

AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT				1. CONTRACT ID CODE <div style="text-align: center;">J</div>		PAGE OF PAGES <div style="text-align: center;">1 16</div>	
2. AMENDMENT/MODIFICATION NO. <div style="text-align: center;">0001</div>		3. EFFECTIVE DATE <div style="text-align: center;">24-Jul-2024</div>		4. REQUISITION/PURCHASE REQ. NO. W13G86417691290001		5. PROJECT NO.(If applicable)	
6. ISSUED BY U S ARMY ENGR DISTRICT, NEW ENGLAND 696 VIRGINIA RD CONCORD MA 01742-2751		CODE W912WJ		7. ADMINISTERED BY (If other than item 6) <div style="text-align: center; font-weight: bold;">See Item 6</div>			
8. NAME AND ADDRESS OF CONTRACTOR (No., Street, County, State and Zip Code)				X		9A. AMENDMENT OF SOLICITATION NO. W912WJ24Q0148	
				X		9B. DATED (SEE ITEM 11) 17-Jul-2024	
						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 and Welfare Benefits section of the Wage Determinations. Closing remains July 30, 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		15C. DATE SIGNED		16B. UNITED STATES OF AMERICA		16C. DATE SIGNED	
_____ (Signature of person authorized to sign)				BY _____ (Signature of Contracting Officer)		24-Jul-2024	

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.: 2015-4139
Daniel W. Simms Division of | Revision No.: 26
Director Wage Determinations| Date Of Last Revision: 04/29/2024

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.

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

ADDISON COUNTY: Addison, Bridport, Bristol, Cornwall, Goshen, Granville, Hancock, Leicester, Middlebury, New Haven, Orwell, Panton, Ripton, Salisbury, Shoreham, Waltham, Weybridge, Whiting

BENNINGTON COUNTY: Arlington, Bennington, Dorset, Glastenbury, Landgrove, Manchester, Peru, Pownal, Readsboro, Rupert, Sandgate, Searsburg, Shaftsbury, Stamford, Sunderland, Winhall, Woodford

ORANGE COUNTY: Bradford, Braintree, Brookfield, Chelsea, Corinth, Fairlee, Randolph, Strafford, Thetford, Tunbridge, Vershire, West Fairlee

RUTLAND COUNTY: Benson, Brandon, Castleton, Chittenden, Clarendon, Danby, Fair Haven, Hubbardton, Ira, Mendon, Middletown Springs, Mount Holly, Mount Tabor, Pawlet, Pittsfield, Poultney, Proctor, Rutland, Sherburne, Shrewsbury, Sudbury, Tinmouth, Wallingford, Wells, West Haven, West Rutland

WASHINGTON COUNTY: Roxbury

WINDHAM COUNTY: Athens, Brattleboro, Brookline, Dover, Dummerston, Grafton, Guilford, Halifax, Jamaica, Londonberry, Marlboro, Newfane, Putney, Rockingham, Somerset, Stratton, Townshend, Vernon, Wardsboro, Westminster, Whitingham, Wilmington, Windham

WINDSOR COUNTY: Andover, Baltimore, Barnard, Behtel, Bridgewater, Cavendish, Chester, Hartford, Hartland, Ludlow, Norwich, Plymouth, Pomfret, Reading, Rochester, Royalton, Sharon, Springfield, Stockbridge, Weathersfield, West Windsor, Weston, Windsor, Woodstock

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I	18.40	
01012 - Accounting Clerk II	20.65	
01013 - Accounting Clerk III	23.10	
01020 - Administrative Assistant	30.88	
01035 - Court Reporter	22.01	
01041 - Customer Service Representative I	16.03***	
01042 - Customer Service Representative II	17.49	
01043 - Customer Service Representative III	19.65	
01051 - Data Entry Operator I	17.54	
01052 - Data Entry Operator II	19.14	
01060 - Dispatcher, Motor Vehicle	23.74	
01070 - Document Preparation Clerk	17.53	
01090 - Duplicating Machine Operator	17.53	
01111 - General Clerk I	17.50	
01112 - General Clerk II	19.10	

01113 - General Clerk III	21.45
01120 - Housing Referral Assistant	24.55
01141 - Messenger Courier	14.28***
01191 - Order Clerk I	17.91
01192 - Order Clerk II	19.54
01261 - Personnel Assistant (Employment) I	20.80
01262 - Personnel Assistant (Employment) II	23.27
01263 - Personnel Assistant (Employment) III	25.95
01270 - Production Control Clerk	23.09
01290 - Rental Clerk	19.90
01300 - Scheduler, Maintenance	19.68
01311 - Secretary I	19.68
01312 - Secretary II	22.02
01313 - Secretary III	24.55
01320 - Service Order Dispatcher	21.22
01410 - Supply Technician	30.88
01420 - Survey Worker	21.49
01460 - Switchboard Operator/Receptionist	16.32***
01531 - Travel Clerk I	17.53
01532 - Travel Clerk II	19.06
01533 - Travel Clerk III	20.97
01611 - Word Processor I	17.53
01612 - Word Processor II	19.68
01613 - Word Processor III	22.01
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.92
05010 - Automotive Electrician	21.70
05040 - Automotive Glass Installer	20.85
05070 - Automotive Worker	20.85
05110 - Mobile Equipment Servicer	18.63
05130 - Motor Equipment Metal Mechanic	22.66
05160 - Motor Equipment Metal Worker	20.85
05190 - Motor Vehicle Mechanic	22.66
05220 - Motor Vehicle Mechanic Helper	17.34
05250 - Motor Vehicle Upholstery Worker	19.73
05280 - Motor Vehicle Wrecker	20.85
05310 - Painter, Automotive	21.70
05340 - Radiator Repair Specialist	20.85
05370 - Tire Repairer	18.63
05400 - Transmission Repair Specialist	22.66
07000 - Food Preparation And Service Occupations	
07010 - Baker	17.00***
07041 - Cook I	17.79
07042 - Cook II	19.90
07070 - Dishwasher	15.00***
07130 - Food Service Worker	16.01***
07210 - Meat Cutter	20.02
07260 - Waiter/Waitress	17.11***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.76

09040 - Furniture Handler	13.91***
09080 - Furniture Refinisher	20.08
09090 - Furniture Refinisher Helper	16.04***
09110 - Furniture Repairer, Minor	18.26
09130 - Upholsterer	19.83
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	16.71***
11060 - Elevator Operator	17.88
11090 - Gardener	25.88
11122 - Housekeeping Aide	17.88
11150 - Janitor	17.88
11210 - Laborer, Grounds Maintenance	20.88
11240 - Maid or Houseman	16.96***
11260 - Pruner	19.59
11270 - Tractor Operator	24.08
11330 - Trail Maintenance Worker	20.88
11360 - Window Cleaner	19.06
12000 - Health Occupations	
12010 - Ambulance Driver	23.62
12011 - Breath Alcohol Technician	27.07
12012 - Certified Occupational Therapist Assistant	37.15
12015 - Certified Physical Therapist Assistant	31.37
12020 - Dental Assistant	23.70
12025 - Dental Hygienist	44.08
12030 - EKG Technician	41.03
12035 - Electroneurodiagnostic Technologist	41.03
12040 - Emergency Medical Technician	23.62
12071 - Licensed Practical Nurse I	24.20
12072 - Licensed Practical Nurse II	27.07
12073 - Licensed Practical Nurse III	30.19
12100 - Medical Assistant	21.25
12130 - Medical Laboratory Technician	34.97
12160 - Medical Record Clerk	21.37
12190 - Medical Record Technician	23.90
12195 - Medical Transcriptionist	24.20
12210 - Nuclear Medicine Technologist	59.50
12221 - Nursing Assistant I	13.97***
12222 - Nursing Assistant II	15.71***
12223 - Nursing Assistant III	17.14***
12224 - Nursing Assistant IV	19.23
12235 - Optical Dispenser	27.07
12236 - Optical Technician	24.20
12250 - Pharmacy Technician	18.05
12280 - Phlebotomist	20.39
12305 - Radiologic Technologist	34.72
12311 - Registered Nurse I	27.18
12312 - Registered Nurse II	33.25
12313 - Registered Nurse II, Specialist	33.25
12314 - Registered Nurse III	40.23
12315 - Registered Nurse III, Anesthetist	40.23

12316 - Registered Nurse IV	48.22	
12317 - Scheduler (Drug and Alcohol Testing)	33.54	
12320 - Substance Abuse Treatment Counselor	26.36	
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I	19.67	
13012 - Exhibits Specialist II	24.37	
13013 - Exhibits Specialist III	29.81	
13041 - Illustrator I	20.19	
13042 - Illustrator II	24.84	
13043 - Illustrator III	30.37	
13047 - Librarian	26.99	
13050 - Library Aide/Clerk	17.15***	
13054 - Library Information Technology Systems Administrator	24.37	
13058 - Library Technician	19.10	
13061 - Media Specialist I	17.59	
13062 - Media Specialist II	19.67	
13063 - Media Specialist III	21.94	
13071 - Photographer I	17.95	
13072 - Photographer II	20.04	
13073 - Photographer III	25.14	
13074 - Photographer IV	30.37	
13075 - Photographer V	41.21	
13090 - Technical Order Library Clerk	21.53	
13110 - Video Teleconference Technician	20.12	
14000 - Information Technology Occupations		
14041 - Computer Operator I	20.52	
14042 - Computer Operator II	22.95	
14043 - Computer Operator III	25.59	
14044 - Computer Operator IV	28.44	
14045 - Computer Operator V	31.54	
14071 - Computer Programmer I	(see 1)	22.88
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	20.52	
14160 - Personal Computer Support Technician	28.53	
14170 - System Support Specialist	31.54	
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)	35.28	
15020 - Aircrew Training Devices Instructor (Rated)	42.68	
15030 - Air Crew Training Devices Instructor (Pilot)	51.16	
15050 - Computer Based Training Specialist / Instructor	35.28	
15060 - Educational Technologist	34.87	
15070 - Flight Instructor (Pilot)	51.74	
15080 - Graphic Artist	25.67	
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	51.16	

15086 - Maintenance Test Pilot, Rotary Wing	51.16
15088 - Non-Maintenance Test/Co-Pilot	51.16
15090 - Technical Instructor	25.25
15095 - Technical Instructor/Course Developer	30.89
15110 - Test Proctor	20.38
15120 - Tutor	20.38
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	16.41***
16030 - Counter Attendant	16.41***
16040 - Dry Cleaner	18.75
16070 - Finisher, Flatwork, Machine	16.41***
16090 - Presser, Hand	16.41***
16110 - Presser, Machine, Drycleaning	16.41***
16130 - Presser, Machine, Shirts	16.41***
16160 - Presser, Machine, Wearing Apparel, Laundry	16.41***
16190 - Sewing Machine Operator	19.53
16220 - Tailor	20.31
16250 - Washer, Machine	17.19***
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	32.23
19040 - Tool And Die Maker	37.31
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	20.35
21030 - Material Coordinator	23.09
21040 - Material Expediter	23.09
21050 - Material Handling Laborer	17.57
21071 - Order Filler	16.21***
21080 - Production Line Worker (Food Processing)	20.35
21110 - Shipping Packer	21.63
21130 - Shipping/Receiving Clerk	21.63
21140 - Store Worker I	16.36***
21150 - Stock Clerk	19.76
21210 - Tools And Parts Attendant	20.35
21410 - Warehouse Specialist	20.35
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	30.05
23019 - Aircraft Logs and Records Technician	25.25
23021 - Aircraft Mechanic I	28.99
23022 - Aircraft Mechanic II	30.05
23023 - Aircraft Mechanic III	31.10
23040 - Aircraft Mechanic Helper	22.18
23050 - Aircraft, Painter	27.77
23060 - Aircraft Servicer	25.25
23070 - Aircraft Survival Flight Equipment Technician	27.77
23080 - Aircraft Worker	26.67
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	26.67
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	28.99
23110 - Appliance Mechanic	24.59

23120 - Bicycle Repairer	23.84
23125 - Cable Splicer	50.22
23130 - Carpenter, Maintenance	25.86
23140 - Carpet Layer	26.67
23160 - Electrician, Maintenance	27.77
23181 - Electronics Technician Maintenance I	26.67
23182 - Electronics Technician Maintenance II	27.85
23183 - Electronics Technician Maintenance III	28.99
23260 - Fabric Worker	25.25
23290 - Fire Alarm System Mechanic	28.99
23310 - Fire Extinguisher Repairer	23.84
23311 - Fuel Distribution System Mechanic	28.99
23312 - Fuel Distribution System Operator	23.84
23370 - General Maintenance Worker	22.87
23380 - Ground Support Equipment Mechanic	28.99
23381 - Ground Support Equipment Servicer	25.25
23382 - Ground Support Equipment Worker	26.67
23391 - Gunsmith I	23.84
23392 - Gunsmith II	26.67
23393 - Gunsmith III	28.99
23410 - Heating, Ventilation And Air-Conditioning Mechanic	27.32
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	28.32
23430 - Heavy Equipment Mechanic	27.00
23440 - Heavy Equipment Operator	24.88
23460 - Instrument Mechanic	28.99
23465 - Laboratory/Shelter Mechanic	27.77
23470 - Laborer	17.57
23510 - Locksmith	27.77
23530 - Machinery Maintenance Mechanic	29.82
23550 - Machinist, Maintenance	26.43
23580 - Maintenance Trades Helper	18.14
23591 - Metrology Technician I	28.99
23592 - Metrology Technician II	30.05
23593 - Metrology Technician III	31.10
23640 - Millwright	28.99
23710 - Office Appliance Repairer	26.38
23760 - Painter, Maintenance	24.03
23790 - Pipefitter, Maintenance	28.13
23810 - Plumber, Maintenance	26.94
23820 - Pneudraulic Systems Mechanic	28.99
23850 - Rigger	28.99
23870 - Scale Mechanic	26.67
23890 - Sheet-Metal Worker, Maintenance	23.22
23910 - Small Engine Mechanic	19.66
23931 - Telecommunications Mechanic I	36.28
23932 - Telecommunications Mechanic II	37.61
23950 - Telephone Lineman	38.23
23960 - Welder, Combination, Maintenance	23.34

23965 - Well Driller	29.40	
23970 - Woodcraft Worker	28.99	
23980 - Woodworker	23.84	
24000 - Personal Needs Occupations		
24550 - Case Manager	18.79	
24570 - Child Care Attendant	17.29	
24580 - Child Care Center Clerk	21.57	
24610 - Chore Aide	16.81***	
24620 - Family Readiness And Support Services Coordinator		18.79
24630 - Homemaker	18.79	
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender	26.85	
25040 - Sewage Plant Operator	25.44	
25070 - Stationary Engineer	26.85	
25190 - Ventilation Equipment Tender	20.42	
25210 - Water Treatment Plant Operator	25.44	
27000 - Protective Service Occupations		
27004 - Alarm Monitor	24.94	
27007 - Baggage Inspector	17.23	
27008 - Corrections Officer	24.70	
27010 - Court Security Officer	24.52	
27030 - Detection Dog Handler	19.26	
27040 - Detention Officer	24.70	
27070 - Firefighter	24.37	
27101 - Guard I	17.23	
27102 - Guard II	19.26	
27131 - Police Officer I	27.70	
27132 - Police Officer II	30.78	
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator	18.71	
28042 - Carnival Equipment Repairer	20.11	
28043 - Carnival Worker	15.22***	
28210 - Gate Attendant/Gate Tender	19.48	
28310 - Lifeguard	17.31	
28350 - Park Attendant (Aide)	21.79	
28510 - Recreation Aide/Health Facility Attendant		15.90***
28515 - Recreation Specialist	26.99	
28630 - Sports Official	17.35	
28690 - Swimming Pool Operator	22.50	
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer	26.67	
29020 - Hatch Tender	26.67	
29030 - Line Handler	26.67	
29041 - Stevedore I	25.25	
29042 - Stevedore II	27.77	
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)		47.37
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)		32.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)		35.97

30021 - Archeological Technician I	20.60	
30022 - Archeological Technician II	24.04	
30023 - Archeological Technician III	27.65	
30030 - Cartographic Technician	29.15	
30040 - Civil Engineering Technician	27.50	
30051 - Cryogenic Technician I	30.62	
30052 - Cryogenic Technician II	33.83	
30061 - Drafter/CAD Operator I	20.60	
30062 - Drafter/CAD Operator II	24.04	
30063 - Drafter/CAD Operator III	26.81	
30064 - Drafter/CAD Operator IV	30.62	
30081 - Engineering Technician I	18.03	
30082 - Engineering Technician II	20.25	
30083 - Engineering Technician III	22.65	
30084 - Engineering Technician IV	28.07	
30085 - Engineering Technician V	34.32	
30086 - Engineering Technician VI	41.53	
30090 - Environmental Technician	27.65	
30095 - Evidence Control Specialist	27.65	
30210 - Laboratory Technician	24.88	
30221 - Latent Fingerprint Technician I	30.62	
30222 - Latent Fingerprint Technician II	33.83	
30240 - Mathematical Technician	27.75	
30361 - Paralegal/Legal Assistant I	22.25	
30362 - Paralegal/Legal Assistant II	27.58	
30363 - Paralegal/Legal Assistant III	33.74	
30364 - Paralegal/Legal Assistant IV	40.81	
30375 - Petroleum Supply Specialist	33.83	
30390 - Photo-Optics Technician	29.79	
30395 - Radiation Control Technician	33.83	
30461 - Technical Writer I	27.65	
30462 - Technical Writer II	33.83	
30463 - Technical Writer III	40.92	
30491 - Unexploded Ordnance (UXO) Technician I		30.11
30492 - Unexploded Ordnance (UXO) Technician II		36.42
30493 - Unexploded Ordnance (UXO) Technician III		43.66
30494 - Unexploded (UXO) Safety Escort		30.11
30495 - Unexploded (UXO) Sweep Personnel		30.11
30501 - Weather Forecaster I	30.62	
30502 - Weather Forecaster II	37.25	
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	26.81
30621 - Weather Observer, Senior	(see 2)	29.18
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot	36.42	
31020 - Bus Aide	16.77***	
31030 - Bus Driver	22.01	
31043 - Driver Courier	17.32	
31260 - Parking and Lot Attendant	15.64***	
31290 - Shuttle Bus Driver	17.46	

31310 - Taxi Driver	14.77***
31361 - Truckdriver, Light	18.61
31362 - Truckdriver, Medium	19.71
31363 - Truckdriver, Heavy	23.48
31364 - Truckdriver, Tractor-Trailer	23.48
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.75
99030 - Cashier	14.52***
99050 - Desk Clerk	15.88***
99095 - Embalmer	30.16
99130 - Flight Follower	30.11
99251 - Laboratory Animal Caretaker I	16.98***
99252 - Laboratory Animal Caretaker II	18.25
99260 - Marketing Analyst	30.90
99310 - Mortician	30.16
99410 - Pest Controller	24.05
99510 - Photofinishing Worker	15.82***
99710 - Recycling Laborer	23.15
99711 - Recycling Specialist	26.70
99730 - Refuse Collector	21.72
99810 - Sales Clerk	17.17***
99820 - School Crossing Guard	19.80
99830 - Survey Party Chief	23.74
99831 - Surveying Aide	15.72***
99832 - Surveying Technician	21.57
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.

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

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

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, 4 after 15 years, and 5 after 25 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

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

Job titles vary widely and change quickly in the computer industry, and are not

determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of:

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to

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

**** UNIFORM ALLOWANCE ****

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

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

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

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

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

Conformance Process:

The contracting officer shall require that any class of service employee which is

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

The process for preparing a conformance request is as follows:

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

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

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

(End of Summary of Changes)