

<b>AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT</b>				1. CONTRACT ID CODE		PAGE OF PAGES 1   29	
2. AMENDMENT/MODIFICATION NO. <b>0002</b>		3. EFFECTIVE DATE <b>19-Jul-2024</b>		4. REQUISITION/PURCHASE REQ. NO.		5. PROJECT NO.(If applicable)	
6. ISSUED BY U S ARMY ENGR DISTRICT, NEW ENGLAND 696 VIRGINIA RD CONCORD MA 01742-2751		CODE <b>W912WJ</b>		7. ADMINISTERED BY (If other than item 6)  <b>See Item 6</b>		CODE	
8. NAME AND ADDRESS OF CONTRACTOR (No., Street, County, State and Zip Code)				X		9A. AMENDMENT OF SOLICITATION NO. <b>W912WJ24Q0137</b>	
				X		9B. DATED (SEE ITEM 11) <b>11-Jul-2024</b>	
						10A. MOD. OF CONTRACT/ORDER NO.	
						10B. DATED (SEE ITEM 13)	
CODE		FACILITY CODE					
11. THIS ITEM ONLY APPLIES TO AMENDMENTS OF SOLICITATIONS							
<input checked="" type="checkbox"/> The above numbered solicitation is amended as set forth in Item 14. The hour and date specified for receipt of Offer <input type="checkbox"/> is extended, <input checked="" type="checkbox"/> is not extended. Offer must acknowledge receipt of this amendment prior to the hour and date specified in the solicitation or as amended by one of the following methods: (a) By completing Items 8 and 15, and returning <u>1</u> copies of the amendment; (b) By acknowledging receipt of this amendment on each copy of the offer submitted; or (c) By separate letter or telegram which includes a reference to the solicitation and amendment numbers. FAILURE OF YOUR ACKNOWLEDGMENT TO BE RECEIVED AT THE PLACE DESIGNATED FOR THE RECEIPT OF OFFERS PRIOR TO THE HOUR AND DATE SPECIFIED MAY RESULT IN REJECTION OF YOUR OFFER. If by virtue of this amendment you desire to change an offer already submitted, such change may be made by telegram or letter, provided each telegram or letter makes reference to the solicitation and this amendment, and is received prior to the opening hour and date specified.							
12. ACCOUNTING AND APPROPRIATION DATA (If required)							
13. THIS ITEM APPLIES ONLY TO MODIFICATIONS OF CONTRACT ORDERS. IT MODIFIES THE CONTRACT/ORDER NO. AS DESCRIBED IN ITEM 14.							
A. THIS CHANGE ORDER IS ISSUED PURSUANT TO: (Specify authority) THE CHANGES SET FORTH IN ITEM 14 ARE MADE IN THE CONTRACT ORDER NO. IN ITEM 10A.							
B. THE ABOVE NUMBERED CONTRACT/ORDER IS MODIFIED TO REFLECT THE ADMINISTRATIVE CHANGES (such as changes in paying office, appropriation date, etc.) SET FORTH IN ITEM 14, PURSUANT TO THE AUTHORITY OF FAR 43.103(B).							
C. THIS SUPPLEMENTAL AGREEMENT IS ENTERED INTO PURSUANT TO AUTHORITY OF:							
D. OTHER (Specify type of modification and authority)							
E. IMPORTANT: Contractor <input type="checkbox"/> is not, <input type="checkbox"/> is required to sign this document and return _____ copies to the issuing office.							
14. DESCRIPTION OF AMENDMENT/MODIFICATION (Organized by UCF section headings, including solicitation/contract subject matter where feasible.)  Amendment is necessary to update the health & welfare fringe benefit rates in the Wage Determinations, as directed by the U.S. Department of Labor.  Solicitation closing remains July 22, 2024 at 2:00 PM Eastern.  All other terms and conditions remain unchanged.							
Except as provided herein, all terms and conditions of the document referenced in Item 9A or 10A, as heretofore changed, remains unchanged and in full force and effect.							
15A. NAME AND TITLE OF SIGNER (Type or print)				16A. NAME AND TITLE OF CONTRACTING OFFICER (Type or print)			
				TEL: _____ EMAIL: _____			
15B. CONTRACTOR/OFFEROR  _____ (Signature of person authorized to sign)		15C. DATE SIGNED		16B. UNITED STATES OF AMERICA  BY _____ (Signature of Contracting Officer)		16C. DATE SIGNED  <b>19-Jul-2024</b>	

## SECTION SF 30 BLOCK 14 CONTINUATION PAGE

## SUMMARY OF CHANGES

## SECTION SF 1449 - CONTINUATION SHEET

The following have been modified:

WAGE DETERMINATIONS

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

Wage Determination No.: 2015-4023  
Daniel W. Simms Division of | Revision No.: 27  
Director Wage Determinations | Date Of Last Revision: 04/19/2024

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

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

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.90 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2024.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

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

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

CARROLL COUNTY: Brookfield, Moultonborough, Tuftonboro, Wolfeboro

HILLSBOROUGH COUNTY: Deering, Hillsborough, Windsor

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

ROCKINGHAM COUNTY: Deerfield, Northwood, Nottingham, Raymond

SULLIVAN COUNTY: Washington

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.41
01012 - Accounting Clerk II		19.53
01013 - Accounting Clerk III		21.85
01020 - Administrative Assistant		26.63
01035 - Court Reporter		23.71
01041 - Customer Service Representative I		17.30
01042 - Customer Service Representative II		18.88
01043 - Customer Service Representative III		21.19
01051 - Data Entry Operator I		16.93***
01052 - Data Entry Operator II		18.47
01060 - Dispatcher, Motor Vehicle		24.02
01070 - Document Preparation Clerk		18.89
01090 - Duplicating Machine Operator		18.89
01111 - General Clerk I		17.24
01112 - General Clerk II		18.81
01113 - General Clerk III		21.11
01120 - Housing Referral Assistant		26.45
01141 - Messenger Courier		15.29***
01191 - Order Clerk I		17.69
01192 - Order Clerk II		19.29
01261 - Personnel Assistant (Employment) I		20.07
01262 - Personnel Assistant (Employment) II		22.45
01263 - Personnel Assistant (Employment) III		25.04
01270 - Production Control Clerk		27.29
01290 - Rental Clerk		21.77
01300 - Scheduler, Maintenance		21.20
01311 - Secretary I		21.20
01312 - Secretary II		23.71

01313 - Secretary III	26.45
01320 - Service Order Dispatcher	21.47
01410 - Supply Technician	26.63
01420 - Survey Worker	19.86
01460 - Switchboard Operator/Receptionist	17.67
01531 - Travel Clerk I	18.89
01532 - Travel Clerk II	21.10
01533 - Travel Clerk III	22.75
01611 - Word Processor I	18.89
01612 - Word Processor II	21.20
01613 - Word Processor III	23.71
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	23.35
05010 - Automotive Electrician	23.94
05040 - Automotive Glass Installer	23.00
05070 - Automotive Worker	23.00
05110 - Mobile Equipment Servicer	20.56
05130 - Motor Equipment Metal Mechanic	25.00
05160 - Motor Equipment Metal Worker	23.00
05190 - Motor Vehicle Mechanic	25.00
05220 - Motor Vehicle Mechanic Helper	19.13
05250 - Motor Vehicle Upholstery Worker	21.77
05280 - Motor Vehicle Wrecker	23.00
05310 - Painter, Automotive	23.94
05340 - Radiator Repair Specialist	23.00
05370 - Tire Repairer	20.56
05400 - Transmission Repair Specialist	25.00
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.96***
07041 - Cook I	18.48
07042 - Cook II	20.68
07070 - Dishwasher	12.55***
07130 - Food Service Worker	16.38***
07210 - Meat Cutter	22.22
07260 - Waiter/Waitress	12.08***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.84
09040 - Furniture Handler	15.82***
09080 - Furniture Refinisher	22.84
09090 - Furniture Refinisher Helper	18.25
09110 - Furniture Repairer, Minor	20.77
09130 - Upholsterer	22.84
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	17.35
11060 - Elevator Operator	17.29
11090 - Gardener	23.45
11122 - Housekeeping Aide	17.29
11150 - Janitor	17.29
11210 - Laborer, Grounds Maintenance	18.92
11240 - Maid or Houseman	16.15***

11260 - Pruner	17.75
11270 - Tractor Operator	21.82
11330 - Trail Maintenance Worker	18.92
11360 - Window Cleaner	18.69
12000 - Health Occupations	
12010 - Ambulance Driver	20.33
12011 - Breath Alcohol Technician	29.06
12012 - Certified Occupational Therapist Assistant	39.88
12015 - Certified Physical Therapist Assistant	33.52
12020 - Dental Assistant	26.70
12025 - Dental Hygienist	43.34
12030 - EKG Technician	44.03
12035 - Electroneurodiagnostic Technologist	44.03
12040 - Emergency Medical Technician	20.33
12071 - Licensed Practical Nurse I	25.98
12072 - Licensed Practical Nurse II	29.06
12073 - Licensed Practical Nurse III	32.40
12100 - Medical Assistant	21.87
12130 - Medical Laboratory Technician	32.19
12160 - Medical Record Clerk	19.10
12190 - Medical Record Technician	21.35
12195 - Medical Transcriptionist	25.98
12210 - Nuclear Medicine Technologist	63.87
12221 - Nursing Assistant I	14.78***
12222 - Nursing Assistant II	16.62***
12223 - Nursing Assistant III	18.14
12224 - Nursing Assistant IV	20.37
12235 - Optical Dispenser	23.58
12236 - Optical Technician	25.98
12250 - Pharmacy Technician	18.51
12280 - Phlebotomist	19.87
12305 - Radiologic Technologist	32.61
12311 - Registered Nurse I	27.48
12312 - Registered Nurse II	33.62
12313 - Registered Nurse II, Specialist	33.62
12314 - Registered Nurse III	40.67
12315 - Registered Nurse III, Anesthetist	40.67
12316 - Registered Nurse IV	48.75
12317 - Scheduler (Drug and Alcohol Testing)	36.01
12320 - Substance Abuse Treatment Counselor	25.49
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	21.04
13012 - Exhibits Specialist II	26.07
13013 - Exhibits Specialist III	31.89
13041 - Illustrator I	21.04
13042 - Illustrator II	26.07
13043 - Illustrator III	31.89
13047 - Librarian	28.87
13050 - Library Aide/Clerk	17.09***
13054 - Library Information Technology Systems	26.07

Administrator		
13058 - Library Technician		21.70
13061 - Media Specialist I		18.81
13062 - Media Specialist II		21.04
13063 - Media Specialist III		23.46
13071 - Photographer I		18.81
13072 - Photographer II		21.04
13073 - Photographer III		26.07
13074 - Photographer IV		31.89
13075 - Photographer V		38.58
13090 - Technical Order Library Clerk		21.45
13110 - Video Teleconference Technician		18.81
14000 - Information Technology Occupations		
14041 - Computer Operator I		19.44
14042 - Computer Operator II		21.75
14043 - Computer Operator III		24.25
14044 - Computer Operator IV		26.95
14045 - Computer Operator V		29.84
14071 - Computer Programmer I	(see 1)	22.26
14072 - Computer Programmer II	(see 1)	27.59
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		19.44
14160 - Personal Computer Support Technician		26.95
14170 - System Support Specialist		29.84
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		37.56
15020 - Aircrew Training Devices Instructor (Rated)		45.44
15030 - Air Crew Training Devices Instructor (Pilot)		54.46
15050 - Computer Based Training Specialist / Instructor		37.56
15060 - Educational Technologist		37.01
15070 - Flight Instructor (Pilot)		54.46
15080 - Graphic Artist		26.78
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		54.46
15086 - Maintenance Test Pilot, Rotary Wing		54.46
15088 - Non-Maintenance Test/Co-Pilot		54.46
15090 - Technical Instructor		24.75
15095 - Technical Instructor/Course Developer		30.28
15110 - Test Proctor		19.98
15120 - Tutor		19.98
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		17.31
16030 - Counter Attendant		17.31
16040 - Dry Cleaner		19.77
16070 - Finisher, Flatwork, Machine		17.31
16090 - Presser, Hand		17.31
16110 - Presser, Machine, Drycleaning		17.31

16130 - Presser, Machine, Shirts	17.31	
16160 - Presser, Machine, Wearing Apparel, Laundry		17.31
16190 - Sewing Machine Operator	20.60	
16220 - Tailor	21.42	
16250 - Washer, Machine	18.13	
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		27.18
19040 - Tool And Die Maker	31.46	
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator	23.42	
21030 - Material Coordinator	27.29	
21040 - Material Expediter	27.29	
21050 - Material Handling Laborer	17.98	
21071 - Order Filler	16.79***	
21080 - Production Line Worker (Food Processing)		23.42
21110 - Shipping Packer	18.56	
21130 - Shipping/Receiving Clerk	18.56	
21140 - Store Worker I	16.36***	
21150 - Stock Clerk	19.76	
21210 - Tools And Parts Attendant	23.42	
21410 - Warehouse Specialist	23.42	
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder	32.64	
23019 - Aircraft Logs and Records Technician	27.42	
23021 - Aircraft Mechanic I	31.48	
23022 - Aircraft Mechanic II	32.64	
23023 - Aircraft Mechanic III	33.77	
23040 - Aircraft Mechanic Helper	24.09	
23050 - Aircraft, Painter	30.15	
23060 - Aircraft Servicer	27.42	
23070 - Aircraft Survival Flight Equipment Technician		30.15
23080 - Aircraft Worker	28.95	
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		28.95
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		31.48
23110 - Appliance Mechanic	26.75	
23120 - Bicycle Repairer	24.82	
23125 - Cable Splicer	45.20	
23130 - Carpenter, Maintenance	26.58	
23140 - Carpet Layer	27.77	
23160 - Electrician, Maintenance	28.11	
23181 - Electronics Technician Maintenance I	27.77	
23182 - Electronics Technician Maintenance II	28.91	
23183 - Electronics Technician Maintenance III	30.19	
23260 - Fabric Worker	26.29	
23290 - Fire Alarm System Mechanic	26.02	
23310 - Fire Extinguisher Repairer	24.82	
23311 - Fuel Distribution System Mechanic	31.99	
23312 - Fuel Distribution System Operator	26.31	

23370 - General Maintenance Worker	22.25
23380 - Ground Support Equipment Mechanic	31.48
23381 - Ground Support Equipment Servicer	27.42
23382 - Ground Support Equipment Worker	28.95
23391 - Gunsmith I	24.82
23392 - Gunsmith II	27.77
23393 - Gunsmith III	30.19
23410 - Heating, Ventilation And Air-Conditioning Mechanic	29.67
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	30.76
23430 - Heavy Equipment Mechanic	27.57
23440 - Heavy Equipment Operator	27.57
23460 - Instrument Mechanic	30.19
23465 - Laboratory/Shelter Mechanic	28.91
23470 - Laborer	17.98
23510 - Locksmith	28.91
23530 - Machinery Maintenance Mechanic	29.03
23550 - Machinist, Maintenance	24.51
23580 - Maintenance Trades Helper	17.79
23591 - Metrology Technician I	30.19
23592 - Metrology Technician II	31.29
23593 - Metrology Technician III	32.39
23640 - Millwright	30.19
23710 - Office Appliance Repairer	28.91
23760 - Painter, Maintenance	23.53
23790 - Pipefitter, Maintenance	26.97
23810 - Plumber, Maintenance	25.83
23820 - Pneudraulic Systems Mechanic	30.19
23850 - Rigger	30.19
23870 - Scale Mechanic	27.77
23890 - Sheet-Metal Worker, Maintenance	26.02
23910 - Small Engine Mechanic	26.10
23931 - Telecommunications Mechanic I	31.44
23932 - Telecommunications Mechanic II	32.79
23950 - Telephone Lineman	35.46
23960 - Welder, Combination, Maintenance	25.26
23965 - Well Driller	30.19
23970 - Woodcraft Worker	30.19
23980 - Woodworker	24.82
24000 - Personal Needs Occupations	
24550 - Case Manager	18.73
24570 - Child Care Attendant	13.57***
24580 - Child Care Center Clerk	16.92***
24610 - Chore Aide	14.73***
24620 - Family Readiness And Support Services Coordinator	18.73
24630 - Homemaker	18.73
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	26.02



25040 - Sewage Plant Operator	24.26
25070 - Stationary Engineer	26.02
25190 - Ventilation Equipment Tender	19.79
25210 - Water Treatment Plant Operator	24.26
27000 - Protective Service Occupations	
27004 - Alarm Monitor	24.55
27007 - Baggage Inspector	19.25
27008 - Corrections Officer	27.36
27010 - Court Security Officer	25.08
27030 - Detection Dog Handler	21.53
27040 - Detention Officer	27.36
27070 - Firefighter	22.80
27101 - Guard I	19.25
27102 - Guard II	21.53
27131 - Police Officer I	27.86
27132 - Police Officer II	30.95
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.00***
28042 - Carnival Equipment Repairer	16.13***
28043 - Carnival Worker	12.21***
28210 - Gate Attendant/Gate Tender	20.24
28310 - Lifeguard	18.04
28350 - Park Attendant (Aide)	22.64
28510 - Recreation Aide/Health Facility Attendant	16.53***
28515 - Recreation Specialist	28.05
28630 - Sports Official	18.04
28690 - Swimming Pool Operator	19.10
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	27.77
29020 - Hatch Tender	27.77
29030 - Line Handler	27.77
29041 - Stevedore I	26.29
29042 - Stevedore II	28.91
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	51.07
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	35.22
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	38.79
30021 - Archeological Technician I	21.15
30022 - Archeological Technician II	23.67
30023 - Archeological Technician III	29.32
30030 - Cartographic Technician	29.32
30040 - Civil Engineering Technician	29.32
30051 - Cryogenic Technician I	32.47
30052 - Cryogenic Technician II	35.87
30061 - Drafter/CAD Operator I	21.15
30062 - Drafter/CAD Operator II	23.67
30063 - Drafter/CAD Operator III	26.39
30064 - Drafter/CAD Operator IV	32.47
30081 - Engineering Technician I	19.84
30082 - Engineering Technician II	22.26

30083 - Engineering Technician III	24.90	
30084 - Engineering Technician IV	30.85	
30085 - Engineering Technician V	37.74	
30086 - Engineering Technician VI	45.65	
30090 - Environmental Technician	27.09	
30095 - Evidence Control Specialist	29.32	
30210 - Laboratory Technician	26.39	
30221 - Latent Fingerprint Technician I	32.47	
30222 - Latent Fingerprint Technician II	35.87	
30240 - Mathematical Technician	29.32	
30361 - Paralegal/Legal Assistant I	23.79	
30362 - Paralegal/Legal Assistant II	29.48	
30363 - Paralegal/Legal Assistant III	36.05	
30364 - Paralegal/Legal Assistant IV	43.62	
30375 - Petroleum Supply Specialist	35.87	
30390 - Photo-Optics Technician	29.32	
30395 - Radiation Control Technician	35.87	
30461 - Technical Writer I	29.32	
30462 - Technical Writer II	35.87	
30463 - Technical Writer III	43.40	
30491 - Unexploded Ordnance (UXO) Technician I		32.46
30492 - Unexploded Ordnance (UXO) Technician II		39.27
30493 - Unexploded Ordnance (UXO) Technician III		47.07
30494 - Unexploded (UXO) Safety Escort		32.46
30495 - Unexploded (UXO) Sweep Personnel		32.46
30501 - Weather Forecaster I	32.47	
30502 - Weather Forecaster II	39.50	
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	26.39
30621 - Weather Observer, Senior	(see 2)	29.32
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot	39.27	
31020 - Bus Aide	17.98	
31030 - Bus Driver	23.60	
31043 - Driver Courier	16.95***	
31260 - Parking and Lot Attendant	13.97***	
31290 - Shuttle Bus Driver	14.84***	
31310 - Taxi Driver	13.82***	
31361 - Truckdriver, Light	17.70	
31362 - Truckdriver, Medium	18.82	
31363 - Truckdriver, Heavy	26.40	
31364 - Truckdriver, Tractor-Trailer	26.40	
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist	19.15	
99030 - Cashier	13.75***	
99050 - Desk Clerk	15.71***	
99095 - Embalmer	32.46	
99130 - Flight Follower	32.46	
99251 - Laboratory Animal Caretaker I	15.98***	
99252 - Laboratory Animal Caretaker II	17.18***	

99260 - Marketing Analyst	35.20
99310 - Mortician	32.46
99410 - Pest Controller	24.05
99510 - Photofinishing Worker	17.06***
99710 - Recycling Laborer	19.55
99711 - Recycling Specialist	22.54
99730 - Refuse Collector	18.34
99810 - Sales Clerk	15.76***
99820 - School Crossing Guard	17.80
99830 - Survey Party Chief	28.09
99831 - Surveying Aide	17.10***
99832 - Surveying Technician	25.55
99840 - Vending Machine Attendant	21.13
99841 - Vending Machine Repairer	25.41
99842 - Vending Machine Repairer Helper	21.13

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.20 per hour) or 13658 (\$12.90 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

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

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

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

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

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

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

(3) The design, documentation, testing, creation or modification of computer

programs related to machine operating systems; or

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

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

## 2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

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

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

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, drying, 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)).

Daniel W. Simms  
 Director

Wage Determination No.: 2015-4019  
 Division of Wage Determinations | Revision No.: 26  
 Date Of Last Revision: 04/19/2024

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

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022:

Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$17.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2024.

If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022:

Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.90 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2024.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

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

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

MERRIMACK COUNTY: Allentown, Dunbarton, Hooksett, Pembroke

ROCKINGHAM COUNTY: Auburn, Candia

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		18.75



01012 - Accounting Clerk II	21.05
01013 - Accounting Clerk III	23.54
01020 - Administrative Assistant	32.66
01035 - Court Reporter	22.55
01041 - Customer Service Representative I	16.68***
01042 - Customer Service Representative II	18.21
01043 - Customer Service Representative III	20.43
01051 - Data Entry Operator I	16.84***
01052 - Data Entry Operator II	18.38
01060 - Dispatcher, Motor Vehicle	24.40
01070 - Document Preparation Clerk	15.15***
01090 - Duplicating Machine Operator	15.15***
01111 - General Clerk I	18.55
01112 - General Clerk II	20.25
01113 - General Clerk III	22.72
01120 - Housing Referral Assistant	25.13
01141 - Messenger Courier	15.84***
01191 - Order Clerk I	20.43
01192 - Order Clerk II	22.29
01261 - Personnel Assistant (Employment) I	20.63
01262 - Personnel Assistant (Employment) II	23.08
01263 - Personnel Assistant (Employment) III	25.74
01270 - Production Control Clerk	30.25
01290 - Rental Clerk	20.06
01300 - Scheduler, Maintenance	20.16
01311 - Secretary I	20.16
01312 - Secretary II	22.55
01313 - Secretary III	25.13
01320 - Service Order Dispatcher	21.81
01410 - Supply Technician	32.66
01420 - Survey Worker	19.96
01460 - Switchboard Operator/Receptionist	17.39
01531 - Travel Clerk I	18.00
01532 - Travel Clerk II	19.29
01533 - Travel Clerk III	21.45
01611 - Word Processor I	17.95
01612 - Word Processor II	20.16
01613 - Word Processor III	22.55
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	25.74
05010 - Automotive Electrician	25.06
05040 - Automotive Glass Installer	23.88
05070 - Automotive Worker	23.88
05110 - Mobile Equipment Servicer	21.34
05130 - Motor Equipment Metal Mechanic	26.26
05160 - Motor Equipment Metal Worker	23.88
05190 - Motor Vehicle Mechanic	26.26
05220 - Motor Vehicle Mechanic Helper	19.97
05250 - Motor Vehicle Upholstery Worker	22.61
05280 - Motor Vehicle Wrecker	23.88

05310 - Painter, Automotive	25.06
05340 - Radiator Repair Specialist	23.88
05370 - Tire Repairer	15.25***
05400 - Transmission Repair Specialist	26.26
07000 - Food Preparation And Service Occupations	
07010 - Baker	17.14***
07041 - Cook I	18.88
07042 - Cook II	21.13
07070 - Dishwasher	14.18***
07130 - Food Service Worker	16.40***
07210 - Meat Cutter	22.31
07260 - Waiter/Waitress	13.20***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.94
09040 - Furniture Handler	15.96***
09080 - Furniture Refinisher	22.94
09090 - Furniture Refinisher Helper	18.28
09110 - Furniture Repairer, Minor	20.69
09130 - Upholsterer	22.94
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	17.51
11060 - Elevator Operator	17.34
11090 - Gardener	23.78
11122 - Housekeeping Aide	16.91***
11150 - Janitor	16.91***
11210 - Laborer, Grounds Maintenance	19.42
11240 - Maid or Houseman	15.82***
11260 - Pruner	18.17
11270 - Tractor Operator	22.24
11330 - Trail Maintenance Worker	19.42
11360 - Window Cleaner	18.28
12000 - Health Occupations	
12010 - Ambulance Driver	21.08
12011 - Breath Alcohol Technician	30.45
12012 - Certified Occupational Therapist Assistant	41.79
12015 - Certified Physical Therapist Assistant	33.58
12020 - Dental Assistant	27.13
12025 - Dental Hygienist	44.41
12030 - EKG Technician	41.58
12035 - Electroneurodiagnostic Technologist	41.58
12040 - Emergency Medical Technician	21.08
12071 - Licensed Practical Nurse I	27.23
12072 - Licensed Practical Nurse II	30.45
12073 - Licensed Practical Nurse III	33.95
12100 - Medical Assistant	22.36
12130 - Medical Laboratory Technician	33.49
12160 - Medical Record Clerk	20.95
12190 - Medical Record Technician	23.43
12195 - Medical Transcriptionist	27.23
12210 - Nuclear Medicine Technologist	66.92

12221 - Nursing Assistant I	14.62***	
12222 - Nursing Assistant II	16.43***	
12223 - Nursing Assistant III	17.93	
12224 - Nursing Assistant IV	20.14	
12235 - Optical Dispenser	25.14	
12236 - Optical Technician	27.23	
12250 - Pharmacy Technician	17.77	
12280 - Phlebotomist	21.38	
12305 - Radiologic Technologist	39.37	
12311 - Registered Nurse I	27.25	
12312 - Registered Nurse II	33.34	
12313 - Registered Nurse II, Specialist	33.34	
12314 - Registered Nurse III	40.33	
12315 - Registered Nurse III, Anesthetist	40.33	
12316 - Registered Nurse IV	48.34	
12317 - Scheduler (Drug and Alcohol Testing)	37.74	
12320 - Substance Abuse Treatment Counselor	26.76	
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I	23.32	
13012 - Exhibits Specialist II	28.90	
13013 - Exhibits Specialist III	35.35	
13041 - Illustrator I	23.32	
13042 - Illustrator II	28.90	
13043 - Illustrator III	35.35	
13047 - Librarian	32.00	
13050 - Library Aide/Clerk	16.50***	
13054 - Library Information Technology Systems Administrator	28.90	
13058 - Library Technician	22.32	
13061 - Media Specialist I	20.85	
13062 - Media Specialist II	23.32	
13063 - Media Specialist III	26.01	
13071 - Photographer I	20.85	
13072 - Photographer II	23.32	
13073 - Photographer III	28.90	
13074 - Photographer IV	35.35	
13075 - Photographer V	42.76	
13090 - Technical Order Library Clerk	20.72	
13110 - Video Teleconference Technician	24.28	
14000 - Information Technology Occupations		
14041 - Computer Operator I	21.30	
14042 - Computer Operator II	23.82	
14043 - Computer Operator III	26.57	
14044 - Computer Operator IV	29.52	
14045 - Computer Operator V	32.69	
14071 - Computer Programmer I	(see 1)	23.63
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		21.30
14160 - Personal Computer Support Technician		29.52
14170 - System Support Specialist		33.41
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		34.80
15020 - Aircrew Training Devices Instructor (Rated)		42.11
15030 - Air Crew Training Devices Instructor (Pilot)		50.48
15050 - Computer Based Training Specialist / Instructor		34.80
15060 - Educational Technologist		30.82
15070 - Flight Instructor (Pilot)		50.48
15080 - Graphic Artist		28.46
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		50.48
15086 - Maintenance Test Pilot, Rotary Wing		50.48
15088 - Non-Maintenance Test/Co-Pilot		50.48
15090 - Technical Instructor		27.19
15095 - Technical Instructor/Course Developer		33.26
15110 - Test Proctor		21.93
15120 - Tutor		21.93
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		17.31
16030 - Counter Attendant		17.31
16040 - Dry Cleaner		19.77
16070 - Finisher, Flatwork, Machine		17.31
16090 - Presser, Hand		17.31
16110 - Presser, Machine, Drycleaning		17.31
16130 - Presser, Machine, Shirts		17.31
16160 - Presser, Machine, Wearing Apparel, Laundry		17.31
16190 - Sewing Machine Operator		20.60
16220 - Tailor		21.42
16250 - Washer, Machine		18.13
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		29.06
19040 - Tool And Die Maker		34.22
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		19.50
21030 - Material Coordinator		30.25
21040 - Material Expediter		30.25
21050 - Material Handling Laborer		18.37
21071 - Order Filler		16.74***
21080 - Production Line Worker (Food Processing)		19.50
21110 - Shipping Packer		19.21
21130 - Shipping/Receiving Clerk		19.21
21140 - Store Worker I		17.21
21150 - Stock Clerk		20.88
21210 - Tools And Parts Attendant		19.50
21410 - Warehouse Specialist		19.50
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		35.82

23019 - Aircraft Logs and Records Technician	29.57
23021 - Aircraft Mechanic I	34.34
23022 - Aircraft Mechanic II	35.82
23023 - Aircraft Mechanic III	37.26
23040 - Aircraft Mechanic Helper	26.10
23050 - Aircraft, Painter	32.77
23060 - Aircraft Servicer	29.57
23070 - Aircraft Survival Flight Equipment Technician	32.77
23080 - Aircraft Worker	31.23
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	31.23
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	34.34
23110 - Appliance Mechanic	26.58
23120 - Bicycle Repairer	25.20
23125 - Cable Splicer	44.67
23130 - Carpenter, Maintenance	26.39
23140 - Carpet Layer	28.20
23160 - Electrician, Maintenance	30.14
23181 - Electronics Technician Maintenance I	27.87
23182 - Electronics Technician Maintenance II	29.24
23183 - Electronics Technician Maintenance III	30.64
23260 - Fabric Worker	26.69
23290 - Fire Alarm System Mechanic	31.38
23310 - Fire Extinguisher Repairer	25.20
23311 - Fuel Distribution System Mechanic	31.53
23312 - Fuel Distribution System Operator	25.62
23370 - General Maintenance Worker	22.95
23380 - Ground Support Equipment Mechanic	34.34
23381 - Ground Support Equipment Servicer	29.57
23382 - Ground Support Equipment Worker	31.23
23391 - Gunsmith I	25.20
23392 - Gunsmith II	28.20
23393 - Gunsmith III	31.01
23410 - Heating, Ventilation And Air-Conditioning Mechanic	29.69
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	30.97
23430 - Heavy Equipment Mechanic	30.89
23440 - Heavy Equipment Operator	28.96
23460 - Instrument Mechanic	31.01
23465 - Laboratory/Shelter Mechanic	29.59
23470 - Laborer	18.37
23510 - Locksmith	29.59
23530 - Machinery Maintenance Mechanic	27.21
23550 - Machinist, Maintenance	32.18
23580 - Maintenance Trades Helper	17.74
23591 - Metrology Technician I	31.01
23592 - Metrology Technician II	32.34
23593 - Metrology Technician III	33.64

23640 - Millwright	31.01
23710 - Office Appliance Repairer	28.00
23760 - Painter, Maintenance	23.17
23790 - Pipefitter, Maintenance	30.71
23810 - Plumber, Maintenance	29.30
23820 - Pneudraulic Systems Mechanic	31.01
23850 - Rigger	31.01
23870 - Scale Mechanic	28.20
23890 - Sheet-Metal Worker, Maintenance	28.60
23910 - Small Engine Mechanic	23.51
23931 - Telecommunications Mechanic I	38.53
23932 - Telecommunications Mechanic II	40.19
23950 - Telephone Lineman	34.25
23960 - Welder, Combination, Maintenance	31.61
23965 - Well Driller	30.46
23970 - Woodcraft Worker	31.01
23980 - Woodworker	25.20
24000 - Personal Needs Occupations	
24550 - Case Manager	19.03
24570 - Child Care Attendant	13.76***
24580 - Child Care Center Clerk	17.15***
24610 - Chore Aide	16.68***
24620 - Family Readiness And Support Services Coordinator	19.03
24630 - Homemaker	19.03
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	29.30
25040 - Sewage Plant Operator	27.96
25070 - Stationary Engineer	29.30
25190 - Ventilation Equipment Tender	22.27
25210 - Water Treatment Plant Operator	27.96
27000 - Protective Service Occupations	
27004 - Alarm Monitor	23.92
27007 - Baggage Inspector	18.68
27008 - Corrections Officer	25.91
27010 - Court Security Officer	27.38
27030 - Detection Dog Handler	20.89
27040 - Detention Officer	25.91
27070 - Firefighter	29.02
27101 - Guard I	18.68
27102 - Guard II	20.89
27131 - Police Officer I	27.95
27132 - Police Officer II	31.06
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.23***
28042 - Carnival Equipment Repairer	15.21***
28043 - Carnival Worker	11.61***
28210 - Gate Attendant/Gate Tender	20.33
28310 - Lifeguard	16.48***
28350 - Park Attendant (Aide)	22.74

28510 - Recreation Aide/Health Facility Attendant	16.60***
28515 - Recreation Specialist	28.17
28630 - Sports Official	18.11
28690 - Swimming Pool Operator	19.40
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	28.20
29020 - Hatch Tender	28.20
29030 - Line Handler	28.20
29041 - Stevedore I	26.69
29042 - Stevedore II	29.59
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	51.07
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	35.22
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	38.79
30021 - Archeological Technician I	19.43
30022 - Archeological Technician II	21.73
30023 - Archeological Technician III	26.93
30030 - Cartographic Technician	26.93
30040 - Civil Engineering Technician	27.26
30051 - Cryogenic Technician I	29.82
30052 - Cryogenic Technician II	32.94
30061 - Drafter/CAD Operator I	19.43
30062 - Drafter/CAD Operator II	21.73
30063 - Drafter/CAD Operator III	24.23
30064 - Drafter/CAD Operator IV	29.82
30081 - Engineering Technician I	20.38
30082 - Engineering Technician II	22.87
30083 - Engineering Technician III	25.58
30084 - Engineering Technician IV	31.69
30085 - Engineering Technician V	38.77
30086 - Engineering Technician VI	46.90
30090 - Environmental Technician	26.93
30095 - Evidence Control Specialist	26.93
30210 - Laboratory Technician	24.82
30221 - Latent Fingerprint Technician I	29.82
30222 - Latent Fingerprint Technician II	32.94
30240 - Mathematical Technician	26.93
30361 - Paralegal/Legal Assistant I	23.31
30362 - Paralegal/Legal Assistant II	28.88
30363 - Paralegal/Legal Assistant III	35.33
30364 - Paralegal/Legal Assistant IV	42.74
30375 - Petroleum Supply Specialist	32.94
30390 - Photo-Optics Technician	26.93
30395 - Radiation Control Technician	32.94
30461 - Technical Writer I	26.86
30462 - Technical Writer II	32.85
30463 - Technical Writer III	39.74
30491 - Unexploded Ordnance (UXO) Technician I	32.46
30492 - Unexploded Ordnance (UXO) Technician II	39.27
30493 - Unexploded Ordnance (UXO) Technician III	47.07

30494 - Unexploded (UXO) Safety Escort	32.46
30495 - Unexploded (UXO) Sweep Personnel	32.46
30501 - Weather Forecaster I	29.82
30502 - Weather Forecaster II	36.27
30620 - Weather Observer, Combined Upper Air Or	(see 2) 24.23
Surface Programs	
30621 - Weather Observer, Senior	(see 2) 26.93
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	39.27
31020 - Bus Aide	16.87***
31030 - Bus Driver	22.28
31043 - Driver Courier	19.33
31260 - Parking and Lot Attendant	15.41***
31290 - Shuttle Bus Driver	18.18
31310 - Taxi Driver	13.09***
31361 - Truckdriver, Light	20.66
31362 - Truckdriver, Medium	21.88
31363 - Truckdriver, Heavy	27.33
31364 - Truckdriver, Tractor-Trailer	27.33
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	19.15
99030 - Cashier	14.05***
99050 - Desk Clerk	16.59***
99095 - Embalmer	32.46
99130 - Flight Follower	32.46
99251 - Laboratory Animal Caretaker I	16.86***
99252 - Laboratory Animal Caretaker II	18.03
99260 - Marketing Analyst	34.28
99310 - Mortician	32.46
99410 - Pest Controller	25.20
99510 - Photofinishing Worker	17.06***
99710 - Recycling Laborer	18.86
99711 - Recycling Specialist	21.60
99730 - Refuse Collector	17.64
99810 - Sales Clerk	15.86***
99820 - School Crossing Guard	19.49
99830 - Survey Party Chief	30.76
99831 - Surveying Aide	18.72
99832 - Surveying Technician	27.97
99840 - Vending Machine Attendant	22.26
99841 - Vending Machine Repairer	26.62
99842 - Vending Machine Repairer Helper	22.26

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.20 per hour) or 13658 (\$12.90 per hour). Please see the Note at the top of the wage determination for more information. Please also note



that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

HEALTH & WELFARE EO 13706: **\$4.93** per hour, up to 40 hours per week, or **\$197.20** per week, or **\$853.53** per month\*

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

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

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

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

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

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

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

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

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

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

## 2) **AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:** If you

work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

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

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

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

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

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

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

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

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

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

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

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

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

The process for preparing a conformance request is as follows:

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

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

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

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

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

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

(End of Summary of Changes)