

AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT			1. CONTRACT ID CODE J	PAGE OF PAGES 1 17
2. AMENDMENT/MODIFICATION NO. 0002	3. EFFECTIVE DATE 13-May-2024	4. REQUISITION/PURCHASE REQ. NO. W13G8640534076	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) See Item 6	
8. NAME AND ADDRESS OF CONTRACTOR (No., Street, County, State and Zip Code)			X	9A. AMENDMENT OF SOLICITATION NO. W912WJ24Q0110
			X	9B. DATED (SEE ITEM 11) 18-Apr-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 0002 is to update the Wage Determinations. The solicitation closing date remains May 16, 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	
_____ (Signature of person authorized to sign)			BY _____ (Signature of Contracting Officer)	
			16C. DATE SIGNED 13-May-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.: 2015-4121

Daniel W. Simms | Division of | Revision No.: 26

Director | Wage Determinations | Date Of Last Revision: 04/09/2024

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	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered workers
an option is exercised) on or after	at least \$17.20 per hour (or the applicable
January 30, 2022:	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	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered workers
or extended on or after January 30,	at least \$12.90 per hour (or the applicable
2022:	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 CONNECTICUT:

HARTFORD COUNTY: Berlin, Bristol, Burlington, Hartland, New Britain, Plainville, Southington

LITCHFIELD COUNTY: Barkhamsted, Harwinton, Plymouth, Thomaston

MIDDLESEX COUNTY: East Haddam, Haddam, Middletown

TOLLAND COUNTY: Mansfield, Union

WINDHAM COUNTY: Ashford, Chaplin, Scotland, Windham

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I	19.93	
01012 - Accounting Clerk II	22.37	
01013 - Accounting Clerk III	25.02	
01020 - Administrative Assistant	36.41	
01035 - Court Reporter	23.80	
01041 - Customer Service Representative I	18.03	
01042 - Customer Service Representative II	19.68	
01043 - Customer Service Representative III	22.08	
01051 - Data Entry Operator I	17.72	
01052 - Data Entry Operator II	19.33	
01060 - Dispatcher, Motor Vehicle	23.29	
01070 - Document Preparation Clerk	23.64	
01090 - Duplicating Machine Operator	23.64	
01111 - General Clerk I	17.12***	
01112 - General Clerk II	18.68	
01113 - General Clerk III	20.98	
01120 - Housing Referral Assistant	26.07	

01141 - Messenger Courier	17.47
01191 - Order Clerk I	19.67
01192 - Order Clerk II	21.46
01261 - Personnel Assistant (Employment) I	20.15
01262 - Personnel Assistant (Employment) II	22.55
01263 - Personnel Assistant (Employment) III	25.14
01270 - Production Control Clerk	28.67
01290 - Rental Clerk	17.18***
01300 - Scheduler, Maintenance	20.90
01311 - Secretary I	20.90
01312 - Secretary II	23.39
01313 - Secretary III	26.07
01320 - Service Order Dispatcher	20.83
01410 - Supply Technician	36.41
01420 - Survey Worker	22.29
01460 - Switchboard Operator/Receptionist	17.84
01531 - Travel Clerk I	21.05
01532 - Travel Clerk II	22.94
01533 - Travel Clerk III	24.19
01611 - Word Processor I	19.45
01612 - Word Processor II	21.83
01613 - Word Processor III	24.42
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	27.95
05010 - Automotive Electrician	22.82
05040 - Automotive Glass Installer	21.93
05070 - Automotive Worker	21.93
05110 - Mobile Equipment Servicer	20.56
05130 - Motor Equipment Metal Mechanic	23.65
05160 - Motor Equipment Metal Worker	21.93
05190 - Motor Vehicle Mechanic	23.65
05220 - Motor Vehicle Mechanic Helper	19.81
05250 - Motor Vehicle Upholstery Worker	21.27
05280 - Motor Vehicle Wrecker	21.93
05310 - Painter, Automotive	22.82
05340 - Radiator Repair Specialist	21.93
05370 - Tire Repairer	16.13***
05400 - Transmission Repair Specialist	23.65
07000 - Food Preparation And Service Occupations	
07010 - Baker	17.88
07041 - Cook I	21.48
07042 - Cook II	23.24
07070 - Dishwasher	15.03***
07130 - Food Service Worker	16.08***
07210 - Meat Cutter	21.04
07260 - Waiter/Waitress	16.53***

09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.28
09040 - Furniture Handler	18.11
09080 - Furniture Refinisher	23.86
09090 - Furniture Refinisher Helper	19.99
09110 - Furniture Repairer, Minor	21.98
09130 - Upholsterer	22.22
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	15.55***
11060 - Elevator Operator	17.77
11090 - Gardener	23.21
11122 - Housekeeping Aide	17.77
11150 - Janitor	17.77
11210 - Laborer, Grounds Maintenance	19.72
11240 - Maid or Houseman	16.16***
11260 - Pruner	18.02
11270 - Tractor Operator	22.19
11330 - Trail Maintenance Worker	19.72
11360 - Window Cleaner	19.46
12000 - Health Occupations	
12010 - Ambulance Driver	24.58
12011 - Breath Alcohol Technician	28.00
12012 - Certified Occupational Therapist Assistant	33.24
12015 - Certified Physical Therapist Assistant	36.98
12020 - Dental Assistant	23.09
12025 - Dental Hygienist	46.51
12030 - EKG Technician	42.00
12035 - Electroneurodiagnostic Technologist	42.00
12040 - Emergency Medical Technician	24.58
12071 - Licensed Practical Nurse I	25.04
12072 - Licensed Practical Nurse II	28.00
12073 - Licensed Practical Nurse III	31.23
12100 - Medical Assistant	21.96
12130 - Medical Laboratory Technician	38.27
12160 - Medical Record Clerk	27.60
12190 - Medical Record Technician	30.87
12195 - Medical Transcriptionist	25.00
12210 - Nuclear Medicine Technologist	49.12
12221 - Nursing Assistant I	14.39***
12222 - Nursing Assistant II	16.19***
12223 - Nursing Assistant III	17.67
12224 - Nursing Assistant IV	19.83
12235 - Optical Dispenser	32.14
12236 - Optical Technician	25.04
12250 - Pharmacy Technician	18.32
12280 - Phlebotomist	21.82

12305 - Radiologic Technologist	37.81	
12311 - Registered Nurse I	30.12	
12312 - Registered Nurse II	36.83	
12313 - Registered Nurse II, Specialist	36.83	
12314 - Registered Nurse III	44.56	
12315 - Registered Nurse III, Anesthetist	44.56	
12316 - Registered Nurse IV	53.42	
12317 - Scheduler (Drug and Alcohol Testing)	34.70	
12320 - Substance Abuse Treatment Counselor	26.72	
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I	26.94	
13012 - Exhibits Specialist II	33.38	
13013 - Exhibits Specialist III	40.83	
13041 - Illustrator I	27.70	
13042 - Illustrator II	34.32	
13043 - Illustrator III	41.99	
13047 - Librarian	38.01	
13050 - Library Aide/Clerk	18.39	
13054 - Library Information Technology Systems Administrator		34.32
13058 - Library Technician	26.36	
13061 - Media Specialist I	24.77	
13062 - Media Specialist II	27.70	
13063 - Media Specialist III	30.89	
13071 - Photographer I	22.59	
13072 - Photographer II	25.27	
13073 - Photographer III	31.31	
13074 - Photographer IV	38.30	
13075 - Photographer V	46.34	
13090 - Technical Order Library Clerk	23.08	
13110 - Video Teleconference Technician	31.92	
14000 - Information Technology Occupations		
14041 - Computer Operator I	26.81	
14042 - Computer Operator II	30.00	
14043 - Computer Operator III	33.45	
14044 - Computer Operator IV	37.16	
14045 - Computer Operator V	41.15	
14071 - Computer Programmer I	(see 1)	26.39
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	26.81	
14160 - Personal Computer Support Technician	38.98	

14170 - System Support Specialist	46.17
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	34.16
15020 - Aircrew Training Devices Instructor (Rated)	41.32
15030 - Air Crew Training Devices Instructor (Pilot)	49.53
15050 - Computer Based Training Specialist / Instructor	34.16
15060 - Educational Technologist	46.48
15070 - Flight Instructor (Pilot)	49.53
15080 - Graphic Artist	31.41
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	49.53
15086 - Maintenance Test Pilot, Rotary Wing	49.53
15088 - Non-Maintenance Test/Co-Pilot	49.53
15090 - Technical Instructor	31.00
15095 - Technical Instructor/Course Developer	37.91
15110 - Test Proctor	25.02
15120 - Tutor	25.02
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	17.18***
16030 - Counter Attendant	17.18***
16040 - Dry Cleaner	19.63
16070 - Finisher, Flatwork, Machine	17.18***
16090 - Presser, Hand	17.18***
16110 - Presser, Machine, Drycleaning	17.18***
16130 - Presser, Machine, Shirts	17.18***
16160 - Presser, Machine, Wearing Apparel, Laundry	17.18***
16190 - Sewing Machine Operator	20.45
16220 - Tailor	21.26
16250 - Washer, Machine	18.00
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	28.77
19040 - Tool And Die Maker	33.05
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	21.88
21030 - Material Coordinator	28.67
21040 - Material Expediter	28.67
21050 - Material Handling Laborer	17.63
21071 - Order Filler	18.46
21080 - Production Line Worker (Food Processing)	21.88
21110 - Shipping Packer	20.51
21130 - Shipping/Receiving Clerk	20.51
21140 - Store Worker I	17.43
21150 - Stock Clerk	22.60
21210 - Tools And Parts Attendant	21.88
21410 - Warehouse Specialist	21.88
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	39.66

23019 - Aircraft Logs and Records Technician	34.28
23021 - Aircraft Mechanic I	38.33
23022 - Aircraft Mechanic II	39.66
23023 - Aircraft Mechanic III	41.07
23040 - Aircraft Mechanic Helper	31.42
23050 - Aircraft, Painter	36.98
23060 - Aircraft Servicer	34.28
23070 - Aircraft Survival Flight Equipment Technician	36.98
23080 - Aircraft Worker	35.55
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	35.55
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	38.33
23110 - Appliance Mechanic	24.18
23120 - Bicycle Repairer	23.58
23125 - Cable Splicer	52.46
23130 - Carpenter, Maintenance	31.65
23140 - Carpet Layer	30.95
23160 - Electrician, Maintenance	34.07
23181 - Electronics Technician Maintenance I	33.00
23182 - Electronics Technician Maintenance II	34.33
23183 - Electronics Technician Maintenance III	35.71
23260 - Fabric Worker	29.84
23290 - Fire Alarm System Mechanic	30.54
23310 - Fire Extinguisher Repairer	28.60
23311 - Fuel Distribution System Mechanic	47.40
23312 - Fuel Distribution System Operator	40.63
23370 - General Maintenance Worker	23.25
23380 - Ground Support Equipment Mechanic	38.33
23381 - Ground Support Equipment Servicer	34.28
23382 - Ground Support Equipment Worker	35.55
23391 - Gunsmith I	28.60
23392 - Gunsmith II	30.95
23393 - Gunsmith III	33.37
23410 - Heating, Ventilation And Air-Conditioning Mechanic	32.25
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	33.37
23430 - Heavy Equipment Mechanic	37.64
23440 - Heavy Equipment Operator	36.04
23460 - Instrument Mechanic	31.89
23465 - Laboratory/Shelter Mechanic	32.19
23470 - Laborer	17.63
23510 - Locksmith	30.07
23530 - Machinery Maintenance Mechanic	32.01
23550 - Machinist, Maintenance	29.34

23580 - Maintenance Trades Helper	20.04
23591 - Metrology Technician I	31.89
23592 - Metrology Technician II	33.00
23593 - Metrology Technician III	34.17
23640 - Millwright	33.36
23710 - Office Appliance Repairer	23.49
23760 - Painter, Maintenance	24.06
23790 - Pipefitter, Maintenance	36.52
23810 - Plumber, Maintenance	35.23
23820 - Pneudraulic Systems Mechanic	33.37
23850 - Rigger	30.34
23870 - Scale Mechanic	30.95
23890 - Sheet-Metal Worker, Maintenance	38.57
23910 - Small Engine Mechanic	23.89
23931 - Telecommunications Mechanic I	36.62
23932 - Telecommunications Mechanic II	37.88
23950 - Telephone Lineman	30.24
23960 - Welder, Combination, Maintenance	28.04
23965 - Well Driller	33.36
23970 - Woodcraft Worker	33.37
23980 - Woodworker	28.60
24000 - Personal Needs Occupations	
24550 - Case Manager	21.81
24570 - Child Care Attendant	15.85***
24580 - Child Care Center Clerk	19.77
24610 - Chore Aide	17.20
24620 - Family Readiness And Support Services Coordinator	21.81
24630 - Homemaker	22.09
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	37.90
25040 - Sewage Plant Operator	37.28
25070 - Stationary Engineer	37.90
25190 - Ventilation Equipment Tender	31.05
25210 - Water Treatment Plant Operator	37.28
27000 - Protective Service Occupations	
27004 - Alarm Monitor	31.04
27007 - Baggage Inspector	17.72
27008 - Corrections Officer	33.61
27010 - Court Security Officer	33.61
27030 - Detection Dog Handler	19.88
27040 - Detention Officer	33.61
27070 - Firefighter	37.66
27101 - Guard I	17.72
27102 - Guard II	19.88
27131 - Police Officer I	37.26

27132 - Police Officer II	41.40	
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator	18.09	
28042 - Carnival Equipment Repairer	18.92	
28043 - Carnival Worker	14.68***	
28210 - Gate Attendant/Gate Tender	20.09	
28310 - Lifeguard	14.94***	
28350 - Park Attendant (Aide)	22.46	
28510 - Recreation Aide/Health Facility Attendant	16.39***	
28515 - Recreation Specialist	27.84	
28630 - Sports Official	17.89	
28690 - Swimming Pool Operator	20.47	
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer	35.12	
29020 - Hatch Tender	35.12	
29030 - Line Handler	35.12	
29041 - Stevedore I	33.87	
29042 - Stevedore II	36.61	
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	50.94	
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	35.12	
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	38.68	
30021 - Archeological Technician I	22.10	
30022 - Archeological Technician II	24.73	
30023 - Archeological Technician III	30.63	
30030 - Cartographic Technician	30.63	
30040 - Civil Engineering Technician	34.57	
30051 - Cryogenic Technician I	33.93	
30052 - Cryogenic Technician II	37.47	
30061 - Drafter/CAD Operator I	22.10	
30062 - Drafter/CAD Operator II	24.73	
30063 - Drafter/CAD Operator III	27.56	
30064 - Drafter/CAD Operator IV	33.93	
30081 - Engineering Technician I	18.55	
30082 - Engineering Technician II	20.80	
30083 - Engineering Technician III	24.16	
30084 - Engineering Technician IV	28.82	
30085 - Engineering Technician V	35.24	
30086 - Engineering Technician VI	42.64	
30090 - Environmental Technician	28.21	
30095 - Evidence Control Specialist	30.63	
30210 - Laboratory Technician	25.49	
30221 - Latent Fingerprint Technician I	35.67	
30222 - Latent Fingerprint Technician II	39.40	
30240 - Mathematical Technician	33.69	
30361 - Paralegal/Legal Assistant I	23.25	

30362 - Paralegal/Legal Assistant II		28.81
30363 - Paralegal/Legal Assistant III		35.24
30364 - Paralegal/Legal Assistant IV		42.63
30375 - Petroleum Supply Specialist		37.47
30390 - Photo-Optics Technician		30.63
30395 - Radiation Control Technician		37.47
30461 - Technical Writer I		31.63
30462 - Technical Writer II		38.67
30463 - Technical Writer III		46.79
30491 - Unexploded Ordnance (UXO) Technician I		32.37
30492 - Unexploded Ordnance (UXO) Technician II		39.17
30493 - Unexploded Ordnance (UXO) Technician III		46.95
30494 - Unexploded (UXO) Safety Escort		32.37
30495 - Unexploded (UXO) Sweep Personnel		32.37
30501 - Weather Forecaster I		33.93
30502 - Weather Forecaster II		41.26
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	27.56
30621 - Weather Observer, Senior	(see 2)	30.63
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		39.17
31020 - Bus Aide		22.51
31030 - Bus Driver		27.61
31043 - Driver Courier		18.22
31260 - Parking and Lot Attendant		14.81***
31290 - Shuttle Bus Driver		18.53
31310 - Taxi Driver		17.58
31361 - Truckdriver, Light		19.06
31362 - Truckdriver, Medium		19.88
31363 - Truckdriver, Heavy		26.90
31364 - Truckdriver, Tractor-Trailer		26.90
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		19.10
99030 - Cashier		14.82***
99050 - Desk Clerk		16.73***
99095 - Embalmer		36.59
99130 - Flight Follower		32.37
99251 - Laboratory Animal Caretaker I		16.76***
99252 - Laboratory Animal Caretaker II		17.53
99260 - Marketing Analyst		36.56
99310 - Mortician		36.59
99410 - Pest Controller		22.96
99510 - Photofinishing Worker		19.38
99710 - Recycling Laborer		28.31
99711 - Recycling Specialist		31.80
99730 - Refuse Collector		25.84

99810 - Sales Clerk	16.21***
99820 - School Crossing Guard	18.74
99830 - Survey Party Chief	44.33
99831 - Surveying Aide	27.75
99832 - Surveying Technician	33.57
99840 - Vending Machine Attendant	23.76
99841 - Vending Machine Repairer	26.89
99842 - Vending Machine Repairer Helper	23.76

***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: \$4.98 per hour, up to 40 hours per week, or \$199.20 per week or \$863.20 per month

HEALTH & WELFARE EO 13706: \$4.57 per hour, up to 40 hours per week, or \$182.80 per week, or \$792.13 per month*

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 25 years.

Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of twelve paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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)