

AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT			1. CONTRACT ID CODE	PAGE OF PAGES
2. AMENDMENT/MODIFICATION NO. 0001	3. EFFECTIVE DATE 05-Jul-2022	4. REQUISITION/PURCHASE REQ. NO.		5. PROJECT NO.(If applicable) 1 17
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. W912WJ22Q0131	
		X	9B. DATED (SEE ITEM 11) 27-Jun-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 checked="" type="checkbox"/> is extended, <input 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 0001 is to update the Wage Determinations and extend the quote due date three (3) days, until July 10, 2022 at 2:00 pm. 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)		05-Jul-2022

SECTION SF 30 BLOCK 14 CONTINUATION PAGE

SUMMARY OF CHANGES

SECTION SF 1449 - CONTINUATION SHEET

SOLICITATION/CONTRACT FORM

The required response date/time has changed from 07-Jul-2022 02:00 PM to 10-Jul-2022 02:00 PM.

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.: 2015-4045

Daniel W. Simms | Division of | Revision No.: 23

Director | Wage Determinations | Date Of Last Revision: 06/27/2022

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 is entered into on or	With certain exceptions Executive Order
after January 30 2022 or the	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 counties in MASSACHUSETTS:

BARNSTABLE COUNTY: Barnstable Bourne Brewster Chatham Dennis Eastham
 Falmouth Harwich Mashpee Orleans Sandwich Wellfleet Yarmouth

PLYMOUTH COUNTY: Marion Wareham

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		18.77
01012 - Accounting Clerk II		21.09
01013 - Accounting Clerk III		23.58
01020 - Administrative Assistant		27.96
01035 - Court Reporter		20.86
01041 - Customer Service Representative I		15.61
01042 - Customer Service Representative II		17.55
01043 - Customer Service Representative III		19.14
01051 - Data Entry Operator I		16.50
01052 - Data Entry Operator II		18.00
01060 - Dispatcher Motor Vehicle		22.78
01070 - Document Preparation Clerk		16.03
01090 - Duplicating Machine Operator		16.03
01111 - General Clerk I		15.86
01112 - General Clerk II		17.31
01113 - General Clerk III		19.44
01120 - Housing Referral Assistant		23.44
01141 - Messenger Courier		17.73
01191 - Order Clerk I		19.02
01192 - Order Clerk II		20.76

01261 - Personnel Assistant (Employment) I	19.04
01262 - Personnel Assistant (Employment) II	21.30
01263 - Personnel Assistant (Employment) III	23.75
01270 - Production Control Clerk	24.05
01290 - Rental Clerk	17.89
01300 - Scheduler Maintenance	18.80
01311 - Secretary I	18.80
01312 - Secretary II	21.03
01313 - Secretary III	23.44
01320 - Service Order Dispatcher	20.36
01410 - Supply Technician	27.96
01420 - Survey Worker	23.65
01460 - Switchboard Operator/Receptionist	18.00
01531 - Travel Clerk I	15.52
01532 - Travel Clerk II	16.72
01533 - Travel Clerk III	18.01
01611 - Word Processor I	16.11
01612 - Word Processor II	18.08
01613 - Word Processor III	20.22
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	24.65
05010 - Automotive Electrician	25.02
05040 - Automotive Glass Installer	23.93
05070 - Automotive Worker	23.93
05110 - Mobile Equipment Servicer	21.67
05130 - Motor Equipment Metal Mechanic	26.11
05160 - Motor Equipment Metal Worker	23.93
05190 - Motor Vehicle Mechanic	26.11
05220 - Motor Vehicle Mechanic Helper	20.21
05250 - Motor Vehicle Upholstery Worker	22.75
05280 - Motor Vehicle Wrecker	23.93
05310 - Painter Automotive	25.02
05340 - Radiator Repair Specialist	23.93
05370 - Tire Repairer	19.60
05400 - Transmission Repair Specialist	26.11
07000 - Food Preparation And Service Occupations	
07010 - Baker	17.28
07041 - Cook I	19.32
07042 - Cook II	21.34
07070 - Dishwasher	14.94***
07130 - Food Service Worker	15.14
07210 - Meat Cutter	22.08
07260 - Waiter/Waitress	15.85
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	26.30
09040 - Furniture Handler	19.20

09080 - Furniture Refinisher	27.80
09090 - Furniture Refinisher Helper	22.66
09110 - Furniture Repairer Minor	25.50
09130 - Upholsterer	28.05
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	17.03
11060 - Elevator Operator	18.09
11090 - Gardener	24.38
11122 - Housekeeping Aide	20.46
11150 - Janitor	20.46
11210 - Laborer Grounds Maintenance	19.27
11240 - Maid or Houseman	14.93***
11260 - Pruner	17.50
11270 - Tractor Operator	22.74
11330 - Trail Maintenance Worker	19.27
11360 - Window Cleaner	22.54
12000 - Health Occupations	
12010 - Ambulance Driver	25.10
12011 - Breath Alcohol Technician	26.43
12012 - Certified Occupational Therapist Assistant	36.77
12015 - Certified Physical Therapist Assistant	36.91
12020 - Dental Assistant	23.71
12025 - Dental Hygienist	42.25
12030 - EKG Technician	37.50
12035 - Electroneurodiagnostic Technologist	37.50
12040 - Emergency Medical Technician	25.10
12071 - Licensed Practical Nurse I	23.63
12072 - Licensed Practical Nurse II	26.43
12073 - Licensed Practical Nurse III	29.47
12100 - Medical Assistant	21.63
12130 - Medical Laboratory Technician	32.77
12160 - Medical Record Clerk	25.68
12190 - Medical Record Technician	28.73
12195 - Medical Transcriptionist	23.63
12210 - Nuclear Medicine Technologist	58.11
12221 - Nursing Assistant I	13.70***
12222 - Nursing Assistant II	15.40
12223 - Nursing Assistant III	16.80
12224 - Nursing Assistant IV	18.87
12235 - Optical Dispenser	27.94
12236 - Optical Technician	23.63
12250 - Pharmacy Technician	20.80
12280 - Phlebotomist	22.71
12305 - Radiologic Technologist	40.07
12311 - Registered Nurse I	31.18
12312 - Registered Nurse II	40.19

12313 - Registered Nurse II Specialist	40.19	
12314 - Registered Nurse III	48.63	
12315 - Registered Nurse III Anesthetist	48.63	
12316 - Registered Nurse IV	58.29	
12317 - Scheduler (Drug and Alcohol Testing)	32.75	
12320 - Substance Abuse Treatment Counselor	28.99	
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I	22.56	
13012 - Exhibits Specialist II	27.96	
13013 - Exhibits Specialist III	34.20	
13041 - Illustrator I	22.56	
13042 - Illustrator II	27.96	
13043 - Illustrator III	34.20	
13047 - Librarian	34.75	
13050 - Library Aide/Clerk	18.94	
13054 - Library Information Technology Systems Administrator		28.03
13058 - Library Technician	23.37	
13061 - Media Specialist I	20.17	
13062 - Media Specialist II	22.56	
13063 - Media Specialist III	25.16	
13071 - Photographer I	20.17	
13072 - Photographer II	22.56	
13073 - Photographer III	27.96	
13074 - Photographer IV	34.20	
13075 - Photographer V	41.37	
13090 - Technical Order Library Clerk	23.79	
13110 - Video Teleconference Technician	24.71	
14000 - Information Technology Occupations		
14041 - Computer Operator I	26.24	
14042 - Computer Operator II	29.36	
14043 - Computer Operator III	32.71	
14044 - Computer Operator IV	36.37	
14045 - Computer Operator V	40.27	
14071 - Computer Programmer I	(see 1)	
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	26.24	
14160 - Personal Computer Support Technician	36.37	
14170 - System Support Specialist	41.22	
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		35.72

15020 - Aircrew Training Devices Instructor (Rated)	43.22
15030 - Air Crew Training Devices Instructor (Pilot)	48.81
15050 - Computer Based Training Specialist / Instructor	35.72
15060 - Educational Technologist	32.16
15070 - Flight Instructor (Pilot)	48.81
15080 - Graphic Artist	31.54
15085 - Maintenance Test Pilot Fixed Jet/Prop	46.82
15086 - Maintenance Test Pilot Rotary Wing	46.82
15088 - Non-Maintenance Test/Co-Pilot	46.82
15090 - Technical Instructor	25.37
15095 - Technical Instructor/Course Developer	31.02
15110 - Test Proctor	20.47
15120 - Tutor	20.47
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	15.58
16030 - Counter Attendant	15.58
16040 - Dry Cleaner	17.80
16070 - Finisher Flatwork Machine	15.58
16090 - Presser Hand	15.58
16110 - Presser Machine Drycleaning	15.58
16130 - Presser Machine Shirts	15.58
16160 - Presser Machine Wearing Apparel Laundry	15.58
16190 - Sewing Machine Operator	18.54
16220 - Tailor	19.28
16250 - Washer Machine	16.32
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	29.87
19040 - Tool And Die Maker	34.74
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	21.63
21030 - Material Coordinator	24.05
21040 - Material Expediter	24.05
21050 - Material Handling Laborer	18.24
21071 - Order Filler	15.37
21080 - Production Line Worker (Food Processing)	21.63
21110 - Shipping Packer	20.06
21130 - Shipping/Receiving Clerk	20.06
21140 - Store Worker I	15.02
21150 - Stock Clerk	20.31
21210 - Tools And Parts Attendant	21.63
21410 - Warehouse Specialist	21.63
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	34.47
23019 - Aircraft Logs and Records Technician	28.95
23021 - Aircraft Mechanic I	33.23
23022 - Aircraft Mechanic II	34.47

23023 - Aircraft Mechanic III	35.90	
23040 - Aircraft Mechanic Helper	25.72	
23050 - Aircraft Painter	31.85	
23060 - Aircraft Servicer	28.95	
23070 - Aircraft Survival Flight Equipment Technician		31.85
23080 - Aircraft Worker	30.46	
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		30.46
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		33.23
23110 - Appliance Mechanic	29.87	
23120 - Bicycle Repairer	24.30	
23125 - Cable Splicer	47.99	
23130 - Carpenter Maintenance	28.69	
23140 - Carpet Layer	28.57	
23160 - Electrician Maintenance	32.18	
23181 - Electronics Technician Maintenance I	28.57	
23182 - Electronics Technician Maintenance II	29.87	
23183 - Electronics Technician Maintenance III	31.18	
23260 - Fabric Worker	27.16	
23290 - Fire Alarm System Mechanic	31.18	
23310 - Fire Extinguisher Repairer	25.87	
23311 - Fuel Distribution System Mechanic	31.48	
23312 - Fuel Distribution System Operator	26.12	
23370 - General Maintenance Worker	24.00	
23380 - Ground Support Equipment Mechanic		33.23
23381 - Ground Support Equipment Servicer		28.95
23382 - Ground Support Equipment Worker		30.46
23391 - Gunsmith I	25.87	
23392 - Gunsmith II	28.57	
23393 - Gunsmith III	31.18	
23410 - Heating Ventilation And Air-Conditioning Mechanic		30.18
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)		30.96
23430 - Heavy Equipment Mechanic	30.95	
23440 - Heavy Equipment Operator	33.21	
23460 - Instrument Mechanic	31.18	
23465 - Laboratory/Shelter Mechanic	29.87	
23470 - Laborer	18.24	
23510 - Locksmith	29.87	
23530 - Machinery Maintenance Mechanic		29.79
23550 - Machinist Maintenance	29.19	
23580 - Maintenance Trades Helper	19.59	
23591 - Metrology Technician I	31.18	
23592 - Metrology Technician II	32.34	

23593 - Metrology Technician III	33.68
23640 - Millwright	31.18
23710 - Office Appliance Repairer	28.05
23760 - Painter Maintenance	24.24
23790 - Pipefitter Maintenance	30.98
23810 - Plumber Maintenance	29.69
23820 - Pneudraulic Systems Mechanic	31.18
23850 - Rigger	28.62
23870 - Scale Mechanic	28.57
23890 - Sheet-Metal Worker Maintenance	34.63
23910 - Small Engine Mechanic	26.83
23931 - Telecommunications Mechanic I	38.83
23932 - Telecommunications Mechanic II	40.28
23950 - Telephone Lineman	31.61
23960 - Welder Combination Maintenance	25.30
23965 - Well Driller	31.18
23970 - Woodcraft Worker	31.18
23980 - Woodworker	25.87
24000 - Personal Needs Occupations	
24550 - Case Manager	18.85
24570 - Child Care Attendant	14.76****
24580 - Child Care Center Clerk	18.41
24610 - Chore Aide	17.82
24620 - Family Readiness And Support Services Coordinator	18.85
24630 - Homemaker	19.55
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	31.22
25040 - Sewage Plant Operator	29.91
25070 - Stationary Engineer	31.22
25190 - Ventilation Equipment Tender	24.16
25210 - Water Treatment Plant Operator	29.91
27000 - Protective Service Occupations	
27004 - Alarm Monitor	28.78
27007 - Baggage Inspector	19.92
27008 - Corrections Officer	35.99
27010 - Court Security Officer	34.30
27030 - Detection Dog Handler	22.29
27040 - Detention Officer	35.99
27070 - Firefighter	32.61
27101 - Guard I	19.92
27102 - Guard II	22.29
27131 - Police Officer I	33.97
27132 - Police Officer II	37.76
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	18.83

28042 - Carnival Equipment Repairer	20.19
28043 - Carnival Worker	14.49***
28210 - Gate Attendant/Gate Tender	20.66
28310 - Lifeguard	14.39***
28350 - Park Attendant (Aide)	23.11
28510 - Recreation Aide/Health Facility Attendant	16.87
28515 - Recreation Specialist	28.63
28630 - Sports Official	18.41
28690 - Swimming Pool Operator	22.30
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	28.57
29020 - Hatch Tender	28.57
29030 - Line Handler	28.57
29041 - Stevedore I	27.16
29042 - Stevedore II	29.87
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	46.19
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	31.86
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	35.08
30021 - Archeological Technician I	21.07
30022 - Archeological Technician II	23.57
30023 - Archeological Technician III	29.20
30030 - Cartographic Technician	29.20
30040 - Civil Engineering Technician	27.84
30051 - Cryogenic Technician I	30.79
30052 - Cryogenic Technician II	34.00
30061 - Drafter/CAD Operator I	21.07
30062 - Drafter/CAD Operator II	23.57
30063 - Drafter/CAD Operator III	26.27
30064 - Drafter/CAD Operator IV	32.34
30081 - Engineering Technician I	17.96
30082 - Engineering Technician II	20.17
30083 - Engineering Technician III	22.55
30084 - Engineering Technician IV	27.94
30085 - Engineering Technician V	34.18
30086 - Engineering Technician VI	41.36
30090 - Environmental Technician	29.41
30095 - Evidence Control Specialist	26.43
30210 - Laboratory Technician	25.29
30221 - Latent Fingerprint Technician I	30.79
30222 - Latent Fingerprint Technician II	34.00
30240 - Mathematical Technician	29.20
30361 - Paralegal/Legal Assistant I	23.73
30362 - Paralegal/Legal Assistant II	29.40
30363 - Paralegal/Legal Assistant III	35.97
30364 - Paralegal/Legal Assistant IV	43.51

30375 - Petroleum Supply Specialist	32.34	
30390 - Photo-Optics Technician	29.20	
30395 - Radiation Control Technician	32.34	
30461 - Technical Writer I	29.93	
30462 - Technical Writer II	36.61	
30463 - Technical Writer III	44.30	
30491 - Unexploded Ordnance (UXO) Technician I		29.36
30492 - Unexploded Ordnance (UXO) Technician II		35.52
30493 - Unexploded Ordnance (UXO) Technician III		42.57
30494 - Unexploded (UXO) Safety Escort		29.36
30495 - Unexploded (UXO) Sweep Personnel		29.36
30501 - Weather Forecaster I	32.34	
30502 - Weather Forecaster II	39.33	
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2)	26.27
30621 - Weather Observer Senior	(see 2)	29.20
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot	35.52	
31020 - Bus Aide	19.28	
31030 - Bus Driver	25.60	
31043 - Driver Courier	17.37	
31260 - Parking and Lot Attendant	14.93***	
31290 - Shuttle Bus Driver	20.48	
31310 - Taxi Driver	18.85	
31361 - Truckdriver Light	18.62	
31362 - Truckdriver Medium	19.89	
31363 - Truckdriver Heavy	26.94	
31364 - Truckdriver Tractor-Trailer	26.94	
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		17.32
99030 - Cashier	14.61***	
99050 - Desk Clerk	15.53	
99095 - Embalmer	36.23	
99130 - Flight Follower	29.36	
99251 - Laboratory Animal Caretaker I		20.31
99252 - Laboratory Animal Caretaker II		21.77
99260 - Marketing Analyst		29.56
99310 - Mortician	36.23	
99410 - Pest Controller	24.71	
99510 - Photofinishing Worker		15.43
99710 - Recycling Laborer		25.46
99711 - Recycling Specialist		30.04
99730 - Refuse Collector		23.12
99810 - Sales Clerk	15.15	
99820 - School Crossing Guard		16.90
99830 - Survey Party Chief		30.81

99831 - Surveying Aide	21.91
99832 - Surveying Technician	28.01
99840 - Vending Machine Attendant	21.96
99841 - Vending Machine Repairer	26.01
99842 - Vending Machine Repairer Helper	21.96

***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: \$4.80 per hour up to 40 hours per week or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour up to 40 hours per week or \$176.40 per week or \$764.40 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 and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

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

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

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

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

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

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

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

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or

local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

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

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

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

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

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested

parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

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

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

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

(End of Summary of Changes)