

SOLICITATION/CONTRACT/ORDER FOR COMMERCIAL ITEMS <small>OFFEROR TO COMPLETE BLOCKS 12, 17, 23, 24, & 30</small>				1. REQUISITION NUMBER SEC170038 & FDS170032		PAGE OF 1 158	
2. CONTRACT NO. HSSCCG-17-C-00008			3. AWARD/ EFFECTIVE DATE		4. ORDER NUMBER		5. SOLICITATION NUMBER HSSCCG-17-R-00014
7. FOR SOLICITATION INFORMATION CALL:			8. NAME Charlotte Edwards		9. TELEPHONE NUMBER (No collect calls) 802-872-4692		6. SOLICITATION ISSUE DATE 05/03/2017
9. ISSUED BY USCIS Contracting Office Department of Homeland Security 70 Kimball Avenue South Burlington VT 05403			CODE CIS		10. THIS ACQUISITION IS <input type="checkbox"/> UNRESTRICTED OR <input checked="" type="checkbox"/> SET ASIDE: 100.00 % FOR: <input type="checkbox"/> SMALL BUSINESS <input type="checkbox"/> WOMEN-OWNED SMALL BUSINESS <input type="checkbox"/> HUBZONE SMALL BUSINESS <input type="checkbox"/> (WOSB) ELIGIBLE UNDER THE WOMEN-OWNED <input type="checkbox"/> EDWOSB <input type="checkbox"/> SERVICE-DISABLED VETERAN-OWNED SMALL BUSINESS <input checked="" type="checkbox"/> 8(A) NAICS: 561110 SIZE STANDARD: \$7.5		
11. DELIVERY FOR FOB DESTINATION UNLESS BLOCK IS MARKED <input type="checkbox"/> SEE SCHEDULE		12. DISCOUNT TERMS Net 30		<input type="checkbox"/> 13a. THIS CONTRACT IS A RATED ORDER UNDER DPAS (15 CFR 700)		13b. RATING	
15. DELIVER TO Multiple USCIS Locations		CODE		16. ADMINISTERED BY USCIS Contracting Office Department of Homeland Security 70 Kimball Avenue South Burlington VT 05403		CODE CIS	
17a. CONTRACTOR/OFFEROR LEWIS-PRICE ASSOCIATES INC 8200 GREENSBORO DRIVE SUITE 805 MCLEAN VA 22102-4925		CODE 1320866330000		FACILITY CODE		18a. PAYMENT WILL BE MADE BY See Invoicing Instructions	
TELEPHONE NO				18b. PAYMENT WILL BE MADE BY See Invoicing Instructions		CODE WEBVIEW	
<input type="checkbox"/> 17b. CHECK IF REMITTANCE IS DIFFERENT AND PUT SUCH ADDRESS IN OFFER				<input type="checkbox"/> 18b. SUBMIT INVOICES TO ADDRESS SHOWN IN BLOCK 18a UNLESS BLOCK BELOW IS CHECKED <input type="checkbox"/> SEE ADDENDUM			
19. ITEM NO.	20. SCHEDULE OF SUPPLIES/SERVICES			21. QUANTITY	22. UNIT	23. UNIT PRICE	24. AMOUNT
	DUNS Number: 132086633+0000 SBA #0353/17/758 OSI & FDNS Administrative Support Services in accordance with the SOW. Full contract performance shall commence on the date specified by the Contracting Officer in the Notice to Proceed (NTP) for Full Performance directive. Full contract performance will not (Use Reverse and/or Attach Additional Sheets as Necessary)						
25. ACCOUNTING AND APPROPRIATION DATA See schedule						26. TOTAL AWARD AMOUNT (For Govt. Use Only) \$2,039,988.00	
<input type="checkbox"/> 27a. SOLICITATION INCORPORATES BY REFERENCE FAR 52.212-1, 52.212-4, FAR 52.212-3 AND 52.212-5 ARE ATTACHED. ADDENDA						<input type="checkbox"/> ARE <input type="checkbox"/> ARE NOT ATTACHED.	
<input checked="" type="checkbox"/> 27b. CONTRACT/PURCHASE ORDER INCORPORATES BY REFERENCE FAR 52.212-4, FAR 52.212-5 IS ATTACHED. ADDENDA						<input checked="" type="checkbox"/> ARE <input type="checkbox"/> ARE NOT ATTACHED.	
<input checked="" type="checkbox"/> 28. CONTRACTOR IS REQUIRED TO SIGN THIS DOCUMENT AND RETURN 1 COPIES TO ISSUING OFFICE. CONTRACTOR AGREES TO FURNISH AND DELIVER ALL ITEMS SET FORTH OR OTHERWISE IDENTIFIED ABOVE AND ON ANY ADDITIONAL SHEETS SUBJECT TO THE TERMS AND CONDITIONS SPECIFIED.				<input checked="" type="checkbox"/> 29. AWARD OF CONTRACT: Lewis-Price DATED 05/31/2017. YOUR OFFER ON SOLICITATION (BLOCK 5), INCLUDING ANY ADDITIONS OR CHANGES WHICH ARE SET FORTH HEREIN, IS ACCEPTED AS TO ITEMS:			
30a. SIGNATURE OF OFFEROR/CONTRACTOR 				31a. UNITED STATES OF AMERICA (SIGNATURE OF CONTRACTING OFFICER) 			
30b. NAME AND TITLE OF SIGNER (Type or print) Ken D. Coleman, President/CEO			30c. DATE SIGNED 8/27/2017		31b. NAME OF CONTRACTING OFFICER (Type or print) KEVIN J. DUPUIS		31c. DATE SIGNED 9/28/17

19. ITEM NO.	20. SCHEDULE OF SUPPLIES/SERVICES	21. QUANTITY	22. UNIT	23. UNIT PRICE	24. AMOUNT
	begin until satisfactory personnel employment suitability clearances have been received and successfully processed by the USCIS Security Office and a written NTP is issued by the Contracting Officer. Once the NTP for Full Performance has been issued by the Contracting Officer, full performance will commence for a base period of twelve (12) months. In addition, the contract contains two (2) option periods of twelve (12) months to extend the term of performance of the services. Exercising these option is the sole prerogative of the Government. — AAP Number: 2017036162 DO/DPAS Rating: NONE Period of Performance: 09/29/2017 to 09/28/2020				
0001	Program Management IAW the SOW (FFP) Accounting Info: ADVISRY 000 EX 50-01-00-000 23-40-0000-00-00-00-00 GE-25-14-00 000000 Funded: [REDACTED]	12	MO	[REDACTED]	[REDACTED]
0002	Site Lead IAW the SOW (FFP) Accounting Info: ADVISRY 000 EX 50-01-00-000 Continued ...	12	MO	[REDACTED]	[REDACTED]

32a. QUANTITY IN COLUMN 21 HAS BEEN

☐ RECEIVED ☐ INSPECTED ☐ ACCEPTED, AND CONFORMS TO THE CONTRACT, EXCEPT AS NOTED: _____

32b. SIGNATURE OF AUTHORIZED GOVERNMENT REPRESENTATIVE		32c. DATE	32d. PRINTED NAME AND TITLE OF AUTHORIZED GOVERNMENT REPRESENTATIVE	
32e. MAILING ADDRESS OF AUTHORIZED GOVERNMENT REPRESENTATIVE			32f. TELEPHONE NUMBER OF AUTHORIZED GOVERNMENT REPRESENTATIVE	
			32g. E-MAIL OF AUTHORIZED GOVERNMENT REPRESENTATIVE	
33. SHIP NUMBER	34. VOUCHER NUMBER	35. AMOUNT VERIFIED CORRECT FOR	36. PAYMENT <input type="checkbox"/> COMPLETE <input type="checkbox"/> PARTIAL <input type="checkbox"/> FINAL	37. CHECK NUMBER
<input type="checkbox"/> PARTIAL <input type="checkbox"/> FINAL				
38. S/R ACCOUNT NUMBER	39. S/R VOUCHER NUMBER	40. PAID BY		
41a. I CERTIFY THIS ACCOUNT IS CORRECT AND PROPER FOR PAYMENT			42a. RECEIVED BY (<i>Print</i>)	
41b. SIGNATURE AND TITLE OF CERTIFY NG OFFICER		41c. DATE	42b. RECEIVED AT (<i>Location</i>)	
			42c. DATE REC'D (YY/MM/DD)	42d. TOTAL CONTAINERS

CONTINUATION SHEET

REFERENCE NO. OF DOCUMENT BEING CONTINUED

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NAME OF OFFEROR OR CONTRACTOR

LEWIS-PRICE ASSOCIATES INC

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
0003	23-40-0000-00-00-00-00 GE-25-14-00 000000 Funded: [REDACTED] Administrative Support IAW the SOW (FFP) Accounting Info: OSIADMS TEL EX 20-01-00-000 24-10-0000-00-00-00-00 GE-25-14-00 000000 Funded: [REDACTED] Accounting Info: FOSS000 FOS EX 20-01-00-000 24-10-0000-00-00-00-00 GE-25-14-00 000000 Funded: [REDACTED] Accounting Info: ADVISRY 000 EX 50-01-00-000 23-40-0000-00-00-00-00 GE-25-14-00 000000 Funded: [REDACTED] OPTION PERIOD 1:	12	MO	[REDACTED]	[REDACTED]
1001	Program Management IAW the SOW (FFP) Amount: [REDACTED] (Option Line Item) 08/29/2018 Accounting Info: Funded: \$0.00	12	MO	[REDACTED]	0.00
1002	Site Lead IAW the SOW (FFP) Amount: [REDACTED] (Option Line Item) 08/29/2018 Accounting Info: Funded: \$0.00	12	MO	[REDACTED]	0.00
1003	Administrative Support IAW the SOW (FFP) Amount: [REDACTED] (Option Line Item) 08/29/2018 Accounting Info: Funded: \$0.00 OPTION PERIOD 2: Continued ...	12	MO	[REDACTED]	0.00

CONTINUATION SHEET

REFERENCE NO. OF DOCUMENT BEING CONTINUED

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NAME OF OFFEROR OR CONTRACTOR

LEWIS-PRICE ASSOCIATES INC

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
2001	Program Management IAW the SOW (FFP) Amount: [REDACTED] (Option Line Item) 08/29/2019 Accounting Info: Funded: \$0.00	12	MO	[REDACTED]	0.00
2002	Site Lead IAW the SOW (FFP) Amount: [REDACTED] (Option Line Item) 08/29/2019 Accounting Info: Funded: \$0.00	12	MO	[REDACTED]	0.00
2003	Administrative Support IAW the SOW (FFP) Amount: [REDACTED] (Option Line Item) 08/29/2019 Accounting Info: Funded: \$0.00 - CONTRACT ADMINISTRATION: The contractor shall not accept any instruction that would result in any change to the supplies or services herein by any entity other than the issuing office's Contracting Officer (CO). The following are the points of contact for this contract: Contracting Officer's Representative (COR): Jeffrey D. Alexander Phone: (202) 272-9509 Email: Jeffrey.Alexander@uscis.dhs.gov COR Invoice Delegation: Recommend Approval of Invoices Contracting Specialist (CS): Charlotte Edwards Phone: (802) 872-4692 Email: Charlotte.Edwards@uscis.dhs.gov Contract Officer (CO): Kevin J. Dupuis Continued ...	12	MO	[REDACTED]	0.00

NAME OF OFFEROR OR CONTRACTOR
LEWIS-PRICE ASSOCIATES INC

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	Phone: (802) 872-4516 Email: Kevin.J.Dupuis@uscis.dhs.gov The total amount of award: \$6,178,428.00. The obligation for this award is shown in box 26.				

Terms & Conditions

FAR Clauses Incorporated By Reference

52.252-2 CLAUSES INCORPORATED BY REFERENCE (FEB 1998)

This contract incorporates one or more clauses by reference, with the same force and effect as if they were given in full text. Upon request, the Contracting Officer will make their full text available. Also, the full text of a clause may be accessed electronically at these addresses: <http://www.acquisition.gov/far>.

(End of clause)

52.203-15, WHISTLEBLOWER PROTECTIONS UNDER THE AMERICAN RECOVERY AND REINVESTMENT ACT OF 2009 (JUN 2010)

52.203-17, CONTRACTOR EMPLOYEE WHISTLEBLOWER RIGHTS AND REQUIREMENT TO INFORM EMPLOYEES OF WHISTLEBLOWER RIGHTS (APR 2014)

52.204-9 PERSONAL IDENTITY VERIFICATION OF CONTRACTOR PERSONNEL (JAN 2011)

52.209-10 PROHIBITION ON CONTRACTING WITH INVERTED DOMESTIC CORPORATIONS (NOV 2015)

52.212-4 CONTRACT TERMS AND CONDITIONS – COMMERCIAL ITEMS (JAN 2017)

52.223-10 WASTE REDUCTION PROGRAM (MAY 2011)

FAR Clauses In Full Text

52.212-5 CONTRACT TERMS AND CONDITIONS REQUIRED TO IMPLEMENT STATUTES OR EXECUTIVE ORDERS—COMMERCIAL ITEMS (JAN 2017)

(a) The Contractor shall comply with the following Federal Acquisition Regulation (FAR) clauses, which are incorporated in this contract by reference, to implement provisions of law or Executive orders applicable to acquisitions of commercial items:

(1) 52.203-19, Prohibition on Requiring Certain Internal Confidentiality Agreements or Statements (Jan 2017) (section 743 of Division E, Title VII, of the Consolidated and Further

Continuing Appropriations Act 2015 (Pub. L. 113-235) and its successor provisions in subsequent appropriations acts (and as extended in continuing resolutions)).

(2) 52.209-10, Prohibition on Contracting with Inverted Domestic Corporations (Nov 2015)

(3) 52.233-3, Protest After Award (AUG 1996) (31 U.S.C. 3553).

(4) 52.233-4, Applicable Law for Breach of Contract Claim (OCT 2004) (Public Laws 108-77, 108-78 (19 U.S.C. 3805 note)).

(b) The Contractor shall comply with the FAR clauses in this paragraph (b) that the contracting officer has indicated as being incorporated in this contract by reference to implement provisions of law or Executive orders applicable to acquisitions of commercial items:

[Contracting Officer check as appropriate.]

 X (1) 52.203-6, Restrictions on Subcontractor Sales to the Government (Sept 2006), with Alternate I (Oct 1995) (41 U.S.C. 4704 and 10 U.S.C. 2402).

 X (2) 52.203-13, Contractor Code of Business Ethics and Conduct (Oct 2015) (41 U.S.C. 3509).

 (3) 52.203-15, Whistleblower Protections under the American Recovery and Reinvestment Act of 2009 (Jun 2010) (Section 1553 of Pub L. 111-5) (Applies to contracts funded by the American Recovery and Reinvestment Act of 2009).

 (4) 52.204-10, Reporting Executive compensation and First-Tier Subcontract Awards (Oct 2016) (Pub. L. 109-282) (31 U.S.C. 6101 note).

 (5) [Reserved]

 X (6) 52.204-14, Service Contract Reporting Requirements (Oct 2016) (Pub. L. 111-117, section 743 of Div. C).

 (7) 52.204-15, Service Contract Reporting Requirements for Indefinite-Delivery Contracts (Oct 2016) (Pub. L. 111-117, section 743 of Div. C).

 X (8) 52.209-6, Protecting the Government's Interest When

Subcontracting with Contractors Debarred, Suspended, or Proposed for Debarment (Oct 2015) (31 U.S.C. 6101 note).

 X (9) 52.209-9, Updates of Publicly Available Information Regarding Responsibility Matters (Jul 2013) (41 U.S.C. 2313).

 (10) [Reserved]

 (11) (i) 52.219-3, Notice of HUBZone Set-Aside or Sole-Source Award (Nov 2011) (15 U.S.C. 657a).

 (ii) Alternate I (Nov 2011) of 52.219-3.

 (12) (i) 52.219-4, Notice of Price Evaluation Preference for HUBZone Small Business Concerns (Oct 2014) (if the offeror elects to waive the preference, it shall so indicate in its offer)(15 U.S.C. 657a).

 (ii) Alternate I (Jan 2011) of 52.219-4.

 (13) [Reserved]

 X (14) (i) 52.219-6, Notice of Total Small Business Aside (Nov 2011) (15 U.S.C. 644).

 (ii) Alternate I (Nov 2011).

 (iii) Alternate II (Nov 2011).

 (15) (i) 52.219-7, Notice of Partial Small Business Set-Aside (June 2003) (15 U.S.C. 644).

 (ii) Alternate I (Oct 1995) of 52.219-7.

 (iii) Alternate II (Mar 2004) of 52.219-7.

X (16) 52.219-8, Utilization of Small Business Concerns (Nov 2016) (15 U.S.C. 637(d)(2) and (3)).

 (17) (i) 52.219-9, Small Business Subcontracting Plan (Jan 2017) (15 U.S.C. 637 (d)(4)).

 (ii) Alternate I (Nov 2016) of 52.219-9.

 (iii) Alternate II (Nov 2016) of 52.219-9.

 (iv) Alternate III (Nov 2016) of 52.219-9.

 (v) Alternate IV (Nov 2016) of 52.219-9.

 X (18) 52.219-13, Notice of Set-Aside of Orders (Nov 2011) (15 U.S.C. 644(r)).

 X (19) 52.219-14, Limitations on Subcontracting (Jan 2017) (15 U.S.C. 637(a)(14)).

 (20) 52.219-16, Liquidated Damages—Subcontracting Plan (Jan 1999) (15 U.S.C. 637(d)(4)(F)(i)).

 (21) 52.219-27, Notice of Service-Disabled Veteran-Owned Small Business Set-Aside (Nov 2011) (15 U.S.C. 657f).

 X (22) 52.219-28, Post Award Small Business Program Rerepresentation (Jul 2013) (15 U.S.C. 632(a)(2)).

 (23) 52.219-29, Notice of Set-Aside for, or Sole Source Award to, Economically Disadvantaged Women-Owned Small Business Concerns (Dec 2015) (15 U.S.C. 637(m)).

 (24) 52.219-30, Notice of Set-Aside for, or Sole Source Award to, Women-

Owned Small Business Concerns Eligible Under the Women-Owned Small Business Program (Dec 2015) (15 U.S.C. 637(m)).

 X (25) 52.222-3, Convict Labor (June 2003) (E.O. 11755).

 (26) 52.222-19, Child Labor—Cooperation with Authorities and Remedies (Oct 2016) (E.O. 13126).

 X (27) 52.222-21, Prohibition of Segregated Facilities (Apr 2015).

 X (28) 52.222-26, Equal Opportunity (Sep 2016) (E.O. 11246).

 X (29) 52.222-35, Equal Opportunity for Veterans (Oct 2015) (38 U.S.C. 4212).

 X (30) 52.222-36, Equal Opportunity for Workers with Disabilities (Jul 2014) (29 U.S.C. 793).

 X (31) 52.222-37, Employment Reports on Veterans (Feb 2016) (38 U.S.C. 4212).

 X (32) 52.222-40, Notification of Employee Rights Under the National Labor Relations Act (Dec 2010) (E.O. 13496).

 (33) (i) 52.222-50, Combating Trafficking in Persons (Mar 2015) (22 U.S.C. chapter 78 and E.O. 13627).

 (ii) Alternate I (Mar 2015) of 52.222-50, (22 U.S.C. chapter 78 and E.O. 13627).

 X (34) 52.222-54, Employment Eligibility Verification (Oct 2015). (E. O. 12989). (Not applicable to the acquisition of commercially available off-the-shelf items or certain other types of commercial items as prescribed in 22.1803.)

X (35) 52.222-59, Compliance with Labor Laws (Executive Order 13673) (Oct 2016). (Applies at \$50 million for solicitations and resultant contracts issued from October 25, 2016 through April 24, 2017; applies at \$500,000 for solicitations and resultant contracts issued after April 24, 2017).

Note to paragraph (b)(35): By a court order issued on October 24, 2016, 52.222-59 is enjoined indefinitely as of the date of the order. The enjoined paragraph will become effective immediately if the court terminates the injunction. At that time, DoD, GSA, and NASA will publish a document in the Federal Register advising the public of the termination of the injunction.

 X (36) 52.222-60, Paycheck Transparency (Executive Order 13673) (Oct 2016).

 (37) (i) 52.223-9, Estimate of Percentage of Recovered Material Content for EPA-Designated Items (May 2008) (42 U.S.C. 6962(c)(3)(A)(ii)). (Not applicable to the acquisition of commercially available off-the-shelf items.)

 (ii) Alternate I (May 2008) of 52.223-9 (42 U.S.C. 6962(i)(2)(C)). (Not applicable to the acquisition of commercially available off-the-shelf items.)

 (38) 52.223-11, Ozone-Depleting Substances and High Global Warming Potential Hydrofluorocarbons (Jun 2016) (E.O.13693).

 (39) 52.223-12, Maintenance, Service, Repair, or Disposal of Refrigeration Equipment and Air Conditioners (Jun 2016) (E.O. 13693).

 (40) (i) 52.223-13, Acquisition of EPEAT® -Registered Imaging

Equipment (Jun 2014) (E.O.s 13423 and 13514

 (ii) Alternate I (Oct 2015) of 52.223-13.

 (41) (i) 52.223-14, Acquisition of EPEAT® -Registered Television (Jun 2014) (E.O.s 13423 and 13514).

 (ii) Alternate I (Jun 2014) of 52.223-14.

 (42) 52.223-15, Energy Efficiency in Energy-Consuming Products (Dec 2007) (42 U.S.C. 8259b).

 (43) (i) 52.223-16, Acquisition of EPEAT® -Registered Personal Computer Products (Oct 2015) (E.O.s 13423 and 13514).

 (ii) Alternate I (Jun 2014) of 52.223-16.

 X (44) 52.223-18, Encouraging Contractor Policies to Ban Text Messaging while Driving (Aug 2011) (E.O. 13513).

 (45) 52.223-20, Aerosols (Jun 2016) (E.O. 13693).

 (46) 52.223-21, Foams (Jun 2016) (E.O. 13696).

 X (47) (i) 52.224-3, Privacy Training (Jan 2017) (5 U.S.C. 552a).

 (ii) Alternate I (Jan 2017) of 52.224-3.

 (48) 52.225-1, Buy American--Supplies (May 2014) (41 U.S.C. chapter 83).

 (49) (i) 52.225-3, Buy American--Free Trade Agreements--Israeli Trade Act (May 2014) (41 U.S.C. chapter 83,

19 U.S.C. 3301 note, 19 U.S.C. 2112 note, 19 U.S.C. 3805 note, 19 U.S.C. 4001 note, Pub. L. 103-182, 108-77, 108-78, 108-286, 108-302, 109-53, 109-169, 109-283, 110-138, 112-41, 112-42, and 112-43).

____ (ii) Alternate I (May 2014) of 52.225-3.

____ (iii) Alternate II (May 2014) of 52.225-3.

____ (iv) Alternate III (May 2014) of 52.225-3.

____ (50) 52.225-5, Trade Agreements (Oct 2016) (19 U.S.C. 2501, et seq., 19 U.S.C. 3301 note).

____ (51) 52.225-13, Restrictions on Certain Foreign Purchases (Jun 2008) (E.O.'s, proclamations, and statutes administered by the Office of Foreign Assets Control of the Department of the Treasury).

____ (52) 52.225-26, Contractors Performing Private Security Functions Outside the United States (Oct 2016) (Section 862, as amended, of the National Defense Authorization Act for Fiscal Year 2008; 10 U.S.C. 2302 Note).

____ (53) 52.226-4, Notice of Disaster or Emergency Area Set-Aside (Nov 2007) (42 U.S.C. 5150).

____ (54) 52.226-5, Restrictions on Subcontracting Outside Disaster or Emergency Area (Nov 2007) (42 U.S.C. 5150).

____ (55) 52.232-29, Terms for Financing of Purchases of Commercial Items (Feb 2002) (41 U.S.C. 4505), 10 U.S.C. 2307(f)).

____ (56) 52.232-30, Installment Payments for Commercial Items (Jan

2017) (41 U.S.C. 4505, 10 U.S.C. 2307(f)).

____X____ (57) 52.232-33, Payment by Electronic Funds Transfer— System for Award Management (Jul 2013) (31 U.S.C. 3332).

____ (58) 52.232-34, Payment by Electronic Funds Transfer—Other Than System for Award Management (Jul 2013) (31 U.S.C. 3332).

____ (59) 52.232-36, Payment by Third Party (May 2014) (31 U.S.C. 3332).

____X____ (60) 52.239-1, Privacy or Security Safeguards (Aug 1996) (5 U.S.C. 552a).

____X____ (61) 52.242-5, Payments to Small Business Subcontractors (Jan 2017) (15 U.S.C. 637(d)(12)).

____ (62) (i) 52.247-64, Preference for Privately Owned U.S.-Flag Commercial Vessels (Feb 2006) (46 U.S.C. Appx 1241(b) and 10 U.S.C. 2631).

____ (ii) Alternate I (Apr 2003) of 52.247-64.

(c) The Contractor shall comply with the FAR clauses in this paragraph (c), applicable to commercial services, that the Contracting Officer has indicated as being incorporated in this contract by reference to implement provisions of law or executive orders applicable to acquisitions of commercial items:

[Contracting Officer check as appropriate.]

____X____ (1) 52.222-17, Nondisplacement of Qualified Workers (May 2014) (E.O. 13495)

____X____ (2) 52.222-41, Service Contract Labor Standards (May 2014) (41 U.S.C. chapter 67.).

X (3) 52.222-42, Statement of Equivalent Rates for Federal Hires (May 2014) (29 U.S.C. 206 and 41 U.S.C. chapter 67).

 X (4) 52.222-43, Fair Labor Standards Act and Service Contract Labor Standards -- Price Adjustment (Multiple Year and Option Contracts) (May 2014) (29 U.S.C.206 and 41 U.S.C. chapter 67).

 (5) 52.222-44, Fair Labor Standards Act and Service Contract Labor Standards -- Price Adjustment (May 2014) (29 U.S.C. 206 and 41 U.S.C. chapter 67).

 (6) 52.222-51, Exemption from Application of the Service Contract Labor Standards to Contracts for Maintenance, Calibration, or Repair of Certain Equipment--Requirements (May 2014) (41 U.S.C. chapter 67).

 (7) 52.222-53, Exemption from Application of the Service Contract Labor Standards to Contracts for Certain Services--Requirements (May 2014) (41 U.S.C. chapter 67).

 X (8) 52.222-55, Minimum Wages Under Executive Order 13658 (Dec 2015) (E.O. 13658).

 X (9) 52.222-62, Paid Sick Leave Under Executive Order 13706 (JAN 2017) (E.O. 13706).

 (10) 52.226-6, Promoting Excess Food Donation to Nonprofit Organizations. (May 2014) (42 U.S.C. 1792).

 (11) 52.237-11, Accepting and Dispensing of \$1 Coin (Sep 2008) (31 U.S.C. 5112(p)(1)).

of this paragraph (d) if this contract was awarded using other than sealed bid, is in excess of the simplified acquisition threshold, and does not contain the clause at 52.215-2, Audit and Records -- Negotiation.

(1) The Comptroller General of the United States, or an authorized representative of the Comptroller General, shall have access to and right to examine any of the Contractor's directly pertinent records involving transactions related to this contract.

(2) The Contractor shall make available at its offices at all reasonable times the records, materials, and other evidence for examination, audit, or reproduction, until 3 years after final payment under this contract or for any shorter period specified in FAR Subpart 4.7, Contractor Records Retention, of the other clauses of this contract. If this contract is completely or partially terminated, the records relating to the work terminated shall be made available for 3 years after any resulting final termination settlement. Records relating to appeals under the disputes clause or to litigation or the settlement of claims arising under or relating to this contract shall be made available until such appeals, litigation, or claims are finally resolved.

(3) As used in this clause, records include books, documents, accounting procedures and practices, and other data, regardless of type and regardless of form. This does not require the Contractor to create or maintain any record that the Contractor does not maintain in the ordinary course of business or pursuant to a provision of law.

(e)

(d) Comptroller General Examination of Record
The Contractor shall comply with the provisions

(1) Notwithstanding the requirements of the clauses in paragraphs (a), (b), (c) and

(d) of this clause, the Contractor is not required to flow down any FAR clause, other than those in this paragraph (e)(1) in a subcontract for commercial items. Unless otherwise indicated below, the extent of the flow down shall be as required by the clause—

(i) 52.203-13, Contractor Code of Business Ethics and Conduct (Oct 2015) (41 U.S.C. 3509).

(ii) 52.203-19, Prohibition on Requiring Certain Internal Confidentiality Agreements or Statements (Jan 2017) (section 743 of Division E, Title VII, of the Consolidated and Further Continuing Appropriations Act, 2015 (Pub. L. 113-235) and its successor provisions in subsequent appropriations acts (and as extended in continuing resolutions)).

(iii) 52.219-8, Utilization of Small Business Concerns (Nov 2016) (15 U.S.C. 637(d)(2) and (3)), in all subcontracts that offer further subcontracting opportunities. If the subcontract (except subcontracts to small business concerns) exceeds \$700,000 (\$1.5 million for construction of any public facility), the subcontractor must include 52.219-8 in lower tier subcontracts that offer subcontracting opportunities.

(iv) 52.222-17, Nondisplacement of Qualified Workers (May 2014) (E.O. 13495). Flow down required in accordance with paragraph (1) of FAR clause 52.222-17.

(v) 52.222-21, Prohibition of Segregated Facilities (Apr 2015).

(vi) 52.222-26, Equal Opportunity (Sep 2016) (E.O. 11246).

(vii) 52.222-35, Equal Opportunity for Veterans (Oct 2015) (38 U.S.C. 4212).

(viii) 52.222-36, Equal Opportunity for Workers with Disabilities (Jul 2014) (29 U.S.C. 793).

(ix) 52.222-37, Employment Reports on Veterans (Feb 2016) (38 U.S.C. 4212).

(x) 52.222-40, Notification of Employee Rights Under the National Labor Relations Act (Dec 2010) (E.O. 13496). Flow down required in accordance with paragraph (f) of FAR clause 52.222-40.

(xi) 52.222-41, Service Contract Labor Standards (May 2014), (41 U.S.C. chapter 67).

(xii) (A) 52.222-50, Combating Trafficking in Persons (Mar 2015) (22 U.S.C. chapter 78 and E.O. 13627).

(B) Alternate I (Mar 2015) of 52.222-50 (22 U.S.C. chapter 78 E.O. 13627).

(xiii) 52.222-51, Exemption from Application of the Service Contract Labor Standards to Contracts for Maintenance, Calibration, or Repair of Certain Equipment--Requirements (May 2014) (41 U.S.C. chapter 67.)

(xiv) 52.222-53, Exemption from Application of the Service Contract Labor Standards to

Contracts for Certain Services--
Requirements (May 2014) (41
U.S.C. chapter 67)

(xv) 52.222-54, Employment
Eligibility Verification (Oct
2015) (E. O. 12989).

(xvi) 52.222-55, Minimum
Wages Under Executive Order
13658 (Dec 2015).

(xvii) 52.222-59, Compliance
with Labor Laws (Executive
Order 13673) (Oct 2016)
(Applies at \$50 million for
solicitations and resultant
contracts issued from October
25, 2016 through April 24,
2017; applies at \$500,000 for
solicitations and resultant
contracts issued after April 24,
2017).

Note to paragraph (e)(1)(xvii):
By a court order issued on
October 24, 2016, 52.222-59 is
enjoined indefinitely as of the
date of the order. The enjoined
paragraph will become effective
immediately if the court
terminates the injunction. At
that time, DoD, GSA, and
NASA will publish a document
in the Federal Register advising
the public of the termination of
the injunction.

(xviii) 52.222-60, Paycheck
Transparency (Executive Order
13673) (Oct 2016).

(xix) 52.222-62, Paid sick
Leave Under Executive Order
13706 (JAN 2017) (E.O.
13706).

(xx) (A) 52.224-3, Privacy
Training (Jan 2017) (5 U.S.C.
552a).

(B) Alternate I (Jan
2017) of 52.224-3.

(xxi) 52.225-26, Contractors
Performing Private Security
Functions Outside the United
States (Oct 2016) (Section 862,
as amended, of the National
Defense Authorization Act for
Fiscal Year 2008; 10 U.S.C.
2302 Note).

(xxii) 52.226-6, Promoting
Excess Food Donation to
Nonprofit Organizations. (May
2014) (42 U.S.C. 1792). Flow
down required in accordance
with paragraph (e) of FAR
clause 52.226-6.

(xxiii) 52.247-64, Preference for
Privately-Owned U.S. Flag
Commercial Vessels (Feb 2006)
(46 U.S.C. Appx 1241(b) and
10 U.S.C. 2631). Flow down
required in accordance with
paragraph (d) of FAR clause
52.247-64.

(2) While not required, the Contractor
may include in its subcontracts for
commercial items a minimal number of
additional clauses necessary to satisfy its
contractual obligations.

(End of Clause)

52.217-9 OPTION TO EXTEND THE TERM OF THE CONTRACT (MAR 2000)

(a) The Government may extend the term of this contract by written notice to the Contractor within **30 days**; provided that the Government gives the Contractor a preliminary written notice of its intent to extend at least **60 days**. The preliminary notice does not commit the Government to an extension.

(b) If the Government exercises this option, the extended contract shall be considered to include this option clause.

(c) The total duration of this contract, including the exercise of any options under this clause, shall not exceed **thirty-six (36) months**.

(End of Clause)

FAR 52.219-18, NOTIFICATION OF COMPETITION LIMITED TO ELIGIBLE 8(a) PARTICIPANTS (JAN 2017)

(a) Offers are solicited only from small business concerns expressly certified by the Small Business Administration (SBA) for participation in the SBA's 8(a) Program and which meet the following criteria at the time of submission of offer --

(1) The Offeror is in conformance with the 8(a) support limitation set forth in its approved business plan; and

(2) The Offeror is in conformance with the Business Activity Targets set forth in its approved business plan or any remedial action directed by the SBA.

(b) By submission of its offer, the Offeror represents that it meets all of the criteria set forth in paragraph (a) of this clause.

(c) Any award resulting from this solicitation will be made to the Small Business Administration, which will subcontract performance to the successful 8(a) offeror selected through the evaluation criteria set forth in this solicitation.

(d)

(1) Agreement. A small business concern submitting an offer in its own name shall furnish, in performing the contract, only end items manufactured or produced by small business concerns in the United States or its outlying areas. If this procurement is processed under simplified acquisition procedures and the total amount of this contract does not exceed \$25,000, a small business concern may furnish the product of any domestic firm. This paragraph does not apply in connection with construction or service contracts.

(2) T47 International, Inc. will notify the USCIS Contracting Officer in writing immediately upon entering an agreement (either oral or written) to transfer all or part of its stock or other ownership interest to any other party.

(End of Clause)

52.222-42 STATEMENT OF EQUIVALENT RATES FOR FEDERAL HIRES (MAY 2014)

In compliance with the Service Contract Labor Standards statute and the regulations of the Secretary of Labor (29 CFR part 4), this clause identifies the classes of service employees expected to be employed under the contract and states the wages and fringe benefits payable to each if they were employed by the contracting agency subject to the provisions of 5 U.S.C. 5341 or 5332.

This Statement is for Information Only:
It is not a Wage Determination

Employee Class	Series/Grade	Location	Wage
Administrative Specialist	Series 0301/GS 9	Washington, DC	\$29.07/hr
		Orlando, FL	\$26.32/hr
		Arlington, VA	\$29.07/hr
		New York, NY	\$30.01/hr
		Houston, TX	\$29.96/hr
		Irving, TX	\$28.05/hr
		Williston, VT	\$26.32/hr
		Lee's Summit, MO	\$26.44/hr
		Los Angeles, CA	\$29.66/hr
		Laguna Niguel, CA	\$29.66/hr
General Clerk 1	Series 0326/GS 5	Washington, DC	\$19.19/hr

(End of Clause)

HOMELAND SECURITY ACQUISITION REGULATION (HSAR) CLAUSES INCORPORATED BY REFERENCE

3052.212-70 CLAUSES BY REFERENCE

The full text of HSAR clauses may be accessed electronically at this internet address:

<http://farsite.hill.af.mil/vfhsara.htm>

HSAR Clause
3052.205-70

Title and Date
ADVERTISEMENTS, PUBLICIZING AWARDS AND RELEASED
(SEP 2012)

3052.242-72

Contracting Officer's Technical Representative (DEC 2003)

HSAR CLAUSES IN FULL TEXT:

HSAR 3052.204-71 CONTRACTOR EMPLOYEE ACCESS (SEP 2012)

(a) Sensitive Information, as used in this clause, means any information, which if lost, misused, disclosed, or, without authorization is accessed, or modified, could adversely affect the national or homeland security interest, the conduct of Federal programs, or the privacy to which individuals are entitled under section 552a of title 5, United States Code (the Privacy Act), but which has not been specifically authorized under criteria established by an Executive Order or an Act of Congress to be kept secret in the interest of national defense, homeland security or foreign policy. This definition includes the following categories of information:

(1) Protected Critical Infrastructure Information (PCII) as set out in the Critical Infrastructure Information Act of 2002 (Title II, Subtitle B, of the Homeland Security Act, Public Law 107-296, 196 Stat. 2135), as amended, the implementing regulations thereto (Title 6, Code of Federal Regulations, Part 29) as amended, the applicable PCII Procedures Manual, as amended, and any supplementary guidance officially communicated by an authorized official of the Department of Homeland Security (including the PCII Program Manager or his/her designee);

(2) Sensitive Security Information (SSI), as defined in Title 49, Code of Federal Regulations, Part 1520, as amended, "Policies and Procedures of Safeguarding and Control of SSI," as amended, and any supplementary guidance officially communicated by an authorized official of the Department of Homeland Security (including the Assistant Secretary for the Transportation Security Administration or his/her designee);

(3) Information designated as "For Official Use Only," which is unclassified information of a sensitive nature and the unauthorized disclosure of which could adversely impact a person's privacy or welfare, the conduct of Federal programs, or other programs or operations essential to the national or homeland security interest; and

(4) Any information that is designated "sensitive" or subject to other controls, safeguards or protections in accordance with subsequently adopted homeland security information handling procedures.

(b) "Information Technology Resources" include, but are not limited to, computer equipment, networking equipment, telecommunications equipment, cabling, network drives, computer drives, network software, computer software, software programs, intranet sites, and internet sites.

(c) Contractor employees working on this contract must complete such forms as may be necessary for security or other reasons, including the conduct of background investigations to determine suitability. Completed forms shall be submitted as directed by the Contracting Officer. Upon the Contracting Officer's request, the Contractor's employees shall be fingerprinted, or subject to other investigations as required. All Contractor employees requiring recurring access to Government facilities or access to sensitive information or IT resources are required to have a favorably adjudicated background investigation prior to commencing work on this contract unless this requirement is waived under Departmental procedures.

(d) The Contracting Officer may require the Contractor to prohibit individuals from working on the contract if the Government deems their initial or continued employment contrary to the public interest for

any reason, including, but not limited to, carelessness, insubordination, incompetence, or security concerns.

(e) Work under this contract may involve access to sensitive information. Therefore, the Contractor shall not disclose, orally or in writing, any sensitive information to any person unless authorized in writing by the Contracting Officer. For those Contractor employees authorized access to sensitive information, the Contractor shall ensure that these persons receive training concerning the protection and disclosure of sensitive information both during and after contract performance.

(f) The Contractor shall include the substance of this clause in all subcontracts at any tier where the subcontractor may have access to Government facilities, sensitive information, or resources.

(End of clause)

HSAR 3052.215-70 KEY PERSONNEL OR FACILITIES (DEC 2003)

(a) The personnel or facilities specified below are considered essential to the work being performed under this contract and may, with the consent of the contracting parties, be changed from time to time during the course of the contract by adding or deleting personnel or facilities, as appropriate.

(b) Before replacing any of the specified individuals or facilities, the contractor shall notify the Contracting Officer, in writing, before the change becomes effective. The contractor shall submit sufficient information to support the proposed action and to enable the Contracting Officer to evaluate the potential impact of the change on this contract. The contractor shall not replace personnel or facilities until the Contracting Officer approves the change.

The Key Personnel under this Contract are:

Program Manager

Site Lead

(End of clause)

SPECIAL CONTRACT REQUIREMENTS

Section 8(a) Partnership Agreement

This contract is entered into between the U.S. Small Business Administration (SBA) (Prime contractor) and the 8(a) Participant (subcontractor) and the Department of Homeland Security (DHS), U.S. Citizenship & Immigration Services (USCIS).

The 8(a) Partnership Agreement (PA), dated 05/02/2017, issued between the SBA and DHS delegates the authority to make direct award of the contract to the 8(a) participant once the requirement has been offered and accepted by the SBA. The DHS USCIS Contracting Officer will retain contract administration.

ADDITIONAL INVOICING INSTRUCTIONS:

(a) In accordance with FAR Part 32.905, all invoices submitted to USCIS for payment shall include the following:

- (1) Name and address of the contractor.
- (2) Invoice date and invoice number.
- (3) Contract number or other authorization for supplies delivered or services performed (including order number and contract line item number).
- (4) Description, quantity, unit of measure, period of performance, unit price, and extended price of supplies delivered or services performed.
- (5) Shipping and payment terms.
- (6) Name and address of contractor official to whom payment is to be sent.
- (7) Name (where practicable), title, phone number, and mailing address of person to notify in the event of a defective invoice.
- (8) Taxpayer Identification Number (TIN).

(b) Invoices not meeting these requirements will be rejected and not paid until a corrected invoice meeting the requirements is received.

(c) USCIS' preferred method for invoice submission is electronically. Invoices shall be submitted in Adobe pdf format with each pdf file containing only one invoice. The pdf files shall be submitted electronically using the "To" line in the e-mail address to USCISInvoice.Consolidation@ice.dhs.gov with each email conforming to a size limit of 500 KB.

(d) If a paper invoice is submitted, mail the invoice to:

USCIS Invoice Consolidation
PO Box 1000
Williston, VT 05495

EXPECTATION OF CONTRACTOR PERSONNEL

The Government expects competent, productive, qualified professionals to be assigned to the Contract. The Contracting Officer may, by written notice to the Contractor, require the contractor to remove from the work any employee that is not found to be competent, productive, or a qualified professional.

PERFORMANCE REPORTING

The Government intends to record and maintain contractor performance information for this contract in accordance with DHS FAR Class Deviation 11-03. The contractor shall enroll at www.cpars.gov so they can participate in this process.

GOVERNMENT-FURNISHED EQUIPMENT

(a) The Government will provide contractor with the following Government Furnished Property, which is not authorized to be removed from its location unless given previous written approval by the COR:

Equipment	Qty	Unit	Unit Acquisition Cost
Laptop & docking station or computer	31	EA	\$ 1,565

(b) The Government will issue this equipment to no more than **31** contractor employees.

(c) The Contractor shall notify personnel that there shall be no expectation of privacy on any USCIS Systems.

(d) The Contractor shall operate Government provided equipment in accordance with USCIS procedures and manufacturer's specifications.

(e) The Contractor shall initiate and track maintenance calls and/or service requests for government provided IT equipment to the DHS Helpdesk. The Contractor shall notify the COR and/or Program Manager (PM) of any repair needs and/or problems with maintenance/service contractor activities within four hours of each occurrence.

(f) The Government provides computer laptops and software in various hardware configurations, and reserves the right to upgrade, add, delete, or replace equipment and software.

NOTICE TO PROCEED (NTP)

Full contract performance shall begin commencing on the date specified by the Contracting Officer in the Notice to Proceed directive.

(a) Performance of the work requires unescorted access to Government facilities or automated systems, and/or access to sensitive but unclassified information. The Attachment titled Security Requirements applies.

(b) The Contractor is responsible for submitting packages from employees who will receive favorable entry-on-duty (EOD) decisions and suitability determinations, within 30 days of contract award. A Government decision not to grant a favorable EOD decision or suitability determination, or to later withdraw or terminate such decision or termination, shall not excuse the Contractor from performance of obligations under this contract.

(c) The Contractor shall submit background investigation packages immediately following contract award.

(d) This contract does not provide for direct payment to the Contractor for EOD efforts. Work for which direct payment is not provided is a subsidiary obligation of the Contractor.

(e) Reserved

(f) The Government intends for performance to begin no later than 30 days after contract award. The Contracting Officer will issue a notice to proceed (NTP) at least one day before performance is to begin. If the Government decides to issue the NTP prior to all employees being able to perform, there will be a reduction of price based upon the offeror's prices submitted in the price breakout chart.

POSTING OF CONTRACT (OR ORDER) IN FOIA READING ROOM

(a) The Government intends to post the contract (or order) resulting from this solicitation to a public FOIA reading room.

- (b) Within 30 days of award, the Contractor shall submit a redacted copy of the executed contract (or order) (including all attachments) suitable for public posting under the provisions of the Freedom of Information Act (FOIA). The Contractor shall submit the documents to the USCIS FOIA Office by email at foiaerr.nrc@uscis.dhs.gov with a courtesy copy to the contracting officer.
- (c) The USCIS FOIA Office will notify the contractor of any disagreements with the Contractor's redactions before public posting of the contract or order in a public FOIA reading room.

List of Attachments

<u>Attachment</u>	<u>Title</u>
1	Statement of Work (SOW), 14 pages
2	Location Breakdown List & Wage Determinations, 107 pages
3	Security Requirements, 8 pages
4	Safeguarding of Sensitive Information, 9 pages

**Department of Homeland Security
U.S. Citizenship and Immigration Services
Office of Security & Integrity
Statement of Work
Administrative, Executive and Technical Support Services**

1. Title of Project

Administrative, Executive and Technical Support Services for the Department of Homeland Security (DHS), U.S. Citizenship and Immigration Services (USCIS), Office of Security and Integrity (OSI) and Fraud Detection and National Security (FDNS).

2. Background Information

The Office of Security and Integrity, a component of the USCIS Management Directorate, falls under the executive leadership of the USCIS Associate Director for Management. The Chief Security Officer (CSO) ensures fulfillment of USCIS mission requirements for security, emergency operations, and the strategic direction and management of the USCIS Office of Security and Integrity.

The OSI structure includes a Headquarters that provides for the resource management and executive staff functions for OSI leadership which includes the CSO, Deputy CSO (DCSO), Chief of Staff (COS), the following four divisions and branch:

Mission Integrity Division (MID) - provides security products and development and integration services for fulfilling the mandatory corporate-level security, Occupational Safety and Health, continuity, and emergency management requirements of the USCIS enterprise. The MID's main roles and responsibilities include developing and implementing countermeasures to prevent fraud and mitigate damages if the compromise of information and systems occurs; supporting continuity of operations (COOP) through overall coordination and management of the continuity and emergency management programs for the USCIS organization; coordinating and managing USCIS's Occupational Safety and Health (OSH) program and Occupant Emergency Program (OEP); managing and operating the USCIS Command Center and the Secure Compartmented Information Facility (SCIF); and providing Protective Intelligence services in support of the USCIS mission.

Field Security Division (FSD) - delivers security services to domestic and international USCIS customers. In addition to supporting OSI coordination and liaison with USCIS field entities, the FSD is responsible for the full range of security program implementation at USCIS locations; facility security design and management, Identity Control and Access Management (including implementation of Homeland Security Presidential Directive 12 (HSPD-12) and the issuance of DHS Personal Identity Verification (PIV) cards, the Contract

Security Guard Program, badges and credentials, and the issuance and handling of Secure Forms and OSI Sensitive Property.

Personnel Security Division (PSD) - provides the full range of personnel security services affecting USCIS federal employees and contractors. The division is responsible for promoting integrity and efficiency within USCIS by applying sound risk management principles by evaluating whether applicants, employees, and contractors meet suitability, fitness, security, and National Security Information (NSI) access requirements in accordance with personnel security and adjudicative authorities.

Investigations Division (INV) - provides for impartial, objective, and professional investigations into allegations and indications of misconduct by USCIS employees and contractors.

Resource Management Branch (RM) - provides administration, oversight and guidance to effectively maximize the use of OSI's resources in the areas of budget, human resources, property, and contracts to support leadership in the management of security and emergency operations.

These unique capabilities within OSI provide a critical resource in promoting and enforcing internal integrity and professional responsibility. The internal investigative role of OSI works to eliminate employee misconduct, fraud, waste corruption, and mismanagement. The internal review capabilities proactively promote integrity, internal and self-inspections, program compliance, and audit liaison, enhancing the integrity of USCIS at all levels within the agency.

In keeping with the Department's Office of Security business line integration, the head of OSI, as the Component Chief Security Officer, is organizationally placed within the USCIS Management Directorate and is included as part of the strategic leadership team of USCIS. The professional full-time security and investigative personnel in the field locations provide OSI with the reach and capability to meet its mission requirements and the ability to carry out its significant role in safeguarding America's promise.

OSI intends to make the services obtained by this effort available to OSI and FDNS programs throughout USCIS as a means of leveraging needed administrative support to meet mission requirements.

Contracted activities for all offices supported by this contract come under the purview of the Headquarters (HQ) Contracting Officer Representative (COR) and Government Program Manager (GPM).

3. Scope

The contractor shall provide administrative, executive and technical support services in accordance with the SOW to OSI and FDNS. OSI requires Administrative contract staff to perform clerical support work which supports the mission and daily operations of the agency. This requirement shall comprise contractors who will be frontline personnel and who will offer first impressions of the OSI program, assist OSI to operate efficiently and allow OSI leadership and managers to focus their attention on mission objectives critical to the success of USCIS. This requirement shall maintain a team environment, providing resources at all levels of government and to all programs receiving its support.

4. Contractor Tasks:

Services shall include the following: general support, technical support and executive administrative functions:

4.1. General Office Support Functions to be provided as needed at all locations (MID, FSD, INV, COS, RM, FDNS)

- 4.1.1. Provide clerical support to include receptionist duties, scanning, copying, faxing, filing and assisting employees in making travel arrangements.
- 4.1.2. Perform general administrative functions in support of day-to-day operations including answering of telephones and providing telephone support.
- 4.1.3. Provide daily briefings as necessary for the purpose of reviewing the calendar and daily activity scheduling.
- 4.1.4. Maintain high level interaction and coordination between the Special Agent in Charge, Headquarters, Divisions and all internal and external entities as determined by the government to provide clear and effective communications among government employees and programs.
- 4.1.5. Monitor multiple general and specific delivery email boxes daily; review email to determine urgency and forward or prepare responses, follow-up and route appropriately.
- 4.1.6. Develop forms, announcements, surveys, or other materials as determined by the Government.
- 4.1.7. Assist property management officials with inventory; input and process property transactions in automated property management system.
- 4.1.8. Facilitate conference room usage; maintain schedules for use of conference rooms in Microsoft Outlook or manually as determined by the Government
- 4.1.9. Retrieve, receive and distribute incoming mail.
- 4.1.10. Receive inventory, store, and distribute mail and packages received by the office; package and label items to be mailed or shipped.
- 4.1.11. Assist in the preparation and updating of phone and contact lists, and maintenance of global email lists.

- 4.1.12. Provide data entry, information gathering support and technical support involving the agency's Learning Management System.
- 4.1.13. Scan documents as required, including scanning into electronic filing system, using optical character recognition, and converting documents to other types of files using Adobe Acrobat Pro or other scanning software.
- 4.1.14. Facilitate agenda creation for conference calls and meetings.
- 4.1.15. Set up and staff informational booths/tables at events relative to the USCIS mission and provide program information.
- 4.1.16. Update office's intranet sites using SharePoint to upload documents and edit information, as well as maintaining permissions and serving as facilitator.
- 4.1.17. Review and reconcile documentation in electronic and/or hard copy format, including editing, updating, consolidating, formatting and manipulating Word documents, Excel spreadsheets and Power Point presentations.
- 4.1.18. Monitor office supply levels and recommend replenishment as needed, including completion of necessary electronic and hard copy documentation to facilitate purchases as determined by the government.
- 4.1.19. Operate and schedule maintenance for all office equipment provided, including copiers, fax machines, printers, scanners, binding machines, etc.
- 4.1.20. Receive and ship A-Files and record in National File Tracking System (FDNS). Policy for shipping and receiving A-Files is located in Part II of the Records Policy Manual, including but not limited to Chapters II-09, Requesting Immigration Files, II-10, Receiving A-Files, II-16, Classified Files, and II-25, Responding to Files Requests if You Work in an Operating Unit.
- 4.1.21. Enter data into USCIS systems including FDNS-DS. Policy for using the Central Indexing System (CIS, which, much like the A-File, is used to store applicant information in electronic format) and the National File Tracking System are located in Part II of the Records Policy Manual. Chapter location is based upon type of activity.
- 4.1.22. Perform monthly data pulls from Intellilink System, transcribe data and repetitive data standardization. Enter closed-case information into Misconduct Data Base (MDB.)
- 4.1.23. Support INSITE program requirements in pre-review, review, analysis and reporting periods. Proof assessments and FAQ's, enter changes, assist with User Acceptance testing, compare data, checking for PII in INSITE.
- 4.1.24. Monitor INSITE mailbox, track INSITE related inquiries, direct messages to appropriate SME or office group. Prepare written reports, copy presentation materials and keep metrics on execution of program.
- 4.1.25. Update facility list and calendar with facility moves. Read monthly/quarterly facility reports sent to facility email address, giving the timetable for potential moves/relocations.

4.2. Executive Administrative Support Functions to be performed as needed at all locations (MID, FSD, INV, COS, RM, FDNS)

- 4.2.1. Provide clerical support to include receptionist duties, faxing, copying, scanning, filing and assisting as required.

- 4.2.2. Provide daily briefings as necessary for the purpose of reviewing the calendar and daily activity scheduling.
- 4.2.3. Maintain high level interaction between the USCIS Directorates and Program Offices to facilitate meetings and other OSI/FDNS related events.
- 4.2.4. Provide assistance with contacting and scheduling appointments; coordinate availability. Schedule, set up, coordinate and provide technical support to conference calling as needed; conference meetings may involve in-person attendance, teleconferencing, video-teleconferencing and/or computer-screen sharing.
- 4.2.5. Facilitate communication and coordination between Directorates, Programs and Divisions and act as a liaison to assure clear, effective and thorough follow-up.
- 4.2.6. Coordinate input from Divisions and prepare reports for management submission to Directorate offices and other government entities as necessary.
- 4.2.7. Assist and monitor employee travel arrangements (not to include work in Concur), facilitate planning, organize and track travel budget.
- 4.2.8. Coordinate and attend executive and high level meetings for the purpose of preparing agendas, capturing and publishing meeting notes as directed.
- 4.2.9. Manage hard copy and electronic files and records for management.
- 4.2.10 Perform system queries of USCIS and law enforcement databases.
- 4.2.11 Enter data and produce reports from USCIS systems including FDNS-DS
- 4.2.12 Track mandatory and elective training requirements.

4.3. Technical Support Functions to be performed as needed at all locations (MID, FSD, INV, COS, RM, FDNS)

- 4.3.1. Prepare and develop documentation for Government review and approval, to include presentations, memoranda, correspondence, organizational charts and statistical reports and/or improving on the quality of existing documentation, in support of program management functions, including but not limited to the use of MS Word, Excel, Access, PowerPoint, Publisher, and MS Visio.
- 4.3.2. Draft, format and edit publications, reports, procedural and instructional handbooks, correspondence, and other general office documents and materials for Government review and approval, to ensure clarity of content, consistency and accuracy.
- 4.3.3. Assist in maintaining the Enterprise Collaboration (or comparable) Network (ECN) web sites including updating information, making design changes and uploading material such as surveys, documents, photos, and resource links.

- 4.3.4. Develop forms, announcements, surveys, or other materials as determined by the government.
- 4.3.5. Facilitate agenda creation for conference calls. Schedule, set up, coordinate and provide technical support to conference calling as needed; conference meetings may involve in-person attendance, teleconferencing, video-teleconferencing and/or computer-screen sharing.
- 4.3.6. Support new and current employees by coordinating with IT Helpdesk as needed to ensure proper access to appropriate Shared Mailboxes, printers, applications, shared drives and training as needed. (FDNS)
- 4.3.7. Participate in meetings and briefings for the purpose of taking meeting notes and publishing meeting re-caps.
- 4.3.8. Support the function of Vehicle Control Authority for regional GOVs, as appropriate and required:
 - a. Control GOV access.
 - b. Monitor and track GOV use.
 - c. Maintain GOV log and record books.
 - d. Assure GOV scheduled maintenance is tracked and records of maintenance is maintained.
- 4.3.9. Coordinate with staff to monitor and track regional and/or divisional projects and obtain status reports.

4.4. General Abilities and Skills required for all services provided:

- 4.4.1. English language fluency.
- 4.4.2. Ability to communicate effectively both orally and in writing.
- 4.4.3. Professional telephone and email etiquette.
- 4.4.4. Strong organizational skills.
- 4.4.5. Ability to multi-task in a fast paced office.
- 4.4.6. Understanding and application of professional grammar and spelling.
- 4.4.7. Ability to meet deadlines.
- 4.4.8. Ability to follow written and/or oral directions.
- 4.4.9. Ability to work as part of a team; also capable of working independently.
- 4.4.10. Excellent customer service skills.
- 4.4.11. Proficiency in current Microsoft Office Suite applications, MS Visio and Adobe applications, including ability to use styles and templates features in Word and PowerPoint for efficiency and consistent formatting, using calculations and pivot tables in Excel, and editing documents in Adobe Acrobat.
- 4.4.12. Ability and willingness to perform lower-level administrative tasks as required regardless of labor category description, including answering phones.
- 4.4.13. Ability to schedule appointments and interviews.

5. Program Management

- 5.1. The contractor shall manage employees in such a manner as to assure no disruption or reduction in the contractor's ability to meet minimum acceptable performance criteria.
- 5.2. The contractor shall identify and task appropriate personnel to resolve contractual matters (i.e. task progress, performance problems, etc.) in a timely manner.
- 5.3. The contractor shall manage all activities associated with managing subcontractors (if applicable), such as identification and qualification thereof, ensuring subcontractor compliance with requirements of this contract.
- 5.4. This is a "Non-personal Services" Contract. Contractors are not subject to the supervision and control prevailing in relationships between the Government and its employees. Should any USCIS employee (other than the COR) ask or direct a contract employee to deviate from established production requirements, priorities, or performance procedures and requirements, the contract employee shall refer the matter to the contract supervisory chain of command and, if necessary, to the Contractor Program Manager (CPM) for resolution. Only the Contracting Officer can obligate the Government. Although no contract employee or official is authorized to officially represent the USCIS to any other party contract personnel shall display decorum, dress, and behavior comparable to Government personnel. Daily production priorities will be established by the COR or, in the absence of the COR, the site Alternate COR.

6. Training

- 6.1 The Government will provide training to the Contractor's Key Personnel when necessary as it relates to Government mandatory training; such as Computer Security Awareness Training or other training determined by the Government.
- 6.2 The Contractor's Key Personnel may be required to provide subsequent training to all other contractor personnel assigned to this contract. At all times, the contractor shall ensure that any contractor employee, assigned to the contract, is fully trained to assume the duties and responsibilities of all associated tasks.
- 6.3 The Government will provide training to the contractor on USCIS-proprietary systems. Contractors may not attend conferences, workshops, symposiums or other USCIS sponsored learning events without the approval of the COR. The

Government will not allow cost, nor reimburse costs associated with training contractor employees.

7. Travel

Travel shall not be required under this contract.

8. Place of Performance

All services shall be performed at USCIS offices with the exception of the Program Manager. Work assignments may be located in Washington DC, USCIS Regional, or Field Offices as required. Locations include:

- Washington, DC
- Orlando, FL
- Arlington, VA
- New York, NY
- Houston, TX
- Irving, TX
- Williston, VT
- Lee's Summit, MO
- Los Angeles, CA
- Laguna Niguel, CA
- Royal Palm Beach, FL

Telecommuting is not authorized under this contract.

9. Facility Hours of Operation

Facility hours of operation are between the hours of 6:00 AM and 6:00 PM Monday through Friday. Work on Government Holidays and/or weekends will not be permitted without prior approval from the Contracting Officer or Contracting Officer's Representative (COR). The contractor will not be allowed to work when the Government facility is closed due to local or national emergencies, administrative closings, or similar Government directed facility closings. Contractor is expected to schedule contractor personnel, ensuring adequate office coverage between the hours of 8:00 AM and 5:00 PM. Overtime is not authorized under this contract unless negotiated separately and added by contract modification.

The contractor must at all times maintain an adequate workforce for the uninterrupted performance of all tasks defined within this SOW when the Government facility is not closed for the above reasons. The contractor shall keep in mind that the stability and continuity of the workforce are essential. Positions outside of the DC area have no backfill requirements for absence or sick days. There is no requirement for standby contractors.

No contract employee is authorized to perform work at a Government site without a Government employee being present.

Recognized Government Holidays:

New Year's Day	Labor Day
Martin Luther King Jr. Birthday	Columbus Day
President's Day	Veteran's Day
Memorial Day	Thanksgiving Day
Independence Day	Christmas Day
Inauguration Day (DC Metro Area)	

10. Key Personnel

The Contractor's Program Manager (CPM) and Site Lead are considered key personnel. Resumes are not required until after award.

10.1. Program Manager

The primary responsibility of the Program Manager shall be to act as liaison between the contractor and the Government to address any issues that may arise during the conduct of all services performed under the contract. The CPM shall have the skills and experience necessary to complete the tasks identified in this SOW. The Program Manager will not be located at a Government facility.

10.2. Site Lead

The primary responsibility of the Site Lead will be to serve as the primary point of contact for face-to-face communication between the COR and the contractor regarding performance and operational concerns which may arise at that location. The Lead must be an employee of the prime contractor (in the case of a sub-contractor agreement). The Lead shall be located at 111 Massachusetts Ave, NW, Washington, DC 20529 but will serve as the point of contact for all locations. Site Lead duties are considered to be collateral to the duties of their position description, not in lieu of them. The contractor shall ensure that the Lead's additional duties will not detract from the performance of the services required in Section 4 above. The Site Lead shall have the skills and experience necessary to complete the tasks identified in this SOW.

11. Employees Roster

The Site Lead shall provide the COR with a daily work schedule for all contractor staff on the first day of performance according to the deliverable table in Section 20. The contractor shall update the work schedules as

changes occur and provide it to the COR no later than three business days after updates are completed.

12. Identification of Contractor Employees

All contract personnel attending meetings, answering Government telephones, using Government e-mail and working in other situations where their contractor status is not obvious to third parties are required to identify themselves as such to avoid creating an impression in the minds of members of the public that they are Government officials. They must also ensure that all email correspondence, documents or reports produced by contractors are suitably marked as contractor products or that contractor participation is appropriately disclosed. Contractor personnel will be provided with building access passes which must be visible at all times, but these building access passes do not necessarily differentiate between federal and contractor employees.

13. Badging

USCIS requires all contractor employees be designated differently than USCIS employees. This may be accomplished via a different style or color ID badge provided by USCIS. ID badges are to be worn, conspicuously at all times while contract employees are on site at USCIS facilities. Should a badge be lost, damaged, or destroyed, the contractor shall notify the local office COR immediately upon discovery of the loss so that the badge can be replaced by the Government.

14. Dress Code, Conduct & Professional Demeanor

Contractor support personnel shall dress, conduct themselves, and maintain a professional demeanor as appropriate to the standards of their assigned office and with interactions with other Government employees, agencies or offices. The contractor shall ensure that personal cell phones and other electronic devices used by contractor employees do not interfere with the work of the office by requiring all cell phones and electronic devices to be set to mute or vibrate. In addition, contractor personnel must limit personal calls to official breaks, and taking personal cell phone calls outside the confines of the office so as not to disrupt the mission.

15. Contractor Employee Terminations/Position Vacancies

In the event the contractor terminates associated contract employees, or any contract employee resigns, the contractor is obligated to inform the COR, in writing, within one business day of the termination/resignation.

The contractor shall notify the COR of position vacancies within one business day of contractor's knowledge of an impending vacancy. The contractor shall submit to the COR, a completed and accurate suitability clearance package for the replacement no later than 10 business days from the date the contractor receives notice of a vacancy.

16. Government Furnished Equipment (GFE)/Government Furnished Information (GFI)

There is no Government Furnished Equipment; i.e., whereby the contractor is responsible for inventorying and reporting as defined by FAR 52.245-1. The contractor will perform work on-site at government facilities. The contractor will perform all administrative services support duties in the government facilities using Government provided equipment and supplies. The Government will maintain all Government provided equipment used by the contractor to include maintenance, repair, or replacement for all IT and standard office equipment

Reasonable care must be taken by the contractor in use of the equipment. The offerors will not have a due diligence event to evaluate the Government provided equipment or information prior to award.

The Government will provide standard office equipment and supplies. Government provided office space and equipment consists of desks, computers, telephones, access to printers, fax machines, and photocopiers.

The contractor shall account for any government furnished equipment that needs to be returned from terminated employees including building ID passes and office keys. Within 24 hours, the contractor shall return any expired USCIS issued identification cards and building passes, or those of terminated employees.

The government will make applicable DHS, USCIS and OSI manuals and directives available to the contractor during the period of contract performance.

17. Monthly Status Report

The contractor shall submit one (1) electronic copy of the monthly report to the Contracting Officer (CO) and the Contracting Officer's Representative (COR) and follow applicable due dates located in the deliverable schedule. The monthly report shall contain the following:

- 17.1 Management Summary: Documenting by tasks, any major problems/issues, and any significant progress or events;
- 17.2 Project Status Report: Provide status update of any special projects the contractor staff may be supporting;
- 17.3 A summary narrative to explain significant progress or events, trends, backlogs, problems, and proposed/implemented solutions. A more in-depth description of the status of any new or ongoing problems since the

last report, recommended solutions to such problems, and efforts towards their resolution;

17.4 Activities which were scheduled to be completed during the reporting period but were not completed;

17.5 Work planned for the next reporting period.

18. Post Award Conference

A post award conference will be scheduled as soon as possible after award, usually within 7 days. The date and time will be determined by the Contracting Officer. The purpose of the meeting will be to identify primary points of contact, discuss scope, tasks, and understanding of technical approach. The final Transition Support Plan will incorporate any additional areas identified during the post award conference and is due the 5th working day following the post award conference. This transition plan shall include the contractor's processes of:

18.1 Hiring initial staff.

18.2 Executing a plan for retention of any existing staff.

18.3 Relocating key management personnel.

18.4 Rapid creation and submittal of personnel security and suitability clearance packages.

18.5 How transitioning from time of contract award to performance of the work will be accomplished.

19. Performance Accountability

The Government shall evaluate the contractor's performance. Performance will be monitored monthly by the COR. Government will ensure that the contractor has performed in accordance with the performance standards.

SOW Section	Required Services	Performance Standards	Acceptable Quality Level (AQL)	Surveillance Method
4.1	General Office Support Functions	Contractors responsible to each assigned task shall produce results commensurate with the direction provided through the COR. There shall be zero to two requests for rework required by the Government due to incomplete or non-performance. Rework should have minimal impact to OSI mission priorities	Zero to two requests for Rework	Validated Complaints or Random Sampling

SOW Section	Required Services	Performance Standards	Acceptable Quality Level (AQL)	Surveillance Method
4.1.5	Monitor multiple general and specific delivery email boxes; review emails and forward or prepare responses to emails, follow-up and route appropriately.	Refer (to appropriate Federal personnel) email inquiries sent to OSI mailboxes	Refer within 1 hour for expeditious requests; 3 hours for routine matters.	Validated Complaints or Random Sampling
4.1.7	Property Management	Government Property and software entered into automated property system.	Up to two requests for rework (Re-work accomplished within (1) business day).	Validated Complaints or Random Sampling
4.1.9	Receive and distribute incoming mail	Incoming mail is stamped and distributed the day of receipt.	Distributed within 24 hours.	Validated Complaints or Random Sampling
4.1.10	Mail and Packages are prepared with shipping documentation filled out correctly.	Accomplished within (1) business day.	Accomplished within (1) business day.	Validated Complaints or Random Sampling
4.1.10	Mail and packages are prepared and taken daily to designated pick-up areas at designated times	Accomplished within (1) business day.	Accomplished within (1) business day.	Validated Complaints or Random Sampling
4.2.7	Travel Arrangements/ Travel Budget Report Processing (Executive Administrative Support)	Travel arrangements, planning and/or budget reports monitored	Provided to the employee or forwarded to Government Manager monthly or as required	Validated Complaints or Random Sampling

21. Deliverables

The contractor shall provide all deliverables to the Contracting Officer and COR as specified in the Statement of Work for review and acceptance. The contractor shall provide the deliverables in electronic, editable format to the maximum extent possible. Deliverables and work products shall conform to USCIS and Government standards for correspondence and written products, including the use of plain language. The contractor shall use appropriate USCIS templates when available.

All documentation developed by the contractor shall become the property of the Government and shall not contain proprietary markings. Unless otherwise specified, the Government will have 10 business days to review and provide comments to the Contractor prior to acceptance of all deliverables. The contractor must then respond as described above within 10 business days after receipt of Government comments.

Deliverable	SOW Section	Contents	Initial Due Date	Recipient
Monthly Status Report	SOW Sec 17	Monthly Status as Indicated in SOW	5th working day following the end of each month	CO/COR
Employee Roster	SOW Sec 11	Work Schedule for all contractors performing on the contract	Day one of performance	COR
Updates to Employee Roster	SOW Sec 11	Changes to employee roster	Within three working day after any changes	COR
Post Award Conference	SOW Sec 18	Scheduled meetings to identify primary points of contact, discuss scope, tasks and understanding of technical approach	As soon as possible following the contract award usually within 7 days of award	CO/COR
Transition Support Plan	SOW Sec 18	Review Evaluation and transition of current support services to include filling of any vacancies; transfer of contractor employees (for incumbent employees); submission of security packages for all new contract employees; orientation phase and program to introduce Government personnel, and users to the contractor's team, tools methodologies, and business processes	5th working day following the post award conference	CO/COR
Suitability Determination Packages		DHS form 11000-6; FD Form 258, (2copies); Form DHS 11000-9; Position Designation Determination for Contract Personnel Form; Foreign National Relatives or Associates Statement; OF 306, Declaration for Federal Employment (approved use for Federal Contract Employment); ER-856	14 working days from the date contractor receives notice of vacancy	COR
Security Training	Security Language	Contractor employees are required to complete one-time or annual DHS/USCIS mandatory trainings. The Contractor shall certify annually, but no later than December 31st each year, that required trainings have been completed. The certification of the completion of the trainings by all contractors shall be provided to both the COR and CO.	No later than December 31st each year	CO/COR

Location Breakdown List & Wage Determinations

Location	Labor Category	Labor Hrs	Positions
Washington, DC	Program Manager	960	1
Washington, DC	Administrative Assistant (Site Lead)	1920	1
Washington, DC	Administrative Assistant	7680	4
Washington, DC	General Clerk	3840	2
Washington, DC	Administrative Assistant	17280	9
Arlington , VA	Administrative Assistant	1920	1
NY, NY	Administrative Assistant	1920	1
Williston, VT	Administrative Assistant	5760	3
Orlando, FL	Administrative Assistant	3840	2
Royal Palm Beach, FL	Administrative Assistant	1920	1
Lee's Summit, MO	Administrative Assistant	1920	1
Houston, TX	Administrative Assistant	1920	1
Irving, TX	Administrative Assistant	1920	1
Los Angeles, CA	Administrative Assistant	1920	1
Laguna Niguel, CA	Administrative Assistant	3840	2

HQ/OSI – HQ /FDNS 111Massachusetts Ave NW Washington, DC 20529	HQ/OSI/Investigations 633 3rd St NW Washington, DC 20529	HQ/FDNS 131 M St NE Washington, DC 20529	Washington Field Office 1525 Wilson Blvd Arlington, VA 20598
NY Field Office 26 Federal Plaza New York, NY 10278	Technology and Training Center 237 Harvest Lane Williston, VT 05495	Vermont Field Office 100 Interstate Corp Ctr. Williston, VT 05495	Southeast Regional Office 390 North Orange Ave Orlando, FL 32801
West Palm Beach Field Office 9300 Belvedere Road Royal Palm Beach, FL 33411	Kansas City Field Office 77 NW Blue Parkway, Lee's Summit, MO, 64086	Houston Field Office 810 Gears Road Houston, TX 77067	Central Regional Office 4500 Fuller Drive Irving, TX 75038
Los Angeles Field Office 300 N. Los Angeles St, Los Angeles CA 90012	Western Regional Office 24000 Avila Road Laguna Niguel, CA 92677	Laguna Niguel Field Office 24000 Avila Road Laguna Niguel, CA 92677	

WD 15-4281 (Rev.-7) was first posted on www.wdol.gov on 08/01/2017

REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-4281
Revision No.: 7
Date Of Revision: 07/25/2017

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.20 for calendar year 2017 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 \$10.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2017. 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.

States: District of Columbia, Maryland, Virginia

Area: District of Columbia Statewide
Maryland Counties of Calvert, Charles, Prince George's
Virginia Counties of Alexandria, Arlington, Fairfax, Falls Church, Fauquier,
Loudoun, Manassas, Manassas Park, Prince William, Stafford

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		18.06
01012 - Accounting Clerk II		20.28
01013 - Accounting Clerk III		22.68
01020 - Administrative Assistant		31.98
01035 - Court Reporter		21.84
01041 - Customer Service Representative I		14.94
01042 - Customer Service Representative II		16.81
01043 - Customer Service Representative III		18.33
01051 - Data Entry Operator I		14.88
01052 - Data Entry Operator II		16.23
01060 - Dispatcher, Motor Vehicle		19.28
01070 - Document Preparation Clerk		16.17
01090 - Duplicating Machine Operator		16.17
01111 - General Clerk I		14.88
01112 - General Clerk II		16.24
01113 - General Clerk III		18.74
01120 - Housing Referral Assistant		25.29
01141 - Messenger Courier		16.18
01191 - Order Clerk I		15.12
01192 - Order Clerk II		16.50
01261 - Personnel Assistant (Employment) I		18.15
01262 - Personnel Assistant (Employment) II		20.32
01263 - Personnel Assistant (Employment) III		22.65
01270 - Production Control Clerk		25.24
01290 - Rental Clerk		16.55
01300 - Scheduler, Maintenance		18.07
01311 - Secretary I		18.07
01312 - Secretary II		20.18
01313 - Secretary III		25.29
01320 - Service Order Dispatcher		17.24

01410 - Supply Technician	31.98
01420 - Survey Worker	20.03
01460 - Switchboard Operator/Receptionist	15.07
01531 - Travel Clerk I	14.80
01532 - Travel Clerk II	15.91
01533 - Travel Clerk III	17.08
01611 - Word Processor I	16.56
01612 - Word Processor II	18.59
01613 - Word Processor III	20.79
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	28.60
05010 - Automotive Electrician	23.51
05040 - Automotive Glass Installer	22.15
05070 - Automotive Worker	22.15
05110 - Mobile Equipment Servicer	19.04
05130 - Motor Equipment Metal Mechanic	24.78
05160 - Motor Equipment Metal Worker	22.15
05190 - Motor Vehicle Mechanic	24.78
05220 - Motor Vehicle Mechanic Helper	18.49
05250 - Motor Vehicle Upholstery Worker	21.63
05280 - Motor Vehicle Wrecker	22.15
05310 - Painter, Automotive	23.51
05340 - Radiator Repair Specialist	22.15
05370 - Tire Repairer	14.44
05400 - Transmission Repair Specialist	24.78
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.14
07041 - Cook I	15.15
07042 - Cook II	17.61
07070 - Dishwasher	10.72
07130 - Food Service Worker	11.01
07210 - Meat Cutter	20.10
07260 - Waiter/Waitress	10.67
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.86
09040 - Furniture Handler	14.06
09080 - Furniture Refinisher	20.23
09090 - Furniture Refinisher Helper	15.52
09110 - Furniture Repairer, Minor	17.94
09130 - Upholsterer	19.86
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.54
11060 - Elevator Operator	12.66
11090 - Gardener	18.52
11122 - Housekeeping Aide	12.66
11150 - Janitor	12.66
11210 - Laborer, Grounds Maintenance	13.82
11240 - Maid or Houseman	12.22
11260 - Pruner	12.25
11270 - Tractor Operator	16.94
11330 - Trail Maintenance Worker	13.82
11360 - Window Cleaner	14.28
12000 - Health Occupations	
12010 - Ambulance Driver	22.31
12011 - Breath Alcohol Technician	21.35
12012 - Certified Occupational Therapist Assistant	27.96
12015 - Certified Physical Therapist Assistant	25.93
12020 - Dental Assistant	19.78
12025 - Dental Hygienist	45.00
12030 - EKG Technician	33.48
12035 - Electroneurodiagnostic Technologist	33.48
12040 - Emergency Medical Technician	22.31
12071 - Licensed Practical Nurse I	19.07
12072 - Licensed Practical Nurse II	21.35
12073 - Licensed Practical Nurse III	24.13

12100 - Medical Assistant	17.17
12130 - Medical Laboratory Technician	18.98
12160 - Medical Record Clerk	18.80
12190 - Medical Record Technician	21.04
12195 - Medical Transcriptionist	20.50
12210 - Nuclear Medicine Technologist	39.16
12221 - Nursing Assistant I	11.74
12222 - Nursing Assistant II	13.19
12223 - Nursing Assistant III	14.40
12224 - Nursing Assistant IV	16.16
12235 - Optical Dispenser	20.67
12236 - Optical Technician	17.38
12250 - Pharmacy Technician	18.12
12280 - Phlebotomist	17.93
12305 - Radiologic Technologist	33.85
12311 - Registered Nurse I	27.64
12312 - Registered Nurse II	33.44
12313 - Registered Nurse II, Specialist	33.44
12314 - Registered Nurse III	40.13
12315 - Registered Nurse III, Anesthetist	40.13
12316 - Registered Nurse IV	48.10
12317 - Scheduler (Drug and Alcohol Testing)	25.90
12320 - Substance Abuse Treatment Counselor	27.04
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	21.37
13012 - Exhibits Specialist II	26.46
13013 - Exhibits Specialist III	32.37
13041 - Illustrator I	20.48
13042 - Illustrator II	25.38
13043 - Illustrator III	31.03
13047 - Librarian	37.95
13050 - Library Aide/Clerk	16.35
13054 - Library Information Technology Systems Administrator	34.26
13058 - Library Technician	20.89
13061 - Media Specialist I	22.66
13062 - Media Specialist II	25.36
13063 - Media Specialist III	28.27
13071 - Photographer I	16.65
13072 - Photographer II	18.90
13073 - Photographer III	23.67
13074 - Photographer IV	28.65
13075 - Photographer V	33.76
13090 - Technical Order Library Clerk	20.54
13110 - Video Teleconference Technician	23.38
14000 - Information Technology Occupations	
14041 - Computer Operator I	18.92
14042 - Computer Operator II	21.18
14043 - Computer Operator III	23.60
14044 - Computer Operator IV	26.22
14045 - Computer Operator V	29.05
14071 - Computer Programmer I	(see 1) 26.36
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	18.92
14160 - Personal Computer Support Technician	26.22
14170 - System Support Specialist	37.87
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	36.47
15020 - Aircrew Training Devices Instructor (Rated)	44.06
15030 - Air Crew Training Devices Instructor (Pilot)	52.81

15050 - Computer Based Training Specialist / Instructor	36.47
15060 - Educational Technologist	36.80
15070 - Flight Instructor (Pilot)	52.81
15080 - Graphic Artist	30.47
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	48.72
15086 - Maintenance Test Pilot, Rotary Wing	48.72
15088 - Non-Maintenance Test/Co-Pilot	48.72
15090 - Technical Instructor	28.79
15095 - Technical Instructor/Course Developer	35.22
15110 - Test Proctor	23.24
15120 - Tutor	23.24
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	11.41
16030 - Counter Attendant	11.41
16040 - Dry Cleaner	14.66
16070 - Finisher, Flatwork, Machine	11.41
16090 - Presser, Hand	11.41
16110 - Presser, Machine, Drycleaning	11.41
16130 - Presser, Machine, Shirts	11.41
16160 - Presser, Machine, Wearing Apparel, Laundry	11.41
16190 - Sewing Machine Operator	15.71
16220 - Tailor	16.64
16250 - Washer, Machine	12.51
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	24.71
19040 - Tool And Die Maker	28.29
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	18.11
21030 - Material Coordinator	25.24
21040 - Material Expediter	25.24
21050 - Material Handling Laborer	13.83
21071 - Order Filler	15.09
21080 - Production Line Worker (Food Processing)	18.11
21110 - Shipping Packer	17.65
21130 - Shipping/Receiving Clerk	17.65
21140 - Store Worker I	12.49
21150 - Stock Clerk	17.98
21210 - Tools And Parts Attendant	18.11
21410 - Warehouse Specialist	18.11
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	32.92
23019 - Aircraft Logs and Records Technician	23.91
23021 - Aircraft Mechanic I	31.25
23022 - Aircraft Mechanic II	32.92
23023 - Aircraft Mechanic III	34.52
23040 - Aircraft Mechanic Helper	21.22
23050 - Aircraft, Painter	29.92
23060 - Aircraft Servicer	23.91
23070 - Aircraft Survival Flight Equipment Technician	29.92
23080 - Aircraft Worker	25.42
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	25.42
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	31.25
23110 - Appliance Mechanic	21.75
23120 - Bicycle Repairer	14.43
23125 - Cable Splicer	31.48
23130 - Carpenter, Maintenance	22.45
23140 - Carpet Layer	20.49
23160 - Electrician, Maintenance	27.98
23181 - Electronics Technician Maintenance I	30.17
23182 - Electronics Technician Maintenance II	32.03
23183 - Electronics Technician Maintenance III	33.75
23260 - Fabric Worker	22.55
23290 - Fire Alarm System Mechanic	22.91

23310 - Fire Extinguisher Repairer	20.77
23311 - Fuel Distribution System Mechanic	27.60
23312 - Fuel Distribution System Operator	23.45
23370 - General Maintenance Worker	21.43
23380 - Ground Support Equipment Mechanic	31.25
23381 - Ground Support Equipment Servicer	23.91
23382 - Ground Support Equipment Worker	25.42
23391 - Gunsmith I	20.77
23392 - Gunsmith II	24.15
23393 - Gunsmith III	27.00
23410 - Heating, Ventilation And Air-Conditioning Mechanic	28.33
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	29.84
23430 - Heavy Equipment Mechanic	26.13
23440 - Heavy Equipment Operator	22.91
23460 - Instrument Mechanic	27.34
23465 - Laboratory/Shelter Mechanic	25.64
23470 - Laborer	14.98
23510 - Locksmith	23.54
23530 - Machinery Maintenance Mechanic	27.44
23550 - Machinist, Maintenance	26.10
23580 - Maintenance Trades Helper	18.27
23591 - Metrology Technician I	27.34
23592 - Metrology Technician II	28.79
23593 - Metrology Technician III	30.19
23640 - Millwright	28.19
23710 - Office Appliance Repairer	22.96
23760 - Painter, Maintenance	21.75
23790 - Pipefitter, Maintenance	26.55
23810 - Plumber, Maintenance	25.21
23820 - Pneudraulic Systems Mechanic	27.00
23850 - Rigger	27.72
23870 - Scale Mechanic	24.15
23890 - Sheet-Metal Worker, Maintenance	24.81
23910 - Small Engine Mechanic	20.49
23931 - Telecommunications Mechanic I	29.95
23932 - Telecommunications Mechanic II	31.55
23950 - Telephone Lineman	32.28
23960 - Welder, Combination, Maintenance	24.34
23965 - Well Driller	22.91
23970 - Woodcraft Worker	27.00
23980 - Woodworker	20.77
24000 - Personal Needs Occupations	
24550 - Case Manager	19.40
24570 - Child Care Attendant	12.79
24580 - Child Care Center Clerk	17.77
24610 - Chore Aide	11.57
24620 - Family Readiness And Support Services Coordinator	19.40
24630 - Homemaker	19.40
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	33.03
25040 - Sewage Plant Operator	24.67
25070 - Stationary Engineer	33.03
25190 - Ventilation Equipment Tender	23.58
25210 - Water Treatment Plant Operator	24.67
27000 - Protective Service Occupations	
27004 - Alarm Monitor	23.09
27007 - Baggage Inspector	15.38
27008 - Corrections Officer	25.08
27010 - Court Security Officer	26.37
27030 - Detection Dog Handler	20.57
27040 - Detention Officer	25.08
27070 - Firefighter	28.10

27101 - Guard I	15.38
27102 - Guard II	20.57
27131 - Police Officer I	29.70
27132 - Police Officer II	33.00
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.59
28042 - Carnival Equipment Repairer	14.63
28043 - Carnival Worker	9.24
28210 - Gate Attendant/Gate Tender	15.74
28310 - Lifeguard	11.59
28350 - Park Attendant (Aide)	17.62
28510 - Recreation Aide/Health Facility Attendant	12.85
28515 - Recreation Specialist	21.82
28630 - Sports Official	14.03
28690 - Swimming Pool Operator	18.21
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	27.98
29020 - Hatch Tender	27.98
29030 - Line Handler	27.98
29041 - Stevedore I	25.78
29042 - Stevedore II	29.33
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	41.44
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	28.58
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	31.47
30021 - Archeological Technician I	20.19
30022 - Archeological Technician II	22.60
30023 - Archeological Technician III	27.98
30030 - Cartographic Technician	27.98
30040 - Civil Engineering Technician	26.41
30051 - Cryogenic Technician I	24.89
30052 - Cryogenic Technician II	27.49
30061 - Drafter/CAD Operator I	20.19
30062 - Drafter/CAD Operator II	22.60
30063 - Drafter/CAD Operator III	25.19
30064 - Drafter/CAD Operator IV	31.00
30081 - Engineering Technician I	22.92
30082 - Engineering Technician II	25.72
30083 - Engineering Technician III	28.79
30084 - Engineering Technician IV	35.64
30085 - Engineering Technician V	43.61
30086 - Engineering Technician VI	52.76
30090 - Environmental Technician	27.41
30095 - Evidence Control Specialist	22.47
30210 - Laboratory Technician	24.41
30221 - Latent Fingerprint Technician I	33.09
30222 - Latent Fingerprint Technician II	36.55
30240 - Mathematical Technician	28.94
30361 - Paralegal/Legal Assistant I	21.36
30362 - Paralegal/Legal Assistant II	26.47
30363 - Paralegal/Legal Assistant III	32.36
30364 - Paralegal/Legal Assistant IV	39.16
30375 - Petroleum Supply Specialist	27.49
30390 - Photo-Optics Technician	27.98
30395 - Radiation Control Technician	27.49
30461 - Technical Writer I	25.75
30462 - Technical Writer II	31.51
30463 - Technical Writer III	38.12
30491 - Unexploded Ordnance (UXO) Technician I	26.34
30492 - Unexploded Ordnance (UXO) Technician II	31.87
30493 - Unexploded Ordnance (UXO) Technician III	38.20
30494 - Unexploded (UXO) Safety Escort	26.34
30495 - Unexploded (UXO) Sweep Personnel	26.34
30501 - Weather Forecaster I	26.93
30502 - Weather Forecaster II	32.75

30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	25.19
30621 - Weather Observer, Senior	(see 2)	27.98
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		31.87
31020 - Bus Aide		14.32
31030 - Bus Driver		20.85
31043 - Driver Courier		15.38
31260 - Parking and Lot Attendant		11.06
31290 - Shuttle Bus Driver		16.83
31310 - Taxi Driver		13.98
31361 - Truckdriver, Light		16.83
31362 - Truckdriver, Medium		18.28
31363 - Truckdriver, Heavy		20.54
31364 - Truckdriver, Tractor-Trailer		20.54
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		15.54
99030 - Cashier		10.51
99050 - Desk Clerk		12.92
99095 - Embalmer		27.90
99130 - Flight Follower		26.34
99251 - Laboratory Animal Caretaker I		13.24
99252 - Laboratory Animal Caretaker II		14.47
99260 - Marketing Analyst		33.51
99310 - Mortician		34.10
99410 - Pest Controller		18.70
99510 - Photofinishing Worker		13.20
99710 - Recycling Laborer		19.20
99711 - Recycling Specialist		23.54
99730 - Refuse Collector		17.01
99810 - Sales Clerk		12.09
99820 - School Crossing Guard		16.25
99830 - Survey Party Chief		25.06
99831 - Surveying Aide		15.57
99832 - Surveying Technician		23.81
99840 - Vending Machine Attendant		15.48
99841 - Vending Machine Repairer		19.67
99842 - Vending Machine Repairer Helper		15.48

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: \$4.41 per hour or \$176.40 per week or \$764.40 per month

HEALTH & WELFARE EO 13706: \$4.13 per hour, or \$165.20 per week, or \$715.87 per month

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 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)).

WD 15-4187 (Rev.-6) was first posted on www.wdol.gov on 08/01/2017

REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-4187
Revision No.: 6
Date Of Revision: 07/25/2017

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.20 for calendar year 2017 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 \$10.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2017. 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.

State: New York

Area: New York Counties of Bronx, Kings, New York, Queens, Richmond, Rockland, Westchester

OCCUPATION NOTE:

Janitor: The rate for the Janitor occupation applies to Putnam, Rockland, and Westchester Counties only. See Wage Determination 1977-0225 for wage rates and fringe benefits for Bronx, Kings, New York, Queens, and Richmond Counties.

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.25
01012 - Accounting Clerk II		19.61
01013 - Accounting Clerk III		21.89
01020 - Administrative Assistant		34.63
01035 - Court Reporter		28.80
01041 - Customer Service Representative I		15.03
01042 - Customer Service Representative II		16.90
01043 - Customer Service Representative III		18.43
01051 - Data Entry Operator I		15.40
01052 - Data Entry Operator II		16.80
01060 - Dispatcher, Motor Vehicle		25.79
01070 - Document Preparation Clerk		15.56
01090 - Duplicating Machine Operator		15.56
01111 - General Clerk I		14.82
01112 - General Clerk II		17.49
01113 - General Clerk III		18.82
01120 - Housing Referral Assistant		26.92
01141 - Messenger Courier		15.60
01191 - Order Clerk I		18.05
01192 - Order Clerk II		21.67
01261 - Personnel Assistant (Employment) I		18.96
01262 - Personnel Assistant (Employment) II		21.22
01263 - Personnel Assistant (Employment) III		23.66
01270 - Production Control Clerk		25.27
01290 - Rental Clerk		18.04
01300 - Scheduler, Maintenance		21.57
01311 - Secretary I		21.57

01312 - Secretary II	24.82
01313 - Secretary III	26.92
01320 - Service Order Dispatcher	20.50
01410 - Supply Technician	34.63
01420 - Survey Worker	21.64
01460 - Switchboard Operator/Receptionist	15.67
01531 - Travel Clerk I	16.32
01532 - Travel Clerk II	17.68
01533 - Travel Clerk III	19.19
01611 - Word Processor I	17.62
01612 - Word Processor II	19.79
01613 - Word Processor III	22.13
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	28.29
05010 - Automotive Electrician	28.50
05040 - Automotive Glass Installer	27.31
05070 - Automotive Worker	27.31
05110 - Mobile Equipment Servicer	24.42
05130 - Motor Equipment Metal Mechanic	30.31
05160 - Motor Equipment Metal Worker	27.31
05190 - Motor Vehicle Mechanic	29.68
05220 - Motor Vehicle Mechanic Helper	23.15
05250 - Motor Vehicle Upholstery Worker	26.12
05280 - Motor Vehicle Wrecker	27.31
05310 - Painter, Automotive	28.50
05340 - Radiator Repair Specialist	27.31
05370 - Tire Repairer	18.22
05400 - Transmission Repair Specialist	29.68
07000 - Food Preparation And Service Occupations	
07010 - Baker	19.55
07041 - Cook I	17.97
07042 - Cook II	19.55
07070 - Dishwasher	14.67
07130 - Food Service Worker	14.67
07210 - Meat Cutter	19.55
07260 - Waiter/Waitress	15.50
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.14
09040 - Furniture Handler	16.07
09080 - Furniture Refinisher	21.14
09090 - Furniture Refinisher Helper	17.75
09110 - Furniture Repairer, Minor	19.44
09130 - Upholsterer	21.14
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	14.92
11060 - Elevator Operator	14.95
11090 - Gardener	18.74
11122 - Housekeeping Aide	15.70
11150 - Janitor	15.70
11210 - Laborer, Grounds Maintenance	15.89
11240 - Maid or Houseman	15.43
11260 - Pruner	14.75
11270 - Tractor Operator	18.02
11330 - Trail Maintenance Worker	15.89
11360 - Window Cleaner	16.95
12000 - Health Occupations	
12010 - Ambulance Driver	24.99
12011 - Breath Alcohol Technician	24.87
12012 - Certified Occupational Therapist Assistant	30.08
12015 - Certified Physical Therapist Assistant	28.84
12020 - Dental Assistant	17.18
12025 - Dental Hygienist	43.12
12030 - EKG Technician	31.67
12035 - Electroneurodiagnostic Technologist	31.67
12040 - Emergency Medical Technician	24.99

12071 - Licensed Practical Nurse I	21.76
12072 - Licensed Practical Nurse II	24.34
12073 - Licensed Practical Nurse III	26.29
12100 - Medical Assistant	16.91
12130 - Medical Laboratory Technician	24.79
12160 - Medical Record Clerk	20.28
12190 - Medical Record Technician	22.70
12195 - Medical Transcriptionist	20.22
12210 - Nuclear Medicine Technologist	42.16
12221 - Nursing Assistant I	12.37
12222 - Nursing Assistant II	15.71
12223 - Nursing Assistant III	16.63
12224 - Nursing Assistant IV	16.89
12235 - Optical Dispenser	27.86
12236 - Optical Technician	17.45
12250 - Pharmacy Technician	16.04
12280 - Phlebotomist	18.69
12305 - Radiologic Technologist	33.73
12311 - Registered Nurse I	32.76
12312 - Registered Nurse II	38.41
12313 - Registered Nurse II, Specialist	38.41
12314 - Registered Nurse III	49.39
12315 - Registered Nurse III, Anesthetist	49.39
12316 - Registered Nurse IV	59.22
12317 - Scheduler (Drug and Alcohol Testing)	29.21
12320 - Substance Abuse Treatment Counselor	25.04
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	27.03
13012 - Exhibits Specialist II	33.49
13013 - Exhibits Specialist III	40.95
13041 - Illustrator I	26.51
13042 - Illustrator II	32.31
13043 - Illustrator III	39.22
13047 - Librarian	37.25
13050 - Library Aide/Clerk	15.79
13054 - Library Information Technology Systems Administrator	32.65
13058 - Library Technician	25.62
13061 - Media Specialist I	23.57
13062 - Media Specialist II	26.35
13063 - Media Specialist III	29.39
13071 - Photographer I	21.29
13072 - Photographer II	24.10
13073 - Photographer III	32.88
13074 - Photographer IV	38.49
13075 - Photographer V	46.55
13090 - Technical Order Library Clerk	17.27
13110 - Video Teleconference Technician	26.80
14000 - Information Technology Occupations	
14041 - Computer Operator I	19.00
14042 - Computer Operator II	21.26
14043 - Computer Operator III	23.71
14044 - Computer Operator IV	26.94
14045 - Computer Operator V	29.17
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	19.00
14160 - Personal Computer Support Technician	26.94
14170 - System Support Specialist	39.46
15000 - Instructional Occupations	

15010 - Aircrew Training Devices Instructor (Non-Rated)	39.54
15020 - Aircrew Training Devices Instructor (Rated)	43.75
15030 - Air Crew Training Devices Instructor (Pilot)	52.46
15050 - Computer Based Training Specialist / Instructor	39.54
15060 - Educational Technologist	33.02
15070 - Flight Instructor (Pilot)	52.46
15080 - Graphic Artist	35.27
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	48.47
15086 - Maintenance Test Pilot, Rotary Wing	48.47
15088 - Non-Maintenance Test/Co-Pilot	48.47
15090 - Technical Instructor	31.44
15095 - Technical Instructor/Course Developer	38.34
15110 - Test Proctor	25.30
15120 - Tutor	25.30
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	12.60
16030 - Counter Attendant	12.60
16040 - Dry Cleaner	15.52
16070 - Finisher, Flatwork, Machine	12.60
16090 - Presser, Hand	12.60
16110 - Presser, Machine, Drycleaning	12.60
16130 - Presser, Machine, Shirts	12.60
16160 - Presser, Machine, Wearing Apparel, Laundry	12.60
16190 - Sewing Machine Operator	16.47
16220 - Tailor	17.40
16250 - Washer, Machine	13.67
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	22.86
19040 - Tool And Die Maker	26.50
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	16.96
21030 - Material Coordinator	25.27
21040 - Material Expediter	25.27
21050 - Material Handling Laborer	16.41
21071 - Order Filler	15.58
21080 - Production Line Worker (Food Processing)	16.96
21110 - Shipping Packer	15.82
21130 - Shipping/Receiving Clerk	15.82
21140 - Store Worker I	16.34
21150 - Stock Clerk	20.48
21210 - Tools And Parts Attendant	16.96
21410 - Warehouse Specialist	16.96
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	33.88
23019 - Aircraft Logs and Records Technician	28.56
23021 - Aircraft Mechanic I	32.61
23022 - Aircraft Mechanic II	33.88
23023 - Aircraft Mechanic III	35.14
23040 - Aircraft Mechanic Helper	25.36
23050 - Aircraft, Painter	31.38
23060 - Aircraft Servicer	28.56
23070 - Aircraft Survival Flight Equipment Technician	31.38
23080 - Aircraft Worker	30.09
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	30.09
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	32.61
23110 - Appliance Mechanic	21.38
23120 - Bicycle Repairer	17.13
23125 - Cable Splicer	38.29
23130 - Carpenter, Maintenance	29.89
23140 - Carpet Layer	27.98
23160 - Electrician, Maintenance	37.18
23181 - Electronics Technician Maintenance I	27.36
23182 - Electronics Technician Maintenance II	29.17

23183 - Electronics Technician Maintenance III	31.14
23260 - Fabric Worker	30.87
23290 - Fire Alarm System Mechanic	22.72
23310 - Fire Extinguisher Repairer	25.69
23311 - Fuel Distribution System Mechanic	39.84
23312 - Fuel Distribution System Operator	33.08
23370 - General Maintenance Worker	24.67
23380 - Ground Support Equipment Mechanic	32.61
23381 - Ground Support Equipment Servicer	28.56
23382 - Ground Support Equipment Worker	30.09
23391 - Gunsmith I	25.69
23392 - Gunsmith II	28.68
23393 - Gunsmith III	31.08
23410 - Heating, Ventilation And Air-Conditioning Mechanic	28.89
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	30.01
23430 - Heavy Equipment Mechanic	28.11
23440 - Heavy Equipment Operator	38.59
23460 - Instrument Mechanic	31.98
23465 - Laboratory/Shelter Mechanic	29.91
23470 - Laborer	15.95
23510 - Locksmith	21.78
23530 - Machinery Maintenance Mechanic	26.72
23550 - Machinist, Maintenance	23.10
23580 - Maintenance Trades Helper	16.90
23591 - Metrology Technician I	31.98
23592 - Metrology Technician II	33.34
23593 - Metrology Technician III	34.56
23640 - Millwright	37.71
23710 - Office Appliance Repairer	22.95
23760 - Painter, Maintenance	25.47
23790 - Pipefitter, Maintenance	33.83
23810 - Plumber, Maintenance	32.93
23820 - Pneudraulic Systems Mechanic	31.08
23850 - Rigger	29.48
23870 - Scale Mechanic	28.68
23890 - Sheet-Metal Worker, Maintenance	33.61
23910 - Small Engine Mechanic	20.63
23931 - Telecommunications Mechanic I	34.00
23932 - Telecommunications Mechanic II	35.42
23950 - Telephone Lineman	39.62
23960 - Welder, Combination, Maintenance	23.02
23965 - Well Driller	27.38
23970 - Woodcraft Worker	31.08
23980 - Woodworker	25.69
24000 - Personal Needs Occupations	
24550 - Case Manager	17.01
24570 - Child Care Attendant	13.87
24580 - Child Care Center Clerk	17.30
24610 - Chore Aide	12.67
24620 - Family Readiness And Support Services Coordinator	17.01
24630 - Homemaker	19.21
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	38.08
25040 - Sewage Plant Operator	32.56
25070 - Stationary Engineer	38.08
25190 - Ventilation Equipment Tender	29.61
25210 - Water Treatment Plant Operator	32.56
27000 - Protective Service Occupations	
27004 - Alarm Monitor	21.03
27007 - Baggage Inspector	17.98
27008 - Corrections Officer	34.07
27010 - Court Security Officer	34.73

27030 - Detection Dog Handler	20.36
27040 - Detention Officer	34.07
27070 - Firefighter	35.70
27101 - Guard I	17.98
27102 - Guard II	20.36
27131 - Police Officer I	35.61
27132 - Police Officer II	39.53
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	17.13
28042 - Carnival Equipment Repairer	17.97
28043 - Carnival Worker	14.67
28210 - Gate Attendant/Gate Tender	16.49
28310 - Lifeguard	13.13
28350 - Park Attendant (Aide)	18.46
28510 - Recreation Aide/Health Facility Attendant	18.95
28515 - Recreation Specialist	22.88
28630 - Sports Official	14.69
28690 - Swimming Pool Operator	20.98
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	39.80
29020 - Hatch Tender	39.80
29030 - Line Handler	39.80
29041 - Stevedore I	34.89
29042 - Stevedore II	43.73
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	42.79
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	29.51
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	32.50
30021 - Archeological Technician I	19.69
30022 - Archeological Technician II	22.02
30023 - Archeological Technician III	27.27
30030 - Cartographic Technician	27.27
30040 - Civil Engineering Technician	29.28
30051 - Cryogenic Technician I	27.21
30052 - Cryogenic Technician II	30.05
30061 - Drafter/CAD Operator I	19.69
30062 - Drafter/CAD Operator II	22.02
30063 - Drafter/CAD Operator III	24.55
30064 - Drafter/CAD Operator IV	30.20
30081 - Engineering Technician I	19.98
30082 - Engineering Technician II	22.47
30083 - Engineering Technician III	25.28
30084 - Engineering Technician IV	31.22
30085 - Engineering Technician V	38.08
30086 - Engineering Technician VI	46.07
30090 - Environmental Technician	25.76
30095 - Evidence Control Specialist	24.57
30210 - Laboratory Technician	23.52
30221 - Latent Fingerprint Technician I	29.12
30222 - Latent Fingerprint Technician II	32.16
30240 - Mathematical Technician	26.78
30361 - Paralegal/Legal Assistant I	23.36
30362 - Paralegal/Legal Assistant II	28.94
30363 - Paralegal/Legal Assistant III	35.39
30364 - Paralegal/Legal Assistant IV	42.84
30375 - Petroleum Supply Specialist	30.05
30390 - Photo-Optics Technician	27.27
30395 - Radiation Control Technician	30.05
30461 - Technical Writer I	28.45
30462 - Technical Writer II	34.80
30463 - Technical Writer III	42.11
30491 - Unexploded Ordnance (UXO) Technician I	27.19
30492 - Unexploded Ordnance (UXO) Technician II	32.90
30493 - Unexploded Ordnance (UXO) Technician III	39.44
30494 - Unexploded (UXO) Safety Escort	27.19

30495 - Unexploded (UXO) Sweep Personnel	27.19
30501 - Weather Forecaster I	30.20
30502 - Weather Forecaster II	36.74
30620 - Weather Observer, Combined Upper Air Or (see 2)	24.55
Surface Programs	
30621 - Weather Observer, Senior (see 2)	27.27
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	32.90
31020 - Bus Aide	20.99
31030 - Bus Driver	26.48
31043 - Driver Courier	16.75
31260 - Parking and Lot Attendant	10.97
31290 - Shuttle Bus Driver	17.80
31310 - Taxi Driver	15.21
31361 - Truckdriver, Light	17.80
31362 - Truckdriver, Medium	18.87
31363 - Truckdriver, Heavy	24.52
31364 - Truckdriver, Tractor-Trailer	24.52
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.04
99030 - Cashier	10.95
99050 - Desk Clerk	16.69
99095 - Embalmer	34.64
99130 - Flight Follower	27.19
99251 - Laboratory Animal Caretaker I	16.32
99252 - Laboratory Animal Caretaker II	17.14
99260 - Marketing Analyst	35.50
99310 - Mortician	34.64
99410 - Pest Controller	18.75
99510 - Photofinishing Worker	16.23
99710 - Recycling Laborer	26.33
99711 - Recycling Specialist	30.07
99730 - Refuse Collector	24.44
99810 - Sales Clerk	14.70
99820 - School Crossing Guard	16.24
99830 - Survey Party Chief	25.11
99831 - Surveying Aide	16.41
99832 - Surveying Technician	21.65
99840 - Vending Machine Attendant	21.12
99841 - Vending Machine Repairer	25.57
99842 - Vending Machine Repairer Helper	20.88

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: \$4.41 per hour or \$176.40 per week or \$764.40 per month

HEALTH & WELFARE EO 13706: \$4.13 per hour, or \$165.20 per week, or \$715.87 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 10 years, and 5 weeks after 20 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, Good Friday, 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)).

WD 15-4137 (Rev.-6) was first posted on www.wdol.gov on 08/01/2017

REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-4137
Revision No.: 6
Date Of Revision: 07/25/2017

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.20 for calendar year 2017 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 \$10.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2017. 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.

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

ADDISON COUNTY: Ferrisburg, Lincoln, Monkton, Starksboro, Vergennes

CHITTENDEN COUNTY: Bolton, Burlington, Charlotte, Colchester, Essex, Hinesburg, Huntington, Jericho, Milton, Richmond, Shelburne, South Burlington, St. George, Underhill, Westford, Williston, Winooski

FRANKLIN COUNTY: Fairfax, Fletcher, Georgia, St. Albans city, St. Albans town, Swanton

GRAND ISLE COUNTY: Grand Isle, North Hero, South Hero

LAMOILLE COUNTY: Cambridge

WASHINGTON COUNTY: Duxbury

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.87
01012 - Accounting Clerk II		17.82
01013 - Accounting Clerk III		19.94
01020 - Administrative Assistant		23.12
01035 - Court Reporter		17.09
01041 - Customer Service Representative I		14.68
01042 - Customer Service Representative II		16.50
01043 - Customer Service Representative III		18.01
01051 - Data Entry Operator I		14.29
01052 - Data Entry Operator II		15.59
01060 - Dispatcher, Motor Vehicle		18.57
01070 - Document Preparation Clerk		13.83
01090 - Duplicating Machine Operator		13.83
01111 - General Clerk I		14.54
01112 - General Clerk II		17.21
01113 - General Clerk III		19.27
01120 - Housing Referral Assistant		19.05
01141 - Messenger Courier		11.97
01191 - Order Clerk I		16.46

01192 - Order Clerk II	17.97
01261 - Personnel Assistant (Employment) I	15.77
01262 - Personnel Assistant (Employment) II	17.64
01263 - Personnel Assistant (Employment) III	19.66
01270 - Production Control Clerk	21.41
01290 - Rental Clerk	13.74
01300 - Scheduler, Maintenance	15.28
01311 - Secretary I	15.28
01312 - Secretary II	17.09
01313 - Secretary III	19.05
01320 - Service Order Dispatcher	16.60
01410 - Supply Technician	22.63
01420 - Survey Worker	15.16
01460 - Switchboard Operator/Receptionist	15.44
01531 - Travel Clerk I	12.12
01532 - Travel Clerk II	13.20
01533 - Travel Clerk III	14.36
01611 - Word Processor I	13.61
01612 - Word Processor II	15.28
01613 - Word Processor III	17.09
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	20.03
05010 - Automotive Electrician	16.22
05040 - Automotive Glass Installer	15.50
05070 - Automotive Worker	15.50
05110 - Mobile Equipment Servicer	14.04
05130 - Motor Equipment Metal Mechanic	16.96
05160 - Motor Equipment Metal Worker	15.50
05190 - Motor Vehicle Mechanic	16.96
05220 - Motor Vehicle Mechanic Helper	13.33
05250 - Motor Vehicle Upholstery Worker	14.77
05280 - Motor Vehicle Wrecker	15.50
05310 - Painter, Automotive	16.22
05340 - Radiator Repair Specialist	15.50
05370 - Tire Repairer	15.76
05400 - Transmission Repair Specialist	16.96
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.54
07041 - Cook I	13.89
07042 - Cook II	15.73
07070 - Dishwasher	9.97
07130 - Food Service Worker	11.14
07210 - Meat Cutter	16.94
07260 - Waiter/Waitress	13.43
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.70
09040 - Furniture Handler	13.94
09080 - Furniture Refinisher	17.74
09090 - Furniture Refinisher Helper	14.97
09110 - Furniture Repairer, Minor	16.45
09130 - Upholsterer	18.04
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	13.67
11060 - Elevator Operator	13.06
11090 - Gardener	17.03
11122 - Housekeeping Aide	13.06
11150 - Janitor	13.06
11210 - Laborer, Grounds Maintenance	14.39
11240 - Maid or Houseman	10.83
11260 - Pruner	13.49
11270 - Tractor Operator	16.14
11330 - Trail Maintenance Worker	14.39
11360 - Window Cleaner	14.06
12000 - Health Occupations	
12010 - Ambulance Driver	23.62

12011 - Breath Alcohol Technician	20.74
12012 - Certified Occupational Therapist Assistant	24.88
12015 - Certified Physical Therapist Assistant	24.48
12020 - Dental Assistant	19.02
12025 - Dental Hygienist	32.07
12030 - EKG Technician	28.58
12035 - Electroneurodiagnostic Technologist	28.58
12040 - Emergency Medical Technician	23.62
12071 - Licensed Practical Nurse I	18.79
12072 - Licensed Practical Nurse II	21.03
12073 - Licensed Practical Nurse III	23.45
12100 - Medical Assistant	17.01
12130 - Medical Laboratory Technician	19.71
12160 - Medical Record Clerk	16.78
12190 - Medical Record Technician	18.52
12195 - Medical Transcriptionist	17.90
12210 - Nuclear Medicine Technologist	41.48
12221 - Nursing Assistant I	11.36
12222 - Nursing Assistant II	12.77
12223 - Nursing Assistant III	13.94
12224 - Nursing Assistant IV	15.65
12235 - Optical Dispenser	21.74
12236 - Optical Technician	18.79
12250 - Pharmacy Technician	15.10
12280 - Phlebotomist	16.83
12305 - Radiologic Technologist	30.94
12311 - Registered Nurse I	22.91
12312 - Registered Nurse II	28.02
12313 - Registered Nurse II, Specialist	28.02
12314 - Registered Nurse III	32.10
12315 - Registered Nurse III, Anesthetist	32.10
12316 - Registered Nurse IV	38.48
12317 - Scheduler (Drug and Alcohol Testing)	23.35
12320 - Substance Abuse Treatment Counselor	21.39
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	18.31
13012 - Exhibits Specialist II	22.68
13013 - Exhibits Specialist III	27.75
13041 - Illustrator I	20.19
13042 - Illustrator II	23.61
13043 - Illustrator III	28.82
13047 - Librarian	25.12
13050 - Library Aide/Clerk	13.82
13054 - Library Information Technology Systems Administrator	22.68
13058 - Library Technician	14.43
13061 - Media Specialist I	16.37
13062 - Media Specialist II	18.31
13063 - Media Specialist III	20.41
13071 - Photographer I	17.95
13072 - Photographer II	19.09
13073 - Photographer III	25.14
13074 - Photographer IV	29.49
13075 - Photographer V	41.21
13090 - Technical Order Library Clerk	17.36
13110 - Video Teleconference Technician	15.77
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	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		24.99
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.07
15020 - Aircrew Training Devices Instructor (Rated)		33.98
15030 - Air Crew Training Devices Instructor (Pilot)		40.44
15050 - Computer Based Training Specialist / Instructor		28.07
15060 - Educational Technologist		27.79
15070 - Flight Instructor (Pilot)		44.48
15080 - Graphic Artist		21.06
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		37.19
15086 - Maintenance Test Pilot, Rotary Wing		37.19
15088 - Non-Maintenance Test/Co-Pilot		37.19
15090 - Technical Instructor		19.73
15095 - Technical Instructor/Course Developer		24.27
15110 - Test Proctor		15.92
15120 - Tutor		15.92
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		10.61
16030 - Counter Attendant		10.61
16040 - Dry Cleaner		12.71
16070 - Finisher, Flatwork, Machine		10.61
16090 - Presser, Hand		10.61
16110 - Presser, Machine, Drycleaning		10.61
16130 - Presser, Machine, Shirts		10.61
16160 - Presser, Machine, Wearing Apparel, Laundry		10.61
16190 - Sewing Machine Operator		12.65
16220 - Tailor		13.16
16250 - Washer, Machine		11.12
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		20.80
19040 - Tool And Die Maker		26.27
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		17.23
21030 - Material Coordinator		21.41
21040 - Material Expediter		21.41
21050 - Material Handling Laborer		13.22
21071 - Order Filler		12.52
21080 - Production Line Worker (Food Processing)		17.23
21110 - Shipping Packer		16.09
21130 - Shipping/Receiving Clerk		16.09
21140 - Store Worker I		13.87
21150 - Stock Clerk		16.80
21210 - Tools And Parts Attendant		17.23
21410 - Warehouse Specialist		17.23
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		27.49
23019 - Aircraft Logs and Records Technician		23.60
23021 - Aircraft Mechanic I		26.48
23022 - Aircraft Mechanic II		27.49
23023 - Aircraft Mechanic III		28.26
23040 - Aircraft Mechanic Helper		21.45
23050 - Aircraft, Painter		25.40
23060 - Aircraft Servicer		23.60
23070 - Aircraft Survival Flight Equipment Technician		25.40
23080 - Aircraft Worker		24.37
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I		24.37
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II		26.48

23110 - Appliance Mechanic	19.16
23120 - Bicycle Repairer	14.91
23125 - Cable Splicer	32.58
23130 - Carpenter, Maintenance	21.63
23140 - Carpet Layer	19.89
23160 - Electrician, Maintenance	23.82
23181 - Electronics Technician Maintenance I	28.70
23182 - Electronics Technician Maintenance II	30.16
23183 - Electronics Technician Maintenance III	30.75
23260 - Fabric Worker	21.58
23290 - Fire Alarm System Mechanic	21.70
23310 - Fire Extinguisher Repairer	20.51
23311 - Fuel Distribution System Mechanic	25.29
23312 - Fuel Distribution System Operator	20.57
23370 - General Maintenance Worker	18.13
23380 - Ground Support Equipment Mechanic	26.48
23381 - Ground Support Equipment Servicer	23.60
23382 - Ground Support Equipment Worker	24.37
23391 - Gunsmith I	20.51
23392 - Gunsmith II	22.64
23393 - Gunsmith III	24.64
23410 - Heating, Ventilation And Air-Conditioning Mechanic	23.76
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	24.70
23430 - Heavy Equipment Mechanic	23.45
23440 - Heavy Equipment Operator	21.05
23460 - Instrument Mechanic	24.64
23465 - Laboratory/Shelter Mechanic	23.62
23470 - Laborer	13.22
23510 - Locksmith	23.62
23530 - Machinery Maintenance Mechanic	23.48
23550 - Machinist, Maintenance	20.28
23580 - Maintenance Trades Helper	13.39
23591 - Metrology Technician I	24.64
23592 - Metrology Technician II	25.61
23593 - Metrology Technician III	26.58
23640 - Millwright	24.78
23710 - Office Appliance Repairer	23.80
23760 - Painter, Maintenance	17.88
23790 - Pipefitter, Maintenance	25.49
23810 - Plumber, Maintenance	24.41
23820 - Pneudraulic Systems Mechanic	24.64
23850 - Rigger	24.64
23870 - Scale Mechanic	22.64
23890 - Sheet-Metal Worker, Maintenance	21.81
23910 - Small Engine Mechanic	17.13
23931 - Telecommunications Mechanic I	27.19
23932 - Telecommunications Mechanic II	27.78
23950 - Telephone Lineman	25.86
23960 - Welder, Combination, Maintenance	20.16
23965 - Well Driller	20.52
23970 - Woodcraft Worker	24.64
23980 - Woodworker	16.42
24000 - Personal Needs Occupations	
24550 - Case Manager	16.42
24570 - Child Care Attendant	11.90
24580 - Child Care Center Clerk	14.83
24610 - Chore Aide	11.51
24620 - Family Readiness And Support Services Coordinator	16.42
24630 - Homemaker	16.42
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.62
25040 - Sewage Plant Operator	22.10

25070 - Stationary Engineer	23.62
25190 - Ventilation Equipment Tender	17.68
25210 - Water Treatment Plant Operator	22.10
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.98
27007 - Baggage Inspector	14.48
27008 - Corrections Officer	20.28
27010 - Court Security Officer	20.39
27030 - Detection Dog Handler	16.46
27040 - Detention Officer	20.28
27070 - Firefighter	18.02
27101 - Guard I	14.48
27102 - Guard II	16.46
27131 - Police Officer I	22.35
27132 - Police Officer II	24.83
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.96
28042 - Carnival Equipment Repairer	13.63
28043 - Carnival Worker	10.42
28210 - Gate Attendant/Gate Tender	15.95
28310 - Lifeguard	14.19
28350 - Park Attendant (Aide)	17.85
28510 - Recreation Aide/Health Facility Attendant	13.02
28515 - Recreation Specialist	21.14
28630 - Sports Official	14.21
28690 - Swimming Pool Operator	18.65
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	20.67
29020 - Hatch Tender	20.67
29030 - Line Handler	20.67
29041 - Stevedore I	19.71
29042 - Stevedore II	23.47
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	37.52
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	25.87
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	28.49
30021 - Archeological Technician I	18.73
30022 - Archeological Technician II	21.85
30023 - Archeological Technician III	23.52
30030 - Cartographic Technician	26.50
30040 - Civil Engineering Technician	22.92
30051 - Cryogenic Technician I	26.02
30052 - Cryogenic Technician II	28.73
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	16.62
30082 - Engineering Technician II	18.65
30083 - Engineering Technician III	20.86
30084 - Engineering Technician IV	25.85
30085 - Engineering Technician V	31.63
30086 - Engineering Technician VI	38.26
30090 - Environmental Technician	21.86
30095 - Evidence Control Specialist	23.50
30210 - Laboratory Technician	21.59
30221 - Latent Fingerprint Technician I	26.02
30222 - Latent Fingerprint Technician II	28.73
30240 - Mathematical Technician	25.23
30361 - Paralegal/Legal Assistant I	19.01
30362 - Paralegal/Legal Assistant II	24.39
30363 - Paralegal/Legal Assistant III	28.94
30364 - Paralegal/Legal Assistant IV	36.09
30375 - Petroleum Supply Specialist	28.73
30390 - Photo-Optics Technician	27.08

30395 - Radiation Control Technician	28.73
30461 - Technical Writer I	22.07
30462 - Technical Writer II	26.99
30463 - Technical Writer III	32.66
30491 - Unexploded Ordnance (UXO) Technician I	23.85
30492 - Unexploded Ordnance (UXO) Technician II	28.85
30493 - Unexploded Ordnance (UXO) Technician III	34.58
30494 - Unexploded (UXO) Safety Escort	23.85
30495 - Unexploded (UXO) Sweep Personnel	23.85
30501 - Weather Forecaster I	27.75
30502 - Weather Forecaster II	33.76
30620 - Weather Observer, Combined Upper Air Or	(see 2) 24.37
Surface Programs	
30621 - Weather Observer, Senior	(see 2) 26.53
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	28.85
31020 - Bus Aide	14.00
31030 - Bus Driver	17.86
31043 - Driver Courier	15.72
31260 - Parking and Lot Attendant	11.89
31290 - Shuttle Bus Driver	16.59
31310 - Taxi Driver	12.21
31361 - Truckdriver, Light	16.59
31362 - Truckdriver, Medium	17.45
31363 - Truckdriver, Heavy	20.30
31364 - Truckdriver, Tractor-Trailer	20.30
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.07
99030 - Cashier	10.98
99050 - Desk Clerk	11.43
99095 - Embalmer	27.42
99130 - Flight Follower	23.85
99251 - Laboratory Animal Caretaker I	12.41
99252 - Laboratory Animal Caretaker II	13.17
99260 - Marketing Analyst	26.21
99310 - Mortician	27.42
99410 - Pest Controller	19.68
99510 - Photofinishing Worker	13.23
99710 - Recycling Laborer	15.07
99711 - Recycling Specialist	17.17
99730 - Refuse Collector	14.00
99810 - Sales Clerk	12.99
99820 - School Crossing Guard	13.80
99830 - Survey Party Chief	19.62
99831 - Surveying Aide	12.99
99832 - Surveying Technician	17.83
99840 - Vending Machine Attendant	17.77
99841 - Vending Machine Repairer	20.70
99842 - Vending Machine Repairer Helper	17.77

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: \$4.41 per hour or \$176.40 per week or \$764.40 per month

HEALTH & WELFARE EO 13706: \$4.13 per hour, or \$165.20 per week, or \$715.87 per month

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 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)).

WD 15-4553 (Rev.-4) was first posted on www.wdol.gov on 08/01/2017

REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-4553
Revision No.: 4
Date Of Revision: 07/25/2017

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.20 for calendar year 2017 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 \$10.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2017. 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.

State: Florida

Area: Florida Counties of Orange, Osceola, Seminole

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.48
01012 - Accounting Clerk II		15.13
01013 - Accounting Clerk III		16.93
01020 - Administrative Assistant		22.60
01035 - Court Reporter		20.91
01041 - Customer Service Representative I		11.59
01042 - Customer Service Representative II		13.03
01043 - Customer Service Representative III		14.22
01051 - Data Entry Operator I		12.58
01052 - Data Entry Operator II		13.73
01060 - Dispatcher, Motor Vehicle		17.17
01070 - Document Preparation Clerk		13.32
01090 - Duplicating Machine Operator		13.32
01111 - General Clerk I		12.05
01112 - General Clerk II		13.15
01113 - General Clerk III		14.77
01120 - Housing Referral Assistant		18.54
01141 - Messenger Courier		13.37
01191 - Order Clerk I		14.03
01192 - Order Clerk II		15.30
01261 - Personnel Assistant (Employment) I		14.51
01262 - Personnel Assistant (Employment) II		16.23
01263 - Personnel Assistant (Employment) III		18.08
01270 - Production Control Clerk		20.30
01290 - Rental Clerk		13.74
01300 - Scheduler, Maintenance		14.87
01311 - Secretary I		14.87
01312 - Secretary II		16.64
01313 - Secretary III		18.54
01320 - Service Order Dispatcher		14.87
01410 - Supply Technician		22.60
01420 - Survey Worker		15.33
01460 - Switchboard Operator/Receptionist		12.87

01531 - Travel Clerk I	12.32
01532 - Travel Clerk II	12.86
01533 - Travel Clerk III	13.44
01611 - Word Processor I	14.54
01612 - Word Processor II	16.32
01613 - Word Processor III	18.25
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	19.71
05010 - Automotive Electrician	17.28
05040 - Automotive Glass Installer	16.36
05070 - Automotive Worker	16.36
05110 - Mobile Equipment Servicer	13.56
05130 - Motor Equipment Metal Mechanic	18.18
05160 - Motor Equipment Metal Worker	16.36
05190 - Motor Vehicle Mechanic	18.18
05220 - Motor Vehicle Mechanic Helper	13.10
05250 - Motor Vehicle Upholstery Worker	15.80
05280 - Motor Vehicle Wrecker	16.37
05310 - Painter, Automotive	17.92
05340 - Radiator Repair Specialist	16.36
05370 - Tire Repairer	10.83
05400 - Transmission Repair Specialist	18.18
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.80
07041 - Cook I	12.51
07042 - Cook II	14.52
07070 - Dishwasher	9.94
07130 - Food Service Worker	10.48
07210 - Meat Cutter	14.40
07260 - Waiter/Waitress	10.33
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	14.65
09040 - Furniture Handler	9.64
09080 - Furniture Refinisher	15.19
09090 - Furniture Refinisher Helper	11.72
09110 - Furniture Repairer, Minor	13.78
09130 - Upholsterer	15.61
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.59
11060 - Elevator Operator	10.41
11090 - Gardener	14.98
11122 - Housekeeping Aide	10.71
11150 - Janitor	10.71
11210 - Laborer, Grounds Maintenance	11.33
11240 - Maid or Houseman	10.48
11260 - Pruner	10.06
11270 - Tractor Operator	13.78
11330 - Trail Maintenance Worker	11.33
11360 - Window Cleaner	13.14
12000 - Health Occupations	
12010 - Ambulance Driver	17.78
12011 - Breath Alcohol Technician	17.65
12012 - Certified Occupational Therapist Assistant	28.15
12015 - Certified Physical Therapist Assistant	28.63
12020 - Dental Assistant	17.26
12025 - Dental Hygienist	33.03
12030 - EKG Technician	24.33
12035 - Electroneurodiagnostic Technologist	24.33
12040 - Emergency Medical Technician	17.78
12071 - Licensed Practical Nurse I	15.78
12072 - Licensed Practical Nurse II	17.65
12073 - Licensed Practical Nurse III	19.67
12100 - Medical Assistant	14.35
12130 - Medical Laboratory Technician	17.14
12160 - Medical Record Clerk	17.99

12190 - Medical Record Technician	18.02
12195 - Medical Transcriptionist	15.03
12210 - Nuclear Medicine Technologist	34.45
12221 - Nursing Assistant I	10.33
12222 - Nursing Assistant II	11.62
12223 - Nursing Assistant III	12.68
12224 - Nursing Assistant IV	14.24
12235 - Optical Dispenser	19.70
12236 - Optical Technician	16.81
12250 - Pharmacy Technician	15.85
12280 - Phlebotomist	15.00
12305 - Radiologic Technologist	24.21
12311 - Registered Nurse I	22.12
12312 - Registered Nurse II	27.06
12313 - Registered Nurse II, Specialist	27.06
12314 - Registered Nurse III	32.74
12315 - Registered Nurse III, Anesthetist	32.74
12316 - Registered Nurse IV	39.23
12317 - Scheduler (Drug and Alcohol Testing)	22.12
12320 - Substance Abuse Treatment Counselor	18.76
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	18.37
13012 - Exhibits Specialist II	22.76
13013 - Exhibits Specialist III	27.81
13041 - Illustrator I	21.64
13042 - Illustrator II	25.12
13043 - Illustrator III	31.42
13047 - Librarian	27.87
13050 - Library Aide/Clerk	12.77
13054 - Library Information Technology Systems Administrator	25.12
13058 - Library Technician	14.97
13061 - Media Specialist I	16.50
13062 - Media Specialist II	18.47
13063 - Media Specialist III	20.58
13071 - Photographer I	13.91
13072 - Photographer II	15.91
13073 - Photographer III	19.29
13074 - Photographer IV	23.54
13075 - Photographer V	28.55
13090 - Technical Order Library Clerk	15.49
13110 - Video Teleconference Technician	19.64
14000 - Information Technology Occupations	
14041 - Computer Operator I	17.38
14042 - Computer Operator II	19.58
14043 - Computer Operator III	22.42
14044 - Computer Operator IV	24.72
14045 - Computer Operator V	27.37
14071 - Computer Programmer I	(see 1) 22.24
14072 - Computer Programmer II	(see 1) 27.56
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	17.38
14160 - Personal Computer Support Technician	24.72
14170 - System Support Specialist	26.77
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	28.67
15020 - Aircrew Training Devices Instructor (Rated)	39.50
15030 - Air Crew Training Devices Instructor (Pilot)	41.13
15050 - Computer Based Training Specialist / Instructor	30.03
15060 - Educational Technologist	29.00
15070 - Flight Instructor (Pilot)	41.13

15080 - Graphic Artist	22.58
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	38.68
15086 - Maintenance Test Pilot, Rotary Wing	38.68
15088 - Non-Maintenance Test/Co-Pilot	38.68
15090 - Technical Instructor	20.56
15095 - Technical Instructor/Course Developer	25.15
15110 - Test Proctor	16.59
15120 - Tutor	16.59
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	10.10
16030 - Counter Attendant	10.10
16040 - Dry Cleaner	12.14
16070 - Finisher, Flatwork, Machine	10.10
16090 - Presser, Hand	10.10
16110 - Presser, Machine, Drycleaning	10.10
16130 - Presser, Machine, Shirts	10.10
16160 - Presser, Machine, Wearing Apparel, Laundry	10.10
16190 - Sewing Machine Operator	12.93
16220 - Tailor	13.59
16250 - Washer, Machine	10.75
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	18.88
19040 - Tool And Die Maker	23.80
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	16.26
21030 - Material Coordinator	20.30
21040 - Material Expediter	20.30
21050 - Material Handling Laborer	11.28
21071 - Order Filler	11.41
21080 - Production Line Worker (Food Processing)	16.26
21110 - Shipping Packer	13.79
21130 - Shipping/Receiving Clerk	13.79
21140 - Store Worker I	10.42
21150 - Stock Clerk	14.86
21210 - Tools And Parts Attendant	16.26
21410 - Warehouse Specialist	16.26
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	30.53
23019 - Aircraft Logs and Records Technician	24.17
23021 - Aircraft Mechanic I	28.79
23022 - Aircraft Mechanic II	30.53
23023 - Aircraft Mechanic III	35.91
23040 - Aircraft Mechanic Helper	21.32
23050 - Aircraft, Painter	26.86
23060 - Aircraft Servicer	24.17
23070 - Aircraft Survival Flight Equipment Technician	26.86
23080 - Aircraft Worker	25.88
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	25.88
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	28.79
23110 - Appliance Mechanic	18.09
23120 - Bicycle Repairer	15.09
23125 - Cable Splicer	24.89
23130 - Carpenter, Maintenance	18.29
23140 - Carpet Layer	17.94
23160 - Electrician, Maintenance	18.23
23181 - Electronics Technician Maintenance I	22.11
23182 - Electronics Technician Maintenance II	23.68
23183 - Electronics Technician Maintenance III	25.23
23260 - Fabric Worker	16.72
23290 - Fire Alarm System Mechanic	20.22
23310 - Fire Extinguisher Repairer	15.46
23311 - Fuel Distribution System Mechanic	20.91
23312 - Fuel Distribution System Operator	16.65

23370 - General Maintenance Worker	15.66
23380 - Ground Support Equipment Mechanic	28.75
23381 - Ground Support Equipment Servicer	24.15
23382 - Ground Support Equipment Worker	25.86
23391 - Gunsmith I	15.46
23392 - Gunsmith II	17.94
23393 - Gunsmith III	20.48
23410 - Heating, Ventilation And Air-Conditioning Mechanic	20.49
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	21.80
23430 - Heavy Equipment Mechanic	20.10
23440 - Heavy Equipment Operator	17.72
23460 - Instrument Mechanic	22.50
23465 - Laboratory/Shelter Mechanic	19.22
23470 - Laborer	12.73
23510 - Locksmith	17.34
23530 - Machinery Maintenance Mechanic	22.56
23550 - Machinist, Maintenance	18.64
23580 - Maintenance Trades Helper	13.28
23591 - Metrology Technician I	22.50
23592 - Metrology Technician II	23.84
23593 - Metrology Technician III	25.22
23640 - Millwright	23.00
23710 - Office Appliance Repairer	18.81
23760 - Painter, Maintenance	14.70
23790 - Pipefitter, Maintenance	18.53
23810 - Plumber, Maintenance	17.39
23820 - Pneudraulic Systems Mechanic	20.48
23850 - Rigger	20.99
23870 - Scale Mechanic	17.94
23890 - Sheet-Metal Worker, Maintenance	17.81
23910 - Small Engine Mechanic	16.01
23931 - Telecommunications Mechanic I	20.77
23932 - Telecommunications Mechanic II	22.02
23950 - Telephone Lineman	20.19
23960 - Welder, Combination, Maintenance	17.45
23965 - Well Driller	19.27
23970 - Woodcraft Worker	20.48
23980 - Woodworker	15.46
24000 - Personal Needs Occupations	
24550 - Case Manager	15.43
24570 - Child Care Attendant	11.67
24580 - Child Care Center Clerk	14.56
24610 - Chore Aide	10.15
24620 - Family Readiness And Support Services Coordinator	15.43
24630 - Homemaker	17.53
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	28.83
25040 - Sewage Plant Operator	21.55
25070 - Stationary Engineer	28.83
25190 - Ventilation Equipment Tender	16.28
25210 - Water Treatment Plant Operator	21.55
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.03
27007 - Baggage Inspector	11.12
27008 - Corrections Officer	20.09
27010 - Court Security Officer	20.47
27030 - Detection Dog Handler	16.11
27040 - Detention Officer	20.09
27070 - Firefighter	19.67
27101 - Guard I	11.12
27102 - Guard II	16.05
27131 - Police Officer I	23.56

27132 - Police Officer II	26.18
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.70
28042 - Carnival Equipment Repairer	14.90
28043 - Carnival Worker	10.52
28210 - Gate Attendant/Gate Tender	12.93
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	14.46
28510 - Recreation Aide/Health Facility Attendant	10.55
28515 - Recreation Specialist	15.75
28630 - Sports Official	11.51
28690 - Swimming Pool Operator	17.85
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	24.39
29020 - Hatch Tender	24.39
29030 - Line Handler	24.39
29041 - Stevedore I	22.01
29042 - Stevedore II	26.13
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	37.52
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	25.87
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	28.49
30021 - Archeological Technician I	17.87
30022 - Archeological Technician II	19.99
30023 - Archeological Technician III	25.89
30030 - Cartographic Technician	25.56
30040 - Civil Engineering Technician	22.64
30051 - Cryogenic Technician I	25.45
30052 - Cryogenic Technician II	28.11
30061 - Drafter/CAD Operator I	17.87
30062 - Drafter/CAD Operator II	19.99
30063 - Drafter/CAD Operator III	22.30
30064 - Drafter/CAD Operator IV	27.43
30081 - Engineering Technician I	15.95
30082 - Engineering Technician II	17.87
30083 - Engineering Technician III	20.85
30084 - Engineering Technician IV	24.77
30085 - Engineering Technician V	30.30
30086 - Engineering Technician VI	36.66
30090 - Environmental Technician	17.42
30095 - Evidence Control Specialist	22.97
30210 - Laboratory Technician	18.95
30221 - Latent Fingerprint Technician I	21.51
30222 - Latent Fingerprint Technician II	23.76
30240 - Mathematical Technician	24.18
30361 - Paralegal/Legal Assistant I	19.15
30362 - Paralegal/Legal Assistant II	23.31
30363 - Paralegal/Legal Assistant III	28.52
30364 - Paralegal/Legal Assistant IV	34.50
30375 - Petroleum Supply Specialist	28.11
30390 - Photo-Optics Technician	24.77
30395 - Radiation Control Technician	28.11
30461 - Technical Writer I	21.50
30462 - Technical Writer II	26.31
30463 - Technical Writer III	31.83
30491 - Unexploded Ordnance (UXO) Technician I	23.85
30492 - Unexploded Ordnance (UXO) Technician II	28.85
30493 - Unexploded Ordnance (UXO) Technician III	34.58
30494 - Unexploded (UXO) Safety Escort	23.85
30495 - Unexploded (UXO) Sweep Personnel	23.85
30501 - Weather Forecaster I	25.45
30502 - Weather Forecaster II	30.95
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2) 22.30
30621 - Weather Observer, Senior	(see 2) 24.77

31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	28.85
31020 - Bus Aide	11.12
31030 - Bus Driver	17.24
31043 - Driver Courier	13.30
31260 - Parking and Lot Attendant	9.25
31290 - Shuttle Bus Driver	15.10
31310 - Taxi Driver	10.99
31361 - Truckdriver, Light	15.10
31362 - Truckdriver, Medium	16.10
31363 - Truckdriver, Heavy	18.56
31364 - Truckdriver, Tractor-Trailer	18.56
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.07
99030 - Cashier	9.94
99050 - Desk Clerk	12.38
99095 - Embalmer	26.70
99130 - Flight Follower	23.85
99251 - Laboratory Animal Caretaker I	11.59
99252 - Laboratory Animal Caretaker II	12.60
99260 - Marketing Analyst	26.07
99310 - Mortician	29.54
99410 - Pest Controller	15.51
99510 - Photofinishing Worker	12.51
99710 - Recycling Laborer	17.06
99711 - Recycling Specialist	20.75
99730 - Refuse Collector	15.15
99810 - Sales Clerk	13.66
99820 - School Crossing Guard	10.98
99830 - Survey Party Chief	19.90
99831 - Surveying Aide	13.66
99832 - Surveying Technician	18.72
99840 - Vending Machine Attendant	12.90
99841 - Vending Machine Repairer	16.51
99842 - Vending Machine Repairer Helper	13.05

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: \$4.41 per hour or \$176.40 per week or \$764.40 per month

HEALTH & WELFARE EO 13706: \$4.13 per hour, or \$165.20 per week, or \$715.87 per month

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 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)).

WD 15-4573 (Rev.-3) was first posted on www.wdol.gov on 08/01/2017

REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-4573
Revision No.: 3
Date Of Revision: 07/25/2017

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.20 for calendar year 2017 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 \$10.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2017. 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.

State: Florida

Area: Florida County of Palm Beach

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.11
01012 - Accounting Clerk II		16.74
01013 - Accounting Clerk III		18.73
01020 - Administrative Assistant		27.02
01035 - Court Reporter		18.82
01041 - Customer Service Representative I		11.90
01042 - Customer Service Representative II		13.38
01043 - Customer Service Representative III		14.60
01051 - Data Entry Operator I		12.92
01052 - Data Entry Operator II		14.09
01060 - Dispatcher, Motor Vehicle		17.16
01070 - Document Preparation Clerk		14.56
01090 - Duplicating Machine Operator		14.56
01111 - General Clerk I		12.84
01112 - General Clerk II		14.01
01113 - General Clerk III		15.73
01120 - Housing Referral Assistant		20.88
01141 - Messenger Courier		14.51
01191 - Order Clerk I		12.92
01192 - Order Clerk II		14.10
01261 - Personnel Assistant (Employment) I		15.88
01262 - Personnel Assistant (Employment) II		17.90
01263 - Personnel Assistant (Employment) III		20.30
01270 - Production Control Clerk		21.43
01290 - Rental Clerk		14.93
01300 - Scheduler, Maintenance		16.74
01311 - Secretary I		16.74
01312 - Secretary II		18.73
01313 - Secretary III		20.88
01320 - Service Order Dispatcher		15.35
01410 - Supply Technician		27.02
01420 - Survey Worker		18.82
01460 - Switchboard Operator/Receptionist		14.58

01531 - Travel Clerk I	13.27
01532 - Travel Clerk II	14.42
01533 - Travel Clerk III	15.45
01611 - Word Processor I	13.30
01612 - Word Processor II	14.93
01613 - Word Processor III	16.71
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	18.42
05010 - Automotive Electrician	16.65
05040 - Automotive Glass Installer	15.56
05070 - Automotive Worker	15.56
05110 - Mobile Equipment Servicer	13.34
05130 - Motor Equipment Metal Mechanic	17.75
05160 - Motor Equipment Metal Worker	15.56
05190 - Motor Vehicle Mechanic	17.75
05220 - Motor Vehicle Mechanic Helper	12.24
05250 - Motor Vehicle Upholstery Worker	14.42
05280 - Motor Vehicle Wrecker	15.56
05310 - Painter, Automotive	16.65
05340 - Radiator Repair Specialist	15.56
05370 - Tire Repairer	11.60
05400 - Transmission Repair Specialist	17.75
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.65
07041 - Cook I	13.41
07042 - Cook II	15.61
07070 - Dishwasher	9.35
07130 - Food Service Worker	10.55
07210 - Meat Cutter	14.03
07260 - Waiter/Waitress	10.42
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.52
09040 - Furniture Handler	11.20
09080 - Furniture Refinisher	18.13
09090 - Furniture Refinisher Helper	13.34
09110 - Furniture Repairer, Minor	15.73
09130 - Upholsterer	18.13
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.80
11060 - Elevator Operator	10.40
11090 - Gardener	15.29
11122 - Housekeeping Aide	10.40
11150 - Janitor	10.40
11210 - Laborer, Grounds Maintenance	11.40
11240 - Maid or Houseman	10.41
11260 - Pruner	9.93
11270 - Tractor Operator	14.36
11330 - Trail Maintenance Worker	11.40
11360 - Window Cleaner	11.94
12000 - Health Occupations	
12010 - Ambulance Driver	15.78
12011 - Breath Alcohol Technician	19.27
12012 - Certified Occupational Therapist Assistant	30.22
12015 - Certified Physical Therapist Assistant	29.23
12020 - Dental Assistant	17.55
12025 - Dental Hygienist	32.42
12030 - EKG Technician	22.62
12035 - Electroneurodiagnostic Technologist	22.62
12040 - Emergency Medical Technician	15.78
12071 - Licensed Practical Nurse I	17.22
12072 - Licensed Practical Nurse II	19.27
12073 - Licensed Practical Nurse III	21.48
12100 - Medical Assistant	16.67
12130 - Medical Laboratory Technician	18.20
12160 - Medical Record Clerk	15.49

12190 - Medical Record Technician	17.33
12195 - Medical Transcriptionist	17.45
12210 - Nuclear Medicine Technologist	35.80
12221 - Nursing Assistant I	11.33
12222 - Nursing Assistant II	12.74
12223 - Nursing Assistant III	13.90
12224 - Nursing Assistant IV	15.60
12235 - Optical Dispenser	19.33
12236 - Optical Technician	15.24
12250 - Pharmacy Technician	15.88
12280 - Phlebotomist	14.87
12305 - Radiologic Technologist	25.46
12311 - Registered Nurse I	26.32
12312 - Registered Nurse II	29.80
12313 - Registered Nurse II, Specialist	29.80
12314 - Registered Nurse III	36.04
12315 - Registered Nurse III, Anesthetist	36.04
12316 - Registered Nurse IV	43.22
12317 - Scheduler (Drug and Alcohol Testing)	23.33
12320 - Substance Abuse Treatment Counselor	18.63
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	20.66
13012 - Exhibits Specialist II	25.59
13013 - Exhibits Specialist III	31.31
13041 - Illustrator I	20.66
13042 - Illustrator II	25.59
13043 - Illustrator III	31.31
13047 - Librarian	30.39
13050 - Library Aide/Clerk	13.61
13054 - Library Information Technology Systems Administrator	26.99
13058 - Library Technician	18.18
13061 - Media Specialist I	17.79
13062 - Media Specialist II	20.25
13063 - Media Specialist III	22.59
13071 - Photographer I	15.46
13072 - Photographer II	17.30
13073 - Photographer III	21.43
13074 - Photographer IV	26.21
13075 - Photographer V	31.70
13090 - Technical Order Library Clerk	17.97
13110 - Video Teleconference Technician	17.40
14000 - Information Technology Occupations	
14041 - Computer Operator I	16.73
14042 - Computer Operator II	18.72
14043 - Computer Operator III	20.87
14044 - Computer Operator IV	23.19
14045 - Computer Operator V	25.69
14071 - Computer Programmer I	(see 1) 22.63
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	16.73
14160 - Personal Computer Support Technician	23.19
14170 - System Support Specialist	28.01
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	31.48
15020 - Aircrew Training Devices Instructor (Rated)	38.08
15030 - Air Crew Training Devices Instructor (Pilot)	41.70
15050 - Computer Based Training Specialist / Instructor	31.48
15060 - Educational Technologist	26.62
15070 - Flight Instructor (Pilot)	41.70

15080 - Graphic Artist	23.82
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	41.39
15086 - Maintenance Test Pilot, Rotary Wing	41.39
15088 - Non-Maintenance Test/Co-Pilot	41.39
15090 - Technical Instructor	24.25
15095 - Technical Instructor/Course Developer	29.67
15110 - Test Proctor	19.58
15120 - Tutor	19.58
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.77
16030 - Counter Attendant	9.77
16040 - Dry Cleaner	12.14
16070 - Finisher, Flatwork, Machine	9.77
16090 - Presser, Hand	9.77
16110 - Presser, Machine, Drycleaning	9.77
16130 - Presser, Machine, Shirts	9.77
16160 - Presser, Machine, Wearing Apparel, Laundry	9.77
16190 - Sewing Machine Operator	12.91
16220 - Tailor	13.69
16250 - Washer, Machine	10.57
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	19.26
19040 - Tool And Die Maker	24.52
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	14.81
21030 - Material Coordinator	21.43
21040 - Material Expediter	21.43
21050 - Material Handling Laborer	12.17
21071 - Order Filler	11.60
21080 - Production Line Worker (Food Processing)	14.81
21110 - Shipping Packer	14.81
21130 - Shipping/Receiving Clerk	14.81
21140 - Store Worker I	10.01
21150 - Stock Clerk	15.29
21210 - Tools And Parts Attendant	14.81
21410 - Warehouse Specialist	14.81
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	29.69
23019 - Aircraft Logs and Records Technician	22.61
23021 - Aircraft Mechanic I	27.90
23022 - Aircraft Mechanic II	29.69
23023 - Aircraft Mechanic III	31.45
23040 - Aircraft Mechanic Helper	18.75
23050 - Aircraft, Painter	22.85
23060 - Aircraft Servicer	22.61
23070 - Aircraft Survival Flight Equipment Technician	22.85
23080 - Aircraft Worker	24.45
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	24.45
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	27.90
23110 - Appliance Mechanic	18.53
23120 - Bicycle Repairer	14.04
23125 - Cable Splicer	24.61
23130 - Carpenter, Maintenance	18.60
23140 - Carpet Layer	17.51
23160 - Electrician, Maintenance	21.98
23181 - Electronics Technician Maintenance I	23.23
23182 - Electronics Technician Maintenance II	26.58
23183 - Electronics Technician Maintenance III	29.81
23260 - Fabric Worker	17.63
23290 - Fire Alarm System Mechanic	19.87
23310 - Fire Extinguisher Repairer	15.97
23311 - Fuel Distribution System Mechanic	22.57
23312 - Fuel Distribution System Operator	16.72

23370 - General Maintenance Worker	16.69
23380 - Ground Support Equipment Mechanic	27.90
23381 - Ground Support Equipment Servicer	22.61
23382 - Ground Support Equipment Worker	24.45
23391 - Gunsmith I	15.97
23392 - Gunsmith II	18.90
23393 - Gunsmith III	21.57
23410 - Heating, Ventilation And Air-Conditioning Mechanic	23.00
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	24.48
23430 - Heavy Equipment Mechanic	21.57
23440 - Heavy Equipment Operator	20.86
23460 - Instrument Mechanic	21.57
23465 - Laboratory/Shelter Mechanic	20.23
23470 - Laborer	11.51
23510 - Locksmith	17.22
23530 - Machinery Maintenance Mechanic	22.48
23550 - Machinist, Maintenance	19.80
23580 - Maintenance Trades Helper	13.90
23591 - Metrology Technician I	21.57
23592 - Metrology Technician II	22.95
23593 - Metrology Technician III	24.31
23640 - Millwright	21.57
23710 - Office Appliance Repairer	17.94
23760 - Painter, Maintenance	17.51
23790 - Pipefitter, Maintenance	20.20
23810 - Plumber, Maintenance	19.23
23820 - Pneudraulic Systems Mechanic	21.57
23850 - Rigger	21.57
23870 - Scale Mechanic	18.90
23890 - Sheet-Metal Worker, Maintenance	18.98
23910 - Small Engine Mechanic	18.78
23931 - Telecommunications Mechanic I	23.36
23932 - Telecommunications Mechanic II	25.46
23950 - Telephone Lineman	20.79
23960 - Welder, Combination, Maintenance	20.81
23965 - Well Driller	18.71
23970 - Woodcraft Worker	21.57
23980 - Woodworker	15.97
24000 - Personal Needs Occupations	
24550 - Case Manager	15.90
24570 - Child Care Attendant	10.44
24580 - Child Care Center Clerk	15.33
24610 - Chore Aide	10.71
24620 - Family Readiness And Support Services Coordinator	15.90
24630 - Homemaker	17.05
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	21.57
25040 - Sewage Plant Operator	23.01
25070 - Stationary Engineer	21.57
25190 - Ventilation Equipment Tender	14.50
25210 - Water Treatment Plant Operator	23.01
27000 - Protective Service Occupations	
27004 - Alarm Monitor	24.54
27007 - Baggage Inspector	11.15
27008 - Corrections Officer	25.15
27010 - Court Security Officer	28.50
27030 - Detection Dog Handler	18.11
27040 - Detention Officer	25.15
27070 - Firefighter	28.70
27101 - Guard I	11.15
27102 - Guard II	18.11
27131 - Police Officer I	30.90

27132 - Police Officer II	34.34
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.98
28042 - Carnival Equipment Repairer	17.60
28043 - Carnival Worker	11.04
28210 - Gate Attendant/Gate Tender	16.09
28310 - Lifeguard	14.51
28350 - Park Attendant (Aide)	18.03
28510 - Recreation Aide/Health Facility Attendant	13.16
28515 - Recreation Specialist	21.53
28630 - Sports Official	14.34
28690 - Swimming Pool Operator	20.83
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.15
29020 - Hatch Tender	22.15
29030 - Line Handler	22.15
29041 - Stevedore I	20.86
29042 - Stevedore II	24.35
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	39.83
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	27.46
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	30.24
30021 - Archeological Technician I	18.66
30022 - Archeological Technician II	20.89
30023 - Archeological Technician III	24.98
30030 - Cartographic Technician	25.86
30040 - Civil Engineering Technician	24.41
30051 - Cryogenic Technician I	24.87
30052 - Cryogenic Technician II	27.46
30061 - Drafter/CAD Operator I	18.66
30062 - Drafter/CAD Operator II	20.89
30063 - Drafter/CAD Operator III	23.28
30064 - Drafter/CAD Operator IV	28.66
30081 - Engineering Technician I	18.79
30082 - Engineering Technician II	21.92
30083 - Engineering Technician III	24.53
30084 - Engineering Technician IV	29.22
30085 - Engineering Technician V	35.73
30086 - Engineering Technician VI	41.29
30090 - Environmental Technician	20.88
30095 - Evidence Control Specialist	22.45
30210 - Laboratory Technician	19.86
30221 - Latent Fingerprint Technician I	26.19
30222 - Latent Fingerprint Technician II	28.92
30240 - Mathematical Technician	25.86
30361 - Paralegal/Legal Assistant I	18.26
30362 - Paralegal/Legal Assistant II	22.62
30363 - Paralegal/Legal Assistant III	27.67
30364 - Paralegal/Legal Assistant IV	33.48
30375 - Petroleum Supply Specialist	27.46
30390 - Photo-Optics Technician	25.86
30395 - Radiation Control Technician	27.46
30461 - Technical Writer I	23.78
30462 - Technical Writer II	29.09
30463 - Technical Writer III	35.19
30491 - Unexploded Ordnance (UXO) Technician I	25.31
30492 - Unexploded Ordnance (UXO) Technician II	30.62
30493 - Unexploded Ordnance (UXO) Technician III	36.70
30494 - Unexploded (UXO) Safety Escort	25.31
30495 - Unexploded (UXO) Sweep Personnel	25.31
30501 - Weather Forecaster I	28.66
30502 - Weather Forecaster II	34.85
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2) 23.28
30621 - Weather Observer, Senior	(see 2) 25.86

31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	30.62
31020 - Bus Aide	10.36
31030 - Bus Driver	15.74
31043 - Driver Courier	14.92
31260 - Parking and Lot Attendant	9.61
31290 - Shuttle Bus Driver	16.45
31310 - Taxi Driver	12.32
31361 - Truckdriver, Light	16.45
31362 - Truckdriver, Medium	17.99
31363 - Truckdriver, Heavy	19.54
31364 - Truckdriver, Tractor-Trailer	19.54
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.93
99030 - Cashier	9.31
99050 - Desk Clerk	11.21
99095 - Embalmer	26.06
99130 - Flight Follower	25.31
99251 - Laboratory Animal Caretaker I	12.24
99252 - Laboratory Animal Caretaker II	13.48
99260 - Marketing Analyst	29.19
99310 - Mortician	27.48
99410 - Pest Controller	14.44
99510 - Photofinishing Worker	12.67
99710 - Recycling Laborer	18.52
99711 - Recycling Specialist	23.35
99730 - Refuse Collector	16.13
99810 - Sales Clerk	12.58
99820 - School Crossing Guard	12.98
99830 - Survey Party Chief	21.98
99831 - Surveying Aide	13.27
99832 - Surveying Technician	20.03
99840 - Vending Machine Attendant	11.67
99841 - Vending Machine Repairer	14.81
99842 - Vending Machine Repairer Helper	11.66

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: \$4.41 per hour or \$176.40 per week or \$764.40 per month

HEALTH & WELFARE EO 13706: \$4.13 per hour, or \$165.20 per week, or \$715.87 per month

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 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)).

WD 15-5105 (Rev.-3) was first posted on www.wdol.gov on 08/08/2017

REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-5105
Revision No.: 3
Date Of Revision: 08/03/2017

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.20 for calendar year 2017 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 \$10.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2017. 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.

States: Kansas, Missouri

Area: Kansas Counties of Johnson, Leavenworth, Linn, Miami, Wyandotte
Missouri Counties of Bates, Caldwell, Cass, Clay, Clinton, Jackson, Lafayette, Platte, Ray

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.87
01012 - Accounting Clerk II		16.69
01013 - Accounting Clerk III		18.67
01020 - Administrative Assistant		24.88
01035 - Court Reporter		20.15
01041 - Customer Service Representative I		13.43
01042 - Customer Service Representative II		15.11
01043 - Customer Service Representative III		16.48
01051 - Data Entry Operator I		13.59
01052 - Data Entry Operator II		14.83
01060 - Dispatcher, Motor Vehicle		19.97
01070 - Document Preparation Clerk		14.74
01090 - Duplicating Machine Operator		14.74
01111 - General Clerk I		12.95
01112 - General Clerk II		14.22
01113 - General Clerk III		15.96
01120 - Housing Referral Assistant		20.79
01141 - Messenger Courier		12.19
01191 - Order Clerk I		15.40
01192 - Order Clerk II		17.28
01261 - Personnel Assistant (Employment) I		16.17
01262 - Personnel Assistant (Employment) II		17.97
01263 - Personnel Assistant (Employment) III		20.54
01270 - Production Control Clerk		23.07
01290 - Rental Clerk		14.97
01300 - Scheduler, Maintenance		15.96
01311 - Secretary I		15.96
01312 - Secretary II		17.90
01313 - Secretary III		20.79
01320 - Service Order Dispatcher		21.18
01410 - Supply Technician		24.88

01420 - Survey Worker	17.02
01460 - Switchboard Operator/Receptionist	13.87
01531 - Travel Clerk I	12.96
01532 - Travel Clerk II	14.00
01533 - Travel Clerk III	15.03
01611 - Word Processor I	14.48
01612 - Word Processor II	16.25
01613 - Word Processor III	18.18
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	23.30
05010 - Automotive Electrician	19.32
05040 - Automotive Glass Installer	18.59
05070 - Automotive Worker	18.59
05110 - Mobile Equipment Servicer	16.51
05130 - Motor Equipment Metal Mechanic	20.03
05160 - Motor Equipment Metal Worker	18.59
05190 - Motor Vehicle Mechanic	21.70
05220 - Motor Vehicle Mechanic Helper	15.47
05250 - Motor Vehicle Upholstery Worker	17.54
05280 - Motor Vehicle Wrecker	18.59
05310 - Painter, Automotive	19.32
05340 - Radiator Repair Specialist	18.59
05370 - Tire Repairer	15.18
05400 - Transmission Repair Specialist	20.03
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.52
07041 - Cook I	11.17
07042 - Cook II	12.88
07070 - Dishwasher	9.60
07130 - Food Service Worker	10.31
07210 - Meat Cutter	17.93
07260 - Waiter/Waitress	9.27
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.23
09040 - Furniture Handler	15.75
09080 - Furniture Refinisher	21.23
09090 - Furniture Refinisher Helper	17.01
09110 - Furniture Repairer, Minor	19.27
09130 - Upholsterer	14.47
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.24
11060 - Elevator Operator	12.93
11090 - Gardener	17.13
11122 - Housekeeping Aide	12.93
11150 - Janitor	12.93
11210 - Laborer, Grounds Maintenance	13.34
11240 - Maid or Houseman	10.52
11260 - Pruner	12.93
11270 - Tractor Operator	15.75
11330 - Trail Maintenance Worker	13.34
11360 - Window Cleaner	13.33
12000 - Health Occupations	
12010 - Ambulance Driver	17.67
12011 - Breath Alcohol Technician	18.63
12012 - Certified Occupational Therapist Assistant	25.80
12015 - Certified Physical Therapist Assistant	25.83
12020 - Dental Assistant	17.35
12025 - Dental Hygienist	34.36
12030 - EKG Technician	27.13
12035 - Electroneurodiagnostic Technologist	27.13
12040 - Emergency Medical Technician	17.67
12071 - Licensed Practical Nurse I	16.65
12072 - Licensed Practical Nurse II	18.63
12073 - Licensed Practical Nurse III	20.76
12100 - Medical Assistant	15.49

12130 - Medical Laboratory Technician	17.07
12160 - Medical Record Clerk	16.39
12190 - Medical Record Technician	18.34
12195 - Medical Transcriptionist	16.05
12210 - Nuclear Medicine Technologist	34.36
12221 - Nursing Assistant I	10.55
12222 - Nursing Assistant II	11.87
12223 - Nursing Assistant III	12.95
12224 - Nursing Assistant IV	14.53
12235 - Optical Dispenser	14.13
12236 - Optical Technician	14.95
12250 - Pharmacy Technician	14.84
12280 - Phlebotomist	16.26
12305 - Radiologic Technologist	26.98
12311 - Registered Nurse I	23.68
12312 - Registered Nurse II	27.27
12313 - Registered Nurse II, Specialist	27.27
12314 - Registered Nurse III	33.15
12315 - Registered Nurse III, Anesthetist	33.15
12316 - Registered Nurse IV	39.45
12317 - Scheduler (Drug and Alcohol Testing)	23.07
12320 - Substance Abuse Treatment Counselor	15.98
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	21.13
13012 - Exhibits Specialist II	27.35
13013 - Exhibits Specialist III	32.01
13041 - Illustrator I	19.30
13042 - Illustrator II	23.90
13043 - Illustrator III	29.24
13047 - Librarian	30.95
13050 - Library Aide/Clerk	11.15
13054 - Library Information Technology Systems Administrator	23.49
13058 - Library Technician	14.93
13061 - Media Specialist I	18.34
13062 - Media Specialist II	20.53
13063 - Media Specialist III	22.88
13071 - Photographer I	17.20
13072 - Photographer II	19.24
13073 - Photographer III	23.84
13074 - Photographer IV	29.17
13075 - Photographer V	35.29
13090 - Technical Order Library Clerk	15.81
13110 - Video Teleconference Technician	18.85
14000 - Information Technology Occupations	
14041 - Computer Operator I	16.03
14042 - Computer Operator II	17.93
14043 - Computer Operator III	19.99
14044 - Computer Operator IV	23.48
14045 - Computer Operator V	24.61
14071 - Computer Programmer I	(see 1) 22.38
14072 - Computer Programmer II	(see 1) 26.04
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	16.03
14160 - Personal Computer Support Technician	23.48
14170 - System Support Specialist	29.37
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	28.00
15020 - Aircrew Training Devices Instructor (Rated)	33.88
15030 - Air Crew Training Devices Instructor (Pilot)	40.61
15050 - Computer Based Training Specialist / Instructor	28.00

15060 - Educational Technologist	29.30
15070 - Flight Instructor (Pilot)	40.61
15080 - Graphic Artist	25.30
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	40.61
15086 - Maintenance Test Pilot, Rotary Wing	40.61
15088 - Non-Maintenance Test/Co-Pilot	40.61
15090 - Technical Instructor	23.82
15095 - Technical Instructor/Course Developer	29.14
15110 - Test Proctor	19.24
15120 - Tutor	19.24
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.72
16030 - Counter Attendant	9.72
16040 - Dry Cleaner	12.51
16070 - Finisher, Flatwork, Machine	9.72
16090 - Presser, Hand	9.72
16110 - Presser, Machine, Drycleaning	9.72
16130 - Presser, Machine, Shirts	9.72
16160 - Presser, Machine, Wearing Apparel, Laundry	9.72
16190 - Sewing Machine Operator	13.44
16220 - Tailor	14.37
16250 - Washer, Machine	10.69
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	25.15
19040 - Tool And Die Maker	29.94
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	19.24
21030 - Material Coordinator	23.07
21040 - Material Expediter	23.07
21050 - Material Handling Laborer	16.19
21071 - Order Filler	13.52
21080 - Production Line Worker (Food Processing)	19.24
21110 - Shipping Packer	15.57
21130 - Shipping/Receiving Clerk	15.57
21140 - Store Worker I	14.01
21150 - Stock Clerk	19.19
21210 - Tools And Parts Attendant	19.24
21410 - Warehouse Specialist	19.24
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	27.23
23019 - Aircraft Logs and Records Technician	22.12
23021 - Aircraft Mechanic I	26.19
23022 - Aircraft Mechanic II	27.23
23023 - Aircraft Mechanic III	28.27
23040 - Aircraft Mechanic Helper	19.23
23050 - Aircraft, Painter	25.08
23060 - Aircraft Servicer	22.12
23070 - Aircraft Survival Flight Equipment Technician	25.08
23080 - Aircraft Worker	23.67
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	23.67
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	26.19
23110 - Appliance Mechanic	21.23
23120 - Bicycle Repairer	18.37
23125 - Cable Splicer	33.91
23130 - Carpenter, Maintenance	23.94
23140 - Carpet Layer	25.78
23160 - Electrician, Maintenance	30.43
23181 - Electronics Technician Maintenance I	26.08
23182 - Electronics Technician Maintenance II	28.85
23183 - Electronics Technician Maintenance III	30.13
23260 - Fabric Worker	22.01
23290 - Fire Alarm System Mechanic	22.01
23310 - Fire Extinguisher Repairer	20.44

23311 - Fuel Distribution System Mechanic	30.06
23312 - Fuel Distribution System Operator	23.57
23370 - General Maintenance Worker	20.36
23380 - Ground Support Equipment Mechanic	26.19
23381 - Ground Support Equipment Servicer	22.12
23382 - Ground Support Equipment Worker	23.67
23391 - Gunsmith I	20.44
23392 - Gunsmith II	23.56
23393 - Gunsmith III	26.07
23410 - Heating, Ventilation And Air-Conditioning Mechanic	25.08
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	26.08
23430 - Heavy Equipment Mechanic	24.02
23440 - Heavy Equipment Operator	27.83
23460 - Instrument Mechanic	24.78
23465 - Laboratory/Shelter Mechanic	24.96
23470 - Laborer	13.44
23510 - Locksmith	21.75
23530 - Machinery Maintenance Mechanic	25.42
23550 - Machinist, Maintenance	22.01
23580 - Maintenance Trades Helper	16.31
23591 - Metrology Technician I	24.78
23592 - Metrology Technician II	25.76
23593 - Metrology Technician III	26.75
23640 - Millwright	31.19
23710 - Office Appliance Repairer	21.38
23760 - Painter, Maintenance	21.23
23790 - Pipefitter, Maintenance	28.96
23810 - Plumber, Maintenance	27.73
23820 - Pneudraulic Systems Mechanic	26.07
23850 - Rigger	24.78
23870 - Scale Mechanic	23.56
23890 - Sheet-Metal Worker, Maintenance	29.58
23910 - Small Engine Mechanic	21.10
23931 - Telecommunications Mechanic I	23.21
23932 - Telecommunications Mechanic II	24.05
23950 - Telephone Lineman	24.54
23960 - Welder, Combination, Maintenance	22.01
23965 - Well Driller	23.32
23970 - Woodcraft Worker	26.07
23980 - Woodworker	20.44
24000 - Personal Needs Occupations	
24550 - Case Manager	15.51
24570 - Child Care Attendant	10.63
24580 - Child Care Center Clerk	14.51
24610 - Chore Aide	10.54
24620 - Family Readiness And Support Services Coordinator	15.51
24630 - Homemaker	16.12
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	27.68
25040 - Sewage Plant Operator	21.74
25070 - Stationary Engineer	27.68
25190 - Ventilation Equipment Tender	19.89
25210 - Water Treatment Plant Operator	21.74
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.61
27007 - Baggage Inspector	13.45
27008 - Corrections Officer	18.89
27010 - Court Security Officer	20.41
27030 - Detection Dog Handler	16.62
27040 - Detention Officer	18.89
27070 - Firefighter	21.55
27101 - Guard I	13.45

27102 - Guard II	16.62
27131 - Police Officer I	22.49
27132 - Police Officer II	24.99
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.18
28042 - Carnival Equipment Repairer	13.24
28043 - Carnival Worker	9.16
28210 - Gate Attendant/Gate Tender	15.25
28310 - Lifeguard	12.47
28350 - Park Attendant (Aide)	17.05
28510 - Recreation Aide/Health Facility Attendant	12.45
28515 - Recreation Specialist	19.68
28630 - Sports Official	13.59
28690 - Swimming Pool Operator	19.20
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	28.18
29020 - Hatch Tender	28.18
29030 - Line Handler	28.18
29041 - Stevedore I	26.16
29042 - Stevedore II	29.68
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	37.70
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	25.99
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	28.62
30021 - Archeological Technician I	18.04
30022 - Archeological Technician II	20.18
30023 - Archeological Technician III	24.76
30030 - Cartographic Technician	25.01
30040 - Civil Engineering Technician	25.17
30051 - Cryogenic Technician I	23.35
30052 - Cryogenic Technician II	25.78
30061 - Drafter/CAD Operator I	18.04
30062 - Drafter/CAD Operator II	20.18
30063 - Drafter/CAD Operator III	22.51
30064 - Drafter/CAD Operator IV	27.69
30081 - Engineering Technician I	15.54
30082 - Engineering Technician II	19.08
30083 - Engineering Technician III	21.95
30084 - Engineering Technician IV	24.41
30085 - Engineering Technician V	29.54
30086 - Engineering Technician VI	36.00
30090 - Environmental Technician	20.59
30095 - Evidence Control Specialist	21.08
30210 - Laboratory Technician	20.07
30221 - Latent Fingerprint Technician I	20.45
30222 - Latent Fingerprint Technician II	22.58
30240 - Mathematical Technician	25.01
30361 - Paralegal/Legal Assistant I	19.19
30362 - Paralegal/Legal Assistant II	23.77
30363 - Paralegal/Legal Assistant III	29.08
30364 - Paralegal/Legal Assistant IV	35.18
30375 - Petroleum Supply Specialist	25.78
30390 - Photo-Optics Technician	25.01
30395 - Radiation Control Technician	25.78
30461 - Technical Writer I	22.96
30462 - Technical Writer II	28.09
30463 - Technical Writer III	33.99
30491 - Unexploded Ordnance (UXO) Technician I	23.95
30492 - Unexploded Ordnance (UXO) Technician II	28.98
30493 - Unexploded Ordnance (UXO) Technician III	34.74
30494 - Unexploded (UXO) Safety Escort	23.95
30495 - Unexploded (UXO) Sweep Personnel	23.95
30501 - Weather Forecaster I	27.69
30502 - Weather Forecaster II	33.68
30620 - Weather Observer, Combined Upper Air Or (see 2)	22.51

Surface Programs	
30621 - Weather Observer, Senior	(see 2) 25.01
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	28.98
31020 - Bus Aide	12.37
31030 - Bus Driver	17.28
31043 - Driver Courier	14.80
31260 - Parking and Lot Attendant	12.07
31290 - Shuttle Bus Driver	16.09
31310 - Taxi Driver	11.26
31361 - Truckdriver, Light	16.09
31362 - Truckdriver, Medium	21.15
31363 - Truckdriver, Heavy	21.54
31364 - Truckdriver, Tractor-Trailer	21.54
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.13
99030 - Cashier	10.19
99050 - Desk Clerk	9.77
99095 - Embalmer	22.92
99130 - Flight Follower	23.95
99251 - Laboratory Animal Caretaker I	11.63
99252 - Laboratory Animal Caretaker II	12.64
99260 - Marketing Analyst	29.69
99310 - Mortician	30.24
99410 - Pest Controller	17.98
99510 - Photofinishing Worker	15.44
99710 - Recycling Laborer	15.92
99711 - Recycling Specialist	19.09
99730 - Refuse Collector	14.36
99810 - Sales Clerk	12.20
99820 - School Crossing Guard	10.90
99830 - Survey Party Chief	22.96
99831 - Surveying Aide	14.28
99832 - Surveying Technician	19.55
99840 - Vending Machine Attendant	14.74
99841 - Vending Machine Repairer	18.47
99842 - Vending Machine Repairer Helper	14.74

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: \$4.41 per hour or \$176.40 per week or \$764.40 per month

HEALTH & WELFARE EO 13706: \$4.13 per hour, or \$165.20 per week, or \$715.87 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 8 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. (See 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)).

WD 15-5233 (Rev.-7) was first posted on www.wdol.gov on 08/08/2017

REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-5233
Revision No.: 7
Date Of Revision: 08/03/2017

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.20 for calendar year 2017 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 \$10.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2017. 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.

State: Texas

Area: Texas Counties of Austin, Brazoria, Chambers, Fort Bend, Galveston, Harris, Liberty, Montgomery, Waller

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.46
01012 - Accounting Clerk II		17.36
01013 - Accounting Clerk III		19.42
01020 - Administrative Assistant		27.68
01035 - Court Reporter		29.01
01041 - Customer Service Representative I		12.57
01042 - Customer Service Representative II		14.14
01043 - Customer Service Representative III		15.42
01051 - Data Entry Operator I		13.63
01052 - Data Entry Operator II		14.87
01060 - Dispatcher, Motor Vehicle		18.30
01070 - Document Preparation Clerk		14.75
01090 - Duplicating Machine Operator		14.75
01111 - General Clerk I		13.24
01112 - General Clerk II		14.60
01113 - General Clerk III		16.39
01120 - Housing Referral Assistant		20.69
01141 - Messenger Courier		13.54
01191 - Order Clerk I		18.00
01192 - Order Clerk II		19.90
01261 - Personnel Assistant (Employment) I		16.42
01262 - Personnel Assistant (Employment) II		18.37
01263 - Personnel Assistant (Employment) III		20.48
01270 - Production Control Clerk		22.20
01290 - Rental Clerk		14.75
01300 - Scheduler, Maintenance		16.59
01311 - Secretary I		16.59
01312 - Secretary II		18.57
01313 - Secretary III		20.69
01320 - Service Order Dispatcher		16.36
01410 - Supply Technician		27.68
01420 - Survey Worker		17.79

01460 - Switchboard Operator/Receptionist	13.02
01531 - Travel Clerk I	14.00
01532 - Travel Clerk II	15.12
01533 - Travel Clerk III	16.16
01611 - Word Processor I	14.71
01612 - Word Processor II	16.52
01613 - Word Processor III	18.48
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	25.76
05010 - Automotive Electrician	23.79
05040 - Automotive Glass Installer	21.96
05070 - Automotive Worker	21.96
05110 - Mobile Equipment Servicer	20.23
05130 - Motor Equipment Metal Mechanic	25.96
05160 - Motor Equipment Metal Worker	21.96
05190 - Motor Vehicle Mechanic	25.76
05220 - Motor Vehicle Mechanic Helper	19.40
05250 - Motor Vehicle Upholstery Worker	20.83
05280 - Motor Vehicle Wrecker	21.96
05310 - Painter, Automotive	23.79
05340 - Radiator Repair Specialist	22.88
05370 - Tire Repairer	14.40
05400 - Transmission Repair Specialist	25.76
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.07
07041 - Cook I	11.42
07042 - Cook II	13.25
07070 - Dishwasher	9.51
07130 - Food Service Worker	10.43
07210 - Meat Cutter	12.91
07260 - Waiter/Waitress	9.27
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.32
09040 - Furniture Handler	11.95
09080 - Furniture Refinisher	17.70
09090 - Furniture Refinisher Helper	14.58
09110 - Furniture Repairer, Minor	16.82
09130 - Upholsterer	18.32
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.15
11060 - Elevator Operator	10.11
11090 - Gardener	15.47
11122 - Housekeeping Aide	10.11
11150 - Janitor	10.11
11210 - Laborer, Grounds Maintenance	11.64
11240 - Maid or Houseman	9.17
11260 - Pruner	10.40
11270 - Tractor Operator	14.21
11330 - Trail Maintenance Worker	11.64
11360 - Window Cleaner	11.31
12000 - Health Occupations	
12010 - Ambulance Driver	15.90
12011 - Breath Alcohol Technician	19.24
12012 - Certified Occupational Therapist Assistant	31.54
12015 - Certified Physical Therapist Assistant	31.82
12020 - Dental Assistant	17.02
12025 - Dental Hygienist	35.52
12030 - EKG Technician	25.92
12035 - Electroneurodiagnostic Technologist	25.92
12040 - Emergency Medical Technician	15.90
12071 - Licensed Practical Nurse I	19.05
12072 - Licensed Practical Nurse II	21.32
12073 - Licensed Practical Nurse III	23.76
12100 - Medical Assistant	14.21
12130 - Medical Laboratory Technician	18.76

12160 - Medical Record Clerk	16.58
12190 - Medical Record Technician	18.55
12195 - Medical Transcriptionist	19.67
12210 - Nuclear Medicine Technologist	36.75
12221 - Nursing Assistant I	10.37
12222 - Nursing Assistant II	12.54
12223 - Nursing Assistant III	13.68
12224 - Nursing Assistant IV	15.36
12235 - Optical Dispenser	16.79
12236 - Optical Technician	16.82
12250 - Pharmacy Technician	19.18
12280 - Phlebotomist	15.62
12305 - Radiologic Technologist	27.74
12311 - Registered Nurse I	30.36
12312 - Registered Nurse II	38.37
12313 - Registered Nurse II, Specialist	38.37
12314 - Registered Nurse III	44.91
12315 - Registered Nurse III, Anesthetist	44.91
12316 - Registered Nurse IV	53.84
12317 - Scheduler (Drug and Alcohol Testing)	25.93
12320 - Substance Abuse Treatment Counselor	20.09
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	20.00
13012 - Exhibits Specialist II	24.77
13013 - Exhibits Specialist III	30.30
13041 - Illustrator I	19.30
13042 - Illustrator II	23.91
13043 - Illustrator III	30.12
13047 - Librarian	28.32
13050 - Library Aide/Clerk	12.68
13054 - Library Information Technology Systems Administrator	25.56
13058 - Library Technician	16.04
13061 - Media Specialist I	18.45
13062 - Media Specialist II	20.64
13063 - Media Specialist III	23.00
13071 - Photographer I	18.45
13072 - Photographer II	20.64
13073 - Photographer III	25.56
13074 - Photographer IV	31.27
13075 - Photographer V	37.83
13090 - Technical Order Library Clerk	15.93
13110 - Video Teleconference Technician	18.40
14000 - Information Technology Occupations	
14041 - Computer Operator I	17.31
14042 - Computer Operator II	19.37
14043 - Computer Operator III	21.59
14044 - Computer Operator IV	24.00
14045 - Computer Operator V	26.57
14071 - Computer Programmer I	(see 1) 26.04
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	17.31
14160 - Personal Computer Support Technician	24.00
14170 - System Support Specialist	33.62
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	33.08
15020 - Aircrew Training Devices Instructor (Rated)	40.02
15030 - Air Crew Training Devices Instructor (Pilot)	47.98
15050 - Computer Based Training Specialist / Instructor	33.08
15060 - Educational Technologist	34.01

15070 - Flight Instructor (Pilot)	47.98
15080 - Graphic Artist	26.72
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	44.75
15086 - Maintenance Test Pilot, Rotary Wing	44.75
15088 - Non-Maintenance Test/Co-Pilot	44.75
15090 - Technical Instructor	27.50
15095 - Technical Instructor/Course Developer	33.64
15110 - Test Proctor	22.20
15120 - Tutor	22.20
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.87
16030 - Counter Attendant	9.87
16040 - Dry Cleaner	12.67
16070 - Finisher, Flatwork, Machine	9.87
16090 - Presser, Hand	9.87
16110 - Presser, Machine, Drycleaning	9.87
16130 - Presser, Machine, Shirts	9.87
16160 - Presser, Machine, Wearing Apparel, Laundry	9.87
16190 - Sewing Machine Operator	13.40
16220 - Tailor	14.42
16250 - Washer, Machine	10.82
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	20.28
19040 - Tool And Die Maker	24.30
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	15.62
21030 - Material Coordinator	22.20
21040 - Material Expediter	22.20
21050 - Material Handling Laborer	12.46
21071 - Order Filler	12.04
21080 - Production Line Worker (Food Processing)	15.62
21110 - Shipping Packer	14.62
21130 - Shipping/Receiving Clerk	14.62
21140 - Store Worker I	12.25
21150 - Stock Clerk	17.34
21210 - Tools And Parts Attendant	15.62
21410 - Warehouse Specialist	15.62
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	34.10
23019 - Aircraft Logs and Records Technician	26.89
23021 - Aircraft Mechanic I	32.66
23022 - Aircraft Mechanic II	34.10
23023 - Aircraft Mechanic III	35.56
23040 - Aircraft Mechanic Helper	22.84
23050 - Aircraft, Painter	30.89
23060 - Aircraft Servicer	26.89
23070 - Aircraft Survival Flight Equipment Technician	30.89
23080 - Aircraft Worker	28.88
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	28.88
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	32.66
23110 - Appliance Mechanic	19.61
23120 - Bicycle Repairer	17.93
23125 - Cable Splicer	28.80
23130 - Carpenter, Maintenance	19.71
23140 - Carpet Layer	20.81
23160 - Electrician, Maintenance	26.51
23181 - Electronics Technician Maintenance I	24.71
23182 - Electronics Technician Maintenance II	26.42
23183 - Electronics Technician Maintenance III	27.93
23260 - Fabric Worker	19.38
23290 - Fire Alarm System Mechanic	22.74
23310 - Fire Extinguisher Repairer	17.93
23311 - Fuel Distribution System Mechanic	20.96

23312 - Fuel Distribution System Operator	16.99
23370 - General Maintenance Worker	18.08
23380 - Ground Support Equipment Mechanic	32.66
23381 - Ground Support Equipment Servicer	26.89
23382 - Ground Support Equipment Worker	28.88
23391 - Gunsmith I	17.93
23392 - Gunsmith II	20.81
23393 - Gunsmith III	23.54
23410 - Heating, Ventilation And Air-Conditioning Mechanic	22.62
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	23.62
23430 - Heavy Equipment Mechanic	23.95
23440 - Heavy Equipment Operator	19.26
23460 - Instrument Mechanic	25.87
23465 - Laboratory/Shelter Mechanic	22.26
23470 - Laborer	12.46
23510 - Locksmith	20.36
23530 - Machinery Maintenance Mechanic	26.70
23550 - Machinist, Maintenance	21.54
23580 - Maintenance Trades Helper	14.94
23591 - Metrology Technician I	25.87
23592 - Metrology Technician II	27.01
23593 - Metrology Technician III	28.17
23640 - Millwright	23.34
23710 - Office Appliance Repairer	18.99
23760 - Painter, Maintenance	18.99
23790 - Pipefitter, Maintenance	25.35
23810 - Plumber, Maintenance	23.97
23820 - Pneudraulic Systems Mechanic	23.54
23850 - Rigger	22.83
23870 - Scale Mechanic	20.81
23890 - Sheet-Metal Worker, Maintenance	20.17
23910 - Small Engine Mechanic	18.08
23931 - Telecommunications Mechanic I	23.89
23932 - Telecommunications Mechanic II	24.95
23950 - Telephone Lineman	28.07
23960 - Welder, Combination, Maintenance	22.22
23965 - Well Driller	23.54
23970 - Woodcraft Worker	23.54
23980 - Woodworker	17.93
24000 - Personal Needs Occupations	
24550 - Case Manager	15.63
24570 - Child Care Attendant	10.65
24580 - Child Care Center Clerk	13.48
24610 - Chore Aide	8.92
24620 - Family Readiness And Support Services Coordinator	15.63
24630 - Homemaker	16.84
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.20
25040 - Sewage Plant Operator	19.07
25070 - Stationary Engineer	22.20
25190 - Ventilation Equipment Tender	14.81
25210 - Water Treatment Plant Operator	19.07
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.21
27007 - Baggage Inspector	11.88
27008 - Corrections Officer	20.80
27010 - Court Security Officer	22.05
27030 - Detection Dog Handler	17.90
27040 - Detention Officer	20.80
27070 - Firefighter	23.30
27101 - Guard I	11.88
27102 - Guard II	17.90

27131 - Police Officer I	27.91
27132 - Police Officer II	31.02
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.96
28042 - Carnival Equipment Repairer	13.03
28043 - Carnival Worker	8.76
28210 - Gate Attendant/Gate Tender	13.90
28310 - Lifeguard	12.38
28350 - Park Attendant (Aide)	15.55
28510 - Recreation Aide/Health Facility Attendant	11.35
28515 - Recreation Specialist	19.12
28630 - Sports Official	12.38
28690 - Swimming Pool Operator	17.44
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	26.06
29020 - Hatch Tender	26.06
29030 - Line Handler	26.06
29041 - Stevedore I	24.27
29042 - Stevedore II	27.87
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	41.14
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	28.37
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	31.25
30021 - Archeological Technician I	21.56
30022 - Archeological Technician II	25.47
30023 - Archeological Technician III	30.62
30030 - Cartographic Technician	30.62
30040 - Civil Engineering Technician	30.03
30051 - Cryogenic Technician I	26.94
30052 - Cryogenic Technician II	29.76
30061 - Drafter/CAD Operator I	21.56
30062 - Drafter/CAD Operator II	24.71
30063 - Drafter/CAD Operator III	27.56
30064 - Drafter/CAD Operator IV	33.10
30081 - Engineering Technician I	20.02
30082 - Engineering Technician II	22.48
30083 - Engineering Technician III	25.15
30084 - Engineering Technician IV	31.09
30085 - Engineering Technician V	38.65
30086 - Engineering Technician VI	46.10
30090 - Environmental Technician	29.96
30095 - Evidence Control Specialist	24.33
30210 - Laboratory Technician	28.10
30221 - Latent Fingerprint Technician I	27.06
30222 - Latent Fingerprint Technician II	29.88
30240 - Mathematical Technician	30.62
30361 - Paralegal/Legal Assistant I	22.52
30362 - Paralegal/Legal Assistant II	27.90
30363 - Paralegal/Legal Assistant III	34.12
30364 - Paralegal/Legal Assistant IV	41.27
30375 - Petroleum Supply Specialist	29.76
30390 - Photo-Optics Technician	30.62
30395 - Radiation Control Technician	29.76
30461 - Technical Writer I	23.41
30462 - Technical Writer II	28.64
30463 - Technical Writer III	34.93
30491 - Unexploded Ordnance (UXO) Technician I	26.15
30492 - Unexploded Ordnance (UXO) Technician II	31.64
30493 - Unexploded Ordnance (UXO) Technician III	37.92
30494 - Unexploded (UXO) Safety Escort	26.15
30495 - Unexploded (UXO) Sweep Personnel	26.15
30501 - Weather Forecaster I	29.63
30502 - Weather Forecaster II	36.05
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2) 27.56

30621 - Weather Observer, Senior	(see 2)	30.48
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		31.64
31020 - Bus Aide		13.74
31030 - Bus Driver		19.75
31043 - Driver Courier		14.03
31260 - Parking and Lot Attendant		9.32
31290 - Shuttle Bus Driver		15.28
31310 - Taxi Driver		13.64
31361 - Truckdriver, Light		15.28
31362 - Truckdriver, Medium		18.98
31363 - Truckdriver, Heavy		20.32
31364 - Truckdriver, Tractor-Trailer		20.32
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		15.43
99030 - Cashier		10.01
99050 - Desk Clerk		11.72
99095 - Embalmer		31.56
99130 - Flight Follower		26.15
99251 - Laboratory Animal Caretaker I		11.33
99252 - Laboratory Animal Caretaker II		12.34
99260 - Marketing Analyst		31.86
99310 - Mortician		34.88
99410 - Pest Controller		17.14
99510 - Photofinishing Worker		16.80
99710 - Recycling Laborer		17.79
99711 - Recycling Specialist		21.71
99730 - Refuse Collector		15.90
99810 - Sales Clerk		12.66
99820 - School Crossing Guard		13.27
99830 - Survey Party Chief		24.55
99831 - Surveying Aide		16.80
99832 - Surveying Technician		21.23
99840 - Vending Machine Attendant		12.77
99841 - Vending Machine Repairer		16.15
99842 - Vending Machine Repairer Helper		12.77

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: \$4.41 per hour or \$176.40 per week or \$764.40 per month

HEALTH & WELFARE EO 13706: \$4.13 per hour, or \$165.20 per week, or \$715.87 per month

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 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)).

WD 15-5227 (Rev.-3) was first posted on www.wdol.gov on 08/08/2017

REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-5227
Revision No.: 3
Date Of Revision: 08/03/2017

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.20 for calendar year 2017 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 \$10.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2017. 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.

State: Texas

Area: Texas Counties of Collin, Dallas, Denton, Ellis, Hunt, Kaufman, Rockwall

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.66
01012 - Accounting Clerk II		17.58
01013 - Accounting Clerk III		19.67
01020 - Administrative Assistant		28.45
01035 - Court Reporter		18.67
01041 - Customer Service Representative I		13.39
01042 - Customer Service Representative II		15.06
01043 - Customer Service Representative III		16.43
01051 - Data Entry Operator I		13.20
01052 - Data Entry Operator II		14.41
01060 - Dispatcher, Motor Vehicle		21.36
01070 - Document Preparation Clerk		15.47
01090 - Duplicating Machine Operator		15.47
01111 - General Clerk I		13.15
01112 - General Clerk II		14.34
01113 - General Clerk III		16.10
01120 - Housing Referral Assistant		21.60
01141 - Messenger Courier		14.29
01191 - Order Clerk I		16.47
01192 - Order Clerk II		17.96
01261 - Personnel Assistant (Employment) I		16.75
01262 - Personnel Assistant (Employment) II		18.73
01263 - Personnel Assistant (Employment) III		20.88
01270 - Production Control Clerk		22.89
01290 - Rental Clerk		15.30
01300 - Scheduler, Maintenance		17.32
01311 - Secretary I		17.32
01312 - Secretary II		19.38
01313 - Secretary III		21.60
01320 - Service Order Dispatcher		17.47
01410 - Supply Technician		28.45
01420 - Survey Worker		17.29
01460 - Switchboard Operator/Receptionist		13.60

01531 - Travel Clerk I	13.92
01532 - Travel Clerk II	15.00
01533 - Travel Clerk III	16.05
01611 - Word Processor I	14.27
01612 - Word Processor II	16.03
01613 - Word Processor III	17.93
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	21.52
05010 - Automotive Electrician	23.04
05040 - Automotive Glass Installer	20.93
05070 - Automotive Worker	22.02
05110 - Mobile Equipment Servicer	18.52
05130 - Motor Equipment Metal Mechanic	22.16
05160 - Motor Equipment Metal Worker	20.93
05190 - Motor Vehicle Mechanic	22.99
05220 - Motor Vehicle Mechanic Helper	17.27
05250 - Motor Vehicle Upholstery Worker	19.82
05280 - Motor Vehicle Wrecker	20.93
05310 - Painter, Automotive	24.22
05340 - Radiator Repair Specialist	20.93
05370 - Tire Repairer	12.44
05400 - Transmission Repair Specialist	22.16
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.14
07041 - Cook I	11.54
07042 - Cook II	13.26
07070 - Dishwasher	9.27
07130 - Food Service Worker	9.70
07210 - Meat Cutter	13.34
07260 - Waiter/Waitress	9.53
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	15.32
09040 - Furniture Handler	10.24
09080 - Furniture Refinisher	15.32
09090 - Furniture Refinisher Helper	12.02
09110 - Furniture Repairer, Minor	13.78
09130 - Upholsterer	16.53
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.82
11060 - Elevator Operator	10.82
11090 - Gardener	16.21
11122 - Housekeeping Aide	10.00
11150 - Janitor	10.00
11210 - Laborer, Grounds Maintenance	12.06
11240 - Maid or Houseman	9.25
11260 - Pruner	11.58
11270 - Tractor Operator	14.83
11330 - Trail Maintenance Worker	12.06
11360 - Window Cleaner	11.31
12000 - Health Occupations	
12010 - Ambulance Driver	19.21
12011 - Breath Alcohol Technician	19.80
12012 - Certified Occupational Therapist Assistant	32.66
12015 - Certified Physical Therapist Assistant	33.10
12020 - Dental Assistant	19.08
12025 - Dental Hygienist	36.35
12030 - EKG Technician	30.40
12035 - Electroneurodiagnostic Technologist	30.40
12040 - Emergency Medical Technician	19.21
12071 - Licensed Practical Nurse I	18.42
12072 - Licensed Practical Nurse II	20.60
12073 - Licensed Practical Nurse III	22.96
12100 - Medical Assistant	15.47
12130 - Medical Laboratory Technician	19.22
12160 - Medical Record Clerk	18.40

12190 - Medical Record Technician	20.58
12195 - Medical Transcriptionist	19.66
12210 - Nuclear Medicine Technologist	37.62
12221 - Nursing Assistant I	11.61
12222 - Nursing Assistant II	13.06
12223 - Nursing Assistant III	14.25
12224 - Nursing Assistant IV	16.00
12235 - Optical Dispenser	16.40
12236 - Optical Technician	14.60
12250 - Pharmacy Technician	15.72
12280 - Phlebotomist	15.04
12305 - Radiologic Technologist	28.30
12311 - Registered Nurse I	25.82
12312 - Registered Nurse II	31.58
12313 - Registered Nurse II, Specialist	31.58
12314 - Registered Nurse III	38.19
12315 - Registered Nurse III, Anesthetist	38.19
12316 - Registered Nurse IV	45.78
12317 - Scheduler (Drug and Alcohol Testing)	24.53
12320 - Substance Abuse Treatment Counselor	21.01
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	20.65
13012 - Exhibits Specialist II	25.58
13013 - Exhibits Specialist III	31.28
13041 - Illustrator I	24.95
13042 - Illustrator II	30.91
13043 - Illustrator III	36.18
13047 - Librarian	31.56
13050 - Library Aide/Clerk	14.33
13054 - Library Information Technology Systems Administrator	27.42
13058 - Library Technician	16.29
13061 - Media Specialist I	19.78
13062 - Media Specialist II	22.13
13063 - Media Specialist III	24.67
13071 - Photographer I	16.50
13072 - Photographer II	18.46
13073 - Photographer III	22.87
13074 - Photographer IV	27.97
13075 - Photographer V	33.85
13090 - Technical Order Library Clerk	16.77
13110 - Video Teleconference Technician	21.59
14000 - Information Technology Occupations	
14041 - Computer Operator I	16.25
14042 - Computer Operator II	18.18
14043 - Computer Operator III	20.78
14044 - Computer Operator IV	24.67
14045 - Computer Operator V	27.31
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	16.25
14160 - Personal Computer Support Technician	24.67
14170 - System Support Specialist	38.57
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	35.04
15020 - Aircrew Training Devices Instructor (Rated)	41.90
15030 - Air Crew Training Devices Instructor (Pilot)	46.09
15050 - Computer Based Training Specialist / Instructor	35.04
15060 - Educational Technologist	32.52
15070 - Flight Instructor (Pilot)	46.09

15080 - Graphic Artist	25.28
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	43.10
15086 - Maintenance Test Pilot, Rotary Wing	43.10
15088 - Non-Maintenance Test/Co-Pilot	43.10
15090 - Technical Instructor	26.43
15095 - Technical Instructor/Course Developer	32.34
15110 - Test Proctor	21.34
15120 - Tutor	21.34
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.93
16030 - Counter Attendant	9.93
16040 - Dry Cleaner	12.75
16070 - Finisher, Flatwork, Machine	9.93
16090 - Presser, Hand	9.93
16110 - Presser, Machine, Drycleaning	9.93
16130 - Presser, Machine, Shirts	9.93
16160 - Presser, Machine, Wearing Apparel, Laundry	9.93
16190 - Sewing Machine Operator	13.52
16220 - Tailor	14.54
16250 - Washer, Machine	10.91
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	19.18
19040 - Tool And Die Maker	22.87
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	15.02
21030 - Material Coordinator	22.89
21040 - Material Expediter	22.89
21050 - Material Handling Laborer	12.80
21071 - Order Filler	13.57
21080 - Production Line Worker (Food Processing)	15.02
21110 - Shipping Packer	13.52
21130 - Shipping/Receiving Clerk	13.52
21140 - Store Worker I	11.85
21150 - Stock Clerk	16.89
21210 - Tools And Parts Attendant	15.02
21410 - Warehouse Specialist	15.02
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	33.52
23019 - Aircraft Logs and Records Technician	25.64
23021 - Aircraft Mechanic I	31.98
23022 - Aircraft Mechanic II	33.52
23023 - Aircraft Mechanic III	35.08
23040 - Aircraft Mechanic Helper	21.68
23050 - Aircraft, Painter	28.57
23060 - Aircraft Servicer	25.64
23070 - Aircraft Survival Flight Equipment Technician	28.57
23080 - Aircraft Worker	27.11
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	27.11
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	31.98
23110 - Appliance Mechanic	18.33
23120 - Bicycle Repairer	15.05
23125 - Cable Splicer	23.72
23130 - Carpenter, Maintenance	17.38
23140 - Carpet Layer	18.87
23160 - Electrician, Maintenance	20.94
23181 - Electronics Technician Maintenance I	25.82
23182 - Electronics Technician Maintenance II	27.21
23183 - Electronics Technician Maintenance III	29.34
23260 - Fabric Worker	18.35
23290 - Fire Alarm System Mechanic	20.79
23310 - Fire Extinguisher Repairer	16.95
23311 - Fuel Distribution System Mechanic	21.32
23312 - Fuel Distribution System Operator	16.71

23370 - General Maintenance Worker	17.70
23380 - Ground Support Equipment Mechanic	31.98
23381 - Ground Support Equipment Servicier	25.64
23382 - Ground Support Equipment Worker	27.11
23391 - Gunsmith I	16.95
23392 - Gunsmith II	19.48
23393 - Gunsmith III	21.63
23410 - Heating, Ventilation And Air-Conditioning Mechanic	20.94
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	21.94
23430 - Heavy Equipment Mechanic	21.68
23440 - Heavy Equipment Operator	18.40
23460 - Instrument Mechanic	24.76
23465 - Laboratory/Shelter Mechanic	20.52
23470 - Laborer	12.41
23510 - Locksmith	20.42
23530 - Machinery Maintenance Mechanic	23.14
23550 - Machinist, Maintenance	17.89
23580 - Maintenance Trades Helper	14.01
23591 - Metrology Technician I	24.76
23592 - Metrology Technician II	25.94
23593 - Metrology Technician III	27.16
23640 - Millwright	23.06
23710 - Office Appliance Repairer	18.30
23760 - Painter, Maintenance	16.85
23790 - Pipefitter, Maintenance	22.46
23810 - Plumber, Maintenance	21.38
23820 - Pneudraulic Systems Mechanic	21.63
23850 - Rigger	21.28
23870 - Scale Mechanic	19.48
23890 - Sheet-Metal Worker, Maintenance	18.28
23910 - Small Engine Mechanic	17.84
23931 - Telecommunications Mechanic I	23.56
23932 - Telecommunications Mechanic II	24.66
23950 - Telephone Lineman	23.54
23960 - Welder, Combination, Maintenance	17.91
23965 - Well Driller	21.63
23970 - Woodcraft Worker	21.63
23980 - Woodworker	16.43
24000 - Personal Needs Occupations	
24550 - Case Manager	16.32
24570 - Child Care Attendant	10.73
24580 - Child Care Center Clerk	13.39
24610 - Chore Aide	8.83
24620 - Family Readiness And Support Services Coordinator	16.32
24630 - Homemaker	17.11
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.92
25040 - Sewage Plant Operator	18.96
25070 - Stationary Engineer	22.92
25190 - Ventilation Equipment Tender	15.57
25210 - Water Treatment Plant Operator	18.96
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.68
27007 - Baggage Inspector	14.10
27008 - Corrections Officer	19.31
27010 - Court Security Officer	23.50
27030 - Detection Dog Handler	16.92
27040 - Detention Officer	19.99
27070 - Firefighter	24.92
27101 - Guard I	14.10
27102 - Guard II	16.92
27131 - Police Officer I	27.85

27132 - Police Officer II	30.95
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.58
28042 - Carnival Equipment Repairer	13.75
28043 - Carnival Worker	9.50
28210 - Gate Attendant/Gate Tender	14.18
28310 - Lifeguard	11.19
28350 - Park Attendant (Aide)	15.86
28510 - Recreation Aide/Health Facility Attendant	11.57
28515 - Recreation Specialist	18.53
28630 - Sports Official	12.63
28690 - Swimming Pool Operator	21.99
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.78
29020 - Hatch Tender	22.78
29030 - Line Handler	22.78
29041 - Stevedore I	20.46
29042 - Stevedore II	22.74
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	39.98
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	27.57
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	30.37
30021 - Archeological Technician I	20.07
30022 - Archeological Technician II	22.40
30023 - Archeological Technician III	27.75
30030 - Cartographic Technician	27.75
30040 - Civil Engineering Technician	23.51
30051 - Cryogenic Technician I	25.48
30052 - Cryogenic Technician II	28.14
30061 - Drafter/CAD Operator I	20.07
30062 - Drafter/CAD Operator II	22.40
30063 - Drafter/CAD Operator III	24.97
30064 - Drafter/CAD Operator IV	30.73
30081 - Engineering Technician I	17.56
30082 - Engineering Technician II	19.70
30083 - Engineering Technician III	22.03
30084 - Engineering Technician IV	27.30
30085 - Engineering Technician V	33.40
30086 - Engineering Technician VI	40.41
30090 - Environmental Technician	24.73
30095 - Evidence Control Specialist	23.00
30210 - Laboratory Technician	22.28
30221 - Latent Fingerprint Technician I	23.85
30222 - Latent Fingerprint Technician II	26.34
30240 - Mathematical Technician	27.75
30361 - Paralegal/Legal Assistant I	18.92
30362 - Paralegal/Legal Assistant II	23.44
30363 - Paralegal/Legal Assistant III	28.67
30364 - Paralegal/Legal Assistant IV	34.70
30375 - Petroleum Supply Specialist	28.14
30390 - Photo-Optics Technician	27.75
30395 - Radiation Control Technician	28.14
30461 - Technical Writer I	25.09
30462 - Technical Writer II	30.68
30463 - Technical Writer III	37.13
30491 - Unexploded Ordnance (UXO) Technician I	25.41
30492 - Unexploded Ordnance (UXO) Technician II	30.74
30493 - Unexploded Ordnance (UXO) Technician III	36.85
30494 - Unexploded (UXO) Safety Escort	25.41
30495 - Unexploded (UXO) Sweep Personnel	25.41
30501 - Weather Forecaster I	25.48
30502 - Weather Forecaster II	30.98
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2) 24.97
30621 - Weather Observer, Senior	(see 2) 25.23

31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	30.74
31020 - Bus Aide	12.32
31030 - Bus Driver	18.01
31043 - Driver Courier	16.55
31260 - Parking and Lot Attendant	10.01
31290 - Shuttle Bus Driver	18.09
31310 - Taxi Driver	11.81
31361 - Truckdriver, Light	18.09
31362 - Truckdriver, Medium	19.69
31363 - Truckdriver, Heavy	21.19
31364 - Truckdriver, Tractor-Trailer	21.19
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.99
99030 - Cashier	9.76
99050 - Desk Clerk	9.80
99095 - Embalmer	22.94
99130 - Flight Follower	25.41
99251 - Laboratory Animal Caretaker I	11.48
99252 - Laboratory Animal Caretaker II	12.55
99260 - Marketing Analyst	36.10
99310 - Mortician	22.94
99410 - Pest Controller	18.98
99510 - Photofinishing Worker	14.89
99710 - Recycling Laborer	17.47
99711 - Recycling Specialist	21.49
99730 - Refuse Collector	15.46
99810 - Sales Clerk	13.65
99820 - School Crossing Guard	10.62
99830 - Survey Party Chief	26.47
99831 - Surveying Aide	15.86
99832 - Surveying Technician	20.32
99840 - Vending Machine Attendant	15.50
99841 - Vending Machine Repairer	18.73
99842 - Vending Machine Repairer Helper	15.46

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: \$4.41 per hour or \$176.40 per week or \$764.40 per month

HEALTH & WELFARE EO 13706: \$4.13 per hour, or \$165.20 per week, or \$715.87 per month

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 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)).

WD 15-5613 (Rev.-6) was first posted on www.wdol.gov on 08/08/2017

REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-5613
Revision No.: 6
Date Of Revision: 08/03/2017

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.20 for calendar year 2017 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 \$10.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2017. 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.

State: California

Area: California County of Los Angeles

OCCUPATION NOTES:

Heating, Air Conditioning, and Refrigeration services: Occupational wage rates and fringe benefits may be found on WD 1986-0879.

Laundry services: Occupational wage rates and fringe benefits may be found on WD 1977-1297.

Fringe Benefits Required Follow the Occupational Listing		
OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I	(see 1,2,3)	16.60
01012 - Accounting Clerk II	(see 1,2,3)	18.64
01013 - Accounting Clerk III	(see 1,2,3)	20.85
01020 - Administrative Assistant	(see 1,2,3)	30.89
01035 - Court Reporter	(see 1,2,3)	24.11
01041 - Customer Service Representative I	(see 1,2,3)	13.98
01042 - Customer Service Representative II	(see 1,2,3)	15.72
01043 - Customer Service Representative III	(see 1,2,3)	17.15
01051 - Data Entry Operator I	(see 1,2,3)	14.04
01052 - Data Entry Operator II	(see 1,2,3)	15.32
01060 - Dispatcher, Motor Vehicle	(see 1,2,3)	22.41
01070 - Document Preparation Clerk	(see 1,2,3)	15.13

01090 - Duplicating Machine Operator	(see 1,2, 3)	15.13
01111 - General Clerk I	(see 1,2, 3)	13.43
01112 - General Clerk II	(see 1,2, 3)	14.92
01113 - General Clerk III	(see 1,2, 3)	17.43
01120 - Housing Referral Assistant	(see 1,2, 3)	21.90
01141 - Messenger Courier	(see 1,2, 3)	13.86
01191 - Order Clerk I	(see 1,2, 3)	16.98
01192 - Order Clerk II	(see 1,2, 3)	18.53
01261 - Personnel Assistant (Employment) I	(see 1,2, 3)	18.07
01262 - Personnel Assistant (Employment) II	(see 1,2, 3)	20.20
01263 - Personnel Assistant (Employment) III	(see 1,2, 3)	22.53
01270 - Production Control Clerk	(see 1,2, 3)	23.51
01290 - Rental Clerk	(see 1,2, 3)	16.83
01300 - Scheduler, Maintenance	(see 1,2, 3)	17.39
01311 - Secretary I	(see 1,2, 3)	17.39
01312 - Secretary II	(see 1,2, 3)	19.45
01313 - Secretary III	(see 1,2, 3)	21.90
01320 - Service Order Dispatcher	(see 1,2, 3)	19.54
01410 - Supply Technician	(see 1,2, 3)	30.89
01420 - Survey Worker	(see 1,2, 3)	19.93
01460 - Switchboard Operator/Receptionist	(see 1,2, 3)	14.51
01531 - Travel Clerk I	(see 1,2, 3)	14.72
01532 - Travel Clerk II	(see 1,2, 3)	16.02
01533 - Travel Clerk III	(see 1,2, 3)	17.21
01611 - Word Processor I	(see 1,2, 3)	16.70
01612 - Word Processor II	(see 1,2, 3)	18.56
01613 - Word Processor III	(see 1,2, 3)	20.64
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass	(see 1,2, 3)	23.56
05010 - Automotive Electrician	(see 1,2, 3)	22.18
05040 - Automotive Glass Installer	(see 1,2, 3)	20.84
05070 - Automotive Worker	(see 1,2, 3)	20.84
05110 - Mobile Equipment Servicer	(see 1,2, 3)	19.16

05130 - Motor Equipment Metal Mechanic	(see 1,2, 3)	23.56
05160 - Motor Equipment Metal Worker	(see 1,2, 3)	20.84
05190 - Motor Vehicle Mechanic	(see 1,2, 3)	23.56
05220 - Motor Vehicle Mechanic Helper	(see 1,2, 3)	18.38
05250 - Motor Vehicle Upholstery Worker	(see 1,2, 3)	20.40
05280 - Motor Vehicle Wrecker	(see 1,2, 3)	20.84
05310 - Painter, Automotive	(see 1,2, 3)	22.18
05340 - Radiator Repair Specialist	(see 1,2, 3)	20.84
05370 - Tire Repairer	(see 1,2, 3)	16.73
05400 - Transmission Repair Specialist	(see 1,2, 3)	23.56
07000 - Food Preparation And Service Occupations		
07010 - Baker	(see 1,2, 3)	12.28
07041 - Cook I	(see 1,2, 3)	14.72
07042 - Cook II	(see 1,2, 3)	17.03
07070 - Dishwasher	(see 1,2, 3)	10.29
07130 - Food Service Worker	(see 1,2, 3)	11.28
07210 - Meat Cutter	(see 1,2, 3)	15.92
07260 - Waiter/Waitress	(see 1,2, 3)	10.84
09000 - Furniture Maintenance And Repair Occupations		
09010 - Electrostatic Spray Painter	(see 1,2, 3)	20.45
09040 - Furniture Handler	(see 1,2, 3)	13.66
09080 - Furniture Refinisher	(see 1,2, 3)	20.45
09090 - Furniture Refinisher Helper	(see 1,2, 3)	16.30
09110 - Furniture Repairer, Minor	(see 1,2, 3)	18.74
09130 - Upholsterer	(see 1,2, 3)	20.45
11000 - General Services And Support Occupations		
11030 - Cleaner, Vehicles	(see 1,2, 3)	11.76
11060 - Elevator Operator	(see 1,2, 3)	14.04
11090 - Gardener	(see 1,2, 3)	19.21
11122 - Housekeeping Aide	(see 1,2, 3)	14.04
11150 - Janitor	(see 1,2, 3)	14.04
11210 - Laborer, Grounds Maintenance	(see 1,2, 3)	14.40
11240 - Maid or Houseman	(see 1,2, 3)	11.62
11260 - Pruner	(see 1,2, 3)	13.27

11270 - Tractor Operator	(see 1,2, 3)	17.13
11330 - Trail Maintenance Worker	(see 1,2, 3)	14.40
11360 - Window Cleaner	(see 1,2, 3)	15.77
12000 - Health Occupations		
12010 - Ambulance Driver	(see 1,2, 3)	17.82
12011 - Breath Alcohol Technician	(see 1,2, 3)	19.60
12012 - Certified Occupational Therapist Assistant	(see 1,2, 3)	31.92
12015 - Certified Physical Therapist Assistant	(see 1,2, 3)	32.31
12020 - Dental Assistant	(see 1,2, 3)	17.34
12025 - Dental Hygienist	(see 1,2, 3)	46.45
12030 - EKG Technician	(see 1,2, 3)	30.63
12035 - Electroneurodiagnostic Technologist	(see 1,2, 3)	30.63
12040 - Emergency Medical Technician	(see 1,2, 3)	17.82
12071 - Licensed Practical Nurse I	(see 1,2, 3)	19.32
12072 - Licensed Practical Nurse II	(see 1,2, 3)	21.61
12073 - Licensed Practical Nurse III	(see 1,2, 3)	24.09
12100 - Medical Assistant	(see 1,2, 3)	16.38
12130 - Medical Laboratory Technician	(see 1,2, 3)	20.02
12160 - Medical Record Clerk	(see 1,2, 3)	17.59
12190 - Medical Record Technician	(see 1,2, 3)	19.67
12195 - Medical Transcriptionist	(see 1,2, 3)	23.42
12210 - Nuclear Medicine Technologist	(see 1,2, 3)	44.21
12221 - Nursing Assistant I	(see 1,2, 3)	11.65
12222 - Nursing Assistant II	(see 1,2, 3)	13.10
12223 - Nursing Assistant III	(see 1,2, 3)	14.29
12224 - Nursing Assistant IV	(see 1,2, 3)	16.04
12235 - Optical Dispenser	(see 1,2, 3)	17.80
12236 - Optical Technician	(see 1,2, 3)	15.71
12250 - Pharmacy Technician	(see 1,2, 3)	17.93
12280 - Phlebotomist	(see 1,2, 3)	16.53
12305 - Radiologic Technologist	(see 1,2, 3)	30.54
12311 - Registered Nurse I	(see 1,2, 3)	31.47
12312 - Registered Nurse II	(see 1,2, 3)	38.49

12313 - Registered Nurse II, Specialist	(see 1,2, 3)	38.49
12314 - Registered Nurse III	(see 1,2, 3)	48.20
12315 - Registered Nurse III, Anesthetist	(see 1,2, 3)	48.20
12316 - Registered Nurse IV	(see 1,2, 3)	57.77
12317 - Scheduler (Drug and Alcohol Testing)	(see 1,2, 3)	26.76
12320 - Substance Abuse Treatment Counselor	(see 1,2, 3)	17.48
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I	(see 1,2, 3)	24.83
13012 - Exhibits Specialist II	(see 1,2, 3)	30.76
13013 - Exhibits Specialist III	(see 1,2, 3)	37.63
13041 - Illustrator I	(see 1,2, 3)	27.84
13042 - Illustrator II	(see 1,2, 3)	34.51
13043 - Illustrator III	(see 1,2, 3)	42.16
13047 - Librarian	(see 1,2, 3)	36.64
13050 - Library Aide/Clerk	(see 1,2, 3)	16.49
13054 - Library Information Technology Systems Administrator	(see 1,2, 3)	33.09
13058 - Library Technician	(see 1,2, 3)	22.40
13061 - Media Specialist I	(see 1,2, 3)	23.87
13062 - Media Specialist II	(see 1,2, 3)	26.70
13063 - Media Specialist III	(see 1,2, 3)	29.77
13071 - Photographer I	(see 1,2, 3)	17.95
13072 - Photographer II	(see 1,2, 3)	20.08
13073 - Photographer III	(see 1,2, 3)	26.61
13074 - Photographer IV	(see 1,2, 3)	33.56
13075 - Photographer V	(see 1,2, 3)	40.61
13090 - Technical Order Library Clerk	(see 1,2, 3)	16.03
13110 - Video Teleconference Technician	(see 1,2, 3)	24.18
14000 - Information Technology Occupations		
14041 - Computer Operator I	(see 1,2, 3)	17.82
14042 - Computer Operator II	(see 1,2, 3)	19.93
14043 - Computer Operator III	(see 1,2, 3)	22.89
14044 - Computer Operator IV	(see 1,2, 3)	25.73
14045 - Computer Operator V	(see 1,2, 3)	27.35
14071 - Computer Programmer I	(see 1,2, 3)	27.42

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14072 - Computer Programmer II	(see 1,2, 3,4)	
14073 - Computer Programmer III	(see 1,2, 3,4)	
14074 - Computer Programmer IV	(see 1,2, 3,4)	
14101 - Computer Systems Analyst I	(see 1,2, 3,4)	
14102 - Computer Systems Analyst II	(see 1,2, 3,4)	
14103 - Computer Systems Analyst III	(see 1,2, 3,4)	
14150 - Peripheral Equipment Operator	(see 1,2, 3)	17.82
14160 - Personal Computer Support Technician	(see 1,2, 3)	25.73
14170 - System Support Specialist	(see 1,2, 3)	33.61
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)	(see 1,2, 3)	34.73
15020 - Aircrew Training Devices Instructor (Rated)	(see 1,2, 3)	42.03
15030 - Air Crew Training Devices Instructor (Pilot)	(see 1,2, 3)	50.37
15050 - Computer Based Training Specialist / Instructor	(see 1,2, 3)	34.73
15060 - Educational Technologist	(see 1,2, 3)	36.57
15070 - Flight Instructor (Pilot)	(see 1,2, 3)	50.37
15080 - Graphic Artist	(see 1,2, 3)	26.72
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	(see 1,2, 3)	43.94
15086 - Maintenance Test Pilot, Rotary Wing	(see 1,2, 3)	43.94
15088 - Non-Maintenance Test/Co-Pilot	(see 1,2, 3)	43.94
15090 - Technical Instructor	(see 1,2, 3)	25.70
15095 - Technical Instructor/Course Developer	(see 1,2, 3)	31.47
15110 - Test Proctor	(see 1,2, 3)	20.77
15120 - Tutor	(see 1,2, 3)	20.77
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		
16030 - Counter Attendant		
16040 - Dry Cleaner		
16070 - Finisher, Flatwork, Machine		
16090 - Presser, Hand		
16110 - Presser, Machine, Drycleaning		
16130 - Presser, Machine, Shirts		
16160 - Presser, Machine, Wearing Apparel, Laundry		
16190 - Sewing Machine Operator		
16220 - Tailor		
16250 - Washer, Machine		
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)	(see 1,2, 3)	20.87
19040 - Tool And Die Maker	(see 1,2, 3)	25.31

21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator	(see 1,2, 3)	17.02
21030 - Material Coordinator	(see 1,2, 3)	23.51
21040 - Material Expediter	(see 1,2, 3)	23.51
21050 - Material Handling Laborer	(see 1,2, 3)	13.02
21071 - Order Filler	(see 1,2, 3)	13.31
21080 - Production Line Worker (Food Processing)	(see 1,2, 3)	17.02
21110 - Shipping Packer	(see 1,2, 3)	15.08
21130 - Shipping/Receiving Clerk	(see 1,2, 3)	15.08
21140 - Store Worker I	(see 1,2, 3)	12.50
21150 - Stock Clerk	(see 1,2, 3)	17.48
21210 - Tools And Parts Attendant	(see 1,2, 3)	17.02
21410 - Warehouse Specialist	(see 1,2, 3)	17.02
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder	(see 1,2, 3)	33.86
23019 - Aircraft Logs and Records Technician	(see 1,2, 3)	25.91
23021 - Aircraft Mechanic I	(see 1,2, 3)	32.01
23022 - Aircraft Mechanic II	(see 1,2, 3)	33.86
23023 - Aircraft Mechanic III	(see 1,2, 3)	35.13
23040 - Aircraft Mechanic Helper	(see 1,2, 3)	22.42
23050 - Aircraft, Painter	(see 1,2, 3)	27.52
23060 - Aircraft Servicer	(see 1,2, 3)	25.91
23070 - Aircraft Survival Flight Equipment Technician	(see 1,2, 3)	27.52
23080 - Aircraft Worker	(see 1,2, 3)	27.04
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	(see 1,2, 3)	27.04
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	(see 1,2, 3)	32.01
23110 - Appliance Mechanic	(see 1,2, 3)	22.12
23120 - Bicycle Repairer	(see 1,2, 3)	15.47
23125 - Cable Splicer	(see 1,2, 3)	39.73
23130 - Carpenter, Maintenance	(see 1,2, 3)	27.67
23140 - Carpet Layer	(see 1,2, 3)	21.12
23160 - Electrician, Maintenance	(see 1,2, 3)	30.29
23181 - Electronics Technician Maintenance I	(see 1,2, 3)	25.24
23182 - Electronics Technician Maintenance II	(see 1,2, 3)	26.88

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23183 - Electronics Technician Maintenance III	(see 1,2, 3)	28.53
23260 - Fabric Worker	(see 1,2, 3)	23.97
23290 - Fire Alarm System Mechanic	(see 1,2, 3)	22.33
23310 - Fire Extinguisher Repairer	(see 1,2, 3)	23.06
23311 - Fuel Distribution System Mechanic	(see 1,2, 3)	31.38
23312 - Fuel Distribution System Operator	(see 1,2, 3)	23.99
23370 - General Maintenance Worker	(see 1,2, 3)	23.26
23380 - Ground Support Equipment Mechanic	(see 1,2, 3)	32.01
23381 - Ground Support Equipment Servicer	(see 1,2, 3)	25.91
23382 - Ground Support Equipment Worker	(see 1,2, 3)	27.04
23391 - Gunsmith I	(see 1,2, 3)	23.06
23392 - Gunsmith II	(see 1,2, 3)	26.68
23393 - Gunsmith III	(see 1,2, 3)	30.16
23410 - Heating, Ventilation And Air-Conditioning Mechanic		
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)		
23430 - Heavy Equipment Mechanic	(see 1,2, 3)	29.20
23440 - Heavy Equipment Operator	(see 1,2, 3)	38.94
23460 - Instrument Mechanic	(see 1,2, 3)	32.82
23465 - Laboratory/Shelter Mechanic	(see 1,2, 3)	28.42
23470 - Laborer	(see 1,2, 3)	12.49
23510 - Locksmith	(see 1,2, 3)	24.42
23530 - Machinery Maintenance Mechanic	(see 1,2, 3)	28.51
23550 - Machinist, Maintenance	(see 1,2, 3)	25.41
23580 - Maintenance Trades Helper	(see 1,2, 3)	14.82
23591 - Metrology Technician I	(see 1,2, 3)	32.82
23592 - Metrology Technician II	(see 1,2, 3)	34.76
23593 - Metrology Technician III	(see 1,2, 3)	36.12
23640 - Millwright	(see 1,2, 3)	30.03
23710 - Office Appliance Repairer	(see 1,2, 3)	21.54
23760 - Painter, Maintenance	(see 1,2, 3)	21.89
23790 - Pipefitter, Maintenance	(see 1,2, 3)	28.31
23810 - Plumber, Maintenance	(see 1,2, 3)	26.66

23820 - Pneudraulic Systems Mechanic	(see 1,2, 3)	30.16
23850 - Rigger	(see 1,2, 3)	28.45
23870 - Scale Mechanic	(see 1,2, 3)	26.68
23890 - Sheet-Metal Worker, Maintenance	(see 1,2, 3)	28.02
23910 - Small Engine Mechanic	(see 1,2, 3)	20.48
23931 - Telecommunications Mechanic I	(see 1,2, 3)	27.27
23932 - Telecommunications Mechanic II	(see 1,2, 3)	28.88
23950 - Telephone Lineman	(see 1,2, 3)	29.26
23960 - Welder, Combination, Maintenance	(see 1,2, 3)	19.75
23965 - Well Driller	(see 1,2, 3)	29.72
23970 - Woodcraft Worker	(see 1,2, 3)	28.92
23980 - Woodworker	(see 1,2, 3)	22.37
24000 - Personal Needs Occupations		
24550 - Case Manager	(see 1,2, 3)	17.63
24570 - Child Care Attendant	(see 1,2, 3)	13.05
24580 - Child Care Center Clerk	(see 1,2, 3)	16.03
24610 - Chore Aide	(see 1,2, 3)	11.18
24620 - Family Readiness And Support Services Coordinator	(see 1,2, 3)	17.63
24630 - Homemaker	(see 1,2, 3)	19.21
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender	(see 1,2, 3)	33.39
25040 - Sewage Plant Operator	(see 1,2, 3)	34.88
25070 - Stationary Engineer	(see 1,2, 3)	33.39
25190 - Ventilation Equipment Tender	(see 1,2, 3)	23.40
25210 - Water Treatment Plant Operator	(see 1,2, 3)	34.88
27000 - Protective Service Occupations		
27004 - Alarm Monitor	(see 1,2, 3)	28.53
27007 - Baggage Inspector	(see 1,2, 3)	13.15
27008 - Corrections Officer	(see 1,2, 3)	31.01
27010 - Court Security Officer	(see 1,2, 3)	33.16
27030 - Detection Dog Handler	(see 1,2, 3)	23.77
27040 - Detention Officer	(see 1,2, 3)	31.01
27070 - Firefighter	(see 1,2, 3)	36.27
27101 - Guard I	(see 1,2, 3)	13.15

27102 - Guard II	(see 1,2, 3)	23.77
27131 - Police Officer I	(see 1,2, 3)	41.71
27132 - Police Officer II	(see 1,2, 3)	46.34
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator	(see 1,2, 3)	15.28
28042 - Carnival Equipment Repairer	(see 1,2, 3)	16.62
28043 - Carnival Worker	(see 1,2, 3)	11.13
28210 - Gate Attendant/Gate Tender	(see 1,2, 3)	15.61
28310 - Lifeguard	(see 1,2, 3)	14.97
28350 - Park Attendant (Aide)	(see 1,2, 3)	17.47
28510 - Recreation Aide/Health Facility Attendant	(see 1,2, 3)	12.74
28515 - Recreation Specialist	(see 1,2, 3)	21.63
28630 - Sports Official	(see 1,2, 3)	13.89
28690 - Swimming Pool Operator	(see 1,2, 3)	19.28
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer	(see 1,2, 3)	26.26
29020 - Hatch Tender	(see 1,2, 3)	26.26
29030 - Line Handler	(see 1,2, 3)	26.26
29041 - Stevedore I	(see 1,2, 3)	24.53
29042 - Stevedore II	(see 1,2, 3)	27.97
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 1,2, 3,5)	42.27
30011 - Air Traffic Control Specialist, Station (HFO)	(see 1,2, 3,5)	29.15
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 1,2, 3,5)	32.11
30021 - Archeological Technician I	(see 1,2, 3)	24.86
30022 - Archeological Technician II	(see 1,2, 3)	27.81
30023 - Archeological Technician III	(see 1,2, 3)	34.46
30030 - Cartographic Technician	(see 1,2, 3)	34.46
30040 - Civil Engineering Technician	(see 1,2, 3)	37.25
30051 - Cryogenic Technician I	(see 1,2, 3)	28.93
30052 - Cryogenic Technician II	(see 1,2, 3)	31.95
30061 - Drafter/CAD Operator I	(see 1,2, 3)	24.86
30062 - Drafter/CAD Operator II	(see 1,2, 3)	27.81
30063 - Drafter/CAD Operator III	(see 1,2, 3)	31.00

30064 - Drafter/CAD Operator IV	(see 1,2, 3)	38.15
30081 - Engineering Technician I	(see 1,2, 3)	19.68
30082 - Engineering Technician II	(see 1,2, 3)	22.09
30083 - Engineering Technician III	(see 1,2, 3)	24.70
30084 - Engineering Technician IV	(see 1,2, 3)	30.60
30085 - Engineering Technician V	(see 1,2, 3)	37.43
30086 - Engineering Technician VI	(see 1,2, 3)	45.29
30090 - Environmental Technician	(see 1,2, 3)	27.72
30095 - Evidence Control Specialist	(see 1,2, 3)	26.12
30210 - Laboratory Technician	(see 1,2, 3)	23.13
30221 - Latent Fingerprint Technician I	(see 1,2, 3)	39.94
30222 - Latent Fingerprint Technician II	(see 1,2, 3)	44.09
30240 - Mathematical Technician	(see 1,2, 3)	33.92
30361 - Paralegal/Legal Assistant I	(see 1,2, 3)	21.83
30362 - Paralegal/Legal Assistant II	(see 1,2, 3)	27.04
30363 - Paralegal/Legal Assistant III	(see 1,2, 3)	33.08
30364 - Paralegal/Legal Assistant IV	(see 1,2, 3)	40.03
30375 - Petroleum Supply Specialist	(see 1,2, 3)	31.95
30390 - Photo-Optics Technician	(see 1,2, 3)	33.92
30395 - Radiation Control Technician	(see 1,2, 3)	31.95
30461 - Technical Writer I	(see 1,2, 3)	25.09
30462 - Technical Writer II	(see 1,2, 3)	30.68
30463 - Technical Writer III	(see 1,2, 3)	37.12
30491 - Unexploded Ordnance (UXO) Technician I	(see 1,2, 3)	26.87
30492 - Unexploded Ordnance (UXO) Technician II	(see 1,2, 3)	32.51
30493 - Unexploded Ordnance (UXO) Technician III	(see 1,2, 3)	38.96
30494 - Unexploded (UXO) Safety Escort	(see 1,2, 3)	26.87
30495 - Unexploded (UXO) Sweep Personnel	(see 1,2, 3)	26.87
30501 - Weather Forecaster I	(see 1,2, 3)	31.36
30502 - Weather Forecaster II	(see 1,2, 3)	38.17
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 1,2, 3,5)	31.00
30621 - Weather Observer, Senior	(see 1,2, 3,5)	33.79

31000 - Transportation/Mobile Equipment Operation Occupations

31010 - Airplane Pilot	(see 1,2, 3)	32.51
31020 - Bus Aide	(see 1,2, 3)	13.63
31030 - Bus Driver	(see 1,2, 3)	19.62
31043 - Driver Courier	(see 1,2, 3)	14.00
31260 - Parking and Lot Attendant	(see 1,2, 3)	10.69
31290 - Shuttle Bus Driver	(see 1,2, 3)	15.26
31310 - Taxi Driver	(see 1,2, 3)	13.23
31361 - Truckdriver, Light	(see 1,2, 3)	15.26
31362 - Truckdriver, Medium	(see 1,2, 3)	20.63
31363 - Truckdriver, Heavy	(see 1,2, 3)	21.78
31364 - Truckdriver, Tractor-Trailer	(see 1,2, 3)	21.78
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist	(see 1,2, 3)	15.85
99030 - Cashier	(see 1,2, 3)	12.13
99050 - Desk Clerk	(see 1,2, 3)	12.65
99095 - Embalmer	(see 1,2, 3)	27.06
99130 - Flight Follower	(see 1,2, 3)	26.87
99251 - Laboratory Animal Caretaker I	(see 1,2, 3)	13.33
99252 - Laboratory Animal Caretaker II	(see 1,2, 3)	14.58
99260 - Marketing Analyst	(see 1,2, 3)	30.70
99310 - Mortician	(see 1,2, 3)	34.35
99410 - Pest Controller	(see 1,2, 3)	15.19
99510 - Photofinishing Worker	(see 1,2, 3)	16.90
99710 - Recycling Laborer	(see 1,2, 3)	25.44
99711 - Recycling Specialist	(see 1,2, 3)	29.85
99730 - Refuse Collector	(see 1,2, 3)	22.70
99810 - Sales Clerk	(see 1,2, 3)	17.13
99820 - School Crossing Guard	(see 1,2, 3)	11.51
99830 - Survey Party Chief	(see 1,2, 3)	45.10
99831 - Surveying Aide	(see 1,2, 3)	25.25
99832 - Surveying Technician	(see 1,2, 3)	33.20
99840 - Vending Machine Attendant	(see 1,2, 3)	13.35
99841 - Vending Machine Repairer	(see 1,2, 3)	16.83

99842 - Vending Machine Repairer Helper

(see 1,2,
3)

13.35

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.

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

1) HEALTH & WELFARE: \$4.41 per hour or \$176.40 per week or \$764.40 per month

HEALTH & WELFARE EO 13706: \$4.13 per hour, or \$165.20 per week, or \$715.87 per month

2) 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)

3) 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)

4) 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).

5) 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)).

WD 15-5645 (Rev.-3) was first posted on www.wdol.gov on 08/01/2017

REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-5645
Revision No.: 3
Date Of Revision: 07/25/2017

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.20 for calendar year 2017 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 \$10.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2017. 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.

State: California

Area: California County of Orange

OCCUPATION NOTES:

Heating, Air Conditioning, and Refrigeration services: Occupational wage rates and fringe benefits may be found on WD 1986-0879.

Laundry services: Occupational wage rates and fringe benefits may be found on WD 1977-1297.

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.12
01012 - Accounting Clerk II		18.11
01013 - Accounting Clerk III		20.27
01020 - Administrative Assistant		28.08
01035 - Court Reporter		21.92
01041 - Customer Service Representative I		14.80
01042 - Customer Service Representative II		16.63
01043 - Customer Service Representative III		18.14
01051 - Data Entry Operator I		13.49
01052 - Data Entry Operator II		14.71
01060 - Dispatcher, Motor Vehicle		22.41
01070 - Document Preparation Clerk		15.13
01090 - Duplicating Machine Operator		15.13
01111 - General Clerk I		12.94
01112 - General Clerk II		15.15
01113 - General Clerk III		17.43
01120 - Housing Referral Assistant		21.90
01141 - Messenger Courier		11.57
01191 - Order Clerk I		16.98
01192 - Order Clerk II		18.53
01261 - Personnel Assistant (Employment) I		18.07
01262 - Personnel Assistant (Employment) II		20.20
01263 - Personnel Assistant (Employment) III		22.53
01270 - Production Control Clerk		24.13

01290 - Rental Clerk	16.83
01300 - Scheduler, Maintenance	17.39
01311 - Secretary I	17.39
01312 - Secretary II	19.45
01313 - Secretary III	21.90
01320 - Service Order Dispatcher	19.54
01410 - Supply Technician	28.08
01420 - Survey Worker	19.93
01460 - Switchboard Operator/Receptionist	14.51
01531 - Travel Clerk I	14.72
01532 - Travel Clerk II	16.02
01533 - Travel Clerk III	17.21
01611 - Word Processor I	16.43
01612 - Word Processor II	18.46
01613 - Word Processor III	20.64
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	23.56
05010 - Automotive Electrician	22.18
05040 - Automotive Glass Installer	20.84
05070 - Automotive Worker	20.84
05110 - Mobile Equipment Servicer	19.16
05130 - Motor Equipment Metal Mechanic	23.56
05160 - Motor Equipment Metal Worker	20.84
05190 - Motor Vehicle Mechanic	23.56
05220 - Motor Vehicle Mechanic Helper	18.38
05250 - Motor Vehicle Upholstery Worker	20.40
05280 - Motor Vehicle Wrecker	20.84
05310 - Painter, Automotive	22.18
05340 - Radiator Repair Specialist	20.84
05370 - Tire Repairer	15.47
05400 - Transmission Repair Specialist	23.56
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.28
07041 - Cook I	13.92
07042 - Cook II	15.74
07070 - Dishwasher	10.29
07130 - Food Service Worker	11.20
07210 - Meat Cutter	15.92
07260 - Waiter/Waitress	9.85
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.45
09040 - Furniture Handler	13.66
09080 - Furniture Refinisher	20.45
09090 - Furniture Refinisher Helper	16.30
09110 - Furniture Repairer, Minor	18.74
09130 - Upholsterer	20.45
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.76
11060 - Elevator Operator	11.76
11090 - Gardener	19.21
11122 - Housekeeping Aide	13.84
11150 - Janitor	14.04
11210 - Laborer, Grounds Maintenance	14.40
11240 - Maid or Houseman	10.32
11260 - Pruner	13.27
11270 - Tractor Operator	17.13
11330 - Trail Maintenance Worker	14.40
11360 - Window Cleaner	15.77
12000 - Health Occupations	
12010 - Ambulance Driver	17.82
12011 - Breath Alcohol Technician	19.60
12012 - Certified Occupational Therapist Assistant	29.02
12015 - Certified Physical Therapist Assistant	29.37
12020 - Dental Assistant	17.27
12025 - Dental Hygienist	42.23

12030 - EKG Technician	30.95
12035 - Electroneurodiagnostic Technologist	30.95
12040 - Emergency Medical Technician	17.82
12071 - Licensed Practical Nurse I	18.98
12072 - Licensed Practical Nurse II	21.24
12073 - Licensed Practical Nurse III	23.72
12100 - Medical Assistant	16.30
12130 - Medical Laboratory Technician	19.73
12160 - Medical Record Clerk	16.37
12190 - Medical Record Technician	18.53
12195 - Medical Transcriptionist	19.73
12210 - Nuclear Medicine Technologist	40.19
12221 - Nursing Assistant I	11.21
12222 - Nursing Assistant II	12.61
12223 - Nursing Assistant III	13.75
12224 - Nursing Assistant IV	15.43
12235 - Optical Dispenser	18.70
12236 - Optical Technician	15.71
12250 - Pharmacy Technician	17.83
12280 - Phlebotomist	15.43
12305 - Radiologic Technologist	27.76
12311 - Registered Nurse I	31.47
12312 - Registered Nurse II	38.49
12313 - Registered Nurse II, Specialist	38.49
12314 - Registered Nurse III	48.20
12315 - Registered Nurse III, Anesthetist	48.20
12316 - Registered Nurse IV	57.77
12317 - Scheduler (Drug and Alcohol Testing)	26.31
12320 - Substance Abuse Treatment Counselor	26.31
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	25.68
13012 - Exhibits Specialist II	31.81
13013 - Exhibits Specialist III	38.90
13041 - Illustrator I	27.84
13042 - Illustrator II	34.51
13043 - Illustrator III	42.16
13047 - Librarian	34.98
13050 - Library Aide/Clerk	16.49
13054 - Library Information Technology Systems Administrator	31.58
13058 - Library Technician	22.40
13061 - Media Specialist I	22.40
13062 - Media Specialist II	25.04
13063 - Media Specialist III	27.92
13071 - Photographer I	19.75
13072 - Photographer II	22.09
13073 - Photographer III	29.27
13074 - Photographer IV	36.92
13075 - Photographer V	44.67
13090 - Technical Order Library Clerk	20.68
13110 - Video Teleconference Technician	20.08
14000 - Information Technology Occupations	
14041 - Computer Operator I	17.82
14042 - Computer Operator II	19.93
14043 - Computer Operator III	22.89
14044 - Computer Operator IV	25.73
14045 - Computer Operator V	27.35
14071 - Computer Programmer I	(see 1) 27.42
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	17.82

14160 - Personal Computer Support Technician	25.73
14170 - System Support Specialist	32.58
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	34.73
15020 - Aircrew Training Devices Instructor (Rated)	42.03
15030 - Air Crew Training Devices Instructor (Pilot)	50.37
15050 - Computer Based Training Specialist / Instructor	34.73
15060 - Educational Technologist	39.70
15070 - Flight Instructor (Pilot)	50.37
15080 - Graphic Artist	26.72
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	43.13
15086 - Maintenance Test Pilot, Rotary Wing	43.13
15088 - Non-Maintenance Test/Co-Pilot	43.13
15090 - Technical Instructor	25.70
15095 - Technical Instructor/Course Developer	31.47
15110 - Test Proctor	20.77
15120 - Tutor	20.77
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	20.37
19040 - Tool And Die Maker	25.64
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	15.97
21030 - Material Coordinator	24.13
21040 - Material Expediter	24.13
21050 - Material Handling Laborer	13.02
21071 - Order Filler	13.31
21080 - Production Line Worker (Food Processing)	15.97
21110 - Shipping Packer	15.14
21130 - Shipping/Receiving Clerk	15.14
21140 - Store Worker I	11.77
21150 - Stock Clerk	17.13
21210 - Tools And Parts Attendant	15.97
21410 - Warehouse Specialist	15.97
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	30.78
23019 - Aircraft Logs and Records Technician	23.55
23021 - Aircraft Mechanic I	29.10
23022 - Aircraft Mechanic II	30.78
23023 - Aircraft Mechanic III	31.94
23040 - Aircraft Mechanic Helper	20.38
23050 - Aircraft, Painter	24.41
23060 - Aircraft Servicer	23.55
23070 - Aircraft Survival Flight Equipment Technician	24.41
23080 - Aircraft Worker	24.58
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	24.58
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	29.10
23110 - Appliance Mechanic	20.11
23120 - Bicycle Repairer	15.47
23125 - Cable Splicer	36.12
23130 - Carpenter, Maintenance	27.67
23140 - Carpet Layer	21.12
23160 - Electrician, Maintenance	30.18
23181 - Electronics Technician Maintenance I	26.04
23182 - Electronics Technician Maintenance II	27.73
23183 - Electronics Technician Maintenance III	29.44
23260 - Fabric Worker	26.26
23290 - Fire Alarm System Mechanic	22.33
23310 - Fire Extinguisher Repairer	20.95
23311 - Fuel Distribution System Mechanic	28.53
23312 - Fuel Distribution System Operator	21.81
23370 - General Maintenance Worker	23.26
23380 - Ground Support Equipment Mechanic	29.10
23381 - Ground Support Equipment Servicer	23.55

23382 - Ground Support Equipment Worker	24.58
23391 - Gunsmith I	20.95
23392 - Gunsmith II	24.24
23393 - Gunsmith III	27.40
23430 - Heavy Equipment Mechanic	28.30
23440 - Heavy Equipment Operator	35.40
23460 - Instrument Mechanic	27.13
23465 - Laboratory/Shelter Mechanic	25.81
23470 - Laborer	12.49
23510 - Locksmith	22.76
23530 - Machinery Maintenance Mechanic	27.12
23550 - Machinist, Maintenance	25.41
23580 - Maintenance Trades Helper	14.82
23591 - Metrology Technician I	27.13
23592 - Metrology Technician II	28.74
23593 - Metrology Technician III	31.63
23640 - Millwright	27.40
23710 - Office Appliance Repairer	22.93
23760 - Painter, Maintenance	21.05
23790 - Pipefitter, Maintenance	26.41
23810 - Plumber, Maintenance	24.98
23820 - Pneudraulic Systems Mechanic	27.40
23850 - Rigger	27.40
23870 - Scale Mechanic	24.24
23890 - Sheet-Metal Worker, Maintenance	24.34
23910 - Small Engine Mechanic	18.70
23931 - Telecommunications Mechanic I	27.42
23932 - Telecommunications Mechanic II	28.78
23950 - Telephone Lineman	26.60
23960 - Welder, Combination, Maintenance	19.75
23965 - Well Driller	27.02
23970 - Woodcraft Worker	26.29
23980 - Woodworker	20.34
24000 - Personal Needs Occupations	
24550 - Case Manager	16.03
24570 - Child Care Attendant	13.05
24580 - Child Care Center Clerk	16.03
24610 - Chore Aide	10.57
24620 - Family Readiness And Support Services Coordinator	16.03
24630 - Homemaker	19.21
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	30.35
25040 - Sewage Plant Operator	31.71
25070 - Stationary Engineer	30.35
25190 - Ventilation Equipment Tender	21.27
25210 - Water Treatment Plant Operator	31.71
27000 - Protective Service Occupations	
27004 - Alarm Monitor	26.15
27007 - Baggage Inspector	13.15
27008 - Corrections Officer	31.01
27010 - Court Security Officer	31.00
27030 - Detection Dog Handler	23.77
27040 - Detention Officer	31.01
27070 - Firefighter	32.97
27101 - Guard I	13.15
27102 - Guard II	23.77
27131 - Police Officer I	38.19
27132 - Police Officer II	42.43
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.76
28042 - Carnival Equipment Repairer	13.74
28043 - Carnival Worker	9.67
28210 - Gate Attendant/Gate Tender	14.16
28310 - Lifeguard	13.48

28350 - Park Attendant (Aide)	15.83
28510 - Recreation Aide/Health Facility Attendant	11.56
28515 - Recreation Specialist	19.61
28630 - Sports Official	12.61
28690 - Swimming Pool Operator	16.97
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	25.54
29020 - Hatch Tender	25.54
29030 - Line Handler	25.54
29041 - Stevedore I	23.85
29042 - Stevedore II	27.20
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	40.65
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	28.02
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	30.87
30021 - Archeological Technician I	24.77
30022 - Archeological Technician II	26.63
30023 - Archeological Technician III	34.46
30030 - Cartographic Technician	34.46
30040 - Civil Engineering Technician	30.78
30051 - Cryogenic Technician I	25.86
30052 - Cryogenic Technician II	28.56
30061 - Drafter/CAD Operator I	24.86
30062 - Drafter/CAD Operator II	27.81
30063 - Drafter/CAD Operator III	31.00
30064 - Drafter/CAD Operator IV	38.15
30081 - Engineering Technician I	19.68
30082 - Engineering Technician II	22.09
30083 - Engineering Technician III	24.70
30084 - Engineering Technician IV	30.60
30085 - Engineering Technician V	37.43
30086 - Engineering Technician VI	45.29
30090 - Environmental Technician	27.72
30095 - Evidence Control Specialist	23.35
30210 - Laboratory Technician	23.13
30221 - Latent Fingerprint Technician I	32.73
30222 - Latent Fingerprint Technician II	36.15
30240 - Mathematical Technician	33.92
30361 - Paralegal/Legal Assistant I	21.83
30362 - Paralegal/Legal Assistant II	27.04
30363 - Paralegal/Legal Assistant III	33.08
30364 - Paralegal/Legal Assistant IV	40.03
30375 - Petroleum Supply Specialist	28.56
30390 - Photo-Optics Technician	33.92
30395 - Radiation Control Technician	28.56
30461 - Technical Writer I	24.73
30462 - Technical Writer II	30.25
30463 - Technical Writer III	36.61
30491 - Unexploded Ordnance (UXO) Technician I	25.83
30492 - Unexploded Ordnance (UXO) Technician II	31.26
30493 - Unexploded Ordnance (UXO) Technician III	37.46
30494 - Unexploded (UXO) Safety Escort	25.83
30495 - Unexploded (UXO) Sweep Personnel	25.83
30501 - Weather Forecaster I	25.86
30502 - Weather Forecaster II	31.45
30620 - Weather Observer, Combined Upper Air Or (see 2)	31.00
Surface Programs	
30621 - Weather Observer, Senior (see 2)	33.79
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	31.26
31020 - Bus Aide	17.17
31030 - Bus Driver	21.58
31043 - Driver Courier	14.30
31260 - Parking and Lot Attendant	10.33
31290 - Shuttle Bus Driver	15.59

31310 - Taxi Driver	13.70
31361 - Truckdriver, Light	15.59
31362 - Truckdriver, Medium	20.63
31363 - Truckdriver, Heavy	21.78
31364 - Truckdriver, Tractor-Trailer	21.78
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.24
99030 - Cashier	12.13
99050 - Desk Clerk	12.65
99095 - Embalmer	23.19
99130 - Flight Follower	25.83
99251 - Laboratory Animal Caretaker I	11.74
99252 - Laboratory Animal Caretaker II	12.80
99260 - Marketing Analyst	31.96
99310 - Mortician	34.35
99410 - Pest Controller	15.19
99510 - Photofinishing Worker	16.89
99710 - Recycling Laborer	21.03
99711 - Recycling Specialist	24.67
99730 - Refuse Collector	18.76
99810 - Sales Clerk	17.13
99820 - School Crossing Guard	10.46
99830 - Survey Party Chief	39.66
99831 - Surveying Aide	22.20
99832 - Surveying Technician	29.19
99840 - Vending Machine Attendant	14.05
99841 - Vending Machine Repairer	16.96
99842 - Vending Machine Repairer Helper	14.05

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: \$4.41 per hour or \$176.40 per week or \$764.40 per month

HEALTH & WELFARE EO 13706: \$4.13 per hour, or \$165.20 per week, or \$715.87 per month

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 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)).

**U.S. Citizenship and Immigration Services
Office of Security and Integrity – Personnel Security Division**

SECURITY REQUIREMENTS

GENERAL

U.S. Citizenship and Immigration Services (USCIS) has determined that performance of this contract requires that the Contractor, subcontractor(s), vendor(s), etc. (herein known as Contractor), requires access to sensitive but unclassified information, and that the Contractor will adhere to the following.

SUITABILITY DETERMINATION

USCIS shall have and exercise full control over granting, denying, withholding or terminating access of unescorted Contractor employees to government facilities and/or access of Contractor employees to sensitive but unclassified information based upon the results of a background investigation. USCIS may, as it deems appropriate, authorize and make a favorable entry on duty (EOD) decision based on preliminary security checks. The favorable EOD decision would allow the employees to commence work temporarily prior to the completion of the full investigation. The granting of a favorable EOD decision shall not be considered as assurance that a full employment suitability authorization will follow as a result thereof. The granting of a favorable EOD decision or a full employment suitability determination shall in no way prevent, preclude, or bar the withdrawal or termination of any such access by USCIS, at any time during the term of the contract. No Contractor employee shall be allowed unescorted access to a Government facility without a favorable EOD decision or suitability determination by the Office of Security & Integrity Personnel Security Division (OSI PSD).

BACKGROUND INVESTIGATIONS

Contractor employees (to include applicants, temporaries, part-time and replacement employees) under the contract, needing access to sensitive but unclassified information shall undergo a position sensitivity analysis based on the duties each individual will perform on the contract as outlined in the Position Designation Determination (PDD) for Contractor Personnel. The results of the position sensitivity analysis shall identify the appropriate background investigation to be conducted. All background investigations will be processed through OSI PSD.

To the extent the Position Designation Determination form reveals that the Contractor will not require access to sensitive but unclassified information or access to USCIS IT systems, OSI PSD may determine that preliminary security screening and or a complete background investigation is not required for performance on this contract.

Completed packages must be submitted to OSI PSD for prospective Contractor employees no less than 30 days before the starting date of the contract or 30 days prior to EOD of any employees, whether a replacement, addition, subcontractor employee, or vendor. The Contractor shall follow guidelines for package submission as set forth by OSI PSD. A complete package will include the

following forms, in conjunction with security questionnaire submission of the SF-85P, "Security Questionnaire for Public Trust Positions" via e-QIP:

1. DHS Form 11000-6, "Conditional Access to Sensitive But Unclassified Information Non-Disclosure Agreement"
2. FD Form 258, "Fingerprint Card" **(2 copies)**
3. Form DHS 11000-9, "Disclosure and Authorization Pertaining to Consumer Reports Pursuant to the Fair Credit Reporting Act"
4. Position Designation Determination for Contract Personnel Form
5. Foreign National Relatives or Associates Statement
6. OF 306, Declaration for Federal Employment (approved use for Federal Contract Employment)
7. ER-856, "Contract Employee Code Sheet"

EMPLOYMENT ELIGIBILITY

Be advised that unless an applicant requiring access to sensitive but unclassified information has resided in the U.S. for three of the past five years, OSI PSD may not be able to complete a satisfactory background investigation. In such cases, USCIS retains the right to deem an applicant as ineligible due to insufficient background information.

Only U.S. citizens are eligible for employment on contracts requiring access to Department of Homeland Security (DHS) Information Technology (IT) systems or involvement in the development, operation, management, or maintenance of DHS IT systems, unless a waiver has been granted by the Director of USCIS, or designee, with the concurrence of both the DHS Chief Security Officer and the Chief Information Officer or their designees. In instances where non-IT requirements contained in the contract can be met by using Legal Permanent Residents, those requirements shall be clearly described.

The Contractor must agree that each employee working on this contract will have a Social Security Card issued by the Social Security Administration.

CONTINUED ELIGIBILITY

If a prospective employee is found to be ineligible for access to USCIS facilities or information, the Contracting Officer's Representative (COR) will advise the Contractor that the employee shall not continue to work or to be assigned to work under the contract.

In accordance with USCIS policy, contractors are required to undergo a periodic reinvestigation every five years. Security documents will be submitted to OSI PSD within ten business days following notification of a contractor's reinvestigation requirement.

In support of the overall USCIS mission, Contractor employees are required to complete one-time or annual DHS/USCIS mandatory trainings. The Contractor shall certify annually, but no later than

December 31st each year, that required trainings have been completed. The certification of the completion of the trainings by all contractors shall be provided to both the COR and Contracting Officer.

- **USCIS Security Awareness Training** (required within 30 days of entry on duty for new contractors, and annually thereafter)
- **USCIS Integrity Training** (Annually)
- **DHS Continuity of Operations Awareness Training** (one-time training for contractors identified as providing an essential service)
- **USCIS Office Safety Training** (one-time training for contractors working within USCIS facilities; contractor companies may substitute their own training)
- **USCIS Fire Prevention and Safety Training** (one-time training for contractors working within USCIS facilities; contractor companies may substitute their own training)

USCIS reserves the right and prerogative to deny and/or restrict the facility and information access of any Contractor employee whose actions are in conflict with the standards of conduct or whom USCIS determines to present a risk of compromising sensitive but unclassified information and/or classified information.

Contract employees will report any adverse information concerning their personal conduct to OSI PSD. The report shall include the contractor's name along with the adverse information being reported. Required reportable adverse information includes, but is not limited to, criminal charges and or arrests, negative change in financial circumstances, and any additional information that requires admission on the SF-85P security questionnaire.

In accordance with Homeland Security Presidential Directive-12 (HSPD-12)

<http://www.dhs.gov/homeland-security-presidential-directive-12> contractor employees who require access to United States Citizenship and Immigration Services (USCIS) facilities and/or utilize USCIS Information Technology (IT) systems, must be issued and maintain a Personal Identity Verification (PIV) card throughout the period of performance on their contract. Government-owned contractor-operated facilities are considered USCIS facilities.

After the Office of Security & Integrity, Personnel Security Division has notified the Contracting Officer's Representative that a favorable entry on duty (EOD) determination has been rendered, contractor employees will need to obtain a PIV card.

For new EODs, contractor employees have [*10 business days unless a different number is inserted*] from their EOD date to comply with HSPD-12. For existing EODs, contractor employees have [*10 business days unless a different number of days is inserted*] from the date this clause is incorporated into the contract to comply with HSPD-12.

Contractor employees who do not have a PIV card must schedule an appointment to have one issued. To schedule an appointment:

<http://ecn.uscis.dhs.gov/team/mgmt/Offices/osi/FSD/HSPD12/PIV/default.aspx>

Contractors who are unable to access the hyperlink above shall contact the Contracting Officer's Representative (COR) for assistance.

Contractor employees who do not have a PIV card will need to be escorted at all times by a government employee while at a USCIS facility and will not be allowed access to USCIS IT systems.

A contractor employee required to have a PIV card shall:

- Properly display the PIV card above the waist and below the neck with the photo facing out so that it is visible at all times while in a USCIS facility
- Keep their PIV card current
- Properly store the PIV card while not in use to prevent against loss or theft
<http://ecn.uscis.dhs.gov/team/mgmt/Offices/osi/FSD/HSPD12/SIR/default.aspx>

OSI PSD must be notified of all terminations/ resignations within five days of occurrence. The Contractor will return any expired USCIS issued identification cards and HSPD-12 card, or those of terminated employees to the COR. If an identification card or HSPD-12 card is not available to be returned, a report must be submitted to the COR, referencing the card number, name of individual to whom issued, the last known location and disposition of the card.

SECURITY MANAGEMENT

The Contractor shall appoint a senior official to act as the Corporate Security Officer. The individual will interface with OSI through the COR on all security matters, to include physical, personnel, and protection of all Government information and data accessed by the Contractor.

The COR and OSI shall have the right to inspect the procedures, methods, and facilities utilized by the Contractor in complying with the security requirements under this contract. Should the COR determine that the Contractor is not complying with the security requirements of this contract the Contractor will be informed in writing by the Contracting Officer of the proper action to be taken in order to effect compliance with such requirements.

The Contractor shall be responsible for all damage or injuries resulting from the acts or omissions of their employees and/or any subcontractor(s) and their employees to include financial responsibility.

SECURITY PROGRAM BACKGROUND

The DHS has established a department wide IT security program based on the following Executive Orders (EO), public laws, and national policy:

- Public Law 107-296, Homeland Security Act of 2002.
- Federal Information Security Management Act (FISMA) of 2002, November 25, 2002.
- Public Law 104-106, Clinger-Cohen Act of 1996 [formerly, Information Technology Management Reform Act (ITMRA)], February 10, 1996.
- Privacy Act of 1974, As Amended. 5 United States Code (U.S.C.) 552a, Public Law 93-579, Washington, D.C., July 14, 1987.
- Executive Order 12829, *National Industrial Security Program*, January 6, 1993.
- Executive Order 12958, *Classified National Security Information*, as amended.
- Executive Order 12968, *Access to Classified Information*, August 2, 1995.
- Executive Order 13231, *Critical Infrastructure Protection in the Information Age*, October 16, 2001
- National Industrial Security Program Operating Manual (NISPOM), February 2001.
- DHS *Sensitive Systems Policy Publication 4300A v2.1*, July 26, 2004

- DHS *National Security Systems Policy Publication 4300B v2.1*, July 26, 2004
- Homeland Security Presidential Directive 7, *Critical Infrastructure Identification, Prioritization, and Protection*, December 17, 2003.
- Office of Management and Budget (OMB) Circular A-130, *Management of Federal Information Resources*.
- National Security Directive (NSD) 42, *National Policy for the Security of National Security Telecommunications and Information Systems* (U), July 5, 1990, CONFIDENTIAL.
- 5 Code of Federal Regulations (CFR) §2635, Office of Government Ethics, *Standards of Ethical Conduct for Employees of the Executive Branch*.
- DHS SCG OS-002 (IT), National Security IT Systems Certification & Accreditation, March 2004.
- Department of State 12 Foreign Affairs Manual (FAM) 600, *Information Security Technology*, June 22, 2000.
- Department of State 12 FAM 500, *Information Security*, October 1, 1999.
- Executive Order 12472, *Assignment of National Security and Emergency Preparedness Telecommunications Functions*, dated April 3, 1984.
- Presidential Decision Directive 67, *Enduring Constitutional Government and Continuity of Government Operations*, dated October 21, 1998.
- FEMA Federal Preparedness Circular 65, *Federal Executive Branch Continuity of Operations (COOP)*, dated July 26, 1999.
- FEMA Federal Preparedness Circular 66, *Test, Training and Exercise (TT&E) for Continuity of Operations (COOP)*, dated April 30, 2001.
- FEMA Federal Preparedness Circular 67, *Acquisition of Alternate Facilities for Continuity of Operations*, dated April 30, 2001.
- Title 36 Code of Federal Regulations 1236, Management of Vital Records, revised as of July 1, 2000.
- National Institute of Standards and Technology (NIST) Special Publications for computer security and FISMA compliance.

GENERAL

Due to the sensitive nature of USCIS information, the contractor is required to develop and maintain a comprehensive Computer and Telecommunications Security Program to address the integrity, confidentiality, and availability of sensitive but unclassified (SBU) information during collection, storage, transmission, and disposal. The contractor's security program shall adhere to the requirements set forth in the DHS Management Directive 4300 IT Systems Security Pub Volume 1 Part A and DHS Management Directive 4300 IT Systems Security Pub Volume I Part B. This shall include conformance with the DHS Sensitive Systems Handbook, DHS Management Directive 11042 Safeguarding Sensitive but Unclassified (For Official Use Only) Information and other DHS or USCIS guidelines and directives regarding information security requirements. The contractor shall establish a working relationship with the USCIS IT Security Office, headed by the Information Systems Security Program Manager (ISSM).

IT SYSTEMS SECURITY

In accordance with DHS Management Directive 4300.1 "Information Technology Systems Security", USCIS Contractors shall ensure that all employees with access to USCIS IT Systems are in compliance with the requirement of this Management Directive. Specifically, all contractor

employees with access to USCIS IT Systems meet the requirement for successfully completing the annual "Computer Security Awareness Training (CSAT)." All contractor employees are required to complete the training within 60-days from the date of entry on duty (EOD) and are required to complete the training yearly thereafter.

CSAT can be accessed at the following: <http://otcd.uscis.dhs.gov/EDvantage.Default.asp> or via remote access from a CD which can be obtained by contacting uscisitsecurity@dhs.gov.

IT SECURITY IN THE SYSTEMS DEVELOPMENT LIFE CYCLE (SDLC)

The USCIS SDLC Manual documents all system activities required for the development, operation, and disposition of IT security systems. Required systems analysis, deliverables, and security activities are identified in the SDLC manual by lifecycle phase. The contractor shall assist the appropriate USCIS ISSO with development and completion of all SDLC activities and deliverables contained in the SDLC. The SDLC is supplemented with information from DHS and USCIS Policies and procedures as well as the National Institute of Standards Special Procedures related to computer security and FISMA compliance. These activities include development of the following documents:

- *Sensitive System Security Plan (SSSP)*: This is the primary reference that describes system sensitivity, criticality, security controls, policies, and procedures. The SSSP shall be based upon the completion of the DHS FIPS 199 workbook to categorize the system of application and completion of the RMS Questionnaire. The SSSP shall be completed as part of the System or Release Definition Process in the SDLC and shall not be waived or tailored.
- *Privacy Impact Assessment (PIA) and System of Records Notification (SORN)*. For each new development activity, each incremental system update, or system recertification, a PIA and SORN shall be evaluated. If the system (or modification) triggers a PIA the contractor shall support the development of PIA and SORN as required. The Privacy Act of 1974 requires the PIA and shall be part of the SDLC process performed at either System or Release Definition.
- *Contingency Plan (CP)*: This plan describes the steps to be taken to ensure that an automated system or facility can be recovered from service disruptions in the event of emergencies and/or disasters. The Contractor shall support annual contingency plan testing and shall provide a Contingency Plan Test Results Report.
- *Security Test and Evaluation (ST&E)*: This document evaluates each security control and countermeasure to verify operation in the manner intended. Test parameters are established based on results of the RA. An ST&E shall be conducted for each Major Application and each General Support System as part of the certification process. The Contractor shall support this process.
- *Risk Assessment (RA)*: This document identifies threats and vulnerabilities, assesses the impacts of the threats, evaluates in-place countermeasures, and identifies additional countermeasures necessary to ensure an acceptable level of security. The RA shall be completed after completing the NIST 800-53 evaluation, Contingency Plan Testing, and the ST&E. Identified weakness shall be documented in a Plan of Action and Milestone (POA&M) in the USCIS Trusted Agent FISMA (TAF) tool. Each POA&M entry shall identify the cost of mitigating the weakness and the schedule for mitigating the weakness, as well as a POC for the mitigation efforts.
- *Certification and Accreditation (C&A)*: This program establishes the extent to which a particular design and implementation of an automated system and the facilities housing that system meet a specified set of security requirements, based on the RA of security features

and other technical requirements (certification), and the management authorization and approval of a system to process sensitive but unclassified information (accreditation). As appropriate the Contractor shall be granted access to the USCIS TAF and Risk Management System (RMS) tools to support C&A and its annual assessment requirements. Annual assessment activities shall include completion of the NIST 800-26 Self-Assessment in TAF, annual review of user accounts, and annual review of the FIPS categorization. C&A status shall be reviewed for each incremental system update and a new full C&A process completed when a major system revision is anticipated.

SECURITY ASSURANCES

DHS Management Directives 4300 requires compliance with standards set forth by NIST, for evaluating computer systems used for processing SBU information. The Contractor shall ensure that requirements are allocated in the functional requirements and system design documents to security requirements are based on the DHS policy, NIST standards and applicable legislation and regulatory requirements. Systems shall offer the following visible security features:

- *User Identification and Authentication (I&A)* – I&A is the process of telling a system the identity of a subject (for example, a user) (*I*) and providing that the subject is who it claims to be (*A*). Systems shall be designed so that the identity of each user shall be established prior to authorizing system access, each system user shall have his/her own user ID and password, and each user is authenticated before access is permitted. All system and database administrative users shall have strong authentication, with passwords that shall conform to established DHS standards. All USCIS Identification and Authentication shall be done using the Password Issuance Control System (PICS) or its successor. Under no circumstances will Identification and Authentication be performed by other than the USCIS standard system in use at the time of a systems development.
- *Discretionary Access Control (DAC)* – DAC is a DHS access policy that restricts access to system objects (for example, files, directories, devices) based on the identity of the users and/or groups to which they belong. All system files shall be protected by a secondary access control measure.
- *Object Reuse* – Object Reuse is the reassignment to a subject (for example, user) of a medium that previously contained an object (for example, file). Systems that use memory to temporarily store user I&A information and any other SBU information shall be cleared before reallocation.
- *Audit* – DHS systems shall provide facilities for transaction auditing, which is the examination of a set of chronological records that provide evidence of system and user activity. Evidence of active review of audit logs shall be provided to the USCIS IT Security Office on a monthly basis, identifying all security findings including failed log in attempts, attempts to access restricted information, and password change activity.
- *Banner Pages* – DHS systems shall provide appropriate security banners at start up identifying the system or application as being a Government asset and subject to government laws and regulations. This requirement does not apply to public facing internet pages, but shall apply to intranet applications.

DATA SECURITY

SBU systems shall be protected from unauthorized access, modification, and denial of service. The Contractor shall ensure that all aspects of data security requirements (i.e., confidentiality, integrity, and availability) are included in the functional requirements and system design, and ensure that they meet the minimum requirements as set forth in the DHS Sensitive Systems Handbook and USCIS policies and procedures. These requirements include:

- *Integrity* – The computer systems used for processing SBU shall have data integrity controls to ensure that data is not modified (intentionally or unintentionally) or repudiated by either the sender or the receiver of the information. A risk analysis and vulnerability assessment shall be performed to determine what type of data integrity controls (e.g., cyclical redundancy checks, message authentication codes, security hash functions, and digital signatures, etc.) shall be used.
- *Confidentiality* – Controls shall be included to ensure that SBU information collected, stored, and transmitted by the system is protected against compromise. A risk analysis and vulnerability assessment shall be performed to determine if threats to the SBU exist. If it exists, data encryption shall be used to mitigate such threats.
- *Availability* – Controls shall be included to ensure that the system is continuously working and all services are fully available within a timeframe commensurate with the availability needs of the user community and the criticality of the information processed.
- *Data Labeling*. – The contractor shall ensure that documents and media are labeled consistent with the DHS *Sensitive Systems Handbook*.

SAFEGUARDING OF SENSITIVE INFORMATION (MAR 2015)

(a) *Applicability.* This clause applies to the Contractor, its subcontractors, and Contractor employees (hereafter referred to collectively as “Contractor”). The Contractor shall insert the substance of this clause in all subcontracts.

(b) *Definitions.* As used in this clause—

“Personally Identifiable Information (PII)” means information that can be used to distinguish or trace an individual's identity, such as name, social security number, or biometric records, either alone, or when combined with other personal or identifying information that is linked or linkable to a specific individual, such as date and place of birth, or mother's maiden name. The definition of PII is not anchored to any single category of information or technology. Rather, it requires a case-by-case assessment of the specific risk that an individual can be identified. In performing this assessment, it is important for an agency to recognize that non-personally identifiable information can become personally identifiable information whenever additional information is made publicly available—in any medium and from any source—that, combined with other available information, could be used to identify an individual.

PII is a subset of sensitive information. Examples of PII include, but are not limited to: name, date of birth, mailing address, telephone number, Social Security number (SSN), email address, zip code, account numbers, certificate/license numbers, vehicle identifiers including license plates, uniform resource locators (URLs), static Internet protocol addresses, biometric identifiers such as fingerprint, voiceprint, iris scan, photographic facial images, or any other unique identifying number or characteristic, and any information where it is reasonably foreseeable that the information will be linked with other information to identify the individual.

“Sensitive Information” is defined in HSAR clause 3052.204-71, Contractor Employee Access, as any information, which if lost, misused, disclosed, or, without authorization is accessed, or modified, could adversely affect the national or homeland security interest, the conduct of Federal programs, or the privacy to which individuals are entitled under section 552a of Title 5, United States Code (the Privacy Act), but which has not been specifically authorized under criteria established by an Executive Order or an Act of Congress to be kept secret in the interest of national defense, homeland security or foreign policy. This definition includes the following categories of information:

(1) Protected Critical Infrastructure Information (PCII) as set out in the Critical Infrastructure Information Act of 2002 (Title II, Subtitle B, of the Homeland Security Act, Public Law 107-296, 196 Stat. 2135), as amended, the implementing regulations thereto (Title 6, Code of Federal Regulations, Part 29) as amended, the applicable PCII Procedures Manual, as amended, and any supplementary guidance officially communicated by an authorized official of the Department of Homeland Security (including the PCII Program Manager or his/her designee);

(2) Sensitive Security Information (SSI), as defined in Title 49, Code of Federal Regulations, Part 1520, as amended, “Policies and Procedures of Safeguarding and Control of SSI,” as

amended, and any supplementary guidance officially communicated by an authorized official of the Department of Homeland Security (including the Assistant Secretary for the Transportation Security Administration or his/her designee);

(3) Information designated as “For Official Use Only,” which is unclassified information of a sensitive nature and the unauthorized disclosure of which could adversely impact a person’s privacy or welfare, the conduct of Federal programs, or other programs or operations essential to the national or homeland security interest; and

(4) Any information that is designated “sensitive” or subject to other controls, safeguards or protections in accordance with subsequently adopted homeland security information handling procedures.

“Sensitive Information Incident” is an incident that includes the known, potential, or suspected exposure, loss of control, compromise, unauthorized disclosure, unauthorized acquisition, or unauthorized access or attempted access of any Government system, Contractor system, or sensitive information.

“Sensitive Personally Identifiable Information (SPII)” is a subset of PII, which if lost, compromised or disclosed without authorization, could result in substantial harm, embarrassment, inconvenience, or unfairness to an individual. Some forms of PII are sensitive as stand-alone elements. Examples of such PII include: Social Security numbers (SSN), driver’s license or state identification number, Alien Registration Numbers (A-number), financial account number, and biometric identifiers such as fingerprint, voiceprint, or iris scan. Additional examples include any groupings of information that contain an individual’s name or other unique identifier plus one or more of the following elements:

- (1) Truncated SSN (such as last 4 digits)
- (2) Date of birth (month, day, and year)
- (3) Citizenship or immigration status
- (4) Ethnic or religious affiliation
- (5) Sexual orientation
- (6) Criminal History
- (7) Medical Information
- (8) System authentication information such as mother’s maiden name, account passwords or personal identification numbers (PIN)

Other PII may be “sensitive” depending on its context, such as a list of employees and their performance ratings or an unlisted home address or phone number. In contrast, a business card or public telephone directory of agency employees contains PII but is not sensitive.

(c) *Authorities.* The Contractor shall follow all current versions of Government policies and guidance accessible at <http://www.dhs.gov/dhs-security-and-training-requirements-contractors>, or available upon request from the Contracting Officer, including but not limited to:

- (1) DHS Management Directive 11042.1 Safeguarding Sensitive But Unclassified (for Official Use Only) Information
- (2) DHS Sensitive Systems Policy Directive 4300A
- (3) DHS 4300A Sensitive Systems Handbook and Attachments
- (4) DHS Security Authorization Process Guide
- (5) DHS Handbook for Safeguarding Sensitive Personally Identifiable Information
- (6) DHS Instruction Handbook 121-01-007 Department of Homeland Security Personnel Suitability and Security Program
- (7) DHS Information Security Performance Plan (current fiscal year)
- (8) DHS Privacy Incident Handling Guidance
- (9) Federal Information Processing Standard (FIPS) 140-2 Security Requirements for Cryptographic Modules accessible at <http://csrc.nist.gov/groups/STM/cmvp/standards.html>
- (10) National Institute of Standards and Technology (NIST) Special Publication 800-53 Security and Privacy Controls for Federal Information Systems and Organizations accessible at <http://csrc.nist.gov/publications/PubsSPs.html>
- (11) NIST Special Publication 800-88 Guidelines for Media Sanitization accessible at <http://csrc.nist.gov/publications/PubsSPs.html>

(d) *Handling of Sensitive Information.* Contractor compliance with this clause, as well as the policies and procedures described below, is required.

(1) Department of Homeland Security (DHS) policies and procedures on Contractor personnel security requirements are set forth in various Management Directives (MDs), Directives, and Instructions. *MD 11042.1, Safeguarding Sensitive But Unclassified (For Official Use Only) Information* describes how Contractors must handle sensitive but unclassified information. DHS uses the term “FOR OFFICIAL USE ONLY” to identify sensitive but unclassified information that is not otherwise categorized by statute or regulation. Examples of sensitive information that are categorized by statute or regulation are PCII, SSI, etc. The *DHS Sensitive Systems Policy Directive 4300A* and the *DHS 4300A Sensitive Systems Handbook* provide the policies and procedures on security for Information Technology (IT) resources. The *DHS Handbook for Safeguarding Sensitive Personally Identifiable Information* provides guidelines to help safeguard SPII in both paper and electronic form. *DHS Instruction Handbook 121-01-007 Department of Homeland Security Personnel Suitability and Security Program* establishes procedures, program responsibilities, minimum standards, and reporting protocols for the DHS Personnel Suitability and Security Program.

(2) The Contractor shall not use or redistribute any sensitive information processed, stored, and/or transmitted by the Contractor except as specified in the contract.

(3) All Contractor employees with access to sensitive information shall execute *DHS Form 11000-6, Department of Homeland Security Non-Disclosure Agreement (NDA)*, as a condition of access to such information. The Contractor shall maintain signed copies of the NDA for all employees as a record of compliance. The Contractor shall provide copies of the signed NDA to the Contracting Officer’s Representative (COR) no later than two (2) days after execution of the form.

(4) The Contractor's invoicing, billing, and other recordkeeping systems maintained to support financial or other administrative functions shall not maintain SPII. It is acceptable to maintain in these systems the names, titles and contact information for the COR or other Government personnel associated with the administration of the contract, as needed.

(e) *Authority to Operate.* The Contractor shall not input, store, process, output, and/or transmit sensitive information within a Contractor IT system without an Authority to Operate (ATO) signed by the Headquarters or Component CIO, or designee, in consultation with the Headquarters or Component Privacy Officer. Unless otherwise specified in the ATO letter, the ATO is valid for three (3) years. The Contractor shall adhere to current Government policies, procedures, and guidance for the Security Authorization (SA) process as defined below.

(1) Complete the Security Authorization process. The SA process shall proceed according to the *DHS Sensitive Systems Policy Directive 4300A* (Version 11.0, April 30, 2014), or any successor publication, *DHS 4300A Sensitive Systems Handbook* (Version 9.1, July 24, 2012), or any successor publication, and the *Security Authorization Process Guide* including templates.

(i) Security Authorization Process Documentation. SA documentation shall be developed using the Government provided Requirements Traceability Matrix and Government security documentation templates. SA documentation consists of the following: Security Plan, Contingency Plan, Contingency Plan Test Results, Configuration Management Plan, Security Assessment Plan, Security Assessment Report, and Authorization to Operate Letter. Additional documents that may be required include a Plan(s) of Action and Milestones and Interconnection Security Agreement(s). During the development of SA documentation, the Contractor shall submit a signed SA package, validated by an independent third party, to the COR for acceptance by the Headquarters or Component CIO, or designee, at least thirty (30) days prior to the date of operation of the IT system. The Government is the final authority on the compliance of the SA package and may limit the number of resubmissions of a modified SA package. Once the ATO has been accepted by the Headquarters or Component CIO, or designee, the Contracting Officer shall incorporate the ATO into the contract as a compliance document. The Government's acceptance of the ATO does not alleviate the Contractor's responsibility to ensure the IT system controls are implemented and operating effectively.

(ii) Independent Assessment. Contractors shall have an independent third party validate the security and privacy controls in place for the system(s). The independent third party shall review and analyze the SA package, and report on technical, operational, and management level deficiencies as outlined in *NIST Special Publication 800-53 Security and Privacy Controls for Federal Information Systems and Organizations*. The Contractor shall address all deficiencies before submitting the SA package to the Government for acceptance.

(iii) Support the completion of the Privacy Threshold Analysis (PTA) as needed. As part of the SA process, the Contractor may be required to support the Government in the completion of the PTA. The requirement to complete a PTA is triggered by the creation, use, modification, upgrade, or disposition of a Contractor IT system that will store, maintain and

use PII, and must be renewed at least every three (3) years. Upon review of the PTA, the DHS Privacy Office determines whether a Privacy Impact Assessment (PIA) and/or Privacy Act System of Records Notice (SORN), or modifications thereto, are required. The Contractor shall provide all support necessary to assist the Department in completing the PIA in a timely manner and shall ensure that project management plans and schedules include time for the completion of the PTA, PIA, and SORN (to the extent required) as milestones. Support in this context includes responding timely to requests for information from the Government about the use, access, storage, and maintenance of PII on the Contractor's system, and providing timely review of relevant compliance documents for factual accuracy. Information on the DHS privacy compliance process, including PTAs, PIAs, and SORNs, is accessible at <http://www.dhs.gov/privacy-compliance>.

(2) *Renewal of ATO*. Unless otherwise specified in the ATO letter, the ATO shall be renewed every three (3) years. The Contractor is required to update its SA package as part of the ATO renewal process. The Contractor shall update its SA package by one of the following methods: (1) Updating the SA documentation in the DHS automated information assurance tool for acceptance by the Headquarters or Component CIO, or designee, at least 90 days before the ATO expiration date for review and verification of security controls; or (2) Submitting an updated SA package directly to the COR for approval by the Headquarters or Component CIO, or designee, at least 90 days before the ATO expiration date for review and verification of security controls. The 90 day review process is independent of the system production date and therefore it is important that the Contractor build the review into project schedules. The reviews may include onsite visits that involve physical or logical inspection of the Contractor environment to ensure controls are in place.

(3) *Security Review*. The Government may elect to conduct random periodic reviews to ensure that the security requirements contained in this contract are being implemented and enforced. The Contractor shall afford DHS, the Office of the Inspector General, and other Government organizations access to the Contractor's facilities, installations, operations, documentation, databases and personnel used in the performance of this contract. The Contractor shall, through the Contracting Officer and COR, contact the Headquarters or Component CIO, or designee, to coordinate and participate in review and inspection activity by Government organizations external to the DHS. Access shall be provided, to the extent necessary as determined by the Government, for the Government to carry out a program of inspection, investigation, and audit to safeguard against threats and hazards to the integrity, availability and confidentiality of Government data or the function of computer systems used in performance of this contract and to preserve evidence of computer crime.

(4) *Continuous Monitoring*. All Contractor-operated systems that input, store, process, output, and/or transmit sensitive information shall meet or exceed the continuous monitoring requirements identified in the *Fiscal Year 2014 DHS Information Security Performance Plan*, or successor publication. The plan is updated on an annual basis. The Contractor shall also store monthly continuous monitoring data at its location for a period not less than one year from the date the data is created. The data shall be encrypted in accordance with *FIPS 140-2 Security Requirements for Cryptographic Modules* and shall not be stored on systems that are shared with

other commercial or Government entities. The Government may elect to perform continuous monitoring and IT security scanning of Contractor systems from Government tools and infrastructure.

(5) *Revocation of ATO.* In the event of a sensitive information incident, the Government may suspend or revoke an existing ATO (either in part or in whole). If an ATO is suspended or revoked in accordance with this provision, the Contracting Officer may direct the Contractor to take additional security measures to secure sensitive information. These measures may include restricting access to sensitive information on the Contractor IT system under this contract. Restricting access may include disconnecting the system processing, storing, or transmitting the sensitive information from the Internet or other networks or applying additional security controls.

(6) *Federal Reporting Requirements.* Contractors operating information systems on behalf of the Government or operating systems containing sensitive information shall comply with Federal reporting requirements. Annual and quarterly data collection will be coordinated by the Government. Contractors shall provide the COR with requested information within three (3) business days of receipt of the request. Reporting requirements are determined by the Government and are defined in the *Fiscal Year 2014 DHS Information Security Performance Plan*, or successor publication. The Contractor shall provide the Government with all information to fully satisfy Federal reporting requirements for Contractor systems.

(f) *Sensitive Information Incident Reporting Requirements.*

(1) All known or suspected sensitive information incidents shall be reported to the Headquarters or Component Security Operations Center (SOC) within one hour of discovery in accordance with *4300A Sensitive Systems Handbook Incident Response and Reporting* requirements. When notifying the Headquarters or Component SOC, the Contractor shall also notify the Contracting Officer, COR, Headquarters or Component Privacy Officer, and US-CERT using the contact information identified in the contract. If the incident is reported by phone or the Contracting Officer's email address is not immediately available, the Contractor shall contact the Contracting Officer immediately after reporting the incident to the Headquarters or Component SOC. The Contractor shall not include any sensitive information in the subject or body of any e-mail. To transmit sensitive information, the Contractor shall use *FIPS 140-2 Security Requirements for Cryptographic Modules* compliant encryption methods to protect sensitive information in attachments to email. Passwords shall not be communicated in the same email as the attachment. A sensitive information incident shall not, by itself, be interpreted as evidence that the Contractor has failed to provide adequate information security safeguards for sensitive information, or has otherwise failed to meet the requirements of the contract.

(2) If a sensitive information incident involves PII or SPII, in addition to the reporting requirements in *4300A Sensitive Systems Handbook Incident Response and Reporting*, Contractors shall also provide as many of the following data elements that are available at the time the incident is reported, with any remaining data elements provided within 24 hours of submission of the initial incident report:

- (i) Data Universal Numbering System (DUNS);
- (ii) Contract numbers affected unless all contracts by the company are affected;
- (iii) Facility CAGE code if the location of the event is different than the prime contractor location;
- (iv) Point of contact (POC) if different than the POC recorded in the System for Award Management (address, position, telephone, email);
- (v) Contracting Officer POC (address, telephone, email);
- (vi) Contract clearance level;
- (vii) Name of subcontractor and CAGE code if this was an incident on a subcontractor network;
- (viii) Government programs, platforms or systems involved;
- (ix) Location(s) of incident;
- (x) Date and time the incident was discovered;
- (xi) Server names where sensitive information resided at the time of the incident, both at the Contractor and subcontractor level;
- (xii) Description of the Government PII and/or SPII contained within the system;
- (xiii) Number of people potentially affected and the estimate or actual number of records exposed and/or contained within the system; and
- (xiv) Any additional information relevant to the incident.

(g) Sensitive Information Incident Response Requirements.

(1) All determinations related to sensitive information incidents, including response activities, notifications to affected individuals and/or Federal agencies, and related services (e.g., credit monitoring) will be made in writing by the Contracting Officer in consultation with the Headquarters or Component CIO and Headquarters or Component Privacy Officer.

(2) The Contractor shall provide full access and cooperation for all activities determined by the Government to be required to ensure an effective incident response, including providing all requested images, log files, and event information to facilitate rapid resolution of sensitive information incidents.

(3) Incident response activities determined to be required by the Government may include, but are not limited to, the following:

- (i) Inspections,
- (ii) Investigations,
- (iii) Forensic reviews, and
- (iv) Data analyses and processing.

(4) The Government, at its sole discretion, may obtain the assistance from other Federal agencies and/or third-party firms to aid in incident response activities.

(h) Additional PII and/or SPII Notification Requirements.

(1) The Contractor shall have in place procedures and the capability to notify any individual whose PII resided in the Contractor IT system at the time of the sensitive information incident not later than 5 business days after being directed to notify individuals, unless otherwise approved by the Contracting Officer. The method and content of any notification by the Contractor shall be coordinated with, and subject to prior written approval by the Contracting Officer, in consultation with the Headquarters or Component Privacy Officer, utilizing the *DHS Privacy Incident Handling Guidance*. The Contractor shall not proceed with notification unless the Contracting Officer, in consultation with the Headquarters or Component Privacy Officer, has determined in writing that notification is appropriate.

(2) Subject to Government analysis of the incident and the terms of its instructions to the Contractor regarding any resulting notification, the notification method may consist of letters to affected individuals sent by first class mail, electronic means, or general public notice, as approved by the Government. Notification may require the Contractor's use of address verification and/or address location services. At a minimum, the notification shall include:

- (i) A brief description of the incident;
- (ii) A description of the types of PII and SPII involved;
- (iii) A statement as to whether the PII or SPII was encrypted or protected by other means;
- (iv) Steps individuals may take to protect themselves;
- (v) What the Contractor and/or the Government are doing to investigate the incident, to mitigate the incident, and to protect against any future incidents; and
- (vi) Information identifying who individuals may contact for additional information.

(i) *Credit Monitoring Requirements*. In the event that a sensitive information incident involves PII or SPII, the Contractor may be required to, as directed by the Contracting Officer:

(1) Provide notification to affected individuals as described above; and/or

(2) Provide credit monitoring services to individuals whose data was under the control of the Contractor or resided in the Contractor IT system at the time of the sensitive information incident for a period beginning the date of the incident and extending not less than 18 months from the date the individual is notified. Credit monitoring services shall be provided from a company with which the Contractor has no affiliation. At a minimum, credit monitoring services shall include:

- (i) Triple credit bureau monitoring;
- (ii) Daily customer service;
- (iii) Alerts provided to the individual for changes and fraud; and
- (iv) Assistance to the individual with enrollment in the services and the use of fraud alerts; and/or

(3) Establish a dedicated call center. Call center services shall include:

- (i) A dedicated telephone number to contact customer service within a fixed period;
- (ii) Information necessary for registrants/enrollees to access credit reports and credit scores;
- (iii) Weekly reports on call center volume, issue escalation (i.e., those calls that cannot be handled by call center staff and must be resolved by call center management or DHS, as appropriate), and other key metrics;
- (iv) Escalation of calls that cannot be handled by call center staff to call center management or DHS, as appropriate;
- (v) Customized FAQs, approved in writing by the Contracting Officer in coordination with the Headquarters or Component Chief Privacy Officer; and
- (vi) Information for registrants to contact customer service representatives and fraud resolution representatives for credit monitoring assistance.

(j) *Certification of Sanitization of Government and Government-Activity-Related Files and Information.* As part of contract closeout, the Contractor shall submit the certification to the COR and the Contracting Officer following the template provided in *NIST Special Publication 800-88 Guidelines for Media Sanitization*.

(End of clause)