



**SOLICITATION FOR COURT REPORTING SERVICES BLANKET PURCHASE
AGREEMENTS**
SOLICITATION NO. TXEDCLERK26-0001

Issue date: February 2, 2026

Deadline for submissions: March 2, 2026, at 5:00 p.m. CST

Submit to: Leslie_Duecker@txed.uscourts.gov

1. This is a solicitation for proposals to enter in a Blanket Purchase Agreement (BPA) for contract court reporting services for the U.S. District Court, Eastern District of Texas.
2. The Court intends to award BPAs to one or more court reporters found to meet the Court's qualification requirements. BPAs issued under this solicitation may have an ordering period up to three years.
3. The Court reserves the right not to make any awards as a result of this solicitation. Award of a BPA does not guarantee that the contract court reporter will receive orders for any particular aggregate dollar value, or in fact any orders at all, for court reporting services.
4. Court reporters responding to this solicitation should carefully review the Statement of Work, the minimum qualifications required, the Court's maximum transcript fee rates, and the BPA terms and conditions, all of which will be incorporated into any Blanket Purchase Agreement awarded under this solicitation. The Court's maximum transcript fee rates cannot exceed, but may be less than, the maximum rates established by the Judicial Conference of the United States (JCUS). The current JCUS maximum transcript fee rates are available at <http://www.uscourts.gov/services-forms/federal-court-reporting-program>.
5. Court reporters wishing to be considered for award of a BPA must provide the following information in response to this solicitation by March 2, 2026, at 5:00 p.m. CST, via email to Leslie Duecker at Leslie_Duecker@txed.uscourts.gov.
 - a) Signed Solicitation Cover Page (Attachment 1).
 - b) A completed Pricing Schedule (in the format of Attachment 5)
 - c) A Biographical Information Sheet (in the format of Attachment 6), with all required information provided, signed by the court reporter. (Firms must submit a signed Biographical Information Sheet for each contract court reporter proposed to perform services under the BPA). Biographical Information Sheets must address all qualification

requirements and must contain descriptions of each reporter's prior related work experience, including average hours worked per week for each position, type of experience and dates of service. If the minimum qualifications include professional certification, a copy of the certification should be provided, and if the reporter has been certified by an organization other than the National Court Reporters Association (NCRA) or the National Verbatim Reporters Association (NVRA), must include detailed test performance criteria demonstrating equivalency with NCRA or NVRA certification. It is within the discretion of the Contracting Officer to determine whether any submitted certificate is sufficient.

d) For each prospective contract court reporter, a minimum of three (3) references must be identified (using multiple copies of the format of Attachment 7) for whom that reporter has performed work within the three (3)-year period preceding the issue date of this solicitation.

e) Respondents not registered in the System for Award Management (www.sam.gov) must provide a completed copy of Provision 3-5, Taxpayer Identification and Other Offeror Information (provided in Attachment 4 - Solicitation Provisions).

6. Any questions regarding this solicitation should be in writing, addressed to the designated Contracting Officer. The designated Contracting Officer for this solicitation is:

LESLIE DUECKER
Contracting Officer
Leslie_Duecker@txed.uscourts.gov
United States District Court
211 West Ferguson St. Room 106
Tyler, TX 75702

Sincerely,

Leslie Duecker
Contracting Officer

Attachments:

1. Solicitation Cover Page
2. Statement of Work
3. BPA Terms and Conditions
4. Solicitation Provisions
5. Pricing Schedule
6. Biographical Information Sheet
7. Reference Information Sheet

Attachment 1

SOLICITATION/CONTRACT/ORDER OFFEROR TO COMPLETE BLOCKS 12, 17, 23, 24 & 30				1. REQUISITION NUMBER TXEDCLERK26-0002		
2. CONTRACT NO.	3. AWARD/EFFECTIVE DATE	4. ORDER NUMBER	5. SOLICITATION NUMBER TXEDCLERK26-0001	6. SOLICITATION ISSUE DATE 02/02/2026		
7. FOR INFORMATION CONTACT: leslie_duecker@txed.uscourts.gov	a. NAME LESLIE DUECKER		b. TELEPHONE NUMBER (No collect calls) NOT USED - EMAILS ONLY	8. OFFER DUE DATE / LOCAL TIME 03/02/2026 17:00:00		
9. ISSUED BY Leslie Duecker U.S. District Clerk's Office - William M. Steger Federal Building and U.S. Courthouse 211 W. Ferguson St. Room 106 Tyler, TX 75702		CODE TXED_DC	10. NOT USED			
11. DELIVERY FOR FOB DESTINATION UNLESS BLOCK IS MARKED <input type="checkbox"/> SEE SCHEDULE	12. DISCOUNT TERMS		13. NOT USED	14. METHOD OF SOLICITATION <input checked="" type="checkbox"/> RFQ <input type="checkbox"/> RFP		
15. DELIVER TO Leslie Duecker U.S. District Clerk's Office - William M. Steger Federal Building and U.S. Courthouse 211 W. Ferguson St. Room 106 Tyler, TX 75702		CODE MNX	16. ADMINISTERED BY (if other than Block 9) CODE			
17a. CONTRACTOR/ OFFEROR	CODE	FACILITY CODE	18a. PAYMENT WILL BE MADE BY Leslie Duecker U.S. District Clerk's Office - William M. Steger Federal Building and U.S. Courthouse 211 West Ferguson Street, Room 106 Tyler, TX 75702 leslie_duecker@txed.uscourts.gov			
Telephone No.						
<input type="checkbox"/> 17b. CHECK IF REMITTANCE IS DIFFERENT AND PUT SUCH ADDRESS IN OFFER			18b. SUBMIT INVOICES TO ADDRESS SHOWN IN BLOCK 18a UNLESS BLOCK BELOW IS CHECKED <input type="checkbox"/>			
19. ITEM NO.	20. SCHEDULE OF SUPPLIES/SERVICES <i>(Use Reverse and/or Attach Additional Sheets as Necessary)</i>		21. QUANTITY	22. UNIT	23. UNIT PRICE	24. AMOUNT
This is a solicitation for proposals to provide court reporting services to U.S. District Court, District of Minnesota under a Blanket Purchase Agreement (BPA). This solicitation consists of the cover letter and its attachments: (1) this signature page; (2) Statement of Work; (3) BPA Terms and Conditions (with appendices); (4) Solicitation Provisions; (5) Pricing Schedule; (6) Court Reporter Biographical Information Sheet; and (7) Court Reporter Reference Information Sheet.				The court expects to award multiple BPAs for the ordering period stated below, but reserves the right to award no BPAs or only one BPA, and to adjust the ordering period at the time of BPA awards.		
Ordering Period Start Date: March 16, 2026 Ordering Period End Date: September 30, 2027						
25. ACCOUNTING AND APPROPRIATION DATA NOT USED				26. TOTAL AWARD AMOUNT (For Govt. Use Only)		
27. Applicable terms and conditions are as stated in the continuation pages.						
<input checked="" type="checkbox"/> 28. CONTRACTOR IS REQUIRED TO SIGN THIS DOCUMENT AND RETURN <u>1</u> COPIES TO ISSUING OFFICE. CONTRACTOR AGREES TO FURNISH AND DELIVER ALL ITEMS SET FORTH OR OTHERWISE IDENTIFIED ABOVE AND ON ANY ADDITIONAL SHEETS SUBJECT TO THE TERMS AND CONDITIONS SPECIFIED.				<input type="checkbox"/> 29. AWARD OF CONTRACT: REF. _____ OFFER DATED _____ . YOUR OFFER ON SOLICITATION (BLOCK 5) INCLUDING ANY ADDITIONS OR CHANGES WHICH ARE SET FORTH HEREIN, IS ACCEPTED AS TO ITEMS:		
30a. SIGNATURE OF OFFEROR/CONTRACTOR			31a. UNITED STATES OF AMERICA (SIGNATURE OF CONTRACTING OFFICER) NOT USED			
30b. NAME AND TITLE OF SIGNER (TYPE OR PRINT)		30c. DATE SIGNED	31b. NAME OF THE CONTRACTING OFFICER (TYPE OR PRINT)		31c. DATE SIGNED	
NOT USED						

CR-1

STATEMENT OF WORK - COURT REPORTING SERVICES BPA

AUG 2017

The contractor shall provide all labor, supplies and equipment necessary to provide court reporting services and transcripts of proceedings (including realtime reporting, if applicable) in accordance with 28 U.S.C. § 753, the policies of the Judicial Conference of the United States, and the terms of this blanket purchase agreement (BPA). The contractor shall be responsible for obtaining all necessary licenses, permits and fees, and conformance with all laws, regulations, and ordinances applicable to performance under this BPA.

1. General

A. General Requirements. The contractor performing work under this BPA shall:

1) Attend and record verbatim court proceedings on the dates and at the locations specified in individual orders/calls issued by the U.S. District Court of the Eastern District of Texas, located at the following location(s): (1) Jack Brooks Federal Building and U.S. Courthouse, 300 Willow Street, Beaumont, TX 77701. (2) Ward R. Burke U.S. Courthouse, 104 North Third Street, Lufkin, TX 75901. (3) Sam B. Hall Federal Building and U.S. Courthouse, 100 East Houston Street, Marshall, TX 75670. (4) United States Courthouse, 7940 Preston Road, Plano, TX 75024. (5) Paul Brown United States Courthouse, 101 East Pecan Street, Sherman, TX 75090. (6) United States Courthouse Annex, 200 North Travis Street, Sherman, TX 75090. (7) United States Courthouse and Post Office, 500 North State Line Avenue, Texarkana, TX 75501. (8) William M. Steger Federal Building and United States Courthouse, 211 West Ferguson Street, Tyler, TX 75702.

2) Incorporate into the record everything spoken by any individual during a proceeding. The contractor shall never consider anything any person says to be "off the record" unless the presiding judicial officer expressly designates a portion of the proceeding as such. The contractor shall preserve the integrity of the record at all times that the record is in his/her possession.

3) Promptly produce transcripts of court proceedings when requested by a judge or by any party who has agreed to pay the fees, following the format, delivery time and method, and fee requirements stated in the transcript order.

4) For each transcript ordered, deliver one (1) certified copy of the transcript to the clerk of court for the records of the court, in the medium prescribed by the clerk (paper or electronic) without additional charge.

5) When requested by a party to redact personal information from a transcript, as permitted by Volume 10, Chapter 3, § 330, Guide to Judiciary Policy, (The JCUS privacy policy including transcript redaction rules are available at <http://www.uscourts.gov/rules-policies/judiciary-policies/privacy-policy-electronic-case-files>), the contractor shall make such redactions and deliver a certified redacted transcript to the clerk of court. Delivery of a redacted transcript to the clerk of court shall be in addition to, rather than in lieu of, delivery of the original unredacted transcript.

6) During the 90 calendar days following delivery of the original transcript to the clerk of court, promptly notify the clerk of court of any party who has purchased the transcript of a proceeding to ensure the court provides the party with electronic access to the record in the court's Case Management/Electronic Case Filing (CM/ECF) system prior to public posting of the transcript.

7) Comply with all filing and reporting requirements of this BPA.

B. Title to Records/Copyright of Transcripts.

1) Title to the records of any proceeding that the contractor reports shall vest in the Court at the time of creation of the records. Such title includes title to the medium in which the contractor records the proceedings, except that if electronic sound recordings are made by the contractor for

back-up purposes, they shall remain the property of the contractor, but the contractor shall make such sound recordings available to the Court upon request of the Contracting Officer if it is determined the principal record of the proceedings are defective.

2) Transcripts produced from records of proceedings in United States courts are in the public domain and are not protected by copyright. The contractor shall not include any statement or symbol on a transcript that would lead one to believe the transcript is protected by copyright. Because transcripts are in the public domain, they may be used, reproduced, and distributed by attorneys, parties, and the general public without limitation and without additional compensation to the contractor.

3) The court will make the contractor's original notes or other original records, as well as the transcript (original or redacted), available for inspection by any person without charge in the office of the clerk during regular office hours.

2. Transcripts

A. Transcription/Certification. The contractor shall transcribe and certify such parts of the record of proceedings as may be required by any rule or order of the court. The contractor shall transcribe and certify, without charging a transcript fee, all arraignments, pleas, and proceedings in connection with the imposition of sentence in criminal cases unless those proceedings have been recorded by electronic sound recording and the original recordings have been certified by the reporter and filed with the clerk. The contractor shall also transcribe any proceeding ordered by a judge of the Court, or which is ordered by a party or a member of the public who has agreed to pay the appropriate fee for the transcription.

B. Official Transcript. Under 28 U.S.C § 753(b), "The transcript in any case certified by the reporter or other individual designated to produce the record shall be deemed *prima facie* a correct statement of the testimony taken and proceedings had. No transcripts of the proceedings of the court shall be considered as official except those made from the records certified by the reporter or other individual designated to produce the record."

C. Transcript Format. The contractor shall comply with the Judicial Conference transcript format standards outlined in Volume 6, Chapter 5, § 520, Guide to Judiciary Policy, available at http://www.uscourts.gov/uscourts/FederalCourts/Publications/Guide_Vol06.pdf. The maximum per page transcript rates are based on a strict adherence to the prescribed format.

D. Transcript Delivery Times. The following transcript delivery time requirements are from receipt of a transcript order or from the date of completion of satisfactory financial arrangements for payment if after the date of receipt of the order

1) Required

a) Ordinary transcript – must be delivered to ordering party within thirty (30) calendar days after receipt of an order.

b) The court's certified copy (without charge) - not later than three (3) working days after original delivery to the ordering party. The contractor shall ensure physical receipt of the transcript by the clerk or his/her designee.

c) Redacted transcripts – an ordering party has the right to request a redactions within 21 days after original delivery of transcript to the clerk of court, and the contractor must deliver the requested redaction to the clerk of court not later than 31 days after original delivery of the unredacted transcript to the clerk of court, or longer if the court so orders, in the medium prescribed by the clerk.

2) The contractor shall, whenever possible, provide 14-day, expedited, daily, hourly, or realtime service at the request of the parties. All such orders, if accepted, are subject to the ordering party making satisfactory financial arrangements for payment. The delivery requirements for each accepted order of such transcripts is as follows:

- a) 14-Day - Within fourteen (14) calendar days after receipt of an order.
- b) Expedited - Within seven (7) calendar days after receipt of an order.
- c) Three-Day – within three (3) calendar days after receipt of an order.
- d) Daily - Following adjournment and prior to the normal opening hour of the Court on the following morning, whether or not it actually is a Court day.
- e) Hourly - Ordered under unusual circumstances, delivered within two (2) hours.
- f) Realtime – A draft unedited transcript produced by a certified realtime reporter as a byproduct of realtime to be delivered electronically during the proceedings or immediately following adjournment.

E. Transcript Orders for Matters on Appeal

Upon receipt of a transcript order indicating it is for a matter on appeal, the contractor shall:

- 1) Acknowledge receipt of the order in the appropriate space on the face of the order.
- 2) Enter the date the transcript will be completed. If the transcript cannot be completed within 30 days of receipt of the order, the contractor shall request an extension of time from the clerk of the court of appeals and the clerk's decision shall be entered on the docket and the parties notified.
- 3) Notify the clerk of the district court of receipt of the order, and shall, as directed by the clerk of the district court, either submit the requested transcript to the clerk of the district court for forwarding to the clerk of the court of appeals, or directly to the clerk of the court of appeals.

F. Redaction of Transcripts

1) The parties to a proceeding may, within 21 calendar days after delivery of the certified transcript to the clerk of court, request redaction of person information from the transcript. The contractor shall, without a court order, redact the following personal identifiers from a case transcript upon the request of an attorney to the case:

- a) Social Security numbers (or taxpayer identification numbers) to the last four digits;
- b) financial account numbers to the last four digits;
- c) birthdates to the year;
- d) individuals known to be minor children to the initials; and
- e) in criminal cases, any home addresses stated in the court to the city and state.

2) All other requests for redaction of material in a transcript must be submitted by an attorney to the case to the judge. The contractor shall redact additional transcript text only upon approval of the judge. The contractor is not required to independently identify personal identifiers in a transcript

for redaction; the requesting attorney must identify information to be redacted by page and line number in the Redaction Request.

3) To manually redact a transcript, the contractor shall place an “x” (or a black box) in place of each redacted character. Manual redactions must have the same number of x's as characters deleted (or black boxes of the same size as the deleted characters) to preserve page and line numbers of transcripts. Alternatively, software that provides for redaction may be used as long as the page and line integrity from the original transcript is maintained in the redacted transcript. The contractor shall insert a notation of “REDACTED TRANSCRIPT” on a blank line on the title page immediately below the case caption and before the Volume number and the name and title of the Judge, taking care to ensure that the addition of this text does not cause changes to the length of the title page.

4) At the end of the transcript, and without causing “page roll over” (a smaller font may be used) the contractor shall insert the following certification:

“I (we) certify that the foregoing is a true and correct copy of the transcript originally filed with the clerk of court on [Insert Date], and incorporating redactions of personal identifiers requested by the following attorney(s) of record [Insert Name of Requesting Attorney(s)] in accordance with Judicial Conference policy. Redacted characters appear as an “x” (or a black box) in the transcript.”

5) There is no requirement that any of the parties to a case purchase or be provided with a copy of any redacted transcripts. Parties shall not be charged for the redacted transcript provided to the clerk of court. The parties to the case may only be charged for a copy of a redacted transcript if they specifically request a copy of the redacted transcript.

G. Transcript Fees

1) The transcript rates of this BPA apply to all orders for transcripts of proceedings recorded under the BPA, including orders from other judiciary organizations, such as Federal Public Defenders and appellate courts.

2) The contractor may charge and collect fees for transcripts requested by the parties, including the United States, at the rates set forth in the Pricing Schedule. The contractor shall not add any transcript surcharges or service fees to the Schedule rates. Certified copies and certified redacted copies of transcripts delivered to the clerk for the record of the court are not subject to payment of transcript fees.

3) Judiciary policy provides that, in multi-defendant cases involving CJA defendants, no more than one certified transcript should be purchased from the court reporter on behalf of CJA defendants. CJA multi-defendant transcript orders may be requested in electronic format to simplify making multiple copies. Alternatively, if requested to do so by one of the CJA counsel or the clerk of court, the court reporter may furnish duplication services at the commercially competitive rate to provide copies of the CJA multi-defendant transcript ordered.

4) The contractor may require any party ordering a transcript to prepay the estimated fee in advance, except when payment will be made by the United States. The Court shall have no liability to the contractor for payment of transcript fees for transcripts ordered by private parties.

5) Ordinary postage costs are considered an ordinary business expense, and therefore may not be charged. If a party requests expedited delivery, the contractor may bill the party for the difference between ordinary postage costs and the cost for expedited delivery.

6) The contractor is required to certify the following on each transcript invoice:

"I certify that the transcript fees charged and page format used comply with the requirements of this court and the Judicial Conference of the United States."

7) No fee may be charged that would be higher than the fee corresponding to the actual delivery time. Sanctions for overcharging parties or the court for transcripts may include offsets against future government payments, termination of the BPA, and/or other available legal remedies.

H. Delinquent Transcripts – Reduction of Fees

- 1) Delivery of a transcript between 31 and 60 days after the date ordered (or the date estimated payment is received, if after the date ordered) shall be paid at 90 percent of the prescribed fee.
- 2) Transcripts delivered more than 60 days after the date ordered (or the date estimated payment is received, if after the date ordered) shall be paid at 80 percent of the prescribed fee.
- 3) The Contracting Officer may grant a waiver of the above price reduction upon the written petition of the contractor stating that the contractor did not receive timely notice of the transcript order and/or satisfactory financial arrangements were not made.

3. Filing and Reporting Requirements

A. Filing

The contractor must certify and file promptly with the clerk of court all original shorthand notes and other original records of proceedings recorded by the contractor. The contractor shall certify and mark the original notes and other original records with the following information:

"In accordance with 28 U.S.C. § 753(b), I certify that these original notes are a true and correct record of proceedings in the United States from the U.S. District Court for the Eastern District of Texas before [Insert Name of Judicial Officer] on [Insert Date] by [Signature of Court Reporter]."

B. Notes and records

- 1) If a transcript is ordered, the contractor shall deliver the original shorthand notes or records to the Clerk of Court within 90 days after the transcript is delivered to the ordering party/parties.
- 2) If no transcript is ordered, the contractor shall deliver the original shorthand notes and other original records to the Clerk of Court within 90 days after the proceeding.
- 3) The contractor shall also file with the Clerk of Court a certified transcript or an electronic sound recording of all arraignments, pleas, and proceedings in connection with the imposition of sentence in criminal cases, and shall do so within 30 days of the close of the proceeding.
- 4) If a transcript is ordered after the original shorthand notes have been filed with the clerk of court, the contracting officer will make the notes available to the reporter for transcription. The contractor shall return the original shorthand notes to the clerk of court within 90 days after the transcript is delivered to the ordering party/parties.
- 5) The contractor shall provide transcripts ordered by a party or the Court, even when ordered after the expiration of BPA ordering period (but not later than 5 years after the date of the original proceeding), at the prices authorized in the Pricing Schedule. Requirements for the filing of a certified

copy of the transcript with the clerk of court, and for the filing of redacted transcripts with the clerk of court, apply equally to transcripts ordered before or after the conclusion of a proceeding.

C. Report of Transcript Orders Received

The contractor shall provide to the contracting officer a monthly report of the type and number of transcripts ordered and produced and fees charged.

4. Required Qualifications for Reporters

A. Stenotype Court Reporters. The following minimum requirements apply to stenotype court reporters providing services under this BPA:

The following minimum requirements apply to stenotype reporters providing services under this BPA:

Each reporter shall possess as a minimum qualification at least four years of prime court reporting experience; and

Each reporter shall have qualified by testing for listing on the registry of professional reporters of the National Court Reporters Association (NCRA) or have passed an equivalent qualifying examination which, at the sole discretion of the CO, evinces equivalent skills. If a proposed reporter has qualified by other than National Court Reporters Association testing, evidence of equivalent certification must be accompanied by detailed test performance criteria. Minimum requirements for successful completion of the equivalent qualifying examination shall include the ability to record 180 words per minute for literary matter, 200 words per minute for jury charge, and 225 words per minute for testimony and transcribe those sessions at 95% accuracy within 3.5 hours; and

The contractor shall provide evidence of NCRA or equivalent certification for each reporter. Equivalent certification must be accompanied by detailed test performance criteria.

B. Realtime Stenotype Services. Minimum Requirements for realtime stenotype services.

Realtime stenotype services will be required under this BPA.

The following minimum requirements apply to stenotype realtime court reporters providing services under this BPA:

Each reporter shall possess as a minimum qualification at least four years of prime court reporting experience; and

Each reporter shall have qualified by testing for listing as a Certified Realtime Reporter (CRR) by the National Court Reporters Association (NCRA) or have passed an equivalent qualifying examination which, at the sole discretion of the CO, evinces equivalent skills. If a proposed reporter has qualified by other than National Court Reporters Association testing, evidence of equivalent certification must be accompanied by detailed test performance criteria; minimum requirements for successful completion of the equivalent qualifying examination shall include the ability to produce a simultaneous translation and display within 5 seconds of stenotype input for five minutes of professionally audio-recorded dictation at variable speeds ranging from 180 - 200 words per minutes at 96% accuracy; and,

The contractor shall provide evidence of NCRA or equivalent realtime certification for each reporter. Equivalent certification must be accompanied by detailed test performance criteria.

C. Stenomask Reporters. Minimum Requirements for Stenomask Reporters

The following minimum requirements apply to stenomask court reporters providing services under this BPA:

[contracting officer to select ONE of the standards below (and fill in blanks as necessary) for stenomask court reporters]

The following minimum requirements apply to stenomask reporters providing services under this BPA:

Each reporter shall possess as a minimum qualification at least four years of prime court reporting experience; and

Each reporter shall have successfully completed the test for the Certificate of Proficiency offered by the National Verbatim Reporters Association (NVRA) or have passed an equivalent qualifying examination which, at the sole discretion of the CO, evinces equivalent skills. If a proposed reporter has qualified by other than National Verbatim Reporters Association testing, evidence of equivalent certification must be accompanied by detailed test performance criteria. Minimum requirements for successful completion of the equivalent examination shall include the ability to record and dictate quietly one-voice literary dictation at 180 words per minute, one-voice jury charge at 200 words per minute, and two-voice question and answer at 225 words per minute at 95% accuracy; and

The contractor shall provide evidence of NVRA or equivalent certification for each reporter. Equivalent certification must be accompanied by detailed test performance criteria.

D. Realtime Stenomask Services. Minimum Requirements for realtime stenomask services.

NOTE – This section for District Court use only. No contracted realtime services shall be required under BPAs with Bankruptcy Courts. Contracting Officer to indicate below whether realtime stenomask services will be required under this BPA]

Realtime stenomask services will be required under this BPA.

The following minimum requirements apply to stenotype realtime court reporters providing services under this BPA:

Each reporter shall possess as a minimum qualification at least four years of prime realtime court reporting experience; and

Each reporter shall have qualified by testing for listing as a Certified Realtime Reporter (CRR) by the National Verbatim Reporters Association (NVRA) or have passed an equivalent qualifying examination which, at the sole discretion of the CO, evinces equivalent skills. If a proposed reporter has qualified by other than National Verbatim Reporters Association testing, evidence of equivalent certification must be accompanied by detailed test performance criteria. Minimum requirements for successful completion of the equivalent qualifying examination shall include the ability to produce a simultaneous translation and display within 5 seconds of court testimony input for five minutes of professionally audio-recorded dictation at variable speeds ranging from 180-200 words per minute; and,

The contractor shall provide evidence of NVRA or equivalent certification for each reporter. Equivalent certification must be accompanied by detailed test performance criteria.

5. Travel

If the contractor accepts an assignment for reporting services for a proceeding which will take place in a location more than 50 miles from the location(s) stated in paragraph 1.A.1) above, the contractor shall be paid for reporting services in accordance with the pricing schedule for time spent on the reporting assignment, including for each day or part thereof spent travelling to or from the assignment. In addition to the reporting fees, the contractor shall receive reimbursement in accordance with the travel regulations contained in Volume 19 of the *Guide to Judiciary Policy*, and as applicable to employees of the Judicial Branch generally, the actual expenses of transportation of the contractor and a per diem allowance the same as that applicable to an employee of the Judicial Branch in travel status. All contractor vouchers for travel and subsistence reimbursement shall be itemized by type and amount of each item of expense, in accordance with the judiciary travel regulations.

6. Requirements for Packaging and Marking

When mailing is requested, packaging of transcripts shall be in accordance with best commercial practices. The contractor shall pack to ensure carrier acceptance and to ensure safe delivery.

The contractor shall clearly mark all packages with the legend "Transcript of Proceedings." All packages (delivered by any means) shall bear the name, address, and title of the person to whom it is to be delivered, as well as the name and return address of the sender. Failure to do so may constitute grounds for refusal of delivery, and subsequent reduction of fees for delinquent transcripts.

7. Invoices

A. Invoicing the parties. The Contractor shall submit invoices for transcripts ordered by private parties directly to the ordering party and may require payment in full before releasing the transcript. A copy of the invoice shall also be provided to the Contracting Officer.

B. Invoicing the Court.

1) Appearance Fees. The contractor shall prepare and submit invoices for appearance fees to the court's designated invoicing address within 45 days after completion of the reporting services.

Each invoice for appearance fees shall contain the following information:

- a) order order/call number;
- b) name of the Presiding Official;
- c) number of actual hours of reporting services;
- d) authorized applicable rate(s) under the Pricing Schedule;
- e) extended totals;
- f) number of any overtime hours, by day, hourly rate, and extended totals (if applicable);
- g) transportation and subsistence expenses for reporting services under paragraph 5 if authorized for the specific proceeding (receipts must be provided with the invoice); and
- h) any credits or other deductions (if applicable).

2) Transcripts. Transcript fees do not apply to transcripts delivered for the records of the court in accordance with Paragraph 1.A.4) above. Additional transcripts ordered by a judge or the court may be invoiced at the stated fees. Invoices shall be submitted to the contracting officer or his/her designee within 45 days after delivery of the transcript. Each invoice for transcripts shall contain the following information:

- a) order/call number;
- b) Transcript Order number;
- c) case name and case number;
- d) date of proceeding(s) transcribed;
- e) name and title of the ordering judicial official;
- f) type of transcript (ordinary, 14-day, expedited, daily, hourly);
- g) number of pages of transcript and the per page rate;
- h) extended totals; and
- i) amount of any credit for delinquent delivery or other deduction, if applicable.

C. In the event the contractor fails to include any credit or other deduction on an invoice, the Court may compute the credit and effect a setoff, reducing the payment accordingly.

8. Computation of Appearance or Cancellation Fees

- A. The half-day rate applies when the contractor/reporter is present at the designated assignment location for 4 hours or less.
- B. The full-day rate applies when the contractor is present at the designated assignment location longer than 4, but not more than 9, hours. The full day rate also applies when the contractor has been instructed to be present at the designated assignment location during both the morning session and the afternoon session regardless of the actual number of reporting hours. For example, if the reporter is required to be present at the designated assignment location from 11:00 a.m until 2:00 p.m., the full-day rate will apply.
- C. Overtime rates apply for each hour after nine (9) hours required to be worked by a reporter during an assignment day.
- D. The court reserves the right to cancel any order, without penalty or charge, provided the contractor is notified prior to 4:30pm of the workday immediately before the day of the proceeding. Telephonic notification shall be confirmed by written follow-up (e-mail, fax, etc.). In the event a proceeding is cancelled after 4:30pm of the prior day, and the reporter arrives as previously ordered, the contractor shall be paid a cancellation fee equal to the stated half-day rate.

9. Failure of Qualified Reporter to Appear

- A. If the contractor fails to appear at the time and place specified for the proceeding, or if the contractor provides a reporter who does not satisfy the qualification requirements of this BPA, the Court may:

1) Procure the services of a substitute, and the contractor shall be responsible for all costs in excess of the reporting services costs the Court would have incurred if the contractor had performed the work in accordance with this BPA. The contracting officer shall deduct such excess costs from any sums payable or which become payable to the contractor.

2) Delay the proceeding until the contractor arrives. If the full day rate applies, and the contractor arrives at the proceeding thirty (30) or more minutes late, the reporting fee for that day shall be reduced by one-twelfth (1/12) of the daily rate for reporting services for each increment of thirty (30) minutes of lateness, or fraction thereof. If the half day rate applies, and the contractor arrives at the proceeding thirty (30) or more minutes late, the reporting fee for that half day shall be reduced by one-sixth (1/6) of the half-day rate for reporting services for each increment of thirty (30) minutes of lateness, or fraction thereof.

B. The rights and remedies of the Court under this paragraph are not exclusive and are in addition to any other rights and remedies which this BPA or the law provides.

C. If the contractor reports for an assignment but does not complete the assignment due to illness, personal reasons, or any other reason, the rate paid will be determined by the amount of time the contractor actually performed services.

Attachment 3

CR-2 BPA TERMS AND CONDITIONS AUG 2017

1. Extent of Obligation. The Court is obligated under this BPA only to the extent of call(s) placed by authorized individuals against this agreement. The Contractor is cautioned that accepting BPA calls from anyone other than those authorized by the BPA may result in delay or denial of payment for that unauthorized call.

2. Individuals Authorized to Place Calls/Orders and Dollar Limitations. The individuals authorized to place calls/orders under this Agreement are as follows:

Deputies in Charge, Courtroom Deputies, and Judicial Assistants for U.S. District Court, Eastern District of Texas

3. Security Clearance Requirements. All court reporters performing work under this BPA are subject to background checks. This will include, at a minimum, a fingerprint criminal history check. It may also include a credit check, a name check of FBI record, and/or a tax check of IRS record for the last three years.

4. Handling Classified Materials. In the event that the proceeding requires reporting or handling of classified information or materials, the following applies:

A. The Government and Contractor agree that neither expects the performance under calls under this BPA to involve reporting or handling of classified information or materials. Either party shall notify the other promptly in writing if the expectation of that party changes, and shall include in the notice reasons therefore. If there are sealed records, in camera proceedings or grand jury matters, the Contractor shall consult with the Contracting Officer as to the proper safeguarding, security, and secrecy of the original notes and transcript orders.

B. The Contracting Officer will advise the Contractor whenever the Government places a BPA call that will require the reporting of classified information or materials. The Contractor shall have the right to decline to provide such reporting services, in which case such services shall be deemed out-side the scope of the BPA call.

C. The Contractor shall hold inviolate and in strictest confidence any and all information of an of-ficial nature not for inclusion in the transcript, any information which the Presiding Judicial Offi-cial designates as "off the record" and all classified information and material.

D. The Contractor shall safeguard, and otherwise act with respect to all classified information and material, in accordance with applicable law and instructions from the Contracting Officer. The Contractor shall not permit any individual to have or gain access to the classified information or material without written permission of the Contracting Officer, except as access may be necessary for authorized employees of the Contractor to perform transcription services under the BPA call.

E. Notwithstanding any other provision of this BPA, the Contractor may deliver a transcript con-taining classified material or information only to the Government. The Contractor shall never sell or deliver such a transcript to a private person without the express written permission of the Con-tracting Officer. Notwithstanding any other provision of this purchase order, the Contractor shall never keep a copy of a transcript containing classified material or information after the delivery of the original transcript to the Contracting Officer and/or the Clerk of Court.

5. Service Contract Act Wage Determination. If the contractor anticipates using five or more employees to provide services under this procurement over the term of the BPA, then the labor rates stated in the attached Department of Labor wage rate determination apply.

6. Reporters Authorized to Provide Services Under BPA. Only the reporters named in the list attached to this BPA are authorized to provide services under this BPA. Any additions or substitutions to the list shall be subject to the approval of the Contracting Officer.

7. Clause B-5, Clauses Incorporated by Reference (SEP 2010) [DEVIATION]

This BPA incorporates the following clauses by reference, with the same force and effect as if it were given in full text. Upon request, the contracting officer will make the full text available. The full text of the referenced clauses may be accessed electronically at the following web address:

<http://www.uscourts.gov/procurement.aspx>.

Clause	Title	Date
3-3	Provisions, Clauses, Terms and Conditions - Small Purchases	JUN 2014
7-5	Contracting Officer's Representative	APR 2013

CR-5 SOLICITATION PROVISIONS

SEP 2017

Offerors not registered in the System for Award Management (www.sam.gov) must complete and return the following information:

Provision 3-5, Taxpayer Identification and Other Offeror Information (APR 2011)

(a) Definitions.

"Taxpayer Identification (TIN)," as used in this provision, means the number required by the Internal Revenue Service (IRS) to be used by the offeror in reporting income tax and other returns. The TIN may be either a social security number or an employer identification number.

(b) All offerors shall submit the information required in paragraphs (d) and (e) of this provision to comply with debt collection requirements of 31 U.S.C. §§ 7701(c) and 3325(d), reporting requirements of 26 U.S.C. §§ 6041, 6041A, and implementing regulations issued by the IRS. If the resulting contract is subject to the payment reporting requirements, the failure or refusal by the offeror to furnish the information may result in a 31 percent reduction of payments otherwise due under the contract.

(c) The TIN may be used by the government to collect and report on any delinquent amounts arising out of the offeror's relationship with the government (31 U.S.C. § 7701(c)(3)). If the resulting contract is subject to payment recording requirements, the TIN provided hereunder may be matched with IRS records to verify the accuracy of the offeror's TIN.

(d) *Taxpayer Identification Number (TIN):*

TIN has been applied for.
 TIN is not required, because:
 Offeror is a nonresident alien, foreign corporation or foreign partnership that does not have income effectively connected with the conduct of a trade or business in the United States and does not have an office or place of business or a fiscal paying agent in the United States;
 Offeror is an agency or instrumentality of a foreign government;
 Offeror is an agency or instrumentality of the federal government.

(e) *Type of organization:*

sole proprietorship;
 partnership;
 corporate entity (not tax-exempt);
 corporate entity (tax-exempt);
 government entity (federal, state or local);
 foreign government;
 international organization per 26 CFR 1.6049-4;
 other _____.

(f) *Contractor representations.*

The offeror represents as part of its offer that it is, is not, 51% owned and the management and daily operations are controlled by one or more members of the selected socio-economic group(s) below:

Women Owned Business
 Minority Owned Business (if selected, then one sub-type is required)
 Black American
 Hispanic American
 Native American (American Indians, Eskimos, Aleuts, or Native Hawaiians)

[] Asian-Pacific American (persons with origins from Burma, Thailand, Malaysia, Indonesia, Korea, The Philippines, U.S. Trust Territory of the Pacific Islands (Republic of Palau), Republic of the Marshall Islands, Federated States of Micronesia, the Commonwealth of the Northern Mariana Islands, Guam, Samoa, Macao, Hong Kong, Fiji, Tonga, Kiribati, Tuvalu, or Nauru)

[] Subcontinent Asian (Asian-Indian) American (persons with origins from India, Pakistan, Bangladesh, Sri Lanka, Bhutan, the Maldives Islands, or Nepal)

[] Individual/concern, other than one of the preceding.

CR-6

BPA PRICING SCHEDULE

SEP 2017

Pricing applicable to work performed during each twelve-month contract period shall be as shown below.

Year One Pricing		
	Unit	Unit Price
Appearance Fees	Unit	\$
Daily Rate	Each	\$
Half-Day Rate	Each	\$
Overtime Rate	Hour	\$
Transcripts **		
Ordinary Transcript	Page	\$
14-Day Transcript	Page	\$
Expedited Transcript	Page	\$
Daily Transcript	Page	\$
Hourly Transcript	Page	\$
Realtime Transcript	Page	\$

Year Two Pricing		
	Unit	Unit Price
Appearance Fees	Unit	\$
Daily Rate	Each	\$
Half-Day Rate	Each	\$
Overtime Rate	Hour	\$
Transcripts **		
Ordinary Transcript	Page	\$
14-Day Transcript	Page	\$
Expedited Transcript	Page	\$
Daily Transcript	Page	\$
Hourly Transcript	Page	\$
Realtime Transcript	Page	\$

Year Three Pricing		
	Unit	Unit Price
Appearance Fees	Unit	\$
Daily Rate	Each	\$
Half-Day Rate	Each	\$
Overtime Rate	Hour	\$
Transcripts **		
Ordinary Transcript	Page	\$
14-Day Transcript	Page	\$
Expedited Transcript	Page	\$
Daily Transcript	Page	\$
Hourly Transcript	Page	\$
Realtime Transcript	Page	\$

**Transcripts – if no prices entered, the maximum transcript rates of the Court will apply. These rates may be found at <http://www.uscourts.gov/services-forms/federal-court-reporting-program>.

CR-7

REPORTER'S BIOGRAPHICAL INFORMATION SHEET

SEP 2017

(COMPLETE ONE PER REPORTER)

SOLICITATION NUMBER: TXEDCLERK26-0001	DATE:
COMPANY NAME:	
REPORTER'S NAME: <i>(reporter must sign at bottom of page)</i>	
For NCRA/NVRA Certificate, provide Title, Registration Number & Date Received:	
For Other Certification provide name of grantor and city, state, for which conferred: <i>(copy of certificate must be attached)</i>	
EXPERIENCE: Begin with most recent experience. List all positions related to performance of court reporting duties. Include all experience in a courtroom setting. Experience in a courtroom setting and dates of that service must be clearly identified. Include average number of hours worked per week for each position. Attach additional sheets as needed.	
Name, Address, Phone# of Employer:	Employed from: to
Description of Duties:	
Name, Address, Phone# of Employer:	Employed from: to
Description of Duties:	
Name, Address, Phone# of Employer:	Employed from: to
Description of Duties:	
Name, Address, Phone# of Employer:	
Description of Duties:	
By signing below, I certify that the above information is complete and correct, and that I intend to provide services for the above firm under any contract resulting from this solicitation:	
Reporter Signature	Date

CR-8 COURT REPORTER REFERENCE INFORMATION SEP 2017

The Offeror shall provide a minimum of three (3) references for which the offeror performed services similar to those required in this solicitation during the three (3) year period preceding the issue date of this solicitation. If offeror is a firm rather than a individual court reporter, a minimum of three (3) references must be provided for each individual court reporter proposed to provide services under the BPA.

Name of Offeror:
1. Name of Reference <i>(Firm, company, Court or individual):</i>
2. Name, e-mail address, and telephone # of Contact with information about past performance by the Offeror:
3. Contract # <i>(if applicable):</i>
4. Period during which work performed: From _____ to _____
5. Was work performed in a courtroom setting? Yes _____ No _____ If no, where was work performed?
6. Description of work:

"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

State: Texas

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

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		19.73
01012 - Accounting Clerk II		22.14
01013 - Accounting Clerk III		24.77
01020 - Administrative Assistant		37.35
01035 - Court Reporter		27.34
01041 - Customer Service Representative I		16.61
01042 - Customer Service Representative II		18.12
01043 - Customer Service Representative III		20.34
01051 - Data Entry Operator I		17.44
01052 - Data Entry Operator II		19.03
01060 - Dispatcher, Motor Vehicle		22.57
01070 - Document Preparation Clerk		18.70
01090 - Duplicating Machine Operator		18.70
01111 - General Clerk I		16.40
01112 - General Clerk II		17.90
01113 - General Clerk III		20.09
01120 - Housing Referral Assistant		24.98
01141 - Messenger Courier		18.20
01191 - Order Clerk I		19.31
01192 - Order Clerk II		21.07
01261 - Personnel Assistant (Employment) I		19.75
01262 - Personnel Assistant (Employment) II		22.09
01263 - Personnel Assistant (Employment) III		24.62
01270 - Production Control Clerk		26.43
01290 - Rental Clerk		17.40
01300 - Scheduler, Maintenance		20.03
01311 - Secretary I		20.03
01312 - Secretary II		22.41
01313 - Secretary III		24.98
01320 - Service Order Dispatcher		20.18
01410 - Supply Technician		37.35
01420 - Survey Worker		21.67
01460 - Switchboard Operator/Receptionist		17.54
01531 - Travel Clerk I		21.10
01532 - Travel Clerk II		23.67
01533 - Travel Clerk III		26.35
01611 - Word Processor I		18.10
01612 - Word Processor II		20.32
01613 - Word Processor III		22.73
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		26.94
05010 - Automotive Electrician		24.33

05040 - Automotive Glass Installer	23.07
05070 - Automotive Worker	23.07
05110 - Mobile Equipment Servicer	20.09
05130 - Motor Equipment Metal Mechanic	25.62
05160 - Motor Equipment Metal Worker	23.07
05190 - Motor Vehicle Mechanic	25.62
05220 - Motor Vehicle Mechanic Helper	18.35
05250 - Motor Vehicle Upholstery Worker	21.81
05280 - Motor Vehicle Wrecker	23.07
05310 - Painter, Automotive	24.33
05340 - Radiator Repair Specialist	23.07
05370 - Tire Repairer	17.87
05400 - Transmission Repair Specialist	25.62
07000 - Food Preparation And Service Occupations	
07010 - Baker	16.14
07041 - Cook I	17.13
07042 - Cook II	19.68
07070 - Dishwasher	14.82
07130 - Food Service Worker	14.54
07210 - Meat Cutter	17.60
07260 - Waiter/Waitress	12.96
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	23.46
09040 - Furniture Handler	12.67
09080 - Furniture Refinisher	20.62
09090 - Furniture Refinisher Helper	15.56
09110 - Furniture Repairer, Minor	18.49
09130 - Upholsterer	18.68
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	15.23
11060 - Elevator Operator	16.61
11090 - Gardener	24.30
11122 - Housekeeping Aide	16.61
11150 - Janitor	16.61
11210 - Laborer, Grounds Maintenance	18.08
11240 - Maid or Houseman	15.21
11260 - Pruner	15.97
11270 - Tractor Operator	22.20
11330 - Trail Maintenance Worker	18.08
11360 - Window Cleaner	18.81
12000 - Health Occupations	
12010 - Ambulance Driver	20.65
12011 - Breath Alcohol Technician	26.71
12012 - Certified Occupational Therapist Assistant	38.45
12015 - Certified Physical Therapist Assistant	37.56
12020 - Dental Assistant	22.52
12025 - Dental Hygienist	44.25
12030 - EKG Technician	30.40
12035 - Electroneurodiagnostic Technologist	30.40
12040 - Emergency Medical Technician	20.65
12071 - Licensed Practical Nurse I	23.88
12072 - Licensed Practical Nurse II	26.71
12073 - Licensed Practical Nurse III	29.77
12100 - Medical Assistant	19.31
12130 - Medical Laboratory Technician	28.50
12160 - Medical Record Clerk	21.64
12190 - Medical Record Technician	24.21
12195 - Medical Transcriptionist	19.66
12210 - Nuclear Medicine Technologist	49.62
12221 - Nursing Assistant I	14.59
12222 - Nursing Assistant II	16.42
12223 - Nursing Assistant III	17.92
12224 - Nursing Assistant IV	20.11
12235 - Optical Dispenser	19.50
12236 - Optical Technician	18.01

12250 - Pharmacy Technician	21.78
12280 - Phlebotomist	21.45
12305 - Radiologic Technologist	38.14
12311 - Registered Nurse I	29.38
12312 - Registered Nurse II	35.93
12313 - Registered Nurse II, Specialist	35.93
12314 - Registered Nurse III	43.47
12315 - Registered Nurse III, Anesthetist	43.47
12316 - Registered Nurse IV	52.12
12317 - Scheduler (Drug and Alcohol Testing)	33.09
12320 - Substance Abuse Treatment Counselor	27.74
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	22.72
13012 - Exhibits Specialist II	28.14
13013 - Exhibits Specialist III	34.41
13041 - Illustrator I	24.95
13042 - Illustrator II	30.91
13043 - Illustrator III	36.88
13047 - Librarian	33.40
13050 - Library Aide/Clerk	15.50
13054 - Library Information Technology Systems	30.16
Administrator	
13058 - Library Technician	18.71
13061 - Media Specialist I	21.77
13062 - Media Specialist II	24.35
13063 - Media Specialist III	27.13
13071 - Photographer I	19.31
13072 - Photographer II	21.60
13073 - Photographer III	26.75
13074 - Photographer IV	32.73
13075 - Photographer V	39.61
13090 - Technical Order Library Clerk	19.46
13110 - Video Teleconference Technician	24.44
14000 - Information Technology Occupations	
14041 - Computer Operator I	24.21
14042 - Computer Operator II	27.07
14043 - Computer Operator III	30.19
14044 - Computer Operator IV	33.55
14045 - Computer Operator V	37.15
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	24.21
14160 - Personal Computer Support Technician	33.55
14170 - System Support Specialist	42.82
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	38.79
15020 - Aircrew Training Devices Instructor (Rated)	46.93
15030 - Air Crew Training Devices Instructor (Pilot)	56.27
15050 - Computer Based Training Specialist / Instructor	38.79
15060 - Educational Technologist	37.48
15070 - Flight Instructor (Pilot)	56.27
15080 - Graphic Artist	30.51
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	56.27
15086 - Maintenance Test Pilot, Rotary Wing	56.27
15088 - Non-Maintenance Test/Co-Pilot	56.27
15090 - Technical Instructor	27.43
15095 - Technical Instructor/Course Developer	33.55
15110 - Test Proctor	22.14
15120 - Tutor	22.14
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	

16010 - Assembler	12.53
16030 - Counter Attendant	12.53
16040 - Dry Cleaner	16.10
16070 - Finisher, Flatwork, Machine	12.53
16090 - Presser, Hand	12.53
16110 - Presser, Machine, Drycleaning	12.53
16130 - Presser, Machine, Shirts	12.53
16160 - Presser, Machine, Wearing Apparel, Laundry	12.53
16190 - Sewing Machine Operator	17.07
16220 - Tailor	18.34
16250 - Washer, Machine	13.77
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	24.48
19040 - Tool And Die Maker	29.58
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	22.79
21030 - Material Coordinator	26.43
21040 - Material Expediter	26.43
21050 - Material Handling Laborer	18.41
21071 - Order Filler	17.46
21080 - Production Line Worker (Food Processing)	22.79
21110 - Shipping Packer	19.41
21130 - Shipping/Receiving Clerk	19.41
21140 - Store Worker I	14.64
21150 - Stock Clerk	21.22
21210 - Tools And Parts Attendant	22.79
21410 - Warehouse Specialist	22.79
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	44.48
23019 - Aircraft Logs and Records Technician	36.13
23021 - Aircraft Mechanic I	42.44
23022 - Aircraft Mechanic II	44.48
23023 - Aircraft Mechanic III	46.54
23040 - Aircraft Mechanic Helper	30.41
23050 - Aircraft, Painter	40.30
23060 - Aircraft Servicer	36.13
23070 - Aircraft Survival Flight Equipment Technician	40.30
23080 - Aircraft Worker	38.22
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	38.22
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	42.44
23110 - Appliance Mechanic	23.07
23120 - Bicycle Repairer	20.03
23125 - Cable Splicer	37.43
23130 - Carpenter, Maintenance	23.28
23140 - Carpet Layer	22.33
23160 - Electrician, Maintenance	27.77
23181 - Electronics Technician Maintenance I	29.74
23182 - Electronics Technician Maintenance II	31.36
23183 - Electronics Technician Maintenance III	33.03
23260 - Fabric Worker	26.87
23290 - Fire Alarm System Mechanic	24.37
23310 - Fire Extinguisher Repairer	22.75
23311 - Fuel Distribution System Mechanic	24.16
23312 - Fuel Distribution System Operator	18.94
23370 - General Maintenance Worker	22.49
23380 - Ground Support Equipment Mechanic	42.44
23381 - Ground Support Equipment Servicer	36.13
23382 - Ground Support Equipment Worker	38.22
23391 - Gunsmith I	22.75
23392 - Gunsmith II	26.13
23393 - Gunsmith III	29.01
23410 - Heating, Ventilation And Air-Conditioning Mechanic	27.73

23411 - Heating, Ventilation And Air Conditioning Mechanic (Research Facility)	29.06
23430 - Heavy Equipment Mechanic	29.88
23440 - Heavy Equipment Operator	24.08
23460 - Instrument Mechanic	27.95
23465 - Laboratory/Shelter Mechanic	27.55
23470 - Laborer	18.41
23510 - Locksmith	23.89
23530 - Machinery Maintenance Mechanic	30.23
23550 - Machinist, Maintenance	27.59
23580 - Maintenance Trades Helper	18.78
23591 - Metrology Technician I	27.95
23592 - Metrology Technician II	29.30
23593 - Metrology Technician III	30.67
23640 - Millwright	30.29
23710 - Office Appliance Repairer	22.10
23760 - Painter, Maintenance	21.42
23790 - Pipefitter, Maintenance	30.56
23810 - Plumber, Maintenance	29.02
23820 - Pneudraulic Systems Mechanic	29.01
23850 - Rigger	26.44
23870 - Scale Mechanic	26.13
23890 - Sheet-Metal Worker, Maintenance	27.32
23910 - Small Engine Mechanic	24.18
23931 - Telecommunications Mechanic I	29.53
23932 - Telecommunications Mechanic II	30.96
23950 - Telephone Lineman	31.33
23960 - Welder, Combination, Maintenance	23.70
23965 - Well Driller	27.31
23970 - Woodcraft Worker	29.01
23980 - Woodworker	22.75
24000 - Personal Needs Occupations	
24550 - Case Manager	22.16
24570 - Child Care Attendant	14.31
24580 - Child Care Center Clerk	17.84
24610 - Chore Aide	12.14
24620 - Family Readiness And Support Services Coordinator	22.16
24630 - Homemaker	22.16
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	34.68
25040 - Sewage Plant Operator	24.66
25070 - Stationary Engineer	34.68
25190 - Ventilation Equipment Tender	24.85
25210 - Water Treatment Plant Operator	24.66
27000 - Protective Service Occupations	
27004 - Alarm Monitor	26.12
27007 - Baggage Inspector	16.41
27008 - Corrections Officer	28.02
27010 - Court Security Officer	29.74
27030 - Detection Dog Handler	18.61
27040 - Detention Officer	28.02
27070 - Firefighter	31.46
27101 - Guard I	16.41
27102 - Guard II	18.61
27131 - Police Officer I	39.56
27132 - Police Officer II	43.97
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	18.90
28042 - Carnival Equipment Repairer	20.68
28043 - Carnival Worker	13.59
28210 - Gate Attendant/Gate Tender	18.43
28310 - Lifeguard	13.98
28350 - Park Attendant (Aide)	20.62
28510 - Recreation Aide/Health Facility Attendant	15.05

28515 - Recreation Specialist	25.54
28630 - Sports Official	16.42
28690 - Swimming Pool Operator	23.76
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	34.00
29020 - Hatch Tender	34.00
29030 - Line Handler	34.00
29041 - Stevedore I	32.14
29042 - Stevedore II	35.85
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	50.09
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	34.53
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	38.03
30021 - Archeological Technician I	20.07
30022 - Archeological Technician II	22.40
30023 - Archeological Technician III	27.75
30030 - Cartographic Technician	27.75
30040 - Civil Engineering Technician	31.93
30051 - Cryogenic Technician I	30.30
30052 - Cryogenic Technician II	33.46
30061 - Drafter/CAD Operator I	20.07
30062 - Drafter/CAD Operator II	22.40
30063 - Drafter/CAD Operator III	24.97
30064 - Drafter/CAD Operator IV	30.73
30081 - Engineering Technician I	19.32
30082 - Engineering Technician II	21.67
30083 - Engineering Technician III	24.23
30084 - Engineering Technician IV	30.03
30085 - Engineering Technician V	36.74
30086 - Engineering Technician VI	44.45
30090 - Environmental Technician	25.52
30095 - Evidence Control Specialist	27.36
30210 - Laboratory Technician	29.42
30221 - Latent Fingerprint Technician I	28.73
30222 - Latent Fingerprint Technician II	31.74
30240 - Mathematical Technician	33.58
30361 - Paralegal/Legal Assistant I	23.64
30362 - Paralegal/Legal Assistant II	29.28
30363 - Paralegal/Legal Assistant III	35.81
30364 - Paralegal/Legal Assistant IV	43.33
30375 - Petroleum Supply Specialist	33.46
30390 - Photo-Optics Technician	27.75
30395 - Radiation Control Technician	33.46
30461 - Technical Writer I	31.09
30462 - Technical Writer II	38.02
30463 - Technical Writer III	45.99
30491 - Unexploded Ordnance (UXO) Technician I	31.83
30492 - Unexploded Ordnance (UXO) Technician II	38.52
30493 - Unexploded Ordnance (UXO) Technician III	46.16
30494 - Unexploded (UXO) Safety Escort	31.83
30495 - Unexploded (UXO) Sweep Personnel	31.83
30501 - Weather Forecaster I	30.30
30502 - Weather Forecaster II	36.85
30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2)	24.97
30621 - Weather Observer, Senior (see 2)	27.36
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	38.52
31020 - Bus Aide	18.10
31030 - Bus Driver	26.39
31043 - Driver Courier	19.61
31260 - Parking and Lot Attendant	14.52
31290 - Shuttle Bus Driver	18.53
31310 - Taxi Driver	13.24
31361 - Truckdriver, Light	21.46

31362 - Truckdriver, Medium	23.30
31363 - Truckdriver, Heavy	27.51
31364 - Truckdriver, Tractor-Trailer	27.51
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	18.78
99030 - Cashier	14.03
99050 - Desk Clerk	15.22
99095 - Embalmer	26.70
99130 - Flight Follower	31.83
99251 - Laboratory Animal Caretaker I	16.42
99252 - Laboratory Animal Caretaker II	17.97
99260 - Marketing Analyst	37.40
99310 - Mortician	26.46
99410 - Pest Controller	23.68
99510 - Photofinishing Worker	16.40
99710 - Recycling Laborer	25.54
99711 - Recycling Specialist	31.37
99730 - Refuse Collector	22.57
99810 - Sales Clerk	15.30
99820 - School Crossing Guard	15.93
99830 - Survey Party Chief	31.25
99831 - Surveying Aide	18.73
99832 - Surveying Technician	24.00
99840 - Vending Machine Attendant	17.37
99841 - Vending Machine Repairer	21.84
99842 - Vending Machine Repairer Helper	17.37

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.

Note: Executive Order 13658 generally applies to contracts subject to the Service Contract Act that were awarded on or between January 1, 2015 and January 29, 2022, and that have not been renewed or extended on or after January 30, 2022. If a contract is subject to Executive Order 13658, the contractor must pay all covered workers at least \$13.30 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 2025. The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under Executive Order 13658 is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.55 per hour, up to 40 hours per week, or \$222.00 per week or \$962.00 per month

HEALTH & WELFARE EO 13706: \$5.09 per hour, up to 40 hours per week, or \$203.60 per week, or \$882.27 per month*

*This rate is to be used only when compensating employees for performance on an SCA-

covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

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

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

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

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

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

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

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

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

Division of Wage Determination No.: 2019-3255
Revision No.: 28
Director Wage Determinations Date Of Last Revision: 12/03/2025

State: Texas

Area: Texas County of Grayson

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.92
01012 - Accounting Clerk II		20.11
01013 - Accounting Clerk III		22.49
01020 - Administrative Assistant		28.85
01035 - Court Reporter		22.35
01041 - Customer Service Representative I		15.91
01042 - Customer Service Representative II		17.36
01043 - Customer Service Representative III		19.49
01051 - Data Entry Operator I		15.81
01052 - Data Entry Operator II		17.25
01060 - Dispatcher, Motor Vehicle		21.36
01070 - Document Preparation Clerk		17.81
01090 - Duplicating Machine Operator		17.81
01111 - General Clerk I		16.46
01112 - General Clerk II		17.96
01113 - General Clerk III		20.16
01120 - Housing Referral Assistant		24.94
01141 - Messenger Courier		14.51
01191 - Order Clerk I		17.31
01192 - Order Clerk II		18.89
01261 - Personnel Assistant (Employment) I		20.34
01262 - Personnel Assistant (Employment) II		22.75
01263 - Personnel Assistant (Employment) III		25.36
01270 - Production Control Clerk		21.75
01290 - Rental Clerk		16.83
01300 - Scheduler, Maintenance		19.99
01311 - Secretary I		19.99
01312 - Secretary II		22.35
01313 - Secretary III		24.94
01320 - Service Order Dispatcher		18.98
01410 - Supply Technician		28.85
01420 - Survey Worker		19.86
01460 - Switchboard Operator/Receptionist		15.89
01531 - Travel Clerk I		17.81
01532 - Travel Clerk II		19.99
01533 - Travel Clerk III		21.80
01611 - Word Processor I		17.81
01612 - Word Processor II		19.99
01613 - Word Processor III		22.35
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		27.73
05010 - Automotive Electrician		23.44

05040	- Automotive Glass Installer	22.24
05070	- Automotive Worker	22.24
05110	- Mobile Equipment Servicer	19.36
05130	- Motor Equipment Metal Mechanic	24.69
05160	- Motor Equipment Metal Worker	22.24
05190	- Motor Vehicle Mechanic	24.69
05220	- Motor Vehicle Mechanic Helper	17.69
05250	- Motor Vehicle Upholstery Worker	21.02
05280	- Motor Vehicle Wrecker	22.24
05310	- Painter, Automotive	24.22
05340	- Radiator Repair Specialist	22.24
05370	- Tire Repairer	16.86
05400	- Transmission Repair Specialist	24.69
07000	- Food Preparation And Service Occupations	
07010	- Baker	14.99
07041	- Cook I	16.20
07042	- Cook II	18.61
07070	- Dishwasher	13.19
07130	- Food Service Worker	13.56
07210	- Meat Cutter	17.75
07260	- Waiter/Waitress	12.14
09000	- Furniture Maintenance And Repair Occupations	
09010	- Electrostatic Spray Painter	20.39
09040	- Furniture Handler	13.01
09080	- Furniture Refinisher	20.39
09090	- Furniture Refinisher Helper	15.98
09110	- Furniture Repairer, Minor	18.99
09130	- Upholsterer	21.18
11000	- General Services And Support Occupations	
11030	- Cleaner, Vehicles	15.23
11060	- Elevator Operator	14.61
11090	- Gardener	25.04
11122	- Housekeeping Aide	14.61
11150	- Janitor	14.61
11210	- Laborer, Grounds Maintenance	18.63
11240	- Maid or Houseman	13.52
11260	- Pruner	16.45
11270	- Tractor Operator	22.88
11330	- Trail Maintenance Worker	18.63
11360	- Window Cleaner	16.54
12000	- Health Occupations	
12010	- Ambulance Driver	17.42
12011	- Breath Alcohol Technician	25.04
12012	- Certified Occupational Therapist Assistant	34.35
12015	- Certified Physical Therapist Assistant	33.59
12020	- Dental Assistant	19.08
12025	- Dental Hygienist	46.41
12030	- EKG Technician	37.94
12035	- Electroneurodiagnostic Technologist	37.94
12040	- Emergency Medical Technician	17.42
12071	- Licensed Practical Nurse I	22.39
12072	- Licensed Practical Nurse II	25.04
12073	- Licensed Practical Nurse III	27.92
12100	- Medical Assistant	18.47
12130	- Medical Laboratory Technician	25.15
12160	- Medical Record Clerk	18.70
12190	- Medical Record Technician	20.89
12195	- Medical Transcriptionist	22.39
12210	- Nuclear Medicine Technologist	55.02
12221	- Nursing Assistant I	14.51
12222	- Nursing Assistant II	16.32
12223	- Nursing Assistant III	17.81
12224	- Nursing Assistant IV	19.99
12235	- Optical Dispenser	22.66
12236	- Optical Technician	22.39

12250 - Pharmacy Technician	19.45
12280 - Phlebotomist	17.38
12305 - Radiologic Technologist	34.38
12311 - Registered Nurse I	29.65
12312 - Registered Nurse II	36.27
12313 - Registered Nurse II, Specialist	36.27
12314 - Registered Nurse III	43.89
12315 - Registered Nurse III, Anesthetist	43.89
12316 - Registered Nurse IV	52.59
12317 - Scheduler (Drug and Alcohol Testing)	31.02
12320 - Substance Abuse Treatment Counselor	28.09
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	21.55
13012 - Exhibits Specialist II	26.69
13013 - Exhibits Specialist III	32.64
13041 - Illustrator I	24.95
13042 - Illustrator II	30.91
13043 - Illustrator III	36.18
13047 - Librarian	31.56
13050 - Library Aide/Clerk	17.16
13054 - Library Information Technology Systems	27.42
Administrator	
13058 - Library Technician	18.59
13061 - Media Specialist I	19.78
13062 - Media Specialist II	22.13
13063 - Media Specialist III	24.67
13071 - Photographer I	19.26
13072 - Photographer II	21.55
13073 - Photographer III	26.69
13074 - Photographer IV	32.64
13075 - Photographer V	39.49
13090 - Technical Order Library Clerk	21.55
13110 - Video Teleconference Technician	23.32
14000 - Information Technology Occupations	
14041 - Computer Operator I	15.91
14042 - Computer Operator II	17.80
14043 - Computer Operator III	20.78
14044 - Computer Operator IV	24.67
14045 - Computer Operator V	27.31
14071 - Computer Programmer I	(see 1)
14072 - Computer Programmer II	(see 1)
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment Operator	15.91
14160 - Personal Computer Support Technician	24.67
14170 - System Support Specialist	27.31
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	35.04
15020 - Aircrew Training Devices Instructor (Rated)	41.90
15030 - Air Crew Training Devices Instructor (Pilot)	47.30
15050 - Computer Based Training Specialist / Instructor	35.04
15060 - Educational Technologist	33.19
15070 - Flight Instructor (Pilot)	47.30
15080 - Graphic Artist	27.44
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	47.30
15086 - Maintenance Test Pilot, Rotary Wing	47.30
15088 - Non-Maintenance Test/Co-Pilot	47.30
15090 - Technical Instructor	22.61
15095 - Technical Instructor/Course Developer	27.44
15110 - Test Proctor	18.16
15120 - Tutor	18.16
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	

16010 - Assembler	12.53
16030 - Counter Attendant	12.53
16040 - Dry Cleaner	16.10
16070 - Finisher, Flatwork, Machine	12.53
16090 - Presser, Hand	12.53
16110 - Presser, Machine, Drycleaning	12.53
16130 - Presser, Machine, Shirts	12.53
16160 - Presser, Machine, Wearing Apparel, Laundry	12.53
16190 - Sewing Machine Operator	17.07
16220 - Tailor	18.34
16250 - Washer, Machine	13.77
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	24.44
19040 - Tool And Die Maker	29.54
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	18.54
21030 - Material Coordinator	21.75
21040 - Material Expediter	21.75
21050 - Material Handling Laborer	16.39
21071 - Order Filler	16.29
21080 - Production Line Worker (Food Processing)	18.54
21110 - Shipping Packer	17.55
21130 - Shipping/Receiving Clerk	17.55
21140 - Store Worker I	14.64
21150 - Stock Clerk	21.22
21210 - Tools And Parts Attendant	18.54
21410 - Warehouse Specialist	18.54
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	30.47
23019 - Aircraft Logs and Records Technician	22.61
23021 - Aircraft Mechanic I	29.07
23022 - Aircraft Mechanic II	30.47
23023 - Aircraft Mechanic III	31.89
23040 - Aircraft Mechanic Helper	19.71
23050 - Aircraft, Painter	25.93
23060 - Aircraft Servicer	22.61
23070 - Aircraft Survival Flight Equipment Technician	25.93
23080 - Aircraft Worker	23.90
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	23.90
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	29.07
23110 - Appliance Mechanic	24.44
23120 - Bicycle Repairer	20.19
23125 - Cable Splicer	30.82
23130 - Carpenter, Maintenance	22.36
23140 - Carpet Layer	23.19
23160 - Electrician, Maintenance	25.92
23181 - Electronics Technician Maintenance I	27.28
23182 - Electronics Technician Maintenance II	28.75
23183 - Electronics Technician Maintenance III	30.28
23260 - Fabric Worker	21.92
23290 - Fire Alarm System Mechanic	25.00
23310 - Fire Extinguisher Repairer	20.19
23311 - Fuel Distribution System Mechanic	25.75
23312 - Fuel Distribution System Operator	20.19
23370 - General Maintenance Worker	20.55
23380 - Ground Support Equipment Mechanic	29.07
23381 - Ground Support Equipment Servicer	22.61
23382 - Ground Support Equipment Worker	23.90
23391 - Gunsmith I	20.19
23392 - Gunsmith II	23.19
23393 - Gunsmith III	25.75
23410 - Heating, Ventilation And Air-Conditioning Mechanic	24.52

23411 - Heating, Ventilation And Air Conditioning Mechanic (Research Facility)	25.70
23430 - Heavy Equipment Mechanic	27.44
23440 - Heavy Equipment Operator	23.93
23460 - Instrument Mechanic	25.75
23465 - Laboratory/Shelter Mechanic	24.44
23470 - Laborer	16.39
23510 - Locksmith	24.44
23530 - Machinery Maintenance Mechanic	29.24
23550 - Machinist, Maintenance	24.99
23580 - Maintenance Trades Helper	15.82
23591 - Metrology Technician I	25.75
23592 - Metrology Technician II	26.98
23593 - Metrology Technician III	28.24
23640 - Millwright	25.75
23710 - Office Appliance Repairer	24.44
23760 - Painter, Maintenance	19.64
23790 - Pipefitter, Maintenance	24.69
23810 - Plumber, Maintenance	23.44
23820 - Pneudraulic Systems Mechanic	25.75
23850 - Rigger	25.75
23870 - Scale Mechanic	23.19
23890 - Sheet-Metal Worker, Maintenance	25.75
23910 - Small Engine Mechanic	23.19
23931 - Telecommunications Mechanic I	25.94
23932 - Telecommunications Mechanic II	27.18
23950 - Telephone Lineman	25.94
23960 - Welder, Combination, Maintenance	22.38
23965 - Well Driller	25.75
23970 - Woodcraft Worker	25.75
23980 - Woodworker	20.19
24000 - Personal Needs Occupations	
24550 - Case Manager	21.11
24570 - Child Care Attendant	12.09
24580 - Child Care Center Clerk	15.08
24610 - Chore Aide	11.54
24620 - Family Readiness And Support Services Coordinator	21.11
24630 - Homemaker	21.11
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.60
25040 - Sewage Plant Operator	23.36
25070 - Stationary Engineer	24.60
25190 - Ventilation Equipment Tender	17.63
25210 - Water Treatment Plant Operator	23.36
27000 - Protective Service Occupations	
27004 - Alarm Monitor	23.69
27007 - Baggage Inspector	15.62
27008 - Corrections Officer	29.51
27010 - Court Security Officer	31.28
27030 - Detection Dog Handler	17.47
27040 - Detention Officer	29.51
27070 - Firefighter	30.45
27101 - Guard I	15.62
27102 - Guard II	17.47
27131 - Police Officer I	31.37
27132 - Police Officer II	34.86
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	18.02
28042 - Carnival Equipment Repairer	19.46
28043 - Carnival Worker	13.78
28210 - Gate Attendant/Gate Tender	17.14
28310 - Lifeguard	12.94
28350 - Park Attendant (Aide)	19.17
28510 - Recreation Aide/Health Facility Attendant	13.99

28515 - Recreation Specialist		23.74
28630 - Sports Official		15.27
28690 - Swimming Pool Operator		25.20
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		23.19
29020 - Hatch Tender		23.19
29030 - Line Handler		23.19
29041 - Stevedore I		21.92
29042 - Stevedore II		24.44
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)		50.09
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)		34.53
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)		38.03
30021 - Archeological Technician I		22.08
30022 - Archeological Technician II		24.64
30023 - Archeological Technician III		30.53
30030 - Cartographic Technician		30.53
30040 - Civil Engineering Technician		28.45
30051 - Cryogenic Technician I		31.70
30052 - Cryogenic Technician II		35.00
30061 - Drafter/CAD Operator I		22.08
30062 - Drafter/CAD Operator II		24.64
30063 - Drafter/CAD Operator III		27.47
30064 - Drafter/CAD Operator IV		33.80
30081 - Engineering Technician I		17.56
30082 - Engineering Technician II		19.70
30083 - Engineering Technician III		22.03
30084 - Engineering Technician IV		27.30
30085 - Engineering Technician V		33.40
30086 - Engineering Technician VI		40.41
30090 - Environmental Technician		28.62
30095 - Evidence Control Specialist		28.62
30210 - Laboratory Technician		25.75
30221 - Latent Fingerprint Technician I		31.70
30222 - Latent Fingerprint Technician II		35.00
30240 - Mathematical Technician		30.53
30361 - Paralegal/Legal Assistant I		22.12
30362 - Paralegal/Legal Assistant II		27.41
30363 - Paralegal/Legal Assistant III		33.52
30364 - Paralegal/Legal Assistant IV		40.56
30375 - Petroleum Supply Specialist		35.00
30390 - Photo-Optics Technician		30.53
30395 - Radiation Control Technician		35.00
30461 - Technical Writer I		28.62
30462 - Technical Writer II		35.00
30463 - Technical Writer III		42.35
30491 - Unexploded Ordnance (UXO) Technician I		31.83
30492 - Unexploded Ordnance (UXO) Technician II		38.52
30493 - Unexploded Ordnance (UXO) Technician III		46.16
30494 - Unexploded (UXO) Safety Escort		31.83
30495 - Unexploded (UXO) Sweep Personnel		31.83
30501 - Weather Forecaster I		33.80
30502 - Weather Forecaster II		41.11
30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2)		27.47
30621 - Weather Observer, Senior (see 2)		28.62
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		38.52
31020 - Bus Aide		13.59
31030 - Bus Driver		19.83
31043 - Driver Courier		16.69
31260 - Parking and Lot Attendant		12.00
31290 - Shuttle Bus Driver		18.09
31310 - Taxi Driver		14.29
31361 - Truckdriver, Light		18.26

31362 - Truckdriver, Medium	19.83
31363 - Truckdriver, Heavy	24.69
31364 - Truckdriver, Tractor-Trailer	24.69
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	18.78
99030 - Cashier	12.74
99050 - Desk Clerk	13.40
99095 - Embalmer	31.83
99130 - Flight Follower	31.83
99251 - Laboratory Animal Caretaker I	23.31
99252 - Laboratory Animal Caretaker II	25.45
99260 - Marketing Analyst	27.96
99310 - Mortician	31.83
99410 - Pest Controller	27.83
99510 - Photofinishing Worker	16.73
99710 - Recycling Laborer	25.48
99711 - Recycling Specialist	31.29
99730 - Refuse Collector	22.50
99810 - Sales Clerk	14.82
99820 - School Crossing Guard	16.84
99830 - Survey Party Chief	29.52
99831 - Surveying Aide	17.69
99832 - Surveying Technician	22.66
99840 - Vending Machine Attendant	23.42
99841 - Vending Machine Repairer	29.44
99842 - Vending Machine Repairer Helper	23.42

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.

Note: Executive Order 13658 generally applies to contracts subject to the Service Contract Act that were awarded on or between January 1, 2015 and January 29, 2022, and that have not been renewed or extended on or after January 30, 2022. If a contract is subject to Executive Order 13658, the contractor must pay all covered workers at least \$13.30 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 2025. The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under Executive Order 13658 is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.55 per hour, up to 40 hours per week, or \$222.00 per week or \$962.00 per month

HEALTH & WELFARE EO 13706: \$5.09 per hour, up to 40 hours per week, or \$203.60 per week, or \$882.27 per month*

*This rate is to be used only when compensating employees for performance on an SCA-

covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

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

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

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

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

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

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

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

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

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

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

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

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

Director Daniel W. Simms Division of Wage Determinations Date Of Last Revision: 12/03/2025
Revision No.: 30
Wage Determination No.: 2013-5217

State: Texas

Area: Texas Counties of Hardin, Jefferson, Orange

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.61
01012 - Accounting Clerk II		19.77
01013 - Accounting Clerk III		24.22
01020 - Administrative Assistant		32.59
01035 - Court Reporter		27.82
01041 - Customer Service Representative I		14.31
01042 - Customer Service Representative II		15.62
01043 - Customer Service Representative III		17.53
01051 - Data Entry Operator I		16.18
01052 - Data Entry Operator II		17.66
01060 - Dispatcher, Motor Vehicle		22.11
01070 - Document Preparation Clerk		16.31
01090 - Duplicating Machine Operator		16.31
01111 - General Clerk I		14.68
01112 - General Clerk II		16.02
01113 - General Clerk III		17.98
01120 - Housing Referral Assistant		22.44
01141 - Messenger Courier		16.23
01191 - Order Clerk I		15.41
01192 - Order Clerk II		16.82
01261 - Personnel Assistant (Employment) I		17.91
01262 - Personnel Assistant (Employment) II		20.03
01263 - Personnel Assistant (Employment) III		22.33
01270 - Production Control Clerk		28.88
01290 - Rental Clerk		16.74
01300 - Scheduler, Maintenance		18.00
01311 - Secretary I		18.00
01312 - Secretary II		20.13
01313 - Secretary III		22.44
01320 - Service Order Dispatcher		19.77
01410 - Supply Technician		32.59
01420 - Survey Worker		19.39
01460 - Switchboard Operator/Receptionist		15.28
01531 - Travel Clerk I		16.57
01532 - Travel Clerk II		18.59
01533 - Travel Clerk III		19.93
01611 - Word Processor I		16.03
01612 - Word Processor II		18.00
01613 - Word Processor III		20.49
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		24.31
05010 - Automotive Electrician		21.93

05040	- Automotive Glass Installer	20.84
05070	- Automotive Worker	20.84
05110	- Mobile Equipment Servicer	17.59
05130	- Motor Equipment Metal Mechanic	23.07
05160	- Motor Equipment Metal Worker	20.84
05190	- Motor Vehicle Mechanic	23.07
05220	- Motor Vehicle Mechanic Helper	16.86
05250	- Motor Vehicle Upholstery Worker	20.51
05280	- Motor Vehicle Wrecker	20.84
05310	- Painter, Automotive	21.93
05340	- Radiator Repair Specialist	20.84
05370	- Tire Repairer	17.00
05400	- Transmission Repair Specialist	23.07
07000	- Food Preparation And Service Occupations	
07010	- Baker	13.73
07041	- Cook I	14.25
07042	- Cook II	16.70
07070	- Dishwasher	13.04
07130	- Food Service Worker	13.28
07210	- Meat Cutter	14.52
07260	- Waiter/Waitress	12.01
09000	- Furniture Maintenance And Repair Occupations	
09010	- Electrostatic Spray Painter	24.08
09040	- Furniture Handler	14.02
09080	- Furniture Refinisher	24.08
09090	- Furniture Refinisher Helper	17.41
09110	- Furniture Repairer, Minor	20.80
09130	- Upholsterer	24.08
11000	- General Services And Support Occupations	
11030	- Cleaner, Vehicles	14.12
11060	- Elevator Operator	14.64
11090	- Gardener	22.73
11122	- Housekeeping Aide	14.64
11150	- Janitor	14.64
11210	- Laborer, Grounds Maintenance	16.64
11240	- Maid or Houseman	13.32
11260	- Pruner	14.71
11270	- Tractor Operator	20.66
11330	- Trail Maintenance Worker	16.64
11360	- Window Cleaner	16.56
12000	- Health Occupations	
12010	- Ambulance Driver	19.42
12011	- Breath Alcohol Technician	24.29
12012	- Certified Occupational Therapist Assistant	38.01
12015	- Certified Physical Therapist Assistant	37.28
12020	- Dental Assistant	18.18
12025	- Dental Hygienist	43.47
12030	- EKG Technician	31.07
12035	- Electroneurodiagnostic Technologist	31.07
12040	- Emergency Medical Technician	19.42
12071	- Licensed Practical Nurse I	21.71
12072	- Licensed Practical Nurse II	24.29
12073	- Licensed Practical Nurse III	27.08
12100	- Medical Assistant	18.08
12130	- Medical Laboratory Technician	27.24
12160	- Medical Record Clerk	16.57
12190	- Medical Record Technician	18.54
12195	- Medical Transcriptionist	24.94
12210	- Nuclear Medicine Technologist	53.37
12221	- Nursing Assistant I	13.35
12222	- Nursing Assistant II	15.02
12223	- Nursing Assistant III	16.39
12224	- Nursing Assistant IV	18.39
12235	- Optical Dispenser	18.71
12236	- Optical Technician	21.71

12250 - Pharmacy Technician	18.62
12280 - Phlebotomist	18.22
12305 - Radiologic Technologist	30.00
12311 - Registered Nurse I	26.38
12312 - Registered Nurse II	32.26
12313 - Registered Nurse II, Specialist	32.26
12314 - Registered Nurse III	39.03
12315 - Registered Nurse III, Anesthetist	39.03
12316 - Registered Nurse IV	46.79
12317 - Scheduler (Drug and Alcohol Testing)	30.09
12320 - Substance Abuse Treatment Counselor	24.64
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	22.32
13012 - Exhibits Specialist II	27.65
13013 - Exhibits Specialist III	33.82
13041 - Illustrator I	22.32
13042 - Illustrator II	27.65
13043 - Illustrator III	33.82
13047 - Librarian	30.62
13050 - Library Aide/Clerk	13.61
13054 - Library Information Technology Systems	27.65
Administrator	
13058 - Library Technician	17.42
13061 - Media Specialist I	19.95
13062 - Media Specialist II	22.32
13063 - Media Specialist III	24.89
13071 - Photographer I	19.95
13072 - Photographer II	22.32
13073 - Photographer III	27.65
13074 - Photographer IV	33.82
13075 - Photographer V	40.92
13090 - Technical Order Library Clerk	18.47
13110 - Video Teleconference Technician	19.95
14000 - Information Technology Occupations	
14041 - Computer Operator I	20.79
14042 - Computer Operator II	23.46
14043 - Computer Operator III	26.78
14044 - Computer Operator IV	29.75
14045 - Computer Operator V	32.95
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	20.79
14160 - Personal Computer Support Technician	29.75
14170 - System Support Specialist	32.95
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	33.36
15020 - Aircrew Training Devices Instructor (Rated)	40.37
15030 - Air Crew Training Devices Instructor (Pilot)	48.38
15050 - Computer Based Training Specialist / Instructor	33.36
15060 - Educational Technologist	34.32
15070 - Flight Instructor (Pilot)	48.38
15080 - Graphic Artist	21.98
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	48.38
15086 - Maintenance Test Pilot, Rotary Wing	48.38
15088 - Non-Maintenance Test/Co-Pilot	48.38
15090 - Technical Instructor	25.41
15095 - Technical Instructor/Course Developer	31.08
15110 - Test Proctor	20.51
15120 - Tutor	20.51
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	

16010 - Assembler	12.46
16030 - Counter Attendant	12.46
16040 - Dry Cleaner	15.98
16070 - Finisher, Flatwork, Machine	12.46
16090 - Presser, Hand	12.46
16110 - Presser, Machine, Drycleaning	12.46
16130 - Presser, Machine, Shirts	12.46
16160 - Presser, Machine, Wearing Apparel, Laundry	12.46
16190 - Sewing Machine Operator	16.91
16220 - Tailor	18.20
16250 - Washer, Machine	13.65
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	26.69
19040 - Tool And Die Maker	31.81
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	20.47
21030 - Material Coordinator	28.88
21040 - Material Expediter	28.88
21050 - Material Handling Laborer	17.62
21071 - Order Filler	16.63
21080 - Production Line Worker (Food Processing)	20.47
21110 - Shipping Packer	18.99
21130 - Shipping/Receiving Clerk	18.99
21140 - Store Worker I	14.26
21150 - Stock Clerk	20.65
21210 - Tools And Parts Attendant	20.47
21410 - Warehouse Specialist	20.47
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	29.29
23019 - Aircraft Logs and Records Technician	23.05
23021 - Aircraft Mechanic I	28.08
23022 - Aircraft Mechanic II	29.29
23023 - Aircraft Mechanic III	30.53
23040 - Aircraft Mechanic Helper	19.25
23050 - Aircraft, Painter	26.69
23060 - Aircraft Servicer	23.05
23070 - Aircraft Survival Flight Equipment Technician	26.69
23080 - Aircraft Worker	24.82
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	24.82
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	28.08
23110 - Appliance Mechanic	26.69
23120 - Bicycle Repairer	21.18
23125 - Cable Splicer	35.73
23130 - Carpenter, Maintenance	26.71
23140 - Carpet Layer	24.82
23160 - Electrician, Maintenance	29.41
23181 - Electronics Technician Maintenance I	40.37
23182 - Electronics Technician Maintenance II	43.40
23183 - Electronics Technician Maintenance III	45.66
23260 - Fabric Worker	23.05
23290 - Fire Alarm System Mechanic	27.02
23310 - Fire Extinguisher Repairer	21.18
23311 - Fuel Distribution System Mechanic	32.47
23312 - Fuel Distribution System Operator	24.58
23370 - General Maintenance Worker	20.11
23380 - Ground Support Equipment Mechanic	28.08
23381 - Ground Support Equipment Servicer	23.05
23382 - Ground Support Equipment Worker	24.82
23391 - Gunsmith I	21.18
23392 - Gunsmith II	24.82
23393 - Gunsmith III	28.08
23410 - Heating, Ventilation And Air-Conditioning Mechanic	28.87

23411 - Heating, Ventilation And Air Conditioning Mechanic (Research Facility)	30.12
23430 - Heavy Equipment Mechanic	29.52
23440 - Heavy Equipment Operator	26.12
23460 - Instrument Mechanic	28.08
23465 - Laboratory/Shelter Mechanic	26.69
23470 - Laborer	17.62
23510 - Locksmith	26.69
23530 - Machinery Maintenance Mechanic	32.27
23550 - Machinist, Maintenance	27.81
23580 - Maintenance Trades Helper	17.72
23591 - Metrology Technician I	28.08
23592 - Metrology Technician II	29.29
23593 - Metrology Technician III	30.53
23640 - Millwright	32.10
23710 - Office Appliance Repairer	20.69
23760 - Painter, Maintenance	20.59
23790 - Pipefitter, Maintenance	32.03
23810 - Plumber, Maintenance	30.44
23820 - Pneudraulic Systems Mechanic	28.08
23850 - Rigger	35.04
23870 - Scale Mechanic	24.82
23890 - Sheet-Metal Worker, Maintenance	28.08
23910 - Small Engine Mechanic	24.82
23931 - Telecommunications Mechanic I	32.90
23932 - Telecommunications Mechanic II	34.33
23950 - Telephone Lineman	31.00
23960 - Welder, Combination, Maintenance	28.89
23965 - Well Driller	28.08
23970 - Woodcraft Worker	28.08
23980 - Woodworker	21.18
24000 - Personal Needs Occupations	
24550 - Case Manager	20.26
24570 - Child Care Attendant	10.89
24580 - Child Care Center Clerk	13.58
24610 - Chore Aide	11.59
24620 - Family Readiness And Support Services Coordinator	20.26
24630 - Homemaker	20.26
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	27.14
25040 - Sewage Plant Operator	23.47
25070 - Stationary Engineer	27.14
25190 - Ventilation Equipment Tender	18.70
25210 - Water Treatment Plant Operator	23.47
27000 - Protective Service Occupations	
27004 - Alarm Monitor	23.16
27007 - Baggage Inspector	14.02
27008 - Corrections Officer	25.55
27010 - Court Security Officer	29.08
27030 - Detection Dog Handler	15.68
27040 - Detention Officer	25.55
27070 - Firefighter	32.87
27101 - Guard I	14.02
27102 - Guard II	15.68
27131 - Police Officer I	33.56
27132 - Police Officer II	37.30
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	16.17
28042 - Carnival Equipment Repairer	17.78
28043 - Carnival Worker	11.51
28210 - Gate Attendant/Gate Tender	18.35
28310 - Lifeguard	16.35
28350 - Park Attendant (Aide)	20.52
28510 - Recreation Aide/Health Facility Attendant	14.98

28515 - Recreation Specialist	25.42
28630 - Sports Official	16.35
28690 - Swimming Pool Operator	20.84
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	31.99
29020 - Hatch Tender	31.99
29030 - Line Handler	31.99
29041 - Stevedore I	29.72
29042 - Stevedore II	34.41
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	46.07
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	31.77
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	34.99
30021 - Archeological Technician I	21.13
30022 - Archeological Technician II	23.64
30023 - Archeological Technician III	29.28
30030 - Cartographic Technician	29.28
30040 - Civil Engineering Technician	28.47
30051 - Cryogenic Technician I	32.43
30052 - Cryogenic Technician II	35.81
30061 - Drafter/CAD Operator I	21.13
30062 - Drafter/CAD Operator II	23.64
30063 - Drafter/CAD Operator III	26.34
30064 - Drafter/CAD Operator IV	32.43
30081 - Engineering Technician I	16.51
30082 - Engineering Technician II	18.53
30083 - Engineering Technician III	20.73
30084 - Engineering Technician IV	25.69
30085 - Engineering Technician V	31.42
30086 - Engineering Technician VI	38.01
30090 - Environmental Technician	28.16
30095 - Evidence Control Specialist	29.28
30210 - Laboratory Technician	40.16
30221 - Latent Fingerprint Technician I	32.43
30222 - Latent Fingerprint Technician II	35.81
30240 - Mathematical Technician	29.28
30361 - Paralegal/Legal Assistant I	22.44
30362 - Paralegal/Legal Assistant II	27.80
30363 - Paralegal/Legal Assistant III	34.00
30364 - Paralegal/Legal Assistant IV	41.14
30375 - Petroleum Supply Specialist	35.81
30390 - Photo-Optics Technician	29.28
30395 - Radiation Control Technician	35.81
30461 - Technical Writer I	29.28
30462 - Technical Writer II	35.81
30463 - Technical Writer III	43.33
30491 - Unexploded Ordnance (UXO) Technician I	29.28
30492 - Unexploded Ordnance (UXO) Technician II	35.43
30493 - Unexploded Ordnance (UXO) Technician III	42.46
30494 - Unexploded (UXO) Safety Escort	29.28
30495 - Unexploded (UXO) Sweep Personnel	29.28
30501 - Weather Forecaster I	32.43
30502 - Weather Forecaster II	39.45
30620 - Weather Observer, Combined Upper Air Or (see 2) Surface Programs	26.34
30621 - Weather Observer, Senior (see 2)	29.28
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	35.43
31020 - Bus Aide	13.75
31030 - Bus Driver	20.44
31043 - Driver Courier	17.07
31260 - Parking and Lot Attendant	13.18
31290 - Shuttle Bus Driver	16.69
31310 - Taxi Driver	12.47
31361 - Truckdriver, Light	18.78

31362 - Truckdriver, Medium	20.44
31363 - Truckdriver, Heavy	24.64
31364 - Truckdriver, Tractor-Trailer	24.64
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.27
99030 - Cashier	13.21
99050 - Desk Clerk	13.39
99095 - Embalmer	29.28
99130 - Flight Follower	29.28
99251 - Laboratory Animal Caretaker I	21.72
99252 - Laboratory Animal Caretaker II	23.89
99260 - Marketing Analyst	30.07
99310 - Mortician	29.28
99410 - Pest Controller	19.89
99510 - Photofinishing Worker	15.39
99710 - Recycling Laborer	25.59
99711 - Recycling Specialist	31.77
99730 - Refuse Collector	22.62
99810 - Sales Clerk	14.05
99820 - School Crossing Guard	14.67
99830 - Survey Party Chief	31.67
99831 - Surveying Aide	18.02
99832 - Surveying Technician	23.64
99840 - Vending Machine Attendant	22.81
99841 - Vending Machine Repairer	29.40
99842 - Vending Machine Repairer Helper	22.81

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.

Note: Executive Order 13658 generally applies to contracts subject to the Service Contract Act that were awarded on or between January 1, 2015 and January 29, 2022, and that have not been renewed or extended on or after January 30, 2022. If a contract is subject to Executive Order 13658, the contractor must pay all covered workers at least \$13.30 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 2025. The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under Executive Order 13658 is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.55 per hour, up to 40 hours per week, or \$222.00 per week or \$962.00 per month

HEALTH & WELFARE EO 13706: \$5.09 per hour, up to 40 hours per week, or \$203.60 per week, or \$882.27 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 15 years, and 5 weeks after 20 years.

Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, 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 PARENTHESSES 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))."

"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

State: Texas

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

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		19.73
01012 - Accounting Clerk II		22.14
01013 - Accounting Clerk III		24.77
01020 - Administrative Assistant		37.35
01035 - Court Reporter		27.34
01041 - Customer Service Representative I		16.61
01042 - Customer Service Representative II		18.12
01043 - Customer Service Representative III		20.34
01051 - Data Entry Operator I		17.44
01052 - Data Entry Operator II		19.03
01060 - Dispatcher, Motor Vehicle		22.57
01070 - Document Preparation Clerk		18.70
01090 - Duplicating Machine Operator		18.70
01111 - General Clerk I		16.40
01112 - General Clerk II		17.90
01113 - General Clerk III		20.09
01120 - Housing Referral Assistant		24.98
01141 - Messenger Courier		18.20
01191 - Order Clerk I		19.31
01192 - Order Clerk II		21.07
01261 - Personnel Assistant (Employment) I		19.75
01262 - Personnel Assistant (Employment) II		22.09
01263 - Personnel Assistant (Employment) III		24.62
01270 - Production Control Clerk		26.43
01290 - Rental Clerk		17.40
01300 - Scheduler, Maintenance		20.03
01311 - Secretary I		20.03
01312 - Secretary II		22.41
01313 - Secretary III		24.98
01320 - Service Order Dispatcher		20.18
01410 - Supply Technician		37.35
01420 - Survey Worker		21.67
01460 - Switchboard Operator/Receptionist		17.54
01531 - Travel Clerk I		21.10
01532 - Travel Clerk II		23.67
01533 - Travel Clerk III		26.35
01611 - Word Processor I		18.10
01612 - Word Processor II		20.32
01613 - Word Processor III		22.73
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		26.94
05010 - Automotive Electrician		24.33

05040	- Automotive Glass Installer	23.07
05070	- Automotive Worker	23.07
05110	- Mobile Equipment Servicer	20.09
05130	- Motor Equipment Metal Mechanic	25.62
05160	- Motor Equipment Metal Worker	23.07
05190	- Motor Vehicle Mechanic	25.62
05220	- Motor Vehicle Mechanic Helper	18.35
05250	- Motor Vehicle Upholstery Worker	21.81
05280	- Motor Vehicle Wrecker	23.07
05310	- Painter, Automotive	24.33
05340	- Radiator Repair Specialist	23.07
05370	- Tire Repairer	17.87
05400	- Transmission Repair Specialist	25.62
07000	- Food Preparation And Service Occupations	
07010	- Baker	16.14
07041	- Cook I	17.13
07042	- Cook II	19.68
07070	- Dishwasher	14.82
07130	- Food Service Worker	14.54
07210	- Meat Cutter	17.60
07260	- Waiter/Waitress	12.96
09000	- Furniture Maintenance And Repair Occupations	
09010	- Electrostatic Spray Painter	23.46
09040	- Furniture Handler	12.67
09080	- Furniture Refinisher	20.62
09090	- Furniture Refinisher Helper	15.56
09110	- Furniture Repairer, Minor	18.49
09130	- Upholsterer	18.68
11000	- General Services And Support Occupations	
11030	- Cleaner, Vehicles	15.23
11060	- Elevator Operator	16.61
11090	- Gardener	24.30
11122	- Housekeeping Aide	16.61
11150	- Janitor	16.61
11210	- Laborer, Grounds Maintenance	18.08
11240	- Maid or Houseman	15.21
11260	- Pruner	15.97
11270	- Tractor Operator	22.20
11330	- Trail Maintenance Worker	18.08
11360	- Window Cleaner	18.81
12000	- Health Occupations	
12010	- Ambulance Driver	20.65
12011	- Breath Alcohol Technician	26.71
12012	- Certified Occupational Therapist Assistant	38.45
12015	- Certified Physical Therapist Assistant	37.56
12020	- Dental Assistant	22.52
12025	- Dental Hygienist	44.25
12030	- EKG Technician	30.40
12035	- Electroneurodiagnostic Technologist	30.40
12040	- Emergency Medical Technician	20.65
12071	- Licensed Practical Nurse I	23.88
12072	- Licensed Practical Nurse II	26.71
12073	- Licensed Practical Nurse III	29.77
12100	- Medical Assistant	19.31
12130	- Medical Laboratory Technician	28.50
12160	- Medical Record Clerk	21.64
12190	- Medical Record Technician	24.21
12195	- Medical Transcriptionist	19.66
12210	- Nuclear Medicine Technologist	49.62
12221	- Nursing Assistant I	14.59
12222	- Nursing Assistant II	16.42
12223	- Nursing Assistant III	17.92
12224	- Nursing Assistant IV	20.11
12235	- Optical Dispenser	19.50
12236	- Optical Technician	18.01

12250 - Pharmacy Technician	21.78
12280 - Phlebotomist	21.45
12305 - Radiologic Technologist	38.14
12311 - Registered Nurse I	29.38
12312 - Registered Nurse II	35.93
12313 - Registered Nurse II, Specialist	35.93
12314 - Registered Nurse III	43.47
12315 - Registered Nurse III, Anesthetist	43.47
12316 - Registered Nurse IV	52.12
12317 - Scheduler (Drug and Alcohol Testing)	33.09
12320 - Substance Abuse Treatment Counselor	27.74
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	22.72
13012 - Exhibits Specialist II	28.14
13013 - Exhibits Specialist III	34.41
13041 - Illustrator I	24.95
13042 - Illustrator II	30.91
13043 - Illustrator III	36.88
13047 - Librarian	33.40
13050 - Library Aide/Clerk	15.50
13054 - Library Information Technology Systems	30.16
Administrator	
13058 - Library Technician	18.71
13061 - Media Specialist I	21.77
13062 - Media Specialist II	24.35
13063 - Media Specialist III	27.13
13071 - Photographer I	19.31
13072 - Photographer II	21.60
13073 - Photographer III	26.75
13074 - Photographer IV	32.73
13075 - Photographer V	39.61
13090 - Technical Order Library Clerk	19.46
13110 - Video Teleconference Technician	24.44
14000 - Information Technology Occupations	
14041 - Computer Operator I	24.21
14042 - Computer Operator II	27.07
14043 - Computer Operator III	30.19
14044 - Computer Operator IV	33.55
14045 - Computer Operator V	37.15
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	24.21
14160 - Personal Computer Support Technician	33.55
14170 - System Support Specialist	42.82
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	38.79
15020 - Aircrew Training Devices Instructor (Rated)	46.93
15030 - Air Crew Training Devices Instructor (Pilot)	56.27
15050 - Computer Based Training Specialist / Instructor	38.79
15060 - Educational Technologist	37.48
15070 - Flight Instructor (Pilot)	56.27
15080 - Graphic Artist	30.51
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	56.27
15086 - Maintenance Test Pilot, Rotary Wing	56.27
15088 - Non-Maintenance Test/Co-Pilot	56.27
15090 - Technical Instructor	27.43
15095 - Technical Instructor/Course Developer	33.55
15110 - Test Proctor	22.14
15120 - Tutor	22.14
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	

16010 - Assembler	12.53
16030 - Counter Attendant	12.53
16040 - Dry Cleaner	16.10
16070 - Finisher, Flatwork, Machine	12.53
16090 - Presser, Hand	12.53
16110 - Presser, Machine, Drycleaning	12.53
16130 - Presser, Machine, Shirts	12.53
16160 - Presser, Machine, Wearing Apparel, Laundry	12.53
16190 - Sewing Machine Operator	17.07
16220 - Tailor	18.34
16250 - Washer, Machine	13.77
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	24.48
19040 - Tool And Die Maker	29.58
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	22.79
21030 - Material Coordinator	26.43
21040 - Material Expediter	26.43
21050 - Material Handling Laborer	18.41
21071 - Order Filler	17.46
21080 - Production Line Worker (Food Processing)	22.79
21110 - Shipping Packer	19.41
21130 - Shipping/Receiving Clerk	19.41
21140 - Store Worker I	14.64
21150 - Stock Clerk	21.22
21210 - Tools And Parts Attendant	22.79
21410 - Warehouse Specialist	22.79
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	44.48
23019 - Aircraft Logs and Records Technician	36.13
23021 - Aircraft Mechanic I	42.44
23022 - Aircraft Mechanic II	44.48
23023 - Aircraft Mechanic III	46.54
23040 - Aircraft Mechanic Helper	30.41
23050 - Aircraft, Painter	40.30
23060 - Aircraft Servicer	36.13
23070 - Aircraft Survival Flight Equipment Technician	40.30
23080 - Aircraft Worker	38.22
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	38.22
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	42.44
23110 - Appliance Mechanic	23.07
23120 - Bicycle Repairer	20.03
23125 - Cable Splicer	37.43
23130 - Carpenter, Maintenance	23.28
23140 - Carpet Layer	22.33
23160 - Electrician, Maintenance	27.77
23181 - Electronics Technician Maintenance I	29.74
23182 - Electronics Technician Maintenance II	31.36
23183 - Electronics Technician Maintenance III	33.03
23260 - Fabric Worker	26.87
23290 - Fire Alarm System Mechanic	24.37
23310 - Fire Extinguisher Repairer	22.75
23311 - Fuel Distribution System Mechanic	24.16
23312 - Fuel Distribution System Operator	18.94
23370 - General Maintenance Worker	22.49
23380 - Ground Support Equipment Mechanic	42.44
23381 - Ground Support Equipment Servicer	36.13
23382 - Ground Support Equipment Worker	38.22
23391 - Gunsmith I	22.75
23392 - Gunsmith II	26.13
23393 - Gunsmith III	29.01
23410 - Heating, Ventilation And Air-Conditioning Mechanic	27.73

23411 - Heating, Ventilation And Air Conditioning Mechanic (Research Facility)	29.06
23430 - Heavy Equipment Mechanic	29.88
23440 - Heavy Equipment Operator	24.08
23460 - Instrument Mechanic	27.95
23465 - Laboratory/Shelter Mechanic	27.55
23470 - Laborer	18.41
23510 - Locksmith	23.89
23530 - Machinery Maintenance Mechanic	30.23
23550 - Machinist, Maintenance	27.59
23580 - Maintenance Trades Helper	18.78
23591 - Metrology Technician I	27.95
23592 - Metrology Technician II	29.30
23593 - Metrology Technician III	30.67
23640 - Millwright	30.29
23710 - Office Appliance Repairer	22.10
23760 - Painter, Maintenance	21.42
23790 - Pipefitter, Maintenance	30.56
23810 - Plumber, Maintenance	29.02
23820 - Pneudraulic Systems Mechanic	29.01
23850 - Rigger	26.44
23870 - Scale Mechanic	26.13
23890 - Sheet-Metal Worker, Maintenance	27.32
23910 - Small Engine Mechanic	24.18
23931 - Telecommunications Mechanic I	29.53
23932 - Telecommunications Mechanic II	30.96
23950 - Telephone Lineman	31.33
23960 - Welder, Combination, Maintenance	23.70
23965 - Well Driller	27.31
23970 - Woodcraft Worker	29.01
23980 - Woodworker	22.75
24000 - Personal Needs Occupations	
24550 - Case Manager	22.16
24570 - Child Care Attendant	14.31
24580 - Child Care Center Clerk	17.84
24610 - Chore Aide	12.14
24620 - Family Readiness And Support Services Coordinator	22.16
24630 - Homemaker	22.16
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	34.68
25040 - Sewage Plant Operator	24.66
25070 - Stationary Engineer	34.68
25190 - Ventilation Equipment Tender	24.85
25210 - Water Treatment Plant Operator	24.66
27000 - Protective Service Occupations	
27004 - Alarm Monitor	26.12
27007 - Baggage Inspector	16.41
27008 - Corrections Officer	28.02
27010 - Court Security Officer	29.74
27030 - Detection Dog Handler	18.61
27040 - Detention Officer	28.02
27070 - Firefighter	31.46
27101 - Guard I	16.41
27102 - Guard II	18.61
27131 - Police Officer I	39.56
27132 - Police Officer II	43.97
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	18.90
28042 - Carnival Equipment Repairer	20.68
28043 - Carnival Worker	13.59
28210 - Gate Attendant/Gate Tender	18.43
28310 - Lifeguard	13.98
28350 - Park Attendant (Aide)	20.62
28510 - Recreation Aide/Health Facility Attendant	15.05

28515 - Recreation Specialist	25.54
28630 - Sports Official	16.42
28690 - Swimming Pool Operator	23.76
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	34.00
29020 - Hatch Tender	34.00
29030 - Line Handler	34.00
29041 - Stevedore I	32.14
29042 - Stevedore II	35.85
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	50.09
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	34.53
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	38.03
30021 - Archeological Technician I	20.07
30022 - Archeological Technician II	22.40
30023 - Archeological Technician III	27.75
30030 - Cartographic Technician	27.75
30040 - Civil Engineering Technician	31.93
30051 - Cryogenic Technician I	30.30
30052 - Cryogenic Technician II	33.46
30061 - Drafter/CAD Operator I	20.07
30062 - Drafter/CAD Operator II	22.40
30063 - Drafter/CAD Operator III	24.97
30064 - Drafter/CAD Operator IV	30.73
30081 - Engineering Technician I	19.32
30082 - Engineering Technician II	21.67
30083 - Engineering Technician III	24.23
30084 - Engineering Technician IV	30.03
30085 - Engineering Technician V	36.74
30086 - Engineering Technician VI	44.45
30090 - Environmental Technician	25.52
30095 - Evidence Control Specialist	27.36
30210 - Laboratory Technician	29.42
30221 - Latent Fingerprint Technician I	28.73
30222 - Latent Fingerprint Technician II	31.74
30240 - Mathematical Technician	33.58
30361 - Paralegal/Legal Assistant I	23.64
30362 - Paralegal/Legal Assistant II	29.28
30363 - Paralegal/Legal Assistant III	35.81
30364 - Paralegal/Legal Assistant IV	43.33
30375 - Petroleum Supply Specialist	33.46
30390 - Photo-Optics Technician	27.75
30395 - Radiation Control Technician	33.46
30461 - Technical Writer I	31.09
30462 - Technical Writer II	38.02
30463 - Technical Writer III	45.99
30491 - Unexploded Ordnance (UXO) Technician I	31.83
30492 - Unexploded Ordnance (UXO) Technician II	38.52
30493 - Unexploded Ordnance (UXO) Technician III	46.16
30494 - Unexploded (UXO) Safety Escort	31.83
30495 - Unexploded (UXO) Sweep Personnel	31.83
30501 - Weather Forecaster I	30.30
30502 - Weather Forecaster II	36.85
30620 - Weather Observer, Combined Upper Air Or (see 2) Surface Programs	24.97
30621 - Weather Observer, Senior (see 2)	27.36
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	38.52
31020 - Bus Aide	18.10
31030 - Bus Driver	26.39
31043 - Driver Courier	19.61
31260 - Parking and Lot Attendant	14.52
31290 - Shuttle Bus Driver	18.53
31310 - Taxi Driver	13.24
31361 - Truckdriver, Light	21.46

31362 - Truckdriver, Medium	23.30
31363 - Truckdriver, Heavy	27.51
31364 - Truckdriver, Tractor-Trailer	27.51
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	18.78
99030 - Cashier	14.03
99050 - Desk Clerk	15.22
99095 - Embalmer	26.70
99130 - Flight Follower	31.83
99251 - Laboratory Animal Caretaker I	16.42
99252 - Laboratory Animal Caretaker II	17.97
99260 - Marketing Analyst	37.40
99310 - Mortician	26.46
99410 - Pest Controller	23.68
99510 - Photofinishing Worker	16.40
99710 - Recycling Laborer	25.54
99711 - Recycling Specialist	31.37
99730 - Refuse Collector	22.57
99810 - Sales Clerk	15.30
99820 - School Crossing Guard	15.93
99830 - Survey Party Chief	31.25
99831 - Surveying Aide	18.73
99832 - Surveying Technician	24.00
99840 - Vending Machine Attendant	17.37
99841 - Vending Machine Repairer	21.84
99842 - Vending Machine Repairer Helper	17.37

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.

Note: Executive Order 13658 generally applies to contracts subject to the Service Contract Act that were awarded on or between January 1, 2015 and January 29, 2022, and that have not been renewed or extended on or after January 30, 2022. If a contract is subject to Executive Order 13658, the contractor must pay all covered workers at least \$13.30 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 2025. The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under Executive Order 13658 is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.55 per hour, up to 40 hours per week, or \$222.00 per week or \$962.00 per month

HEALTH & WELFARE EO 13706: \$5.09 per hour, up to 40 hours per week, or \$203.60 per week, or \$882.27 per month*

*This rate is to be used only when compensating employees for performance on an SCA-

covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

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

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

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

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

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

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

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

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, 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
| WASHTINGTON D.C. 20210

Wage Determination No.: 2015-52/9
Division of Wage Determinations

State: Texas

Area: Texas Counties of Angelina, Jasper, Nacogdoches, Polk, Sabine, San Augustine, Shelby, Tyler

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		18.79
01012 - Accounting Clerk II		21.09
01013 - Accounting Clerk III		24.22
01020 - Administrative Assistant		27.85
01035 - Court Reporter		25.29
01041 - Customer Service Representative I		15.47
01042 - Customer Service Representative II		16.88
01043 - Customer Service Representative III		18.95
01051 - Data Entry Operator I		17.13
01052 - Data Entry Operator II		18.69
01060 - Dispatcher, Motor Vehicle		20.68
01070 - Document Preparation Clerk		16.38
01090 - Duplicating Machine Operator		16.38
01111 - General Clerk I		16.68
01112 - General Clerk II		18.20
01113 - General Clerk III		20.43
01120 - Housing Referral Assistant		22.91
01141 - Messenger Courier		13.34
01191 - Order Clerk I		17.05
01192 - Order Clerk II		18.60
01261 - Personnel Assistant (Employment) I		18.95
01262 - Personnel Assistant (Employment) II		21.19
01263 - Personnel Assistant (Employment) III		23.63
01270 - Production Control Clerk		23.27
01290 - Rental Clerk		17.20
01300 - Scheduler, Maintenance		18.38
01311 - Secretary I		18.38
01312 - Secretary II		20.56
01313 - Secretary III		22.91
01320 - Service Order Dispatcher		18.49
01410 - Supply Technician		27.85
01420 - Survey Worker		17.06
01460 - Switchboard Operator/Receptionist		14.53
01531 - Travel Clerk I		16.38
01532 - Travel Clerk II		18.38
01533 - Travel Clerk III		20.56
01611 - Word Processor I		16.38
01612 - Word Processor II		18.38
01613 - Word Processor III		20.56
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		23.72

05010 - Automotive Electrician	21.80
05040 - Automotive Glass Installer	20.84
05070 - Automotive Worker	20.84
05110 - Mobile Equipment Servicer	17.59
05130 - Motor Equipment Metal Mechanic	22.83
05160 - Motor Equipment Metal Worker	20.84
05190 - Motor Vehicle Mechanic	22.50
05220 - Motor Vehicle Mechanic Helper	16.86
05250 - Motor Vehicle Upholstery Worker	20.51
05280 - Motor Vehicle Wrecker	20.84
05310 - Painter, Automotive	21.27
05340 - Radiator Repair Specialist	20.84
05370 - Tire Repairer	16.23
05400 - Transmission Repair Specialist	22.83
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.45
07041 - Cook I	14.01
07042 - Cook II	16.30
07070 - Dishwasher	11.33
07130 - Food Service Worker	13.31
07210 - Meat Cutter	15.19
07260 - Waiter/Waitress	12.20
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	25.23
09040 - Furniture Handler	15.88
09080 - Furniture Refinisher	25.23
09090 - Furniture Refinisher Helper	18.96
09110 - Furniture Repairer, Minor	21.88
09130 - Upholsterer	25.23
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	13.54
11060 - Elevator Operator	14.19
11090 - Gardener	22.50
11122 - Housekeeping Aide	14.19
11150 - Janitor	14.19
11210 - Laborer, Grounds Maintenance	16.73
11240 - Maid or Houseman	12.56
11260 - Pruner	14.86
11270 - Tractor Operator	20.56
11330 - Trail Maintenance Worker	16.73
11360 - Window Cleaner	16.00
12000 - Health Occupations	
12010 - Ambulance Driver	15.90
12011 - Breath Alcohol Technician	24.40
12012 - Certified Occupational Therapist Assistant	38.05
12015 - Certified Physical Therapist Assistant	37.00
12020 - Dental Assistant	18.33
12025 - Dental Hygienist	43.47
12030 - EKG Technician	29.71
12035 - Electroneurodiagnostic Technologist	29.71
12040 - Emergency Medical Technician	15.90
12071 - Licensed Practical Nurse I	21.80
12072 - Licensed Practical Nurse II	24.40
12073 - Licensed Practical Nurse III	27.19
12100 - Medical Assistant	17.87
12130 - Medical Laboratory Technician	25.76
12160 - Medical Record Clerk	16.46
12190 - Medical Record Technician	18.41
12195 - Medical Transcriptionist	22.40
12210 - Nuclear Medicine Technologist	53.60
12221 - Nursing Assistant I	15.23
12222 - Nursing Assistant II	17.14
12223 - Nursing Assistant III	18.70
12224 - Nursing Assistant IV	20.99
12235 - Optical Dispenser	17.45

12236 - Optical Technician	21.80
12250 - Pharmacy Technician	19.35
12280 - Phlebotomist	17.91
12305 - Radiologic Technologist	32.68
12311 - Registered Nurse I	31.80
12312 - Registered Nurse II	38.89
12313 - Registered Nurse II, Specialist	38.89
12314 - Registered Nurse III	47.05
12315 - Registered Nurse III, Anesthetist	47.05
12316 - Registered Nurse IV	56.41
12317 - Scheduler (Drug and Alcohol Testing)	30.22
12320 - Substance Abuse Treatment Counselor	24.71
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	21.04
13012 - Exhibits Specialist II	26.07
13013 - Exhibits Specialist III	31.83
13041 - Illustrator I	21.04
13042 - Illustrator II	26.07
13043 - Illustrator III	31.83
13047 - Librarian	28.82
13050 - Library Aide/Clerk	14.39
13054 - Library Information Technology Systems Administrator	26.03
13058 - Library Technician	14.60
13061 - Media Specialist I	18.78
13062 - Media Specialist II	21.01
13063 - Media Specialist III	23.42
13071 - Photographer I	18.78
13072 - Photographer II	21.01
13073 - Photographer III	26.03
13074 - Photographer IV	31.83
13075 - Photographer V	38.51
13090 - Technical Order Library Clerk	18.06
13110 - Video Teleconference Technician	18.78
14000 - Information Technology Occupations	
14041 - Computer Operator I	18.88
14042 - Computer Operator II	21.42
14043 - Computer Operator III	25.06
14044 - Computer Operator IV	28.05
14045 - Computer Operator V	31.14
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	18.88
14160 - Personal Computer Support Technician	28.05
14170 - System Support Specialist	32.89
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	39.67
15020 - Aircrew Training Devices Instructor (Rated)	47.99
15030 - Air Crew Training Devices Instructor (Pilot)	57.52
15050 - Computer Based Training Specialist / Instructor	39.67
15060 - Educational Technologist	32.96
15070 - Flight Instructor (Pilot)	57.52
15080 - Graphic Artist	23.76
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	57.52
15086 - Maintenance Test Pilot, Rotary Wing	57.52
15088 - Non-Maintenance Test/Co-Pilot	57.52
15090 - Technical Instructor	20.42
15095 - Technical Instructor/Course Developer	24.98
15110 - Test Proctor	16.48
15120 - Tutor	16.48

16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	12.46
16030 - Counter Attendant	12.46
16040 - Dry Cleaner	15.98
16070 - Finisher, Flatwork, Machine	12.46
16090 - Presser, Hand	12.46
16110 - Presser, Machine, Drycleaning	12.46
16130 - Presser, Machine, Shirts	12.46
16160 - Presser, Machine, Wearing Apparel, Laundry	12.46
16190 - Sewing Machine Operator	16.91
16220 - Tailor	18.20
16250 - Washer, Machine	13.65
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	24.71
19040 - Tool And Die Maker	29.54
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	17.96
21030 - Material Coordinator	23.27
21040 - Material Expediter	23.27
21050 - Material Handling Laborer	16.42
21071 - Order Filler	16.67
21080 - Production Line Worker (Food Processing)	17.96
21110 - Shipping Packer	18.70
21130 - Shipping/Receiving Clerk	18.70
21140 - Store Worker I	14.42
21150 - Stock Clerk	20.58
21210 - Tools And Parts Attendant	17.96
21410 - Warehouse Specialist	17.96
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	27.20
23019 - Aircraft Logs and Records Technician	21.43
23021 - Aircraft Mechanic I	26.07
23022 - Aircraft Mechanic II	27.20
23023 - Aircraft Mechanic III	28.36
23040 - Aircraft Mechanic Helper	18.06
23050 - Aircraft, Painter	24.71
23060 - Aircraft Servicer	21.43
23070 - Aircraft Survival Flight Equipment Technician	24.71
23080 - Aircraft Worker	23.05
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	23.05
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	26.07
23110 - Appliance Mechanic	26.15
23120 - Bicycle Repairer	19.78
23125 - Cable Splicer	35.00
23130 - Carpenter, Maintenance	20.99
23140 - Carpet Layer	23.05
23160 - Electrician, Maintenance	24.22
23181 - Electronics Technician Maintenance I	32.33
23182 - Electronics Technician Maintenance II	34.54
23183 - Electronics Technician Maintenance III	36.54
23260 - Fabric Worker	21.43
23290 - Fire Alarm System Mechanic	26.06
23310 - Fire Extinguisher Repairer	19.78
23311 - Fuel Distribution System Mechanic	25.54
23312 - Fuel Distribution System Operator	19.36
23370 - General Maintenance Worker	20.31
23380 - Ground Support Equipment Mechanic	26.07
23381 - Ground Support Equipment Servicer	21.43
23382 - Ground Support Equipment Worker	23.05
23391 - Gunsmith I	19.78
23392 - Gunsmith II	23.05
23393 - Gunsmith III	26.07
23410 - Heating, Ventilation And Air-Conditioning	24.06

Mechanic		
23411 - Heating, Ventilation And Air Conditioning Mechanic (Research Facility)		25.17
23430 - Heavy Equipment Mechanic		26.17
23440 - Heavy Equipment Operator		23.52
23460 - Instrument Mechanic		26.07
23465 - Laboratory/Shelter Mechanic		24.71
23470 - Laborer		16.42
23510 - Locksmith		24.71
23530 - Machinery Maintenance Mechanic		29.86
23550 - Machinist, Maintenance		23.20
23580 - Maintenance Trades Helper		15.21
23591 - Metrology Technician I		26.07
23592 - Metrology Technician II		27.20
23593 - Metrology Technician III		28.36
23640 - Millwright		28.04
23710 - Office Appliance Repairer		24.71
23760 - Painter, Maintenance		19.63
23790 - Pipefitter, Maintenance		29.70
23810 - Plumber, Maintenance		28.17
23820 - Pneudraulic Systems Mechanic		26.07
23850 - Rigger		26.07
23870 - Scale Mechanic		23.05
23890 - Sheet-Metal Worker, Maintenance		26.07
23910 - Small Engine Mechanic		20.93
23931 - Telecommunications Mechanic I		33.50
23932 - Telecommunications Mechanic II		34.96
23950 - Telephone Lineman		35.30
23960 - Welder, Combination, Maintenance		22.32
23965 - Well Driller		27.67
23970 - Woodcraft Worker		26.07
23980 - Woodworker		19.78
24000 - Personal Needs Occupations		
24550 - Case Manager		18.72
24570 - Child Care Attendant		10.89
24580 - Child Care Center Clerk		13.58
24610 - Chore Aide		11.03
24620 - Family Readiness And Support Services Coordinator		18.72
24630 - Homemaker		18.72
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		23.95
25040 - Sewage Plant Operator		22.02
25070 - Stationary Engineer		23.95
25190 - Ventilation Equipment Tender		16.60
25210 - Water Treatment Plant Operator		22.02
27000 - Protective Service Occupations		
27004 - Alarm Monitor		19.11
27007 - Baggage Inspector		15.60
27008 - Corrections Officer		23.23
27010 - Court Security Officer		22.31
27030 - Detection Dog Handler		17.45
27040 - Detention Officer		23.23
27070 - Firefighter		22.44
27101 - Guard I		15.60
27102 - Guard II		17.45
27131 - Police Officer I		26.29
27132 - Police Officer II		29.23
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		12.46
28042 - Carnival Equipment Repairer		13.63
28043 - Carnival Worker		9.01
28210 - Gate Attendant/Gate Tender		17.39
28310 - Lifeguard		15.50
28350 - Park Attendant (Aide)		19.46

28510	- Recreation Aide/Health Facility Attendant	14.20
28515	- Recreation Specialist	24.10
28630	- Sports Official	15.50
28690	- Swimming Pool Operator	16.40
29000	- Stevedoring/Longshoremen Occupational Services	
29010	- Blocker And Bracer	29.40
29020	- Hatch Tender	29.40
29030	- Line Handler	29.40
29041	- Stevedore I	27.20
29042	- Stevedore II	30.50
30000	- Technical Occupations	
30010	- Air Traffic Control Specialist, Center (HFO) (see 2)	53.13
30011	- Air Traffic Control Specialist, Station (HFO) (see 2)	36.65
30012	- Air Traffic Control Specialist, Terminal (HFO) (see 2)	40.35
30021	- Archeological Technician I	22.01
30022	- Archeological Technician II	24.62
30023	- Archeological Technician III	30.50
30030	- Cartographic Technician	30.50
30040	- Civil Engineering Technician	28.03
30051	- Cryogenic Technician I	33.78
30052	- Cryogenic Technician II	37.30
30061	- Drafter/CAD Operator I	22.01
30062	- Drafter/CAD Operator II	24.62
30063	- Drafter/CAD Operator III	27.44
30064	- Drafter/CAD Operator IV	33.78
30081	- Engineering Technician I	20.19
30082	- Engineering Technician II	22.64
30083	- Engineering Technician III	26.05
30084	- Engineering Technician IV	32.27
30085	- Engineering Technician V	39.47
30086	- Engineering Technician VI	46.44
30090	- Environmental Technician	30.50
30095	- Evidence Control Specialist	30.50
30210	- Laboratory Technician	32.37
30221	- Latent Fingerprint Technician I	33.78
30222	- Latent Fingerprint Technician II	37.30
30240	- Mathematical Technician	30.50
30361	- Paralegal/Legal Assistant I	23.68
30362	- Paralegal/Legal Assistant II	29.34
30363	- Paralegal/Legal Assistant III	35.89
30364	- Paralegal/Legal Assistant IV	43.42
30375	- Petroleum Supply Specialist	37.30
30390	- Photo-Optics Technician	30.50
30395	- Radiation Control Technician	37.30
30461	- Technical Writer I	30.50
30462	- Technical Writer II	37.30
30463	- Technical Writer III	45.13
30491	- Unexploded Ordnance (UXO) Technician I	33.77
30492	- Unexploded Ordnance (UXO) Technician II	40.86
30493	- Unexploded Ordnance (UXO) Technician III	48.97
30494	- Unexploded (UXO) Safety Escort	33.77
30495	- Unexploded (UXO) Sweep Personnel	33.77
30501	- Weather Forecaster I	33.78
30502	- Weather Forecaster II	41.09
30620	- Weather Observer, Combined Upper Air Or Surface Programs	(see 2) 27.44
30621	- Weather Observer, Senior	(see 2) 30.50
31000	- Transportation/Mobile Equipment Operation Occupations	
31010	- Airplane Pilot	40.86
31020	- Bus Aide	13.12
31030	- Bus Driver	19.13
31043	- Driver Courier	15.79
31260	- Parking and Lot Attendant	11.57
31290	- Shuttle Bus Driver	14.83
31310	- Taxi Driver	11.98

31361 - Truckdriver, Light	17.28
31362 - Truckdriver, Medium	18.71
31363 - Truckdriver, Heavy	24.37
31364 - Truckdriver, Tractor-Trailer	24.37
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	19.92
99030 - Cashier	12.91
99050 - Desk Clerk	13.32
99095 - Embalmer	33.77
99130 - Flight Follower	33.77
99251 - Laboratory Animal Caretaker I	18.59
99252 - Laboratory Animal Caretaker II	20.60
99260 - Marketing Analyst	28.73
99310 - Mortician	33.77
99410 - Pest Controller	18.25
99510 - Photofinishing Worker	17.75
99710 - Recycling Laborer	21.69
99711 - Recycling Specialist	26.68
99730 - Refuse Collector	19.27
99810 - Sales Clerk	14.06
99820 - School Crossing Guard	16.38
99830 - Survey Party Chief	26.74
99831 - Surveying Aide	15.22
99832 - Surveying Technician	19.96
99840 - Vending Machine Attendant	22.65
99841 - Vending Machine Repairer	28.83
99842 - Vending Machine Repairer Helper	22.65

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.

Note: Executive Order 13658 generally applies to contracts subject to the Service Contract Act that were awarded on or between January 1, 2015 and January 29, 2022, and that have not been renewed or extended on or after January 30, 2022. If a contract is subject to Executive Order 13658, the contractor must pay all covered workers at least \$13.30 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 2025. The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under Executive Order 13658 is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.55 per hour, up to 40 hours per week, or \$222.00 per week or \$962.00 per month

HEALTH & WELFARE EO 13706: \$5.09 per hour, up to 40 hours per week, or \$203.60 per week, or \$882.27 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 after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, 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))."

"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
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Daniel W. Simms Director	Division of Wage Determinations
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Wage Determination No.: 2015-5257
 Revision No.: 28
 Date Of Last Revision: 12/03/2025

State: Texas

Area: Texas County of Smith

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.78
01012 - Accounting Clerk II		18.84
01013 - Accounting Clerk III		21.07
01020 - Administrative Assistant		29.66
01035 - Court Reporter		20.50
01041 - Customer Service Representative I		15.19
01042 - Customer Service Representative II		16.58
01043 - Customer Service Representative III		18.62
01051 - Data Entry Operator I		16.17
01052 - Data Entry Operator II		17.65
01060 - Dispatcher, Motor Vehicle		21.36
01070 - Document Preparation Clerk		16.33
01090 - Duplicating Machine Operator		16.33
01111 - General Clerk I		15.69
01112 - General Clerk II		17.12
01113 - General Clerk III		19.22
01120 - Housing Referral Assistant		22.87
01141 - Messenger Courier		15.28
01191 - Order Clerk I		16.12
01192 - Order Clerk II		17.59
01261 - Personnel Assistant (Employment) I		18.70
01262 - Personnel Assistant (Employment) II		20.91
01263 - Personnel Assistant (Employment) III		23.31
01270 - Production Control Clerk		24.05
01290 - Rental Clerk		15.86
01300 - Scheduler, Maintenance		18.33
01311 - Secretary I		18.33
01312 - Secretary II		20.50
01313 - Secretary III		22.87
01320 - Service Order Dispatcher		17.73
01410 - Supply Technician		29.66
01420 - Survey Worker		19.97
01460 - Switchboard Operator/Receptionist		15.18
01531 - Travel Clerk I		16.33
01532 - Travel Clerk II		18.33
01533 - Travel Clerk III		19.82
01611 - Word Processor I		16.33
01612 - Word Processor II		18.33
01613 - Word Processor III		20.50
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		23.32
05010 - Automotive Electrician		23.04

05040 - Automotive Glass Installer	20.93
05070 - Automotive Worker	22.02
05110 - Mobile Equipment Servicer	18.52
05130 - Motor Equipment Metal Mechanic	22.99
05160 - Motor Equipment Metal Worker	20.93
05190 - Motor Vehicle Mechanic	22.99
05220 - Motor Vehicle Mechanic Helper	17.27
05250 - Motor Vehicle Upholstery Worker	19.82
05280 - Motor Vehicle Wrecker	20.93
05310 - Painter, Automotive	24.22
05340 - Radiator Repair Specialist	20.93
05370 - Tire Repairer	16.03
05400 - Transmission Repair Specialist	22.99
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.38
07041 - Cook I	14.10
07042 - Cook II	16.49
07070 - Dishwasher	12.84
07130 - Food Service Worker	12.83
07210 - Meat Cutter	14.42
07260 - Waiter/Waitress	11.94
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.52
09040 - Furniture Handler	12.87
09080 - Furniture Refinisher	21.62
09090 - Furniture Refinisher Helper	15.86
09110 - Furniture Repairer, Minor	18.81
09130 - Upholsterer	21.62
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	13.66
11060 - Elevator Operator	14.40
11090 - Gardener	23.23
11122 - Housekeeping Aide	14.40
11150 - Janitor	14.40
11210 - Laborer, Grounds Maintenance	17.23
11240 - Maid or Houseman	13.04
11260 - Pruner	15.14
11270 - Tractor Operator	21.22
11330 - Trail Maintenance Worker	17.23
11360 - Window Cleaner	16.38
12000 - Health Occupations	
12010 - Ambulance Driver	19.21
12011 - Breath Alcohol Technician	24.44
12012 - Certified Occupational Therapist Assistant	37.61
12015 - Certified Physical Therapist Assistant	36.55
12020 - Dental Assistant	19.08
12025 - Dental Hygienist	40.40
12030 - EKG Technician	37.05
12035 - Electroneurodiagnostic Technologist	37.05
12040 - Emergency Medical Technician	19.21
12071 - Licensed Practical Nurse I	21.86
12072 - Licensed Practical Nurse II	24.44
12073 - Licensed Practical Nurse III	27.26
12100 - Medical Assistant	17.84
12130 - Medical Laboratory Technician	23.71
12160 - Medical Record Clerk	18.36
12190 - Medical Record Technician	20.54
12195 - Medical Transcriptionist	17.87
12210 - Nuclear Medicine Technologist	53.71
12221 - Nursing Assistant I	13.42
12222 - Nursing Assistant II	15.10
12223 - Nursing Assistant III	16.48
12224 - Nursing Assistant IV	18.50
12235 - Optical Dispenser	17.72
12236 - Optical Technician	21.86

12250 - Pharmacy Technician	18.98
12280 - Phlebotomist	18.11
12305 - Radiologic Technologist	34.20
12311 - Registered Nurse I	25.82
12312 - Registered Nurse II	31.58
12313 - Registered Nurse II, Specialist	31.58
12314 - Registered Nurse III	38.19
12315 - Registered Nurse III, Anesthetist	38.19
12316 - Registered Nurse IV	45.78
12317 - Scheduler (Drug and Alcohol Testing)	30.28
12320 - Substance Abuse Treatment Counselor	26.52
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	20.94
13012 - Exhibits Specialist II	25.94
13013 - Exhibits Specialist III	31.72
13041 - Illustrator I	24.95
13042 - Illustrator II	30.91
13043 - Illustrator III	36.18
13047 - Librarian	31.56
13050 - Library Aide/Clerk	16.68
13054 - Library Information Technology Systems	27.42
Administrator	
13058 - Library Technician	19.91
13061 - Media Specialist I	19.78
13062 - Media Specialist II	22.13
13063 - Media Specialist III	24.67
13071 - Photographer I	18.72
13072 - Photographer II	20.94
13073 - Photographer III	25.94
13074 - Photographer IV	31.72
13075 - Photographer V	38.38
13090 - Technical Order Library Clerk	20.94
13110 - Video Teleconference Technician	21.59
14000 - Information Technology Occupations	
14041 - Computer Operator I	19.17
14042 - Computer Operator II	21.44
14043 - Computer Operator III	23.90
14044 - Computer Operator IV	26.56
14045 - Computer Operator V	29.42
14071 - Computer Programmer I	(see 1)
14072 - Computer Programmer II	(see 1)
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment Operator	19.17
14160 - Personal Computer Support Technician	26.56
14170 - System Support Specialist	29.42
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	35.04
15020 - Aircrew Training Devices Instructor (Rated)	41.90
15030 - Air Crew Training Devices Instructor (Pilot)	49.89
15050 - Computer Based Training Specialist / Instructor	35.04
15060 - Educational Technologist	30.83
15070 - Flight Instructor (Pilot)	49.89
15080 - Graphic Artist	22.85
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	48.02
15086 - Maintenance Test Pilot, Rotary Wing	48.02
15088 - Non-Maintenance Test/Co-Pilot	48.02
15090 - Technical Instructor	22.61
15095 - Technical Instructor/Course Developer	27.44
15110 - Test Proctor	18.16
15120 - Tutor	18.16
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	

16010 - Assembler	12.37
16030 - Counter Attendant	12.37
16040 - Dry Cleaner	15.77
16070 - Finisher, Flatwork, Machine	12.37
16090 - Presser, Hand	12.37
16110 - Presser, Machine, Drycleaning	12.37
16130 - Presser, Machine, Shirts	12.37
16160 - Presser, Machine, Wearing Apparel, Laundry	12.37
16190 - Sewing Machine Operator	16.77
16220 - Tailor	17.98
16250 - Washer, Machine	13.58
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	23.83
19040 - Tool And Die Maker	28.85
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	18.36
21030 - Material Coordinator	24.05
21040 - Material Expediter	24.05
21050 - Material Handling Laborer	19.99
21071 - Order Filler	16.78
21080 - Production Line Worker (Food Processing)	18.36
21110 - Shipping Packer	17.33
21130 - Shipping/Receiving Clerk	17.33
21140 - Store Worker I	13.85
21150 - Stock Clerk	20.45
21210 - Tools And Parts Attendant	18.36
21410 - Warehouse Specialist	18.36
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	36.43
23019 - Aircraft Logs and Records Technician	28.84
23021 - Aircraft Mechanic I	34.78
23022 - Aircraft Mechanic II	36.43
23023 - Aircraft Mechanic III	38.14
23040 - Aircraft Mechanic Helper	24.18
23050 - Aircraft, Painter	32.97
23060 - Aircraft Servicer	28.84
23070 - Aircraft Survival Flight Equipment Technician	32.97
23080 - Aircraft Worker	30.94
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	30.94
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	34.78
23110 - Appliance Mechanic	23.83
23120 - Bicycle Repairer	19.12
23125 - Cable Splicer	26.09
23130 - Carpenter, Maintenance	22.34
23140 - Carpet Layer	22.37
23160 - Electrician, Maintenance	24.03
23181 - Electronics Technician Maintenance I	31.24
23182 - Electronics Technician Maintenance II	32.92
23183 - Electronics Technician Maintenance III	35.50
23260 - Fabric Worker	20.84
23290 - Fire Alarm System Mechanic	23.48
23310 - Fire Extinguisher Repairer	19.12
23311 - Fuel Distribution System Mechanic	27.70
23312 - Fuel Distribution System Operator	21.07
23370 - General Maintenance Worker	19.00
23380 - Ground Support Equipment Mechanic	34.78
23381 - Ground Support Equipment Servicer	28.84
23382 - Ground Support Equipment Worker	30.94
23391 - Gunsmith I	19.12
23392 - Gunsmith II	22.37
23393 - Gunsmith III	25.14
23410 - Heating, Ventilation And Air-Conditioning Mechanic	24.46

23411 - Heating, Ventilation And Air Conditioning Mechanic (Research Facility)	25.62
23430 - Heavy Equipment Mechanic	27.90
23440 - Heavy Equipment Operator	22.62
23460 - Instrument Mechanic	25.14
23465 - Laboratory/Shelter Mechanic	23.83
23470 - Laborer	19.99
23510 - Locksmith	23.83
23530 - Machinery Maintenance Mechanic	29.12
23550 - Machinist, Maintenance	23.06
23580 - Maintenance Trades Helper	16.12
23591 - Metrology Technician I	25.14
23592 - Metrology Technician II	26.34
23593 - Metrology Technician III	27.56
23640 - Millwright	25.14
23710 - Office Appliance Repairer	20.64
23760 - Painter, Maintenance	18.41
23790 - Pipefitter, Maintenance	26.16
23810 - Plumber, Maintenance	24.80
23820 - Pneudraulic Systems Mechanic	25.14
23850 - Rigger	25.14
23870 - Scale Mechanic	22.37
23890 - Sheet-Metal Worker, Maintenance	22.85
23910 - Small Engine Mechanic	21.60
23931 - Telecommunications Mechanic I	27.37
23932 - Telecommunications Mechanic II	28.68
23950 - Telephone Lineman	33.27
23960 - Welder, Combination, Maintenance	22.42
23965 - Well Driller	25.14
23970 - Woodcraft Worker	25.14
23980 - Woodworker	19.12
24000 - Personal Needs Occupations	
24550 - Case Manager	18.85
24570 - Child Care Attendant	12.55
24580 - Child Care Center Clerk	15.64
24610 - Chore Aide	11.86
24620 - Family Readiness And Support Services Coordinator	18.85
24630 - Homemaker	18.90
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.76
25040 - Sewage Plant Operator	23.47
25070 - Stationary Engineer	24.76
25190 - Ventilation Equipment Tender	17.21
25210 - Water Treatment Plant Operator	23.47
27000 - Protective Service Occupations	
27004 - Alarm Monitor	23.08
27007 - Baggage Inspector	15.41
27008 - Corrections Officer	27.80
27010 - Court Security Officer	28.44
27030 - Detection Dog Handler	17.23
27040 - Detention Officer	27.80
27070 - Firefighter	27.80
27101 - Guard I	15.41
27102 - Guard II	17.23
27131 - Police Officer I	32.51
27132 - Police Officer II	36.11
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.80
28042 - Carnival Equipment Repairer	17.29
28043 - Carnival Worker	11.27
28210 - Gate Attendant/Gate Tender	17.16
28310 - Lifeguard	14.58
28350 - Park Attendant (Aide)	19.20
28510 - Recreation Aide/Health Facility Attendant	14.00

28515 - Recreation Specialist		22.96
28630 - Sports Official		15.28
28690 - Swimming Pool Operator		21.99
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		25.78
29020 - Hatch Tender		25.78
29030 - Line Handler		25.78
29041 - Stevedore I		24.05
29042 - Stevedore II		27.47
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)		46.07
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)		31.77
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)		34.99
30021 - Archeological Technician I		20.22
30022 - Archeological Technician II		22.61
30023 - Archeological Technician III		28.02
30030 - Cartographic Technician		28.02
30040 - Civil Engineering Technician		25.86
30051 - Cryogenic Technician I		30.67
30052 - Cryogenic Technician II		33.88
30061 - Drafter/CAD Operator I		20.22
30062 - Drafter/CAD Operator II		22.61
30063 - Drafter/CAD Operator III		25.22
30064 - Drafter/CAD Operator IV		31.03
30081 - Engineering Technician I		18.02
30082 - Engineering Technician II		20.22
30083 - Engineering Technician III		22.61
30084 - Engineering Technician IV		28.02
30085 - Engineering Technician V		34.28
30086 - Engineering Technician VI		41.47
30090 - Environmental Technician		27.69
30095 - Evidence Control Specialist		27.69
30210 - Laboratory Technician		24.92
30221 - Latent Fingerprint Technician I		27.88
30222 - Latent Fingerprint Technician II		30.80
30240 - Mathematical Technician		28.02
30361 - Paralegal/Legal Assistant I		23.30
30362 - Paralegal/Legal Assistant II		28.86
30363 - Paralegal/Legal Assistant III		35.31
30364 - Paralegal/Legal Assistant IV		42.72
30375 - Petroleum Supply Specialist		33.88
30390 - Photo-Optics Technician		28.02
30395 - Radiation Control Technician		33.88
30461 - Technical Writer I		27.69
30462 - Technical Writer II		33.88
30463 - Technical Writer III		40.98
30491 - Unexploded Ordnance (UXO) Technician I		29.28
30492 - Unexploded Ordnance (UXO) Technician II		35.43
30493 - Unexploded Ordnance (UXO) Technician III		42.46
30494 - Unexploded (UXO) Safety Escort		29.28
30495 - Unexploded (UXO) Sweep Personnel		29.28
30501 - Weather Forecaster I		30.67
30502 - Weather Forecaster II		37.30
30620 - Weather Observer, Combined Upper Air Or Surface Programs (see 2)		25.22
30621 - Weather Observer, Senior (see 2)		27.75
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		35.43
31020 - Bus Aide		15.26
31030 - Bus Driver		22.40
31043 - Driver Courier		17.61
31260 - Parking and Lot Attendant		13.04
31290 - Shuttle Bus Driver		18.09
31310 - Taxi Driver		12.77
31361 - Truckdriver, Light		19.27

31362 - Truckdriver, Medium	21.00
31363 - Truckdriver, Heavy	23.58
31364 - Truckdriver, Tractor-Trailer	23.58
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.27
99030 - Cashier	12.56
99050 - Desk Clerk	13.17
99095 - Embalmer	29.28
99130 - Flight Follower	29.28
99251 - Laboratory Animal Caretaker I	14.77
99252 - Laboratory Animal Caretaker II	16.18
99260 - Marketing Analyst	30.68
99310 - Mortician	29.28
99410 - Pest Controller	18.98
99510 - Photofinishing Worker	15.39
99710 - Recycling Laborer	19.77
99711 - Recycling Specialist	24.34
99730 - Refuse Collector	17.38
99810 - Sales Clerk	14.11
99820 - School Crossing Guard	16.11
99830 - Survey Party Chief	25.64
99831 - Surveying Aide	15.36
99832 - Surveying Technician	19.68
99840 - Vending Machine Attendant	22.58
99841 - Vending Machine Repairer	28.90
99842 - Vending Machine Repairer Helper	22.58

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.

Note: Executive Order 13658 generally applies to contracts subject to the Service Contract Act that were awarded on or between January 1, 2015 and January 29, 2022, and that have not been renewed or extended on or after January 30, 2022. If a contract is subject to Executive Order 13658, the contractor must pay all covered workers at least \$13.30 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 2025. The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under Executive Order 13658 is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.55 per hour, up to 40 hours per week, or \$222.00 per week or \$962.00 per month

HEALTH & WELFARE EO 13706: \$5.09 per hour, up to 40 hours per week, or \$203.60 per week, or \$882.27 per month*

*This rate is to be used only when compensating employees for performance on an SCA-

covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

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

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

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

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

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

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

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

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, 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.: 2015-6005
Division of Wage Determinations

State: Texas

Area: Texas County of Harrison

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.99
01012 - Accounting Clerk II		20.19
01013 - Accounting Clerk III		22.58
01020 - Administrative Assistant		28.85
01035 - Court Reporter		28.17
01041 - Customer Service Representative I		15.36
01042 - Customer Service Representative II		16.76
01043 - Customer Service Representative III		18.81
01051 - Data Entry Operator I		15.48
01052 - Data Entry Operator II		16.89
01060 - Dispatcher, Motor Vehicle		21.08
01070 - Document Preparation Clerk		16.60
01090 - Duplicating Machine Operator		16.60
01111 - General Clerk I		15.72
01112 - General Clerk II		17.15
01113 - General Clerk III		19.26
01120 - Housing Referral Assistant		23.22
01141 - Messenger Courier		15.77
01191 - Order Clerk I		17.69
01192 - Order Clerk II		19.30
01261 - Personnel Assistant (Employment) I		19.02
01262 - Personnel Assistant (Employment) II		21.28
01263 - Personnel Assistant (Employment) III		23.71
01270 - Production Control Clerk		23.11
01290 - Rental Clerk		15.16
01300 - Scheduler, Maintenance		18.63
01311 - Secretary I		18.63
01312 - Secretary II		20.84
01313 - Secretary III		23.22
01320 - Service Order Dispatcher		18.84
01410 - Supply Technician		28.85
01420 - Survey Worker		16.96
01460 - Switchboard Operator/Receptionist		14.95
01531 - Travel Clerk I		16.60
01532 - Travel Clerk II		18.50
01533 - Travel Clerk III		20.27
01611 - Word Processor I		16.60
01612 - Word Processor II		18.63
01613 - Word Processor III		20.84
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		23.79
05010 - Automotive Electrician		21.49

05040 - Automotive Glass Installer	20.29
05070 - Automotive Worker	20.29
05110 - Mobile Equipment Servicer	17.73
05130 - Motor Equipment Metal Mechanic	22.68
05160 - Motor Equipment Metal Worker	20.29
05190 - Motor Vehicle Mechanic	22.68
05220 - Motor Vehicle Mechanic Helper	16.41
05250 - Motor Vehicle Upholstery Worker	19.04
05280 - Motor Vehicle Wrecker	20.29
05310 - Painter, Automotive	21.49
05340 - Radiator Repair Specialist	20.29
05370 - Tire Repairer	17.63
05400 - Transmission Repair Specialist	22.68
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.23
07041 - Cook I	13.77
07042 - Cook II	15.85
07070 - Dishwasher	12.06
07130 - Food Service Worker	12.15
07210 - Meat Cutter	14.20
07260 - Waiter/Waitress	11.20
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.37
09040 - Furniture Handler	13.02
09080 - Furniture Refinisher	20.37
09090 - Furniture Refinisher Helper	15.54
09110 - Furniture Repairer, Minor	18.04
09130 - Upholsterer	20.37
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	14.86
11060 - Elevator Operator	14.36
11090 - Gardener	21.15
11122 - Housekeeping Aide	14.36
11150 - Janitor	14.36
11210 - Laborer, Grounds Maintenance	16.16
11240 - Maid or Houseman	12.72
11260 - Pruner	14.28
11270 - Tractor Operator	19.57
11330 - Trail Maintenance Worker	16.16
11360 - Window Cleaner	16.25
12000 - Health Occupations	
12010 - Ambulance Driver	16.42
12011 - Breath Alcohol Technician	24.39
12012 - Certified Occupational Therapist Assistant	36.65
12015 - Certified Physical Therapist Assistant	36.26
12020 - Dental Assistant	18.09
12025 - Dental Hygienist	40.11
12030 - EKG Technician	23.23
12035 - Electroneurodiagnostic Technologist	23.23
12040 - Emergency Medical Technician	16.42
12071 - Licensed Practical Nurse I	21.80
12072 - Licensed Practical Nurse II	24.39
12073 - Licensed Practical Nurse III	27.19
12100 - Medical Assistant	17.33
12130 - Medical Laboratory Technician	28.41
12160 - Medical Record Clerk	17.86
12190 - Medical Record Technician	19.98
12195 - Medical Transcriptionist	20.64
12210 - Nuclear Medicine Technologist	53.59
12221 - Nursing Assistant I	13.60
12222 - Nursing Assistant II	15.31
12223 - Nursing Assistant III	16.71
12224 - Nursing Assistant IV	18.75
12235 - Optical Dispenser	20.89
12236 - Optical Technician	21.80

12250 - Pharmacy Technician	18.50
12280 - Phlebotomist	18.02
12305 - Radiologic Technologist	34.51
12311 - Registered Nurse I	26.18
12312 - Registered Nurse II	32.02
12313 - Registered Nurse II, Specialist	32.02
12314 - Registered Nurse III	38.75
12315 - Registered Nurse III, Anesthetist	38.75
12316 - Registered Nurse IV	46.43
12317 - Scheduler (Drug and Alcohol Testing)	30.22
12320 - Substance Abuse Treatment Counselor	24.06
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	20.49
13012 - Exhibits Specialist II	25.38
13013 - Exhibits Specialist III	31.05
13041 - Illustrator I	20.49
13042 - Illustrator II	25.38
13043 - Illustrator III	31.05
13047 - Librarian	28.11
13050 - Library Aide/Clerk	13.78
13054 - Library Information Technology Systems	25.38
Administrator	
13058 - Library Technician	15.84
13061 - Media Specialist I	18.32
13062 - Media Specialist II	20.49
13063 - Media Specialist III	22.85
13071 - Photographer I	18.32
13072 - Photographer II	20.49
13073 - Photographer III	25.38
13074 - Photographer IV	31.05
13075 - Photographer V	37.56
13090 - Technical Order Library Clerk	17.30
13110 - Video Teleconference Technician	21.88
14000 - Information Technology Occupations	
14041 - Computer Operator I	20.53
14042 - Computer Operator II	22.96
14043 - Computer Operator III	25.59
14044 - Computer Operator IV	28.44
14045 - Computer Operator V	31.50
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	20.53
14160 - Personal Computer Support Technician	28.44
14170 - System Support Specialist	31.50
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	34.98
15020 - Aircrew Training Devices Instructor (Rated)	42.33
15030 - Air Crew Training Devices Instructor (Pilot)	50.73
15050 - Computer Based Training Specialist / Instructor	34.98
15060 - Educational Technologist	37.69
15070 - Flight Instructor (Pilot)	50.73
15080 - Graphic Artist	21.27
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	50.73
15086 - Maintenance Test Pilot, Rotary Wing	50.73
15088 - Non-Maintenance Test/Co-Pilot	50.73
15090 - Technical Instructor	21.07
15095 - Technical Instructor/Course Developer	25.77
15110 - Test Proctor	17.01
15120 - Tutor	17.01
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	

16010 - Assembler	11.72
16030 - Counter Attendant	11.72
16040 - Dry Cleaner	14.77
16070 - Finisher, Flatwork, Machine	11.72
16090 - Presser, Hand	11.72
16110 - Presser, Machine, Drycleaning	11.72
16130 - Presser, Machine, Shirts	11.72
16160 - Presser, Machine, Wearing Apparel, Laundry	11.72
16190 - Sewing Machine Operator	15.48
16220 - Tailor	16.39
16250 - Washer, Machine	12.75
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	20.25
19040 - Tool And Die Maker	25.00
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	19.26
21030 - Material Coordinator	23.11
21040 - Material Expediter	23.11
21050 - Material Handling Laborer	16.96
21071 - Order Filler	16.46
21080 - Production Line Worker (Food Processing)	19.26
21110 - Shipping Packer	17.66
21130 - Shipping/Receiving Clerk	17.66
21140 - Store Worker I	14.05
21150 - Stock Clerk	19.91
21210 - Tools And Parts Attendant	19.26
21410 - Warehouse Specialist	19.26
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	34.41
23019 - Aircraft Logs and Records Technician	27.43
23021 - Aircraft Mechanic I	32.74
23022 - Aircraft Mechanic II	34.41
23023 - Aircraft Mechanic III	36.07
23040 - Aircraft Mechanic Helper	23.63
23050 - Aircraft, Painter	30.33
23060 - Aircraft Servicer	27.43
23070 - Aircraft Survival Flight Equipment Technician	30.33
23080 - Aircraft Worker	29.25
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	29.25
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	32.74
23110 - Appliance Mechanic	21.19
23120 - Bicycle Repairer	20.38
23125 - Cable Splicer	34.55
23130 - Carpenter, Maintenance	21.48
23140 - Carpet Layer	23.46
23160 - Electrician, Maintenance	23.96
23181 - Electronics Technician Maintenance I	36.21
23182 - Electronics Technician Maintenance II	38.35
23183 - Electronics Technician Maintenance III	40.52
23260 - Fabric Worker	21.93
23290 - Fire Alarm System Mechanic	24.54
23310 - Fire Extinguisher Repairer	20.38
23311 - Fuel Distribution System Mechanic	23.20
23312 - Fuel Distribution System Operator	17.88
23370 - General Maintenance Worker	20.02
23380 - Ground Support Equipment Mechanic	32.74
23381 - Ground Support Equipment Servicer	27.43
23382 - Ground Support Equipment Worker	29.25
23391 - Gunsmith I	20.38
23392 - Gunsmith II	23.46
23393 - Gunsmith III	26.44
23410 - Heating, Ventilation And Air-Conditioning Mechanic	23.25

23411 - Heating, Ventilation And Air Conditioning Mechanic (Research Facility)	24.45
23430 - Heavy Equipment Mechanic	26.70
23440 - Heavy Equipment Operator	22.10
23460 - Instrument Mechanic	26.44
23465 - Laboratory/Shelter Mechanic	24.85
23470 - Laborer	16.96
23510 - Locksmith	24.85
23530 - Machinery Maintenance Mechanic	28.01
23550 - Machinist, Maintenance	22.34
23580 - Maintenance Trades Helper	16.69
23591 - Metrology Technician I	26.44
23592 - Metrology Technician II	27.80
23593 - Metrology Technician III	29.18
23640 - Millwright	28.17
23710 - Office Appliance Repairer	21.19
23760 - Painter, Maintenance	20.31
23790 - Pipefitter, Maintenance	24.58
23810 - Plumber, Maintenance	23.10
23820 - Pneudraulic Systems Mechanic	26.44
23850 - Rigger	24.68
23870 - Scale Mechanic	23.46
23890 - Sheet-Metal Worker, Maintenance	22.93
23910 - Small Engine Mechanic	22.01
23931 - Telecommunications Mechanic I	31.20
23932 - Telecommunications Mechanic II	32.79
23950 - Telephone Lineman	36.77
23960 - Welder, Combination, Maintenance	24.66
23965 - Well Driller	26.44
23970 - Woodcraft Worker	26.44
23980 - Woodworker	20.38
24000 - Personal Needs Occupations	
24550 - Case Manager	19.21
24570 - Child Care Attendant	10.91
24580 - Child Care Center Clerk	13.60
24610 - Chore Aide	11.11
24620 - Family Readiness And Support Services Coordinator	19.21
24630 - Homemaker	19.21
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.34
25040 - Sewage Plant Operator	21.33
25070 - Stationary Engineer	23.71
25190 - Ventilation Equipment Tender	16.86
25210 - Water Treatment Plant Operator	19.87
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.95
27007 - Baggage Inspector	14.57
27008 - Corrections Officer	22.09
27010 - Court Security Officer	22.76
27030 - Detection Dog Handler	16.30
27040 - Detention Officer	22.09
27070 - Firefighter	22.29
27101 - Guard I	14.57
27102 - Guard II	16.30
27131 - Police Officer I	26.19
27132 - Police Officer II	29.10
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.51
28042 - Carnival Equipment Repairer	16.76
28043 - Carnival Worker	11.51
28210 - Gate Attendant/Gate Tender	18.67
28310 - Lifeguard	12.87
28350 - Park Attendant (Aide)	20.88
28510 - Recreation Aide/Health Facility Attendant	15.24

28515 - Recreation Specialist	25.86
28630 - Sports Official	16.63
28690 - Swimming Pool Operator	19.20
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	30.08
29020 - Hatch Tender	30.08
29030 - Line Handler	30.08
29041 - Stevedore I	28.12
29042 - Stevedore II	31.86
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO)	49.12
30011 - Air Traffic Control Specialist, Station (HFO)	33.87
30012 - Air Traffic Control Specialist, Terminal (HFO)	37.30
30021 - Archeological Technician I	20.88
30022 - Archeological Technician II	23.35
30023 - Archeological Technician III	28.93
30030 - Cartographic Technician	28.93
30040 - Civil Engineering Technician	28.07
30051 - Cryogenic Technician I	32.04
30052 - Cryogenic Technician II	35.39
30061 - Drafter/CAD Operator I	20.88
30062 - Drafter/CAD Operator II	23.35
30063 - Drafter/CAD Operator III	26.04
30064 - Drafter/CAD Operator IV	32.04
30081 - Engineering Technician I	19.68
30082 - Engineering Technician II	22.09
30083 - Engineering Technician III	24.70
30084 - Engineering Technician IV	30.61
30085 - Engineering Technician V	37.44
30086 - Engineering Technician VI	45.30
30090 - Environmental Technician	25.56
30095 - Evidence Control Specialist	28.93
30210 - Laboratory Technician	29.34
30221 - Latent Fingerprint Technician I	30.77
30222 - Latent Fingerprint Technician II	33.98
30240 - Mathematical Technician	28.93
30361 - Paralegal/Legal Assistant I	23.33
30362 - Paralegal/Legal Assistant II	28.91
30363 - Paralegal/Legal Assistant III	35.36
30364 - Paralegal/Legal Assistant IV	42.78
30375 - Petroleum Supply Specialist	35.39
30390 - Photo-Optics Technician	28.93
30395 - Radiation Control Technician	35.39
30461 - Technical Writer I	27.83
30462 - Technical Writer II	34.31
30463 - Technical Writer III	41.27
30491 - Unexploded Ordnance (UXO) Technician I	31.21
30492 - Unexploded Ordnance (UXO) Technician II	37.77
30493 - Unexploded Ordnance (UXO) Technician III	45.27
30494 - Unexploded (UXO) Safety Escort	31.21
30495 - Unexploded (UXO) Sweep Personnel	31.21
30501 - Weather Forecaster I	32.04
30502 - Weather Forecaster II	38.97
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2) 26.04
30621 - Weather Observer, Senior	(see 2) 28.93
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	37.77
31020 - Bus Aide	13.60
31030 - Bus Driver	18.80
31043 - Driver Courier	15.53
31260 - Parking and Lot Attendant	12.25
31290 - Shuttle Bus Driver	15.31
31310 - Taxi Driver	12.71
31361 - Truckdriver, Light	16.96

31362 - Truckdriver, Medium	18.25
31363 - Truckdriver, Heavy	23.61
31364 - Truckdriver, Tractor-Trailer	23.61
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	18.41
99030 - Cashier	12.26
99050 - Desk Clerk	13.02
99095 - Embalmer	29.28
99130 - Flight Follower	31.21
99251 - Laboratory Animal Caretaker I	15.46
99252 - Laboratory Animal Caretaker II	16.65
99260 - Marketing Analyst	28.74
99310 - Mortician	29.28
99410 - Pest Controller	18.40
99510 - Photofinishing Worker	16.40
99710 - Recycling Laborer	20.96
99711 - Recycling Specialist	25.48
99730 - Refuse Collector	18.52
99810 - Sales Clerk	14.14
99820 - School Crossing Guard	15.84
99830 - Survey Party Chief	24.42
99831 - Surveying Aide	14.96
99832 - Surveying Technician	20.50
99840 - Vending Machine Attendant	21.79
99841 - Vending Machine Repairer	27.40
99842 - Vending Machine Repairer Helper	21.79

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.

Note: Executive Order 13658 generally applies to contracts subject to the Service Contract Act that were awarded on or between January 1, 2015 and January 29, 2022, and that have not been renewed or extended on or after January 30, 2022. If a contract is subject to Executive Order 13658, the contractor must pay all covered workers at least \$13.30 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 2025. The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under Executive Order 13658 is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.55 per hour, up to 40 hours per week, or \$222.00 per week or \$962.00 per month

HEALTH & WELFARE EO 13706: \$5.09 per hour, up to 40 hours per week, or \$203.60 per week, or \$882.27 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 after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, 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) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) 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

Daniel W. Simms Division of
 Director Wage Determinations

Wage Determination No.: 2015-5145
 Revision No.: 29
 Date Of Last Revision: 12/03/2025

States: Arkansas, Texas

Area: Arkansas Counties of Little River, Miller
 Texas County of Bowie

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.92
01012 - Accounting Clerk II		17.89
01013 - Accounting Clerk III		20.00
01020 - Administrative Assistant		26.64
01035 - Court Reporter		19.48
01041 - Customer Service Representative I		15.04
01042 - Customer Service Representative II		16.41
01043 - Customer Service Representative III		18.42
01051 - Data Entry Operator I		15.38
01052 - Data Entry Operator II		16.78
01060 - Dispatcher, Motor Vehicle		18.20
01070 - Document Preparation Clerk		15.52
01090 - Duplicating Machine Operator		15.52
01111 - General Clerk I		15.42
01112 - General Clerk II		16.83
01113 - General Clerk III		18.89
01120 - Housing Referral Assistant		21.73
01141 - Messenger Courier		12.64
01191 - Order Clerk I		14.23
01192 - Order Clerk II		15.52
01261 - Personnel Assistant (Employment) I		17.40
01262 - Personnel Assistant (Employment) II		19.46
01263 - Personnel Assistant (Employment) III		21.69
01270 - Production Control Clerk		29.18
01290 - Rental Clerk		15.58
01300 - Scheduler, Maintenance		17.42
01311 - Secretary I		17.42
01312 - Secretary II		19.48
01313 - Secretary III		21.73
01320 - Service Order Dispatcher		16.26
01410 - Supply Technician		26.64
01420 - Survey Worker		18.98
01460 - Switchboard Operator/Receptionist		14.51
01531 - Travel Clerk I		15.50
01532 - Travel Clerk II		17.40
01533 - Travel Clerk III		19.46
01611 - Word Processor I		15.52
01612 - Word Processor II		17.42
01613 - Word Processor III		19.48
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		27.70

05010 - Automotive Electrician	20.17
05040 - Automotive Glass Installer	19.37
05070 - Automotive Worker	19.37
05110 - Mobile Equipment Servicer	17.63
05130 - Motor Equipment Metal Mechanic	21.00
05160 - Motor Equipment Metal Worker	19.37
05190 - Motor Vehicle Mechanic	21.00
05220 - Motor Vehicle Mechanic Helper	16.90
05250 - Motor Vehicle Upholstery Worker	18.41
05280 - Motor Vehicle Wrecker	19.37
05310 - Painter, Automotive	20.17
05340 - Radiator Repair Specialist	19.37
05370 - Tire Repairer	15.84
05400 - Transmission Repair Specialist	21.00
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.31
07041 - Cook I	13.12
07042 - Cook II	14.42
07070 - Dishwasher	11.99
07130 - Food Service Worker	12.51
07210 - Meat Cutter	15.17
07260 - Waiter/Waitress	11.87
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.87
09040 - Furniture Handler	15.19
09080 - Furniture Refinisher	19.87
09090 - Furniture Refinisher Helper	16.93
09110 - Furniture Repairer, Minor	18.44
09130 - Upholsterer	19.87
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	13.06
11060 - Elevator Operator	13.56
11090 - Gardener	18.17
11122 - Housekeeping Aide	13.56
11150 - Janitor	13.56
11210 - Laborer, Grounds Maintenance	15.80
11240 - Maid or Houseman	12.69
11260 - Pruner	14.91
11270 - Tractor Operator	17.41
11330 - Trail Maintenance Worker	15.80
11360 - Window Cleaner	14.36
12000 - Health Occupations	
12010 - Ambulance Driver	22.72
12011 - Breath Alcohol Technician	22.72
12012 - Certified Occupational Therapist Assistant	35.28
12015 - Certified Physical Therapist Assistant	36.24
12020 - Dental Assistant	17.95
12025 - Dental Hygienist	39.14
12030 - EKG Technician	32.63
12035 - Electroneurodiagnostic Technologist	32.63
12040 - Emergency Medical Technician	22.72
12071 - Licensed Practical Nurse I	20.31
12072 - Licensed Practical Nurse II	22.72
12073 - Licensed Practical Nurse III	25.32
12100 - Medical Assistant	17.64
12130 - Medical Laboratory Technician	21.30
12160 - Medical Record Clerk	15.09
12190 - Medical Record Technician	17.24
12195 - Medical Transcriptionist	20.31
12210 - Nuclear Medicine Technologist	49.92
12221 - Nursing Assistant I	13.67
12222 - Nursing Assistant II	15.38
12223 - Nursing Assistant III	16.78
12224 - Nursing Assistant IV	18.84
12235 - Optical Dispenser	20.89

12236 - Optical Technician	20.31
12250 - Pharmacy Technician	18.27
12280 - Phlebotomist	16.22
12305 - Radiologic Technologist	32.37
12311 - Registered Nurse I	24.88
12312 - Registered Nurse II	30.42
12313 - Registered Nurse II, Specialist	30.42
12314 - Registered Nurse III	36.81
12315 - Registered Nurse III, Anesthetist	36.81
12316 - Registered Nurse IV	44.13
12317 - Scheduler (Drug and Alcohol Testing)	28.14
12320 - Substance Abuse Treatment Counselor	25.96
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	19.32
13012 - Exhibits Specialist II	23.94
13013 - Exhibits Specialist III	29.28
13041 - Illustrator I	19.32
13042 - Illustrator II	23.94
13043 - Illustrator III	29.28
13047 - Librarian	26.51
13050 - Library Aide/Clerk	15.07
13054 - Library Information Technology Systems	23.94
Administrator	
13058 - Library Technician	18.92
13061 - Media Specialist I	17.27
13062 - Media Specialist II	19.32
13063 - Media Specialist III	21.55
13071 - Photographer I	17.27
13072 - Photographer II	19.32
13073 - Photographer III	23.94
13074 - Photographer IV	29.28
13075 - Photographer V	35.42
13090 - Technical Order Library Clerk	18.92
13110 - Video Teleconference Technician	17.27
14000 - Information Technology Occupations	
14041 - Computer Operator I	19.72
14042 - Computer Operator II	22.06
14043 - Computer Operator III	24.60
14044 - Computer Operator IV	27.35
14045 - Computer Operator V	30.27
14071 - Computer Programmer I	(see 1)
14072 - Computer Programmer II	(see 1)
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment Operator	19.72
14160 - Personal Computer Support Technician	27.70
14170 - System Support Specialist	30.27
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	30.45
15020 - Aircrew Training Devices Instructor (Rated)	36.84
15030 - Air Crew Training Devices Instructor (Pilot)	44.16
15050 - Computer Based Training Specialist / Instructor	30.45
15060 - Educational Technologist	32.66
15070 - Flight Instructor (Pilot)	44.16
15080 - Graphic Artist	24.40
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	44.16
15086 - Maintenance Test Pilot, Rotary Wing	44.16
15088 - Non-Maintenance Test/Co-Pilot	44.16
15090 - Technical Instructor	19.48
15095 - Technical Instructor/Course Developer	23.84
15110 - Test Proctor	15.73
15120 - Tutor	15.73

16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	11.33
16030 - Counter Attendant	11.33
16040 - Dry Cleaner	13.41
16070 - Finisher, Flatwork, Machine	11.33
16090 - Presser, Hand	11.33
16110 - Presser, Machine, Drycleaning	11.33
16130 - Presser, Machine, Shirts	11.33
16160 - Presser, Machine, Wearing Apparel, Laundry	11.33
16190 - Sewing Machine Operator	14.21
16220 - Tailor	14.98
16250 - Washer, Machine	11.97
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	25.32
19040 - Tool And Die Maker	28.95
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	19.35
21030 - Material Coordinator	29.18
21040 - Material Expediter	29.18
21050 - Material Handling Laborer	16.58
21071 - Order Filler	16.29
21080 - Production Line Worker (Food Processing)	19.35
21110 - Shipping Packer	18.23
21130 - Shipping/Receiving Clerk	18.23
21140 - Store Worker I	17.98
21150 - Stock Clerk	21.72
21210 - Tools And Parts Attendant	19.35
21410 - Warehouse Specialist	19.35
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	27.33
23019 - Aircraft Logs and Records Technician	23.12
23021 - Aircraft Mechanic I	26.36
23022 - Aircraft Mechanic II	27.33
23023 - Aircraft Mechanic III	28.17
23040 - Aircraft Mechanic Helper	21.22
23050 - Aircraft, Painter	25.32
23060 - Aircraft Servicer	23.12
23070 - Aircraft Survival Flight Equipment Technician	25.32
23080 - Aircraft Worker	24.32
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	24.32
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	26.36
23110 - Appliance Mechanic	25.32
23120 - Bicycle Repairer	22.13
23125 - Cable Splicer	26.36
23130 - Carpenter, Maintenance	20.44
23140 - Carpet Layer	24.32
23160 - Electrician, Maintenance	28.36
23181 - Electronics Technician Maintenance I	31.20
23182 - Electronics Technician Maintenance II	32.47
23183 - Electronics Technician Maintenance III	33.74
23260 - Fabric Worker	23.12
23290 - Fire Alarm System Mechanic	26.36
23310 - Fire Extinguisher Repairer	22.13
23311 - Fuel Distribution System Mechanic	28.02
23312 - Fuel Distribution System Operator	23.66
23370 - General Maintenance Worker	17.41
23380 - Ground Support Equipment Mechanic	26.36
23381 - Ground Support Equipment Servicer	23.12
23382 - Ground Support Equipment Worker	24.32
23391 - Gunsmith I	22.13
23392 - Gunsmith II	24.32
23393 - Gunsmith III	26.36
23410 - Heating, Ventilation And Air-Conditioning	22.80

Mechanic		
23411 - Heating, Ventilation And Air Conditioning		23.64
Mechanic (Research Facility)		
23430 - Heavy Equipment Mechanic		31.70
23440 - Heavy Equipment Operator		22.24
23460 - Instrument Mechanic		26.36
23465 - Laboratory/Shelter Mechanic		25.32
23470 - Laborer		16.58
23510 - Locksmith		25.32
23530 - Machinery Maintenance Mechanic		38.16
23550 - Machinist, Maintenance		24.15
23580 - Maintenance Trades Helper		18.38
23591 - Metrology Technician I		26.36
23592 - Metrology Technician II		27.33
23593 - Metrology Technician III		28.17
23640 - Millwright		26.36
23710 - Office Appliance Repairer		25.32
23760 - Painter, Maintenance		24.73
23790 - Pipefitter, Maintenance		24.15
23810 - Plumber, Maintenance		23.20
23820 - Pneudraulic Systems Mechanic		26.36
23850 - Rigger		26.36
23870 - Scale Mechanic		24.32
23890 - Sheet-Metal Worker, Maintenance		23.26
23910 - Small Engine Mechanic		24.32
23931 - Telecommunications Mechanic I		25.83
23932 - Telecommunications Mechanic II		26.77
23950 - Telephone Lineman		26.36
23960 - Welder, Combination, Maintenance		21.38
23965 - Well Driller		26.36
23970 - Woodcraft Worker		26.36
23980 - Woodworker		22.13
24000 - Personal Needs Occupations		
24550 - Case Manager		20.15
24570 - Child Care Attendant		11.36
24580 - Child Care Center Clerk		14.16
24610 - Chore Aide		11.00
24620 - Family Readiness And Support Services Coordinator		20.15
24630 - Homemaker		20.15
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		23.00
25040 - Sewage Plant Operator		19.87
25070 - Stationary Engineer		23.71
25190 - Ventilation Equipment Tender		18.13
25210 - Water Treatment Plant Operator		18.83
27000 - Protective Service Occupations		
27004 - Alarm Monitor		18.78
27007 - Baggage Inspector		16.19
27008 - Corrections Officer		22.68
27010 - Court Security Officer		23.87
27030 - Detection Dog Handler		18.11
27040 - Detention Officer		22.68
27070 - Firefighter		25.15
27101 - Guard I		16.19
27102 - Guard II		18.11
27131 - Police Officer I		24.88
27132 - Police Officer II		27.65
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		12.84
28042 - Carnival Equipment Repairer		13.40
28043 - Carnival Worker		10.99
28210 - Gate Attendant/Gate Tender		17.14
28310 - Lifeguard		15.27
28350 - Park Attendant (Aide)		19.17

28510 - Recreation Aide/Health Facility Attendant	13.99
28515 - Recreation Specialist	23.74
28630 - Sports Official	15.27
28690 - Swimming Pool Operator	14.88
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	24.81
29020 - Hatch Tender	24.81
29030 - Line Handler	24.81
29041 - Stevedore I	23.66
29042 - Stevedore II	25.75
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	46.07
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	31.77
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	34.99
30021 - Archeological Technician I	17.64
30022 - Archeological Technician II	19.73
30023 - Archeological Technician III	24.44
30030 - Cartographic Technician	24.44
30040 - Civil Engineering Technician	23.23
30051 - Cryogenic Technician I	25.97
30052 - Cryogenic Technician II	28.68
30061 - Drafter/CAD Operator I	17.64
30062 - Drafter/CAD Operator II	19.73
30063 - Drafter/CAD Operator III	22.00
30064 - Drafter/CAD Operator IV	27.08
30081 - Engineering Technician I	15.07
30082 - Engineering Technician II	19.06
30083 - Engineering Technician III	21.32
30084 - Engineering Technician IV	26.42
30085 - Engineering Technician V	32.32
30086 - Engineering Technician VI	38.24
30090 - Environmental Technician	23.45
30095 - Evidence Control Specialist	23.45
30210 - Laboratory Technician	24.67
30221 - Latent Fingerprint Technician I	25.97
30222 - Latent Fingerprint Technician II	28.68
30240 - Mathematical Technician	24.44
30361 - Paralegal/Legal Assistant I	21.73
30362 - Paralegal/Legal Assistant II	26.91
30363 - Paralegal/Legal Assistant III	32.91
30364 - Paralegal/Legal Assistant IV	39.82
30375 - Petroleum Supply Specialist	28.68
30390 - Photo-Optics Technician	24.44
30395 - Radiation Control Technician	28.68
30461 - Technical Writer I	24.44
30462 - Technical Writer II	31.19
30463 - Technical Writer III	37.52
30491 - Unexploded Ordnance (UXO) Technician I	29.28
30492 - Unexploded Ordnance (UXO) Technician II	35.43
30493 - Unexploded Ordnance (UXO) Technician III	42.46
30494 - Unexploded (UXO) Safety Escort	29.28
30495 - Unexploded (UXO) Sweep Personnel	29.28
30501 - Weather Forecaster I	27.08
30502 - Weather Forecaster II	32.94
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2) 22.00
30621 - Weather Observer, Senior	(see 2) 24.44
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	35.43
31020 - Bus Aide	16.19
31030 - Bus Driver	19.45
31043 - Driver Courier	17.80
31260 - Parking and Lot Attendant	15.28
31290 - Shuttle Bus Driver	16.06
31310 - Taxi Driver	12.35

31361 - Truckdriver, Light	18.57
31362 - Truckdriver, Medium	19.39
31363 - Truckdriver, Heavy	25.78
31364 - Truckdriver, Tractor-Trailer	25.78
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.27
99030 - Cashier	12.55
99050 - Desk Clerk	13.30
99095 - Embalmer	29.28
99130 - Flight Follower	29.28
99251 - Laboratory Animal Caretaker I	18.05
99252 - Laboratory Animal Caretaker II	18.32
99260 - Marketing Analyst	27.58
99310 - Mortician	29.28
99410 - Pest Controller	21.99
99510 - Photofinishing Worker	15.39
99710 - Recycling Laborer	17.78
99711 - Recycling Specialist	19.61
99730 - Refuse Collector	16.78
99810 - Sales Clerk	14.52
99820 - School Crossing Guard	19.41
99830 - Survey Party Chief	23.01
99831 - Surveying Aide	14.11
99832 - Surveying Technician	19.33
99840 - Vending Machine Attendant	22.67
99841 - Vending Machine Repairer	25.99
99842 - Vending Machine Repairer Helper	22.67

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.

Note: Executive Order 13658 generally applies to contracts subject to the Service Contract Act that were awarded on or between January 1, 2015 and January 29, 2022, and that have not been renewed or extended on or after January 30, 2022. If a contract is subject to Executive Order 13658, the contractor must pay all covered workers at least \$13.30 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 2025. The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under Executive Order 13658 is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.55 per hour, up to 40 hours per week, or \$222.00 per week or \$962.00 per month

HEALTH & WELFARE EO 13706: \$5.09 per hour, up to 40 hours per week, or \$203.60 per week, or \$882.27 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 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, 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))."