

Daniel W. Simms                      Division of                      |                      Revision  
No.: 27  
Director                      Wage Determinations |                      Date Of Last  
Revision: 12/23/2024

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Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

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If the contract is entered into on or 14026 generally applies to    after January 30, 2022, or the	Executive Order  the contract.
  contract is renewed or extended (e.g., must pay all covered workers    an option is exercised) on or after	The contractor  at least \$17.75
per hour (or the applicable    January 30, 2022:	wage rate listed
on this wage determination,   	if it is higher)
for all hours spent   	performing on the
contract in 2025.	

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If the contract was awarded on or 13658 generally applies to    between January 1, 2015 and January 29,	Executive Order  the contract.
  2022, and the contract is not renewed must pay all covered workers    or extended on or after January 30,	The contractor  at least \$13.30
per hour (or the applicable    2022:	wage rate listed
on this wage determination,   	if it is higher)
for all hours spent   	performing on the
contract in 2025.	

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The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

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States: Delaware, Maryland, New Jersey

Area: Delaware County of New Castle  
Maryland County of Cecil  
New Jersey County of Salem

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

OCCUPATION CODE - TITLE

FOOTNOTE RATE

01000 - Administrative Support And Clerical Occupations

01011 - Accounting Clerk I  
18.71

01012 - Accounting Clerk II  
20.99

01013 - Accounting Clerk III  
23.48

01020 - Administrative Assistant  
35.46

01035 - Court Reporter  
32.96

01041 - Customer Service Representative I  
17.16\*\*\*

01042 - Customer Service Representative II  
18.72

01043 - Customer Service Representative III  
21.03

01051 - Data Entry Operator I  
17.92

01052 - Data Entry Operator II  
19.55

01060 - Dispatcher, Motor Vehicle  
 23.00  
 01070 - Document Preparation Clerk  
 19.15  
 01090 - Duplicating Machine Operator  
 19.15  
 01111 - General Clerk I  
 17.43\*\*\*  
 01112 - General Clerk II  
 19.02  
 01113 - General Clerk III  
 21.34  
 01120 - Housing Referral Assistant  
 24.90  
 01141 - Messenger Courier  
 17.15\*\*\*  
 01191 - Order Clerk I  
 17.36\*\*\*  
 01192 - Order Clerk II  
 18.94  
 01261 - Personnel Assistant (Employment) I  
 19.22  
 01262 - Personnel Assistant (Employment) II  
 21.50  
 01263 - Personnel Assistant (Employment) III  
 23.98  
 01270 - Production Control Clerk  
 24.93  
 01290 - Rental Clerk  
 18.91  
 01300 - Scheduler, Maintenance  
 19.96  
 01311 - Secretary I  
 19.96  
 01312 - Secretary II  
 22.33  
 01313 - Secretary III  
 24.90  
 01320 - Service Order Dispatcher  
 20.56  
 01410 - Supply Technician  
 35.46  
 01420 - Survey Worker  
 21.96  
 01460 - Switchboard Operator/Receptionist  
 17.50\*\*\*

01531 - Travel Clerk I  
 19.82  
 01532 - Travel Clerk II  
 20.94  
 01533 - Travel Clerk III  
 22.51  
 01611 - Word Processor I  
 17.50\*\*\*  
 01612 - Word Processor II  
 19.65  
 01613 - Word Processor III  
 21.98  
 05000 - Automotive Service Occupations  
 05005 - Automobile Body Repairer, Fiberglass  
 24.93  
 05010 - Automotive Electrician  
 25.33  
 05040 - Automotive Glass Installer  
 24.26  
 05070 - Automotive Worker  
 24.26  
 05110 - Mobile Equipment Servicer  
 22.03  
 05130 - Motor Equipment Metal Mechanic  
 26.31  
 05160 - Motor Equipment Metal Worker  
 24.26  
 05190 - Motor Vehicle Mechanic  
 26.31  
 05220 - Motor Vehicle Mechanic Helper  
 20.74  
 05250 - Motor Vehicle Upholstery Worker  
 23.21  
 05280 - Motor Vehicle Wrecker  
 24.26  
 05310 - Painter, Automotive  
 25.33  
 05340 - Radiator Repair Specialist  
 24.26  
 05370 - Tire Repairer  
 17.49\*\*\*  
 05400 - Transmission Repair Specialist  
 26.31  
 07000 - Food Preparation And Service Occupations  
 07010 - Baker  
 16.79\*\*\*

07041 - Cook I  
 18.22  
 07042 - Cook II  
 20.07  
 07070 - Dishwasher  
 14.53\*\*\*  
 07130 - Food Service Worker  
 14.70\*\*\*  
 07210 - Meat Cutter  
 21.72  
 07260 - Waiter/Waitress  
 15.16\*\*\*  
 09000 - Furniture Maintenance And Repair Occupations  
 09010 - Electrostatic Spray Painter  
 23.60  
 09040 - Furniture Handler  
 17.39\*\*\*  
 09080 - Furniture Refinisher  
 22.88  
 09090 - Furniture Refinisher Helper  
 19.50  
 09110 - Furniture Repairer, Minor  
 21.21  
 09130 - Upholsterer  
 19.43  
 11000 - General Services And Support Occupations  
 11030 - Cleaner, Vehicles  
 16.30\*\*\*  
 11060 - Elevator Operator  
 16.30\*\*\*  
 11090 - Gardener  
 22.39  
 11122 - Housekeeping Aide  
 17.20\*\*\*  
 11150 - Janitor  
 17.20\*\*\*  
 11210 - Laborer, Grounds Maintenance  
 18.31  
 11240 - Maid or Houseman  
 16.32\*\*\*  
 11260 - Pruner  
 16.90\*\*\*  
 11270 - Tractor Operator  
 21.08  
 11330 - Trail Maintenance Worker  
 18.31

11360 - Window Cleaner  
 18.63  
 12000 - Health Occupations  
     12010 - Ambulance Driver  
 20.39  
     12011 - Breath Alcohol Technician  
 27.04  
     12012 - Certified Occupational Therapist Assistant  
 30.58  
     12015 - Certified Physical Therapist Assistant  
 30.58  
     12020 - Dental Assistant  
 23.24  
     12025 - Dental Hygienist  
 44.92  
     12030 - EKG Technician  
 31.06  
     12035 - Electroneurodiagnostic Technologist  
 31.06  
     12040 - Emergency Medical Technician  
 20.39  
     12071 - Licensed Practical Nurse I  
 24.17  
     12072 - Licensed Practical Nurse II  
 27.04  
     12073 - Licensed Practical Nurse III  
 30.15  
     12100 - Medical Assistant  
 20.91  
     12130 - Medical Laboratory Technician  
 30.90  
     12160 - Medical Record Clerk  
 21.22  
     12190 - Medical Record Technician  
 23.74  
     12195 - Medical Transcriptionist  
 19.80  
     12210 - Nuclear Medicine Technologist  
 46.59  
     12221 - Nursing Assistant I  
 14.28\*\*\*  
     12222 - Nursing Assistant II  
 16.07\*\*\*  
     12223 - Nursing Assistant III  
 17.54\*\*\*

12224 - Nursing Assistant IV  
19.68  
12235 - Optical Dispenser  
21.62  
12236 - Optical Technician  
21.24  
12250 - Pharmacy Technician  
18.46  
12280 - Phlebotomist  
22.54  
12305 - Radiologic Technologist  
36.29  
12311 - Registered Nurse I  
29.51  
12312 - Registered Nurse II  
33.65  
12313 - Registered Nurse II, Specialist  
33.65  
12314 - Registered Nurse III  
40.71  
12315 - Registered Nurse III, Anesthetist  
40.71  
12316 - Registered Nurse IV  
48.80  
12317 - Scheduler (Drug and Alcohol Testing)  
33.50  
12320 - Substance Abuse Treatment Counselor  
26.13  
13000 - Information And Arts Occupations  
13011 - Exhibits Specialist I  
26.41  
13012 - Exhibits Specialist II  
32.70  
13013 - Exhibits Specialist III  
40.01  
13041 - Illustrator I  
26.81  
13042 - Illustrator II  
33.22  
13043 - Illustrator III  
40.03  
13047 - Librarian  
36.78  
13050 - Library Aide/Clerk  
16.83\*\*\*

13054 - Library Information Technology Systems  
33.22  
Administrator  
13058 - Library Technician  
20.96  
13061 - Media Specialist I  
23.60  
13062 - Media Specialist II  
26.41  
13063 - Media Specialist III  
29.43  
13071 - Photographer I  
20.00  
13072 - Photographer II  
22.37  
13073 - Photographer III  
27.72  
13074 - Photographer IV  
33.91  
13075 - Photographer V  
41.02  
13090 - Technical Order Library Clerk  
19.49  
13110 - Video Teleconference Technician  
24.94  
14000 - Information Technology Occupations  
14041 - Computer Operator I  
23.42  
14042 - Computer Operator II  
26.19  
14043 - Computer Operator III  
29.21  
14044 - Computer Operator IV  
32.45  
14045 - Computer Operator V  
35.94  
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  
 23.42  
 14160 - Personal Computer Support Technician  
 32.45  
 14170 - System Support Specialist  
 35.94  
 15000 - Instructional Occupations  
 15010 - Aircrew Training Devices Instructor (Non-Rated)  
 33.89  
 15020 - Aircrew Training Devices Instructor (Rated)  
 41.01  
 15030 - Air Crew Training Devices Instructor (Pilot)  
 49.16  
 15050 - Computer Based Training Specialist / Instructor  
 33.89  
 15060 - Educational Technologist  
 36.59  
 15070 - Flight Instructor (Pilot)  
 49.16  
 15080 - Graphic Artist  
 29.02  
 15085 - Maintenance Test Pilot, Fixed, Jet/Prop  
 49.16  
 15086 - Maintenance Test Pilot, Rotary Wing  
 49.16  
 15088 - Non-Maintenance Test/Co-Pilot  
 49.16  
 15090 - Technical Instructor  
 27.58  
 15095 - Technical Instructor/Course Developer  
 33.72  
 15110 - Test Proctor  
 22.25  
 15120 - Tutor  
 22.25  
 16000 - Laundry, Dry-Cleaning, Pressing And Related  
 Occupations  
 16010 - Assembler  
 16.55\*\*\*  
 16030 - Counter Attendant  
 16.55\*\*\*

16040 - Dry Cleaner  
 18.92  
 16070 - Finisher, Flatwork, Machine  
 16.55\*\*\*  
 16090 - Presser, Hand  
 16.55\*\*\*  
 16110 - Presser, Machine, Drycleaning  
 16.55\*\*\*  
 16130 - Presser, Machine, Shirts  
 16.55\*\*\*  
 16160 - Presser, Machine, Wearing Apparel, Laundry  
 16.55\*\*\*  
 16190 - Sewing Machine Operator  
 19.71  
 16220 - Tailor  
 20.50  
 16250 - Washer, Machine  
 17.34\*\*\*  
 19000 - Machine Tool Operation And Repair Occupations  
 19010 - Machine-Tool Operator (Tool Room)  
 27.71  
 19040 - Tool And Die Maker  
 32.31  
 21000 - Materials Handling And Packing Occupations  
 21020 - Forklift Operator  
 23.73  
 21030 - Material Coordinator  
 24.82  
 21040 - Material Expediter  
 24.82  
 21050 - Material Handling Laborer  
 19.30  
 21071 - Order Filler  
 17.46\*\*\*  
 21080 - Production Line Worker (Food Processing)  
 23.73  
 21110 - Shipping Packer  
 20.40  
 21130 - Shipping/Receiving Clerk  
 20.40  
 21140 - Store Worker I  
 19.07  
 21150 - Stock Clerk  
 24.21  
 21210 - Tools And Parts Attendant  
 23.73

21410 - Warehouse Specialist  
 23.73  
 23000 - Mechanics And Maintenance And Repair Occupations  
 23010 - Aerospace Structural Welder  
 38.46  
 23019 - Aircraft Logs and Records Technician  
 32.63  
 23021 - Aircraft Mechanic I  
 36.98  
 23022 - Aircraft Mechanic II  
 38.46  
 23023 - Aircraft Mechanic III  
 39.83  
 23040 - Aircraft Mechanic Helper  
 29.16  
 23050 - Aircraft, Painter  
 35.61  
 23060 - Aircraft Servicer  
 32.63  
 23070 - Aircraft Survival Flight Equipment Technician  
 35.61  
 23080 - Aircraft Worker  
 34.11  
 23091 - Aircrew Life Support Equipment (ALSE) Mechanic  
 34.11  
 I  
 23092 - Aircrew Life Support Equipment (ALSE) Mechanic  
 36.98  
 II  
 23110 - Appliance Mechanic  
 25.53  
 23120 - Bicycle Repairer  
 21.53  
 23125 - Cable Splicer  
 51.87  
 23130 - Carpenter, Maintenance  
 28.32  
 23140 - Carpet Layer  
 26.55  
 23160 - Electrician, Maintenance  
 34.93  
 23181 - Electronics Technician Maintenance I  
 31.86  
 23182 - Electronics Technician Maintenance II  
 33.26

23183 - Electronics Technician Maintenance III  
 34.55  
 23260 - Fabric Worker  
 29.13  
 23290 - Fire Alarm System Mechanic  
 29.60  
 23310 - Fire Extinguisher Repairer  
 27.65  
 23311 - Fuel Distribution System Mechanic  
 39.36  
 23312 - Fuel Distribution System Operator  
 32.96  
 23370 - General Maintenance Worker  
 23.14  
 23380 - Ground Support Equipment Mechanic  
 36.98  
 23381 - Ground Support Equipment Servicer  
 32.63  
 23382 - Ground Support Equipment Worker  
 34.11  
 23391 - Gunsmith I  
 27.65  
 23392 - Gunsmith II  
 30.45  
 23393 - Gunsmith III  
 33.02  
 23410 - Heating, Ventilation And Air-Conditioning  
 29.45  
 Mechanic  
 23411 - Heating, Ventilation And Air Contidioning  
 30.63  
 Mechanic (Research Facility)  
 23430 - Heavy Equipment Mechanic  
 29.89  
 23440 - Heavy Equipment Operator  
 30.61  
 23460 - Instrument Mechanic  
 34.45  
 23465 - Laboratory/Shelter Mechanic  
 31.79  
 23470 - Laborer  
 19.30  
 23510 - Locksmith  
 31.00  
 23530 - Machinery Maintenance Mechanic  
 31.11

23550 - Machinist, Maintenance  
27.93  
23580 - Maintenance Trades Helper  
18.52  
23591 - Metrology Technician I  
34.45  
23592 - Metrology Technician II  
35.83  
23593 - Metrology Technician III  
37.11  
23640 - Millwright  
33.86  
23710 - Office Appliance Repairer  
23.64  
23760 - Painter, Maintenance  
25.00  
23790 - Pipefitter, Maintenance  
33.01  
23810 - Plumber, Maintenance  
31.78  
23820 - Pneudraulic Systems Mechanic  
33.02  
23850 - Rigger  
28.85  
23870 - Scale Mechanic  
30.45  
23890 - Sheet-Metal Worker, Maintenance  
35.57  
23910 - Small Engine Mechanic  
22.41  
23931 - Telecommunications Mechanic I  
30.60  
23932 - Telecommunications Mechanic II  
31.82  
23950 - Telephone Lineman  
44.76  
23960 - Welder, Combination, Maintenance  
26.00  
23965 - Well Driller  
29.52  
23970 - Woodcraft Worker  
33.02  
23980 - Woodworker  
27.65  
24000 - Personal Needs Occupations

24550 - Case Manager  
20.75  
24570 - Child Care Attendant  
14.78\*\*\*  
24580 - Child Care Center Clerk  
18.44  
24610 - Chore Aide  
14.13\*\*\*  
24620 - Family Readiness And Support Services  
20.75  
Coordinator  
24630 - Homemaker  
20.75  
25000 - Plant And System Operations Occupations  
25010 - Boiler Tender  
35.75  
25040 - Sewage Plant Operator  
31.39  
25070 - Stationary Engineer  
35.75  
25190 - Ventilation Equipment Tender  
28.19  
25210 - Water Treatment Plant Operator  
31.39  
27000 - Protective Service Occupations  
27004 - Alarm Monitor  
24.62  
27007 - Baggage Inspector  
16.85\*\*\*  
27008 - Corrections Officer  
26.79  
27010 - Court Security Officer  
33.16  
27030 - Detection Dog Handler  
19.62  
27040 - Detention Officer  
26.79  
27070 - Firefighter  
39.52  
27101 - Guard I  
16.85\*\*\*  
27102 - Guard II  
19.62  
27131 - Police Officer I  
36.95

27132 - Police Officer II  
 41.05  
 28000 - Recreation Occupations  
     28041 - Carnival Equipment Operator  
 17.04\*\*\*  
     28042 - Carnival Equipment Repairer  
 18.10  
     28043 - Carnival Worker  
 13.66\*\*\*  
     28210 - Gate Attendant/Gate Tender  
 19.65  
     28310 - Lifeguard  
 14.13\*\*\*  
     28350 - Park Attendant (Aide)  
 21.98  
     28510 - Recreation Aide/Health Facility Attendant  
 16.05\*\*\*  
     28515 - Recreation Specialist  
 27.24  
     28630 - Sports Official  
 17.51\*\*\*  
     28690 - Swimming Pool Operator  
 19.94  
 29000 - Stevedoring/Longshoremen Occupational Services  
     29010 - Blocker And Bracer  
 31.37  
     29020 - Hatch Tender  
 31.37  
     29030 - Line Handler  
 31.37  
     29041 - Stevedore I  
 30.01  
     29042 - Stevedore II  
 32.75  
 30000 - Technical Occupations  
     30010 - Air Traffic Control Specialist, Center (HFO)  
 (see 2) 49.75  
     30011 - Air Traffic Control Specialist, Station (HFO)  
 (see 2) 34.30  
     30012 - Air Traffic Control Specialist, Terminal (HFO)  
 (see 2) 37.78  
     30021 - Archeological Technician I  
 20.33  
     30022 - Archeological Technician II  
 22.75

30023 - Archeological Technician III  
28.18  
30030 - Cartographic Technician  
28.81  
30040 - Civil Engineering Technician  
29.92  
30051 - Cryogenic Technician I  
30.68  
30052 - Cryogenic Technician II  
33.89  
30061 - Drafter/CAD Operator I  
20.33  
30062 - Drafter/CAD Operator II  
22.75  
30063 - Drafter/CAD Operator III  
25.43  
30064 - Drafter/CAD Operator IV  
31.30  
30081 - Engineering Technician I  
19.11  
30082 - Engineering Technician II  
21.46  
30083 - Engineering Technician III  
26.18  
30084 - Engineering Technician IV  
31.87  
30085 - Engineering Technician V  
38.78  
30086 - Engineering Technician VI  
44.01  
30090 - Environmental Technician  
28.88  
30095 - Evidence Control Specialist  
27.70  
30210 - Laboratory Technician  
31.54  
30221 - Latent Fingerprint Technician I  
28.63  
30222 - Latent Fingerprint Technician II  
31.63  
30240 - Mathematical Technician  
31.59  
30361 - Paralegal/Legal Assistant I  
21.69  
30362 - Paralegal/Legal Assistant II  
26.86



30363 - Paralegal/Legal Assistant III  
 32.86  
 30364 - Paralegal/Legal Assistant IV  
 39.75  
 30375 - Petroleum Supply Specialist  
 33.89  
 30390 - Photo-Optics Technician  
 28.27  
 30395 - Radiation Control Technician  
 33.89  
 30461 - Technical Writer I  
 26.34  
 30462 - Technical Writer II  
 32.22  
 30463 - Technical Writer III  
 38.97  
 30491 - Unexploded Ordnance (UXO) Technician I  
 31.62  
 30492 - Unexploded Ordnance (UXO) Technician II  
 38.26  
 30493 - Unexploded Ordnance (UXO) Technician III  
 45.85  
 30494 - Unexploded (UXO) Safety Escort  
 31.62  
 30495 - Unexploded (UXO) Sweep Personnel  
 31.62  
 30501 - Weather Forecaster I  
 31.30  
 30502 - Weather Forecaster II  
 38.07  
 30620 - Weather Observer, Combined Upper Air Or  
 (see 2) 25.43  
 Surface Programs  
 30621 - Weather Observer, Senior  
 (see 2) 28.18  
 31000 - Transportation/Mobile Equipment Operation  
 Occupations  
 31010 - Airplane Pilot  
 38.26  
 31020 - Bus Aide  
 22.99  
 31030 - Bus Driver  
 29.63  
 31043 - Driver Courier  
 19.91

31260 - Parking and Lot Attendant  
 14.46\*\*\*  
 31290 - Shuttle Bus Driver  
 19.00  
 31310 - Taxi Driver  
 15.48\*\*\*  
 31361 - Truckdriver, Light  
 21.14  
 31362 - Truckdriver, Medium  
 22.28  
 31363 - Truckdriver, Heavy  
 27.88  
 31364 - Truckdriver, Tractor-Trailer  
 27.88  
 99000 - Miscellaneous Occupations  
 99020 - Cabin Safety Specialist  
 18.65  
 99030 - Cashier  
 14.27\*\*\*  
 99050 - Desk Clerk  
 15.79\*\*\*  
 99095 - Embalmer  
 33.98  
 99130 - Flight Follower  
 31.62  
 99251 - Laboratory Animal Caretaker I  
 17.53\*\*\*  
 99252 - Laboratory Animal Caretaker II  
 18.62  
 99260 - Marketing Analyst  
 37.71  
 99310 - Mortician  
 33.98  
 99410 - Pest Controller  
 21.24  
 99510 - Photofinishing Worker  
 18.64  
 99710 - Recycling Laborer  
 24.67  
 99711 - Recycling Specialist  
 28.42  
 99730 - Refuse Collector  
 22.78  
 99810 - Sales Clerk  
 15.30\*\*\*

99820 - School Crossing Guard  
17.65\*\*\*  
99830 - Survey Party Chief  
29.44  
99831 - Surveying Aide  
19.48  
99832 - Surveying Technician  
26.81  
99840 - Vending Machine Attendant  
18.04  
99841 - Vending Machine Repairer  
21.10  
99842 - Vending Machine Repairer Helper  
18.04

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$17.75 per hour) or 13658 (\$13.30 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1,

2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.36 per hour, up to 40 hours per week, or \$214.40 per week or \$929.07 per month

HEALTH & WELFARE EO 13706: \$4.93 per hour, up to 40 hours per week, or \$197.20 per week, or \$854.53 per month\*

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 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 twelve paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

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

Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be

exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of:

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

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

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

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

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

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday

premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

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

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, 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))."

See attached document: 03-01 - List of AP Locations.

See attached document: COMBINED DRAWINGS EHRM WIFI.

See attached document: EHRM Wifi Specifications.

See attached document: RFI.