

<b>AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT</b>			1. CONTRACT ID CODE	PAGE OF PAGES 1   15
2. AMENDMENT/MODIFICATION NO. 0001	3. EFFECTIVE DATE 03-May-2021	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 W912WJ	7. ADMINISTERED BY (If other than item 6) <b>See Item 6</b>		
8. NAME AND ADDRESS OF CONTRACTOR (No., Street, County, State and Zip Code)		X	9A. AMENDMENT OF SOLICITATION NO. W912WJ21Q0096	
		X	9B. DATED (SEE ITEM 11) 21-Apr-2021	
			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.)  This amendment is necessary to update the Wage Determinations to WD 2015-4023 (Rev. 16), DATED 22 April 2021; issued by the Department of Labor.  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)		03-May-2021

## SECTION SF 30 BLOCK 14 CONTINUATION PAGE

**SUMMARY OF CHANGES**

## SECTION SF 1449 - CONTINUATION SHEET

The following have been added by full text:

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.: 16  
 Director Wage Determinations | Date Of Last Revision: 04/22/2021

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Note: Under Executive Order (EO) 13658 an hourly minimum wage of \$10.95 for calendar year 2021 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least \$10.95 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2021. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

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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		16.61
01012 - Accounting Clerk II		18.66
01013 - Accounting Clerk III		20.86
01020 - Administrative Assistant		26.63
01035 - Court Reporter		19.88
01041 - Customer Service Representative I		14.45
01042 - Customer Service Representative II		15.77
01043 - Customer Service Representative III		17.71
01051 - Data Entry Operator I		15.74
01052 - Data Entry Operator II		17.17
01060 - Dispatcher Motor Vehicle		21.52
01070 - Document Preparation Clerk		16.68
01090 - Duplicating Machine Operator		16.68
01111 - General Clerk I		14.63
01112 - General Clerk II		15.96
01113 - General Clerk III		17.93
01120 - Housing Referral Assistant		22.15
01141 - Messenger Courier		13.06
01191 - Order Clerk I		17.69
01192 - Order Clerk II		19.29
01261 - Personnel Assistant (Employment) I		17.00
01262 - Personnel Assistant (Employment) II		19.01
01263 - Personnel Assistant (Employment) III		21.19
01270 - Production Control Clerk		24.85
01290 - Rental Clerk		17.13
01300 - Scheduler Maintenance		17.77
01311 - Secretary I		17.77
01312 - Secretary II		19.88
01313 - Secretary III		22.15
01320 - Service Order Dispatcher		19.25
01410 - Supply Technician		26.63
01420 - Survey Worker		19.67
01460 - Switchboard Operator/Receptionist		15.09
01531 - Travel Clerk I		17.73
01532 - Travel Clerk II		19.18
01533 - Travel Clerk III		20.68
01611 - Word Processor I		15.83
01612 - Word Processor II		17.77
01613 - Word Processor III		19.88
05000 - Automotive Service Occupations		

05005 - Automobile Body Repairer Fiberglass	23.35
05010 - Automotive Electrician	22.35
05040 - Automotive Glass Installer	21.46
05070 - Automotive Worker	21.46
05110 - Mobile Equipment Servicer	19.19
05130 - Motor Equipment Metal Mechanic	23.33
05160 - Motor Equipment Metal Worker	21.46
05190 - Motor Vehicle Mechanic	23.33
05220 - Motor Vehicle Mechanic Helper	17.86
05250 - Motor Vehicle Upholstery Worker	20.32
05280 - Motor Vehicle Wrecker	21.46
05310 - Painter Automotive	22.35
05340 - Radiator Repair Specialist	21.46
05370 - Tire Repairer	19.19
05400 - Transmission Repair Specialist	23.33
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.96
07041 - Cook I	16.79
07042 - Cook II	18.78
07070 - Dishwasher	11.22
07130 - Food Service Worker	12.40
07210 - Meat Cutter	20.31
07260 - Waiter/Waitress	9.98
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.02
09040 - Furniture Handler	15.26
09080 - Furniture Refinisher	22.02
09090 - Furniture Refinisher Helper	17.60
09110 - Furniture Repairer Minor	20.03
09130 - Upholsterer	22.02
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	14.74
11060 - Elevator Operator	13.59
11090 - Gardener	20.30
11122 - Housekeeping Aide	13.80
11150 - Janitor	13.80
11210 - Laborer Grounds Maintenance	16.38
11240 - Maid or Houseman	12.92
11260 - Pruner	15.01
11270 - Tractor Operator	18.89
11330 - Trail Maintenance Worker	16.38
11360 - Window Cleaner	14.98
12000 - Health Occupations	
12010 - Ambulance Driver	20.33
12011 - Breath Alcohol Technician	24.30
12012 - Certified Occupational Therapist Assistant	33.33
12015 - Certified Physical Therapist Assistant	30.80
12020 - Dental Assistant	23.67
12025 - Dental Hygienist	41.86
12030 - EKG Technician	36.82
12035 - Electroneurodiagnostic Technologist	36.82
12040 - Emergency Medical Technician	20.33
12071 - Licensed Practical Nurse I	21.73
12072 - Licensed Practical Nurse II	24.30
12073 - Licensed Practical Nurse III	27.08

12100 - Medical Assistant	18.26	
12130 - Medical Laboratory Technician	28.14	
12160 - Medical Record Clerk	16.70	
12190 - Medical Record Technician	19.07	
12195 - Medical Transcriptionist	21.73	
12210 - Nuclear Medicine Technologist	53.39	
12221 - Nursing Assistant I	12.66	
12222 - Nursing Assistant II	14.23	
12223 - Nursing Assistant III	15.53	
12224 - Nursing Assistant IV	17.44	
12235 - Optical Dispenser	23.58	
12236 - Optical Technician	21.73	
12250 - Pharmacy Technician	16.45	
12280 - Phlebotomist	18.06	
12305 - Radiologic Technologist	30.64	
12311 - Registered Nurse I	24.41	
12312 - Registered Nurse II	29.86	
12313 - Registered Nurse II Specialist	29.86	
12314 - Registered Nurse III	36.13	
12315 - Registered Nurse III Anesthetist	36.13	
12316 - Registered Nurse IV	43.30	
12317 - Scheduler (Drug and Alcohol Testing)	30.10	
12320 - Substance Abuse Treatment Counselor	25.49	
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I	19.15	
13012 - Exhibits Specialist II	23.72	
13013 - Exhibits Specialist III	29.02	
13041 - Illustrator I	19.15	
13042 - Illustrator II	23.72	
13043 - Illustrator III	29.02	
13047 - Librarian	26.27	
13050 - Library Aide/Clerk	13.21	
13054 - Library Information Technology Systems Administrator	23.72	
13058 - Library Technician	18.23	
13061 - Media Specialist I	17.12	
13062 - Media Specialist II	19.15	
13063 - Media Specialist III	21.34	
13071 - Photographer I	17.12	
13072 - Photographer II	19.15	
13073 - Photographer III	23.72	
13074 - Photographer IV	29.02	
13075 - Photographer V	35.11	
13090 - Technical Order Library Clerk	16.60	
13110 - Video Teleconference Technician	18.04	
14000 - Information Technology Occupations		
14041 - Computer Operator I	18.26	
14042 - Computer Operator II	20.43	
14043 - Computer Operator III	22.78	
14044 - Computer Operator IV	25.30	
14045 - Computer Operator V	28.03	
14071 - Computer Programmer I	(see 1)	20.16
14072 - Computer Programmer II	(see 1)	24.47
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	

14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.26
14160 - Personal Computer Support Technician		25.33
14170 - System Support Specialist		28.56
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.89
15020 - Aircrew Training Devices Instructor (Rated)		41.01
15030 - Air Crew Training Devices Instructor (Pilot)		49.14
15050 - Computer Based Training Specialist / Instructor		33.89
15060 - Educational Technologist		37.01
15070 - Flight Instructor (Pilot)		49.14
15080 - Graphic Artist		21.11
15085 - Maintenance Test Pilot Fixed Jet/Prop		45.86
15086 - Maintenance Test Pilot Rotary Wing		45.86
15088 - Non-Maintenance Test/Co-Pilot		45.86
15090 - Technical Instructor		22.86
15095 - Technical Instructor/Course Developer		27.96
15110 - Test Proctor		18.45
15120 - Tutor		18.45
16000 - Laundry Dry-Cleaning Pressing And Related Occupations		
16010 - Assembler		14.76
16030 - Counter Attendant		14.76
16040 - Dry Cleaner		16.86
16070 - Finisher Flatwork Machine		14.76
16090 - Presser Hand		14.76
16110 - Presser Machine Drycleaning		14.76
16130 - Presser Machine Shirts		14.76
16160 - Presser Machine Wearing Apparel Laundry		14.76
16190 - Sewing Machine Operator		17.56
16220 - Tailor		18.26
16250 - Washer Machine		15.46
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		24.92
19040 - Tool And Die Maker		28.84
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		21.29
21030 - Material Coordinator		24.85
21040 - Material Expediter		24.85
21050 - Material Handling Laborer		15.39
21071 - Order Filler		14.10
21080 - Production Line Worker (Food Processing)		21.29
21110 - Shipping Packer		16.43
21130 - Shipping/Receiving Clerk		16.43
21140 - Store Worker I		14.06
21150 - Stock Clerk		18.14
21210 - Tools And Parts Attendant		21.29
21410 - Warehouse Specialist		21.29
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		26.97
23019 - Aircraft Logs and Records Technician		22.66
23021 - Aircraft Mechanic I		26.02
23022 - Aircraft Mechanic II		26.97
23023 - Aircraft Mechanic III		27.91

23040 - Aircraft Mechanic Helper	19.91	
23050 - Aircraft Painter	24.92	
23060 - Aircraft Servicer	22.66	
23070 - Aircraft Survival Flight Equipment Technician		24.92
23080 - Aircraft Worker	23.93	
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		23.93
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		26.02
23110 - Appliance Mechanic	24.92	
23120 - Bicycle Repairer	21.40	
23125 - Cable Splicer	37.35	
23130 - Carpenter Maintenance	23.88	
23140 - Carpet Layer	23.93	
23160 - Electrician Maintenance	25.94	
23181 - Electronics Technician Maintenance I		23.56
23182 - Electronics Technician Maintenance II		24.53
23183 - Electronics Technician Maintenance III		25.61
23260 - Fabric Worker	22.66	
23290 - Fire Alarm System Mechanic		26.02
23310 - Fire Extinguisher Repairer	21.40	
23311 - Fuel Distribution System Mechanic		26.02
23312 - Fuel Distribution System Operator		21.40
23370 - General Maintenance Worker		20.99
23380 - Ground Support Equipment Mechanic		26.02
23381 - Ground Support Equipment Servicer		22.66
23382 - Ground Support Equipment Worker		23.93
23391 - Gunsmith I	21.40	
23392 - Gunsmith II	23.93	
23393 - Gunsmith III	26.02	
23410 - Heating Ventilation And Air-Conditioning Mechanic		25.45
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)		26.38
23430 - Heavy Equipment Mechanic		25.38
23440 - Heavy Equipment Operator		26.78
23460 - Instrument Mechanic		26.02
23465 - Laboratory/Shelter Mechanic		24.92
23470 - Laborer	15.39	
23510 - Locksmith	24.92	
23530 - Machinery Maintenance Mechanic		28.46
23550 - Machinist Maintenance		23.98
23580 - Maintenance Trades Helper		15.88
23591 - Metrology Technician I		26.02
23592 - Metrology Technician II		26.97
23593 - Metrology Technician III		27.91
23640 - Millwright	27.57	
23710 - Office Appliance Repairer		24.92
23760 - Painter Maintenance		19.97
23790 - Pipefitter Maintenance		24.35
23810 - Plumber Maintenance		23.12
23820 - Pneudraulic Systems Mechanic		26.02
23850 - Rigger	25.51	
23870 - Scale Mechanic		23.93
23890 - Sheet-Metal Worker Maintenance		26.02

23910 - Small Engine Mechanic	19.61	
23931 - Telecommunications Mechanic I	27.24	
23932 - Telecommunications Mechanic II	29.81	
23950 - Telephone Lineman	29.31	
23960 - Welder Combination Maintenance	23.57	
23965 - Well Driller	25.85	
23970 - Woodcraft Worker	26.02	
23980 - Woodworker	21.40	
24000 - Personal Needs Occupations		
24550 - Case Manager	16.87	
24570 - Child Care Attendant	12.34	
24580 - Child Care Center Clerk	15.38	
24610 - Chore Aide	12.98	
24620 - Family Readiness And Support Services Coordinator		16.87
24630 - Homemaker	16.87	
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender	26.02	
25040 - Sewage Plant Operator	23.74	
25070 - Stationary Engineer	26.02	
25190 - Ventilation Equipment Tender	19.79	
25210 - Water Treatment Plant Operator	23.74	
27000 - Protective Service Occupations		
27004 - Alarm Monitor	23.37	
27007 - Baggage Inspector	18.32	
27008 - Corrections Officer	23.85	
27010 - Court Security Officer	21.30	
27030 - Detection Dog Handler	20.72	
27040 - Detention Officer	23.85	
27070 - Firefighter	19.27	
27101 - Guard I	18.32	
27102 - Guard II	20.72	
27131 - Police Officer I	27.46	
27132 - Police Officer II	30.52	
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator	12.49	
28042 - Carnival Equipment Repairer	13.34	
28043 - Carnival Worker	9.94	
28210 - Gate Attendant/Gate Tender	17.39	
28310 - Lifeguard	15.49	
28350 - Park Attendant (Aide)	19.46	
28510 - Recreation Aide/Health Facility Attendant		14.20
28515 - Recreation Specialist	23.81	
28630 - Sports Official	15.49	
28690 - Swimming Pool Operator	17.64	
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer	23.93	
29020 - Hatch Tender	23.93	
29030 - Line Handler	23.93	
29041 - Stevedore I	22.66	
29042 - Stevedore II	24.92	
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO) (see 2)		44.67
30011 - Air Traffic Control Specialist Station (HFO) (see 2)		30.81
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)		33.92



30021 - Archeological Technician I	19.23	
30022 - Archeological Technician II	21.52	
30023 - Archeological Technician III	26.65	
30030 - Cartographic Technician	26.65	
30040 - Civil Engineering Technician	26.65	
30051 - Cryogenic Technician I	29.52	
30052 - Cryogenic Technician II	32.61	
30061 - Drafter/CAD Operator I	19.23	
30062 - Drafter/CAD Operator II	21.52	
30063 - Drafter/CAD Operator III	23.99	
30064 - Drafter/CAD Operator IV	29.52	
30081 - Engineering Technician I	15.75	
30082 - Engineering Technician II	17.68	
30083 - Engineering Technician III	21.45	
30084 - Engineering Technician IV	24.50	
30085 - Engineering Technician V	29.97	
30086 - Engineering Technician VI	36.27	
30090 - Environmental Technician	23.88	
30095 - Evidence Control Specialist	26.65	
30210 - Laboratory Technician	23.99	
30221 - Latent Fingerprint Technician I	29.52	
30222 - Latent Fingerprint Technician II	32.61	
30240 - Mathematical Technician	26.65	
30361 - Paralegal/Legal Assistant I	20.93	
30362 - Paralegal/Legal Assistant II	25.93	
30363 - Paralegal/Legal Assistant III	31.71	
30364 - Paralegal/Legal Assistant IV	38.37	
30375 - Petroleum Supply Specialist	32.61	
30390 - Photo-Optics Technician	26.65	
30395 - Radiation Control Technician	32.61	
30461 - Technical Writer I	26.65	
30462 - Technical Writer II	32.61	
30463 - Technical Writer III	39.45	
30491 - Unexploded Ordnance (UXO) Technician I		28.39
30492 - Unexploded Ordnance (UXO) Technician II		34.35
30493 - Unexploded Ordnance (UXO) Technician III		41.17
30494 - Unexploded (UXO) Safety Escort		28.39
30495 - Unexploded (UXO) Sweep Personnel		28.39
30501 - Weather Forecaster I	29.52	
30502 - Weather Forecaster II	35.91	
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	23.99
30621 - Weather Observer Senior	(see 2)	26.65
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot	34.35	
31020 - Bus Aide	16.55	
31030 - Bus Driver	22.32	
31043 - Driver Courier	14.03	
31260 - Parking and Lot Attendant	12.70	
31290 - Shuttle Bus Driver	14.84	
31310 - Taxi Driver	13.82	
31361 - Truckdriver Light	14.57	
31362 - Truckdriver Medium	15.55	
31363 - Truckdriver Heavy	23.57	
31364 - Truckdriver Tractor-Trailer	23.57	

99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.74
99030 - Cashier	11.36
99050 - Desk Clerk	12.25
99095 - Embalmer	28.59
99130 - Flight Follower	28.39
99251 - Laboratory Animal Caretaker I	13.71
99252 - Laboratory Animal Caretaker II	14.73
99260 - Marketing Analyst	35.20
99310 - Mortician	28.59
99410 - Pest Controller	22.09
99510 - Photofinishing Worker	15.03
99710 - Recycling Laborer	19.34
99711 - Recycling Specialist	22.21
99730 - Refuse Collector	17.88
99810 - Sales Clerk	12.43
99820 - School Crossing Guard	17.80
99830 - Survey Party Chief	26.21
99831 - Surveying Aide	15.96
99832 - Surveying Technician	23.84
99840 - Vending Machine Attendant	19.41
99841 - Vending Machine Repairer	23.33
99842 - Vending Machine Repairer Helper	19.41

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

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

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

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

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

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the

conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

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

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

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

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

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

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

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

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

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

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

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

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

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

**\*\* REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard**

Form 1444 (SF-1444) \*\*

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

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

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

The following have been deleted:  
WAGE DETERMINATIONS

(End of Summary of Changes)