

# ORDER FOR SUPPLIES OR SERVICES

1. CONTRACT/PURCH. ORDER/ AGREEMENT NO. W912P814D0016	2. DELIVERY ORDER/ CALL NO. W9127818F0014	3. DATE OF ORDER/CALL (YYYYMMDD) 2017 Oct 10	4. REQ./ PURCH. REQUEST NO. W31XNJ2828553	5. PRIORITY
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6. ISSUED BY ENDIST MOBILE CONTRACTING DIVISION 109 ST JOSEPH ST MOBILE AL 36602	CODE W91278	7. ADMINISTERED BY (if other than 6)  <b>SEE ITEM 6</b>	CODE	8. DELIVERY FOB <input checked="" type="checkbox"/> DESTINATION <input type="checkbox"/> OTHER  (See Schedule if other)
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9. CONTRACTOR XPERTS INC 2000 KENNEDY AVE STE 213 NAME AND ADDRESS SAN JUAN PR 00920-0000	CODE 1RX13	FACILITY	10. DELIVER TO FOB POINT BY (Date) (YYYYMMDD) <b>SEE SCHEDULE</b>	11. MARK IF BUSINESS IS <input type="checkbox"/> SMALL <input checked="" type="checkbox"/> SMALL DISADVANTAGED <input type="checkbox"/> WOMEN-OWNED
			12. DISCOUNT TERMS Net 30 Days	
13. MAIL INVOICES TO THE ADDRESS IN BLOCK See Item 15				

14. SHIP TO EMERGENCY MANAGEMENT BRANCH JACOB TATE 109 ST JOSEPH ST MOBILE AL 36602	CODE W31XNJ	15. PAYMENT WILL BE MADE BY USACE FINANCE CTR - DISBURSING OFFICER 5722 INTEGRITY DRIVE MILLINGTON TN 38054-5005	CODE 964145	<b>MARK ALL PACKAGES AND PAPERS WITH IDENTIFICATION NUMBERS IN BLOCKS 1 AND 2.</b>
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16. TYPE OF ORDER	DELIVERY/ CALL	<input checked="" type="checkbox"/>	This delivery order/call is issued on another Government agency or in accordance with and subject to terms and conditions of above numbered contract.
	PURCHASE	<input type="checkbox"/>	Reference your quote dated Furnish the following on terms specified herein. REF:

ACCEPTANCE. THE CONTRACTOR HEREBY ACCEPTS THE OFFER REPRESENTED BY THE NUMBERED PURCHASE ORDER AS IT MAY PREVIOUSLY HAVE BEEN OR IS NOW MODIFIED, SUBJECT TO ALL OF THE TERMS AND CONDITIONS SET FORTH, AND AGREES TO PERFORM THE SAME.

NAME OF CONTRACTOR	SIGNATURE	TYPED NAME AND TITLE	DATE SIGNED (YYYYMMDD)
<input type="checkbox"/> If this box is marked, supplier must sign Acceptance and return the following number of copies:			

17. ACCOUNTING AND APPROPRIATION DATA/ LOCAL USE

**See Schedule**

18. ITEM NO.	19. SCHEDULE OF SUPPLIES/ SERVICES	20. QUANTITY ORDERED/ ACCEPTED*	21. UNIT	22. UNIT PRICE	23. AMOUNT
<b>SEE SCHEDULE</b>					

* If quantity accepted by the Government is same as quantity ordered, indicate by X. If different, enter actual quantity accepted below quantity ordered and encircle.	24. UNITED STATES OF AMERICA TEL: 251-690-3348 EMAIL: Jason.C.Johnston@usace.army.mil BY: JASON C JOHNSTON		25. TOTAL \$49,996,902.64
			26. DIFFERENCES

27a. QUANTITY IN COLUMN 20 HAS BEEN

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

b. SIGNATURE OF AUTHORIZED GOVERNMENT REPRESENTATIVE	c. DATE (YYYYMMDD)	d. PRINTED NAME AND TITLE OF AUTHORIZED GOVERNMENT REPRESENTATIVE
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e. MAILING ADDRESS OF AUTHORIZED GOVERNMENT REPRESENTATIVE	28. SHIP NO.	29. DO VOUCHER NO.	30. INITIALS
f. TELEPHONE NUMBER	g. E-MAIL ADDRESS		32. PAID BY
			33. AMOUNT VERIFIED CORRECT FOR

**36. I certify this account is correct and proper for payment.**

a. DATE (YYYYMMDD)	b. SIGNATURE AND TITLE OF CERTIFYING OFFICER
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37. RECEIVED AT	38. RECEIVED BY	39. DATE RECEIVED (YYYYMMDD)	40. TOTAL CONTAINERS	41. S/R ACCOUNT NO.	42. S/R VOUCHER NO.
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Section B - Supplies or Services and Prices

BID SCHEDULE

The following contract line items (CLINs) are activated as part of this Task Order Award:

CLIN	Description	Quantity	Unit	Unit Price	Total Amount NTE
0002AA	ADMS up to 500,000 CY	150,000.00	CY	(b)(4)	[REDACTED]
0002AB	ADMS over 500,000 CY	1,710,000.00	CY		
Debris Removal from Public Roads, Streets, and ROWs and Hauling to Debris Management or Final Disposal Sites (Vegetative)					
0002AC	Urban Sector Hauling Distance 0-15 miles	448,200.00	CY	(b)(4)	[REDACTED]
0002AD	Urban Sector Hauling Distance 16-30 miles	96,000.00	CY		
0002AE	Urban Sector Hauling Distance 31-60 miles	4,800.00	CY		
0002AF	Non-Urban Sector Hauling Distance 0-15 miles	762,900.00	CY		
0002AG	Non-Urban Sector Hauling Distance 16-30 miles	49,200.00	CY		
0002AH	Non-Urban Sector Hauling Distance 31-60 miles	8,100.00	CY		
Debris Removal from Public Roads, Streets, and ROWs and Hauling to Debris Management or Final Disposal Sites (Construction & Demolition (C&D))					
0002AI	Urban Sector Hauling Distance 0-15 miles	134,100.00	CY	(b)(4)	[REDACTED]
0002AJ	Urban Sector Hauling Distance 16-30 miles	66,000.00	CY		
0002AK	Urban Sector Hauling Distance 31-60 miles	6,300.00	CY		
0002AL	Non-Urban Sector Hauling Distance 0-15 miles	228,600.00	CY		
0002AM	Non-Urban Sector Hauling Distance 16-30 miles	112,500.00	CY		
0002AN	Non-Urban Sector Hauling Distance 31-60 miles	10,500.00	CY		
Vegetative Debris Reduction at Debris Management Sites includes Site Management					

0002AO	Urban Sector Site Debris Reduction - Mechanical (chipping or grinding)	450,000.00	CY	(b)(4)
0002AP	Non-Urban Sector Site Debris Reduction - Mechanical (chipping or grinding)	600,000.00	CY	(b)(4)
Removal of Freon Containing White Goods (Refrigerators, Freezers, Air Conditioners, etc.) includes Freon Removal				
0002BE	Urban Sector Freon White Goods, 0-15 miles	600.00	Each	(b)(4)
0002BF	Urban Sector Freon White Goods, 16-30 miles	60.00	EA	(b)(4)
0002BG	Urban Sector Freon White Goods, 31-60 miles	3.00	EA	(b)(4)
0002BH	Non-Urban Sector Freon White Goods, 0-15 miles	210.00	EA	(b)(4)
0002BI	Non-Urban Sector Freon White Goods, 16-30 miles	30.00	EA	(b)(4)
0002BJ	Non-Urban Sector Freon White Goods, 31-60 miles	15.00	EA	(b)(4)
Removal of Non-Freon Containing White Goods (Washers, Dryers, Water Heaters, Stoves, etc.)				
0002BK	Urban Sector Non-Freon White Goods, 0-15 miles	1,200.00	EA	(b)(4)
0002BL	Urban Sector Non-Freon White Goods, 16-30 miles	120.00	EA	(b)(4)
0002BM	Urban Sector Non-Freon White Goods, 31-60 miles	6.00	EA	(b)(4)
0002BN	Non-Urban Sector Non-Freon White Goods, 0-15 miles	450.00	EA	(b)(4)
0002BO	Non-Urban Sector Non-Freon White Goods, 16-30 miles	60.00	EA	(b)(4)

0002BP	Goods, 16-30 miles Non-Urban Sector Non-Freon White Goods, 31-60 miles	30.00	EA	(b)(4)	
0002BQ	Inspection Tower	25.00	EA		
0002BR	Hazardous Waste Containment Area	10,000.00	Square Foot		
0002BS	Household Hazardous Waste Separation and removal Crew	500.00	Crew Day		
0002BT	Debris Separation Crew	500.00	Crew Day		
0002BX	Mobilization and Demobilization	TBN	EA		
				<b>TOTAL</b>	<b>\$49,996,902.64</b>

ITEM NO	SUPPLIES/SERVICES	QUANTITY	UNIT	UNIT PRICE	AMOUNT
0001		49,996,902.64	Job	\$1.00	\$49,996,902.64

Debris Removal and Disposal Puerto Rico  
FFP

The Contractor shall provide all management, supervision, labor, tools, and equipment necessary to manage disaster generated debris from the point of origin to final disposal from states, counties and municipalities in Puerto Rico in accordance with the attached Scope of Work.

Invoices shall be coordinated with the Contracting Officer's Representative (COR).

FOB: Destination

PURCHASE REQUEST NUMBER: W31XNJ2828553

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NET AMT \$49,996,902.64

ACRN AA \$49,996,902.64  
CIN: W31XNJ28285530001

Section C - Descriptions and Specifications

SCOPE OF WORK

PERFORMANCE WORK STATEMENT  
DEBRIS REMOVAL AND DISPOSAL  
PUERTO RICO

**1.0 GENERAL**

The purpose of this Task Order is to provide debris removal and disposal from states, counties, and municipalities across the territory of Puerto Rico, which has been declared a disaster area by the President due to the effects of Hurricane Maria.

**2.0 DESCRIPTION OF WORK**

The Contractor shall provide all management, supervision, labor, tools, and equipment necessary to manage disaster generated debris from the point of origin to final disposal from states, counties and municipalities in Puerto Rico. Approved disaster related debris consists of Vegetative Debris, Construction and Demolition (C&D) Debris, Household Hazardous Waste (HHW), Electronics (E-Waste) and metals/white goods.

2.1 Submittals required prior to starting debris mission are:

- a) A task order specific Management / Operations Plan detailed to this specific task order, addressing the requirements specified in Section J Attachment 6 for: Technical Approach and Methodology, Geographic Area Management, and Organizational Structure (management to field supervisory level and division of responsibilities).
- b) A task order specific Quality Control Plan as required in the Contractor Quality Control Specification (see Section J Attachment 7).
- c) A task order specific Site Specific Safety and Health Plan as required in the latest version of EM-385-1-1.

2.2 The contractor shall maintain the required insurance coverage as stated in the basic contract. Proof of such coverage shall be provided to the COR.

2.3 The responsibilities of the Contractor under this task order include, but are not limited to, the following items of work:

- a) Submit daily QC report detailing work performed that date.
- b) Obtain all permits, licenses, and maintain these documents at the project site where work is to be performed and have such documents readily available.

- c) Plan the work to minimize the impact on neighborhood infrastructure and access.
- d) Be in compliance with all state and local laws for traffic control.

2.4 The Contractor shall execute performance under this task order in accordance with the basic contract.

### **3.0 SERVICES.**

3.1 The Contractor shall provide all necessary equipment, operators, and laborers for debris removal and disposal operations as specified in the bidding schedule or as negotiated under this task order. The Contractor shall provide all labor and materials necessary to fully operate and maintain (including fuel, oil, grease and repairs) all equipment under this contract.

3.2 All line item rates include the cost of the equipment maintenance, fuel, repairs, overhead, profit, insurance, labor, operator(s) and any other costs associated with the equipment.

3.3 All manpower rates include the cost of protective clothing (to include hard-hats, gloves, safety glasses, hearing protection, steel toed boots, etc.), fringe benefits to include overtime, hand tools, supervision, transportation and any other costs.

3.4 The Contractor shall conduct the work so as not to interfere with the disaster response and recovery activities of federal, state, and local government agencies, or of any public utilities.

3.5 Contractors shall note that a significant portion of the project may occur in residential areas and should exercise due care to minimize any damages to trees, shrubs, landscaping and general property. The Contractor shall repair any damages caused by the Contractor's equipment in a timely manner at no additional cost to the Government. The debris work area shall be left clear of debris and cleaned, as reasonably and practical under the conditions of this project. Contractor shall notify the COR of any damages immediately.

3.6 The Contractor shall use equipment and perform work in a manner to prevent damages to the publicly owned infrastructure, facilities, and adjacent ROWs, including all landscaped areas. The Contractor shall repair damages caused by the Contractor's equipment in a timely manner at no additional cost to the Government. All equipment shall be approved by the COR prior to use. All loading equipment is required to operate from the street/road using buckets and/or boom and grapple devices to clear the debris. Any damage to private property, sidewalks, curbs, or streets shall be repaired at the expense of the Contractor. Contractor shall notify the COR of any damages immediately.

3.8 The government reserves the right to inspect all worksites, verify quantities and review operations at any time.

3.9 All work shall be accomplished in a safe manner in accordance with local, state, and federal guidelines.

#### 4.0 PERFORMANCE SCHEDULE

4.1 The contractor shall commence mobilization immediately upon issuance of task order and notice to proceed. The contractor will perform in accordance with the task order in all designated work areas established therein. The contractor will provide a minimum of 6 crews to commence debris removal operations within 24 hours of issuance of task order notice to proceed. Debris clearance and hauling shall be performed during daylight hours, seven (7) days per week, including holidays. This initial debris removal/reduction task order will have a performance period of 100 days with a Government option to extend operations on a weekly basis. The scope of this initial debris removal/reduction task order shall include Municipalities that request Direct Federal Assistance (DFA) and may include some or all of the Municipalities as listed below. The contractor shall only handle debris removal and disposal in Municipalities as directed by the Contracting Officer.

ZONES	MUNICIPALITIES
Zone 1	Aguada, Aguadilla, Anasco, Cabo Rojo, Hormigueros, Isabela, Lajas, Las Marias, Maricao, Mayaguez, Moca, Rincon, San German, San Sebastian
Zone 2	Adjuntas, Guayanilla, Guanica, Jayuya, Juana Diaz, Penuelas, Ponce, Sabana Grande, Villalba, Yauco
Zone 3	Arecibo, Barceloneta, Camuy, Ciales, Florida, Hatillo, Lares, Manati, Morovis, Orocovis, Quebradillas, Utuado, Vega Alta, Vega Baja
Zone 4	Aguas Buenas, Bayamon, Caguas, Catano, Comerio, Corozal, Dorado, Guaynabo, Naranjito, San Juan, Toa Alta, Toa Baja, Trujillo
Zone 5	Aibonito, Arroyo, Barranquitas, Cayey, Cidra, Coamo, Guayama, Maunabo, Patillas, Salinas, San Lorenzo, Santa Isabel
Zone 6	Canavanas, Carolina, Ceiba, Culebra, Fajardo, Humacao, Juncos, Las Piedras, Loiza, Luquillo, Naguabo, Rio Grande, Vieques, Yabucca

#### 5.0 EQUIPMENT

5.1 All equipment used under this task order must be in compliance with all requirements as specified in accordance with the basic contract.

5.2 Trucks and other heavy equipment designated for use under this contract shall be equipped with two signs, one attached to each side. These signs shall be furnished by the Contractor. Magnetic signs are not permitted. The signs shall contain the following information:

- Company Name
- Truck Number
- Cubic Yardage
- Inspector's Name and Date

5.3 Loading equipment used under this task order shall be sized and selected to properly fit clearing conditions. Use of excessively large loading equipment (6 CY and up) and non-rubber tired equipment must be approved by the COR.

## **6.0 REPORTING**

6.1 The Contractor shall submit a daily report to the COR by 0700 hrs of the next calendar day throughout the duration of the task order. Each report shall contain the information specified in the basic contract, (see "Documentation" under the Contractor Quality Control Specification, Section J Attachment 7).

## **7.0 PERFORMANCE OF WORK**

7.1 The Contractor shall utilize local sub-contractors and individuals to the maximum practicable extent in performance of this task order.

7.2 The Contractor agrees to complete the work in a professional, workmanlike manner and within the scope of work guidelines set forth above based on the unit pricing submitted by the Contractor in the Bid Schedule.

Section E - Inspection and Acceptance

INSPECTION AND ACCEPTANCE TERMS

Supplies/services will be inspected/accepted at:

CLIN	INSPECT AT	INSPECT BY	ACCEPT AT	ACCEPT BY
0001	N/A	N/A	N/A	Government

Section F - Deliveries or Performance

DELIVERY INFORMATION

CLIN	DELIVERY DATE	QUANTITY	SHIP TO ADDRESS	DODAAC / CAGE
0001	POP 10-OCT-2017 TO 18-JAN-2018	N/A	EMERGENCY MANAGEMENT BRANCH JACOB TATE 109 ST JOSEPH ST MOBILE AL 36602 261-690-2241 FOB: Destination	W31XNJ

Section G - Contract Administration Data

FUNDING LIMITATION

FUNDING LIMITATION

(a) The liability of the Government is limited by this clause notwithstanding any contrary provision of any clause of this contract, except the Termination for Convenience clause. The sum specified in Section G has been reserved for this Task Order Contract and is currently available for payment to the contractor. You are hereby formally directed, to contact the Contracting Officer when you have expended 85% of the aforementioned reserved amount.

(b) Failure to make payments in excess of the amount currently reserved, or that may be reserved from time to time, shall not be considered a breach of contract and shall not entitle the contractor to a price adjustment under the terms of this contract.

(c) The Government may at any time reserve additional funds for payments under the contract if there are funds available for such purpose. The Contracting Officer will promptly notify the contractor of any additional funds reserved for the contract by issuing an administrative modification to the contract.

(d) No payments will be made after exhaustion of funds except to the extent that additional funding is reserved for the contract.

(e) Any suspension, delay, or interruption of work arising from exhaustion or anticipated exhaustion of funds shall not constitute a breach of this contract and shall not entitle the contractor to any price adjustment under the "Suspension of Work/Stop Work" clause or in any other manner under this contract.

(f) An equitable adjustment in performance time shall be made for any increase in the time required for performance of any part of the work arising from exhaustion of funds or the reasonable anticipation of exhaustion of funds.

(g) If at any time it becomes apparent that the aforementioned funds amount reserved are in excess of the funds required to meet all payments due or to become due the contractor because of work performed and to be performed under this Task Order Contract, the Government reserves the right, after notice to the contractor, to reduce said reservation by the amount of such excess.

(h) The term "Reservation" means monies that have been set aside and made available for payments under this contract. Reservations of funds shall be made in writing via an administrative modification issued by the contracting officer.

ACCOUNTING AND APPROPRIATION DATA

AA: 096 NA X 2018 3125 000 0000 CCS: 999 K5 2018 08 2446 099998 96015 2520 53G73G SRC: 070 NA X X 0702.000 0000 0000 000000 00000  
AMOUNT: \$49,996,902.64

ACRN	CLIN/SLIN	CIN	AMOUNT
AA	0001	W31XNJ28285530001	\$49,996,902.64

Section H - Special Contract Requirements

WAGE RATES

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	Wage Determination No.: 2015-5695 Revision No.: 5 Date Of Last Revision: 08/09/2017
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Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.20 for calendar year 2017 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2017. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

State: Puerto Rico

Area: Puerto Rico Municipios de Aguada, Aguadilla, Anasco, Isabela, Lares, Moca, Rincon, San Sebastian, Utuado

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		9.72
01012 - Accounting Clerk II		11.73
01013 - Accounting Clerk III		14.27
01020 - Administrative Assistant		13.07
01035 - Court Reporter		13.69
01041 - Customer Service Representative I		9.28
01042 - Customer Service Representative II		10.44
01043 - Customer Service Representative III		11.39
01051 - Data Entry Operator I		8.71
01052 - Data Entry Operator II		9.96
01060 - Dispatcher, Motor Vehicle		10.80
01070 - Document Preparation Clerk		10.32
01090 - Duplicating Machine Operator		10.32
01111 - General Clerk I		8.99
01112 - General Clerk II		9.81
01113 - General Clerk III		11.29
01120 - Housing Referral Assistant		13.48
01141 - Messenger Courier		8.91
01191 - Order Clerk I		9.94
01192 - Order Clerk II		10.85
01261 - Personnel Assistant (Employment) I		10.82
01262 - Personnel Assistant (Employment) II		12.10
01263 - Personnel Assistant (Employment) III		13.50
01270 - Production Control Clerk		14.85
01290 - Rental Clerk		9.42
01300 - Scheduler, Maintenance		9.05
01311 - Secretary I		9.05
01312 - Secretary II		10.34
01313 - Secretary III		13.48
01320 - Service Order Dispatcher		10.23

01410 - Supply Technician	13.32
01420 - Survey Worker	9.33
01460 - Switchboard Operator/Receptionist	8.58
01531 - Travel Clerk I	11.58
01532 - Travel Clerk II	12.77
01533 - Travel Clerk III	14.08
01611 - Word Processor I	11.07
01612 - Word Processor II	12.43
01613 - Word Processor III	13.91
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	13.01
05010 - Automotive Electrician	12.45
05040 - Automotive Glass Installer	11.87
05070 - Automotive Worker	11.87
05110 - Mobile Equipment Servicer	10.74
05130 - Motor Equipment Metal Mechanic	13.01
05160 - Motor Equipment Metal Worker	11.87
05190 - Motor Vehicle Mechanic	13.01
05220 - Motor Vehicle Mechanic Helper	10.14
05250 - Motor Vehicle Upholstery Worker	11.63
05280 - Motor Vehicle Wrecker	11.87
05310 - Painter, Automotive	13.70
05340 - Radiator Repair Specialist	11.87
05370 - Tire Repairer	9.43
05400 - Transmission Repair Specialist	13.01
07000 - Food Preparation And Service Occupations	
07010 - Baker	8.63
07041 - Cook I	8.66
07042 - Cook II	9.61
07070 - Dishwasher	8.44
07130 - Food Service Worker	8.59
07210 - Meat Cutter	8.55
07260 - Waiter/Waitress	8.42
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	12.45
09040 - Furniture Handler	8.60
09080 - Furniture Refinisher	12.45
09090 - Furniture Refinisher Helper	10.14
09110 - Furniture Repairer, Minor	11.67
09130 - Upholsterer	12.45
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	8.89
11060 - Elevator Operator	8.89
11090 - Gardener	9.43
11122 - Housekeeping Aide	8.98
11150 - Janitor	8.98
11210 - Laborer, Grounds Maintenance	8.56
11240 - Maid or Houseman	8.54
11260 - Pruner	9.75
11270 - Tractor Operator	10.21
11330 - Trail Maintenance Worker	8.56
11360 - Window Cleaner	9.95
12000 - Health Occupations	
12010 - Ambulance Driver	10.93
12011 - Breath Alcohol Technician	10.62
12012 - Certified Occupational Therapist Assistant	14.56
12015 - Certified Physical Therapist Assistant	9.05
12020 - Dental Assistant	10.93
12025 - Dental Hygienist	19.49
12030 - EKG Technician	13.57
12035 - Electroneurodiagnostic Technologist	13.57
12040 - Emergency Medical Technician	10.93
12071 - Licensed Practical Nurse I	9.49
12072 - Licensed Practical Nurse II	10.62
12073 - Licensed Practical Nurse III	11.93
12100 - Medical Assistant	11.83
12130 - Medical Laboratory Technician	12.53
12160 - Medical Record Clerk	10.61
12190 - Medical Record Technician	14.10
12195 - Medical Transcriptionist	10.82

12210 - Nuclear Medicine Technologist	20.48
12221 - Nursing Assistant I	9.52
12222 - Nursing Assistant II	10.69
12223 - Nursing Assistant III	11.66
12224 - Nursing Assistant IV	13.09
12235 - Optical Dispenser	10.62
12236 - Optical Technician	10.16
12250 - Pharmacy Technician	13.41
12280 - Phlebotomist	13.09
12305 - Radiologic Technologist	12.30
12311 - Registered Nurse I	14.25
12312 - Registered Nurse II	17.44
12313 - Registered Nurse II, Specialist	17.44
12314 - Registered Nurse III	21.09
12315 - Registered Nurse III, Anesthetist	21.09
12316 - Registered Nurse IV	25.28
12317 - Scheduler (Drug and Alcohol Testing)	13.15
12320 - Substance Abuse Treatment Counselor	13.15
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	14.33
13012 - Exhibits Specialist II	17.74
13013 - Exhibits Specialist III	21.71
13041 - Illustrator I	14.33
13042 - Illustrator II	17.74
13043 - Illustrator III	21.71
13047 - Librarian	19.65
13050 - Library Aide/Clerk	11.40
13054 - Library Information Technology Systems Administrator	16.47
13058 - Library Technician	12.43
13061 - Media Specialist I	12.81
13062 - Media Specialist II	14.33
13063 - Media Specialist III	15.96
13071 - Photographer I	13.83
13072 - Photographer II	15.67
13073 - Photographer III	17.78
13074 - Photographer IV	23.75
13075 - Photographer V	27.73
13090 - Technical Order Library Clerk	15.49
13110 - Video Teleconference Technician	12.81
14000 - Information Technology Occupations	
14041 - Computer Operator I	10.09
14042 - Computer Operator II	11.29
14043 - Computer Operator III	13.95
14044 - Computer Operator IV	18.82
14045 - Computer Operator V	20.84
14071 - Computer Programmer I	(see 1) 17.99
14072 - Computer Programmer II	(see 1) 22.94
14073 - Computer Programmer III	(see 1) 27.34
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1) 23.85
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment Operator	10.09
14160 - Personal Computer Support Technician	19.66
14170 - System Support Specialist	21.24
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	25.61
15020 - Aircrew Training Devices Instructor (Rated)	28.56
15030 - Air Crew Training Devices Instructor (Pilot)	34.23
15050 - Computer Based Training Specialist / Instructor	25.61
15060 - Educational Technologist	22.64
15070 - Flight Instructor (Pilot)	34.23
15080 - Graphic Artist	19.06
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	34.23
15086 - Maintenance Test Pilot, Rotary Wing	34.23
15088 - Non-Maintenance Test/Co-Pilot	34.23
15090 - Technical Instructor	14.07
15095 - Technical Instructor/Course Developer	19.06
15110 - Test Proctor	11.36

15120 - Tutor	11.36
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.43
16030 - Counter Attendant	9.43
16040 - Dry Cleaner	10.37
16070 - Finisher, Flatwork, Machine	9.43
16090 - Presser, Hand	9.43
16110 - Presser, Machine, Drycleaning	9.43
16130 - Presser, Machine, Shirts	9.43
16160 - Presser, Machine, Wearing Apparel, Laundry	9.43
16190 - Sewing Machine Operator	10.72
16220 - Tailor	11.01
16250 - Washer, Machine	9.76
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	11.73
19040 - Tool And Die Maker	13.49
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	10.63
21030 - Material Coordinator	14.85
21040 - Material Expediter	14.85
21050 - Material Handling Laborer	8.89
21071 - Order Filler	8.67
21080 - Production Line Worker (Food Processing)	10.63
21110 - Shipping Packer	10.31
21130 - Shipping/Receiving Clerk	10.31
21140 - Store Worker I	8.48
21150 - Stock Clerk	11.50
21210 - Tools And Parts Attendant	10.63
21410 - Warehouse Specialist	10.63
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	26.62
23019 - Aircraft Logs and Records Technician	22.57
23021 - Aircraft Mechanic I	25.33
23022 - Aircraft Mechanic II	26.62
23023 - Aircraft Mechanic III	27.73
23040 - Aircraft Mechanic Helper	19.67
23050 - Aircraft, Painter	20.17
23060 - Aircraft Servicer	22.57
23070 - Aircraft Survival Flight Equipment Technician	20.17
23080 - Aircraft Worker	23.04
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	23.04
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	25.33
23110 - Appliance Mechanic	14.17
23120 - Bicycle Repairer	9.48
23125 - Cable Splicer	16.87
23130 - Carpenter, Maintenance	12.45
23140 - Carpet Layer	12.30
23160 - Electrician, Maintenance	11.94
23181 - Electronics Technician Maintenance I	13.28
23182 - Electronics Technician Maintenance II	14.32
23183 - Electronics Technician Maintenance III	15.03
23260 - Fabric Worker	12.56
23290 - Fire Alarm System Mechanic	13.66
23310 - Fire Extinguisher Repairer	12.03
23311 - Fuel Distribution System Mechanic	14.78
23312 - Fuel Distribution System Operator	12.12
23370 - General Maintenance Worker	11.88
23380 - Ground Support Equipment Mechanic	25.33
23381 - Ground Support Equipment Servicer	22.57
23382 - Ground Support Equipment Worker	23.04
23391 - Gunsmith I	11.08
23392 - Gunsmith II	12.30
23393 - Gunsmith III	13.66
23410 - Heating, Ventilation And Air-Conditioning Mechanic	13.01
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	13.66
23430 - Heavy Equipment Mechanic	13.01

23440 - Heavy Equipment Operator	13.01
23460 - Instrument Mechanic	16.42
23465 - Laboratory/Shelter Mechanic	13.00
23470 - Laborer	8.89
23510 - Locksmith	11.48
23530 - Machinery Maintenance Mechanic	16.34
23550 - Machinist, Maintenance	12.56
23580 - Maintenance Trades Helper	9.63
23591 - Metrology Technician I	16.42
23592 - Metrology Technician II	17.26
23593 - Metrology Technician III	17.98
23640 - Millwright	18.02
23710 - Office Appliance Repairer	12.34
23760 - Painter, Maintenance	12.45
23790 - Pipefitter, Maintenance	13.01
23810 - Plumber, Maintenance	12.45
23820 - Pneudraulic Systems Mechanic	13.66
23850 - Rigger	14.18
23870 - Scale Mechanic	13.35
23890 - Sheet-Metal Worker, Maintenance	13.01
23910 - Small Engine Mechanic	12.58
23931 - Telecommunications Mechanic I	16.40
23932 - Telecommunications Mechanic II	17.14
23950 - Telephone Lineman	16.14
23960 - Welder, Combination, Maintenance	13.01
23965 - Well Driller	13.07
23970 - Woodcraft Worker	13.66
23980 - Woodworker	10.74
24000 - Personal Needs Occupations	
24550 - Case Manager	10.24
24570 - Child Care Attendant	8.86
24580 - Child Care Center Clerk	10.61
24610 - Chore Aide	8.62
24620 - Family Readiness And Support Services Coordinator	10.24
24630 - Homemaker	11.83
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	17.26
25040 - Sewage Plant Operator	13.50
25070 - Stationary Engineer	17.26
25190 - Ventilation Equipment Tender	10.95
25210 - Water Treatment Plant Operator	12.56
27000 - Protective Service Occupations	
27004 - Alarm Monitor	9.59
27007 - Baggage Inspector	8.57
27008 - Corrections Officer	11.65
27010 - Court Security Officer	11.89
27030 - Detection Dog Handler	9.59
27040 - Detention Officer	11.65
27070 - Firefighter	11.12
27101 - Guard I	8.57
27102 - Guard II	9.59
27131 - Police Officer I	12.95
27132 - Police Officer II	14.38
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	8.15
28042 - Carnival Equipment Repairer	8.57
28043 - Carnival Worker	7.63
28210 - Gate Attendant/Gate Tender	12.73
28310 - Lifeguard	10.54
28350 - Park Attendant (Aide)	14.24
28510 - Recreation Aide/Health Facility Attendant	8.86
28515 - Recreation Specialist	14.40
28630 - Sports Official	11.10
28690 - Swimming Pool Operator	14.61
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	13.18
29020 - Hatch Tender	13.18
29030 - Line Handler	13.18
29041 - Stevedore I	11.23

29042 - Stevedore II	13.36
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	37.52
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	25.87
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	28.49
30021 - Archeological Technician I	15.14
30022 - Archeological Technician II	15.52
30023 - Archeological Technician III	20.97
30030 - Cartographic Technician	20.97
30040 - Civil Engineering Technician	18.13
30051 - Cryogenic Technician I	23.55
30052 - Cryogenic Technician II	26.00
30061 - Drafter/CAD Operator I	15.14
30062 - Drafter/CAD Operator II	17.05
30063 - Drafter/CAD Operator III	18.88
30064 - Drafter/CAD Operator IV	23.23
30081 - Engineering Technician I	14.21
30082 - Engineering Technician II	15.95
30083 - Engineering Technician III	17.85
30084 - Engineering Technician IV	22.10
30085 - Engineering Technician V	27.04
30086 - Engineering Technician VI	32.71
30090 - Environmental Technician	17.92
30095 - Evidence Control Specialist	21.26
30210 - Laboratory Technician	16.76
30221 - Latent Fingerprint Technician I	23.55
30222 - Latent Fingerprint Technician II	26.00
30240 - Mathematical Technician	20.97
30361 - Paralegal/Legal Assistant I	14.74
30362 - Paralegal/Legal Assistant II	18.26
30363 - Paralegal/Legal Assistant III	22.34
30364 - Paralegal/Legal Assistant IV	27.03
30375 - Petroleum Supply Specialist	26.00
30390 - Photo-Optics Technician	21.26
30395 - Radiation Control Technician	26.00
30461 - Technical Writer I	21.26
30462 - Technical Writer II	26.00
30463 - Technical Writer III	30.60
30491 - Unexploded Ordnance (UXO) Technician I	23.85
30492 - Unexploded Ordnance (UXO) Technician II	28.85
30493 - Unexploded Ordnance (UXO) Technician III	34.58
30494 - Unexploded (UXO) Safety Escort	23.85
30495 - Unexploded (UXO) Sweep Personnel	23.85
30501 - Weather Forecaster I	23.55
30502 - Weather Forecaster II	28.64
30620 - Weather Observer, Combined Upper Air Or (see 2)	18.88
Surface Programs	
30621 - Weather Observer, Senior (see 2)	20.97
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	28.85
31020 - Bus Aide	7.72
31030 - Bus Driver	10.47
31043 - Driver Courier	8.03
31260 - Parking and Lot Attendant	7.25
31290 - Shuttle Bus Driver	8.67
31310 - Taxi Driver	9.08
31361 - Truckdriver, Light	8.67
31362 - Truckdriver, Medium	9.96
31363 - Truckdriver, Heavy	10.57
31364 - Truckdriver, Tractor-Trailer	10.57
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.07
99030 - Cashier	8.58
99050 - Desk Clerk	8.62
99095 - Embalmer	23.85
99130 - Flight Follower	23.85
99251 - Laboratory Animal Caretaker I	10.23
99252 - Laboratory Animal Caretaker II	10.13
99260 - Marketing Analyst	23.46
99310 - Mortician	23.85

99410 - Pest Controller	12.34
99510 - Photofinishing Worker	12.53
99710 - Recycling Laborer	10.55
99711 - Recycling Specialist	12.58
99730 - Refuse Collector	9.54
99810 - Sales Clerk	8.65
99820 - School Crossing Guard	13.81
99830 - Survey Party Chief	13.39
99831 - Surveying Aide	11.18
99832 - Surveying Technician	12.18
99840 - Vending Machine Attendant	11.14
99841 - Vending Machine Repairer	12.36
99842 - Vending Machine Repairer Helper	12.14

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

VACATION: 3 weeks paid vacation after 1 year of service with a contractor or successor; 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, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

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

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

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

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

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

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

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

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder.

All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining

agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

\*\* SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS \*\*

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

\*\* REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) \*\*

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

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

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

Daniel W. Simms                      Division of  
Director                                      Wage Determinations

Wage Determination No.: 2015-5697  
Revision No.: 5  
Date Of Last Revision: 08/09/2017

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.20 for calendar year 2017 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2017. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

State: Puerto Rico

Area: Puerto Rico Municipios de Arecibo, Camuy, Hatillo, Quebradillas

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		9.72
01012 - Accounting Clerk II		11.73
01013 - Accounting Clerk III		14.27
01020 - Administrative Assistant		13.84
01035 - Court Reporter		13.69
01041 - Customer Service Representative I		9.14
01042 - Customer Service Representative II		10.28
01043 - Customer Service Representative III		11.21
01051 - Data Entry Operator I		8.75
01052 - Data Entry Operator II		9.96
01060 - Dispatcher, Motor Vehicle		10.80
01070 - Document Preparation Clerk		10.32
01090 - Duplicating Machine Operator		10.32
01111 - General Clerk I		8.99
01112 - General Clerk II		9.81
01113 - General Clerk III		11.29
01120 - Housing Referral Assistant		13.48
01141 - Messenger Courier		9.04
01191 - Order Clerk I		9.94
01192 - Order Clerk II		10.85
01261 - Personnel Assistant (Employment) I		10.82
01262 - Personnel Assistant (Employment) II		12.10
01263 - Personnel Assistant (Employment) III		13.50
01270 - Production Control Clerk		14.78
01290 - Rental Clerk		9.04
01300 - Scheduler, Maintenance		9.24
01311 - Secretary I		9.24
01312 - Secretary II		10.34
01313 - Secretary III		13.48
01320 - Service Order Dispatcher		10.23
01410 - Supply Technician		13.84
01420 - Survey Worker		10.26
01460 - Switchboard Operator/Receptionist		8.93
01531 - Travel Clerk I		11.58
01532 - Travel Clerk II		12.77
01533 - Travel Clerk III		14.08
01611 - Word Processor I		10.63
01612 - Word Processor II		11.94
01613 - Word Processor III		13.36
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		13.01
05010 - Automotive Electrician		12.45
05040 - Automotive Glass Installer		11.87
05070 - Automotive Worker		11.87
05110 - Mobile Equipment Servicer		10.74
05130 - Motor Equipment Metal Mechanic		13.01
05160 - Motor Equipment Metal Worker		11.87
05190 - Motor Vehicle Mechanic		13.01
05220 - Motor Vehicle Mechanic Helper		10.14
05250 - Motor Vehicle Upholstery Worker		11.63
05280 - Motor Vehicle Wrecker		11.87
05310 - Painter, Automotive		13.70
05340 - Radiator Repair Specialist		11.87
05370 - Tire Repairer		9.43
05400 - Transmission Repair Specialist		13.01
07000 - Food Preparation And Service Occupations		
07010 - Baker		8.65
07041 - Cook I		8.64
07042 - Cook II		9.59
07070 - Dishwasher		8.44
07130 - Food Service Worker		8.57
07210 - Meat Cutter		9.02
07260 - Waiter/Waitress		8.78

09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	12.45
09040 - Furniture Handler	8.60
09080 - Furniture Refinisher	12.45
09090 - Furniture Refinisher Helper	10.14
09110 - Furniture Repairer, Minor	11.67
09130 - Upholsterer	12.45
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	8.77
11060 - Elevator Operator	8.77
11090 - Gardener	9.43
11122 - Housekeeping Aide	8.77
11150 - Janitor	8.77
11210 - Laborer, Grounds Maintenance	8.52
11240 - Maid or Houseman	8.67
11260 - Pruner	9.75
11270 - Tractor Operator	10.16
11330 - Trail Maintenance Worker	8.52
11360 - Window Cleaner	9.71
12000 - Health Occupations	
12010 - Ambulance Driver	10.93
12011 - Breath Alcohol Technician	10.93
12012 - Certified Occupational Therapist Assistant	14.12
12015 - Certified Physical Therapist Assistant	10.96
12020 - Dental Assistant	10.93
12025 - Dental Hygienist	19.49
12030 - EKG Technician	13.57
12035 - Electroneurodiagnostic Technologist	13.57
12040 - Emergency Medical Technician	10.93
12071 - Licensed Practical Nurse I	9.98
12072 - Licensed Practical Nurse II	11.15
12073 - Licensed Practical Nurse III	12.47
12100 - Medical Assistant	11.83
12130 - Medical Laboratory Technician	11.20
12160 - Medical Record Clerk	10.61
12190 - Medical Record Technician	14.10
12195 - Medical Transcriptionist	11.90
12210 - Nuclear Medicine Technologist	20.48
12221 - Nursing Assistant I	8.72
12222 - Nursing Assistant II	9.80
12223 - Nursing Assistant III	10.70
12224 - Nursing Assistant IV	12.02
12235 - Optical Dispenser	10.54
12236 - Optical Technician	10.16
12250 - Pharmacy Technician	13.41
12280 - Phlebotomist	11.90
12305 - Radiologic Technologist	11.81
12311 - Registered Nurse I	14.95
12312 - Registered Nurse II	18.28
12313 - Registered Nurse II, Specialist	18.28
12314 - Registered Nurse III	22.12
12315 - Registered Nurse III, Anesthetist	22.12
12316 - Registered Nurse IV	26.51
12317 - Scheduler (Drug and Alcohol Testing)	13.83
12320 - Substance Abuse Treatment Counselor	13.11
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	14.81
13012 - Exhibits Specialist II	18.12
13013 - Exhibits Specialist III	22.15
13041 - Illustrator I	14.81
13042 - Illustrator II	18.34
13043 - Illustrator III	22.45
13047 - Librarian	20.08
13050 - Library Aide/Clerk	11.79
13054 - Library Information Technology Systems Administrator	16.47
13058 - Library Technician	12.43
13061 - Media Specialist I	13.24
13062 - Media Specialist II	14.81
13063 - Media Specialist III	16.51

13071 - Photographer I	13.89
13072 - Photographer II	15.67
13073 - Photographer III	18.34
13074 - Photographer IV	23.75
13075 - Photographer V	28.49
13090 - Technical Order Library Clerk	15.49
13110 - Video Teleconference Technician	13.24
14000 - Information Technology Occupations	
14041 - Computer Operator I	10.33
14042 - Computer Operator II	11.56
14043 - Computer Operator III	13.95
14044 - Computer Operator IV	18.82
14045 - Computer Operator V	20.84
14071 - Computer Programmer I	(see 1) 17.01
14072 - Computer Programmer II	(see 1) 21.07
14073 - Computer Programmer III	(see 1) 25.77
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1) 23.85
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment Operator	10.33
14160 - Personal Computer Support Technician	19.66
14170 - System Support Specialist	21.24
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	25.61
15020 - Aircrew Training Devices Instructor (Rated)	28.56
15030 - Air Crew Training Devices Instructor (Pilot)	34.23
15050 - Computer Based Training Specialist / Instructor	25.61
15060 - Educational Technologist	22.64
15070 - Flight Instructor (Pilot)	34.23
15080 - Graphic Artist	19.06
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	34.23
15086 - Maintenance Test Pilot, Rotary Wing	34.23
15088 - Non-Maintenance Test/Co-Pilot	34.23
15090 - Technical Instructor	14.07
15095 - Technical Instructor/Course Developer	19.06
15110 - Test Proctor	11.36
15120 - Tutor	11.36
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.43
16030 - Counter Attendant	9.43
16040 - Dry Cleaner	10.37
16070 - Finisher, Flatwork, Machine	9.43
16090 - Presser, Hand	9.43
16110 - Presser, Machine, Drycleaning	9.43
16130 - Presser, Machine, Shirts	9.43
16160 - Presser, Machine, Wearing Apparel, Laundry	9.43
16190 - Sewing Machine Operator	10.72
16220 - Tailor	11.01
16250 - Washer, Machine	9.76
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	11.87
19040 - Tool And Die Maker	14.23
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	9.66
21030 - Material Coordinator	14.78
21040 - Material Expediter	14.78
21050 - Material Handling Laborer	8.94
21071 - Order Filler	8.88
21080 - Production Line Worker (Food Processing)	9.66
21110 - Shipping Packer	10.31
21130 - Shipping/Receiving Clerk	10.31
21140 - Store Worker I	8.48
21150 - Stock Clerk	11.50
21210 - Tools And Parts Attendant	9.66
21410 - Warehouse Specialist	9.66
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	26.62
23019 - Aircraft Logs and Records Technician	22.57
23021 - Aircraft Mechanic I	25.33

23022 - Aircraft Mechanic II	26.62
23023 - Aircraft Mechanic III	27.73
23040 - Aircraft Mechanic Helper	19.67
23050 - Aircraft, Painter	21.01
23060 - Aircraft Servicer	22.57
23070 - Aircraft Survival Flight Equipment Technician	21.01
23080 - Aircraft Worker	23.04
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	23.04
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	25.33
23110 - Appliance Mechanic	14.17
23120 - Bicycle Repairer	10.37
23125 - Cable Splicer	18.56
23130 - Carpenter, Maintenance	12.45
23140 - Carpet Layer	12.82
23160 - Electrician, Maintenance	11.94
23181 - Electronics Technician Maintenance I	14.37
23182 - Electronics Technician Maintenance II	15.18
23183 - Electronics Technician Maintenance III	15.95
23260 - Fabric Worker	12.56
23290 - Fire Alarm System Mechanic	13.66
23310 - Fire Extinguisher Repairer	12.03
23311 - Fuel Distribution System Mechanic	14.78
23312 - Fuel Distribution System Operator	12.12
23370 - General Maintenance Worker	11.88
23380 - Ground Support Equipment Mechanic	25.33
23381 - Ground Support Equipment Servicer	22.57
23382 - Ground Support Equipment Worker	23.04
23391 - Gunsmith I	11.55
23392 - Gunsmith II	12.82
23393 - Gunsmith III	14.23
23410 - Heating, Ventilation And Air-Conditioning Mechanic	13.01
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	13.66
23430 - Heavy Equipment Mechanic	13.01
23440 - Heavy Equipment Operator	13.01
23460 - Instrument Mechanic	17.87
23465 - Laboratory/Shelter Mechanic	13.55
23470 - Laborer	8.94
23510 - Locksmith	12.63
23530 - Machinery Maintenance Mechanic	15.35
23550 - Machinist, Maintenance	12.56
23580 - Maintenance Trades Helper	9.63
23591 - Metrology Technician I	17.87
23592 - Metrology Technician II	18.78
23593 - Metrology Technician III	19.56
23640 - Millwright	18.02
23710 - Office Appliance Repairer	12.34
23760 - Painter, Maintenance	12.45
23790 - Pipefitter, Maintenance	13.01
23810 - Plumber, Maintenance	12.45
23820 - Pneudraulic Systems Mechanic	14.23
23850 - Rigger	14.23
23870 - Scale Mechanic	13.35
23890 - Sheet-Metal Worker, Maintenance	13.01
23910 - Small Engine Mechanic	12.82
23931 - Telecommunications Mechanic I	16.40
23932 - Telecommunications Mechanic II	17.14
23950 - Telephone Lineman	16.14
23960 - Welder, Combination, Maintenance	13.01
23965 - Well Driller	14.23
23970 - Woodcraft Worker	14.23
23980 - Woodworker	11.55
24000 - Personal Needs Occupations	
24550 - Case Manager	10.61
24570 - Child Care Attendant	8.86
24580 - Child Care Center Clerk	10.61
24610 - Chore Aide	8.48

24620 - Family Readiness And Support Services Coordinator	10.60
24630 - Homemaker	11.83
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	18.11
25040 - Sewage Plant Operator	13.50
25070 - Stationary Engineer	18.11
25190 - Ventilation Equipment Tender	12.05
25210 - Water Treatment Plant Operator	12.56
27000 - Protective Service Occupations	
27004 - Alarm Monitor	10.10
27007 - Baggage Inspector	9.03
27008 - Corrections Officer	12.60
27010 - Court Security Officer	11.89
27030 - Detection Dog Handler	10.10
27040 - Detention Officer	12.60
27070 - Firefighter	11.46
27101 - Guard I	9.03
27102 - Guard II	10.10
27131 - Police Officer I	12.95
27132 - Police Officer II	14.38
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	8.97
28042 - Carnival Equipment Repairer	9.43
28043 - Carnival Worker	8.39
28210 - Gate Attendant/Gate Tender	12.73
28310 - Lifeguard	10.54
28350 - Park Attendant (Aide)	14.24
28510 - Recreation Aide/Health Facility Attendant	8.91
28515 - Recreation Specialist	15.13
28630 - Sports Official	11.10
28690 - Swimming Pool Operator	14.61
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	13.18
29020 - Hatch Tender	13.18
29030 - Line Handler	13.18
29041 - Stevedore I	11.30
29042 - Stevedore II	13.36
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	37.52
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	25.87
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	28.49
30021 - Archeological Technician I	13.68
30022 - Archeological Technician II	15.31
30023 - Archeological Technician III	18.96
30030 - Cartographic Technician	18.96
30040 - Civil Engineering Technician	14.98
30051 - Cryogenic Technician I	21.24
30052 - Cryogenic Technician II	23.46
30061 - Drafter/CAD Operator I	13.68
30062 - Drafter/CAD Operator II	15.31
30063 - Drafter/CAD Operator III	17.06
30064 - Drafter/CAD Operator IV	19.20
30081 - Engineering Technician I	13.01
30082 - Engineering Technician II	14.62
30083 - Engineering Technician III	16.34
30084 - Engineering Technician IV	20.24
30085 - Engineering Technician V	24.76
30086 - Engineering Technician VI	30.37
30090 - Environmental Technician	16.29
30095 - Evidence Control Specialist	19.18
30210 - Laboratory Technician	15.91
30221 - Latent Fingerprint Technician I	21.24
30222 - Latent Fingerprint Technician II	23.46
30240 - Mathematical Technician	18.96
30361 - Paralegal/Legal Assistant I	14.74
30362 - Paralegal/Legal Assistant II	18.26
30363 - Paralegal/Legal Assistant III	22.34
30364 - Paralegal/Legal Assistant IV	27.03
30375 - Petroleum Supply Specialist	23.46

30390 - Photo-Optics Technician	18.96
30395 - Radiation Control Technician	23.46
30461 - Technical Writer I	17.95
30462 - Technical Writer II	21.69
30463 - Technical Writer III	25.29
30491 - Unexploded Ordnance (UXO) Technician I	23.85
30492 - Unexploded Ordnance (UXO) Technician II	28.85
30493 - Unexploded Ordnance (UXO) Technician III	34.58
30494 - Unexploded (UXO) Safety Escort	23.85
30495 - Unexploded (UXO) Sweep Personnel	23.85
30501 - Weather Forecaster I	21.24
30502 - Weather Forecaster II	25.84
30620 - Weather Observer, Combined Upper Air Or (see 2)	17.06
Surface Programs	
30621 - Weather Observer, Senior (see 2)	18.96
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	28.85
31020 - Bus Aide	8.49
31030 - Bus Driver	11.52
31043 - Driver Courier	8.18
31260 - Parking and Lot Attendant	7.98
31290 - Shuttle Bus Driver	8.84
31310 - Taxi Driver	9.08
31361 - Truckdriver, Light	8.84
31362 - Truckdriver, Medium	9.96
31363 - Truckdriver, Heavy	10.57
31364 - Truckdriver, Tractor-Trailer	10.57
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.07
99030 - Cashier	8.58
99050 - Desk Clerk	9.30
99095 - Embalmer	23.85
99130 - Flight Follower	23.85
99251 - Laboratory Animal Caretaker I	10.23
99252 - Laboratory Animal Caretaker II	10.13
99260 - Marketing Analyst	23.46
99310 - Mortician	23.85
99410 - Pest Controller	12.34
99510 - Photofinishing Worker	12.53
99710 - Recycling Laborer	9.60
99711 - Recycling Specialist	11.45
99730 - Refuse Collector	8.67
99810 - Sales Clerk	8.70
99820 - School Crossing Guard	13.81
99830 - Survey Party Chief	13.39
99831 - Surveying Aide	11.18
99832 - Surveying Technician	12.18
99840 - Vending Machine Attendant	11.14
99841 - Vending Machine Repairer	12.36
99842 - Vending Machine Repairer Helper	12.14

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

to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

VACATION: 3 weeks paid vacation after 1 year of service with a contractor or successor; 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, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

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

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

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

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

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

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

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

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder.

All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining

agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

\*\* SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS \*\*

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

\*\* REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) \*\*

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

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

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

Daniel W. Simms                      Division of  
Director                                      Wage Determinations

Wage Determination No.: 2015-5699  
Revision No.: 5  
Date Of Last Revision: 08/09/2017

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Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.20 for calendar year 2017 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2017. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

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State: Puerto Rico

Area: Puerto Rico Municipios de Arroyo, Guayama, Patillas

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		9.72
01012 - Accounting Clerk II		11.73
01013 - Accounting Clerk III		14.27
01020 - Administrative Assistant		13.07
01035 - Court Reporter		13.69
01041 - Customer Service Representative I		9.49
01042 - Customer Service Representative II		10.67
01043 - Customer Service Representative III		11.64
01051 - Data Entry Operator I		8.71
01052 - Data Entry Operator II		9.96
01060 - Dispatcher, Motor Vehicle		10.80
01070 - Document Preparation Clerk		10.32
01090 - Duplicating Machine Operator		10.32
01111 - General Clerk I		8.99
01112 - General Clerk II		9.81
01113 - General Clerk III		11.29
01120 - Housing Referral Assistant		13.48
01141 - Messenger Courier		8.26
01191 - Order Clerk I		9.94
01192 - Order Clerk II		10.85
01261 - Personnel Assistant (Employment) I		10.82
01262 - Personnel Assistant (Employment) II		12.10
01263 - Personnel Assistant (Employment) III		13.50
01270 - Production Control Clerk		14.78
01290 - Rental Clerk		8.84
01300 - Scheduler, Maintenance		9.05
01311 - Secretary I		9.05
01312 - Secretary II		10.34
01313 - Secretary III		13.48
01320 - Service Order Dispatcher		10.23
01410 - Supply Technician		13.32
01420 - Survey Worker		10.26
01460 - Switchboard Operator/Receptionist		7.99
01531 - Travel Clerk I		11.58
01532 - Travel Clerk II		12.77
01533 - Travel Clerk III		14.08
01611 - Word Processor I		10.61
01612 - Word Processor II		11.91
01613 - Word Processor III		13.33
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		13.01
05010 - Automotive Electrician		12.45
05040 - Automotive Glass Installer		11.87
05070 - Automotive Worker		11.87
05110 - Mobile Equipment Servicer		10.74
05130 - Motor Equipment Metal Mechanic		13.01
05160 - Motor Equipment Metal Worker		11.87
05190 - Motor Vehicle Mechanic		13.01
05220 - Motor Vehicle Mechanic Helper		10.14
05250 - Motor Vehicle Upholstery Worker		11.63
05280 - Motor Vehicle Wrecker		11.87
05310 - Painter, Automotive		13.70
05340 - Radiator Repair Specialist		11.87
05370 - Tire Repairer		9.43
05400 - Transmission Repair Specialist		13.01
07000 - Food Preparation And Service Occupations		
07010 - Baker		8.57
07041 - Cook I		8.65
07042 - Cook II		9.60
07070 - Dishwasher		7.98
07130 - Food Service Worker		8.67
07210 - Meat Cutter		8.60
07260 - Waiter/Waitress		7.98

09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	12.45
09040 - Furniture Handler	8.60
09080 - Furniture Refinisher	12.45
09090 - Furniture Refinisher Helper	10.14
09110 - Furniture Repairer, Minor	11.67
09130 - Upholsterer	12.45
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	8.87
11060 - Elevator Operator	8.87
11090 - Gardener	9.43
11122 - Housekeeping Aide	8.87
11150 - Janitor	8.87
11210 - Laborer, Grounds Maintenance	8.51
11240 - Maid or Houseman	7.43
11260 - Pruner	9.75
11270 - Tractor Operator	10.15
11330 - Trail Maintenance Worker	8.51
11360 - Window Cleaner	9.83
12000 - Health Occupations	
12010 - Ambulance Driver	11.35
12011 - Breath Alcohol Technician	11.29
12012 - Certified Occupational Therapist Assistant	15.20
12015 - Certified Physical Therapist Assistant	10.96
12020 - Dental Assistant	10.93
12025 - Dental Hygienist	19.49
12030 - EKG Technician	13.57
12035 - Electroneurodiagnostic Technologist	13.57
12040 - Emergency Medical Technician	11.35
12071 - Licensed Practical Nurse I	10.09
12072 - Licensed Practical Nurse II	11.29
12073 - Licensed Practical Nurse III	12.58
12100 - Medical Assistant	11.83
12130 - Medical Laboratory Technician	10.91
12160 - Medical Record Clerk	10.61
12190 - Medical Record Technician	11.29
12195 - Medical Transcriptionist	10.82
12210 - Nuclear Medicine Technologist	20.48
12221 - Nursing Assistant I	9.52
12222 - Nursing Assistant II	10.69
12223 - Nursing Assistant III	11.66
12224 - Nursing Assistant IV	13.09
12235 - Optical Dispenser	11.29
12236 - Optical Technician	10.16
12250 - Pharmacy Technician	13.41
12280 - Phlebotomist	13.09
12305 - Radiologic Technologist	14.29
12311 - Registered Nurse I	14.05
12312 - Registered Nurse II	17.19
12313 - Registered Nurse II, Specialist	17.19
12314 - Registered Nurse III	20.80
12315 - Registered Nurse III, Anesthetist	20.80
12316 - Registered Nurse IV	24.93
12317 - Scheduler (Drug and Alcohol Testing)	13.98
12320 - Substance Abuse Treatment Counselor	14.05
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	12.69
13012 - Exhibits Specialist II	15.71
13013 - Exhibits Specialist III	19.22
13041 - Illustrator I	13.55
13042 - Illustrator II	15.85
13043 - Illustrator III	19.22
13047 - Librarian	17.40
13050 - Library Aide/Clerk	10.10
13054 - Library Information Technology Systems Administrator	14.97
13058 - Library Technician	11.30
13061 - Media Specialist I	11.34
13062 - Media Specialist II	12.69
13063 - Media Specialist III	14.14

13071 - Photographer I	13.83
13072 - Photographer II	15.67
13073 - Photographer III	17.78
13074 - Photographer IV	23.75
13075 - Photographer V	27.73
13090 - Technical Order Library Clerk	15.49
13110 - Video Teleconference Technician	11.34
14000 - Information Technology Occupations	
14041 - Computer Operator I	10.09
14042 - Computer Operator II	11.29
14043 - Computer Operator III	13.95
14044 - Computer Operator IV	18.82
14045 - Computer Operator V	20.84
14071 - Computer Programmer I	(see 1) 16.35
14072 - Computer Programmer II	(see 1) 20.85
14073 - Computer Programmer III	(see 1) 24.85
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1) 23.85
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment Operator	10.09
14160 - Personal Computer Support Technician	19.66
14170 - System Support Specialist	21.24
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	25.61
15020 - Aircrew Training Devices Instructor (Rated)	28.56
15030 - Air Crew Training Devices Instructor (Pilot)	34.23
15050 - Computer Based Training Specialist / Instructor	25.61
15060 - Educational Technologist	22.64
15070 - Flight Instructor (Pilot)	34.23
15080 - Graphic Artist	19.06
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	34.23
15086 - Maintenance Test Pilot, Rotary Wing	34.23
15088 - Non-Maintenance Test/Co-Pilot	34.23
15090 - Technical Instructor	14.07
15095 - Technical Instructor/Course Developer	19.06
15110 - Test Proctor	11.36
15120 - Tutor	11.36
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.43
16030 - Counter Attendant	9.43
16040 - Dry Cleaner	10.37
16070 - Finisher, Flatwork, Machine	9.43
16090 - Presser, Hand	9.43
16110 - Presser, Machine, Drycleaning	9.43
16130 - Presser, Machine, Shirts	9.43
16160 - Presser, Machine, Wearing Apparel, Laundry	9.43
16190 - Sewing Machine Operator	10.72
16220 - Tailor	11.01
16250 - Washer, Machine	9.76
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	11.73
19040 - Tool And Die Maker	13.49
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	9.66
21030 - Material Coordinator	14.78
21040 - Material Expediter	14.78
21050 - Material Handling Laborer	9.36
21071 - Order Filler	8.99
21080 - Production Line Worker (Food Processing)	9.66
21110 - Shipping Packer	10.31
21130 - Shipping/Receiving Clerk	10.31
21140 - Store Worker I	8.48
21150 - Stock Clerk	11.50
21210 - Tools And Parts Attendant	9.66
21410 - Warehouse Specialist	9.66
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	26.62
23019 - Aircraft Logs and Records Technician	22.57
23021 - Aircraft Mechanic I	25.33

23022 - Aircraft Mechanic II	26.62
23023 - Aircraft Mechanic III	27.73
23040 - Aircraft Mechanic Helper	19.67
23050 - Aircraft, Painter	19.10
23060 - Aircraft Servicer	22.57
23070 - Aircraft Survival Flight Equipment Technician	19.10
23080 - Aircraft Worker	23.04
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	23.04
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	25.33
23110 - Appliance Mechanic	14.17
23120 - Bicycle Repairer	9.43
23125 - Cable Splicer	16.87
23130 - Carpenter, Maintenance	12.45
23140 - Carpet Layer	12.30
23160 - Electrician, Maintenance	11.94
23181 - Electronics Technician Maintenance I	13.28
23182 - Electronics Technician Maintenance II	14.32
23183 - Electronics Technician Maintenance III	15.03
23260 - Fabric Worker	12.56
23290 - Fire Alarm System Mechanic	13.66
23310 - Fire Extinguisher Repairer	12.03
23311 - Fuel Distribution System Mechanic	14.78
23312 - Fuel Distribution System Operator	12.12
23370 - General Maintenance Worker	12.37
23380 - Ground Support Equipment Mechanic	25.33
23381 - Ground Support Equipment Servicer	22.57
23382 - Ground Support Equipment Worker	23.04
23391 - Gunsmith I	11.08
23392 - Gunsmith II	12.30
23393 - Gunsmith III	13.66
23410 - Heating, Ventilation And Air-Conditioning Mechanic	13.01
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	13.66
23430 - Heavy Equipment Mechanic	13.01
23440 - Heavy Equipment Operator	13.01
23460 - Instrument Mechanic	16.42
23465 - Laboratory/Shelter Mechanic	13.00
23470 - Laborer	9.36
23510 - Locksmith	11.48
23530 - Machinery Maintenance Mechanic	14.62
23550 - Machinist, Maintenance	12.56
23580 - Maintenance Trades Helper	9.63
23591 - Metrology Technician I	16.42
23592 - Metrology Technician II	17.26
23593 - Metrology Technician III	17.98
23640 - Millwright	18.02
23710 - Office Appliance Repairer	12.34
23760 - Painter, Maintenance	12.45
23790 - Pipefitter, Maintenance	13.01
23810 - Plumber, Maintenance	12.45
23820 - Pneudraulic Systems Mechanic	13.66
23850 - Rigger	14.18
23870 - Scale Mechanic	13.35
23890 - Sheet-Metal Worker, Maintenance	13.01
23910 - Small Engine Mechanic	12.58
23931 - Telecommunications Mechanic I	16.40
23932 - Telecommunications Mechanic II	17.14
23950 - Telephone Lineman	16.14
23960 - Welder, Combination, Maintenance	13.01
23965 - Well Driller	13.07
23970 - Woodcraft Worker	13.66
23980 - Woodworker	10.74
24000 - Personal Needs Occupations	
24550 - Case Manager	10.24
24570 - Child Care Attendant	8.86
24580 - Child Care Center Clerk	10.61
24610 - Chore Aide	8.61

24620 - Family Readiness And Support Services Coordinator	10.24
24630 - Homemaker	11.83
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	17.26
25040 - Sewage Plant Operator	13.50
25070 - Stationary Engineer	17.26
25190 - Ventilation Equipment Tender	10.95
25210 - Water Treatment Plant Operator	12.56
27000 - Protective Service Occupations	
27004 - Alarm Monitor	9.78
27007 - Baggage Inspector	8.74
27008 - Corrections Officer	11.65
27010 - Court Security Officer	11.89
27030 - Detection Dog Handler	9.78
27040 - Detention Officer	11.65
27070 - Firefighter	11.12
27101 - Guard I	8.74
27102 - Guard II	9.78
27131 - Police Officer I	12.95
27132 - Police Officer II	14.38
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	8.15
28042 - Carnival Equipment Repairer	8.57
28043 - Carnival Worker	7.63
28210 - Gate Attendant/Gate Tender	14.00
28310 - Lifeguard	11.59
28350 - Park Attendant (Aide)	15.66
28510 - Recreation Aide/Health Facility Attendant	9.75
28515 - Recreation Specialist	15.73
28630 - Sports Official	12.21
28690 - Swimming Pool Operator	14.61
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	13.18
29020 - Hatch Tender	13.18
29030 - Line Handler	13.18
29041 - Stevedore I	11.23
29042 - Stevedore II	13.36
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	37.52
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	25.87
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	28.49
30021 - Archeological Technician I	12.51
30022 - Archeological Technician II	14.09
30023 - Archeological Technician III	17.33
30030 - Cartographic Technician	17.33
30040 - Civil Engineering Technician	14.98
30051 - Cryogenic Technician I	21.24
30052 - Cryogenic Technician II	23.46
30061 - Drafter/CAD Operator I	12.51
30062 - Drafter/CAD Operator II	14.09
30063 - Drafter/CAD Operator III	15.60
30064 - Drafter/CAD Operator IV	19.20
30081 - Engineering Technician I	13.01
30082 - Engineering Technician II	14.62
30083 - Engineering Technician III	16.34
30084 - Engineering Technician IV	20.24
30085 - Engineering Technician V	24.76
30086 - Engineering Technician VI	30.37
30090 - Environmental Technician	14.81
30095 - Evidence Control Specialist	19.18
30210 - Laboratory Technician	15.91
30221 - Latent Fingerprint Technician I	21.24
30222 - Latent Fingerprint Technician II	23.46
30240 - Mathematical Technician	17.33
30361 - Paralegal/Legal Assistant I	13.40
30362 - Paralegal/Legal Assistant II	16.60
30363 - Paralegal/Legal Assistant III	20.31
30364 - Paralegal/Legal Assistant IV	24.57
30375 - Petroleum Supply Specialist	23.46

30390 - Photo-Optics Technician	18.24
30395 - Radiation Control Technician	23.46
30461 - Technical Writer I	17.95
30462 - Technical Writer II	21.69
30463 - Technical Writer III	25.29
30491 - Unexploded Ordnance (UXO) Technician I	23.85
30492 - Unexploded Ordnance (UXO) Technician II	28.85
30493 - Unexploded Ordnance (UXO) Technician III	34.58
30494 - Unexploded (UXO) Safety Escort	23.85
30495 - Unexploded (UXO) Sweep Personnel	23.85
30501 - Weather Forecaster I	21.24
30502 - Weather Forecaster II	25.84
30620 - Weather Observer, Combined Upper Air Or (see 2)	15.60
Surface Programs	
30621 - Weather Observer, Senior (see 2)	17.33
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	28.85
31020 - Bus Aide	8.40
31030 - Bus Driver	11.37
31043 - Driver Courier	8.18
31260 - Parking and Lot Attendant	7.58
31290 - Shuttle Bus Driver	8.84
31310 - Taxi Driver	9.99
31361 - Truckdriver, Light	8.84
31362 - Truckdriver, Medium	10.96
31363 - Truckdriver, Heavy	10.57
31364 - Truckdriver, Tractor-Trailer	10.57
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.07
99030 - Cashier	8.70
99050 - Desk Clerk	9.30
99095 - Embalmer	23.85
99130 - Flight Follower	23.85
99251 - Laboratory Animal Caretaker I	10.23
99252 - Laboratory Animal Caretaker II	10.13
99260 - Marketing Analyst	23.46
99310 - Mortician	23.85
99410 - Pest Controller	12.34
99510 - Photofinishing Worker	12.53
99710 - Recycling Laborer	9.59
99711 - Recycling Specialist	11.44
99730 - Refuse Collector	8.67
99810 - Sales Clerk	8.77
99820 - School Crossing Guard	13.81
99830 - Survey Party Chief	13.39
99831 - Surveying Aide	11.18
99832 - Surveying Technician	12.18
99840 - Vending Machine Attendant	11.14
99841 - Vending Machine Repairer	12.36
99842 - Vending Machine Repairer Helper	12.14

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

to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

VACATION: 3 weeks paid vacation after 1 year of service with a contractor or successor; 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, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

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

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

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

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

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

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

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder.

All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining

agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

\*\* SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS \*\*

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

\*\* REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) \*\*

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

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

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

Daniel W. Simms                      Division of  
Director                                      Wage Determinations

Wage Determination No.: 2015-5701  
Revision No.: 5  
Date Of Last Revision: 08/09/2017

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Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.20 for calendar year 2017 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2017. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

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State: Puerto Rico

Area: Puerto Rico Municipios de Hormigueros, Mayaguez

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		9.72
01012 - Accounting Clerk II		11.73
01013 - Accounting Clerk III		14.27
01020 - Administrative Assistant		13.07
01035 - Court Reporter		13.69
01041 - Customer Service Representative I		9.27
01042 - Customer Service Representative II		10.42
01043 - Customer Service Representative III		11.37
01051 - Data Entry Operator I		8.81
01052 - Data Entry Operator II		9.96
01060 - Dispatcher, Motor Vehicle		10.80
01070 - Document Preparation Clerk		10.32
01090 - Duplicating Machine Operator		10.32
01111 - General Clerk I		8.99
01112 - General Clerk II		9.81
01113 - General Clerk III		11.29
01120 - Housing Referral Assistant		13.48
01141 - Messenger Courier		8.81
01191 - Order Clerk I		9.94
01192 - Order Clerk II		10.85
01261 - Personnel Assistant (Employment) I		10.82
01262 - Personnel Assistant (Employment) II		12.10
01263 - Personnel Assistant (Employment) III		13.50
01270 - Production Control Clerk		14.78
01290 - Rental Clerk		8.71
01300 - Scheduler, Maintenance		9.05
01311 - Secretary I		9.05
01312 - Secretary II		10.34
01313 - Secretary III		13.48
01320 - Service Order Dispatcher		10.23
01410 - Supply Technician		13.32
01420 - Survey Worker		9.33
01460 - Switchboard Operator/Receptionist		8.62
01531 - Travel Clerk I		11.58
01532 - Travel Clerk II		12.77
01533 - Travel Clerk III		14.08
01611 - Word Processor I		11.90
01612 - Word Processor II		13.38
01613 - Word Processor III		14.96
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		13.01
05010 - Automotive Electrician		12.45
05040 - Automotive Glass Installer		11.87
05070 - Automotive Worker		11.87
05110 - Mobile Equipment Servicer		10.74
05130 - Motor Equipment Metal Mechanic		13.01
05160 - Motor Equipment Metal Worker		11.87
05190 - Motor Vehicle Mechanic		13.01
05220 - Motor Vehicle Mechanic Helper		10.14
05250 - Motor Vehicle Upholstery Worker		11.63
05280 - Motor Vehicle Wrecker		11.87
05310 - Painter, Automotive		13.70
05340 - Radiator Repair Specialist		11.87
05370 - Tire Repairer		9.43
05400 - Transmission Repair Specialist		13.01
07000 - Food Preparation And Service Occupations		
07010 - Baker		8.54
07041 - Cook I		8.49
07042 - Cook II		9.42
07070 - Dishwasher		8.51
07130 - Food Service Worker		8.58
07210 - Meat Cutter		8.71
07260 - Waiter/Waitress		8.78

09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	12.45
09040 - Furniture Handler	8.60
09080 - Furniture Refinisher	12.45
09090 - Furniture Refinisher Helper	10.14
09110 - Furniture Repairer, Minor	11.67
09130 - Upholsterer	12.45
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	8.68
11060 - Elevator Operator	8.68
11090 - Gardener	9.43
11122 - Housekeeping Aide	8.83
11150 - Janitor	8.83
11210 - Laborer, Grounds Maintenance	9.04
11240 - Maid or Houseman	8.67
11260 - Pruner	9.75
11270 - Tractor Operator	10.78
11330 - Trail Maintenance Worker	9.04
11360 - Window Cleaner	9.78
12000 - Health Occupations	
12010 - Ambulance Driver	10.93
12011 - Breath Alcohol Technician	10.14
12012 - Certified Occupational Therapist Assistant	13.89
12015 - Certified Physical Therapist Assistant	9.96
12020 - Dental Assistant	10.93
12025 - Dental Hygienist	19.49
12030 - EKG Technician	13.57
12035 - Electroneurodiagnostic Technologist	13.57
12040 - Emergency Medical Technician	10.93
12071 - Licensed Practical Nurse I	9.07
12072 - Licensed Practical Nurse II	10.14
12073 - Licensed Practical Nurse III	11.93
12100 - Medical Assistant	11.83
12130 - Medical Laboratory Technician	10.75
12160 - Medical Record Clerk	10.61
12190 - Medical Record Technician	14.10
12195 - Medical Transcriptionist	10.82
12210 - Nuclear Medicine Technologist	20.48
12221 - Nursing Assistant I	8.89
12222 - Nursing Assistant II	10.00
12223 - Nursing Assistant III	10.91
12224 - Nursing Assistant IV	12.25
12235 - Optical Dispenser	10.16
12236 - Optical Technician	10.16
12250 - Pharmacy Technician	13.41
12280 - Phlebotomist	12.25
12305 - Radiologic Technologist	11.81
12311 - Registered Nurse I	13.85
12312 - Registered Nurse II	16.95
12313 - Registered Nurse II, Specialist	16.95
12314 - Registered Nurse III	20.50
12315 - Registered Nurse III, Anesthetist	20.50
12316 - Registered Nurse IV	24.57
12317 - Scheduler (Drug and Alcohol Testing)	12.57
12320 - Substance Abuse Treatment Counselor	12.54
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	14.12
13012 - Exhibits Specialist II	17.49
13013 - Exhibits Specialist III	21.40
13041 - Illustrator I	14.91
13042 - Illustrator II	17.49
13043 - Illustrator III	21.40
13047 - Librarian	19.37
13050 - Library Aide/Clerk	11.24
13054 - Library Information Technology Systems Administrator	16.47
13058 - Library Technician	12.43
13061 - Media Specialist I	12.62
13062 - Media Specialist II	14.12
13063 - Media Specialist III	15.74

13071 - Photographer I	13.83
13072 - Photographer II	15.67
13073 - Photographer III	18.57
13074 - Photographer IV	23.75
13075 - Photographer V	27.73
13090 - Technical Order Library Clerk	15.49
13110 - Video Teleconference Technician	12.62
14000 - Information Technology Occupations	
14041 - Computer Operator I	10.09
14042 - Computer Operator II	11.29
14043 - Computer Operator III	13.95
14044 - Computer Operator IV	18.82
14045 - Computer Operator V	20.84
14071 - Computer Programmer I	(see 1) 16.35
14072 - Computer Programmer II	(see 1) 20.85
14073 - Computer Programmer III	(see 1) 24.85
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1) 23.85
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment Operator	10.09
14160 - Personal Computer Support Technician	19.66
14170 - System Support Specialist	21.24
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	25.61
15020 - Aircrew Training Devices Instructor (Rated)	28.56
15030 - Air Crew Training Devices Instructor (Pilot)	34.23
15050 - Computer Based Training Specialist / Instructor	25.61
15060 - Educational Technologist	22.64
15070 - Flight Instructor (Pilot)	34.23
15080 - Graphic Artist	19.06
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	34.23
15086 - Maintenance Test Pilot, Rotary Wing	34.23
15088 - Non-Maintenance Test/Co-Pilot	34.23
15090 - Technical Instructor	14.07
15095 - Technical Instructor/Course Developer	19.06
15110 - Test Proctor	11.36
15120 - Tutor	11.36
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.43
16030 - Counter Attendant	9.43
16040 - Dry Cleaner	10.37
16070 - Finisher, Flatwork, Machine	9.43
16090 - Presser, Hand	9.43
16110 - Presser, Machine, Drycleaning	9.43
16130 - Presser, Machine, Shirts	9.43
16160 - Presser, Machine, Wearing Apparel, Laundry	9.43
16190 - Sewing Machine Operator	10.72
16220 - Tailor	11.01
16250 - Washer, Machine	9.76
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	11.73
19040 - Tool And Die Maker	13.49
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	9.66
21030 - Material Coordinator	14.78
21040 - Material Expediter	14.78
21050 - Material Handling Laborer	8.81
21071 - Order Filler	8.84
21080 - Production Line Worker (Food Processing)	9.66
21110 - Shipping Packer	10.31
21130 - Shipping/Receiving Clerk	10.31
21140 - Store Worker I	8.48
21150 - Stock Clerk	11.50
21210 - Tools And Parts Attendant	9.66
21410 - Warehouse Specialist	9.66
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	26.62
23019 - Aircraft Logs and Records Technician	22.57
23021 - Aircraft Mechanic I	25.33

23022 - Aircraft Mechanic II	26.62
23023 - Aircraft Mechanic III	27.73
23040 - Aircraft Mechanic Helper	19.67
23050 - Aircraft, Painter	19.10
23060 - Aircraft Servicer	22.57
23070 - Aircraft Survival Flight Equipment Technician	19.10
23080 - Aircraft Worker	23.04
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	23.04
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	25.33
23110 - Appliance Mechanic	14.17
23120 - Bicycle Repairer	9.43
23125 - Cable Splicer	16.87
23130 - Carpenter, Maintenance	12.45
23140 - Carpet Layer	12.30
23160 - Electrician, Maintenance	11.94
23181 - Electronics Technician Maintenance I	13.28
23182 - Electronics Technician Maintenance II	14.32
23183 - Electronics Technician Maintenance III	15.03
23260 - Fabric Worker	12.56
23290 - Fire Alarm System Mechanic	13.66
23310 - Fire Extinguisher Repairer	12.03
23311 - Fuel Distribution System Mechanic	14.78
23312 - Fuel Distribution System Operator	12.12
23370 - General Maintenance Worker	11.88
23380 - Ground Support Equipment Mechanic	25.33
23381 - Ground Support Equipment Servicer	22.57
23382 - Ground Support Equipment Worker	23.04
23391 - Gunsmith I	11.08
23392 - Gunsmith II	12.30
23393 - Gunsmith III	13.66
23410 - Heating, Ventilation And Air-Conditioning Mechanic	13.01
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	13.66
23430 - Heavy Equipment Mechanic	13.01
23440 - Heavy Equipment Operator	13.01
23460 - Instrument Mechanic	16.42
23465 - Laboratory/Shelter Mechanic	13.00
23470 - Laborer	8.81
23510 - Locksmith	11.48
23530 - Machinery Maintenance Mechanic	14.62
23550 - Machinist, Maintenance	12.56
23580 - Maintenance Trades Helper	9.78
23591 - Metrology Technician I	16.42
23592 - Metrology Technician II	17.26
23593 - Metrology Technician III	17.98
23640 - Millwright	18.02
23710 - Office Appliance Repairer	12.34
23760 - Painter, Maintenance	12.45
23790 - Pipefitter, Maintenance	13.01
23810 - Plumber, Maintenance	12.45
23820 - Pneudraulic Systems Mechanic	13.66
23850 - Rigger	14.18
23870 - Scale Mechanic	13.35
23890 - Sheet-Metal Worker, Maintenance	13.01
23910 - Small Engine Mechanic	12.58
23931 - Telecommunications Mechanic I	16.40
23932 - Telecommunications Mechanic II	17.14
23950 - Telephone Lineman	16.14
23960 - Welder, Combination, Maintenance	13.01
23965 - Well Driller	13.07
23970 - Woodcraft Worker	13.66
23980 - Woodworker	10.74
24000 - Personal Needs Occupations	
24550 - Case Manager	11.26
24570 - Child Care Attendant	8.86
24580 - Child Care Center Clerk	10.61
24610 - Chore Aide	8.42

24620 - Family Readiness And Support Services Coordinator	11.26
24630 - Homemaker	11.83
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	17.26
25040 - Sewage Plant Operator	13.50
25070 - Stationary Engineer	17.26
25190 - Ventilation Equipment Tender	10.95
25210 - Water Treatment Plant Operator	12.56
27000 - Protective Service Occupations	
27004 - Alarm Monitor	10.25
27007 - Baggage Inspector	9.22
27008 - Corrections Officer	11.65
27010 - Court Security Officer	11.89
27030 - Detection Dog Handler	10.31
27040 - Detention Officer	11.65
27070 - Firefighter	11.12
27101 - Guard I	9.22
27102 - Guard II	10.31
27131 - Police Officer I	12.95
27132 - Police Officer II	14.39
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	8.15
28042 - Carnival Equipment Repairer	8.57
28043 - Carnival Worker	7.63
28210 - Gate Attendant/Gate Tender	14.00
28310 - Lifeguard	12.53
28350 - Park Attendant (Aide)	15.66
28510 - Recreation Aide/Health Facility Attendant	10.73
28515 - Recreation Specialist	14.30
28630 - Sports Official	12.21
28690 - Swimming Pool Operator	14.61
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	13.18
29020 - Hatch Tender	13.18
29030 - Line Handler	13.18
29041 - Stevedore I	11.23
29042 - Stevedore II	13.36
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	37.52
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	25.87
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	28.49
30021 - Archeological Technician I	13.76
30022 - Archeological Technician II	15.50
30023 - Archeological Technician III	19.06
30030 - Cartographic Technician	17.33
30040 - Civil Engineering Technician	16.48
30051 - Cryogenic Technician I	21.46
30052 - Cryogenic Technician II	23.71
30061 - Drafter/CAD Operator I	13.76
30062 - Drafter/CAD Operator II	15.50
30063 - Drafter/CAD Operator III	17.16
30064 - Drafter/CAD Operator IV	21.12
30081 - Engineering Technician I	13.01
30082 - Engineering Technician II	14.62
30083 - Engineering Technician III	16.34
30084 - Engineering Technician IV	20.24
30085 - Engineering Technician V	24.76
30086 - Engineering Technician VI	30.37
30090 - Environmental Technician	16.29
30095 - Evidence Control Specialist	19.38
30210 - Laboratory Technician	17.44
30221 - Latent Fingerprint Technician I	21.46
30222 - Latent Fingerprint Technician II	23.71
30240 - Mathematical Technician	19.06
30361 - Paralegal/Legal Assistant I	14.74
30362 - Paralegal/Legal Assistant II	18.26
30363 - Paralegal/Legal Assistant III	22.34
30364 - Paralegal/Legal Assistant IV	27.03
30375 - Petroleum Supply Specialist	23.71

30390 - Photo-Optics Technician	19.38
30395 - Radiation Control Technician	23.71
30461 - Technical Writer I	19.38
30462 - Technical Writer II	23.71
30463 - Technical Writer III	27.82
30491 - Unexploded Ordnance (UXO) Technician I	23.85
30492 - Unexploded Ordnance (UXO) Technician II	28.85
30493 - Unexploded Ordnance (UXO) Technician III	34.58
30494 - Unexploded (UXO) Safety Escort	23.85
30495 - Unexploded (UXO) Sweep Personnel	23.85
30501 - Weather Forecaster I	21.46
30502 - Weather Forecaster II	26.11
30620 - Weather Observer, Combined Upper Air Or (see 2)	17.16
Surface Programs	
30621 - Weather Observer, Senior (see 2)	19.06
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	28.85
31020 - Bus Aide	7.72
31030 - Bus Driver	10.47
31043 - Driver Courier	8.16
31260 - Parking and Lot Attendant	7.98
31290 - Shuttle Bus Driver	8.81
31310 - Taxi Driver	9.08
31361 - Truckdriver, Light	8.81
31362 - Truckdriver, Medium	9.96
31363 - Truckdriver, Heavy	10.57
31364 - Truckdriver, Tractor-Trailer	10.57
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.07
99030 - Cashier	8.74
99050 - Desk Clerk	9.30
99095 - Embalmer	23.85
99130 - Flight Follower	23.85
99251 - Laboratory Animal Caretaker I	10.23
99252 - Laboratory Animal Caretaker II	10.13
99260 - Marketing Analyst	23.46
99310 - Mortician	23.85
99410 - Pest Controller	12.34
99510 - Photofinishing Worker	12.53
99710 - Recycling Laborer	10.49
99711 - Recycling Specialist	12.51
99730 - Refuse Collector	9.47
99810 - Sales Clerk	8.76
99820 - School Crossing Guard	13.81
99830 - Survey Party Chief	13.39
99831 - Surveying Aide	11.18
99832 - Surveying Technician	12.18
99840 - Vending Machine Attendant	11.14
99841 - Vending Machine Repairer	12.36
99842 - Vending Machine Repairer Helper	12.14

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

to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

VACATION: 3 weeks paid vacation after 1 year of service with a contractor or successor; 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, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

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

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

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

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

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

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

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder.

All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining

agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

\*\* SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS \*\*

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

\*\* REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) \*\*

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

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

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

Daniel W. Simms                      Division of  
Director                                      Wage Determinations

Wage Determination No.: 2015-5703  
Revision No.: 5  
Date Of Last Revision: 08/09/2017

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Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.20 for calendar year 2017 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2017. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

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State: Puerto Rico

Area: Puerto Rico Municipios de Guanica, Guayanilla, Juana Diaz, Penuelas,

Ponce, Villalba, Yauco

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		9.72
01012 - Accounting Clerk II		11.73
01013 - Accounting Clerk III		14.27
01020 - Administrative Assistant		13.07
01035 - Court Reporter		13.69
01041 - Customer Service Representative I		8.77
01042 - Customer Service Representative II		9.86
01043 - Customer Service Representative III		10.76
01051 - Data Entry Operator I		9.15
01052 - Data Entry Operator II		9.98
01060 - Dispatcher, Motor Vehicle		10.80
01070 - Document Preparation Clerk		10.32
01090 - Duplicating Machine Operator		10.32
01111 - General Clerk I		8.99
01112 - General Clerk II		9.81
01113 - General Clerk III		11.29
01120 - Housing Referral Assistant		13.48
01141 - Messenger Courier		10.00
01191 - Order Clerk I		9.94
01192 - Order Clerk II		10.85
01261 - Personnel Assistant (Employment) I		10.82
01262 - Personnel Assistant (Employment) II		12.10
01263 - Personnel Assistant (Employment) III		13.50
01270 - Production Control Clerk		16.26
01290 - Rental Clerk		9.62
01300 - Scheduler, Maintenance		9.05
01311 - Secretary I		9.05
01312 - Secretary II		10.34
01313 - Secretary III		13.48
01320 - Service Order Dispatcher		10.23
01410 - Supply Technician		13.32
01420 - Survey Worker		9.33
01460 - Switchboard Operator/Receptionist		8.70
01531 - Travel Clerk I		11.58
01532 - Travel Clerk II		12.77
01533 - Travel Clerk III		14.08
01611 - Word Processor I		10.82
01612 - Word Processor II		12.16
01613 - Word Processor III		13.60
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		13.01
05010 - Automotive Electrician		12.45
05040 - Automotive Glass Installer		11.87
05070 - Automotive Worker		11.87
05110 - Mobile Equipment Servicer		10.74
05130 - Motor Equipment Metal Mechanic		13.01
05160 - Motor Equipment Metal Worker		11.87
05190 - Motor Vehicle Mechanic		13.01
05220 - Motor Vehicle Mechanic Helper		10.14
05250 - Motor Vehicle Upholstery Worker		11.63
05280 - Motor Vehicle Wrecker		11.87
05310 - Painter, Automotive		13.70
05340 - Radiator Repair Specialist		11.87
05370 - Tire Repairer		9.43
05400 - Transmission Repair Specialist		13.01
07000 - Food Preparation And Service Occupations		
07010 - Baker		8.66
07041 - Cook I		8.66
07042 - Cook II		9.61
07070 - Dishwasher		8.52
07130 - Food Service Worker		8.62
07210 - Meat Cutter		8.62

07260 - Waiter/Waitress	8.55
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	12.45
09040 - Furniture Handler	8.60
09080 - Furniture Refinisher	12.45
09090 - Furniture Refinisher Helper	10.14
09110 - Furniture Repairer, Minor	11.67
09130 - Upholsterer	12.45
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	8.56
11060 - Elevator Operator	8.56
11090 - Gardener	9.43
11122 - Housekeeping Aide	8.57
11150 - Janitor	8.57
11210 - Laborer, Grounds Maintenance	8.64
11240 - Maid or Houseman	8.61
11260 - Pruner	9.75
11270 - Tractor Operator	10.30
11330 - Trail Maintenance Worker	8.64
11360 - Window Cleaner	9.13
12000 - Health Occupations	
12010 - Ambulance Driver	10.93
12011 - Breath Alcohol Technician	12.19
12012 - Certified Occupational Therapist Assistant	15.20
12015 - Certified Physical Therapist Assistant	9.96
12020 - Dental Assistant	10.93
12025 - Dental Hygienist	19.49
12030 - EKG Technician	13.57
12035 - Electroneurodiagnostic Technologist	13.57
12040 - Emergency Medical Technician	10.93
12071 - Licensed Practical Nurse I	10.90
12072 - Licensed Practical Nurse II	12.19
12073 - Licensed Practical Nurse III	13.59
12100 - Medical Assistant	11.83
12130 - Medical Laboratory Technician	11.83
12160 - Medical Record Clerk	10.61
12190 - Medical Record Technician	14.10
12195 - Medical Transcriptionist	10.82
12210 - Nuclear Medicine Technologist	20.48
12221 - Nursing Assistant I	8.78
12222 - Nursing Assistant II	9.87
12223 - Nursing Assistant III	10.78
12224 - Nursing Assistant IV	12.10
12235 - Optical Dispenser	10.16
12236 - Optical Technician	10.90
12250 - Pharmacy Technician	13.41
12280 - Phlebotomist	12.10
12305 - Radiologic Technologist	11.81
12311 - Registered Nurse I	14.42
12312 - Registered Nurse II	17.65
12313 - Registered Nurse II, Specialist	17.65
12314 - Registered Nurse III	21.35
12315 - Registered Nurse III, Anesthetist	21.35
12316 - Registered Nurse IV	25.58
12317 - Scheduler (Drug and Alcohol Testing)	15.10
12320 - Substance Abuse Treatment Counselor	15.10
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	13.04
13012 - Exhibits Specialist II	16.15
13013 - Exhibits Specialist III	19.76
13041 - Illustrator I	13.55
13042 - Illustrator II	16.15
13043 - Illustrator III	19.76
13047 - Librarian	17.89
13050 - Library Aide/Clerk	9.78
13054 - Library Information Technology Systems Administrator	16.15
13058 - Library Technician	11.30
13061 - Media Specialist I	11.66
13062 - Media Specialist II	13.04

13063 - Media Specialist III	14.53
13071 - Photographer I	13.83
13072 - Photographer II	15.67
13073 - Photographer III	17.78
13074 - Photographer IV	23.75
13075 - Photographer V	27.73
13090 - Technical Order Library Clerk	15.49
13110 - Video Teleconference Technician	11.25
14000 - Information Technology Occupations	
14041 - Computer Operator I	10.09
14042 - Computer Operator II	11.29
14043 - Computer Operator III	13.95
14044 - Computer Operator IV	18.82
14045 - Computer Operator V	20.84
14071 - Computer Programmer I	(see 1) 17.99
14072 - Computer Programmer II	(see 1) 22.52
14073 - Computer Programmer III	(see 1) 27.34
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1) 24.06
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment Operator	10.09
14160 - Personal Computer Support Technician	19.66
14170 - System Support Specialist	21.24
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	25.61
15020 - Aircrew Training Devices Instructor (Rated)	29.12
15030 - Air Crew Training Devices Instructor (Pilot)	34.90
15050 - Computer Based Training Specialist / Instructor	25.61
15060 - Educational Technologist	22.64
15070 - Flight Instructor (Pilot)	34.90
15080 - Graphic Artist	19.06
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	34.90
15086 - Maintenance Test Pilot, Rotary Wing	34.90
15088 - Non-Maintenance Test/Co-Pilot	34.90
15090 - Technical Instructor	14.07
15095 - Technical Instructor/Course Developer	19.06
15110 - Test Proctor	11.36
15120 - Tutor	11.36
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.43
16030 - Counter Attendant	9.43
16040 - Dry Cleaner	10.37
16070 - Finisher, Flatwork, Machine	9.43
16090 - Presser, Hand	9.43
16110 - Presser, Machine, Drycleaning	9.43
16130 - Presser, Machine, Shirts	9.43
16160 - Presser, Machine, Wearing Apparel, Laundry	9.43
16190 - Sewing Machine Operator	10.72
16220 - Tailor	11.01
16250 - Washer, Machine	9.76
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	11.87
19040 - Tool And Die Maker	14.23
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	9.66
21030 - Material Coordinator	16.26
21040 - Material Expediter	16.26
21050 - Material Handling Laborer	9.32
21071 - Order Filler	8.74
21080 - Production Line Worker (Food Processing)	9.66
21110 - Shipping Packer	10.31
21130 - Shipping/Receiving Clerk	10.31
21140 - Store Worker I	8.48
21150 - Stock Clerk	11.50
21210 - Tools And Parts Attendant	9.66
21410 - Warehouse Specialist	9.66
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	26.62
23019 - Aircraft Logs and Records Technician	22.57

23021 - Aircraft Mechanic I	25.33
23022 - Aircraft Mechanic II	26.62
23023 - Aircraft Mechanic III	27.73
23040 - Aircraft Mechanic Helper	19.67
23050 - Aircraft, Painter	19.10
23060 - Aircraft Servicer	22.57
23070 - Aircraft Survival Flight Equipment Technician	19.10
23080 - Aircraft Worker	23.04
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	23.04
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	25.33
23110 - Appliance Mechanic	14.17
23120 - Bicycle Repairer	9.43
23125 - Cable Splicer	16.87
23130 - Carpenter, Maintenance	12.45
23140 - Carpet Layer	12.30
23160 - Electrician, Maintenance	11.94
23181 - Electronics Technician Maintenance I	14.61
23182 - Electronics Technician Maintenance II	15.75
23183 - Electronics Technician Maintenance III	16.53
23260 - Fabric Worker	12.56
23290 - Fire Alarm System Mechanic	13.66
23310 - Fire Extinguisher Repairer	12.03
23311 - Fuel Distribution System Mechanic	14.78
23312 - Fuel Distribution System Operator	12.12
23370 - General Maintenance Worker	11.88
23380 - Ground Support Equipment Mechanic	25.33
23381 - Ground Support Equipment Servicer	22.57
23382 - Ground Support Equipment Worker	23.04
23391 - Gunsmith I	11.08
23392 - Gunsmith II	12.30
23393 - Gunsmith III	13.66
23410 - Heating, Ventilation And Air-Conditioning Mechanic	13.01
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	13.66
23430 - Heavy Equipment Mechanic	13.01
23440 - Heavy Equipment Operator	13.01
23460 - Instrument Mechanic	16.42
23465 - Laboratory/Shelter Mechanic	13.00
23470 - Laborer	9.32
23510 - Locksmith	11.48
23530 - Machinery Maintenance Mechanic	14.62
23550 - Machinist, Maintenance	12.56
23580 - Maintenance Trades Helper	9.63
23591 - Metrology Technician I	16.42
23592 - Metrology Technician II	17.26
23593 - Metrology Technician III	17.98
23640 - Millwright	18.02
23710 - Office Appliance Repairer	12.34
23760 - Painter, Maintenance	12.45
23790 - Pipefitter, Maintenance	13.01
23810 - Plumber, Maintenance	12.45
23820 - Pneudraulic Systems Mechanic	13.66
23850 - Rigger	14.18
23870 - Scale Mechanic	13.35
23890 - Sheet-Metal Worker, Maintenance	13.01
23910 - Small Engine Mechanic	12.58
23931 - Telecommunications Mechanic I	16.40
23932 - Telecommunications Mechanic II	17.14
23950 - Telephone Lineman	17.75
23960 - Welder, Combination, Maintenance	13.01
23965 - Well Driller	13.07
23970 - Woodcraft Worker	13.66
23980 - Woodworker	10.74
24000 - Personal Needs Occupations	
24550 - Case Manager	10.24
24570 - Child Care Attendant	8.86
24580 - Child Care Center Clerk	10.61

24610 - Chore Aide	8.45
24620 - Family Readiness And Support Services Coordinator	10.24
24630 - Homemaker	11.83
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	17.26
25040 - Sewage Plant Operator	13.50
25070 - Stationary Engineer	17.26
25190 - Ventilation Equipment Tender	10.95
25210 - Water Treatment Plant Operator	12.56
27000 - Protective Service Occupations	
27004 - Alarm Monitor	9.72
27007 - Baggage Inspector	8.69
27008 - Corrections Officer	11.65
27010 - Court Security Officer	11.89
27030 - Detection Dog Handler	9.72
27040 - Detention Officer	11.65
27070 - Firefighter	11.12
27101 - Guard I	8.69
27102 - Guard II	9.72
27131 - Police Officer I	12.95
27132 - Police Officer II	14.39
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	9.87
28042 - Carnival Equipment Repairer	10.37
28043 - Carnival Worker	8.57
28210 - Gate Attendant/Gate Tender	12.73
28310 - Lifeguard	11.59
28350 - Park Attendant (Aide)	14.24
28510 - Recreation Aide/Health Facility Attendant	9.75
28515 - Recreation Specialist	14.30
28630 - Sports Official	11.10
28690 - Swimming Pool Operator	13.56
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	13.18
29020 - Hatch Tender	13.18
29030 - Line Handler	13.18
29041 - Stevedore I	11.23
29042 - Stevedore II	13.36
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	37.52
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	25.87
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	28.49
30021 - Archeological Technician I	14.76
30022 - Archeological Technician II	15.52
30023 - Archeological Technician III	20.45
30030 - Cartographic Technician	19.06
30040 - Civil Engineering Technician	18.13
30051 - Cryogenic Technician I	24.20
30052 - Cryogenic Technician II	26.73
30061 - Drafter/CAD Operator I	14.76
30062 - Drafter/CAD Operator II	16.51
30063 - Drafter/CAD Operator III	18.40
30064 - Drafter/CAD Operator IV	22.65
30081 - Engineering Technician I	14.05
30082 - Engineering Technician II	15.77
30083 - Engineering Technician III	17.65
30084 - Engineering Technician IV	21.85
30085 - Engineering Technician V	26.73
30086 - Engineering Technician VI	32.34
30090 - Environmental Technician	17.92
30095 - Evidence Control Specialist	21.85
30210 - Laboratory Technician	15.91
30221 - Latent Fingerprint Technician I	24.20
30222 - Latent Fingerprint Technician II	26.73
30240 - Mathematical Technician	20.45
30361 - Paralegal/Legal Assistant I	14.74
30362 - Paralegal/Legal Assistant II	18.26
30363 - Paralegal/Legal Assistant III	22.34
30364 - Paralegal/Legal Assistant IV	27.03

30375 - Petroleum Supply Specialist	26.73
30390 - Photo-Optics Technician	20.45
30395 - Radiation Control Technician	26.73
30461 - Technical Writer I	20.45
30462 - Technical Writer II	25.02
30463 - Technical Writer III	30.26
30491 - Unexploded Ordnance (UXO) Technician I	23.85
30492 - Unexploded Ordnance (UXO) Technician II	28.85
30493 - Unexploded Ordnance (UXO) Technician III	34.58
30494 - Unexploded (UXO) Safety Escort	23.85
30495 - Unexploded (UXO) Sweep Personnel	23.85
30501 - Weather Forecaster I	24.20
30502 - Weather Forecaster II	29.44
30620 - Weather Observer, Combined Upper Air Or (see 2)	18.40
Surface Programs	
30621 - Weather Observer, Senior (see 2)	20.45
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	28.85
31020 - Bus Aide	7.72
31030 - Bus Driver	10.47
31043 - Driver Courier	8.02
31260 - Parking and Lot Attendant	8.59
31290 - Shuttle Bus Driver	8.66
31310 - Taxi Driver	9.08
31361 - Truckdriver, Light	8.66
31362 - Truckdriver, Medium	9.96
31363 - Truckdriver, Heavy	10.57
31364 - Truckdriver, Tractor-Trailer	10.57
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.07
99030 - Cashier	8.59
99050 - Desk Clerk	8.55
99095 - Embalmer	23.85
99130 - Flight Follower	23.85
99251 - Laboratory Animal Caretaker I	10.23
99252 - Laboratory Animal Caretaker II	10.13
99260 - Marketing Analyst	11.31
99310 - Mortician	23.85
99410 - Pest Controller	10.20
99510 - Photofinishing Worker	12.53
99710 - Recycling Laborer	9.76
99711 - Recycling Specialist	11.64
99730 - Refuse Collector	8.81
99810 - Sales Clerk	8.71
99820 - School Crossing Guard	13.81
99830 - Survey Party Chief	13.39
99831 - Surveying Aide	11.18
99832 - Surveying Technician	12.18
99840 - Vending Machine Attendant	11.14
99841 - Vending Machine Repairer	12.36
99842 - Vending Machine Repairer Helper	12.14

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Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for

reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

VACATION: 3 weeks paid vacation after 1 year of service with a contractor or successor; 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, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

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

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

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

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

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

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

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder.

All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining

agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

\*\* SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS \*\*

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

\*\* REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) \*\*

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

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

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

Daniel W. Simms                      Division of  
Director                                      Wage Determinations

Wage Determination No.: 2015-5705  
Revision No.: 4  
Date Of Last Revision: 08/03/2017

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.20 for calendar year 2017 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2017. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

State: Puerto Rico

Area: Puerto Rico Municipios de Cabo Rojo, Lajas, Sabana Grande, San German

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		9.72
01012 - Accounting Clerk II		11.73
01013 - Accounting Clerk III		14.27
01020 - Administrative Assistant		13.07
01035 - Court Reporter		13.69
01041 - Customer Service Representative I		8.94
01042 - Customer Service Representative II		10.05
01043 - Customer Service Representative III		10.97
01051 - Data Entry Operator I		8.71
01052 - Data Entry Operator II		9.96
01060 - Dispatcher, Motor Vehicle		10.80
01070 - Document Preparation Clerk		10.32
01090 - Duplicating Machine Operator		10.32
01111 - General Clerk I		8.99
01112 - General Clerk II		9.81
01113 - General Clerk III		11.29
01120 - Housing Referral Assistant		13.48
01141 - Messenger Courier		8.26
01191 - Order Clerk I		9.94
01192 - Order Clerk II		10.85
01261 - Personnel Assistant (Employment) I		10.82
01262 - Personnel Assistant (Employment) II		12.10
01263 - Personnel Assistant (Employment) III		13.50
01270 - Production Control Clerk		14.78
01290 - Rental Clerk		8.73
01300 - Scheduler, Maintenance		9.05
01311 - Secretary I		9.05
01312 - Secretary II		10.34
01313 - Secretary III		13.48
01320 - Service Order Dispatcher		10.23
01410 - Supply Technician		13.32
01420 - Survey Worker		9.33
01460 - Switchboard Operator/Receptionist		8.61
01531 - Travel Clerk I		11.58
01532 - Travel Clerk II		12.77
01533 - Travel Clerk III		14.08
01611 - Word Processor I		10.82
01612 - Word Processor II		12.15
01613 - Word Processor III		13.60
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		13.01
05010 - Automotive Electrician		12.45
05040 - Automotive Glass Installer		11.87
05070 - Automotive Worker		11.87
05110 - Mobile Equipment Servicer		10.74
05130 - Motor Equipment Metal Mechanic		13.01
05160 - Motor Equipment Metal Worker		11.87
05190 - Motor Vehicle Mechanic		13.01
05220 - Motor Vehicle Mechanic Helper		10.14
05250 - Motor Vehicle Upholstery Worker		11.63
05280 - Motor Vehicle Wrecker		11.87
05310 - Painter, Automotive		13.70
05340 - Radiator Repair Specialist		11.87
05370 - Tire Repairer		9.43
05400 - Transmission Repair Specialist		13.01
07000 - Food Preparation And Service Occupations		
07010 - Baker		8.50
07041 - Cook I		8.49
07042 - Cook II		9.42
07070 - Dishwasher		7.25
07130 - Food Service Worker		8.59
07210 - Meat Cutter		8.59
07260 - Waiter/Waitress		8.53

09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	12.45
09040 - Furniture Handler	8.60
09080 - Furniture Refinisher	12.45
09090 - Furniture Refinisher Helper	10.14
09110 - Furniture Repairer, Minor	11.67
09130 - Upholsterer	12.45
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	8.48
11060 - Elevator Operator	8.48
11090 - Gardener	9.43
11122 - Housekeeping Aide	8.87
11150 - Janitor	8.87
11210 - Laborer, Grounds Maintenance	8.62
11240 - Maid or Houseman	8.55
11260 - Pruner	9.75
11270 - Tractor Operator	10.28
11330 - Trail Maintenance Worker	8.62
11360 - Window Cleaner	9.83
12000 - Health Occupations	
12010 - Ambulance Driver	10.93
12011 - Breath Alcohol Technician	10.93
12012 - Certified Occupational Therapist Assistant	13.82
12015 - Certified Physical Therapist Assistant	9.96
12020 - Dental Assistant	10.93
12025 - Dental Hygienist	17.72
12030 - EKG Technician	12.34
12035 - Electroneurodiagnostic Technologist	12.34
12040 - Emergency Medical Technician	10.93
12071 - Licensed Practical Nurse I	9.98
12072 - Licensed Practical Nurse II	11.15
12073 - Licensed Practical Nurse III	13.12
12100 - Medical Assistant	13.01
12130 - Medical Laboratory Technician	10.75
12160 - Medical Record Clerk	10.61
12190 - Medical Record Technician	14.10
12195 - Medical Transcriptionist	11.90
12210 - Nuclear Medicine Technologist	18.62
12221 - Nursing Assistant I	9.52
12222 - Nursing Assistant II	10.69
12223 - Nursing Assistant III	11.66
12224 - Nursing Assistant IV	13.09
12235 - Optical Dispenser	11.18
12236 - Optical Technician	11.18
12250 - Pharmacy Technician	13.41
12280 - Phlebotomist	13.09
12305 - Radiologic Technologist	11.81
12311 - Registered Nurse I	14.85
12312 - Registered Nurse II	18.16
12313 - Registered Nurse II, Specialist	18.16
12314 - Registered Nurse III	21.98
12315 - Registered Nurse III, Anesthetist	21.98
12316 - Registered Nurse IV	26.35
12317 - Scheduler (Drug and Alcohol Testing)	13.83
12320 - Substance Abuse Treatment Counselor	19.18
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	13.55
13012 - Exhibits Specialist II	16.47
13013 - Exhibits Specialist III	20.14
13041 - Illustrator I	13.62
13042 - Illustrator II	16.87
13043 - Illustrator III	20.63
13047 - Librarian	18.25
13050 - Library Aide/Clerk	10.76
13054 - Library Information Technology Systems Administrator	14.97
13058 - Library Technician	11.30
13061 - Media Specialist I	12.07
13062 - Media Specialist II	13.51
13063 - Media Specialist III	15.06

13071 - Photographer I	14.07
13072 - Photographer II	15.74
13073 - Photographer III	19.49
13074 - Photographer IV	23.85
13075 - Photographer V	28.85
13090 - Technical Order Library Clerk	15.49
13110 - Video Teleconference Technician	12.17
14000 - Information Technology Occupations	
14041 - Computer Operator I	10.09
14042 - Computer Operator II	11.29
14043 - Computer Operator III	13.95
14044 - Computer Operator IV	18.82
14045 - Computer Operator V	20.84
14071 - Computer Programmer I	(see 1) 16.35
14072 - Computer Programmer II	(see 1) 20.85
14073 - Computer Programmer III	(see 1) 24.85
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1) 23.85
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment Operator	10.09
14160 - Personal Computer Support Technician	19.66
14170 - System Support Specialist	21.24
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	25.61
15020 - Aircrew Training Devices Instructor (Rated)	28.56
15030 - Air Crew Training Devices Instructor (Pilot)	34.23
15050 - Computer Based Training Specialist / Instructor	25.61
15060 - Educational Technologist	22.64
15070 - Flight Instructor (Pilot)	34.23
15080 - Graphic Artist	19.06
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	34.23
15086 - Maintenance Test Pilot, Rotary Wing	34.23
15088 - Non-Maintenance Test/Co-Pilot	34.23
15090 - Technical Instructor	14.07
15095 - Technical Instructor/Course Developer	19.06
15110 - Test Proctor	11.36
15120 - Tutor	11.36
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.43
16030 - Counter Attendant	9.43
16040 - Dry Cleaner	10.37
16070 - Finisher, Flatwork, Machine	9.43
16090 - Presser, Hand	9.43
16110 - Presser, Machine, Drycleaning	9.43
16130 - Presser, Machine, Shirts	9.43
16160 - Presser, Machine, Wearing Apparel, Laundry	9.43
16190 - Sewing Machine Operator	10.72
16220 - Tailor	11.01
16250 - Washer, Machine	9.76
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	11.73
19040 - Tool And Die Maker	13.49
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	9.66
21030 - Material Coordinator	14.78
21040 - Material Expediter	14.78
21050 - Material Handling Laborer	8.81
21071 - Order Filler	8.61
21080 - Production Line Worker (Food Processing)	9.66
21110 - Shipping Packer	10.31
21130 - Shipping/Receiving Clerk	10.31
21140 - Store Worker I	8.48
21150 - Stock Clerk	11.50
21210 - Tools And Parts Attendant	9.66
21410 - Warehouse Specialist	9.66
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	26.62
23019 - Aircraft Logs and Records Technician	22.57
23021 - Aircraft Mechanic I	25.33

23022 - Aircraft Mechanic II	26.62
23023 - Aircraft Mechanic III	27.73
23040 - Aircraft Mechanic Helper	19.67
23050 - Aircraft, Painter	19.10
23060 - Aircraft Servicer	22.57
23070 - Aircraft Survival Flight Equipment Technician	19.10
23080 - Aircraft Worker	23.04
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	23.04
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	25.33
23110 - Appliance Mechanic	14.17
23120 - Bicycle Repairer	9.43
23125 - Cable Splicer	16.87
23130 - Carpenter, Maintenance	12.45
23140 - Carpet Layer	12.30
23160 - Electrician, Maintenance	11.94
23181 - Electronics Technician Maintenance I	13.28
23182 - Electronics Technician Maintenance II	14.32
23183 - Electronics Technician Maintenance III	15.03
23260 - Fabric Worker	12.56
23290 - Fire Alarm System Mechanic	13.66
23310 - Fire Extinguisher Repairer	12.03
23311 - Fuel Distribution System Mechanic	14.78
23312 - Fuel Distribution System Operator	12.12
23370 - General Maintenance Worker	11.88
23380 - Ground Support Equipment Mechanic	25.33
23381 - Ground Support Equipment Servicer	22.57
23382 - Ground Support Equipment Worker	23.04
23391 - Gunsmith I	11.08
23392 - Gunsmith II	12.30
23393 - Gunsmith III	13.66
23410 - Heating, Ventilation And Air-Conditioning Mechanic	13.01
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	13.66
23430 - Heavy Equipment Mechanic	13.01
23440 - Heavy Equipment Operator	13.01
23460 - Instrument Mechanic	16.42
23465 - Laboratory/Shelter Mechanic	13.00
23470 - Laborer	8.81
23510 - Locksmith	11.48
23530 - Machinery Maintenance Mechanic	14.62
23550 - Machinist, Maintenance	12.56
23580 - Maintenance Trades Helper	9.63
23591 - Metrology Technician I	16.42
23592 - Metrology Technician II	17.26
23593 - Metrology Technician III	17.98
23640 - Millwright	18.02
23710 - Office Appliance Repairer	12.34
23760 - Painter, Maintenance	12.45
23790 - Pipefitter, Maintenance	13.01
23810 - Plumber, Maintenance	12.45
23820 - Pneudraulic Systems Mechanic	13.66
23850 - Rigger	14.18
23870 - Scale Mechanic	13.35
23890 - Sheet-Metal Worker, Maintenance	13.01
23910 - Small Engine Mechanic	12.58
23931 - Telecommunications Mechanic I	16.40
23932 - Telecommunications Mechanic II	17.14
23950 - Telephone Lineman	16.14
23960 - Welder, Combination, Maintenance	13.01
23965 - Well Driller	13.07
23970 - Woodcraft Worker	13.66
23980 - Woodworker	10.74
24000 - Personal Needs Occupations	
24550 - Case Manager	10.24
24570 - Child Care Attendant	8.86
24580 - Child Care Center Clerk	10.68
24610 - Chore Aide	8.48

24620 - Family Readiness And Support Services Coordinator	10.24
24630 - Homemaker	11.83
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	17.26
25040 - Sewage Plant Operator	13.50
25070 - Stationary Engineer	17.26
25190 - Ventilation Equipment Tender	10.95
25210 - Water Treatment Plant Operator	12.56
27000 - Protective Service Occupations	
27004 - Alarm Monitor	9.54
27007 - Baggage Inspector	8.53
27008 - Corrections Officer	11.65
27010 - Court Security Officer	11.89
27030 - Detection Dog Handler	9.54
27040 - Detention Officer	11.65
27070 - Firefighter	11.12
27101 - Guard I	8.53
27102 - Guard II	9.54
27131 - Police Officer I	12.95
27132 - Police Officer II	14.38
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	8.15
28042 - Carnival Equipment Repairer	8.57
28043 - Carnival Worker	7.63
28210 - Gate Attendant/Gate Tender	12.73
28310 - Lifeguard	12.53
28350 - Park Attendant (Aide)	14.24
28510 - Recreation Aide/Health Facility Attendant	10.73
28515 - Recreation Specialist	13.00
28630 - Sports Official	11.10
28690 - Swimming Pool Operator	14.61
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	13.18
29020 - Hatch Tender	13.18
29030 - Line Handler	13.18
29041 - Stevedore I	11.23
29042 - Stevedore II	13.36
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	37.52
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	25.87
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	28.49
30021 - Archeological Technician I	13.76
30022 - Archeological Technician II	15.50
30023 - Archeological Technician III	19.06
30030 - Cartographic Technician	17.33
30040 - Civil Engineering Technician	16.48
30051 - Cryogenic Technician I	23.36
30052 - Cryogenic Technician II	25.81
30061 - Drafter/CAD Operator I	13.76
30062 - Drafter/CAD Operator II	15.50
30063 - Drafter/CAD Operator III	17.16
30064 - Drafter/CAD Operator IV	21.12
30081 - Engineering Technician I	14.31
30082 - Engineering Technician II	16.08
30083 - Engineering Technician III	17.97
30084 - Engineering Technician IV	22.26
30085 - Engineering Technician V	27.24
30086 - Engineering Technician VI	33.41
30090 - Environmental Technician	16.29
30095 - Evidence Control Specialist	21.10
30210 - Laboratory Technician	17.50
30221 - Latent Fingerprint Technician I	23.36
30222 - Latent Fingerprint Technician II	25.81
30240 - Mathematical Technician	19.06
30361 - Paralegal/Legal Assistant I	16.21
30362 - Paralegal/Legal Assistant II	20.09
30363 - Paralegal/Legal Assistant III	24.57
30364 - Paralegal/Legal Assistant IV	29.73
30375 - Petroleum Supply Specialist	25.81

30390 - Photo-Optics Technician	20.06
30395 - Radiation Control Technician	25.81
30461 - Technical Writer I	19.75
30462 - Technical Writer II	23.86
30463 - Technical Writer III	27.82
30491 - Unexploded Ordnance (UXO) Technician I	23.85
30492 - Unexploded Ordnance (UXO) Technician II	28.85
30493 - Unexploded Ordnance (UXO) Technician III	34.58
30494 - Unexploded (UXO) Safety Escort	23.85
30495 - Unexploded (UXO) Sweep Personnel	23.85
30501 - Weather Forecaster I	23.36
30502 - Weather Forecaster II	28.42
30620 - Weather Observer, Combined Upper Air Or (see 2)	17.16
Surface Programs	
30621 - Weather Observer, Senior (see 2)	19.06
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	28.85
31020 - Bus Aide	7.72
31030 - Bus Driver	10.47
31043 - Driver Courier	8.09
31260 - Parking and Lot Attendant	7.25
31290 - Shuttle Bus Driver	8.73
31310 - Taxi Driver	9.08
31361 - Truckdriver, Light	8.73
31362 - Truckdriver, Medium	9.96
31363 - Truckdriver, Heavy	10.57
31364 - Truckdriver, Tractor-Trailer	10.57
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.07
99030 - Cashier	8.53
99050 - Desk Clerk	8.62
99095 - Embalmer	23.85
99130 - Flight Follower	23.85
99251 - Laboratory Animal Caretaker I	10.23
99252 - Laboratory Animal Caretaker II	10.13
99260 - Marketing Analyst	23.46
99310 - Mortician	23.85
99410 - Pest Controller	12.34
99510 - Photofinishing Worker	12.53
99710 - Recycling Laborer	10.49
99711 - Recycling Specialist	12.51
99730 - Refuse Collector	9.47
99810 - Sales Clerk	8.59
99820 - School Crossing Guard	13.81
99830 - Survey Party Chief	13.39
99831 - Surveying Aide	11.18
99832 - Surveying Technician	12.18
99840 - Vending Machine Attendant	11.14
99841 - Vending Machine Repairer	12.36
99842 - Vending Machine Repairer Helper	12.14

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

to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

VACATION: 3 weeks paid vacation after 1 year of service with a contractor or successor; 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, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

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

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

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

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

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

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

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

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder.

All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining

agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

\*\* SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS \*\*

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

\*\* REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) \*\*

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

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

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

Daniel W. Simms                      Division of  
Director                                      Wage Determinations

Wage Determination No.: 2015-5707  
Revision No.: 6  
Date Of Last Revision: 08/03/2017

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Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.20 for calendar year 2017 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2017. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

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State: Puerto Rico

Area: Puerto Rico Municipios de Aguas Buenas, Aibonito, Barceloneta,

Barranquitas, Bayamon, Caguas, Canovanas, Carolina, Catano, Cayey, Ceiba, Ciales, Cidra, Comerio, Corozal, Dorado, Fajardo, Florida, Guaynabo, Gurabo, Humacao, Juncos, Las Piedras, Loiza, Luquillo, Manati, Maunabo, Morovis, Naguabo, Naranjito, Orocovis, Rio Grande, San Juan, San Lorenzo, Toa Alta, Toa Baja, Trujillo Alto, Vega Alta, Vega Baja, Yabucoa

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		9.72
01012 - Accounting Clerk II		11.73
01013 - Accounting Clerk III		14.27
01020 - Administrative Assistant		14.49
01035 - Court Reporter		13.69
01041 - Customer Service Representative I		8.15
01042 - Customer Service Representative II		9.16
01043 - Customer Service Representative III		10.00
01051 - Data Entry Operator I		8.71
01052 - Data Entry Operator II		9.96
01060 - Dispatcher, Motor Vehicle		10.80
01070 - Document Preparation Clerk		10.32
01090 - Duplicating Machine Operator		10.32
01111 - General Clerk I		8.99
01112 - General Clerk II		9.81
01113 - General Clerk III		11.29
01120 - Housing Referral Assistant		13.48
01141 - Messenger Courier		9.07
01191 - Order Clerk I		9.94
01192 - Order Clerk II		10.85
01261 - Personnel Assistant (Employment) I		10.82
01262 - Personnel Assistant (Employment) II		12.10
01263 - Personnel Assistant (Employment) III		13.50
01270 - Production Control Clerk		14.78
01290 - Rental Clerk		9.26
01300 - Scheduler, Maintenance		9.54
01311 - Secretary I		9.54
01312 - Secretary II		10.67
01313 - Secretary III		13.48
01320 - Service Order Dispatcher		10.23
01410 - Supply Technician		14.49
01420 - Survey Worker		10.37
01460 - Switchboard Operator/Receptionist		8.84
01531 - Travel Clerk I		11.58
01532 - Travel Clerk II		12.77
01533 - Travel Clerk III		14.08
01611 - Word Processor I		10.21
01612 - Word Processor II		11.47
01613 - Word Processor III		12.83
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		13.01
05010 - Automotive Electrician		12.45
05040 - Automotive Glass Installer		11.87
05070 - Automotive Worker		11.87
05110 - Mobile Equipment Servicer		10.74
05130 - Motor Equipment Metal Mechanic		13.01
05160 - Motor Equipment Metal Worker		11.87
05190 - Motor Vehicle Mechanic		13.01
05220 - Motor Vehicle Mechanic Helper		10.14
05250 - Motor Vehicle Upholstery Worker		11.63
05280 - Motor Vehicle Wrecker		11.87
05310 - Painter, Automotive		13.70
05340 - Radiator Repair Specialist		11.87
05370 - Tire Repairer		9.43
05400 - Transmission Repair Specialist		13.01
07000 - Food Preparation And Service Occupations		
07010 - Baker		8.76
07041 - Cook I		8.69

07042 - Cook II	9.64
07070 - Dishwasher	8.58
07130 - Food Service Worker	8.57
07210 - Meat Cutter	9.02
07260 - Waiter/Waitress	8.57
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	12.45
09040 - Furniture Handler	8.60
09080 - Furniture Refinisher	12.45
09090 - Furniture Refinisher Helper	10.14
09110 - Furniture Repairer, Minor	11.67
09130 - Upholsterer	12.45
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	8.74
11060 - Elevator Operator	8.74
11090 - Gardener	10.37
11122 - Housekeeping Aide	8.81
11150 - Janitor	8.81
11210 - Laborer, Grounds Maintenance	8.94
11240 - Maid or Houseman	8.82
11260 - Pruner	9.75
11270 - Tractor Operator	10.66
11330 - Trail Maintenance Worker	8.94
11360 - Window Cleaner	9.76
12000 - Health Occupations	
12010 - Ambulance Driver	10.93
12011 - Breath Alcohol Technician	11.58
12012 - Certified Occupational Therapist Assistant	16.10
12015 - Certified Physical Therapist Assistant	11.30
12020 - Dental Assistant	10.93
12025 - Dental Hygienist	21.44
12030 - EKG Technician	11.22
12035 - Electroneurodiagnostic Technologist	11.22
12040 - Emergency Medical Technician	10.93
12071 - Licensed Practical Nurse I	10.49
12072 - Licensed Practical Nurse II	11.74
12073 - Licensed Practical Nurse III	13.08
12100 - Medical Assistant	11.83
12130 - Medical Laboratory Technician	11.20
12160 - Medical Record Clerk	10.61
12190 - Medical Record Technician	14.10
12195 - Medical Transcriptionist	12.86
12210 - Nuclear Medicine Technologist	19.29
12221 - Nursing Assistant I	9.38
12222 - Nursing Assistant II	10.55
12223 - Nursing Assistant III	11.51
12224 - Nursing Assistant IV	12.93
12235 - Optical Dispenser	10.86
12236 - Optical Technician	10.16
12250 - Pharmacy Technician	13.41
12280 - Phlebotomist	11.90
12305 - Radiologic Technologist	12.31
12311 - Registered Nurse I	16.30
12312 - Registered Nurse II	19.95
12313 - Registered Nurse II, Specialist	19.95
12314 - Registered Nurse III	24.13
12315 - Registered Nurse III, Anesthetist	24.13
12316 - Registered Nurse IV	28.92
12317 - Scheduler (Drug and Alcohol Testing)	14.53
12320 - Substance Abuse Treatment Counselor	11.39
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	12.32
13012 - Exhibits Specialist II	14.97
13013 - Exhibits Specialist III	18.31
13041 - Illustrator I	13.55
13042 - Illustrator II	15.85
13043 - Illustrator III	19.07
13047 - Librarian	16.59
13050 - Library Aide/Clerk	9.78
13054 - Library Information Technology Systems	14.41

Administrator		
13058 - Library Technician		10.46
13061 - Media Specialist I		10.97
13062 - Media Specialist II		12.28
13063 - Media Specialist III		13.69
13071 - Photographer I		15.28
13072 - Photographer II		17.24
13073 - Photographer III		21.18
13074 - Photographer IV		26.13
13075 - Photographer V		31.34
13090 - Technical Order Library Clerk		10.90
13110 - Video Teleconference Technician		12.38
14000 - Information Technology Occupations		
14041 - Computer Operator I		10.33
14042 - Computer Operator II		11.56
14043 - Computer Operator III		13.95
14044 - Computer Operator IV		18.82
14045 - Computer Operator V		20.84
14071 - Computer Programmer I	(see 1)	17.01
14072 - Computer Programmer II	(see 1)	21.07
14073 - Computer Programmer III	(see 1)	25.77
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	23.61
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		10.33
14160 - Personal Computer Support Technician		19.66
14170 - System Support Specialist		18.49
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		25.61
15020 - Aircrew Training Devices Instructor (Rated)		28.56
15030 - Air Crew Training Devices Instructor (Pilot)		34.23
15050 - Computer Based Training Specialist / Instructor		25.61
15060 - Educational Technologist		22.64
15070 - Flight Instructor (Pilot)		34.23
15080 - Graphic Artist		16.96
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		31.02
15086 - Maintenance Test Pilot, Rotary Wing		31.02
15088 - Non-Maintenance Test/Co-Pilot		31.02
15090 - Technical Instructor		15.48
15095 - Technical Instructor/Course Developer		19.17
15110 - Test Proctor		12.50
15120 - Tutor		12.50
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.43
16030 - Counter Attendant		9.43
16040 - Dry Cleaner		10.37
16070 - Finisher, Flatwork, Machine		9.43
16090 - Presser, Hand		9.43
16110 - Presser, Machine, Drycleaning		9.43
16130 - Presser, Machine, Shirts		9.43
16160 - Presser, Machine, Wearing Apparel, Laundry		9.43
16190 - Sewing Machine Operator		10.72
16220 - Tailor		11.01
16250 - Washer, Machine		9.76
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		11.73
19040 - Tool And Die Maker		13.71
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		9.66
21030 - Material Coordinator		14.78
21040 - Material Expediter		14.78
21050 - Material Handling Laborer		9.03
21071 - Order Filler		8.89
21080 - Production Line Worker (Food Processing)		9.66
21110 - Shipping Packer		10.31
21130 - Shipping/Receiving Clerk		10.31
21140 - Store Worker I		8.48
21150 - Stock Clerk		11.50
21210 - Tools And Parts Attendant		9.66

21410 - Warehouse Specialist	9.66
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	26.62
23019 - Aircraft Logs and Records Technician	22.57
23021 - Aircraft Mechanic I	25.33
23022 - Aircraft Mechanic II	26.62
23023 - Aircraft Mechanic III	27.73
23040 - Aircraft Mechanic Helper	19.67
23050 - Aircraft, Painter	21.01
23060 - Aircraft Servicer	22.57
23070 - Aircraft Survival Flight Equipment Technician	21.01
23080 - Aircraft Worker	23.04
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	23.04
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	25.33
23110 - Appliance Mechanic	14.17
23120 - Bicycle Repairer	11.90
23125 - Cable Splicer	21.50
23130 - Carpenter, Maintenance	12.45
23140 - Carpet Layer	13.20
23160 - Electrician, Maintenance	11.94
23181 - Electronics Technician Maintenance I	14.37
23182 - Electronics Technician Maintenance II	15.18
23183 - Electronics Technician Maintenance III	15.95
23260 - Fabric Worker	12.56
23290 - Fire Alarm System Mechanic	13.66
23310 - Fire Extinguisher Repairer	12.03
23311 - Fuel Distribution System Mechanic	17.89
23312 - Fuel Distribution System Operator	14.66
23370 - General Maintenance Worker	11.88
23380 - Ground Support Equipment Mechanic	25.33
23381 - Ground Support Equipment Servicer	22.57
23382 - Ground Support Equipment Worker	23.04
23391 - Gunsmith I	11.90
23392 - Gunsmith II	13.20
23393 - Gunsmith III	14.66
23410 - Heating, Ventilation And Air-Conditioning Mechanic	13.01
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	13.66
23430 - Heavy Equipment Mechanic	13.01
23440 - Heavy Equipment Operator	13.01
23460 - Instrument Mechanic	20.03
23465 - Laboratory/Shelter Mechanic	13.95
23470 - Laborer	9.03
23510 - Locksmith	13.95
23530 - Machinery Maintenance Mechanic	15.35
23550 - Machinist, Maintenance	13.04
23580 - Maintenance Trades Helper	9.63
23591 - Metrology Technician I	20.03
23592 - Metrology Technician II	21.05
23593 - Metrology Technician III	21.92
23640 - Millwright	18.02
23710 - Office Appliance Repairer	12.34
23760 - Painter, Maintenance	12.45
23790 - Pipefitter, Maintenance	13.01
23810 - Plumber, Maintenance	12.45
23820 - Pneudraulic Systems Mechanic	14.66
23850 - Rigger	14.66
23870 - Scale Mechanic	13.35
23890 - Sheet-Metal Worker, Maintenance	13.01
23910 - Small Engine Mechanic	13.20
23931 - Telecommunications Mechanic I	16.40
23932 - Telecommunications Mechanic II	17.14
23950 - Telephone Lineman	16.24
23960 - Welder, Combination, Maintenance	13.01
23965 - Well Driller	14.66
23970 - Woodcraft Worker	14.66
23980 - Woodworker	11.90

24000 - Personal Needs Occupations	
24550 - Case Manager	11.05
24570 - Child Care Attendant	8.86
24580 - Child Care Center Clerk	10.73
24610 - Chore Aide	8.63
24620 - Family Readiness And Support Services Coordinator	11.05
24630 - Homemaker	11.83
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	18.50
25040 - Sewage Plant Operator	13.50
25070 - Stationary Engineer	18.50
25190 - Ventilation Equipment Tender	13.92
25210 - Water Treatment Plant Operator	12.56
27000 - Protective Service Occupations	
27004 - Alarm Monitor	9.36
27007 - Baggage Inspector	8.51
27008 - Corrections Officer	13.86
27010 - Court Security Officer	12.39
27030 - Detection Dog Handler	9.52
27040 - Detention Officer	13.86
27070 - Firefighter	12.39
27101 - Guard I	8.51
27102 - Guard II	9.52
27131 - Police Officer I	15.65
27132 - Police Officer II	17.39
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.85
28042 - Carnival Equipment Repairer	11.41
28043 - Carnival Worker	8.70
28210 - Gate Attendant/Gate Tender	12.73
28310 - Lifeguard	10.54
28350 - Park Attendant (Aide)	14.24
28510 - Recreation Aide/Health Facility Attendant	8.86
28515 - Recreation Specialist	14.77
28630 - Sports Official	11.10
28690 - Swimming Pool Operator	13.76
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	13.18
29020 - Hatch Tender	13.18
29030 - Line Handler	13.18
29041 - Stevedore I	11.35
29042 - Stevedore II	13.36
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	37.52
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	25.87
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	28.49
30021 - Archeological Technician I	13.68
30022 - Archeological Technician II	15.31
30023 - Archeological Technician III	18.96
30030 - Cartographic Technician	18.96
30040 - Civil Engineering Technician	14.98
30051 - Cryogenic Technician I	21.00
30052 - Cryogenic Technician II	23.19
30061 - Drafter/CAD Operator I	13.68
30062 - Drafter/CAD Operator II	15.31
30063 - Drafter/CAD Operator III	17.06
30064 - Drafter/CAD Operator IV	21.00
30081 - Engineering Technician I	13.41
30082 - Engineering Technician II	15.05
30083 - Engineering Technician III	16.85
30084 - Engineering Technician IV	20.86
30085 - Engineering Technician V	25.51
30086 - Engineering Technician VI	30.88
30090 - Environmental Technician	17.92
30095 - Evidence Control Specialist	18.96
30210 - Laboratory Technician	17.19
30221 - Latent Fingerprint Technician I	21.00
30222 - Latent Fingerprint Technician II	23.19
30240 - Mathematical Technician	18.96

30361 - Paralegal/Legal Assistant I	15.35
30362 - Paralegal/Legal Assistant II	19.01
30363 - Paralegal/Legal Assistant III	23.26
30364 - Paralegal/Legal Assistant IV	28.14
30375 - Petroleum Supply Specialist	23.19
30390 - Photo-Optics Technician	18.96
30395 - Radiation Control Technician	23.19
30461 - Technical Writer I	17.95
30462 - Technical Writer II	21.69
30463 - Technical Writer III	25.29
30491 - Unexploded Ordnance (UXO) Technician I	23.85
30492 - Unexploded Ordnance (UXO) Technician II	28.85
30493 - Unexploded Ordnance (UXO) Technician III	34.58
30494 - Unexploded (UXO) Safety Escort	23.85
30495 - Unexploded (UXO) Sweep Personnel	23.85
30501 - Weather Forecaster I	21.00
30502 - Weather Forecaster II	25.54
30620 - Weather Observer, Combined Upper Air Or (see 2)	17.06
Surface Programs	
30621 - Weather Observer, Senior (see 2)	18.96
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	28.85
31020 - Bus Aide	9.68
31030 - Bus Driver	13.11
31043 - Driver Courier	8.23
31260 - Parking and Lot Attendant	8.55
31290 - Shuttle Bus Driver	8.88
31310 - Taxi Driver	9.18
31361 - Truckdriver, Light	8.88
31362 - Truckdriver, Medium	9.96
31363 - Truckdriver, Heavy	10.57
31364 - Truckdriver, Tractor-Trailer	10.57
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.07
99030 - Cashier	8.64
99050 - Desk Clerk	8.85
99095 - Embalmer	23.85
99130 - Flight Follower	23.85
99251 - Laboratory Animal Caretaker I	9.30
99252 - Laboratory Animal Caretaker II	9.80
99260 - Marketing Analyst	14.76
99310 - Mortician	23.85
99410 - Pest Controller	10.20
99510 - Photofinishing Worker	12.53
99710 - Recycling Laborer	9.68
99711 - Recycling Specialist	11.55
99730 - Refuse Collector	8.74
99810 - Sales Clerk	8.80
99820 - School Crossing Guard	13.81
99830 - Survey Party Chief	12.17
99831 - Surveying Aide	10.16
99832 - Surveying Technician	11.07
99840 - Vending Machine Attendant	9.21
99841 - Vending Machine Repairer	10.22
99842 - Vending Machine Repairer Helper	10.04

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Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

VACATION: 3 weeks paid vacation after 1 year of service with a contractor or successor; 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, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

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

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

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

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

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

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

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder.

All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining

agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

\*\* SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS \*\*

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

\*\* REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) \*\*

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

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

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

Daniel W. Simms                      Division of  
Director                                      Wage Determinations

Wage Determination No.: 2015-5711  
Revision No.: 4  
Date Of Last Revision: 08/03/2017

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Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.20 for calendar year 2017 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2017. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

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State: Puerto Rico

Area: Puerto Rico Municipios de Adjuntas, Jayuya, Las Marias, Maricao

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		9.72
01012 - Accounting Clerk II		11.73
01013 - Accounting Clerk III		14.27
01020 - Administrative Assistant		14.77
01035 - Court Reporter		13.69
01041 - Customer Service Representative I		8.26
01042 - Customer Service Representative II		9.29
01043 - Customer Service Representative III		10.13
01051 - Data Entry Operator I		8.71
01052 - Data Entry Operator II		9.96
01060 - Dispatcher, Motor Vehicle		10.80
01070 - Document Preparation Clerk		10.32
01090 - Duplicating Machine Operator		10.32
01111 - General Clerk I		8.99
01112 - General Clerk II		9.81
01113 - General Clerk III		11.29
01120 - Housing Referral Assistant		13.48
01141 - Messenger Courier		8.26
01191 - Order Clerk I		9.94
01192 - Order Clerk II		10.85
01261 - Personnel Assistant (Employment) I		10.82
01262 - Personnel Assistant (Employment) II		12.10
01263 - Personnel Assistant (Employment) III		13.50
01270 - Production Control Clerk		14.78
01290 - Rental Clerk		8.62
01300 - Scheduler, Maintenance		9.05
01311 - Secretary I		9.05
01312 - Secretary II		10.34
01313 - Secretary III		13.48
01320 - Service Order Dispatcher		10.23
01410 - Supply Technician		14.77
01420 - Survey Worker		10.26
01460 - Switchboard Operator/Receptionist		7.99
01531 - Travel Clerk I		11.58
01532 - Travel Clerk II		12.77
01533 - Travel Clerk III		14.08
01611 - Word Processor I		9.84
01612 - Word Processor II		11.05
01613 - Word Processor III		12.36
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		13.01
05010 - Automotive Electrician		12.45
05040 - Automotive Glass Installer		11.87
05070 - Automotive Worker		11.87
05110 - Mobile Equipment Servicer		10.74
05130 - Motor Equipment Metal Mechanic		13.01
05160 - Motor Equipment Metal Worker		11.87
05190 - Motor Vehicle Mechanic		13.01
05220 - Motor Vehicle Mechanic Helper		10.14
05250 - Motor Vehicle Upholstery Worker		11.63
05280 - Motor Vehicle Wrecker		11.87
05310 - Painter, Automotive		13.70
05340 - Radiator Repair Specialist		11.87
05370 - Tire Repairer		9.43
05400 - Transmission Repair Specialist		13.01
07000 - Food Preparation And Service Occupations		
07010 - Baker		8.60
07041 - Cook I		7.31
07042 - Cook II		8.02
07070 - Dishwasher		7.25
07130 - Food Service Worker		7.58
07210 - Meat Cutter		8.20
07260 - Waiter/Waitress		7.25

09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	13.95
09040 - Furniture Handler	9.25
09080 - Furniture Refinisher	13.95
09090 - Furniture Refinisher Helper	11.03
09110 - Furniture Repairer, Minor	12.52
09130 - Upholsterer	13.95
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	8.89
11060 - Elevator Operator	8.89
11090 - Gardener	9.43
11122 - Housekeeping Aide	9.43
11150 - Janitor	9.43
11210 - Laborer, Grounds Maintenance	8.55
11240 - Maid or Houseman	8.08
11260 - Pruner	10.72
11270 - Tractor Operator	11.08
11330 - Trail Maintenance Worker	8.55
11360 - Window Cleaner	10.04
12000 - Health Occupations	
12010 - Ambulance Driver	12.02
12011 - Breath Alcohol Technician	11.08
12012 - Certified Occupational Therapist Assistant	13.82
12015 - Certified Physical Therapist Assistant	9.96
12020 - Dental Assistant	12.02
12025 - Dental Hygienist	17.72
12030 - EKG Technician	12.34
12035 - Electroneurodiagnostic Technologist	12.34
12040 - Emergency Medical Technician	12.02
12071 - Licensed Practical Nurse I	9.98
12072 - Licensed Practical Nurse II	11.15
12073 - Licensed Practical Nurse III	13.12
12100 - Medical Assistant	13.01
12130 - Medical Laboratory Technician	11.83
12160 - Medical Record Clerk	11.67
12190 - Medical Record Technician	15.49
12195 - Medical Transcriptionist	11.90
12210 - Nuclear Medicine Technologist	18.62
12221 - Nursing Assistant I	9.52
12222 - Nursing Assistant II	10.69
12223 - Nursing Assistant III	11.66
12224 - Nursing Assistant IV	13.09
12235 - Optical Dispenser	11.18
12236 - Optical Technician	11.18
12250 - Pharmacy Technician	14.75
12280 - Phlebotomist	13.09
12305 - Radiologic Technologist	12.99
12311 - Registered Nurse I	15.39
12312 - Registered Nurse II	18.83
12313 - Registered Nurse II, Specialist	18.83
12314 - Registered Nurse III	22.78
12315 - Registered Nurse III, Anesthetist	22.78
12316 - Registered Nurse IV	27.31
12317 - Scheduler (Drug and Alcohol Testing)	13.82
12320 - Substance Abuse Treatment Counselor	13.82
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	12.32
13012 - Exhibits Specialist II	14.97
13013 - Exhibits Specialist III	18.31
13041 - Illustrator I	13.55
13042 - Illustrator II	15.85
13043 - Illustrator III	19.07
13047 - Librarian	16.59
13050 - Library Aide/Clerk	9.78
13054 - Library Information Technology Systems Administrator	13.61
13058 - Library Technician	10.27
13061 - Media Specialist I	10.97
13062 - Media Specialist II	12.28
13063 - Media Specialist III	13.69

13071 - Photographer I	14.07
13072 - Photographer II	15.74
13073 - Photographer III	19.49
13074 - Photographer IV	23.85
13075 - Photographer V	28.85
13090 - Technical Order Library Clerk	15.49
13110 - Video Teleconference Technician	11.25
14000 - Information Technology Occupations	
14041 - Computer Operator I	10.09
14042 - Computer Operator II	11.29
14043 - Computer Operator III	13.95
14044 - Computer Operator IV	18.82
14045 - Computer Operator V	20.84
14071 - Computer Programmer I	(see 1) 16.35
14072 - Computer Programmer II	(see 1) 20.85
14073 - Computer Programmer III	(see 1) 24.85
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1) 23.85
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment Operator	10.09
14160 - Personal Computer Support Technician	19.66
14170 - System Support Specialist	21.24
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	25.61
15020 - Aircrew Training Devices Instructor (Rated)	28.56
15030 - Air Crew Training Devices Instructor (Pilot)	34.23
15050 - Computer Based Training Specialist / Instructor	25.61
15060 - Educational Technologist	22.64
15070 - Flight Instructor (Pilot)	34.23
15080 - Graphic Artist	19.06
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	34.23
15086 - Maintenance Test Pilot, Rotary Wing	34.23
15088 - Non-Maintenance Test/Co-Pilot	34.23
15090 - Technical Instructor	14.07
15095 - Technical Instructor/Course Developer	19.06
15110 - Test Proctor	11.36
15120 - Tutor	11.36
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.43
16030 - Counter Attendant	9.43
16040 - Dry Cleaner	10.37
16070 - Finisher, Flatwork, Machine	9.43
16090 - Presser, Hand	9.43
16110 - Presser, Machine, Drycleaning	9.43
16130 - Presser, Machine, Shirts	9.43
16160 - Presser, Machine, Wearing Apparel, Laundry	9.43
16190 - Sewing Machine Operator	10.72
16220 - Tailor	11.01
16250 - Washer, Machine	9.76
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	13.78
19040 - Tool And Die Maker	16.32
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	9.66
21030 - Material Coordinator	14.78
21040 - Material Expediter	14.78
21050 - Material Handling Laborer	10.37
21071 - Order Filler	8.63
21080 - Production Line Worker (Food Processing)	9.66
21110 - Shipping Packer	10.31
21130 - Shipping/Receiving Clerk	10.31
21140 - Store Worker I	8.48
21150 - Stock Clerk	11.50
21210 - Tools And Parts Attendant	9.66
21410 - Warehouse Specialist	9.66
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	26.62
23019 - Aircraft Logs and Records Technician	22.57
23021 - Aircraft Mechanic I	25.33

23022 - Aircraft Mechanic II	26.62
23023 - Aircraft Mechanic III	27.73
23040 - Aircraft Mechanic Helper	19.67
23050 - Aircraft, Painter	19.10
23060 - Aircraft Servicer	22.57
23070 - Aircraft Survival Flight Equipment Technician	19.10
23080 - Aircraft Worker	23.04
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	23.04
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	25.33
23110 - Appliance Mechanic	14.17
23120 - Bicycle Repairer	11.41
23125 - Cable Splicer	16.87
23130 - Carpenter, Maintenance	12.45
23140 - Carpet Layer	13.04
23160 - Electrician, Maintenance	14.44
23181 - Electronics Technician Maintenance I	13.28
23182 - Electronics Technician Maintenance II	14.32
23183 - Electronics Technician Maintenance III	15.03
23260 - Fabric Worker	12.56
23290 - Fire Alarm System Mechanic	14.48
23310 - Fire Extinguisher Repairer	12.03
23311 - Fuel Distribution System Mechanic	14.78
23312 - Fuel Distribution System Operator	12.12
23370 - General Maintenance Worker	13.07
23380 - Ground Support Equipment Mechanic	25.33
23381 - Ground Support Equipment Servicer	22.57
23382 - Ground Support Equipment Worker	23.04
23391 - Gunsmith I	11.75
23392 - Gunsmith II	13.04
23393 - Gunsmith III	14.48
23410 - Heating, Ventilation And Air-Conditioning Mechanic	14.48
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	13.66
23430 - Heavy Equipment Mechanic	14.48
23440 - Heavy Equipment Operator	14.48
23460 - Instrument Mechanic	16.42
23465 - Laboratory/Shelter Mechanic	13.78
23470 - Laborer	10.37
23510 - Locksmith	13.78
23530 - Machinery Maintenance Mechanic	14.62
23550 - Machinist, Maintenance	14.48
23580 - Maintenance Trades Helper	10.89
23591 - Metrology Technician I	16.42
23592 - Metrology Technician II	17.26
23593 - Metrology Technician III	17.98
23640 - Millwright	18.02
23710 - Office Appliance Repairer	13.78
23760 - Painter, Maintenance	13.78
23790 - Pipefitter, Maintenance	14.48
23810 - Plumber, Maintenance	13.78
23820 - Pneudraulic Systems Mechanic	14.48
23850 - Rigger	14.48
23870 - Scale Mechanic	13.35
23890 - Sheet-Metal Worker, Maintenance	14.48
23910 - Small Engine Mechanic	13.04
23931 - Telecommunications Mechanic I	16.40
23932 - Telecommunications Mechanic II	17.14
23950 - Telephone Lineman	16.14
23960 - Welder, Combination, Maintenance	14.48
23965 - Well Driller	14.48
23970 - Woodcraft Worker	14.48
23980 - Woodworker	11.75
24000 - Personal Needs Occupations	
24550 - Case Manager	10.24
24570 - Child Care Attendant	8.86
24580 - Child Care Center Clerk	10.61
24610 - Chore Aide	8.49

24620 - Family Readiness And Support Services Coordinator	10.24
24630 - Homemaker	11.83
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	17.26
25040 - Sewage Plant Operator	13.78
25070 - Stationary Engineer	17.26
25190 - Ventilation Equipment Tender	10.95
25210 - Water Treatment Plant Operator	13.78
27000 - Protective Service Occupations	
27004 - Alarm Monitor	8.52
27007 - Baggage Inspector	7.62
27008 - Corrections Officer	11.65
27010 - Court Security Officer	11.89
27030 - Detection Dog Handler	8.52
27040 - Detention Officer	11.65
27070 - Firefighter	11.12
27101 - Guard I	7.62
27102 - Guard II	8.52
27131 - Police Officer I	12.95
27132 - Police Officer II	14.38
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	8.15
28042 - Carnival Equipment Repairer	8.57
28043 - Carnival Worker	7.63
28210 - Gate Attendant/Gate Tender	12.73
28310 - Lifeguard	12.53
28350 - Park Attendant (Aide)	14.24
28510 - Recreation Aide/Health Facility Attendant	10.73
28515 - Recreation Specialist	13.00
28630 - Sports Official	11.10
28690 - Swimming Pool Operator	14.61
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	13.18
29020 - Hatch Tender	13.18
29030 - Line Handler	13.18
29041 - Stevedore I	12.36
29042 - Stevedore II	13.78
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	37.52
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	25.87
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	28.49
30021 - Archeological Technician I	12.51
30022 - Archeological Technician II	14.09
30023 - Archeological Technician III	17.33
30030 - Cartographic Technician	17.33
30040 - Civil Engineering Technician	14.98
30051 - Cryogenic Technician I	21.24
30052 - Cryogenic Technician II	23.46
30061 - Drafter/CAD Operator I	12.51
30062 - Drafter/CAD Operator II	14.09
30063 - Drafter/CAD Operator III	15.60
30064 - Drafter/CAD Operator IV	19.20
30081 - Engineering Technician I	13.01
30082 - Engineering Technician II	14.62
30083 - Engineering Technician III	16.34
30084 - Engineering Technician IV	20.24
30085 - Engineering Technician V	24.76
30086 - Engineering Technician VI	30.37
30090 - Environmental Technician	14.81
30095 - Evidence Control Specialist	19.18
30210 - Laboratory Technician	15.91
30221 - Latent Fingerprint Technician I	21.24
30222 - Latent Fingerprint Technician II	23.46
30240 - Mathematical Technician	17.33
30361 - Paralegal/Legal Assistant I	13.40
30362 - Paralegal/Legal Assistant II	16.60
30363 - Paralegal/Legal Assistant III	20.31
30364 - Paralegal/Legal Assistant IV	24.57
30375 - Petroleum Supply Specialist	23.46

30390 - Photo-Optics Technician	18.24
30395 - Radiation Control Technician	23.46
30461 - Technical Writer I	17.95
30462 - Technical Writer II	21.69
30463 - Technical Writer III	25.29
30491 - Unexploded Ordnance (UXO) Technician I	23.85
30492 - Unexploded Ordnance (UXO) Technician II	28.85
30493 - Unexploded Ordnance (UXO) Technician III	34.58
30494 - Unexploded (UXO) Safety Escort	23.85
30495 - Unexploded (UXO) Sweep Personnel	23.85
30501 - Weather Forecaster I	21.24
30502 - Weather Forecaster II	25.84
30620 - Weather Observer, Combined Upper Air Or (see 2)	15.60
Surface Programs	
30621 - Weather Observer, Senior (see 2)	17.33
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	28.85
31020 - Bus Aide	7.72
31030 - Bus Driver	10.47
31043 - Driver Courier	7.95
31260 - Parking and Lot Attendant	7.25
31290 - Shuttle Bus Driver	8.58
31310 - Taxi Driver	9.08
31361 - Truckdriver, Light	8.58
31362 - Truckdriver, Medium	9.96
31363 - Truckdriver, Heavy	10.57
31364 - Truckdriver, Tractor-Trailer	10.57
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.07
99030 - Cashier	8.50
99050 - Desk Clerk	9.30
99095 - Embalmer	23.85
99130 - Flight Follower	23.85
99251 - Laboratory Animal Caretaker I	10.23
99252 - Laboratory Animal Caretaker II	10.13
99260 - Marketing Analyst	23.46
99310 - Mortician	23.85
99410 - Pest Controller	12.34
99510 - Photofinishing Worker	12.53
99710 - Recycling Laborer	10.49
99711 - Recycling Specialist	12.51
99730 - Refuse Collector	9.47
99810 - Sales Clerk	8.58
99820 - School Crossing Guard	13.81
99830 - Survey Party Chief	13.39
99831 - Surveying Aide	11.18
99832 - Surveying Technician	12.18
99840 - Vending Machine Attendant	11.14
99841 - Vending Machine Repairer	12.36
99842 - Vending Machine Repairer Helper	12.14

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

to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

VACATION: 3 weeks paid vacation after 1 year of service with a contractor or successor; 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, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

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

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

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

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

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

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

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

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder.

All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining

agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

\*\* SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS \*\*

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

\*\* REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) \*\*

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

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

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

Daniel W. Simms                      Division of  
Director                                      Wage Determinations

Wage Determination No.: 2015-5713  
Revision No.: 4  
Date Of Last Revision: 08/03/2017

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Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.20 for calendar year 2017 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2017. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

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State: Puerto Rico

Area: Puerto Rico Municipios de Coamo, Culebra, Salinas, Santa Isabel, Vieques

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		9.72
01012 - Accounting Clerk II		11.73
01013 - Accounting Clerk III		14.27
01020 - Administrative Assistant		13.07
01035 - Court Reporter		13.69
01041 - Customer Service Representative I		8.96
01042 - Customer Service Representative II		10.07
01043 - Customer Service Representative III		10.99
01051 - Data Entry Operator I		8.71
01052 - Data Entry Operator II		9.96
01060 - Dispatcher, Motor Vehicle		10.80
01070 - Document Preparation Clerk		10.32
01090 - Duplicating Machine Operator		10.32
01111 - General Clerk I		8.99
01112 - General Clerk II		9.81
01113 - General Clerk III		11.29
01120 - Housing Referral Assistant		13.48
01141 - Messenger Courier		8.26
01191 - Order Clerk I		9.94
01192 - Order Clerk II		10.85
01261 - Personnel Assistant (Employment) I		10.82
01262 - Personnel Assistant (Employment) II		12.10
01263 - Personnel Assistant (Employment) III		13.50
01270 - Production Control Clerk		14.78
01290 - Rental Clerk		8.96
01300 - Scheduler, Maintenance		9.05
01311 - Secretary I		9.05
01312 - Secretary II		10.34
01313 - Secretary III		13.48
01320 - Service Order Dispatcher		10.23
01410 - Supply Technician		13.32
01420 - Survey Worker		10.26
01460 - Switchboard Operator/Receptionist		7.99
01531 - Travel Clerk I		11.58
01532 - Travel Clerk II		12.77
01533 - Travel Clerk III		14.08
01611 - Word Processor I		9.84
01612 - Word Processor II		11.05
01613 - Word Processor III		12.36
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		13.01
05010 - Automotive Electrician		12.45
05040 - Automotive Glass Installer		11.87
05070 - Automotive Worker		11.87
05110 - Mobile Equipment Servicer		10.74
05130 - Motor Equipment Metal Mechanic		13.01
05160 - Motor Equipment Metal Worker		11.87
05190 - Motor Vehicle Mechanic		13.01
05220 - Motor Vehicle Mechanic Helper		10.14
05250 - Motor Vehicle Upholstery Worker		11.63
05280 - Motor Vehicle Wrecker		11.87
05310 - Painter, Automotive		13.70
05340 - Radiator Repair Specialist		11.87
05370 - Tire Repairer		9.43
05400 - Transmission Repair Specialist		13.01
07000 - Food Preparation And Service Occupations		
07010 - Baker		9.70
07041 - Cook I		8.04
07042 - Cook II		8.82
07070 - Dishwasher		7.98
07130 - Food Service Worker		8.34
07210 - Meat Cutter		9.31
07260 - Waiter/Waitress		8.49

09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	12.45
09040 - Furniture Handler	8.60
09080 - Furniture Refinisher	12.45
09090 - Furniture Refinisher Helper	10.14
09110 - Furniture Repairer, Minor	11.67
09130 - Upholsterer	12.45
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	8.89
11060 - Elevator Operator	8.89
11090 - Gardener	9.43
11122 - Housekeeping Aide	8.96
11150 - Janitor	8.96
11210 - Laborer, Grounds Maintenance	8.59
11240 - Maid or Houseman	8.56
11260 - Pruner	9.75
11270 - Tractor Operator	10.24
11330 - Trail Maintenance Worker	8.59
11360 - Window Cleaner	9.93
12000 - Health Occupations	
12010 - Ambulance Driver	12.02
12011 - Breath Alcohol Technician	11.08
12012 - Certified Occupational Therapist Assistant	13.82
12015 - Certified Physical Therapist Assistant	9.96
12020 - Dental Assistant	12.02
12025 - Dental Hygienist	17.72
12030 - EKG Technician	12.34
12035 - Electroneurodiagnostic Technologist	12.34
12040 - Emergency Medical Technician	12.02
12071 - Licensed Practical Nurse I	9.98
12072 - Licensed Practical Nurse II	11.50
12073 - Licensed Practical Nurse III	13.12
12100 - Medical Assistant	13.01
12130 - Medical Laboratory Technician	11.83
12160 - Medical Record Clerk	11.67
12190 - Medical Record Technician	15.49
12195 - Medical Transcriptionist	11.90
12210 - Nuclear Medicine Technologist	18.62
12221 - Nursing Assistant I	9.52
12222 - Nursing Assistant II	10.69
12223 - Nursing Assistant III	11.66
12224 - Nursing Assistant IV	13.09
12235 - Optical Dispenser	11.18
12236 - Optical Technician	11.18
12250 - Pharmacy Technician	13.41
12280 - Phlebotomist	13.09
12305 - Radiologic Technologist	12.91
12311 - Registered Nurse I	13.59
12312 - Registered Nurse II	16.62
12313 - Registered Nurse II, Specialist	16.62
12314 - Registered Nurse III	20.11
12315 - Registered Nurse III, Anesthetist	20.11
12316 - Registered Nurse IV	24.10
12317 - Scheduler (Drug and Alcohol Testing)	13.83
12320 - Substance Abuse Treatment Counselor	13.83
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	12.32
13012 - Exhibits Specialist II	14.97
13013 - Exhibits Specialist III	18.31
13041 - Illustrator I	13.55
13042 - Illustrator II	15.85
13043 - Illustrator III	19.07
13047 - Librarian	16.59
13050 - Library Aide/Clerk	9.78
13054 - Library Information Technology Systems Administrator	13.61
13058 - Library Technician	10.27
13061 - Media Specialist I	10.97
13062 - Media Specialist II	12.28
13063 - Media Specialist III	13.69

13071 - Photographer I	14.07
13072 - Photographer II	15.74
13073 - Photographer III	19.49
13074 - Photographer IV	23.85
13075 - Photographer V	28.85
13090 - Technical Order Library Clerk	15.49
13110 - Video Teleconference Technician	11.25
14000 - Information Technology Occupations	
14041 - Computer Operator I	10.09
14042 - Computer Operator II	11.29
14043 - Computer Operator III	13.95
14044 - Computer Operator IV	18.82
14045 - Computer Operator V	20.84
14071 - Computer Programmer I	(see 1) 16.35
14072 - Computer Programmer II	(see 1) 20.85
14073 - Computer Programmer III	(see 1) 24.85
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1) 23.85
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment Operator	10.09
14160 - Personal Computer Support Technician	19.66
14170 - System Support Specialist	21.24
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	25.61
15020 - Aircrew Training Devices Instructor (Rated)	28.56
15030 - Air Crew Training Devices Instructor (Pilot)	34.23
15050 - Computer Based Training Specialist / Instructor	25.61
15060 - Educational Technologist	22.64
15070 - Flight Instructor (Pilot)	34.23
15080 - Graphic Artist	19.06
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	34.23
15086 - Maintenance Test Pilot, Rotary Wing	34.23
15088 - Non-Maintenance Test/Co-Pilot	34.23
15090 - Technical Instructor	14.07
15095 - Technical Instructor/Course Developer	19.06
15110 - Test Proctor	11.36
15120 - Tutor	11.36
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.43
16030 - Counter Attendant	9.43
16040 - Dry Cleaner	10.37
16070 - Finisher, Flatwork, Machine	9.43
16090 - Presser, Hand	9.43
16110 - Presser, Machine, Drycleaning	9.43
16130 - Presser, Machine, Shirts	9.43
16160 - Presser, Machine, Wearing Apparel, Laundry	9.43
16190 - Sewing Machine Operator	10.72
16220 - Tailor	11.01
16250 - Washer, Machine	9.76
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	11.73
19040 - Tool And Die Maker	13.49
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	9.66
21030 - Material Coordinator	14.78
21040 - Material Expediter	14.78
21050 - Material Handling Laborer	8.81
21071 - Order Filler	8.69
21080 - Production Line Worker (Food Processing)	9.66
21110 - Shipping Packer	10.31
21130 - Shipping/Receiving Clerk	10.31
21140 - Store Worker I	8.48
21150 - Stock Clerk	11.50
21210 - Tools And Parts Attendant	9.66
21410 - Warehouse Specialist	9.66
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	26.62
23019 - Aircraft Logs and Records Technician	22.57
23021 - Aircraft Mechanic I	25.33

23022 - Aircraft Mechanic II	26.62
23023 - Aircraft Mechanic III	27.73
23040 - Aircraft Mechanic Helper	19.67
23050 - Aircraft, Painter	19.10
23060 - Aircraft Servicer	22.57
23070 - Aircraft Survival Flight Equipment Technician	19.10
23080 - Aircraft Worker	23.04
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	23.04
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	25.33
23110 - Appliance Mechanic	14.17
23120 - Bicycle Repairer	9.43
23125 - Cable Splicer	16.87
23130 - Carpenter, Maintenance	12.45
23140 - Carpet Layer	12.30
23160 - Electrician, Maintenance	11.94
23181 - Electronics Technician Maintenance I	13.28
23182 - Electronics Technician Maintenance II	14.32
23183 - Electronics Technician Maintenance III	15.03
23260 - Fabric Worker	12.56
23290 - Fire Alarm System Mechanic	13.66
23310 - Fire Extinguisher Repairer	12.03
23311 - Fuel Distribution System Mechanic	14.78
23312 - Fuel Distribution System Operator	12.12
23370 - General Maintenance Worker	12.40
23380 - Ground Support Equipment Mechanic	25.33
23381 - Ground Support Equipment Servicer	22.57
23382 - Ground Support Equipment Worker	23.04
23391 - Gunsmith I	11.08
23392 - Gunsmith II	12.30
23393 - Gunsmith III	13.66
23410 - Heating, Ventilation And Air-Conditioning Mechanic	13.01
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	13.66
23430 - Heavy Equipment Mechanic	13.01
23440 - Heavy Equipment Operator	13.01
23460 - Instrument Mechanic	16.42
23465 - Laboratory/Shelter Mechanic	13.00
23470 - Laborer	8.81
23510 - Locksmith	11.48
23530 - Machinery Maintenance Mechanic	14.62
23550 - Machinist, Maintenance	12.56
23580 - Maintenance Trades Helper	9.63
23591 - Metrology Technician I	16.42
23592 - Metrology Technician II	17.26
23593 - Metrology Technician III	17.98
23640 - Millwright	18.02
23710 - Office Appliance Repairer	12.34
23760 - Painter, Maintenance	12.45
23790 - Pipefitter, Maintenance	13.01
23810 - Plumber, Maintenance	12.45
23820 - Pneudraulic Systems Mechanic	13.66
23850 - Rigger	14.18
23870 - Scale Mechanic	13.35
23890 - Sheet-Metal Worker, Maintenance	13.01
23910 - Small Engine Mechanic	12.58
23931 - Telecommunications Mechanic I	16.40
23932 - Telecommunications Mechanic II	17.14
23950 - Telephone Lineman	16.14
23960 - Welder, Combination, Maintenance	13.01
23965 - Well Driller	13.07
23970 - Woodcraft Worker	13.66
23980 - Woodworker	10.74
24000 - Personal Needs Occupations	
24550 - Case Manager	10.24
24570 - Child Care Attendant	8.86
24580 - Child Care Center Clerk	10.61
24610 - Chore Aide	8.63

24620 - Family Readiness And Support Services Coordinator	10.24
24630 - Homemaker	11.83
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	17.26
25040 - Sewage Plant Operator	13.50
25070 - Stationary Engineer	17.26
25190 - Ventilation Equipment Tender	10.95
25210 - Water Treatment Plant Operator	12.56
27000 - Protective Service Occupations	
27004 - Alarm Monitor	9.61
27007 - Baggage Inspector	8.59
27008 - Corrections Officer	11.65
27010 - Court Security Officer	11.89
27030 - Detection Dog Handler	9.61
27040 - Detention Officer	11.65
27070 - Firefighter	11.12
27101 - Guard I	8.59
27102 - Guard II	9.61
27131 - Police Officer I	12.95
27132 - Police Officer II	14.38
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	8.15
28042 - Carnival Equipment Repairer	8.57
28043 - Carnival Worker	7.63
28210 - Gate Attendant/Gate Tender	12.73
28310 - Lifeguard	10.54
28350 - Park Attendant (Aide)	14.24
28510 - Recreation Aide/Health Facility Attendant	8.86
28515 - Recreation Specialist	14.43
28630 - Sports Official	11.10
28690 - Swimming Pool Operator	14.61
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	13.18
29020 - Hatch Tender	13.18
29030 - Line Handler	13.18
29041 - Stevedore I	11.23
29042 - Stevedore II	13.36
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	37.52
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	25.87
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	28.49
30021 - Archeological Technician I	12.51
30022 - Archeological Technician II	14.09
30023 - Archeological Technician III	17.33
30030 - Cartographic Technician	17.33
30040 - Civil Engineering Technician	14.98
30051 - Cryogenic Technician I	21.24
30052 - Cryogenic Technician II	23.46
30061 - Drafter/CAD Operator I	12.51
30062 - Drafter/CAD Operator II	14.09
30063 - Drafter/CAD Operator III	15.60
30064 - Drafter/CAD Operator IV	19.20
30081 - Engineering Technician I	13.01
30082 - Engineering Technician II	14.62
30083 - Engineering Technician III	16.34
30084 - Engineering Technician IV	20.24
30085 - Engineering Technician V	24.76
30086 - Engineering Technician VI	30.37
30090 - Environmental Technician	14.81
30095 - Evidence Control Specialist	19.18
30210 - Laboratory Technician	15.91
30221 - Latent Fingerprint Technician I	21.24
30222 - Latent Fingerprint Technician II	23.46
30240 - Mathematical Technician	17.33
30361 - Paralegal/Legal Assistant I	13.40
30362 - Paralegal/Legal Assistant II	16.60
30363 - Paralegal/Legal Assistant III	20.31
30364 - Paralegal/Legal Assistant IV	24.57
30375 - Petroleum Supply Specialist	23.46

30390 - Photo-Optics Technician	18.24
30395 - Radiation Control Technician	23.46
30461 - Technical Writer I	17.95
30462 - Technical Writer II	21.69
30463 - Technical Writer III	25.29
30491 - Unexploded Ordnance (UXO) Technician I	23.85
30492 - Unexploded Ordnance (UXO) Technician II	28.85
30493 - Unexploded Ordnance (UXO) Technician III	34.58
30494 - Unexploded (UXO) Safety Escort	23.85
30495 - Unexploded (UXO) Sweep Personnel	23.85
30501 - Weather Forecaster I	21.24
30502 - Weather Forecaster II	25.84
30620 - Weather Observer, Combined Upper Air Or (see 2)	15.60
Surface Programs	
30621 - Weather Observer, Senior (see 2)	17.33
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	28.85
31020 - Bus Aide	7.72
31030 - Bus Driver	10.47
31043 - Driver Courier	7.95
31260 - Parking and Lot Attendant	7.25
31290 - Shuttle Bus Driver	8.58
31310 - Taxi Driver	9.08
31361 - Truckdriver, Light	8.58
31362 - Truckdriver, Medium	9.96
31363 - Truckdriver, Heavy	10.57
31364 - Truckdriver, Tractor-Trailer	10.57
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.07
99030 - Cashier	8.54
99050 - Desk Clerk	8.72
99095 - Embalmer	23.85
99130 - Flight Follower	23.85
99251 - Laboratory Animal Caretaker I	10.23
99252 - Laboratory Animal Caretaker II	10.13
99260 - Marketing Analyst	23.46
99310 - Mortician	23.85
99410 - Pest Controller	12.34
99510 - Photofinishing Worker	12.53
99710 - Recycling Laborer	10.49
99711 - Recycling Specialist	12.51
99730 - Refuse Collector	9.47
99810 - Sales Clerk	8.84
99820 - School Crossing Guard	13.81
99830 - Survey Party Chief	13.39
99831 - Surveying Aide	11.18
99832 - Surveying Technician	12.18
99840 - Vending Machine Attendant	11.14
99841 - Vending Machine Repairer	12.36
99842 - Vending Machine Repairer Helper	12.14

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

to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

VACATION: 3 weeks paid vacation after 1 year of service with a contractor or successor; 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, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

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

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

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

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

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

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

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

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder.

All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining

agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

\*\* SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS \*\*

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

\*\* REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) \*\*

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).

Section I - Contract Clauses

CLAUSES INCORPORATED BY REFERENCE

252.232-7003	Electronic Submission of Payment Requests and Receiving Reports	JUN 2012
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