

AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT			1. CONTRACT ID CODE	PAGE OF PAGES 1 16
2. AMENDMENT/MODIFICATION NO. 0001	3. EFFECTIVE DATE 28-Mar-2022	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) See Item 6		
8. NAME AND ADDRESS OF CONTRACTOR (No., Street, County, State and Zip Code)		X	9A. AMENDMENT OF SOLICITATION NO. W912WJ22Q0085	
		X	9B. DATED (SEE ITEM 11) 21-Mar-2022	
			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 Wage Determination applicable to this solicitation. Closing remains April 1, 2022 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)		28-Mar-2022

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.: 19
 Director | Wage Determinations | Date Of Last Revision: 03/15/2022

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	With certain exceptions Executive Order
after January 30 2022 or the	14026 applies to 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 \$15.00 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 2022.

If the contract was awarded on or	With certain exceptions Executive Order
between January 1 2015 and January 29	13658 applies to 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 \$11.25 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 2022.

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 <https://www.dol.gov/agencies/whd/government-contracts>.

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	15.90	
01012 - Accounting Clerk II	17.86	
01013 - Accounting Clerk III	19.97	
01020 - Administrative Assistant	26.85	
01035 - Court Reporter	18.60	
01041 - Customer Service Representative I	13.74***	
01042 - Customer Service Representative II	14.99***	
01043 - Customer Service Representative III	16.84	
01051 - Data Entry Operator I	15.41	
01052 - Data Entry Operator II	16.82	
01060 - Dispatcher Motor Vehicle	22.79	
01070 - Document Preparation Clerk	14.88***	
01090 - Duplicating Machine Operator	14.88***	
01111 - General Clerk I	15.04	
01112 - General Clerk II	17.21	

01113 - General Clerk III	19.27
01120 - Housing Referral Assistant	20.73
01141 - Messenger Courier	12.12***
01191 - Order Clerk I	15.69
01192 - Order Clerk II	17.12
01261 - Personnel Assistant (Employment) I	16.57
01262 - Personnel Assistant (Employment) II	18.53
01263 - Personnel Assistant (Employment) III	20.65
01270 - Production Control Clerk	23.09
01290 - Rental Clerk	16.35
01300 - Scheduler Maintenance	16.63
01311 - Secretary I	16.63
01312 - Secretary II	18.60
01313 - Secretary III	20.73
01320 - Service Order Dispatcher	20.38
01410 - Supply Technician	26.85
01420 - Survey Worker	21.49
01460 - Switchboard Operator/Receptionist	15.82
01531 - Travel Clerk I	15.77
01532 - Travel Clerk II	17.33
01533 - Travel Clerk III	19.06
01611 - Word Processor I	14.81***
01612 - Word Processor II	16.63
01613 - Word Processor III	18.60
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	21.28
05010 - Automotive Electrician	20.50
05040 - Automotive Glass Installer	19.69
05070 - Automotive Worker	19.69
05110 - Mobile Equipment Servicer	17.60
05130 - Motor Equipment Metal Mechanic	21.40
05160 - Motor Equipment Metal Worker	19.69
05190 - Motor Vehicle Mechanic	21.40
05220 - Motor Vehicle Mechanic Helper	16.38
05250 - Motor Vehicle Upholstery Worker	18.64
05280 - Motor Vehicle Wrecker	19.69
05310 - Painter Automotive	20.50
05340 - Radiator Repair Specialist	19.69
05370 - Tire Repairer	17.60
05400 - Transmission Repair Specialist	21.40
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.76***
07041 - Cook I	16.42
07042 - Cook II	18.36
07070 - Dishwasher	14.21***
07130 - Food Service Worker	13.37***
07210 - Meat Cutter	18.20
07260 - Waiter/Waitress	13.95***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.09

09040 - Furniture Handler	12.67***
09080 - Furniture Refinisher	16.44
09090 - Furniture Refinisher Helper	13.61***
09110 - Furniture Repairer Minor	15.30
09130 - Upholsterer	17.30
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	14.42***
11060 - Elevator Operator	16.31
11090 - Gardener	20.15
11122 - Housekeeping Aide	16.31
11150 - Janitor	16.31
11210 - Laborer Grounds Maintenance	16.26
11240 - Maid or Houseman	13.21***
11260 - Pruner	14.90***
11270 - Tractor Operator	18.75
11330 - Trail Maintenance Worker	16.26
11360 - Window Cleaner	17.80
12000 - Health Occupations	
12010 - Ambulance Driver	23.62
12011 - Breath Alcohol Technician	22.92
12012 - Certified Occupational Therapist Assistant	28.46
12015 - Certified Physical Therapist Assistant	28.20
12020 - Dental Assistant	22.04
12025 - Dental Hygienist	35.96
12030 - EKG Technician	31.43
12035 - Electroneurodiagnostic Technologist	31.43
12040 - Emergency Medical Technician	23.62
12071 - Licensed Practical Nurse I	18.55
12072 - Licensed Practical Nurse II	20.74
12073 - Licensed Practical Nurse III	23.12
12100 - Medical Assistant	18.32
12130 - Medical Laboratory Technician	28.86
12160 - Medical Record Clerk	19.24
12190 - Medical Record Technician	21.53
12195 - Medical Transcriptionist	20.16
12210 - Nuclear Medicine Technologist	45.59
12221 - Nursing Assistant I	11.83***
12222 - Nursing Assistant II	13.30***
12223 - Nursing Assistant III	14.51***
12224 - Nursing Assistant IV	16.29
12235 - Optical Dispenser	20.74
12236 - Optical Technician	20.49
12250 - Pharmacy Technician	17.33
12280 - Phlebotomist	17.20
12305 - Radiologic Technologist	31.09
12311 - Registered Nurse I	23.24
12312 - Registered Nurse II	28.43
12313 - Registered Nurse II Specialist	28.43
12314 - Registered Nurse III	34.40
12315 - Registered Nurse III Anesthetist	34.40

12316 - Registered Nurse IV	41.22
12317 - Scheduler (Drug and Alcohol Testing)	25.69
12320 - Substance Abuse Treatment Counselor	26.36
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	17.25
13012 - Exhibits Specialist II	19.86
13013 - Exhibits Specialist III	24.29
13041 - Illustrator I	20.19
13042 - Illustrator II	23.61
13043 - Illustrator III	28.82
13047 - Librarian	21.99
13050 - Library Aide/Clerk	14.72***
13054 - Library Information Technology Systems Administrator	19.86
13058 - Library Technician	16.37
13061 - Media Specialist I	14.33***
13062 - Media Specialist II	16.03
13063 - Media Specialist III	17.86
13071 - Photographer I	17.95
13072 - Photographer II	19.20
13073 - Photographer III	25.14
13074 - Photographer IV	29.49
13075 - Photographer V	41.21
13090 - Technical Order Library Clerk	18.49
13110 - Video Teleconference Technician	20.12
14000 - Information Technology Occupations	
14041 - Computer Operator I	16.58
14042 - Computer Operator II	18.55
14043 - Computer Operator III	20.69
14044 - Computer Operator IV	23.48
14045 - Computer Operator V	26.06
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	16.58
14160 - Personal Computer Support Technician	26.06
14170 - System Support Specialist	23.58
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	29.14
15020 - Aircrew Training Devices Instructor (Rated)	35.27
15030 - Air Crew Training Devices Instructor (Pilot)	42.26
15050 - Computer Based Training Specialist / Instructor	29.14
15060 - Educational Technologist	29.39
15070 - Flight Instructor (Pilot)	44.48
15080 - Graphic Artist	24.44
15085 - Maintenance Test Pilot Fixed Jet/Prop	42.26

15086 - Maintenance Test Pilot Rotary Wing	42.26
15088 - Non-Maintenance Test/Co-Pilot	42.26
15090 - Technical Instructor	23.66
15095 - Technical Instructor/Course Developer	28.94
15110 - Test Proctor	19.10
15120 - Tutor	19.10
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	13.29***
16030 - Counter Attendant	13.29***
16040 - Dry Cleaner	15.18
16070 - Finisher Flatwork Machine	13.29***
16090 - Presser Hand	13.29***
16110 - Presser Machine Drycleaning	13.29***
16130 - Presser Machine Shirts	13.29***
16160 - Presser Machine Wearing Apparel Laundry	13.29***
16190 - Sewing Machine Operator	15.81
16220 - Tailor	16.45
16250 - Washer Machine	13.92***
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	26.64
19040 - Tool And Die Maker	30.84
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	17.79
21030 - Material Coordinator	23.09
21040 - Material Expediter	23.09
21050 - Material Handling Laborer	14.06***
21071 - Order Filler	14.74***
21080 - Production Line Worker (Food Processing)	17.79
21110 - Shipping Packer	17.08
21130 - Shipping/Receiving Clerk	17.08
21140 - Store Worker I	14.06***
21150 - Stock Clerk	18.14
21210 - Tools And Parts Attendant	17.79
21410 - Warehouse Specialist	17.79
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	26.73
23019 - Aircraft Logs and Records Technician	22.46
23021 - Aircraft Mechanic I	25.78
23022 - Aircraft Mechanic II	26.73
23023 - Aircraft Mechanic III	27.66
23040 - Aircraft Mechanic Helper	19.73
23050 - Aircraft Painter	24.69
23060 - Aircraft Servicer	22.46
23070 - Aircraft Survival Flight Equipment Technician	24.69
23080 - Aircraft Worker	23.72
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	23.72
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	25.78
23110 - Appliance Mechanic	24.59

23120 - Bicycle Repairer	18.04
23125 - Cable Splicer	43.36
23130 - Carpenter Maintenance	23.51
23140 - Carpet Layer	23.72
23160 - Electrician Maintenance	27.18
23181 - Electronics Technician Maintenance I	26.13
23182 - Electronics Technician Maintenance II	27.85
23183 - Electronics Technician Maintenance III	27.95
23260 - Fabric Worker	22.46
23290 - Fire Alarm System Mechanic	25.78
23310 - Fire Extinguisher Repairer	21.21
23311 - Fuel Distribution System Mechanic	22.99
23312 - Fuel Distribution System Operator	18.70
23370 - General Maintenance Worker	18.90
23380 - Ground Support Equipment Mechanic	25.78
23381 - Ground Support Equipment Servicer	22.46
23382 - Ground Support Equipment Worker	23.72
23391 - Gunsmith I	21.21
23392 - Gunsmith II	23.72
23393 - Gunsmith III	25.78
23410 - Heating Ventilation And Air-Conditioning Mechanic	24.73
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	25.64
23430 - Heavy Equipment Mechanic	22.81
23440 - Heavy Equipment Operator	21.44
23460 - Instrument Mechanic	25.78
23465 - Laboratory/Shelter Mechanic	24.69
23470 - Laborer	14.06***
23510 - Locksmith	24.69
23530 - Machinery Maintenance Mechanic	25.08
23550 - Machinist Maintenance	21.29
23580 - Maintenance Trades Helper	14.99***
23591 - Metrology Technician I	25.78
23592 - Metrology Technician II	26.73
23593 - Metrology Technician III	27.66
23640 - Millwright	25.78
23710 - Office Appliance Repairer	23.98
23760 - Painter Maintenance	21.36
23790 - Pipefitter Maintenance	26.94
23810 - Plumber Maintenance	25.80
23820 - Pneudraulic Systems Mechanic	25.78
23850 - Rigger	25.78
23870 - Scale Mechanic	23.72
23890 - Sheet-Metal Worker Maintenance	19.11
23910 - Small Engine Mechanic	19.66
23931 - Telecommunications Mechanic I	28.30
23932 - Telecommunications Mechanic II	29.35
23950 - Telephone Lineman	34.75
23960 - Welder Combination Maintenance	20.00

23965 - Well Driller	25.78	
23970 - Woodcraft Worker	25.78	
23980 - Woodworker	21.21	
24000 - Personal Needs Occupations		
24550 - Case Manager	16.99	
24570 - Child Care Attendant	14.60***	
24580 - Child Care Center Clerk	18.21	
24610 - Chore Aide	14.31***	
24620 - Family Readiness And Support Services Coordinator		16.99
24630 - Homemaker	16.99	
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender	25.78	
25040 - Sewage Plant Operator	23.01	
25070 - Stationary Engineer	25.78	
25190 - Ventilation Equipment Tender		18.56
25210 - Water Treatment Plant Operator		23.01
27000 - Protective Service Occupations		
27004 - Alarm Monitor	21.87	
27007 - Baggage Inspector	14.54***	
27008 - Corrections Officer	22.83	
27010 - Court Security Officer	22.83	
27030 - Detection Dog Handler	16.46	
27040 - Detention Officer	22.83	
27070 - Firefighter	21.97	
27101 - Guard I	14.54***	
27102 - Guard II	16.46	
27131 - Police Officer I	24.69	
27132 - Police Officer II	27.44	
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		16.12
28042 - Carnival Equipment Repairer		17.33
28043 - Carnival Worker	12.81***	
28210 - Gate Attendant/Gate Tender		17.71
28310 - Lifeguard	14.19***	
28350 - Park Attendant (Aide)	19.81	
28510 - Recreation Aide/Health Facility Attendant		14.45***
28515 - Recreation Specialist	24.54	
28630 - Sports Official	15.77	
28690 - Swimming Pool Operator		19.38
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer	23.72	
29020 - Hatch Tender	23.72	
29030 - Line Handler	23.72	
29041 - Stevedore I	22.46	
29042 - Stevedore II	24.69	
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist Center (HFO) (see 2)		40.29
30011 - Air Traffic Control Specialist Station (HFO) (see 2)		27.78
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)		30.59

30021 - Archeological Technician I	18.73	
30022 - Archeological Technician II	21.85	
30023 - Archeological Technician III	24.54	
30030 - Cartographic Technician	26.50	
30040 - Civil Engineering Technician	26.69	
30051 - Cryogenic Technician I	27.18	
30052 - Cryogenic Technician II	30.02	
30061 - Drafter/CAD Operator I	18.73	
30062 - Drafter/CAD Operator II	21.85	
30063 - Drafter/CAD Operator III	24.37	
30064 - Drafter/CAD Operator IV	27.75	
30081 - Engineering Technician I	15.11	
30082 - Engineering Technician II	16.95	
30083 - Engineering Technician III	18.96	
30084 - Engineering Technician IV	23.50	
30085 - Engineering Technician V	28.75	
30086 - Engineering Technician VI	34.78	
30090 - Environmental Technician	24.54	
30095 - Evidence Control Specialist	24.54	
30210 - Laboratory Technician	22.08	
30221 - Latent Fingerprint Technician I	27.18	
30222 - Latent Fingerprint Technician II	30.02	
30240 - Mathematical Technician	25.23	
30361 - Paralegal/Legal Assistant I	19.53	
30362 - Paralegal/Legal Assistant II	24.39	
30363 - Paralegal/Legal Assistant III	29.59	
30364 - Paralegal/Legal Assistant IV	36.09	
30375 - Petroleum Supply Specialist	30.02	
30390 - Photo-Optics Technician	27.08	
30395 - Radiation Control Technician	30.02	
30461 - Technical Writer I	24.54	
30462 - Technical Writer II	30.02	
30463 - Technical Writer III	36.33	
30491 - Unexploded Ordnance (UXO) Technician I		25.60
30492 - Unexploded Ordnance (UXO) Technician II		30.98
30493 - Unexploded Ordnance (UXO) Technician III		37.13
30494 - Unexploded (UXO) Safety Escort	25.60	
30495 - Unexploded (UXO) Sweep Personnel	25.60	
30501 - Weather Forecaster I	27.75	
30502 - Weather Forecaster II	33.76	
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	24.37
30621 - Weather Observer Senior	(see 2)	26.53
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot	30.98	
31020 - Bus Aide	15.26	
31030 - Bus Driver	20.02	
31043 - Driver Courier	16.56	
31260 - Parking and Lot Attendant	14.22***	
31290 - Shuttle Bus Driver	17.46	

31310 - Taxi Driver	14.77***
31361 - Truckdriver Light	17.80
31362 - Truckdriver Medium	18.85
31363 - Truckdriver Heavy	22.45
31364 - Truckdriver Tractor-Trailer	22.45
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	12.65***
99050 - Desk Clerk	13.58***
99095 - Embalmer	27.42
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker I	16.52
99252 - Laboratory Animal Caretaker II	17.53
99260 - Marketing Analyst	26.55
99310 - Mortician	27.42
99410 - Pest Controller	22.14
99510 - Photofinishing Worker	13.45***
99710 - Recycling Laborer	20.58
99711 - Recycling Specialist	23.74
99730 - Refuse Collector	18.86
99810 - Sales Clerk	14.08***
99820 - School Crossing Guard	15.76
99830 - Survey Party Chief	21.58
99831 - Surveying Aide	14.29***
99832 - Surveying Technician	19.61
99840 - Vending Machine Attendant	19.41
99841 - Vending Machine Repairer	23.33
99842 - Vending Machine Repairer Helper	19.41

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$15.00 per hour) or 13658 (\$11.25 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.

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: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 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: 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)).

(End of Summary of Changes)