AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT

1. CONTRACT ID CODE

PAGE 1 OF PAGES 25

2. AMENDMENT/MODIFICATION NO.: 0412

3. EFFECTIVE DATE: See Block 16C

4. REQUISITION/PURCHASE REQ. NO.

5. PROJECT NO. *(If applicable)*

6. ISSUED BY CODE 00901

Savannah River Operations
U.S. Department of Energy
Savannah River Operations
P.O. Box A
Aiken SC 29802

7. ADMINISTERED BY *(If other than Item 6)* CODE

8. NAME AND ADDRESS OF CONTRACTOR *(No., street, county, State and ZIP Code)*

SAVANNAH RIVER REMEDIATION LLC
Attn: Jeffrey J. Bair
Savannah River Site
Building 766-H
Aiken SC 29808

CODE 808376193 FACILITY CODE

(x) 9A. AMENDMENT OF SOLICITATION NO.

9B. DATED *(SEE ITEM 11)*

X 10A. MODIFICATION OF CONTRACT/ORDER NO. DE-AC09-09SR22505

10B. DATED *(SEE ITEM 13)* 12/08/2008

11. THIS ITEM ONLY APPLIES TO AMENDMENTS OF SOLICITATIONS

☐ The above numbered solicitation is amended as set forth in Item 14. The hour and date specified for receipt of Offers ☐ is extended. ☐ is not extended.
Offers must acknowledge receipt of this amendment prior to the hour and date specified in the solicitation or as amended, by one of the following methods: (a) By completing Items 8 and 15, and returning _____ copies of the amendment; (b) By acknowledging receipt of this amendment on each copy of the offer submitted; or (c) By separate letter or telegram which includes a reference to the solicitation and amendment numbers. FAILURE OF YOUR ACKNOWLEDGEMENT TO BE RECEIVED AT THE PLACE DESIGNATED FOR THE RECEIPT OF OFFERS PRIOR TO THE HOUR AND DATE SPECIFIED MAY RESULT IN REJECTION OF YOUR OFFER. If by virtue of this amendment you desire to change an offer already submitted, such change may be made by telegram or letter, provided each telegram or letter makes reference to the solicitation and this amendment, and is received prior to the opening hour and date specified.

12. ACCOUNTING AND APPROPRIATION DATA *(If required)*
No change in accounting and appropriation data

13. THIS ITEM ONLY APPLIES TO MODIFICATION OF CONTRACTS/ORDERS. IT MODIFIES THE CONTRACT/ORDER NO. AS DESCRIBED IN ITEM 14.

CHECK ONE	
	A. THIS CHANGE ORDER IS ISSUED PURSUANT TO: *(Specify authority)* THE CHANGES SET FORTH IN ITEM 14 ARE MADE IN THE CONTRACT ORDER NO. IN ITEM 10A.
	B. THE ABOVE NUMBERED CONTRACT/ORDER IS MODIFIED TO REFLECT THE ADMINISTRATIVE CHANGES *(such as changes in paying office, appropriation date, etc.)* SET FORTH IN ITEM 14, PURSUANT TO THE AUTHORITY OF FAR 43.103(b).
	C. THIS SUPPLEMENTAL AGREEMENT IS ENTERED INTO PURSUANT TO AUTHORITY OF:
X	D. OTHER *(Specify type of modification and authority)* H.22 Wage Determination Rates

E. IMPORTANT: Contractor ☒ is not. ☐ is required to sign this document and return _____ copies to the issuing office.

14. DESCRIPTION OF AMENDMENT/MODIFICATION *(Organized by UCF section headings, including solicitation/contract subject matter where feasible.)*

A. The purpose of this modification is as follows:

DELETE: U.S. Department of Labor Wage Determination No. 2005-2135, Revision No. 18, dated 12/29/2015.

ADD: U.S. Department of Labor Wage Determination No. 2015-2135, Revision No. 1, dated 08/23/2016 and U.S. Department of Labor Wage Determination No. 2015-4461, Revision No. 1, dated 08/23/2016.

B. The wage determinations are attached hereto.

Continued ...

Except as provided herein, all terms and conditions of the document referenced in Item 9 A or 10A, as heretofore changed, remains unchanged and in full force and effect.

15A. NAME AND TITLE OF SIGNER *(Type or print)*

16A. NAME AND TITLE OF CONTRACTING OFFICER *(Type or print)*
Charlene Smith

15B. CONTRACTOR/OFFEROR *(Signature of person authorized to sign)*

15C. DATE SIGNED

16B. UNITED STATES OF AMERICA *(Signature of Contracting Officer)*

16C. DATE SIGNED 9/13/16

NAME OF OFFEROR OR CONTRACTOR
SAVANNAH RIVER REMEDIATION LLC

ITEM NO. (A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	UNIT (D)	UNIT PRICE (E)	AMOUNT (F)
	C. All other terms and conditions remain unchanged. Payment: Period of Performance: 09/13/2016 to 06/30/2017				

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.: 2015-2135
Revision No.: 1
Date of Last Revision: 08/23/2016

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.15 for calendar year 2016 applies to all contracts subject to the Service Contract Act for which the 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 $10.15 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 2016. 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: Georgia, South Carolina

Area: Georgia Counties of Burke, Columbia, Elbert, Emanuel, Glascock, Hart, Jefferson, Jenkins, Lincoln, McDuffie, Richmond, Taliaferro, Warren, Wilkes
South Carolina Counties of Aiken, Edgefield, McCormick

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14 .16
01012 - Accounting Clerk II		15 .89
01013 - Accounting Clerk III		17 .78
01020 - Administrative Assistant		21 .25
01035 - Court Reporter		17 .11
01051 - Data Entry Operator I		12 .03
01052 - Data Entry Operator II		13 .13
01060 - Dispatcher, Motor Vehicle		16 .85
01070 - Document Preparation Clerk		12 .73
01090 - Duplicating Machine Operator		12 .73
01111 - General Clerk I		13 .39
01112 - General Clerk II		14 .49
01113 - General Clerk III		16 .21
01120 - Housing Referral Assistant		19 .59
01141 - Messenger Courier		10 .15
01191 - Order Clerk I		11 .74

01192 - Order Clerk II	14 .18
01261 - Personnel Assistant (Employment) I	14 .83
01262 - Personnel Assistant (Employment) II	16 .72
01263 - Personnel Assistant (Employment) III	18 .93
01270 - Production Control Clerk	24 .21
01290 - Rental Clerk	14 .10
01300 - Scheduler, Maintenance	15 .33
01311 - Secretary I	15 .21
01312 - Secretary II	17 .11
01313 - Secretary III	19 .44
01320 - Service Order Dispatcher	13 .82
01410 - Supply Technician	21 .25
01420 - Survey Worker	15 .35
01460 - Switchboard Operator/Receptionist	11 .77
01531 - Travel Clerk I	11 .93
01532 - Travel Clerk II	13 .17
01533 - Travel Clerk III	14 .20
01611 - Word Processor I	13 .01
01612 - Word Processor II	14 .79
01613 - Word Processor III	17 .17
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	18 .42
05010 - Automotive Electrician	18 .01
05040 - Automotive Glass Installer	16 .38
05070 - Automotive Worker	17 .03
05110 - Mobile Equipment Servicer	14 .26
05130 - Motor Equipment Metal Mechanic	19 .16
05160 - Motor Equipment Metal Worker	17 .03
05190 - Motor Vehicle Mechanic	18 .42
05220 - Motor Vehicle Mechanic Helper	13 .98
05250 - Motor Vehicle Upholstery Worker	15 .90
05280 - Motor Vehicle Wrecker	17 .03
05310 - Painter, Automotive	17 .32
05340 - Radiator Repair Specialist	17 .03
05370 - Tire Repairer	11 .29
05400 - Transmission Repair Specialist	19 .16
07000 - Food Preparation And Service Occupations	
07010 - Baker	12 .13
07041 - Cook I	10 .30
07042 - Cook II	11 .88
07070 - Dishwasher	7 .25
07130 - Food Service Worker	8 .54
07210 - Meat Cutter	14 .10

07260 - Waiter/Waitress	9 .04
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17 .84
09040 - Furniture Handler	12 .10
09080 - Furniture Refinisher	17 .84
09090 - Furniture Refinisher Helper	13 .88
09110 - Furniture Repairer, Minor	15 .74
09130 - Upholsterer	16 .91
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9 .04
11060 - Elevator Operator	9 .04
11090 - Gardener	12 .13
11122 - Housekeeping Aide	9 .13
11150 - Janitor	9 .13
11210 - Laborer, Grounds Maintenance	9 .57
11240 - Maid or Houseman	7 .56
11260 - Pruner	8 .56
11270 - Tractor Operator	11 .45
11330 - Trail Maintenance Worker	9 .57
11360 - Window Cleaner	10 .21
12000 - Health Occupations	
12010 - Ambulance Driver	14 .46
12011 - Breath Alcohol Technician	14 .74
12012 - Certified Occupational Therapist Assistant	19 .56
12015 - Certified Physical Therapist Assistant	22 .65
12020 - Dental Assistant	13 .79
12025 - Dental Hygienist	26 .58
12030 - EKG Technician	23 .63
12035 - Electroneurodiagnostic Technologist	23 .63
12040 - Emergency Medical Technician	14 .46
12071 - Licensed Practical Nurse I	13 .26
12072 - Licensed Practical Nurse II	14 .83
12073 - Licensed Practical Nurse III	16 .54
12100 - Medical Assistant	13 .07
12130 - Medical Laboratory Technician	16 .47
12160 - Medical Record Clerk	14 .11
12190 - Medical Record Technician	15 .78
12195 - Medical Transcriptionist	14 .72
12210 - Nuclear Medicine Technologist	34 .15
12221 - Nursing Assistant I	8 .68
12222 - Nursing Assistant II	9 .55
12223 - Nursing Assistant III	10 .65

12224 - Nursing Assistant IV		11 .95
12235 - Optical Dispenser		14 .73
12236 - Optical Technician		11 .22
12250 - Pharmacy Technician		14 .38
12280 - Phlebotomist		11 .96
12305 - Radiologic Technologist		22 .55
12311 - Registered Nurse I		25 .86
12312 - Registered Nurse II		29 .44
12313 - Registered Nurse II, Specialist		29 .44
12314 - Registered Nurse III		35 .62
12315 - Registered Nurse III, Anesthetist		35 .62
12316 - Registered Nurse IV		42 .69
12317 - Scheduler (Drug and Alcohol Testing)		19 .01
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19 .51
13012 - Exhibits Specialist II		24 .18
13013 - Exhibits Specialist III		29 .58
13041 - Illustrator I		19 .03
13042 - Illustrator II		23 .59
13043 - Illustrator III		28 .85
13047 - Librarian		26 .77
13050 - Library Aide/Clerk		10 .10
13054 - Library Information Technology Systems Administrator		24 .18
13058 - Library Technician		14 .82
13061 - Media Specialist I		17 .44
13062 - Media Specialist II		19 .51
13063 - Media Specialist III		21 .76
13071 - Photographer I		14 .94
13072 - Photographer II		16 .73
13073 - Photographer III		20 .74
13074 - Photographer IV		25 .38
13075 - Photographer V		30 .61
13110 - Video Teleconference Technician		18 .84
14000 - Information Technology Occupations		
14041 - Computer Operator I		13 .41
14042 - Computer Operator II		16 .20
14043 - Computer Operator III		19 .95
14044 - Computer Operator IV		20 .79
14045 - Computer Operator V		24 .54
14071 - Computer Programmer I	(see 1)	24 .88
14072 - Computer Programmer II	(see 1)	27 .62
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		13 .41
14160 - Personal Computer Support Technician		20 .79
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29 .76
15020 - Aircrew Training Devices Instructor (Rated)		36 .00
15030 - Air Crew Training Devices Instructor (Pilot)		43 .15
15050 - Computer Based Training Specialist / Instructor		29 .76
15060 - Educational Technologist		28 .58
15070 - Flight Instructor (Pilot)		43 .15
15080 - Graphic Artist		22 .19
15090 - Technical Instructor		22 .12
15095 - Technical Instructor/Course Developer		27 .38
15110 - Test Proctor		18 .04
15120 - Tutor		17 .93
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8 .52
16030 - Counter Attendant		8 .52
16040 - Dry Cleaner		10 .29
16070 - Finisher, Flatwork, Machine		8 .52
16090 - Presser, Hand		8 .52
16110 - Presser, Machine, Drycleaning		8 .52
16130 - Presser, Machine, Shirts		8 .52
16160 - Presser, Machine, Wearing Apparel, Laundry		8 .52
16190 - Sewing Machine Operator		10 .87
16220 - Tailor		11 .48
16250 - Washer, Machine		9 .11
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		19 .03
19040 - Tool And Die Maker		20 .94
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		17 .58
21030 - Material Coordinator		24 .15
21040 - Material Expediter		24 .15
21050 - Material Handling Laborer		10 .77
21071 - Order Filler		11 .54
21080 - Production Line Worker (Food Processing)		17 .58
21110 - Shipping Packer		13 .22
21130 - Shipping/Receiving Clerk		13 .22

21140 - Store Worker I	10 .39
21150 - Stock Clerk	14 .56
21210 - Tools And Parts Attendant	17 .58
21410 - Warehouse Specialist	17 .58
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	21 .41
23021 - Aircraft Mechanic I	20 .27
23022 - Aircraft Mechanic II	21 .41
23023 - Aircraft Mechanic III	22 .54
23040 - Aircraft Mechanic Helper	14 .65
23050 - Aircraft, Painter	19 .05
23060 - Aircraft Servicer	16 .89
23080 - Aircraft Worker	17 .72
23110 - Appliance Mechanic	16 .91
23120 - Bicycle Repairer	11 .29
23125 - Cable Splicer	24 .80
23130 - Carpenter, Maintenance	17 .68
23140 - Carpet Layer	15 .52
23160 - Electrician, Maintenance	19 .61
23181 - Electronics Technician Maintenance I	17 .56
23182 - Electronics Technician Maintenance II	20 .93
23183 - Electronics Technician Maintenance III	22 .27
23260 - Fabric Worker	14 .91
23290 - Fire Alarm System Mechanic	18 .00
23310 - Fire Extinguisher Repairer	13 .81
23311 - Fuel Distribution System Mechanic	18 .33
23312 - Fuel Distribution System Operator	14 .29
23370 - General Maintenance Worker	19 .25
23380 - Ground Support Equipment Mechanic	20 .27
23381 - Ground Support Equipment Servicer	16 .89
23382 - Ground Support Equipment Worker	17 .72
23391 - Gunsmith I	13 .81
23392 - Gunsmith II	15 .93
23393 - Gunsmith III	18 .63
23410 - Heating, Ventilation And Air-Conditioning Mechanic	18 .00
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	19 .07
23430 - Heavy Equipment Mechanic	20 .78
23440 - Heavy Equipment Operator	17 .76
23460 - Instrument Mechanic	21 .80
23465 - Laboratory/Shelter Mechanic	17 .49
23470 - Laborer	10 .77
23510 - Locksmith	16 .91
23530 - Machinery Maintenance Mechanic	22 .52

23550 - Machinist, Maintenance	18 .94
23580 - Maintenance Trades Helper	15 .16
23591 - Metrology Technician I	21 .80
23592 - Metrology Technician II	23 .08
23593 - Metrology Technician III	24 .31
23640 - Millwright	20 .16
23710 - Office Appliance Repairer	17 .81
23760 - Painter, Maintenance	16 .37
23790 - Pipefitter, Maintenance	18 .23
23810 - Plumber, Maintenance	17 .24
23820 - Pneudraulic Systems Mechanic	18 .00
23850 - Rigger	18 .00
23870 - Scale Mechanic	15 .93
23890 - Sheet-Metal Worker, Maintenance	17 .53
23910 - Small Engine Mechanic	15 .52
23931 - Telecommunications Mechanic I	23 .54
23932 - Telecommunications Mechanic II	24 .96
23950 - Telephone Lineman	17 .41
23960 - Welder, Combination, Maintenance	18 .00
23965 - Well Driller	18 .00
23970 - Woodcraft Worker	18 .00
23980 - Woodworker	15 .20
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	11 .00
24580 - Child Care Center Clerk	14 .04
24610 - Chore Aide	9 .42
24620 - Family Readiness And Support Services Coordinator	12 .93
24630 - Homemaker	15 .32
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25 .58
25040 - Sewage Plant Operator	18 .55
25070 - Stationary Engineer	23 .58
25190 - Ventilation Equipment Tender	16 .66
25210 - Water Treatment Plant Operator	18 .55
27000 - Protective Service Occupations	
27004 - Alarm Monitor	13 .45
27007 - Baggage Inspector	13 .19
27008 - Corrections Officer	15 .55
27010 - Court Security Officer	16 .71
27030 - Detection Dog Handler	14 .75
27040 - Detention Officer	15 .55
27070 - Firefighter	17 .27

27101 - Guard I		13 .19
27102 - Guard II		14 .75
27131 - Police Officer I		17 .14
27132 - Police Officer II		18 .98
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		11 .16
28042 - Carnival Equipment Repairer		11 .99
28043 - Carnival Worker		8 .57
28210 - Gate Attendant/Gate Tender		14 .30
28310 - Lifeguard		11 .34
28350 - Park Attendant (Aide)		16 .00
28510 - Recreation Aide/Health Facility Attendant		11 .68
28515 - Recreation Specialist		17 .62
28630 - Sports Official		12 .75
28690 - Swimming Pool Operator		17 .62
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		22 .18
29020 - Hatch Tender		22 .18
29030 - Line Handler		22 .18
29041 - Stevedore I		21 .49
29042 - Stevedore II		24 .37
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	35 .77
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	24 .66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27 .16
30021 - Archeological Technician I		20 .28
30022 - Archeological Technician II		22 .69
30023 - Archeological Technician III		28 .11
30030 - Cartographic Technician		27 .87
30040 - Civil Engineering Technician		24 .43
30061 - Drafter/CAD Operator I		20 .28
30062 - Drafter/CAD Operator II		22 .69
30063 - Drafter/CAD Operator III		25 .28
30064 - Drafter/CAD Operator IV		29 .85
30081 - Engineering Technician I		17 .77
30082 - Engineering Technician II		20 .10
30083 - Engineering Technician III		22 .53
30084 - Engineering Technician IV		27 .93
30085 - Engineering Technician V		32 .62
30086 - Engineering Technician VI		37 .46
30090 - Environmental Technician		27 .76
30210 - Laboratory Technician		23 .96

30240 - Mathematical Technician		27 .76
30361 - Paralegal/Legal Assistant I		15 .07
30362 - Paralegal/Legal Assistant II		21 .76
30363 - Paralegal/Legal Assistant III		26 .62
30364 - Paralegal/Legal Assistant IV		32 .19
30390 - Photo-Optics Technician		27 .76
30461 - Technical Writer I		25 .63
30462 - Technical Writer II		31 .34
30463 - Technical Writer III		37 .91
30491 - Unexploded Ordnance (UXO) Technician I		22 .74
30492 - Unexploded Ordnance (UXO) Technician II		27 .51
30493 - Unexploded Ordnance (UXO) Technician III		32 .97
30494 - Unexploded (UXO) Safety Escort		22 .74
30495 - Unexploded (UXO) Sweep Personnel		22 .74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	23 .71
30621 - Weather Observer, Senior	(see 2)	26 .00
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		10 .40
31030 - Bus Driver		13 .64
31043 - Driver Courier		13 .74
31260 - Parking and Lot Attendant		9 .90
31290 - Shuttle Bus Driver		14 .10
31310 - Taxi Driver		10 .19
31361 - Truckdriver, Light		14 .10
31362 - Truckdriver, Medium		15 .22
31363 - Truckdriver, Heavy		16 .28
31364 - Truckdriver, Tractor-Trailer		16 .28
99000 - Miscellaneous Occupations		
99030 - Cashier		8 .05
99050 - Desk Clerk		10 .00
99095 - Embalmer		21 .73
99251 - Laboratory Animal Caretaker I		9 .28
99252 - Laboratory Animal Caretaker II		10 .08
99310 - Mortician		26 .29
99410 - Pest Controller		13 .56
99510 - Photofinishing Worker		12 .34
99710 - Recycling Laborer		13 .96
99711 - Recycling Specialist		16 .94
99730 - Refuse Collector		11 .96
99810 - Sales Clerk		10 .45
99820 - School Crossing Guard		11 .07
99830 - Survey Party Chief		20 .77
99831 - Surveying Aide		13 .52

99832 - Surveying Technician	18 .47
99840 - Vending Machine Attendant	14 .31
99841 - Vending Machine Repairer	17 .62
99842 - Vending Machine Repairer Helper	14 .31

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.27 per hour or $170.80 per week or $740.13 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 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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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 Wage and Hour Division, U.S. Department of Labor, 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 decision to the contractor.

6) The contractor informs the affected employees.

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" (the Directory) 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.

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.: 2015-4461
Revision No.: 1
Date Of Last Revision: 08/23/2016

Note: Under Executive Order (EO) 13658, an hourly minimum wage of $10.15 for calendar year 2016 applies to all contracts subject to the Service Contract Act for which the 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 $10.15 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 2016. 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: South Carolina

Area: South Carolina Counties of Allendale, Bamberg, Barnwell

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.16
01012 - Accounting Clerk II		15.89
01013 - Accounting Clerk III		17.78
01020 - Administrative Assistant		23.38
01035 - Court Reporter		17.11
01041 - Customer Service Representative I		11.14
01042 - Customer Service Representative II		12.53
01043 - Customer Service Representative III		13.67
01051 - Data Entry Operator I		12.03
01052 - Data Entry Operator II		13.13
01060 - Dispatcher, Motor Vehicle		16.85
01070 - Document Preparation Clerk		12.73
01090 - Duplicating Machine Operator		12.73
01111 - General Clerk I		13.39
01112 - General Clerk II		14.49
01113 - General Clerk III		16.21
01120 - Housing Referral Assistant		19.59
01141 - Messenger Courier		10.15
01191 - Order Clerk I		11.74
01192 - Order Clerk II		14.18
01261 - Personnel Assistant (Employment) I		14.83
01262 - Personnel Assistant (Employment) II		16.72
01263 - Personnel Assistant (Employment) III		18.93
01270 - Production Control Clerk		24.21
01290 - Rental Clerk		14.10
01300 - Scheduler, Maintenance		15.33
01311 - Secretary I		15.21
01312 - Secretary II		17.11
01313 - Secretary III		19.44
01320 - Service Order Dispatcher		13.82

01410 - Supply Technician	23.38
01420 - Survey Worker	15.35
01460 - Switchboard Operator/Receptionist	12.12
01531 - Travel Clerk I	12.32
01532 - Travel Clerk II	13.17
01533 - Travel Clerk III	14.20
01611 - Word Processor I	13.01
01612 - Word Processor II	14.79
01613 - Word Processor III	17.17
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	20.26
05010 - Automotive Electrician	18.01
05040 - Automotive Glass Installer	16.38
05070 - Automotive Worker	17.03
05110 - Mobile Equipment Servicer	14.26
05130 - Motor Equipment Metal Mechanic	19.16
05160 - Motor Equipment Metal Worker	17.03
05190 - Motor Vehicle Mechanic	18.42
05220 - Motor Vehicle Mechanic Helper	13.98
05250 - Motor Vehicle Upholstery Worker	15.90
05280 - Motor Vehicle Wrecker	17.03
05310 - Painter, Automotive	17.32
05340 - Radiator Repair Specialist	17.03
05370 - Tire Repairer	11.29
05400 - Transmission Repair Specialist	19.16
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.34
07041 - Cook I	10.30
07042 - Cook II	11.88
07070 - Dishwasher	7.98
07130 - Food Service Worker	9.00
07210 - Meat Cutter	14.10
07260 - Waiter/Waitress	9.04
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.84
09040 - Furniture Handler	12.10
09080 - Furniture Refinisher	17.84
09090 - Furniture Refinisher Helper	13.88
09110 - Furniture Repairer, Minor	15.74
09130 - Upholsterer	17.55
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.94
11060 - Elevator Operator	9.15
11090 - Gardener	13.28
11122 - Housekeeping Aide	9.15
11150 - Janitor	9.15
11210 - Laborer, Grounds Maintenance	10.22
11240 - Maid or Houseman	8.32
11260 - Pruner	9.18
11270 - Tractor Operator	12.27
11330 - Trail Maintenance Worker	10.22
11360 - Window Cleaner	10.21
12000 - Health Occupations	
12010 - Ambulance Driver	15.04
12011 - Breath Alcohol Technician	15.88
12012 - Certified Occupational Therapist Assistant	21.52
12015 - Certified Physical Therapist Assistant	24.92
12020 - Dental Assistant	14.25
12025 - Dental Hygienist	26.58
12030 - EKG Technician	24.04
12035 - Electroneurodiagnostic Technologist	24.04
12040 - Emergency Medical Technician	15.04
12071 - Licensed Practical Nurse I	14.18
12072 - Licensed Practical Nurse II	15.88
12073 - Licensed Practical Nurse III	17.69

12100 - Medical Assistant		13.47
12130 - Medical Laboratory Technician		16.57
12160 - Medical Record Clerk		14.11
12190 - Medical Record Technician		15.78
12195 - Medical Transcriptionist		14.72
12210 - Nuclear Medicine Technologist		34.88
12221 - Nursing Assistant I		9.55
12222 - Nursing Assistant II		10.51
12223 - Nursing Assistant III		11.72
12224 - Nursing Assistant IV		13.15
12235 - Optical Dispenser		15.88
12236 - Optical Technician		12.34
12250 - Pharmacy Technician		14.38
12280 - Phlebotomist		12.88
12305 - Radiologic Technologist		22.55
12311 - Registered Nurse I		25.86
12312 - Registered Nurse II		29.44
12313 - Registered Nurse II, Specialist		29.44
12314 - Registered Nurse III		35.62
12315 - Registered Nurse III, Anesthetist		35.62
12316 - Registered Nurse IV		42.69
12317 - Scheduler (Drug and Alcohol Testing)		19.66
12320 - Substance Abuse Treatment Counselor		14.85
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.51
13012 - Exhibits Specialist II		24.18
13013 - Exhibits Specialist III		29.58
13041 - Illustrator I		19.03
13042 - Illustrator II		23.59
13043 - Illustrator III		28.85
13047 - Librarian		26.77
13050 - Library Aide/Clerk		11.11
13054 - Library Information Technology Systems Administrator		24.18
13058 - Library Technician		14.82
13061 - Media Specialist I		17.44
13062 - Media Specialist II		19.51
13063 - Media Specialist III		21.76
13071 - Photographer I		16.43
13072 - Photographer II		18.40
13073 - Photographer III		22.81
13074 - Photographer IV		27.92
13075 - Photographer V		33.67
13090 - Technical Order Library Clerk		15.49
13110 - Video Teleconference Technician		18.84
14000 - Information Technology Occupations		
14041 - Computer Operator I		13.41
14042 - Computer Operator II		16.20
14043 - Computer Operator III		19.95
14044 - Computer Operator IV		20.79
14045 - Computer Operator V		24.54
14071 - Computer Programmer I	(see 1)	24.88
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		13.41
14160 - Personal Computer Support Technician		20.79
14170 - System Support Specialist		21.24
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.76
15020 - Aircrew Training Devices Instructor (Rated)		36.00
15030 - Air Crew Training Devices Instructor (Pilot)		43.15

15050 - Computer Based Training Specialist / Instructor	29.76
15060 - Educational Technologist	28.58
15070 - Flight Instructor (Pilot)	43.15
15080 - Graphic Artist	24.41
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	41.02
15086 - Maintenance Test Pilot, Rotary Wing	41.02
15088 - Non-Maintenance Test/Co-Pilot	41.02
15090 - Technical Instructor	22.12
15095 - Technical Instructor/Course Developer	27.38
15110 - Test Proctor	18.04
15120 - Tutor	17.93
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.23
16030 - Counter Attendant	9.23
16040 - Dry Cleaner	11.32
16070 - Finisher, Flatwork, Machine	9.23
16090 - Presser, Hand	9.23
16110 - Presser, Machine, Drycleaning	9.23
16130 - Presser, Machine, Shirts	9.23
16160 - Presser, Machine, Wearing Apparel, Laundry	9.23
16190 - Sewing Machine Operator	11.96
16220 - Tailor	12.63
16250 - Washer, Machine	9.96
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	19.59
19040 - Tool And Die Maker	23.03
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	17.58
21030 - Material Coordinator	24.15
21040 - Material Expediter	24.15
21050 - Material Handling Laborer	10.77
21071 - Order Filler	11.54
21080 - Production Line Worker (Food Processing)	17.58
21110 - Shipping Packer	14.31
21130 - Shipping/Receiving Clerk	14.31
21140 - Store Worker I	10.97
21150 - Stock Clerk	15.07
21210 - Tools And Parts Attendant	17.58
21410 - Warehouse Specialist	17.58
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	21.41
23019 - Aircraft Logs and Records Technician	16.89
23021 - Aircraft Mechanic I	20.27
23022 - Aircraft Mechanic II	21.41
23023 - Aircraft Mechanic III	22.54
23040 - Aircraft Mechanic Helper	14.65
23050 - Aircraft, Painter	19.05
23060 - Aircraft Servicer	16.89
23070 - Aircraft Survival Flight Equipment Technician	19.05
23080 - Aircraft Worker	17.72
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	17.72
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	20.27
23110 - Appliance Mechanic	17.55
23120 - Bicycle Repairer	12.42
23125 - Cable Splicer	27.28
23130 - Carpenter, Maintenance	17.68
23140 - Carpet Layer	16.51
23160 - Electrician, Maintenance	19.61
23181 - Electronics Technician Maintenance I	17.56
23182 - Electronics Technician Maintenance II	20.93
23183 - Electronics Technician Maintenance III	22.27
23260 - Fabric Worker	15.44
23290 - Fire Alarm System Mechanic	18.61

23310 - Fire Extinguisher Repairer	14.33
23311 - Fuel Distribution System Mechanic	18.61
23312 - Fuel Distribution System Operator	14.33
23370 - General Maintenance Worker	19.25
23380 - Ground Support Equipment Mechanic	20.27
23381 - Ground Support Equipment Servicer	16.89
23382 - Ground Support Equipment Worker	17.72
23391 - Gunsmith I	14.33
23392 - Gunsmith II	16.51
23393 - Gunsmith III	18.63
23410 - Heating, Ventilation And Air-Conditioning Mechanic	18.00
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	19.07
23430 - Heavy Equipment Mechanic	20.78
23440 - Heavy Equipment Operator	17.76
23460 - Instrument Mechanic	21.80
23465 - Laboratory/Shelter Mechanic	17.55
23470 - Laborer	10.77
23510 - Locksmith	17.55
23530 - Machinery Maintenance Mechanic	24.77
23550 - Machinist, Maintenance	18.94
23580 - Maintenance Trades Helper	15.16
23591 - Metrology Technician I	21.80
23592 - Metrology Technician II	23.08
23593 - Metrology Technician III	24.31
23640 - Millwright	20.16
23710 - Office Appliance Repairer	17.81
23760 - Painter, Maintenance	17.55
23790 - Pipefitter, Maintenance	18.58
23810 - Plumber, Maintenance	17.52
23820 - Pneudraulic Systems Mechanic	18.61
23850 - Rigger	18.61
23870 - Scale Mechanic	16.51
23890 - Sheet-Metal Worker, Maintenance	17.53
23910 - Small Engine Mechanic	16.51
23931 - Telecommunications Mechanic I	25.89
23932 - Telecommunications Mechanic II	27.46
23950 - Telephone Lineman	18.61
23960 - Welder, Combination, Maintenance	18.00
23965 - Well Driller	18.61
23970 - Woodcraft Worker	18.61
23980 - Woodworker	15.20
24000 - Personal Needs Occupations	
24550 - Case Manager	12.93
24570 - Child Care Attendant	11.00
24580 - Child Care Center Clerk	14.04
24610 - Chore Aide	9.76
24620 - Family Readiness And Support Services Coordinator	12.93
24630 - Homemaker	15.32
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.58
25040 - Sewage Plant Operator	18.55
25070 - Stationary Engineer	23.58
25190 - Ventilation Equipment Tender	16.66
25210 - Water Treatment Plant Operator	18.55
27000 - Protective Service Occupations	
27004 - Alarm Monitor	13.45
27007 - Baggage Inspector	13.19
27008 - Corrections Officer	15.55
27010 - Court Security Officer	16.71
27030 - Detection Dog Handler	14.75
27040 - Detention Officer	15.55
27070 - Firefighter	17.27

27101 - Guard I	13.19
27102 - Guard II	14.75
27131 - Police Officer I	17.14
27132 - Police Officer II	18.98
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.51
28042 - Carnival Equipment Repairer	12.46
28043 - Carnival Worker	8.61
28210 - Gate Attendant/Gate Tender	14.30
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	16.00
28510 - Recreation Aide/Health Facility Attendant	11.68
28515 - Recreation Specialist	17.62
28630 - Sports Official	12.75
28690 - Swimming Pool Operator	17.62
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.18
29020 - Hatch Tender	22.18
29030 - Line Handler	22.18
29041 - Stevedore I	21.49
29042 - Stevedore II	24.37
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	36.92
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	25.46
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	28.04
30021 - Archeological Technician I	20.28
30022 - Archeological Technician II	22.69
30023 - Archeological Technician III	28.11
30030 - Cartographic Technician	27.87
30040 - Civil Engineering Technician	24.43
30051 - Cryogenic Technician I	24.14
30052 - Cryogenic Technician II	26.66
30061 - Drafter/CAD Operator I	20.28
30062 - Drafter/CAD Operator II	22.69
30063 - Drafter/CAD Operator III	25.28
30064 - Drafter/CAD Operator IV	29.85
30081 - Engineering Technician I	17.77
30082 - Engineering Technician II	20.10
30083 - Engineering Technician III	22.53
30084 - Engineering Technician IV	27.93
30085 - Engineering Technician V	32.62
30086 - Engineering Technician VI	37.46
30090 - Environmental Technician	27.76
30095 - Evidence Control Specialist	21.80
30210 - Laboratory Technician	23.96
30221 - Latent Fingerprint Technician I	24.14
30222 - Latent Fingerprint Technician II	26.66
30240 - Mathematical Technician	27.76
30361 - Paralegal/Legal Assistant I	16.58
30362 - Paralegal/Legal Assistant II	22.40
30363 - Paralegal/Legal Assistant III	27.40
30364 - Paralegal/Legal Assistant IV	33.16
30375 - Petroleum Supply Specialist	26.66
30390 - Photo-Optics Technician	27.76
30395 - Radiation Control Technician	26.66
30461 - Technical Writer I	25.63
30462 - Technical Writer II	31.34
30463 - Technical Writer III	37.91
30491 - Unexploded Ordnance (UXO) Technician I	23.46
30492 - Unexploded Ordnance (UXO) Technician II	28.39
30493 - Unexploded Ordnance (UXO) Technician III	34.03
30494 - Unexploded (UXO) Safety Escort	23.46
30495 - Unexploded (UXO) Sweep Personnel	23.46
30501 - Weather Forecaster I	24.14
30502 - Weather Forecaster II	29.37

30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	25.28
30621 - Weather Observer, Senior	(see 2)	26.00
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		28.39
31020 - Bus Aide		11.44
31030 - Bus Driver		15.00
31043 - Driver Courier		13.74
31260 - Parking and Lot Attendant		10.45
31290 - Shuttle Bus Driver		14.10
31310 - Taxi Driver		11.07
31361 - Truckdriver, Light		14.10
31362 - Truckdriver, Medium		15.22
31363 - Truckdriver, Heavy		17.42
31364 - Truckdriver, Tractor-Trailer		17.42
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		13.84
99030 - Cashier		8.75
99050 - Desk Clerk		10.00
99095 - Embalmer		23.90
99130 - Flight Follower		23.46
99251 - Laboratory Animal Caretaker I		9.28
99252 - Laboratory Animal Caretaker II		10.08
99260 - Marketing Analyst		25.73
99310 - Mortician		26.29
99410 - Pest Controller		14.92
99510 - Photofinishing Worker		12.34
99710 - Recycling Laborer		13.96
99711 - Recycling Specialist		16.94
99730 - Refuse Collector		11.96
99810 - Sales Clerk		10.45
99820 - School Crossing Guard		12.18
99830 - Survey Party Chief		22.67
99831 - Surveying Aide		14.76
99832 - Surveying Technician		20.16
99840 - Vending Machine Attendant		15.74
99841 - Vending Machine Repairer		19.38
99842 - Vending Machine Repairer Helper		15.74

♀

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $4.27 per hour or $170.80 per week or $740.13 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 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)).