Machine	10.74
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	21.37
19040 - Tool And Die Maker	25.98
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	18.26
21030 - Material Coordinator	22.15
21040 - Material Expediter	22.15
21050 - Material Handling Laborer	14.15
21071 - Order Filler	12.48
21080 - Production Line Worker (Food Processing)	18.26
21110 - Shipping Packer	17.09
21130 - Shipping/Receiving Clerk	17.09
21140 - Store Worker I	13.14
21150 - Stock Clerk	16.93
21210 - Tools And Parts Attendant	18.26
21410 - Warehouse Specialist	18.26
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	33.37
23019 - Aircraft Logs and Records Technician	26.86
23021 - Aircraft Mechanic I	31.73
23022 - Aircraft Mechanic II	33.37
23023 - Aircraft Mechanic III	34.96
23040 - Aircraft Mechanic Helper	23.69
23050 - Aircraft Painter	30.12

23060 - Aircraft Servicer	26.86
23070 - Aircraft Survival Flight Equipment Technician	30.12
23080 - Aircraft Worker	28.47
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	28.47
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	31.73
23110 - Appliance Mechanic	21.75
23120 - Bicycle Repairer	17.64
23125 - Cable Splicer	32.72
23130 - Carpenter Maintenance	22.79
23140 - Carpet Layer	20.56
23160 - Electrician Maintenance	21.01
23181 - Electronics Technician Maintenance I	25.94
23182 - Electronics Technician Maintenance II	27.44
23183 - Electronics Technician Maintenance III	28.91
23260 - Fabric Worker	19.39
23290 - Fire Alarm System Mechanic	20.44
23310 - Fire Extinguisher Repairer	18.22
23311 - Fuel Distribution System Mechanic	22.69
23312 - Fuel Distribution System Operator	18.04
23370 - General Maintenance Worker	18.03
23380 - Ground Support Equipment Mechanic	31.73
23381 - Ground Support Equipment Servicer	26.86
23382 - Ground Support Equipment Worker	28.47
23391 - Gunsmith I	18.22
23392 - Gunsmith II	20.56
23393 - Gunsmith III	22.91
23410 - Heating Ventilation And Air-Conditioning Mechanic	22.35
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	23.50
23430 - Heavy Equipment Mechanic	24.55
23440 - Heavy Equipment Operator	20.05
23460 - Instrument Mechanic	22.91
23465 - Laboratory/Shelter Mechanic	21.75
23470 - Laborer	14.15
23510 - Locksmith	19.55
23530 - Machinery Maintenance Mechanic	26.93
23550 - Machinist Maintenance	20.22
23580 - Maintenance Trades Helper	14.97
23591 - Metrology Technician I	22.91
23592 - Metrology Technician II	24.09
23593 - Metrology Technician III	25.24
23640 - Millwright	26.74
23710 - Office Appliance Repairer	21.38
23760 - Painter Maintenance	17.97
23790 - Pipefitter Maintenance	23.67
23810 - Plumber Maintenance	22.47

23820 - Pneudraulic Systems Mechanic	22.91
23850 - Rigger	20.00
23870 - Scale Mechanic	20.56
23890 - Sheet-Metal Worker Maintenance	19.92
23910 - Small Engine Mechanic	16.59
23931 - Telecommunications Mechanic I	27.52
23932 - Telecommunications Mechanic II	28.93
23950 - Telephone Lineman	25.60
23960 - Welder Combination Maintenance	21.34
23965 - Well Driller	22.91
23970 - Woodcraft Worker	22.91
23980 - Woodworker	18.22
24000 - Personal Needs Occupations	
24550 - Case Manager	16.75
24570 - Child Care Attendant	9.57
24580 - Child Care Center Clerk	11.93
24610 - Chore Aide	10.95
24620 - Family Readiness And Support Services Coordinator	16.75
24630 - Homemaker	16.75
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.91
25040 - Sewage Plant Operator	18.24
25070 - Stationary Engineer	22.91
25190 - Ventilation Equipment Tender	17.11
25210 - Water Treatment Plant Operator	18.24
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.70
27007 - Baggage Inspector	14.16
27008 - Corrections Officer	18.22
27010 - Court Security Officer	18.69
27030 - Detection Dog Handler	15.85
27040 - Detention Officer	18.22
27070 - Firefighter	19.16
27101 - Guard I	14.16
27102 - Guard II	15.85
27131 - Police Officer I	20.53
27132 - Police Officer II	22.81
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.10
28042 - Carnival Equipment Repairer	12.89
28043 - Carnival Worker	9.61
28210 - Gate Attendant/Gate Tender	15.50
28310 - Lifeguard	13.06
28350 - Park Attendant (Aide)	17.35
28510 - Recreation Aide/Health Facility Attendant	12.66
28515 - Recreation Specialist	21.48
28630 - Sports Official	13.81
28690 - Swimming Pool Operator	14.92

29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	26.09
29020 - Hatch Tender	26.09
29030 - Line Handler	26.09
29041 - Stevedore I	22.70
29042 - Stevedore II	27.59
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.29
30021 - Archeological Technician I	17.40
30022 - Archeological Technician II	18.96
30023 - Archeological Technician III	23.48
30030 - Cartographic Technician	26.11
30040 - Civil Engineering Technician	26.39
30051 - Cryogenic Technician I	26.01
30052 - Cryogenic Technician II	28.73
30061 - Drafter/CAD Operator I	17.40
30062 - Drafter/CAD Operator II	18.96
30063 - Drafter/CAD Operator III	21.13
30064 - Drafter/CAD Operator IV	26.01
30081 - Engineering Technician I	17.18
30082 - Engineering Technician II	19.28
30083 - Engineering Technician III	21.57
30084 - Engineering Technician IV	26.72
30085 - Engineering Technician V	32.69
30086 - Engineering Technician VI	39.55
30090 - Environmental Technician	23.48
30095 - Evidence Control Specialist	23.36
30210 - Laboratory Technician	21.96
30221 - Latent Fingerprint Technician I	26.01
30222 - Latent Fingerprint Technician II	28.73
30240 - Mathematical Technician	23.48
30361 - Paralegal/Legal Assistant I	18.88
30362 - Paralegal/Legal Assistant II	23.38
30363 - Paralegal/Legal Assistant III	28.60
30364 - Paralegal/Legal Assistant IV	34.61
30375 - Petroleum Supply Specialist	28.58
30390 - Photo-Optics Technician	23.48
30395 - Radiation Control Technician	28.58
30461 - Technical Writer I	22.64
30462 - Technical Writer II	27.70
30463 - Technical Writer III	33.51
30491 - Unexploded Ordnance (UXO) Technician I	25.35
30492 - Unexploded Ordnance (UXO) Technician II	30.67
30493 - Unexploded Ordnance (UXO) Technician III	36.76
30494 - Unexploded (UXO) Safety Escort	25.35
30495 - Unexploded (UXO) Sweep Personnel	25.35
30501 - Weather Forecaster I	26.01

30502 - Weather Forecaster II		31.47
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	21.13
30621 - Weather Observer Senior	(see 2)	23.36
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		13.60
31030 - Bus Driver		17.85
31043 - Driver Courier		14.41
31260 - Parking and Lot Attendant		9.42
31290 - Shuttle Bus Driver		15.36
31310 - Taxi Driver		11.87
31361 - Truckdriver Light		15.36
31362 - Truckdriver Medium		16.34
31363 - Truckdriver Heavy		20.85
31364 - Truckdriver Tractor-Trailer		20.85
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		14.95
99030 - Cashier		10.41
99050 - Desk Clerk		11.64
99095 - Embalmer		29.43
99130 - Flight Follower		25.35
99251 - Laboratory Animal Caretaker I		12.37
99252 - Laboratory Animal Caretaker II		13.18
99260 - Marketing Analyst		26.83
99310 - Mortician		29.43
99410 - Pest Controller		17.59
99510 - Photofinishing Worker		13.56
99710 - Recycling Laborer		14.85
99711 - Recycling Specialist		17.20
99730 - Refuse Collector		13.66
99810 - Sales Clerk		13.31
99820 - School Crossing Guard		12.50
99830 - Survey Party Chief		19.94
99831 - Surveying Aide		15.11
99832 - Surveying Technician		18.12
99840 - Vending Machine Attendant		16.84
99841 - Vending Machine Repairer		20.33
99842 - Vending Machine Repairer Helper		16.84

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: \$4.54 per hour up to 40 hours per week or \$181.60 per week or \$786.93 per month

HEALTH & WELFARE EO 13706: \$4.22 per hour up to 40 hours per week or \$168.80 per week or \$731.47 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))."

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

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

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-4431
Revision No.: 13
Date Of Last Revision: 06/03/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of \$10.80 for calendar year 2020 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 \$10.80 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 2020. 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: South Carolina

Area: South Carolina Counties of Darlington Florence

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.38
01012 - Accounting Clerk II		16.15
01013 - Accounting Clerk III		18.06
01020 - Administrative Assistant		24.77
01035 - Court Reporter		17.33
01041 - Customer Service Representative I		12.11
01042 - Customer Service Representative II		13.61
01043 - Customer Service Representative III		14.85
01051 - Data Entry Operator I		13.13
01052 - Data Entry Operator II		14.32
01060 - Dispatcher Motor Vehicle		19.39

01070 - Document Preparation Clerk	13.80
01090 - Duplicating Machine Operator	13.80
01111 - General Clerk I	12.03
01112 - General Clerk II	13.12
01113 - General Clerk III	14.74
01120 - Housing Referral Assistant	19.32
01141 - Messenger Courier	12.61
01191 - Order Clerk I	14.78
01192 - Order Clerk II	16.14
01261 - Personnel Assistant (Employment) I	15.15
01262 - Personnel Assistant (Employment) II	16.95
01263 - Personnel Assistant (Employment) III	18.89
01270 - Production Control Clerk	24.72
01290 - Rental Clerk	13.62
01300 - Scheduler Maintenance	15.49
01311 - Secretary I	15.49
01312 - Secretary II	17.33
01313 - Secretary III	19.32
01320 - Service Order Dispatcher	17.32
01410 - Supply Technician	24.77
01420 - Survey Worker	12.09
01460 - Switchboard Operator/Receptionist	11.76
01531 - Travel Clerk I	12.82
01532 - Travel Clerk II	13.64
01533 - Travel Clerk III	14.52
01611 - Word Processor I	13.80
01612 - Word Processor II	15.49
01613 - Word Processor III	17.33
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	21.58
05010 - Automotive Electrician	17.25
05040 - Automotive Glass Installer	16.20
05070 - Automotive Worker	16.20
05110 - Mobile Equipment Servicer	14.08
05130 - Motor Equipment Metal Mechanic	18.23
05160 - Motor Equipment Metal Worker	16.20
05190 - Motor Vehicle Mechanic	18.23
05220 - Motor Vehicle Mechanic Helper	13.03
05250 - Motor Vehicle Upholstery Worker	15.11
05280 - Motor Vehicle Wrecker	16.20
05310 - Painter Automotive	17.25
05340 - Radiator Repair Specialist	16.20
05370 - Tire Repairer	12.10
05400 - Transmission Repair Specialist	18.23
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.93
07041 - Cook I	10.18
07042 - Cook II	11.72
07070 - Dishwasher	9.67

07130 - Food Service Worker	10.48
07210 - Meat Cutter	15.41
07260 - Waiter/Waitress	8.91
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.51
09040 - Furniture Handler	13.66
09080 - Furniture Refinisher	21.51
09090 - Furniture Refinisher Helper	16.24
09110 - Furniture Repairer Minor	18.83
09130 - Upholsterer	21.51
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.00
11060 - Elevator Operator	10.81
11090 - Gardener	14.87
11122 - Housekeeping Aide	10.81
11150 - Janitor	10.81
11210 - Laborer Grounds Maintenance	11.58
11240 - Maid or Houseman	9.04
11260 - Pruner	10.46
11270 - Tractor Operator	13.77
11330 - Trail Maintenance Worker	11.58
11360 - Window Cleaner	11.97
12000 - Health Occupations	
12010 - Ambulance Driver	15.35
12011 - Breath Alcohol Technician	16.71
12012 - Certified Occupational Therapist Assistant	28.84
12015 - Certified Physical Therapist Assistant	31.03
12020 - Dental Assistant	18.69
12025 - Dental Hygienist	36.12
12030 - EKG Technician	29.95
12035 - Electroneurodiagnostic Technologist	29.95
12040 - Emergency Medical Technician	15.35
12071 - Licensed Practical Nurse I	15.70
12072 - Licensed Practical Nurse II	17.56
12073 - Licensed Practical Nurse III	19.58
12100 - Medical Assistant	13.13
12130 - Medical Laboratory Technician	22.00
12160 - Medical Record Clerk	16.42
12190 - Medical Record Technician	18.38
12195 - Medical Transcriptionist	17.80
12210 - Nuclear Medicine Technologist	38.59
12221 - Nursing Assistant I	11.84
12222 - Nursing Assistant II	13.31
12223 - Nursing Assistant III	14.52
12224 - Nursing Assistant IV	16.30
12235 - Optical Dispenser	17.62
12236 - Optical Technician	15.70
12250 - Pharmacy Technician	14.75
12280 - Phlebotomist	15.10

12305 - Radiologic Technologist	26.67
12311 - Registered Nurse I	22.68
12312 - Registered Nurse II	27.75
12313 - Registered Nurse II Specialist	27.75
12314 - Registered Nurse III	33.57
12315 - Registered Nurse III Anesthetist	33.57
12316 - Registered Nurse IV	40.23
12317 - Scheduler (Drug and Alcohol Testing)	21.75
12320 - Substance Abuse Treatment Counselor	21.37
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	17.85
13012 - Exhibits Specialist II	22.11
13013 - Exhibits Specialist III	27.04
13041 - Illustrator I	17.85
13042 - Illustrator II	22.11
13043 - Illustrator III	27.04
13047 - Librarian	24.48
13050 - Library Aide/Clerk	12.15
13054 - Library Information Technology Systems Administrator	22.11
13058 - Library Technician	14.81
13061 - Media Specialist I	15.95
13062 - Media Specialist II	17.85
13063 - Media Specialist III	19.89
13071 - Photographer I	15.95
13072 - Photographer II	17.85
13073 - Photographer III	22.11
13074 - Photographer IV	27.04
13075 - Photographer V	32.72
13090 - Technical Order Library Clerk	15.49
13110 - Video Teleconference Technician	15.95
14000 - Information Technology Occupations	
14041 - Computer Operator I	16.22
14042 - Computer Operator II	18.15
14043 - Computer Operator III	21.66
14044 - Computer Operator IV	23.80
14045 - Computer Operator V	26.36
14071 - Computer Programmer I	(see 1) 19.69
14072 - Computer Programmer II	(see 1) 24.38
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	16.22
14160 - Personal Computer Support Technician	23.80
14170 - System Support Specialist	28.69
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	28.93

15020 - Aircrew Training Devices Instructor (Rated)	35.00
15030 - Air Crew Training Devices Instructor (Pilot)	41.95
15050 - Computer Based Training Specialist / Instructor	28.93
15060 - Educational Technologist	31.31
15070 - Flight Instructor (Pilot)	41.95
15080 - Graphic Artist	22.64
15085 - Maintenance Test Pilot Fixed Jet/Prop	41.95
15086 - Maintenance Test Pilot Rotary Wing	41.95
15088 - Non-Maintenance Test/Co-Pilot	41.95
15090 - Technical Instructor	22.45
15095 - Technical Instructor/Course Developer	27.46
15110 - Test Proctor	18.13
15120 - Tutor	18.13
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	10.10
16030 - Counter Attendant	10.10
16040 - Dry Cleaner	12.48
16070 - Finisher Flatwork Machine	10.10
16090 - Presser Hand	10.10
16110 - Presser Machine Drycleaning	10.10
16130 - Presser Machine Shirts	10.10
16160 - Presser Machine Wearing Apparel Laundry	10.10
16190 - Sewing Machine Operator	13.17
16220 - Tailor	14.02
16250 - Washer Machine	10.93
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	21.51
19040 - Tool And Die Maker	26.56
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	15.60
21030 - Material Coordinator	21.88
21040 - Material Expediter	21.88
21050 - Material Handling Laborer	11.95
21071 - Order Filler	10.75
21080 - Production Line Worker (Food Processing)	15.60
21110 - Shipping Packer	16.73
21130 - Shipping/Receiving Clerk	16.73
21140 - Store Worker I	11.87
21150 - Stock Clerk	16.02
21210 - Tools And Parts Attendant	15.60
21410 - Warehouse Specialist	15.60
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	24.06
23019 - Aircraft Logs and Records Technician	18.83
23021 - Aircraft Mechanic I	22.72
23022 - Aircraft Mechanic II	24.06
23023 - Aircraft Mechanic III	25.31
23040 - Aircraft Mechanic Helper	16.24
23050 - Aircraft Painter	21.51

23060 - Aircraft Servicer	18.83
23070 - Aircraft Survival Flight Equipment Technician	21.51
23080 - Aircraft Worker	20.19
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	20.19
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	22.72
23110 - Appliance Mechanic	21.51
23120 - Bicycle Repairer	13.99
23125 - Cable Splicer	32.18
23130 - Carpenter Maintenance	21.12
23140 - Carpet Layer	20.19
23160 - Electrician Maintenance	22.29
23181 - Electronics Technician Maintenance I	26.22
23182 - Electronics Technician Maintenance II	27.92
23183 - Electronics Technician Maintenance III	29.38
23260 - Fabric Worker	18.83
23290 - Fire Alarm System Mechanic	22.72
23310 - Fire Extinguisher Repairer	17.54
23311 - Fuel Distribution System Mechanic	22.72
23312 - Fuel Distribution System Operator	17.54
23370 - General Maintenance Worker	17.28
23380 - Ground Support Equipment Mechanic	22.72
23381 - Ground Support Equipment Servicer	18.83
23382 - Ground Support Equipment Worker	20.19
23391 - Gunsmith I	17.54
23392 - Gunsmith II	20.19
23393 - Gunsmith III	22.72
23410 - Heating Ventilation And Air-Conditioning Mechanic	21.60
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	22.87
23430 - Heavy Equipment Mechanic	22.14
23440 - Heavy Equipment Operator	17.63
23460 - Instrument Mechanic	22.72
23465 - Laboratory/Shelter Mechanic	21.51
23470 - Laborer	11.95
23510 - Locksmith	21.51
23530 - Machinery Maintenance Mechanic	26.11
23550 - Machinist Maintenance	22.24
23580 - Maintenance Trades Helper	12.24
23591 - Metrology Technician I	22.72
23592 - Metrology Technician II	24.06
23593 - Metrology Technician III	25.31
23640 - Millwright	24.80
23710 - Office Appliance Repairer	21.51
23760 - Painter Maintenance	15.76
23790 - Pipefitter Maintenance	22.99
23810 - Plumber Maintenance	21.75

23820 - Pneudraulic Systems Mechanic	22.72
23850 - Rigger	22.82
23870 - Scale Mechanic	20.19
23890 - Sheet-Metal Worker Maintenance	17.30
23910 - Small Engine Mechanic	16.07
23931 - Telecommunications Mechanic I	25.07
23932 - Telecommunications Mechanic II	26.54
23950 - Telephone Lineman	20.65
23960 - Welder Combination Maintenance	20.67
23965 - Well Driller	22.72
23970 - Woodcraft Worker	22.72
23980 - Woodworker	17.54
24000 - Personal Needs Occupations	
24550 - Case Manager	13.67
24570 - Child Care Attendant	9.02
24580 - Child Care Center Clerk	11.25
24610 - Chore Aide	9.58
24620 - Family Readiness And Support Services Coordinator	13.67
24630 - Homemaker	13.67
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.74
25040 - Sewage Plant Operator	18.75
25070 - Stationary Engineer	25.74
25190 - Ventilation Equipment Tender	17.74
25210 - Water Treatment Plant Operator	18.75
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.05
27007 - Baggage Inspector	12.70
27008 - Corrections Officer	14.27
27010 - Court Security Officer	14.77
27030 - Detection Dog Handler	14.40
27040 - Detention Officer	14.27
27070 - Firefighter	14.21
27101 - Guard I	12.70
27102 - Guard II	14.40
27131 - Police Officer I	17.78
27132 - Police Officer II	19.75
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.92
28042 - Carnival Equipment Repairer	11.69
28043 - Carnival Worker	9.05
28210 - Gate Attendant/Gate Tender	14.87
28310 - Lifeguard	11.95
28350 - Park Attendant (Aide)	16.64
28510 - Recreation Aide/Health Facility Attendant	12.14
28515 - Recreation Specialist	20.61
28630 - Sports Official	13.24
28690 - Swimming Pool Operator	17.54

29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	19.21
29020 - Hatch Tender	19.21
29030 - Line Handler	19.21
29041 - Stevedore I	17.92
29042 - Stevedore II	20.46
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.29
30021 - Archeological Technician I	16.71
30022 - Archeological Technician II	20.16
30023 - Archeological Technician III	24.99
30030 - Cartographic Technician	24.99
30040 - Civil Engineering Technician	24.99
30051 - Cryogenic Technician I	25.20
30052 - Cryogenic Technician II	27.84
30061 - Drafter/CAD Operator I	16.71
30062 - Drafter/CAD Operator II	20.16
30063 - Drafter/CAD Operator III	22.49
30064 - Drafter/CAD Operator IV	27.66
30081 - Engineering Technician I	16.06
30082 - Engineering Technician II	18.02
30083 - Engineering Technician III	20.16
30084 - Engineering Technician IV	24.99
30085 - Engineering Technician V	30.19
30086 - Engineering Technician VI	36.98
30090 - Environmental Technician	24.99
30095 - Evidence Control Specialist	22.75
30210 - Laboratory Technician	22.49
30221 - Latent Fingerprint Technician I	25.20
30222 - Latent Fingerprint Technician II	27.84
30240 - Mathematical Technician	24.99
30361 - Paralegal/Legal Assistant I	17.27
30362 - Paralegal/Legal Assistant II	21.10
30363 - Paralegal/Legal Assistant III	25.92
30364 - Paralegal/Legal Assistant IV	29.18
30375 - Petroleum Supply Specialist	27.84
30390 - Photo-Optics Technician	24.99
30395 - Radiation Control Technician	27.84
30461 - Technical Writer I	24.99
30462 - Technical Writer II	30.42
30463 - Technical Writer III	36.98
30491 - Unexploded Ordnance (UXO) Technician I	25.35
30492 - Unexploded Ordnance (UXO) Technician II	30.67
30493 - Unexploded Ordnance (UXO) Technician III	36.76
30494 - Unexploded (UXO) Safety Escort	25.35
30495 - Unexploded (UXO) Sweep Personnel	25.35
30501 - Weather Forecaster I	25.20

30502 - Weather Forecaster II	30.66
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2) 22.49
30621 - Weather Observer Senior	(see 2) 24.99
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	30.67
31020 - Bus Aide	14.47
31030 - Bus Driver	19.94
31043 - Driver Courier	13.81
31260 - Parking and Lot Attendant	13.07
31290 - Shuttle Bus Driver	14.92
31310 - Taxi Driver	13.34
31361 - Truckdriver Light	14.92
31362 - Truckdriver Medium	16.01
31363 - Truckdriver Heavy	21.38
31364 - Truckdriver Tractor-Trailer	21.38
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.95
99030 - Cashier	9.91
99050 - Desk Clerk	9.81
99095 - Embalmer	25.35
99130 - Flight Follower	25.35
99251 - Laboratory Animal Caretaker I	17.07
99252 - Laboratory Animal Caretaker II	18.44
99260 - Marketing Analyst	27.16
99310 - Mortician	25.35
99410 - Pest Controller	18.36
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	11.66
99711 - Recycling Specialist	13.86
99730 - Refuse Collector	10.53
99810 - Sales Clerk	11.38
99820 - School Crossing Guard	13.23
99830 - Survey Party Chief	16.93
99831 - Surveying Aide	10.46
99832 - Surveying Technician	15.78
99840 - Vending Machine Attendant	17.42
99841 - Vending Machine Repairer	21.65
99842 - Vending Machine Repairer Helper	17.42

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: \$4.54 per hour up to 40 hours per week or \$181.60 per week or \$786.93 per month

HEALTH & WELFARE EO 13706: \$4.22 per hour up to 40 hours per week or \$168.80 per week or \$731.47 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))."

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

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

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-4433
Revision No.: 14
Date Of Last Revision: 06/17/2020

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of \$10.80 for calendar year 2020 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 \$10.80 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 2020. 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: South Carolina

Area: South Carolina Counties of Anderson Greenville Laurens Pickens

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.20
01012 - Accounting Clerk II		15.93
01013 - Accounting Clerk III		17.83
01020 - Administrative Assistant		28.21
01035 - Court Reporter		18.89
01041 - Customer Service Representative I		12.52
01042 - Customer Service Representative II		14.07
01043 - Customer Service Representative III		15.35
01051 - Data Entry Operator I		13.97
01052 - Data Entry Operator II		15.24
01060 - Dispatcher Motor Vehicle		18.84

01070 - Document Preparation Clerk	14.10
01090 - Duplicating Machine Operator	14.10
01111 - General Clerk I	12.71
01112 - General Clerk II	13.87
01113 - General Clerk III	15.57
01120 - Housing Referral Assistant	19.75
01141 - Messenger Courier	12.87
01191 - Order Clerk I	16.09
01192 - Order Clerk II	17.55
01261 - Personnel Assistant (Employment) I	16.67
01262 - Personnel Assistant (Employment) II	18.65
01263 - Personnel Assistant (Employment) III	20.79
01270 - Production Control Clerk	21.06
01290 - Rental Clerk	14.34
01300 - Scheduler Maintenance	15.83
01311 - Secretary I	15.83
01312 - Secretary II	17.71
01313 - Secretary III	19.75
01320 - Service Order Dispatcher	16.01
01410 - Supply Technician	28.21
01420 - Survey Worker	17.81
01460 - Switchboard Operator/Receptionist	13.78
01531 - Travel Clerk I	13.76
01532 - Travel Clerk II	14.78
01533 - Travel Clerk III	15.92
01611 - Word Processor I	14.90
01612 - Word Processor II	16.72
01613 - Word Processor III	18.71
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	20.12
05010 - Automotive Electrician	17.33
05040 - Automotive Glass Installer	16.27
05070 - Automotive Worker	16.27
05110 - Mobile Equipment Servicer	14.13
05130 - Motor Equipment Metal Mechanic	18.31
05160 - Motor Equipment Metal Worker	16.27
05190 - Motor Vehicle Mechanic	18.31
05220 - Motor Vehicle Mechanic Helper	13.09
05250 - Motor Vehicle Upholstery Worker	15.17
05280 - Motor Vehicle Wrecker	16.27
05310 - Painter Automotive	17.33
05340 - Radiator Repair Specialist	16.27
05370 - Tire Repairer	13.03
05400 - Transmission Repair Specialist	18.31
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.89
07041 - Cook I	11.46
07042 - Cook II	13.19
07070 - Dishwasher	9.08

07130 - Food Service Worker	11.18
07210 - Meat Cutter	17.07
07260 - Waiter/Waitress	8.95
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.22
09040 - Furniture Handler	11.68
09080 - Furniture Refinisher	17.22
09090 - Furniture Refinisher Helper	13.89
09110 - Furniture Repairer Minor	16.10
09130 - Upholsterer	17.22
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	10.90
11060 - Elevator Operator	10.90
11090 - Gardener	17.60
11122 - Housekeeping Aide	10.89
11150 - Janitor	10.89
11210 - Laborer Grounds Maintenance	13.71
11240 - Maid or Houseman	9.95
11260 - Pruner	12.38
11270 - Tractor Operator	16.30
11330 - Trail Maintenance Worker	13.71
11360 - Window Cleaner	12.06
12000 - Health Occupations	
12010 - Ambulance Driver	15.36
12011 - Breath Alcohol Technician	17.25
12012 - Certified Occupational Therapist Assistant	32.55
12015 - Certified Physical Therapist Assistant	29.36
12020 - Dental Assistant	17.78
12025 - Dental Hygienist	30.76
12030 - EKG Technician	29.77
12035 - Electroneurodiagnostic Technologist	29.77
12040 - Emergency Medical Technician	15.36
12071 - Licensed Practical Nurse I	16.30
12072 - Licensed Practical Nurse II	18.24
12073 - Licensed Practical Nurse III	20.33
12100 - Medical Assistant	15.18
12130 - Medical Laboratory Technician	21.65
12160 - Medical Record Clerk	16.25
12190 - Medical Record Technician	18.19
12195 - Medical Transcriptionist	19.71
12210 - Nuclear Medicine Technologist	35.24
12221 - Nursing Assistant I	11.80
12222 - Nursing Assistant II	13.27
12223 - Nursing Assistant III	14.47
12224 - Nursing Assistant IV	16.24
12235 - Optical Dispenser	22.79
12236 - Optical Technician	16.68
12250 - Pharmacy Technician	15.26
12280 - Phlebotomist	14.33

12305 - Radiologic Technologist	26.22
12311 - Registered Nurse I	25.94
12312 - Registered Nurse II	29.58
12313 - Registered Nurse II Specialist	29.58
12314 - Registered Nurse III	35.79
12315 - Registered Nurse III Anesthetist	35.79
12316 - Registered Nurse IV	42.89
12317 - Scheduler (Drug and Alcohol Testing)	22.59
12320 - Substance Abuse Treatment Counselor	19.84
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	20.05
13012 - Exhibits Specialist II	24.84
13013 - Exhibits Specialist III	30.39
13041 - Illustrator I	20.05
13042 - Illustrator II	24.84
13043 - Illustrator III	30.39
13047 - Librarian	27.51
13050 - Library Aide/Clerk	13.44
13054 - Library Information Technology Systems Administrator	24.84
13058 - Library Technician	15.34
13061 - Media Specialist I	17.92
13062 - Media Specialist II	20.05
13063 - Media Specialist III	22.36
13071 - Photographer I	17.29
13072 - Photographer II	19.35
13073 - Photographer III	23.96
13074 - Photographer IV	29.32
13075 - Photographer V	35.47
13090 - Technical Order Library Clerk	17.04
13110 - Video Teleconference Technician	20.19
14000 - Information Technology Occupations	
14041 - Computer Operator I	16.10
14042 - Computer Operator II	18.01
14043 - Computer Operator III	20.08
14044 - Computer Operator IV	22.32
14045 - Computer Operator V	24.70
14071 - Computer Programmer I	(see 1) 20.71
14072 - Computer Programmer II	(see 1) 25.66
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	16.10
14160 - Personal Computer Support Technician	22.32
14170 - System Support Specialist	25.15
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	30.00

15020 - Aircrew Training Devices Instructor (Rated)	36.29
15030 - Air Crew Training Devices Instructor (Pilot)	43.50
15050 - Computer Based Training Specialist / Instructor	30.00
15060 - Educational Technologist	33.17
15070 - Flight Instructor (Pilot)	43.50
15080 - Graphic Artist	22.60
15085 - Maintenance Test Pilot Fixed Jet/Prop	42.66
15086 - Maintenance Test Pilot Rotary Wing	42.66
15088 - Non-Maintenance Test/Co-Pilot	42.66
15090 - Technical Instructor	21.30
15095 - Technical Instructor/Course Developer	26.06
15110 - Test Proctor	17.20
15120 - Tutor	17.20
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	10.10
16030 - Counter Attendant	10.10
16040 - Dry Cleaner	12.48
16070 - Finisher Flatwork Machine	10.10
16090 - Presser Hand	10.10
16110 - Presser Machine Drycleaning	10.10
16130 - Presser Machine Shirts	10.10
16160 - Presser Machine Wearing Apparel Laundry	10.10
16190 - Sewing Machine Operator	13.17
16220 - Tailor	14.02
16250 - Washer Machine	10.93
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	21.45
19040 - Tool And Die Maker	26.50
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	15.63
21030 - Material Coordinator	21.06
21040 - Material Expediter	21.06
21050 - Material Handling Laborer	14.90
21071 - Order Filler	12.76
21080 - Production Line Worker (Food Processing)	15.63
21110 - Shipping Packer	16.24
21130 - Shipping/Receiving Clerk	16.24
21140 - Store Worker I	11.87
21150 - Stock Clerk	16.02
21210 - Tools And Parts Attendant	15.63
21410 - Warehouse Specialist	15.63
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	27.84
23019 - Aircraft Logs and Records Technician	22.03
23021 - Aircraft Mechanic I	26.29
23022 - Aircraft Mechanic II	27.84
23023 - Aircraft Mechanic III	29.29
23040 - Aircraft Mechanic Helper	19.02
23050 - Aircraft Painter	24.41

23060 - Aircraft Servicer	22.03
23070 - Aircraft Survival Flight Equipment Technician	24.41
23080 - Aircraft Worker	23.62
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	23.62
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	26.29
23110 - Appliance Mechanic	19.84
23120 - Bicycle Repairer	16.94
23125 - Cable Splicer	32.63
23130 - Carpenter Maintenance	18.51
23140 - Carpet Layer	19.25
23160 - Electrician Maintenance	22.72
23181 - Electronics Technician Maintenance I	24.40
23182 - Electronics Technician Maintenance II	25.98
23183 - Electronics Technician Maintenance III	27.46
23260 - Fabric Worker	18.83
23290 - Fire Alarm System Mechanic	20.41
23310 - Fire Extinguisher Repairer	17.55
23311 - Fuel Distribution System Mechanic	27.87
23312 - Fuel Distribution System Operator	21.20
23370 - General Maintenance Worker	18.38
23380 - Ground Support Equipment Mechanic	26.29
23381 - Ground Support Equipment Servicer	22.03
23382 - Ground Support Equipment Worker	23.62
23391 - Gunsmith I	17.55
23392 - Gunsmith II	20.19
23393 - Gunsmith III	22.73
23410 - Heating Ventilation And Air-Conditioning Mechanic	23.66
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	25.05
23430 - Heavy Equipment Mechanic	23.77
23440 - Heavy Equipment Operator	18.91
23460 - Instrument Mechanic	22.73
23465 - Laboratory/Shelter Mechanic	21.51
23470 - Laborer	14.90
23510 - Locksmith	23.19
23530 - Machinery Maintenance Mechanic	24.42
23550 - Machinist Maintenance	22.13
23580 - Maintenance Trades Helper	14.78
23591 - Metrology Technician I	22.73
23592 - Metrology Technician II	24.07
23593 - Metrology Technician III	25.32
23640 - Millwright	22.32
23710 - Office Appliance Repairer	20.78
23760 - Painter Maintenance	16.93
23790 - Pipefitter Maintenance	24.08
23810 - Plumber Maintenance	22.79

23820 - Pneudraulic Systems Mechanic	22.73
23850 - Rigger	22.73
23870 - Scale Mechanic	20.19
23890 - Sheet-Metal Worker Maintenance	16.26
23910 - Small Engine Mechanic	16.80
23931 - Telecommunications Mechanic I	24.36
23932 - Telecommunications Mechanic II	25.79
23950 - Telephone Lineman	20.67
23960 - Welder Combination Maintenance	20.42
23965 - Well Driller	22.73
23970 - Woodcraft Worker	22.73
23980 - Woodworker	17.55
24000 - Personal Needs Occupations	
24550 - Case Manager	15.15
24570 - Child Care Attendant	10.05
24580 - Child Care Center Clerk	13.81
24610 - Chore Aide	10.21
24620 - Family Readiness And Support Services Coordinator	15.15
24630 - Homemaker	16.03
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.00
25040 - Sewage Plant Operator	21.71
25070 - Stationary Engineer	23.00
25190 - Ventilation Equipment Tender	16.44
25210 - Water Treatment Plant Operator	21.71
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.43
27007 - Baggage Inspector	11.94
27008 - Corrections Officer	17.64
27010 - Court Security Officer	18.34
27030 - Detection Dog Handler	13.99
27040 - Detention Officer	17.64
27070 - Firefighter	17.21
27101 - Guard I	11.94
27102 - Guard II	13.99
27131 - Police Officer I	20.16
27132 - Police Officer II	22.40
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.65
28042 - Carnival Equipment Repairer	12.58
28043 - Carnival Worker	8.85
28210 - Gate Attendant/Gate Tender	18.63
28310 - Lifeguard	13.32
28350 - Park Attendant (Aide)	20.85
28510 - Recreation Aide/Health Facility Attendant	15.21
28515 - Recreation Specialist	22.45
28630 - Sports Official	16.60
28690 - Swimming Pool Operator	14.48

29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	20.19
29020 - Hatch Tender	20.19
29030 - Line Handler	20.19
29041 - Stevedore I	18.83
29042 - Stevedore II	21.51
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.29
30021 - Archeological Technician I	19.92
30022 - Archeological Technician II	22.29
30023 - Archeological Technician III	27.61
30030 - Cartographic Technician	27.61
30040 - Civil Engineering Technician	23.24
30051 - Cryogenic Technician I	30.58
30052 - Cryogenic Technician II	33.55
30061 - Drafter/CAD Operator I	19.92
30062 - Drafter/CAD Operator II	22.29
30063 - Drafter/CAD Operator III	24.84
30064 - Drafter/CAD Operator IV	30.58
30081 - Engineering Technician I	16.38
30082 - Engineering Technician II	18.44
30083 - Engineering Technician III	21.58
30084 - Engineering Technician IV	26.40
30085 - Engineering Technician V	32.31
30086 - Engineering Technician VI	39.07
30090 - Environmental Technician	27.61
30095 - Evidence Control Specialist	27.43
30210 - Laboratory Technician	22.13
30221 - Latent Fingerprint Technician I	24.76
30222 - Latent Fingerprint Technician II	27.35
30240 - Mathematical Technician	27.61
30361 - Paralegal/Legal Assistant I	18.91
30362 - Paralegal/Legal Assistant II	23.42
30363 - Paralegal/Legal Assistant III	28.65
30364 - Paralegal/Legal Assistant IV	34.66
30375 - Petroleum Supply Specialist	33.55
30390 - Photo-Optics Technician	27.61
30395 - Radiation Control Technician	33.55
30461 - Technical Writer I	22.60
30462 - Technical Writer II	27.64
30463 - Technical Writer III	33.44
30491 - Unexploded Ordnance (UXO) Technician I	25.35
30492 - Unexploded Ordnance (UXO) Technician II	30.67
30493 - Unexploded Ordnance (UXO) Technician III	36.76
30494 - Unexploded (UXO) Safety Escort	25.35
30495 - Unexploded (UXO) Sweep Personnel	25.35
30501 - Weather Forecaster I	30.58

30502 - Weather Forecaster II		36.95
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	24.84
30621 - Weather Observer Senior	(see 2)	27.61
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		11.34
31030 - Bus Driver		15.63
31043 - Driver Courier		13.66
31260 - Parking and Lot Attendant		10.71
31290 - Shuttle Bus Driver		15.03
31310 - Taxi Driver		12.32
31361 - Truckdriver Light		15.03
31362 - Truckdriver Medium		16.70
31363 - Truckdriver Heavy		19.52
31364 - Truckdriver Tractor-Trailer		19.52
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		14.95
99030 - Cashier		9.85
99050 - Desk Clerk		10.81
99095 - Embalmer		26.17
99130 - Flight Follower		25.35
99251 - Laboratory Animal Caretaker I		12.14
99252 - Laboratory Animal Caretaker II		13.11
99260 - Marketing Analyst		29.14
99310 - Mortician		31.67
99410 - Pest Controller		14.13
99510 - Photofinishing Worker		13.32
99710 - Recycling Laborer		13.51
99711 - Recycling Specialist		16.06
99730 - Refuse Collector		12.20
99810 - Sales Clerk		11.26
99820 - School Crossing Guard		13.89
99830 - Survey Party Chief		19.39
99831 - Surveying Aide		12.85
99832 - Surveying Technician		17.62
99840 - Vending Machine Attendant		12.91
99841 - Vending Machine Repairer		16.02
99842 - Vending Machine Repairer Helper		12.91

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: \$4.54 per hour up to 40 hours per week or \$181.60 per week or \$786.93 per month

HEALTH & WELFARE EO 13706: \$4.22 per hour up to 40 hours per week or \$168.80 per week or \$731.47 per month*

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years and 4 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 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))."

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

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

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-4437
Revision No.: 12
Date Of Last Revision: 12/23/2019

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of \$10.80 for calendar year 2020 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 \$10.80 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 2020. 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: South Carolina

Area: South Carolina Counties of Spartanburg Union

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.49
01012 - Accounting Clerk II		16.27
01013 - Accounting Clerk III		18.20
01020 - Administrative Assistant		26.49
01035 - Court Reporter		18.89
01041 - Customer Service Representative I		11.72
01042 - Customer Service Representative II		13.19
01043 - Customer Service Representative III		14.39
01051 - Data Entry Operator I		14.34
01052 - Data Entry Operator II		15.65
01060 - Dispatcher Motor Vehicle		20.61

01070 - Document Preparation Clerk	13.92
01090 - Duplicating Machine Operator	13.92
01111 - General Clerk I	12.75
01112 - General Clerk II	13.91
01113 - General Clerk III	15.62
01120 - Housing Referral Assistant	19.49
01141 - Messenger Courier	12.96
01191 - Order Clerk I	14.91
01192 - Order Clerk II	16.65
01261 - Personnel Assistant (Employment) I	15.41
01262 - Personnel Assistant (Employment) II	18.46
01263 - Personnel Assistant (Employment) III	19.90
01270 - Production Control Clerk	19.90
01290 - Rental Clerk	14.34
01300 - Scheduler Maintenance	15.63
01311 - Secretary I	15.63
01312 - Secretary II	17.49
01313 - Secretary III	19.49
01320 - Service Order Dispatcher	16.94
01410 - Supply Technician	26.49
01420 - Survey Worker	17.81
01460 - Switchboard Operator/Receptionist	13.45
01531 - Travel Clerk I	12.32
01532 - Travel Clerk II	13.11
01533 - Travel Clerk III	14.01
01611 - Word Processor I	14.89
01612 - Word Processor II	16.73
01613 - Word Processor III	18.71
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	20.12
05010 - Automotive Electrician	17.09
05040 - Automotive Glass Installer	16.09
05070 - Automotive Worker	16.05
05110 - Mobile Equipment Servicer	13.95
05130 - Motor Equipment Metal Mechanic	18.07
05160 - Motor Equipment Metal Worker	16.05
05190 - Motor Vehicle Mechanic	18.07
05220 - Motor Vehicle Mechanic Helper	12.91
05250 - Motor Vehicle Upholstery Worker	14.97
05280 - Motor Vehicle Wrecker	16.05
05310 - Painter Automotive	17.09
05340 - Radiator Repair Specialist	16.05
05370 - Tire Repairer	12.91
05400 - Transmission Repair Specialist	18.07
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.06
07041 - Cook I	11.05
07042 - Cook II	12.81
07070 - Dishwasher	9.81

07130 - Food Service Worker	9.82
07210 - Meat Cutter	16.13
07260 - Waiter/Waitress	9.33
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.22
09040 - Furniture Handler	11.76
09080 - Furniture Refinisher	17.22
09090 - Furniture Refinisher Helper	13.98
09110 - Furniture Repairer Minor	16.20
09130 - Upholsterer	17.22
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	10.83
11060 - Elevator Operator	10.90
11090 - Gardener	16.44
11122 - Housekeeping Aide	10.90
11150 - Janitor	10.90
11210 - Laborer Grounds Maintenance	11.67
11240 - Maid or Houseman	9.45
11260 - Pruner	11.58
11270 - Tractor Operator	15.12
11330 - Trail Maintenance Worker	11.67
11360 - Window Cleaner	12.08
12000 - Health Occupations	
12010 - Ambulance Driver	16.90
12011 - Breath Alcohol Technician	17.31
12012 - Certified Occupational Therapist Assistant	24.45
12015 - Certified Physical Therapist Assistant	30.71
12020 - Dental Assistant	17.43
12025 - Dental Hygienist	29.55
12030 - EKG Technician	25.78
12035 - Electroneurodiagnostic Technologist	25.78
12040 - Emergency Medical Technician	16.90
12071 - Licensed Practical Nurse I	15.49
12072 - Licensed Practical Nurse II	17.34
12073 - Licensed Practical Nurse III	19.32
12100 - Medical Assistant	15.85
12130 - Medical Laboratory Technician	20.11
12160 - Medical Record Clerk	14.61
12190 - Medical Record Technician	16.35
12195 - Medical Transcriptionist	18.26
12210 - Nuclear Medicine Technologist	38.09
12221 - Nursing Assistant I	11.00
12222 - Nursing Assistant II	12.36
12223 - Nursing Assistant III	13.49
12224 - Nursing Assistant IV	15.15
12235 - Optical Dispenser	20.09
12236 - Optical Technician	15.49
12250 - Pharmacy Technician	15.30
12280 - Phlebotomist	13.89

12305 - Radiologic Technologist	24.73
12311 - Registered Nurse I	25.94
12312 - Registered Nurse II	28.76
12313 - Registered Nurse II Specialist	28.76
12314 - Registered Nurse III	34.79
12315 - Registered Nurse III Anesthetist	34.79
12316 - Registered Nurse IV	41.69
12317 - Scheduler (Drug and Alcohol Testing)	21.43
12320 - Substance Abuse Treatment Counselor	23.35
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	20.59
13012 - Exhibits Specialist II	25.24
13013 - Exhibits Specialist III	30.88
13041 - Illustrator I	20.59
13042 - Illustrator II	25.24
13043 - Illustrator III	31.10
13047 - Librarian	28.17
13050 - Library Aide/Clerk	12.23
13054 - Library Information Technology Systems Administrator	25.43
13058 - Library Technician	14.67
13061 - Media Specialist I	18.21
13062 - Media Specialist II	20.38
13063 - Media Specialist III	22.71
13071 - Photographer I	18.21
13072 - Photographer II	20.38
13073 - Photographer III	25.24
13074 - Photographer IV	30.88
13075 - Photographer V	37.36
13090 - Technical Order Library Clerk	17.12
13110 - Video Teleconference Technician	18.21
14000 - Information Technology Occupations	
14041 - Computer Operator I	16.10
14042 - Computer Operator II	18.01
14043 - Computer Operator III	20.08
14044 - Computer Operator IV	22.32
14045 - Computer Operator V	24.70
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	16.10
14160 - Personal Computer Support Technician	22.32
14170 - System Support Specialist	22.88
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	28.10

15020 - Aircrew Training Devices Instructor (Rated)	34.00
15030 - Air Crew Training Devices Instructor (Pilot)	40.74
15050 - Computer Based Training Specialist / Instructor	28.10
15060 - Educational Technologist	35.44
15070 - Flight Instructor (Pilot)	40.74
15080 - Graphic Artist	20.53
15085 - Maintenance Test Pilot Fixed Jet/Prop	39.27
15086 - Maintenance Test Pilot Rotary Wing	39.27
15088 - Non-Maintenance Test/Co-Pilot	39.27
15090 - Technical Instructor	21.14
15095 - Technical Instructor/Course Developer	25.86
15110 - Test Proctor	17.05
15120 - Tutor	17.05
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	9.82
16030 - Counter Attendant	9.82
16040 - Dry Cleaner	12.13
16070 - Finisher Flatwork Machine	9.82
16090 - Presser Hand	9.82
16110 - Presser Machine Drycleaning	9.82
16130 - Presser Machine Shirts	9.82
16160 - Presser Machine Wearing Apparel Laundry	9.82
16190 - Sewing Machine Operator	12.80
16220 - Tailor	13.63
16250 - Washer Machine	10.62
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	20.07
19040 - Tool And Die Maker	25.35
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	16.09
21030 - Material Coordinator	19.51
21040 - Material Expediter	19.51
21050 - Material Handling Laborer	13.16
21071 - Order Filler	12.82
21080 - Production Line Worker (Food Processing)	16.09
21110 - Shipping Packer	16.06
21130 - Shipping/Receiving Clerk	16.06
21140 - Store Worker I	11.64
21150 - Stock Clerk	15.38
21210 - Tools And Parts Attendant	16.09
21410 - Warehouse Specialist	16.09
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	26.75
23019 - Aircraft Logs and Records Technician	20.94
23021 - Aircraft Mechanic I	25.28
23022 - Aircraft Mechanic II	26.75
23023 - Aircraft Mechanic III	28.15
23040 - Aircraft Mechanic Helper	18.07
23050 - Aircraft Painter	23.91

23060 - Aircraft Servicer	20.94
23070 - Aircraft Survival Flight Equipment Technician	23.91
23080 - Aircraft Worker	22.45
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	22.45
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	25.28
23110 - Appliance Mechanic	19.78
23120 - Bicycle Repairer	15.40
23125 - Cable Splicer	24.41
23130 - Carpenter Maintenance	18.57
23140 - Carpet Layer	18.57
23160 - Electrician Maintenance	20.16
23181 - Electronics Technician Maintenance I	25.14
23182 - Electronics Technician Maintenance II	26.78
23183 - Electronics Technician Maintenance III	28.30
23260 - Fabric Worker	17.32
23290 - Fire Alarm System Mechanic	21.66
23310 - Fire Extinguisher Repairer	16.14
23311 - Fuel Distribution System Mechanic	24.22
23312 - Fuel Distribution System Operator	17.52
23370 - General Maintenance Worker	18.88
23380 - Ground Support Equipment Mechanic	25.28
23381 - Ground Support Equipment Servicer	20.94
23382 - Ground Support Equipment Worker	22.45
23391 - Gunsmith I	16.14
23392 - Gunsmith II	18.57
23393 - Gunsmith III	21.66
23410 - Heating Ventilation And Air-Conditioning Mechanic	20.11
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	21.29
23430 - Heavy Equipment Mechanic	22.02
23440 - Heavy Equipment Operator	16.69
23460 - Instrument Mechanic	21.66
23465 - Laboratory/Shelter Mechanic	19.78
23470 - Laborer	13.01
23510 - Locksmith	19.78
23530 - Machinery Maintenance Mechanic	26.69
23550 - Machinist Maintenance	22.13
23580 - Maintenance Trades Helper	14.15
23591 - Metrology Technician I	21.66
23592 - Metrology Technician II	22.93
23593 - Metrology Technician III	24.12
23640 - Millwright	24.13
23710 - Office Appliance Repairer	19.25
23760 - Painter Maintenance	17.09
23790 - Pipefitter Maintenance	22.86
23810 - Plumber Maintenance	21.63

23820 - Pneudraulic Systems Mechanic	21.63
23850 - Rigger	21.66
23870 - Scale Mechanic	18.57
23890 - Sheet-Metal Worker Maintenance	19.87
23910 - Small Engine Mechanic	16.50
23931 - Telecommunications Mechanic I	25.85
23932 - Telecommunications Mechanic II	27.37
23950 - Telephone Lineman	19.86
23960 - Welder Combination Maintenance	22.56
23965 - Well Driller	21.66
23970 - Woodcraft Worker	21.66
23980 - Woodworker	16.14
24000 - Personal Needs Occupations	
24550 - Case Manager	14.86
24570 - Child Care Attendant	10.08
24580 - Child Care Center Clerk	13.81
24610 - Chore Aide	9.02
24620 - Family Readiness And Support Services Coordinator	14.86
24630 - Homemaker	16.03
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	21.66
25040 - Sewage Plant Operator	23.28
25070 - Stationary Engineer	21.66
25190 - Ventilation Equipment Tender	15.19
25210 - Water Treatment Plant Operator	23.28
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.86
27007 - Baggage Inspector	15.35
27008 - Corrections Officer	16.47
27010 - Court Security Officer	16.48
27030 - Detection Dog Handler	17.33
27040 - Detention Officer	16.74
27070 - Firefighter	16.19
27101 - Guard I	15.35
27102 - Guard II	17.33
27131 - Police Officer I	19.21
27132 - Police Officer II	21.35
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.55
28042 - Carnival Equipment Repairer	12.47
28043 - Carnival Worker	8.94
28210 - Gate Attendant/Gate Tender	14.00
28310 - Lifeguard	12.11
28350 - Park Attendant (Aide)	15.66
28510 - Recreation Aide/Health Facility Attendant	11.43
28515 - Recreation Specialist	17.84
28630 - Sports Official	12.47
28690 - Swimming Pool Operator	14.35

29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	21.10
29020 - Hatch Tender	21.10
29030 - Line Handler	21.10
29041 - Stevedore I	19.66
29042 - Stevedore II	22.62
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	38.78
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	26.78
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	29.45
30021 - Archeological Technician I	17.71
30022 - Archeological Technician II	19.82
30023 - Archeological Technician III	23.24
30030 - Cartographic Technician	23.24
30040 - Civil Engineering Technician	23.24
30051 - Cryogenic Technician I	25.73
30052 - Cryogenic Technician II	27.57
30061 - Drafter/CAD Operator I	17.71
30062 - Drafter/CAD Operator II	19.82
30063 - Drafter/CAD Operator III	22.09
30064 - Drafter/CAD Operator IV	25.73
30081 - Engineering Technician I	16.38
30082 - Engineering Technician II	18.44
30083 - Engineering Technician III	21.58
30084 - Engineering Technician IV	26.40
30085 - Engineering Technician V	32.31
30086 - Engineering Technician VI	39.07
30090 - Environmental Technician	22.09
30095 - Evidence Control Specialist	26.40
30210 - Laboratory Technician	21.59
30221 - Latent Fingerprint Technician I	24.96
30222 - Latent Fingerprint Technician II	27.56
30240 - Mathematical Technician	23.24
30361 - Paralegal/Legal Assistant I	18.61
30362 - Paralegal/Legal Assistant II	23.05
30363 - Paralegal/Legal Assistant III	28.20
30364 - Paralegal/Legal Assistant IV	34.11
30375 - Petroleum Supply Specialist	27.03
30390 - Photo-Optics Technician	23.24
30395 - Radiation Control Technician	27.03
30461 - Technical Writer I	23.08
30462 - Technical Writer II	28.23
30463 - Technical Writer III	34.16
30491 - Unexploded Ordnance (UXO) Technician I	24.65
30492 - Unexploded Ordnance (UXO) Technician II	29.82
30493 - Unexploded Ordnance (UXO) Technician III	35.74
30494 - Unexploded (UXO) Safety Escort	24.65
30495 - Unexploded (UXO) Sweep Personnel	24.65
30501 - Weather Forecaster I	25.73

30502 - Weather Forecaster II	29.75
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2) 22.09
30621 - Weather Observer Senior	(see 2) 23.24
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	29.82
31020 - Bus Aide	10.59
31030 - Bus Driver	15.40
31043 - Driver Courier	15.40
31260 - Parking and Lot Attendant	12.77
31290 - Shuttle Bus Driver	16.74
31310 - Taxi Driver	12.69
31361 - Truckdriver Light	16.74
31362 - Truckdriver Medium	18.08
31363 - Truckdriver Heavy	20.94
31364 - Truckdriver Tractor-Trailer	20.94
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.54
99030 - Cashier	9.59
99050 - Desk Clerk	10.11
99095 - Embalmer	26.17
99130 - Flight Follower	24.65
99251 - Laboratory Animal Caretaker I	14.14
99252 - Laboratory Animal Caretaker II	15.27
99260 - Marketing Analyst	31.18
99310 - Mortician	26.17
99410 - Pest Controller	14.51
99510 - Photofinishing Worker	13.01
99710 - Recycling Laborer	16.51
99711 - Recycling Specialist	20.67
99730 - Refuse Collector	15.71
99810 - Sales Clerk	11.26
99820 - School Crossing Guard	12.97
99830 - Survey Party Chief	21.33
99831 - Surveying Aide	14.14
99832 - Surveying Technician	19.38
99840 - Vending Machine Attendant	15.70
99841 - Vending Machine Repairer	19.79
99842 - Vending Machine Repairer Helper	15.70

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: \$4.54 per hour up to 40 hours per week or \$181.60 per week or \$786.93 per month

HEALTH & WELFARE EO 13706: \$4.22 per hour up to 40 hours per week or \$168.80 per week or \$731.47 per month*

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years and 4 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 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))."