

"REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
 THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
 By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
 | WASHINGTON D.C. 20210

Daniel W. Simms Division of | Wage Determination No.: 2015-5443
 Director Wage Determinations | Revision No.: 12
 Date Of Last Revision: 07/21/2021

Note: Under Executive Order (EO) 13658 an hourly minimum wage of \$10.95 for calendar year 2021 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 \$10.95 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 2021. 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 Mexico

Area: New Mexico Counties of Bernalillo Sandoval Torrance Valencia

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.02
01012 - Accounting Clerk II		16.87
01013 - Accounting Clerk III		18.88
01020 - Administrative Assistant		29.27
01035 - Court Reporter		27.25
01041 - Customer Service Representative I		12.03
01042 - Customer Service Representative II		13.53
01043 - Customer Service Representative III		14.76
01051 - Data Entry Operator I		12.61
01052 - Data Entry Operator II		13.75
01060 - Dispatcher Motor Vehicle		16.95
01070 - Document Preparation Clerk		15.43
01090 - Duplicating Machine Operator		15.43
01111 - General Clerk I		12.00
01112 - General Clerk II		13.09
01113 - General Clerk III		14.70
01120 - Housing Referral Assistant		18.93
01141 - Messenger Courier		14.03
01191 - Order Clerk I		15.83
01192 - Order Clerk II		17.28
01261 - Personnel Assistant (Employment) I		15.89
01262 - Personnel Assistant (Employment) II		17.78
01263 - Personnel Assistant (Employment) III		19.82
01270 - Production Control Clerk		24.84
01290 - Rental Clerk		13.24
01300 - Scheduler Maintenance		15.18
01311 - Secretary I		15.18
01312 - Secretary II		16.98
01313 - Secretary III		18.93

01320 - Service Order Dispatcher	15.15
01410 - Supply Technician	29.27
01420 - Survey Worker	16.57
01460 - Switchboard Operator/Receptionist	14.32
01531 - Travel Clerk I	15.73
01532 - Travel Clerk II	16.98
01533 - Travel Clerk III	18.06
01611 - Word Processor I	14.89
01612 - Word Processor II	16.72
01613 - Word Processor III	18.71
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	21.86
05010 - Automotive Electrician	18.99
05040 - Automotive Glass Installer	17.40
05070 - Automotive Worker	17.40
05110 - Mobile Equipment Servicer	14.50
05130 - Motor Equipment Metal Mechanic	20.35
05160 - Motor Equipment Metal Worker	17.40
05190 - Motor Vehicle Mechanic	20.35
05220 - Motor Vehicle Mechanic Helper	13.62
05250 - Motor Vehicle Upholstery Worker	16.00
05280 - Motor Vehicle Wrecker	17.40
05310 - Painter Automotive	18.91
05340 - Radiator Repair Specialist	17.40
05370 - Tire Repairer	13.14
05400 - Transmission Repair Specialist	20.35
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.72
07041 - Cook I	11.91
07042 - Cook II	14.36
07070 - Dishwasher	11.15
07130 - Food Service Worker	10.96
07210 - Meat Cutter	16.33
07260 - Waiter/Waitress	9.07
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.31
09040 - Furniture Handler	11.44
09080 - Furniture Refinisher	16.31
09090 - Furniture Refinisher Helper	13.70
09110 - Furniture Repairer Minor	15.24
09130 - Upholsterer	16.31
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.63
11060 - Elevator Operator	11.33
11090 - Gardener	19.73
11122 - Housekeeping Aide	11.33
11150 - Janitor	11.33
11210 - Laborer Grounds Maintenance	13.67
11240 - Maid or Houseman	10.50
11260 - Pruner	11.67
11270 - Tractor Operator	17.68
11330 - Trail Maintenance Worker	13.67
11360 - Window Cleaner	13.28
12000 - Health Occupations	
12010 - Ambulance Driver	17.49
12011 - Breath Alcohol Technician	20.92
12012 - Certified Occupational Therapist Assistant	30.64
12015 - Certified Physical Therapist Assistant	28.63
12020 - Dental Assistant	17.73
12025 - Dental Hygienist	42.98
12030 - EKG Technician	27.45
12035 - Electroneurodiagnostic Technologist	27.45
12040 - Emergency Medical Technician	17.49
12071 - Licensed Practical Nurse I	19.36
12072 - Licensed Practical Nurse II	21.66

12073 - Licensed Practical Nurse III	24.14
12100 - Medical Assistant	14.93
12130 - Medical Laboratory Technician	20.85
12160 - Medical Record Clerk	17.15
12190 - Medical Record Technician	19.18
12195 - Medical Transcriptionist	18.43
12210 - Nuclear Medicine Technologist	37.11
12221 - Nursing Assistant I	11.73
12222 - Nursing Assistant II	13.18
12223 - Nursing Assistant III	14.38
12224 - Nursing Assistant IV	16.15
12235 - Optical Dispenser	16.97
12236 - Optical Technician	15.18
12250 - Pharmacy Technician	16.76
12280 - Phlebotomist	14.99
12305 - Radiologic Technologist	28.89
12311 - Registered Nurse I	25.39
12312 - Registered Nurse II	31.06
12313 - Registered Nurse II Specialist	31.06
12314 - Registered Nurse III	37.58
12315 - Registered Nurse III Anesthetist	37.58
12316 - Registered Nurse IV	45.04
12317 - Scheduler (Drug and Alcohol Testing)	26.82
12320 - Substance Abuse Treatment Counselor	25.84
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	19.40
13012 - Exhibits Specialist II	24.02
13013 - Exhibits Specialist III	29.40
13041 - Illustrator I	16.25
13042 - Illustrator II	20.12
13043 - Illustrator III	24.62
13047 - Librarian	22.91
13050 - Library Aide/Clerk	12.16
13054 - Library Information Technology Systems Administrator	20.67
13058 - Library Technician	16.37
13061 - Media Specialist I	15.31
13062 - Media Specialist II	17.18
13063 - Media Specialist III	19.07
13071 - Photographer I	15.88
13072 - Photographer II	17.63
13073 - Photographer III	21.70
13074 - Photographer IV	24.30
13075 - Photographer V	29.39
13090 - Technical Order Library Clerk	15.61
13110 - Video Teleconference Technician	18.57
14000 - Information Technology Occupations	
14041 - Computer Operator I	15.79
14042 - Computer Operator II	17.67
14043 - Computer Operator III	19.70
14044 - Computer Operator IV	21.89
14045 - Computer Operator V	24.34
14071 - Computer Programmer I	(see 1) 24.65
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	15.79
14160 - Personal Computer Support Technician	21.89
14170 - System Support Specialist	26.43
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	27.62
15020 - Aircrew Training Devices Instructor (Rated)	33.39

15030 - Air Crew Training Devices Instructor (Pilot)	40.05
15050 - Computer Based Training Specialist / Instructor	27.62
15060 - Educational Technologist	28.76
15070 - Flight Instructor (Pilot)	40.05
15080 - Graphic Artist	22.41
15085 - Maintenance Test Pilot Fixed Jet/Prop	38.97
15086 - Maintenance Test Pilot Rotary Wing	38.97
15088 - Non-Maintenance Test/Co-Pilot	38.97
15090 - Technical Instructor	21.76
15095 - Technical Instructor/Course Developer	26.63
15110 - Test Proctor	17.58
15120 - Tutor	17.58
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	10.66
16030 - Counter Attendant	10.66
16040 - Dry Cleaner	12.17
16070 - Finisher Flatwork Machine	10.66
16090 - Presser Hand	10.66
16110 - Presser Machine Drycleaning	10.66
16130 - Presser Machine Shirts	10.66
16160 - Presser Machine Wearing Apparel Laundry	10.66
16190 - Sewing Machine Operator	12.71
16220 - Tailor	13.36
16250 - Washer Machine	11.16
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	23.63
19040 - Tool And Die Maker	30.23
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	20.51
21030 - Material Coordinator	24.84
21040 - Material Expediter	24.84
21050 - Material Handling Laborer	12.79
21071 - Order Filler	13.77
21080 - Production Line Worker (Food Processing)	20.51
21110 - Shipping Packer	15.44
21130 - Shipping/Receiving Clerk	15.44
21140 - Store Worker I	9.70
21150 - Stock Clerk	15.69
21210 - Tools And Parts Attendant	20.51
21410 - Warehouse Specialist	20.51
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	31.07
23019 - Aircraft Logs and Records Technician	22.72
23021 - Aircraft Mechanic I	29.09
23022 - Aircraft Mechanic II	31.07
23023 - Aircraft Mechanic III	32.75
23040 - Aircraft Mechanic Helper	18.46
23050 - Aircraft Painter	26.96
23060 - Aircraft Servicer	22.72
23070 - Aircraft Survival Flight Equipment Technician	26.96
23080 - Aircraft Worker	24.84
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	24.84
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	29.09
23110 - Appliance Mechanic	19.51
23120 - Bicycle Repairer	14.55
23125 - Cable Splicer	31.72
23130 - Carpenter Maintenance	18.76
23140 - Carpet Layer	21.77
23160 - Electrician Maintenance	22.63
23181 - Electronics Technician Maintenance I	25.16
23182 - Electronics Technician Maintenance II	27.32
23183 - Electronics Technician Maintenance III	29.47
23260 - Fabric Worker	19.91

23290 - Fire Alarm System Mechanic	20.64
23310 - Fire Extinguisher Repairer	18.05
23311 - Fuel Distribution System Mechanic	28.08
23312 - Fuel Distribution System Operator	21.03
23370 - General Maintenance Worker	16.79
23380 - Ground Support Equipment Mechanic	29.09
23381 - Ground Support Equipment Servicer	22.72
23382 - Ground Support Equipment Worker	24.84
23391 - Gunsmith I	18.05
23392 - Gunsmith II	21.77
23393 - Gunsmith III	25.50
23410 - Heating Ventilation And Air-Conditioning Mechanic	22.99
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	24.56
23430 - Heavy Equipment Mechanic	25.01
23440 - Heavy Equipment Operator	19.64
23460 - Instrument Mechanic	32.55
23465 - Laboratory/Shelter Mechanic	23.63
23470 - Laborer	12.79
23510 - Locksmith	20.13
23530 - Machinery Maintenance Mechanic	23.93
23550 - Machinist Maintenance	22.76
23580 - Maintenance Trades Helper	13.82
23591 - Metrology Technician I	32.55
23592 - Metrology Technician II	34.77
23593 - Metrology Technician III	36.65
23640 - Millwright	29.44
23710 - Office Appliance Repairer	19.21
23760 - Painter Maintenance	17.49
23790 - Pipefitter Maintenance	23.77
23810 - Plumber Maintenance	22.03
23820 - Pneudraulic Systems Mechanic	25.50
23850 - Rigger	26.05
23870 - Scale Mechanic	21.77
23890 - Sheet-Metal Worker Maintenance	23.25
23910 - Small Engine Mechanic	17.52
23931 - Telecommunications Mechanic I	26.47
23932 - Telecommunications Mechanic II	28.27
23950 - Telephone Lineman	25.50
23960 - Welder Combination Maintenance	20.13
23965 - Well Driller	26.05
23970 - Woodcraft Worker	25.50
23980 - Woodworker	18.05
24000 - Personal Needs Occupations	
24550 - Case Manager	17.26
24570 - Child Care Attendant	10.88
24580 - Child Care Center Clerk	14.77
24610 - Chore Aide	10.72
24620 - Family Readiness And Support Services Coordinator	17.26
24630 - Homemaker	17.49
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	26.32
25040 - Sewage Plant Operator	21.00
25070 - Stationary Engineer	26.32
25190 - Ventilation Equipment Tender	16.70
25210 - Water Treatment Plant Operator	21.00
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.09
27007 - Baggage Inspector	12.44
27008 - Corrections Officer	18.46
27010 - Court Security Officer	18.91
27030 - Detection Dog Handler	13.92
27040 - Detention Officer	18.46

27070 - Firefighter	19.35
27101 - Guard I	12.44
27102 - Guard II	13.92
27131 - Police Officer I	24.71
27132 - Police Officer II	27.45
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.76
28042 - Carnival Equipment Repairer	17.59
28043 - Carnival Worker	10.41
28210 - Gate Attendant/Gate Tender	13.59
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	15.21
28510 - Recreation Aide/Health Facility Attendant	11.10
28515 - Recreation Specialist	18.06
28630 - Sports Official	12.11
28690 - Swimming Pool Operator	21.21
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	21.77
29020 - Hatch Tender	21.77
29030 - Line Handler	21.77
29041 - Stevedore I	19.91
29042 - Stevedore II	23.63
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	40.14
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.68
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.48
30021 - Archeological Technician I	17.39
30022 - Archeological Technician II	19.50
30023 - Archeological Technician III	23.87
30030 - Cartographic Technician	24.17
30040 - Civil Engineering Technician	24.00
30051 - Cryogenic Technician I	25.52
30052 - Cryogenic Technician II	28.18
30061 - Drafter/CAD Operator I	17.39
30062 - Drafter/CAD Operator II	19.50
30063 - Drafter/CAD Operator III	21.75
30064 - Drafter/CAD Operator IV	25.91
30081 - Engineering Technician I	16.06
30082 - Engineering Technician II	18.04
30083 - Engineering Technician III	20.18
30084 - Engineering Technician IV	24.99
30085 - Engineering Technician V	30.57
30086 - Engineering Technician VI	36.98
30090 - Environmental Technician	23.34
30095 - Evidence Control Specialist	23.03
30210 - Laboratory Technician	24.14
30221 - Latent Fingerprint Technician I	22.62
30222 - Latent Fingerprint Technician II	24.98
30240 - Mathematical Technician	24.17
30361 - Paralegal/Legal Assistant I	17.92
30362 - Paralegal/Legal Assistant II	22.19
30363 - Paralegal/Legal Assistant III	27.15
30364 - Paralegal/Legal Assistant IV	32.84
30375 - Petroleum Supply Specialist	28.18
30390 - Photo-Optics Technician	24.17
30395 - Radiation Control Technician	28.18
30461 - Technical Writer I	23.29
30462 - Technical Writer II	28.49
30463 - Technical Writer III	34.46
30491 - Unexploded Ordnance (UXO) Technician I	25.51
30492 - Unexploded Ordnance (UXO) Technician II	30.86
30493 - Unexploded Ordnance (UXO) Technician III	36.99
30494 - Unexploded (UXO) Safety Escort	25.51
30495 - Unexploded (UXO) Sweep Personnel	25.51
30501 - Weather Forecaster I	25.91

30502 - Weather Forecaster II	31.51
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2) 21.75
30621 - Weather Observer Senior	(see 2) 24.17
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	30.86
31020 - Bus Aide	10.73
31030 - Bus Driver	17.17
31043 - Driver Courier	14.38
31260 - Parking and Lot Attendant	11.09
31290 - Shuttle Bus Driver	16.05
31310 - Taxi Driver	12.68
31361 - Truckdriver Light	16.05
31362 - Truckdriver Medium	17.70
31363 - Truckdriver Heavy	20.15
31364 - Truckdriver Tractor-Trailer	20.15
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.05
99030 - Cashier	10.76
99050 - Desk Clerk	10.96
99095 - Embalmer	25.51
99130 - Flight Follower	25.51
99251 - Laboratory Animal Caretaker I	13.30
99252 - Laboratory Animal Caretaker II	14.84
99260 - Marketing Analyst	26.40
99310 - Mortician	25.51
99410 - Pest Controller	20.01
99510 - Photofinishing Worker	13.40
99710 - Recycling Laborer	19.37
99711 - Recycling Specialist	25.07
99730 - Refuse Collector	17.14
99810 - Sales Clerk	11.98
99820 - School Crossing Guard	13.63
99830 - Survey Party Chief	23.72
99831 - Surveying Aide	21.57
99832 - Surveying Technician	21.76
99840 - Vending Machine Attendant	13.02
99841 - Vending Machine Repairer	17.53
99842 - Vending Machine Repairer Helper	13.02

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 10 years 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))."

"REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
 THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
 By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
 | WASHINGTON D.C. 20210

Wage Determination No.: 2015-5447
 Daniel W. Simms Division of | Revision No.: 11
 Director Wage Determinations | Date Of Last Revision: 12/21/2020

Note: Under Executive Order (EO) 13658 an hourly minimum wage of \$10.95 for calendar year 2021 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 \$10.95 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 2021. 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 Mexico

Area: New Mexico County of Dona Ana

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.78
01012 - Accounting Clerk II		15.47
01013 - Accounting Clerk III		17.31
01020 - Administrative Assistant		26.88
01035 - Court Reporter		16.74
01041 - Customer Service Representative I		11.32
01042 - Customer Service Representative II		12.73
01043 - Customer Service Representative III		13.88
01051 - Data Entry Operator I		12.44
01052 - Data Entry Operator II		13.57
01060 - Dispatcher Motor Vehicle		16.28
01070 - Document Preparation Clerk		13.33
01090 - Duplicating Machine Operator		13.33
01111 - General Clerk I		11.28
01112 - General Clerk II		12.31
01113 - General Clerk III		13.82
01120 - Housing Referral Assistant		18.66
01141 - Messenger Courier		10.87
01191 - Order Clerk I		12.22
01192 - Order Clerk II		13.33
01261 - Personnel Assistant (Employment) I		15.62
01262 - Personnel Assistant (Employment) II		17.48
01263 - Personnel Assistant (Employment) III		19.59
01270 - Production Control Clerk		20.23
01290 - Rental Clerk		11.81
01300 - Scheduler Maintenance		14.96
01311 - Secretary I		14.96
01312 - Secretary II		16.74
01313 - Secretary III		18.66

01320 - Service Order Dispatcher	14.55
01410 - Supply Technician	26.88
01420 - Survey Worker	14.87
01460 - Switchboard Operator/Receptionist	11.58
01531 - Travel Clerk I	11.87
01532 - Travel Clerk II	12.81
01533 - Travel Clerk III	13.76
01611 - Word Processor I	13.33
01612 - Word Processor II	14.96
01613 - Word Processor III	16.74
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	19.86
05010 - Automotive Electrician	17.25
05040 - Automotive Glass Installer	16.00
05070 - Automotive Worker	16.00
05110 - Mobile Equipment Servicer	13.41
05130 - Motor Equipment Metal Mechanic	18.59
05160 - Motor Equipment Metal Worker	16.00
05190 - Motor Vehicle Mechanic	18.59
05220 - Motor Vehicle Mechanic Helper	12.06
05250 - Motor Vehicle Upholstery Worker	14.70
05280 - Motor Vehicle Wrecker	16.00
05310 - Painter Automotive	17.25
05340 - Radiator Repair Specialist	16.00
05370 - Tire Repairer	12.46
05400 - Transmission Repair Specialist	18.59
07000 - Food Preparation And Service Occupations	
07010 - Baker	10.97
07041 - Cook I	10.51
07042 - Cook II	12.54
07070 - Dishwasher	10.32
07130 - Food Service Worker	10.60
07210 - Meat Cutter	13.35
07260 - Waiter/Waitress	9.30
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.25
09040 - Furniture Handler	10.02
09080 - Furniture Refinisher	18.25
09090 - Furniture Refinisher Helper	12.78
09110 - Furniture Repairer Minor	15.55
09130 - Upholsterer	18.25
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.07
11060 - Elevator Operator	10.77
11090 - Gardener	16.18
11122 - Housekeeping Aide	10.77
11150 - Janitor	10.77
11210 - Laborer Grounds Maintenance	11.37
11240 - Maid or Houseman	9.60
11260 - Pruner	10.15
11270 - Tractor Operator	14.55
11330 - Trail Maintenance Worker	11.37
11360 - Window Cleaner	12.06
12000 - Health Occupations	
12010 - Ambulance Driver	18.26
12011 - Breath Alcohol Technician	21.32
12012 - Certified Occupational Therapist Assistant	29.25
12015 - Certified Physical Therapist Assistant	25.20
12020 - Dental Assistant	15.47
12025 - Dental Hygienist	36.76
12030 - EKG Technician	32.31
12035 - Electroneurodiagnostic Technologist	32.31
12040 - Emergency Medical Technician	18.26
12071 - Licensed Practical Nurse I	19.05
12072 - Licensed Practical Nurse II	21.32

12073 - Licensed Practical Nurse III	23.77
12100 - Medical Assistant	13.04
12130 - Medical Laboratory Technician	21.53
12160 - Medical Record Clerk	13.64
12190 - Medical Record Technician	15.26
12195 - Medical Transcriptionist	19.05
12210 - Nuclear Medicine Technologist	46.85
12221 - Nursing Assistant I	11.63
12222 - Nursing Assistant II	13.07
12223 - Nursing Assistant III	14.26
12224 - Nursing Assistant IV	16.01
12235 - Optical Dispenser	14.92
12236 - Optical Technician	14.98
12250 - Pharmacy Technician	15.76
12280 - Phlebotomist	15.01
12305 - Radiologic Technologist	27.00
12311 - Registered Nurse I	23.99
12312 - Registered Nurse II	28.64
12313 - Registered Nurse II Specialist	28.64
12314 - Registered Nurse III	34.65
12315 - Registered Nurse III Anesthetist	34.65
12316 - Registered Nurse IV	41.55
12317 - Scheduler (Drug and Alcohol Testing)	26.41
12320 - Substance Abuse Treatment Counselor	23.30
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	23.18
13012 - Exhibits Specialist II	27.93
13013 - Exhibits Specialist III	32.70
13041 - Illustrator I	23.18
13042 - Illustrator II	27.93
13043 - Illustrator III	32.70
13047 - Librarian	29.60
13050 - Library Aide/Clerk	16.05
13054 - Library Information Technology Systems Administrator	26.72
13058 - Library Technician	19.04
13061 - Media Specialist I	19.15
13062 - Media Specialist II	21.57
13063 - Media Specialist III	24.06
13071 - Photographer I	18.66
13072 - Photographer II	20.88
13073 - Photographer III	25.85
13074 - Photographer IV	31.63
13075 - Photographer V	38.26
13090 - Technical Order Library Clerk	20.16
13110 - Video Teleconference Technician	18.66
14000 - Information Technology Occupations	
14041 - Computer Operator I	13.67
14042 - Computer Operator II	15.46
14043 - Computer Operator III	17.25
14044 - Computer Operator IV	19.17
14045 - Computer Operator V	21.22
14071 - Computer Programmer I	(see 1) 21.43
14072 - Computer Programmer II	(see 1) 26.56
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	13.67
14160 - Personal Computer Support Technician	22.41
14170 - System Support Specialist	28.90
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	28.74
15020 - Aircrew Training Devices Instructor (Rated)	34.82

15030 - Air Crew Training Devices Instructor (Pilot)	41.68
15050 - Computer Based Training Specialist / Instructor	28.74
15060 - Educational Technologist	42.23
15070 - Flight Instructor (Pilot)	41.68
15080 - Graphic Artist	21.47
15085 - Maintenance Test Pilot Fixed Jet/Prop	41.22
15086 - Maintenance Test Pilot Rotary Wing	41.22
15088 - Non-Maintenance Test/Co-Pilot	41.22
15090 - Technical Instructor	19.87
15095 - Technical Instructor/Course Developer	24.30
15110 - Test Proctor	16.04
15120 - Tutor	16.04
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	11.57
16030 - Counter Attendant	11.57
16040 - Dry Cleaner	13.22
16070 - Finisher Flatwork Machine	11.57
16090 - Presser Hand	11.57
16110 - Presser Machine Drycleaning	11.57
16130 - Presser Machine Shirts	11.57
16160 - Presser Machine Wearing Apparel Laundry	11.57
16190 - Sewing Machine Operator	13.78
16220 - Tailor	14.33
16250 - Washer Machine	12.12
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	19.01
19040 - Tool And Die Maker	24.57
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	11.92
21030 - Material Coordinator	20.23
21040 - Material Expediter	20.23
21050 - Material Handling Laborer	12.01
21071 - Order Filler	11.88
21080 - Production Line Worker (Food Processing)	11.92
21110 - Shipping Packer	14.64
21130 - Shipping/Receiving Clerk	14.64
21140 - Store Worker I	11.01
21150 - Stock Clerk	14.83
21210 - Tools And Parts Attendant	11.92
21410 - Warehouse Specialist	11.92
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	26.14
23019 - Aircraft Logs and Records Technician	19.25
23021 - Aircraft Mechanic I	23.82
23022 - Aircraft Mechanic II	26.14
23023 - Aircraft Mechanic III	27.45
23040 - Aircraft Mechanic Helper	16.39
23050 - Aircraft Painter	19.26
23060 - Aircraft Servicer	19.25
23070 - Aircraft Survival Flight Equipment Technician	19.26
23080 - Aircraft Worker	20.78
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	20.78
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	23.82
23110 - Appliance Mechanic	19.01
23120 - Bicycle Repairer	14.77
23125 - Cable Splicer	26.47
23130 - Carpenter Maintenance	18.42
23140 - Carpet Layer	17.63
23160 - Electrician Maintenance	20.25
23181 - Electronics Technician Maintenance I	23.68
23182 - Electronics Technician Maintenance II	25.43
23183 - Electronics Technician Maintenance III	27.43
23260 - Fabric Worker	16.19

23290 - Fire Alarm System Mechanic	20.48
23310 - Fire Extinguisher Repairer	14.77
23311 - Fuel Distribution System Mechanic	20.76
23312 - Fuel Distribution System Operator	15.20
23370 - General Maintenance Worker	14.73
23380 - Ground Support Equipment Mechanic	23.82
23381 - Ground Support Equipment Servicer	19.25
23382 - Ground Support Equipment Worker	20.78
23391 - Gunsmith I	14.77
23392 - Gunsmith II	17.63
23393 - Gunsmith III	20.48
23410 - Heating Ventilation And Air-Conditioning Mechanic	19.37
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	20.73
23430 - Heavy Equipment Mechanic	23.31
23440 - Heavy Equipment Operator	19.79
23460 - Instrument Mechanic	20.48
23465 - Laboratory/Shelter Mechanic	19.01
23470 - Laborer	12.01
23510 - Locksmith	19.01
23530 - Machinery Maintenance Mechanic	24.44
23550 - Machinist Maintenance	17.80
23580 - Maintenance Trades Helper	13.45
23591 - Metrology Technician I	20.48
23592 - Metrology Technician II	21.92
23593 - Metrology Technician III	23.33
23640 - Millwright	20.48
23710 - Office Appliance Repairer	19.26
23760 - Painter Maintenance	14.67
23790 - Pipefitter Maintenance	21.88
23810 - Plumber Maintenance	20.30
23820 - Pneudraulic Systems Mechanic	20.48
23850 - Rigger	20.48
23870 - Scale Mechanic	17.63
23890 - Sheet-Metal Worker Maintenance	17.90
23910 - Small Engine Mechanic	17.63
23931 - Telecommunications Mechanic I	32.22
23932 - Telecommunications Mechanic II	34.48
23950 - Telephone Lineman	20.76
23960 - Welder Combination Maintenance	19.58
23965 - Well Driller	20.48
23970 - Woodcraft Worker	20.48
23980 - Woodworker	14.77
24000 - Personal Needs Occupations	
24550 - Case Manager	15.80
24570 - Child Care Attendant	9.21
24580 - Child Care Center Clerk	11.49
24610 - Chore Aide	9.84
24620 - Family Readiness And Support Services Coordinator	15.80
24630 - Homemaker	15.80
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	20.76
25040 - Sewage Plant Operator	18.36
25070 - Stationary Engineer	20.48
25190 - Ventilation Equipment Tender	13.47
25210 - Water Treatment Plant Operator	18.36
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.71
27007 - Baggage Inspector	12.56
27008 - Corrections Officer	18.66
27010 - Court Security Officer	18.66
27030 - Detection Dog Handler	16.71
27040 - Detention Officer	18.66

27070 - Firefighter	19.83
27101 - Guard I	12.56
27102 - Guard II	16.71
27131 - Police Officer I	21.96
27132 - Police Officer II	24.40
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.04
28042 - Carnival Equipment Repairer	14.49
28043 - Carnival Worker	9.09
28210 - Gate Attendant/Gate Tender	15.17
28310 - Lifeguard	13.52
28350 - Park Attendant (Aide)	16.98
28510 - Recreation Aide/Health Facility Attendant	12.39
28515 - Recreation Specialist	21.03
28630 - Sports Official	13.52
28690 - Swimming Pool Operator	22.01
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	17.87
29020 - Hatch Tender	17.87
29030 - Line Handler	17.87
29041 - Stevedore I	16.41
29042 - Stevedore II	19.26
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	39.89
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.50
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.29
30021 - Archeological Technician I	18.13
30022 - Archeological Technician II	20.27
30023 - Archeological Technician III	25.11
30030 - Cartographic Technician	25.12
30040 - Civil Engineering Technician	20.56
30051 - Cryogenic Technician I	25.28
30052 - Cryogenic Technician II	27.92
30061 - Drafter/CAD Operator I	16.47
30062 - Drafter/CAD Operator II	18.43
30063 - Drafter/CAD Operator III	20.55
30064 - Drafter/CAD Operator IV	26.25
30081 - Engineering Technician I	15.71
30082 - Engineering Technician II	17.63
30083 - Engineering Technician III	20.27
30084 - Engineering Technician IV	24.96
30085 - Engineering Technician V	29.90
30086 - Engineering Technician VI	36.17
30090 - Environmental Technician	22.83
30095 - Evidence Control Specialist	22.83
30210 - Laboratory Technician	20.55
30221 - Latent Fingerprint Technician I	25.28
30222 - Latent Fingerprint Technician II	27.92
30240 - Mathematical Technician	24.90
30361 - Paralegal/Legal Assistant I	19.13
30362 - Paralegal/Legal Assistant II	23.69
30363 - Paralegal/Legal Assistant III	28.98
30364 - Paralegal/Legal Assistant IV	35.06
30375 - Petroleum Supply Specialist	27.92
30390 - Photo-Optics Technician	22.90
30395 - Radiation Control Technician	27.92
30461 - Technical Writer I	26.05
30462 - Technical Writer II	31.87
30463 - Technical Writer III	38.56
30491 - Unexploded Ordnance (UXO) Technician I	25.35
30492 - Unexploded Ordnance (UXO) Technician II	30.67
30493 - Unexploded Ordnance (UXO) Technician III	36.76
30494 - Unexploded (UXO) Safety Escort	25.35
30495 - Unexploded (UXO) Sweep Personnel	25.35
30501 - Weather Forecaster I	25.28

30502 - Weather Forecaster II		30.76
30620 - Weather Observer Combined Upper Air Or	(see 2)	20.55
Surface Programs		
30621 - Weather Observer Senior	(see 2)	22.83
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		30.67
31020 - Bus Aide		10.70
31030 - Bus Driver		16.69
31043 - Driver Courier		13.33
31260 - Parking and Lot Attendant		10.81
31290 - Shuttle Bus Driver		14.81
31310 - Taxi Driver		12.02
31361 - Truckdriver Light		14.81
31362 - Truckdriver Medium		16.24
31363 - Truckdriver Heavy		17.82
31364 - Truckdriver Tractor-Trailer		17.82
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		14.95
99030 - Cashier		10.47
99050 - Desk Clerk		10.77
99095 - Embalmer		25.35
99130 - Flight Follower		25.35
99251 - Laboratory Animal Caretaker I		12.38
99252 - Laboratory Animal Caretaker II		13.75
99260 - Marketing Analyst		25.56
99310 - Mortician		25.35
99410 - Pest Controller		20.22
99510 - Photofinishing Worker		13.32
99710 - Recycling Laborer		16.49
99711 - Recycling Specialist		21.04
99730 - Refuse Collector		14.23
99810 - Sales Clerk		11.41
99820 - School Crossing Guard		11.57
99830 - Survey Party Chief		27.53
99831 - Surveying Aide		19.06
99832 - Surveying Technician		22.51
99840 - Vending Machine Attendant		15.92
99841 - Vending Machine Repairer		20.20
99842 - Vending Machine Repairer Helper		15.92

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: \$4.54 per hour up to 40 hours per week or \$181.60 per week or \$786.93 per month

HEALTH & WELFARE EO 13706: \$4.22 per hour up to 40 hours per week or \$168.80 per week or \$731.47 per month*

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of 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))."

"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	Wage Determination No.: 2015-5449
Director	Wage Determinations	Revision No.: 12
		Date Of Last Revision: 07/21/2021

Note: Under Executive Order (EO) 13658 an hourly minimum wage of \$10.95 for calendar year 2021 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 \$10.95 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 2021. 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 Mexico

Area: New Mexico County of Santa Fe

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.22
01012 - Accounting Clerk II		17.10
01013 - Accounting Clerk III		19.13
01020 - Administrative Assistant		29.27
01035 - Court Reporter		18.61
01041 - Customer Service Representative I		12.46
01042 - Customer Service Representative II		14.01
01043 - Customer Service Representative III		15.28
01051 - Data Entry Operator I		13.77
01052 - Data Entry Operator II		15.03
01060 - Dispatcher Motor Vehicle		17.39
01070 - Document Preparation Clerk		16.78
01090 - Duplicating Machine Operator		16.78
01111 - General Clerk I		13.38
01112 - General Clerk II		14.59
01113 - General Clerk III		16.38
01120 - Housing Referral Assistant		19.38
01141 - Messenger Courier		13.29
01191 - Order Clerk I		12.69
01192 - Order Clerk II		13.84
01261 - Personnel Assistant (Employment) I		15.52
01262 - Personnel Assistant (Employment) II		17.36
01263 - Personnel Assistant (Employment) III		19.36
01270 - Production Control Clerk		21.06
01290 - Rental Clerk		13.31
01300 - Scheduler Maintenance		15.54
01311 - Secretary I		15.54
01312 - Secretary II		17.39
01313 - Secretary III		19.38

01320 - Service Order Dispatcher	15.54
01410 - Supply Technician	29.27
01420 - Survey Worker	17.39
01460 - Switchboard Operator/Receptionist	15.53
01531 - Travel Clerk I	12.35
01532 - Travel Clerk II	13.24
01533 - Travel Clerk III	14.13
01611 - Word Processor I	13.84
01612 - Word Processor II	15.54
01613 - Word Processor III	17.39
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	22.55
05010 - Automotive Electrician	18.12
05040 - Automotive Glass Installer	16.19
05070 - Automotive Worker	16.19
05110 - Mobile Equipment Servicer	13.50
05130 - Motor Equipment Metal Mechanic	18.96
05160 - Motor Equipment Metal Worker	16.19
05190 - Motor Vehicle Mechanic	18.96
05220 - Motor Vehicle Mechanic Helper	13.62
05250 - Motor Vehicle Upholstery Worker	15.82
05280 - Motor Vehicle Wrecker	16.19
05310 - Painter Automotive	17.57
05340 - Radiator Repair Specialist	16.19
05370 - Tire Repairer	13.31
05400 - Transmission Repair Specialist	18.96
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.98
07041 - Cook I	13.59
07042 - Cook II	16.39
07070 - Dishwasher	11.02
07130 - Food Service Worker	12.64
07210 - Meat Cutter	16.35
07260 - Waiter/Waitress	9.44
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.30
09040 - Furniture Handler	11.44
09080 - Furniture Refinisher	21.30
09090 - Furniture Refinisher Helper	14.58
09110 - Furniture Repairer Minor	17.95
09130 - Upholsterer	21.30
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.19
11060 - Elevator Operator	12.31
11090 - Gardener	22.14
11122 - Housekeeping Aide	13.95
11150 - Janitor	13.95
11210 - Laborer Grounds Maintenance	15.34
11240 - Maid or Houseman	11.99
11260 - Pruner	13.09
11270 - Tractor Operator	19.84
11330 - Trail Maintenance Worker	15.34
11360 - Window Cleaner	16.35
12000 - Health Occupations	
12010 - Ambulance Driver	20.84
12011 - Breath Alcohol Technician	20.84
12012 - Certified Occupational Therapist Assistant	27.89
12015 - Certified Physical Therapist Assistant	26.26
12020 - Dental Assistant	18.06
12025 - Dental Hygienist	45.34
12030 - EKG Technician	30.80
12035 - Electroneurodiagnostic Technologist	30.80
12040 - Emergency Medical Technician	20.84
12071 - Licensed Practical Nurse I	19.20
12072 - Licensed Practical Nurse II	21.49

12073 - Licensed Practical Nurse III	23.95
12100 - Medical Assistant	17.86
12130 - Medical Laboratory Technician	19.20
12160 - Medical Record Clerk	20.90
12190 - Medical Record Technician	23.39
12195 - Medical Transcriptionist	19.05
12210 - Nuclear Medicine Technologist	44.37
12221 - Nursing Assistant I	12.31
12222 - Nursing Assistant II	13.85
12223 - Nursing Assistant III	15.10
12224 - Nursing Assistant IV	16.96
12235 - Optical Dispenser	17.87
12236 - Optical Technician	18.05
12250 - Pharmacy Technician	17.18
12280 - Phlebotomist	17.24
12305 - Radiologic Technologist	27.83
12311 - Registered Nurse I	25.39
12312 - Registered Nurse II	31.06
12313 - Registered Nurse II Specialist	31.06
12314 - Registered Nurse III	37.58
12315 - Registered Nurse III Anesthetist	37.58
12316 - Registered Nurse IV	45.04
12317 - Scheduler (Drug and Alcohol Testing)	25.80
12320 - Substance Abuse Treatment Counselor	26.30
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	19.26
13012 - Exhibits Specialist II	23.85
13013 - Exhibits Specialist III	29.18
13041 - Illustrator I	17.71
13042 - Illustrator II	21.92
13043 - Illustrator III	26.82
13047 - Librarian	24.29
13050 - Library Aide/Clerk	14.09
13054 - Library Information Technology Systems Administrator	21.92
13058 - Library Technician	16.93
13061 - Media Specialist I	15.83
13062 - Media Specialist II	17.71
13063 - Media Specialist III	19.74
13071 - Photographer I	15.88
13072 - Photographer II	17.71
13073 - Photographer III	21.92
13074 - Photographer IV	26.82
13075 - Photographer V	32.45
13090 - Technical Order Library Clerk	17.71
13110 - Video Teleconference Technician	18.57
14000 - Information Technology Occupations	
14041 - Computer Operator I	16.48
14042 - Computer Operator II	18.44
14043 - Computer Operator III	21.03
14044 - Computer Operator IV	23.39
14045 - Computer Operator V	26.77
14071 - Computer Programmer I	(see 1) 22.41
14072 - Computer Programmer II	(see 1) 26.14
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	16.48
14160 - Personal Computer Support Technician	23.67
14170 - System Support Specialist	28.08
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	28.94
15020 - Aircrew Training Devices Instructor (Rated)	35.02

15030 - Air Crew Training Devices Instructor (Pilot)	41.97
15050 - Computer Based Training Specialist / Instructor	28.94
15060 - Educational Technologist	26.01
15070 - Flight Instructor (Pilot)	41.97
15080 - Graphic Artist	24.16
15085 - Maintenance Test Pilot Fixed Jet/Prop	41.97
15086 - Maintenance Test Pilot Rotary Wing	41.97
15088 - Non-Maintenance Test/Co-Pilot	41.97
15090 - Technical Instructor	20.46
15095 - Technical Instructor/Course Developer	25.06
15110 - Test Proctor	16.52
15120 - Tutor	16.52
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	10.66
16030 - Counter Attendant	10.66
16040 - Dry Cleaner	12.17
16070 - Finisher Flatwork Machine	10.66
16090 - Presser Hand	10.66
16110 - Presser Machine Drycleaning	10.66
16130 - Presser Machine Shirts	10.66
16160 - Presser Machine Wearing Apparel Laundry	10.66
16190 - Sewing Machine Operator	12.71
16220 - Tailor	13.36
16250 - Washer Machine	11.16
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	21.30
19040 - Tool And Die Maker	27.24
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	14.49
21030 - Material Coordinator	21.06
21040 - Material Expediter	21.06
21050 - Material Handling Laborer	15.50
21071 - Order Filler	13.61
21080 - Production Line Worker (Food Processing)	14.49
21110 - Shipping Packer	16.61
21130 - Shipping/Receiving Clerk	16.61
21140 - Store Worker I	9.70
21150 - Stock Clerk	15.69
21210 - Tools And Parts Attendant	14.49
21410 - Warehouse Specialist	14.49
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	26.41
23019 - Aircraft Logs and Records Technician	19.62
23021 - Aircraft Mechanic I	24.73
23022 - Aircraft Mechanic II	26.41
23023 - Aircraft Mechanic III	27.84
23040 - Aircraft Mechanic Helper	16.62
23050 - Aircraft Painter	22.62
23060 - Aircraft Servicer	19.62
23070 - Aircraft Survival Flight Equipment Technician	22.62
23080 - Aircraft Worker	21.45
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	21.45
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	24.73
23110 - Appliance Mechanic	21.30
23120 - Bicycle Repairer	16.27
23125 - Cable Splicer	22.99
23130 - Carpenter Maintenance	20.22
23140 - Carpet Layer	19.62
23160 - Electrician Maintenance	26.04
23181 - Electronics Technician Maintenance I	25.16
23182 - Electronics Technician Maintenance II	27.32
23183 - Electronics Technician Maintenance III	29.47
23260 - Fabric Worker	17.95

23290 - Fire Alarm System Mechanic	22.99
23310 - Fire Extinguisher Repairer	16.27
23311 - Fuel Distribution System Mechanic	22.99
23312 - Fuel Distribution System Operator	16.38
23370 - General Maintenance Worker	17.35
23380 - Ground Support Equipment Mechanic	24.73
23381 - Ground Support Equipment Servicer	19.62
23382 - Ground Support Equipment Worker	21.45
23391 - Gunsmith I	16.27
23392 - Gunsmith II	19.62
23393 - Gunsmith III	22.99
23410 - Heating Ventilation And Air-Conditioning Mechanic	23.42
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	25.02
23430 - Heavy Equipment Mechanic	22.99
23440 - Heavy Equipment Operator	18.48
23460 - Instrument Mechanic	27.47
23465 - Laboratory/Shelter Mechanic	21.30
23470 - Laborer	15.50
23510 - Locksmith	21.30
23530 - Machinery Maintenance Mechanic	22.99
23550 - Machinist Maintenance	22.99
23580 - Maintenance Trades Helper	14.58
23591 - Metrology Technician I	27.47
23592 - Metrology Technician II	29.34
23593 - Metrology Technician III	30.82
23640 - Millwright	22.99
23710 - Office Appliance Repairer	21.30
23760 - Painter Maintenance	18.97
23790 - Pipefitter Maintenance	27.88
23810 - Plumber Maintenance	25.84
23820 - Pneudraulic Systems Mechanic	22.99
23850 - Rigger	22.99
23870 - Scale Mechanic	19.62
23890 - Sheet-Metal Worker Maintenance	22.99
23910 - Small Engine Mechanic	19.62
23931 - Telecommunications Mechanic I	28.73
23932 - Telecommunications Mechanic II	30.69
23950 - Telephone Lineman	22.99
23960 - Welder Combination Maintenance	21.60
23965 - Well Driller	22.99
23970 - Woodcraft Worker	22.99
23980 - Woodworker	16.61
24000 - Personal Needs Occupations	
24550 - Case Manager	17.71
24570 - Child Care Attendant	12.85
24580 - Child Care Center Clerk	16.04
24610 - Chore Aide	11.37
24620 - Family Readiness And Support Services Coordinator	17.71
24630 - Homemaker	17.71
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.99
25040 - Sewage Plant Operator	25.63
25070 - Stationary Engineer	22.99
25190 - Ventilation Equipment Tender	14.58
25210 - Water Treatment Plant Operator	25.63
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.86
27007 - Baggage Inspector	14.17
27008 - Corrections Officer	20.48
27010 - Court Security Officer	16.86
27030 - Detection Dog Handler	15.86
27040 - Detention Officer	20.48

27070 - Firefighter	17.07
27101 - Guard I	14.17
27102 - Guard II	15.86
27131 - Police Officer I	24.06
27132 - Police Officer II	26.73
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.91
28042 - Carnival Equipment Repairer	16.25
28043 - Carnival Worker	10.27
28210 - Gate Attendant/Gate Tender	16.62
28310 - Lifeguard	13.75
28350 - Park Attendant (Aide)	18.59
28510 - Recreation Aide/Health Facility Attendant	13.57
28515 - Recreation Specialist	23.02
28630 - Sports Official	14.80
28690 - Swimming Pool Operator	23.87
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	20.42
29020 - Hatch Tender	20.42
29030 - Line Handler	20.42
29041 - Stevedore I	19.04
29042 - Stevedore II	22.17
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	40.14
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.68
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.48
30021 - Archeological Technician I	18.05
30022 - Archeological Technician II	20.20
30023 - Archeological Technician III	25.01
30030 - Cartographic Technician	25.01
30040 - Civil Engineering Technician	24.00
30051 - Cryogenic Technician I	27.69
30052 - Cryogenic Technician II	30.59
30061 - Drafter/CAD Operator I	18.05
30062 - Drafter/CAD Operator II	20.20
30063 - Drafter/CAD Operator III	22.51
30064 - Drafter/CAD Operator IV	27.69
30081 - Engineering Technician I	16.07
30082 - Engineering Technician II	18.05
30083 - Engineering Technician III	20.20
30084 - Engineering Technician IV	25.01
30085 - Engineering Technician V	30.59
30086 - Engineering Technician VI	37.01
30090 - Environmental Technician	25.01
30095 - Evidence Control Specialist	25.01
30210 - Laboratory Technician	22.61
30221 - Latent Fingerprint Technician I	30.86
30222 - Latent Fingerprint Technician II	34.08
30240 - Mathematical Technician	25.01
30361 - Paralegal/Legal Assistant I	18.88
30362 - Paralegal/Legal Assistant II	23.39
30363 - Paralegal/Legal Assistant III	28.61
30364 - Paralegal/Legal Assistant IV	34.62
30375 - Petroleum Supply Specialist	30.59
30390 - Photo-Optics Technician	25.01
30395 - Radiation Control Technician	30.59
30461 - Technical Writer I	25.01
30462 - Technical Writer II	30.59
30463 - Technical Writer III	37.01
30491 - Unexploded Ordnance (UXO) Technician I	25.51
30492 - Unexploded Ordnance (UXO) Technician II	30.86
30493 - Unexploded Ordnance (UXO) Technician III	36.99
30494 - Unexploded (UXO) Safety Escort	25.51
30495 - Unexploded (UXO) Sweep Personnel	25.51
30501 - Weather Forecaster I	27.69

30502 - Weather Forecaster II		33.69
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		30.86
31020 - Bus Aide		11.69
31030 - Bus Driver		18.62
31043 - Driver Courier		15.12
31260 - Parking and Lot Attendant		13.07
31290 - Shuttle Bus Driver		16.88
31310 - Taxi Driver		15.15
31361 - Truckdriver Light		16.88
31362 - Truckdriver Medium		18.62
31363 - Truckdriver Heavy		19.14
31364 - Truckdriver Tractor-Trailer		19.14
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		15.05
99030 - Cashier		12.19
99050 - Desk Clerk		12.09
99095 - Embalmer		25.51
99130 - Flight Follower		25.51
99251 - Laboratory Animal Caretaker I		16.29
99252 - Laboratory Animal Caretaker II		18.18
99260 - Marketing Analyst		29.08
99310 - Mortician		25.51
99410 - Pest Controller		21.83
99510 - Photofinishing Worker		13.56
99710 - Recycling Laborer		13.71
99711 - Recycling Specialist		17.73
99730 - Refuse Collector		11.70
99810 - Sales Clerk		14.53
99820 - School Crossing Guard		11.70
99830 - Survey Party Chief		25.59
99831 - Surveying Aide		23.28
99832 - Surveying Technician		23.47
99840 - Vending Machine Attendant		11.72
99841 - Vending Machine Repairer		14.59
99842 - Vending Machine Repairer Helper		10.52

Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 10 years 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))."