

**ADDENDUM TO SECOND AMENDED AND RESTATED
FACILITY OPERATION AND MANAGEMENT AGREEMENT
(Kinney County Detention Center)**

This Addendum to Second Amended and Restated Facility Operation and Management Agreement (hereinafter "Addendum") is entered into by and between **KINNEY COUNTY, TEXAS** (hereinafter "County") and **COMMUNITY EDUCATION CENTERS, INC.**, (hereinafter called "Operator") to become effective on the date signed.

WHEREAS, the Operator operates the Kinney County secure detention facility ("Facility") for the County under a Second Amended and Restated Facility Operation and Management Agreement (hereinafter "Operating Agreement") dated April 1, 2012; and

WHEREAS, the Operator and County now desire to enter into an Addendum of the Second Amended and Restated Facility Operation and Management Agreement to modify and adjust for the increased cost to the Operator of federal wage implementation.

NOW, THEREFORE, in consideration of the mutual rights, benefits and obligations herein exchanged, the parties do covenant, agree and bind themselves as follows:

1. Section 3.04 (a) of the Second Amended and Restated Facility Operation and Management Agreement is hereby amended to read as follows:

- (ii) The per diem paid by the United States Marshals Service ("USMS") to the County under the IGA has been increased from \$55.00 to \$74.25 to account for the increased cost to the Operator attributable to the higher wages required to be paid by the Operator pursuant to the Department of Labor Wage Determination in accordance with Modification No. 7 to Intergovernmental Agreement No. 80-05-0010. To pass through that reimbursement of cost, Operator is to receive the \$19.25 adjustment as a supplemental per diem fee for USMS inmates. This supplemental fee may increase or decrease in the future depending on the applicable wage determinations of the DOL. IN ALL CIRCUMSTANCES, payment of this supplemental fee is conditioned on actual receipt by the County of the funds therefore from the USMS. [This is retroactive to the date that the County began receiving the \$74.25 per diem from USMS]

2. Section 14.04 is added relating to the Service Contract Act:

"14.04 FEDERAL SERVICE CONTRACT ACT. This contract is subject to the Service Contract Act of 1965, as amended (41 U.S.C. 351 et seq.) and is subject all applicable provisions of the Act and regulations of the Secretary of Labor issued thereunder (29 CFR part 4). The full text of clauses of the Act is attached hereto as **Exhibit A**, Addendum No. 2017-1."

3. Section 14.05 is added:

"14.05 WAGE DETERMINATIONS. **Wage Determination 2005-2521, Revision 17, dated 07/08/2015 and Wage Determination 2015-5303, Revision 1, dated 02/18/2016** are attached hereto as **Exhibit B**, Addendum No. 2017-1. These are the Wage Determinations that have been incorporated into the United States Marshal's Service IGA with the County. Operator agrees to compensate its employees in accordance with the Wage Determinations, or any future addendum or revision thereto by the Department of Labor. Upon receipt of a new Wage Determination, it shall be Operator's duty and responsibility to comply with the requirements of 48 CFR 52.222-43 or other provisions of law or the IGA in notifying the USMS of any increase or decrease to wages or fringe benefits created by a new Wage Determination, the change in the USMS rate requested, and other information required by regulation or the IGA. Operator shall be responsible for undertaking all efforts to obtain the rate adjustments needed in conjunction with Wage Determinations received. OPERATOR HOLDS THE COUNTY AND ITS OFFICERS AND EMPLOYEES HARMLESS AND INDEMNIFIES THE COUNTY AND ITS OFFICERS AND EMPLOYEES AGAINST LIABILITY OR PENALTY FOR NON-COMPLIANCE WITH THE SERVICE CONTRACT ACT, THE FAIR LABOR STANDARDS ACT, OR FEDERAL ACQUISITION REQUIREMENTS. INCREASED LABOR COSTS WITHOUT A CORRESPONDING RATE INCREASE UNDER THE IGA MUST BE ABSORBED BY THE OPERATOR IF CAUSED IN WHOLE OR IN PART BY THE OPERATOR'S FAILURE TO COMPLY WITH THE APPLICABLE REQUIREMENTS. All persons providing services to carry out the IGA with the USMS are employees of the Operator and are not employees of the County. Operator shall be solely responsible for assuring that its employees are compensated in accordance with all applicable laws, regulations, and IGA provisions. Any FAR, Service Contract Act or other requirements contained in the IGA are incorporated herein, and shall be met and complied with by the Operator.

4. Equitable Adjustment. The USMS through Modification No. 7 to its Intergovernmental Agreement No. 80-05-010 effective as of November 27, 2016 has approved the payment of an equitable adjustment to effect a lump sum payment for the period of time from April 24, 2016 to November 26, 2016 in the amount of \$1,428,111.50 ("Fund"). This amount has been agreed to as the full amount due to Operator for increased wage costs incurred and paid to its employees from April 24, 2016 through November 22, 2016. Operator acknowledges that the County is acting as a conduit of the Fund from the USMS to the Operator, and that neither the payment of the Fund to the County, nor distribution of the Fund under this Agreement to the Operator, is an admission by the County that either it or the Kinney County Public Facility Corporation has, or has ever had, any liability or responsibility for the matters giving rise to the payment of the Fund by the USMS. Operator acknowledges that the County has not waived, and remains fully entitled to, all indemnifications and promises by the Operator set forth in the operation and management agreements. Operator acknowledges that it is, and always has been, responsible for operating the Facility in compliance with applicable laws and any provisions of prisoner housing contracts, such as the IGA. Operator further acknowledges that, by contract, it has indemnified and held harmless, and continues to indemnify and hold harmless, the County against any claims or liability arising from its operation of the Facility---including claims with regard to Operator's compensation of its employees under

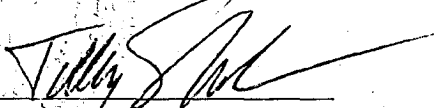
the Fair Labor Standards Act, the Service Contract Act, or any Federal Acquisition Requirement. Operator further acknowledges that it, not the County, is the employer of all of the employees operating the facilities. **Operator indemnifies and holds harmless the County, the Public Facility Corporation, and all officials and employees of the County from and against any liability, suit, claim, penalty, costs, or attorney's fees related to a failure of Operator to pay the Wage Amount prescribed by the United States Marshals Service and the Department of Labor.**


5. All other provisions in the Second Amended and Restated Facility Operation and Management Agreement shall remain unchanged.

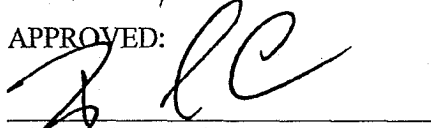
SIGNED this 9th day of January, 2017.

KINNEY COUNTY, TEXAS

ATTEST:

By 
County Judge


County Clerk

APPROVED:

Kinney County Sheriff

COMMUNITY EDUCATION CENTERS, INC.
Operator

By: Michael C. Heurree
Print Name: MICHAEL C. HEURREE
Title: EVP + CEO

ATTEST:
Melissa Layla Long
Corporate Secretary
Melissa Layla Long

Exhibit A

Addendum No. 2017-1

SERVICE CONTRACT ACT OF 1965, AS AMENDED

(a) Definitions. 'Act,' as used in this clause, means the Service Contract Act of 1965, as amended (41 U.S.C. 351, et seq.)

'Contractor,' as used in this clause or in any subcontract, shall be deemed to refer to the subcontractor, except in the term 'Government Prime Contractor.'

'Service employee,' as used in this clause, means any person engaged in the performance of this contract other than any person employed in a bona fide executive, administrative, or professional capacity, as these terms are defined in Part 541 of Title 29, Code of Federal Regulations, as revised. It includes all such persons regardless of any contractual relationship that may be alleged to exist between a Contractor or subcontractor and such persons.

(b) Applicability. This contract is subject to the following provisions and to all other applicable provisions of the Act and regulations of the Secretary of Labor (29 CFR Part 4). This clause does not apply to contracts or subcontracts administratively exempted by the Secretary of Labor or exempted by 41 U.S.C. 356, as interpreted in Subpart C of 29 CFR Part 4:

(c) Compensation. (1) Each service employee employed in the performance of this contract by the Contractor or any subcontractor shall be paid not less than the minimum monetary wages and shall be furnished fringe benefits in accordance with the wages and fringe benefits determined by the Secretary of Labor, or authorized representative, as specified in any wage determination attached to this contract.

(2)(i) If a wage determination is attached to this contract, the Contractor shall classify any class of service employee which is not listed therein 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) so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed class of employees shall be paid the monetary wages and furnished the fringe benefits as are determined pursuant to the procedures in this paragraph (c).

(ii) This conforming procedure shall be initiated by the Contractor prior to the performance of contract work by the unlisted class of employee. The Contractor shall submit Standard Form (SF) 1444, Request for Authorization of Additional Classification and Rate, to the Contracting Officer no later than 30 days after the unlisted class of employee performs any contract work. The Contracting Officer shall review the proposed classification and rate and promptly submit the completed SF 1444 (which must include information regarding the agreement or disagreement of the employees' authorized representatives or the employees themselves together with the agency recommendation),

and all pertinent information to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor. The Wage and Hour Division will approve, modify, or disapprove the action or render a final determination in the event of disagreement within 30 days of receipt or will notify the Contracting Office within 30 days of receipt that additional time is necessary.

(iii) The final determination of the conformance action by the Wage and Hour Division shall be transmitted to the Contracting Officer who shall promptly notify the Contractor of the action taken. 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.

(iv)(A) The process of establishing wage and fringe benefit rates that bear a reasonable relationship to those listed in a wage determination cannot be reduced to any single formula. The approach used may vary from wage determination to wage determination depending on the circumstances. Standard wage and salary administration practices which rank various job classifications by pay grade pursuant to point schemes or other job factors may, for example, be relied upon. Guidance may also be obtained from the way different jobs are rated under Federal pay systems (Federal Wage Board Pay System and the General Schedule) or from other wage determinations issued in the same locality. Basic to the establishment of any conformable wage rate(s) is the concept that a pay relationship should be maintained between job classifications based on the skill required and the duties performed.

(B) In the case of a contract modification, an exercise of an option, or extension of an existing contract, or in any other case where a Contractor succeeds a contract under which the classification in question was previously conformed pursuant to paragraph (c) of this clause, a new conformed wage rate and fringe benefits may be assigned to the conformed classification by indexing (i.e., adjusting) the previous conformed rate and fringe benefits by an amount equal to the average (mean) percentage increase (or decrease, where appropriate) between the wages and fringe benefits specified for all classifications to be used on the contract which are listed in the current wage determination, and those specified for the corresponding classifications in the previously applicable wage determination. Where conforming actions are accomplished in accordance with this paragraph prior to the performance of contract work by the unlisted class of employees, the Contractor shall advise the Contracting Officer of the action taken but the other procedures in subdivision (c)(2)(ii) of this clause need not be followed.

(C) No employee engaged in performing work on this contract shall in any event be paid less than the currently applicable minimum wage specified under section 6(a)(1) of the Fair Labor Standards Act of 1938, as amended.

(v) The wage rate and fringe benefits finally determined under this subparagraph (c)(2) of this clause shall be paid to all employees performing in the classification from the first day on which contract work is performed by them in the classification. Failure to pay the unlisted employees the compensation agreed upon by the interested parties and/or finally 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.

(vi) Upon discovery of failure to comply with subparagraph (c)(2) of this clause, the Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be retroactive to the date such class or

classes of employees commenced contract work.

(3) Adjustment of Compensation. If the term of this contract is more than 1 year, the minimum monetary wages and fringe benefits required to be paid or furnished thereunder to service employees under this contract shall be subject to adjustment after 1 year and not less often than once every 2 years, under wage determination issued by the Wage and Hour Division.

(d) Obligation to Furnish Fringe Benefits. The Contractor or subcontractor may discharge the obligation to furnish fringe benefits specified in the attachment or determined under subparagraph (c)(2) of this clause by furnishing equivalent combinations of bona fide fringe benefits, or by making equivalent or differential cash payments, only in accordance with Subpart D of 29 CFR Part 4.

(e) Minimum Wage. In the absence of a minimum wage attachment for this contract, neither the Contractor nor any subcontractor under this contract shall pay any person performing work under this contract (regardless of whether the person is a service employee) less than the minimum wage specified by section 6(a)(1) of the Fair Labor Standards Act of 1938. Nothing in this clause shall relieve the Contractor or any subcontractor of any other obligation under law or contract for payment of a higher wage to any employee.

(f) Successor Contracts. If this contract succeeds a contract subject to the Act under which substantially the same services were furnished in the same locality and service employees were paid wages and fringe benefits provided for in a collective bargaining agreement, in the absence of the minimum wage attachment for this contract setting forth such collectively bargained wage rates and fringe benefits, neither the Contractor nor any subcontractor under this contract shall pay any service employee performing any of the contract work (regardless of whether or not such employee was employed under the predecessor contract), less than the wages and fringe benefits provided for in such collective bargaining agreement, to which such employee would have been entitled if employed under the predecessor contract, including accrued wages and fringe benefits and any prospective increases in wages and fringe benefits provided for under such agreement. No Contractor or subcontractor under this contract may be relieved of the foregoing obligation unless the limitations of 29 CFR 4.1b(b) apply or unless the Secretary of Labor or the Secretary's authorized representative finds, after a hearing as provided in 29 CFR 4.10 that the wages and/or fringe benefits provided for in such agreement are substantially at variance with those which prevail for services of a character similar in the locality, or determines, as provided in 29 CFR 4.11, that the collective bargaining agreement applicable to service employees employed under the predecessor contract was not entered into as a result of arm's length negotiations. Where it is found in accordance with the review procedures provided in 29 CFR 4.10 and/or 4.11 and Parts 6 and 8 that some or all of the wages and/or fringe benefits contained in a predecessor Contractor's collective bargaining agreement are substantially at variance with those which prevail for services of a character similar in the locality, and/or that the collective bargaining agreement applicable to service employees employed under the predecessor contract was not entered into as a result of arm's length negotiations, the Department will issue a new or revised wage determination setting forth the applicable wage rates and fringe benefits. Such determinations shall be made part of the contract or subcontract, in accordance with the decision of the Administrator, the Administrative

Law Judge, or the Board of Service Contract Appeals, as the case may be, irrespective of whether such issuance occurs prior to or after the award of a contract or subcontract (53 Comp. Gen. 401 (1973)). In the case of a wage determination issued solely as a result of a finding of substantial variance, such determination shall be effective as of the date of the final administrative decision.

(g) Notification to Employees. The Contractor and any subcontractor under this contract shall notify each service employee commencing work on this contract of the minimum monetary wage and any fringe benefits required to be paid pursuant to this contract, or shall post the wage determination attached to this contract. The poster provided by the Department of Labor (Publication WH 1313) shall be posted in a prominent and accessible place at the worksite. Failure to comply with this requirement is a violation of section 2(a)(4) of the Act and of this contract.

(h) Safe and Sanitary Working Conditions. The Contractor or subcontractor shall not permit any part of the services called for by this contract to be performed in buildings or surroundings or under working conditions provided by or under the control or supervision of the Contractor or subcontractor which are unsanitary, hazardous, or dangerous to the health or safety of the service employees. The Contractor or subcontractor shall comply with the safety and health standards applied under 29 CFR part 1925.

(i) Records. (1) The Contractor and each subcontractor performing work subject to the Act shall make and maintain for 3 years from the completion of the work, and make them available for inspection and transcription by authorized representatives of the Wage and Hour Division, Employment Standards Administration, a record of the following:

(i) For each employee subject to the Act--

(A) Name and address and social security number;

(B) Correct work classification or classifications, rate or rates of monetary wages paid and fringe benefits provided, rate or rates of payments in lieu of fringe benefits, and total daily and weekly compensation;

(C) Daily and weekly hours worked by each employee; and

(D) Any deductions, rebates, or refunds from the total daily or weekly compensation of each employee.

(ii) For those classes of service employees not included in any wage determination attached to this contract, wage rates or fringe benefits determined by the interested parties or by the Administrator or authorized representative under the terms of paragraph (c) of this clause. A copy of the report required by subdivision (c)(2)(ii) of this clause will fulfill this requirement.

(iii) Any list of the predecessor Contractor's employees which had been furnished to the Contractor as prescribed by paragraph (n) of this clause.

(2) The Contractor shall also make available a copy of this contract for inspection or transcription by authorized representative of the Wage and Hour Division.

(3) Failure to make and maintain or to make available these records for inspection and transcription shall be a violation of the regulations and this contract, and in the case of failure to produce these records, the Contracting Officer, upon direction of the Department of Labor and notification to the Contractor, shall take action to cause suspension of any further payment or advance of funds until the violation ceases.

(4) The Contractor shall permit authorized representatives of the Wage and Hour Division to conduct interviews with employees at the worksite during normal working hours.

(j) Pay Periods. The Contractor shall unconditionally pay to each employee subject to the Act all wages due free and clear and without subsequent deduction (except as otherwise provided by law or Regulations, 29 CFR Part 4), rebate, or kickback on any account. These payments shall be made no later than one pay period following the end of the regular pay period in which the wages were earned or accrued. A pay period under this Act may not be of any duration longer than semi-monthly.

(k) Withholding of Payments and Termination of Contract. The Contracting officer shall withhold or cause to be withheld from the Government Prime Contractor under this or any other Government contract with the Prime Contractor such sums as an appropriate official of the Department of Labor request or such sums as the Contracting Officer decides may be necessary to pay underpaid employees employed by the Contractor or subcontractor. In the event of failure to pay any employees subject to the Act all or part of the wages or fringe benefits due under the Act, the Contracting Officer may, after authorization or by direction of the Department of Labor and written notification to the Contractor, take action to cause suspension of any further payment or advance of funds until such violations have ceased. Additionally, any failure to comply with the requirements of this clause may be grounds for termination of the right to proceed with the contract work. In such event, the Government may enter into other contracts or arrangements for completion of the work, charging the Contractor in default with any additional cost.

(l) Subcontracts. The Contractor agrees to insert this clause in all subcontracts subject to the Act.

(m) Collective Bargaining Agreements Applicable to Service Employees. If wages to be paid or fringe benefits to be furnished any service employees employed by the Government Prime Contractor or any subcontractor under the contract are provided for in a collective bargaining agreement which is or will be effective during any period in which the contract is being performed, the Government Prime Contractor shall report such fact to the Contracting Officer, together with full information as to the application and accrual of such wages and fringe benefits, including any prospective increases, to service employees engaged in work on the contract, and a copy of the collective bargaining agreement. Such report shall be made upon commencing performance of the contract, in the case of collective bargaining agreements or provisions or amendments thereof effective at a later time during the period of contract performance such agreements shall be reported promptly after negotiation thereof.

(n) Seniority List. Not less than 10 days prior to completion of any contract being performed at a Federal facility where service employees may be retained in the performance of the succeeding contract and subject to a wage determination which contains vacation or other benefit provisions based upon length of service with a Contractor (predecessor) or successor (29 CFR 4.173), the incumbent Prime Contractor shall furnish the Contracting Officer a certified list of the names of all service employees on the Contractor's or subcontractor's payroll during the last month of contract performance. Such list shall also contain anniversary dates of employment on the contract either with the current or predecessor Contractors of each such service employee. The Contracting Officer shall turn over such list to the successor Contractor at the commencement of the succeeding contract.

(o) Rulings and Interpretations. Rulings and interpretations of the Act are contained in

Regulations, 29 CFR Part 4.

(p) Contractor's Certification. (1) By entering into this contract, the Contractor (and officials thereof) certifies that neither it (nor he or she) nor any person or firm who has a substantial interest in the Contractor's firm is a person or firm ineligible to be awarded Government contracts by virtue of the sanctions imposed under Section 5 of the Act.

(2) No part of this contract shall be subcontracted to any person or firm ineligible for award of a Government contract under section 5 of the Act.

(3) The penalty for making false statements is prescribed in the U.S. Criminal Code, 18 U.S.C. 1001.

(q) Variations, Tolerances, and Exemptions Involving Employment. Notwithstanding any of the provisions in paragraphs (b) through (o) of this clause, the following employees may be employed in accordance with the following variations, tolerances, and exemptions, which the Secretary of Labor, pursuant to section 4(b) of the Act prior to its amendment by Pub. L. 92-473, found to be necessary and proper in the public interest or to avoid serious impairment of the conduct of Government business.

(1) Apprentices, student-learners, and workers whose earning capacity is impaired by age, physical, or mental deficiency, or injury may be employed at wages lower than the minimum wages otherwise required by section 2(a)(1) or 2(b)(1) of the Act without diminishing any fringe benefits or cash payments in lieu thereof required under section 2(a)(2) of the Act, in accordance with the conditions and procedures prescribed for the employment of apprentices, student-learners, handicapped persons, and handicapped clients of sheltered workshops under section 14 of the Fair Labor Standards Act of 1938, in the regulations issued by the Administrator (29 CFR parts 520, 521, 524, and 525).

(2) The Administrator will issue certificates under the Act for the employment of apprentices, student-learners, handicapped persons, or handicapped clients of sheltered workshops not subject to the Fair Labor Standards Act of 1938, or subject to different minimum rates of pay under the two acts, authorizing appropriate rates of minimum wages (but without changing requirements concerning fringe benefits or supplementary cash payments in lieu thereof), applying procedures prescribed by the applicable regulations issued under the Fair Labor Standards Act of 1938 (29 CFR Parts 520, 521, 524, and 525).

(3) The Administrator will also withdraw, annul, or cancel such certificates in accordance with the regulations in 29 CFR Parts 525 and 528.

(r) Apprentices. Apprentices will be permitted to work at less than the predetermined rate for the work they perform when they are employed and individually registered in a bona fide apprenticeship program registered with a State Apprenticeship Agency which is recognized by the U.S. Department of Labor, or if no such recognized agency exists in a State, under a program registered with the Bureau of Apprenticeship and Training, Employment and Training Administration, U.S. Department of Labor. Any employee who is not registered as an apprentice in an approved program shall be paid the wage rate and fringe benefits contained in the applicable wage determination for the journeyman classification of work actually performed. The wage rates paid apprentices shall not be less than the wage rate for their level of progress set forth in the registered program, expressed as the appropriate percentage of the journeyman's rate contained in the applicable wage determination. The allowable ratio of apprentices to journeymen employed on the contract work in any craft classification shall not be greater than the

ratio permitted to the Contractor as to his entire work force under the registered program.

(s) Tips. An employee engaged in an occupation in which the employee customarily and regularly receives more than \$30 a month in tips may have the amount of these tips credited by the employer against the minimum wage required by section 2(a)(1) or section 2(b)(1) of the Act, in accordance with section 3(m) of the Fair Labor Standards Act and Regulations 29 CFR Part 531. However, the amount of credit shall not exceed \$1.34 per hour beginning January 1, 1981. To use this provision--

(1) The employer must inform tipped employees about this tip credit allowance before the credit is utilized;

(2) The employees must be allowed to retain all tips (individually or through a pooling arrangement and regardless of whether the employer elects to take a credit for tips received);

(3) The employer must be able to show by records that the employee receives at least the applicable Service Contract Act minimum wage through the combination of direct wages and tip credit; and

(4) The use of such tip credit must have been permitted under any predecessor collective bargaining agreement applicable by virtue of section 4(c) of the Act.

(t) Disputes Concerning Labor Standards. The U.S. Department of Labor has set forth in 29 CFR Parts 4, 6, and 8 procedures for resolving disputes concerning labor standards requirements. Such disputes shall be resolved in accordance with those procedures and not the Disputes clause of this contract. Disputes within the meaning of this clause include disputes between the Contractor (or any of its subcontractor) and the contracting agency, the U.S. Department of Labor, or the employees or their representatives.

Exhibit B
Addendum No. 2017-1

WD 05-2521 (Rev.-17) was first posted on www.wdol.gov on 07/14/2015

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.: 2005-2521
Revision No.: 17
Date of Revision: 07/08/2015

Note: Executive Order (EO) 13658 establishes an hourly minimum wage of \$10.10 for 2015 that applies to all contracts subject to the Service Contract Act for which the solicitation is 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 \$10.10 (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Texas

Area: Texas Counties of Atascosa, Bandera, Bexar, Comal, De Witt, Edwards, Gillespie, Gonzales, Guadalupe, Karnes, Kendall, Kerr, Kinney, McMullen, Medina, Real, Uvalde, Val Verde, Wilson

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

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support and Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 13.82 |
| 01012 - Accounting Clerk II | | 15.51 |
| 01013 - Accounting Clerk III | | 17.35 |
| 01020 - Administrative Assistant | | 21.96 |
| 01040 - Court Reporter | | 22.14 |
| 01051 - Data Entry Operator I | | 11.59 |
| 01052 - Data Entry Operator II | | 12.65 |
| 01060 - Dispatcher, Motor Vehicle | | 16.11 |
| 01070 - Document Preparation Clerk | | 13.27 |
| 01090 - Duplicating Machine Operator | | 13.27 |
| 01111 - General Clerk I | | 11.26 |
| 01112 - General Clerk II | | 13.21 |
| 01113 - General Clerk III | | 15.45 |
| 01120 - Housing Referral Assistant | | 19.91 |
| 01141 - Messenger Courier | | 11.03 |
| 01191 - Order Clerk I | | 12.49 |

| | |
|--|-------|
| 01192 - Order Clerk II | 13.63 |
| 01261 - Personnel Assistant (Employment) I | 17.04 |
| 01262 - Personnel Assistant (Employment) II | 19.23 |
| 01263 - Personnel Assistant (Employment) III | 21.26 |
| 01270 - Production Control Clerk | 18.59 |
| 01280 - Receptionist | 11.89 |
| 01290 - Rental Clerk | 14.90 |
| 01300 - Scheduler, Maintenance | 15.96 |
| 01311 - Secretary I | 15.96 |
| 01312 - Secretary II | 17.86 |
| 01313 - Secretary III | 19.91 |
| 01320 - Service Order Dispatcher | 14.26 |
| 01410 - Supply Technician | 21.96 |
| 01420 - Survey Worker | 16.65 |
| 01531 - Travel Clerk I | 12.19 |
| 01532 - Travel Clerk II | 12.94 |
| 01533 - Travel Clerk III | 13.60 |
| 01611 - Word Processor I | 13.33 |
| 01612 - Word Processor II | 14.96 |
| 01613 - Word Processor III | 16.73 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 18.41 |
| 05010 - Automotive Electrician | 17.75 |
| 05040 - Automotive Glass Installer | 16.77 |
| 05070 - Automotive Worker | 16.77 |
| 05110 - Mobile Equipment Servicer | 14.96 |
| 05130 - Motor Equipment Metal Mechanic | 18.68 |
| 05160 - Motor Equipment Metal Worker | 16.77 |
| 05190 - Motor Vehicle Mechanic | 18.41 |
| 05220 - Motor Vehicle Mechanic Helper | 14.17 |
| 05250 - Motor Vehicle Upholstery Worker | 15.83 |
| 05280 - Motor Vehicle Wrecker | 16.77 |
| 05310 - Painter, Automotive | 17.75 |
| 05340 - Radiator Repair Specialist | 16.77 |
| 05370 - Tire Repairer | 11.12 |
| 05400 - Transmission Repair Specialist | 18.68 |
| 07000 - Food Preparation and Service Occupations | |
| 07010 - Baker | 12.53 |
| 07041 - Cook I | 9.42 |
| 07042 - Cook II | 11.33 |
| 07070 - Dishwasher | 7.76 |
| 07130 - Food Service Worker | 8.51 |
| 07210 - Meat Cutter | 12.63 |
| 07260 - Waiter/Waitress | 7.94 |
| 09000 - Furniture Maintenance and Repair Occupations | |

| | |
|--|-------|
| 09010 - Electrostatic Spray Painter | 15.03 |
| 09040 - Furniture Handler | 10.46 |
| 09080 - Furniture Refinisher | 15.03 |
| 09090 - Furniture Refinisher Helper | 12.00 |
| 09110 - Furniture Repairer, Minor | 13.42 |
| 09130 - Upholsterer | 15.03 |
| 11000 - General Services and Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.02 |
| 11060 - Elevator Operator | 9.02 |
| 11090 - Gardener | 13.57 |
| 11122 - Housekeeping Aide | 10.53 |
| 11150 - Janitor | 10.53 |
| 11210 - Laborer, Grounds Maintenance | 11.41 |
| 11240 - Maid or Houseman | 8.80 |
| 11260 - Pruner | 10.36 |
| 11270 - Tractor Operator | 12.91 |
| 11330 - Trail Maintenance Worker | 11.41 |
| 11360 - Window Cleaner | 11.60 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 14.40 |
| 12011 - Breath Alcohol Technician | 14.74 |
| 12012 - Certified Occupational Therapist Assistant | 28.34 |
| 12015 - Certified Physical Therapist Assistant | 26.24 |
| 12020 - Dental Assistant | 14.50 |
| 12025 - Dental Hygienist | 32.84 |
| 12030 - EKG Technician | 23.56 |
| 12035 - Electroneurodiagnostic Technologist | 23.56 |
| 12040 - Emergency Medical Technician | 14.40 |
| 12071 - Licensed Practical Nurse I | 15.73 |
| 12072 - Licensed Practical Nurse II | 17.60 |
| 12073 - Licensed Practical Nurse III | 19.62 |
| 12100 - Medical Assistant | 13.01 |
| 12130 - Medical Laboratory Technician | 16.80 |
| 12160 - Medical Record Clerk | 13.61 |
| 12190 - Medical Record Technician | 14.86 |
| 12195 - Medical Transcriptionist | 13.76 |
| 12210 - Nuclear Medicine Technologist | 29.68 |
| 12221 - Nursing Assistant I | 10.42 |
| 12222 - Nursing Assistant II | 11.71 |
| 12223 - Nursing Assistant III | 12.78 |
| 12224 - Nursing Assistant IV | 14.35 |
| 12235 - Optical Dispenser | 14.94 |
| 12236 - Optical Technician | 15.20 |
| 12250 - Pharmacy Technician | 16.23 |
| 12280 - Phlebotomist | 14.35 |

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| 12305 - Radiologic Technologist | 24.06 |
| 12311 - Registered Nurse I | 24.40 |
| 12312 - Registered Nurse II | 29.85 |
| 12313 - Registered Nurse II, Specialist | 29.85 |
| 12314 - Registered Nurse III | 36.11 |
| 12315 - Registered Nurse III, Anesthetist | 36.11 |
| 12316 - Registered Nurse IV | 43.28 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 18.26 |
| 13000 - Information and Arts Occupations | |
| 13011 - Exhibits Specialist I | 18.12 |
| 13012 - Exhibits Specialist II | 22.45 |
| 13013 - Exhibits Specialist III | 27.46 |
| 13041 - Illustrator I | 18.68 |
| 13042 - Illustrator II | 23.15 |
| 13043 - Illustrator III | 26.62 |
| 13047 - Librarian | 25.63 |
| 13050 - Library Aide/Clerk | 11.03 |
| 13054 - Library Information Technology Systems Administrator | 23.15 |
| 13058 - Library Technician | 14.44 |
| 13061 - Media Specialist I | 15.87 |
| 13062 - Media Specialist II | 17.79 |
| 13063 - Media Specialist III | 19.84 |
| 13071 - Photographer I | 14.29 |
| 13072 - Photographer II | 16.15 |
| 13073 - Photographer III | 18.92 |
| 13074 - Photographer IV | 21.54 |
| 13075 - Photographer V | 26.14 |
| 13110 - Video Teleconference Technician | 16.33 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.51 |
| 14042 - Computer Operator II | 17.35 |
| 14043 - Computer Operator III | 19.35 |
| 14044 - Computer Operator IV | 21.50 |
| 14045 - Computer Operator V | 23.80 |
| 14071 - Computer Programmer I | (see 1) 22.29 |
| 14072 - Computer Programmer II | (see 1) |
| 14073 - Computer Programmer III | (see 1) |
| 14074 - Computer Programmer IV | (see 1) |
| 14101 - Computer Systems Analyst I | (see 1) |
| 14102 - Computer Systems Analyst II | (see 1) |
| 14103 - Computer Systems Analyst III | (see 1) |
| 14150 - Peripheral Equipment Operator | 15.51 |
| 14160 - Personal Computer Support Technician | 21.50 |
| 15000 - Instructional Occupations | |

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| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 26.31 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 31.51 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 37.76 |
| 15050 - Computer Based Training Specialist / Instructor | 26.31 |
| 15060 - Educational Technologist | 26.86 |
| 15070 - Flight Instructor (Pilot) | 37.76 |
| 15080 - Graphic Artist | 22.57 |
| 15090 - Technical Instructor | 18.93 |
| 15095 - Technical Instructor/Course Developer | 23.16 |
| 15110 - Test Proctor | 15.28 |
| 15120 - Tutor | 15.28 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.64 |
| 16030 - Counter Attendant | 8.64 |
| 16040 - Dry Cleaner | 10.50 |
| 16070 - Finisher, Flatwork, Machine | 8.64 |
| 16090 - Presser, Hand | 8.64 |
| 16110 - Presser, Machine, Dry cleaning | 8.64 |
| 16130 - Presser, Machine, Shirts | 8.64 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.64 |
| 16190 - Sewing Machine Operator | 11.08 |
| 16220 - Tailor | 11.63 |
| 16250 - Washer, Machine | 9.37 |
| 19000 - Machine Tool Operation and Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 16.35 |
| 19040 - Tool and Die Maker | 19.26 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 12.22 |
| 21030 - Material Coordinator | 18.59 |
| 21040 - Material Expediter | 18.59 |
| 21050 - Material Handling Laborer | 10.58 |
| 21071 - Order Filler | 11.28 |
| 21080 - Production Line Worker (Food Processing) | 12.22 |
| 21110 - Shipping Packer | 12.67 |
| 21130 - Shipping/Receiving Clerk | 12.67 |
| 21140 - Store Worker I | 10.23 |
| 21150 - Stock Clerk | 13.18 |
| 21210 - Tools and Parts Attendant | 12.22 |
| 21410 - Warehouse Specialist | 12.22 |
| 23000 - Mechanics and Maintenance and Repair Occupations | |
| 23010 - Aerospace Structural Welder | 20.73 |
| 23021 - Aircraft Mechanic I | 19.59 |
| 23022 - Aircraft Mechanic II | 20.73 |
| 23023 - Aircraft Mechanic III | 21.85 |
| 23040 - Aircraft Mechanic Helper | 13.74 |

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|---|-------|
| 23050 - Aircraft, Painter | 17.58 |
| 23060 - Aircraft Servicer | 15.39 |
| 23080 - Aircraft Worker | 16.41 |
| 23110 - Appliance Mechanic | 17.25 |
| 23120 - Bicycle Repairer | 11.12 |
| 23125 - Cable Splicer | 19.50 |
| 23130 - Carpenter, Maintenance | 16.16 |
| 23140 - Carpet Layer | 15.04 |
| 23160 - Electrician, Maintenance | 19.55 |
| 23181 - Electronics Technician Maintenance I | 22.30 |
| 23182 - Electronics Technician Maintenance II | 23.80 |
| 23183 - Electronics Technician Maintenance III | 25.32 |
| 23260 - Fabric Worker | 14.33 |
| 23290 - Fire Alarm System Mechanic | 17.71 |
| 23310 - Fire Extinguisher Repairer | 13.77 |
| 23311 - Fuel Distribution System Mechanic | 17.42 |
| 23312 - Fuel Distribution System Operator | 14.33 |
| 23370 - General Maintenance Worker | 15.37 |
| 23380 - Ground Support Equipment Mechanic | 19.59 |
| 23381 - Ground Support Equipment Servicer | 15.10 |
| 23382 - Ground Support Equipment Worker | 16.10 |
| 23391 - Gunsmith I | 14.33 |
| 23392 - Gunsmith II | 15.37 |
| 23393 - Gunsmith III | 17.42 |
| 23410 - Heating, Ventilation and Air-Conditioning Mechanic | 17.42 |
| 23411 - Heating, Ventilation and Air Conditioning Mechanic (Research Facility) | 18.44 |
| 23430 - Heavy Equipment Mechanic | 17.55 |
| 23440 - Heavy Equipment Operator | 17.42 |
| 23460 - Instrument Mechanic | 20.11 |
| 23465 - Laboratory/Shelter Mechanic | 16.41 |
| 23470 - Laborer | 10.03 |
| 23510 - Locksmith | 15.48 |
| 23530 - Machinery Maintenance Mechanic | 17.57 |
| 23550 - Machinist, Maintenance | 17.42 |
| 23580 - Maintenance Trades Helper | 12.21 |
| 23591 - Metrology Technician I | 20.11 |
| 23592 - Metrology Technician II | 21.29 |
| 23593 - Metrology Technician III | 22.45 |
| 23640 - Millwright | 19.02 |
| 23710 - Office Appliance Repairer | 16.68 |
| 23760 - Painter, Maintenance | 16.16 |
| 23790 - Pipefitter, Maintenance | 19.33 |
| 23810 - Plumber, Maintenance | 18.21 |

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| 23820 - Pseudraulic Systems Mechanic | 17.42 |
| 23850 - Rigger | 17.42 |
| 23870 - Scale Mechanic | 15.13 |
| 23890 - Sheet-Metal Worker, Maintenance | 17.78 |
| 23910 - Small Engine Mechanic | 15.37 |
| 23931 - Telecommunications Mechanic I | 21.97 |
| 23932 - Telecommunications Mechanic II | 23.21 |
| 23950 - Telephone Lineman | 20.66 |
| 23960 - Welder, Combination, Maintenance | 17.15 |
| 23965 - Well Driller | 17.15 |
| 23970 - Woodcraft Worker | 17.42 |
| 23980 - Woodworker | 13.16 |
| 24000 - Personal Needs Occupations | |
| 24570 - Child Care Attendant | 9.45 |
| 24580 - Child Care Center Clerk | 12.07 |
| 24610 - Chore Aide | 10.57 |
| 24620 - Family Readiness and Support Services Coordinator | 10.76 |
| 24630 - Homemaker | 13.69 |
| 25000 - Plant and System Operations Occupations | |
| 25010 - Boiler Tender | 18.19 |
| 25040 - Sewage Plant Operator | 16.47 |
| 25070 - Stationary Engineer | 18.19 |
| 25190 - Ventilation Equipment Tender | 12.13 |
| 25210 - Water Treatment Plant Operator | 16.43 |
| 27000 - Protective Service Occupations | |
| 27004 - Alarm Monitor | 14.89 |
| 27007 - Baggage Inspector | 11.24 |
| 27008 - Corrections Officer | 21.15 |
| 27010 - Court Security Officer | 21.15 |
| 27030 - Detection Dog Handler | 14.37 |
| 27040 - Detention Officer | 21.15 |
| 27070 - Firefighter | 22.59 |
| 27101 - Guard I | 11.24 |
| 27102 - Guard II | 14.20 |
| 27131 - Police Officer I | 23.14 |
| 27132 - Police Officer II | 25.77 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 9.89 |
| 28042 - Carnival Equipment Repairer | 10.39 |
| 28043 - Carnival Equipment Worker | 8.25 |
| 28210 - Gate Attendant/Gate Tender | 12.51 |
| 28310 - Lifeguard | 11.05 |
| 28350 - Park Attendant (Aide) | 13.88 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.13 |

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| 28515 - Recreation Specialist | | 14.76 |
| 28630 - Sports Official | | 11.05 |
| 28690 - Swimming Pool Operator | | 13.35 |
| 29000 - Stevedoring/Longshoremen Occupational Services | | |
| 29010 - Blocker and Bracer | | 18.90 |
| 29020 - Hatch Tender | | 18.90 |
| 29030 - Line Handler | | 18.90 |
| 29041 - Stevedore I | | 17.63 |
| 29042 - Stevedore II | | 20.19 |
| 30000 - Technical Occupations | | |
| 30010 - Air Traffic Control Specialist, Center (HFO) | (see 2) | 35.77 |
| 30011 - Air Traffic Control Specialist, Station (HFO) | (see 2) | 24.66 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) | (see 2) | 27.16 |
| 30021 - Archeological Technician I | | 16.47 |
| 30022 - Archeological Technician II | | 17.18 |
| 30023 - Archeological Technician III | | 23.40 |
| 30030 - Cartographic Technician | | 23.74 |
| 30040 - Civil Engineering Technician | | 20.21 |
| 30061 - Drafter/CAD Operator I | | 17.13 |
| 30062 - Drafter/CAD Operator II | | 19.16 |
| 30063 - Drafter/CAD Operator III | | 21.37 |
| 30064 - Drafter/CAD Operator IV | | 26.29 |
| 30081 - Engineering Technician I | | 15.91 |
| 30082 - Engineering Technician II | | 17.86 |
| 30083 - Engineering Technician III | | 19.98 |
| 30084 - Engineering Technician IV | | 24.75 |
| 30085 - Engineering Technician V | | 30.27 |
| 30086 - Engineering Technician VI | | 36.63 |
| 30090 - Environmental Technician | | 19.43 |
| 30210 - Laboratory Technician | | 19.16 |
| 30240 - Mathematical Technician | | 23.74 |
| 30361 - Paralegal/Legal Assistant I | | 16.70 |
| 30362 - Paralegal/Legal Assistant II | | 21.82 |
| 30363 - Paralegal/Legal Assistant III | | 26.68 |
| 30364 - Paralegal/Legal Assistant IV | | 32.25 |
| 30390 - Photo-Optics Technician | | 23.74 |
| 30461 - Technical Writer I | | 24.59 |
| 30462 - Technical Writer II | | 30.08 |
| 30463 - Technical Writer III | | 34.17 |
| 30491 - Unexploded Ordnance (UXO) Technician I | | 22.74 |
| 30492 - Unexploded Ordnance (UXO) Technician II | | 27.51 |
| 30493 - Unexploded Ordnance (UXO) Technician III | | 32.97 |
| 30494 - Unexploded (UXO) Safety Escort | | 22.74 |
| 30495 - Unexploded (UXO) Sweep Personnel | | 22.74 |
| 30620 - Weather Observer, Combined Upper Air or | (see 2) | 21.37 |

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| Surface Programs | | |
| 30621 - Weather Observer, Senior | (see 2) | 23.74 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | | |
| 31020 - Bus Aide | | 12.95 |
| 31030 - Bus Driver | | 16.78 |
| 31043 - Driver Courier | | 13.17 |
| 31260 - Parking and Lot Attendant | | 9.64 |
| 31290 - Shuttle Bus Driver | | 14.18 |
| 31310 - Taxi Driver | | 11.35 |
| 31361 - Truck driver, Light | | 14.18 |
| 31362 - Truck driver, Medium | | 15.07 |
| 31363 - Truck driver, Heavy | | 16.69 |
| 31364 - Truck driver, Tractor-Trailer | | 16.69 |
| 99000 - Miscellaneous Occupations | | |
| 99030 - Cashier | | 9.41 |
| 99050 - Desk Clerk | | 9.68 |
| 99095 - Embalmer | | 18.80 |
| 99251 - Laboratory Animal Caretaker I | | 10.07 |
| 99252 - Laboratory Animal Caretaker II | | 10.84 |
| 99310 - Mortician | | 22.43 |
| 99410 - Pest Controller | | 15.42 |
| 99510 - Photofinishing Worker | | 11.95 |
| 99710 - Recycling Laborer | | 13.34 |
| 99711 - Recycling Specialist | | 14.83 |
| 99730 - Refuse Collector | | 12.11 |
| 99810 - Sales Clerk | | 10.86 |
| 99820 - School Crossing Guard | | 10.97 |
| 99830 - Survey Party Chief | | 18.41 |
| 99831 - Surveying Aide | | 12.83 |
| 99832 - Surveying Technician | | 15.33 |
| 99840 - Vending Machine Attendant | | 11.39 |
| 99841 - Vending Machine Repairer | | 14.08 |
| 99842 - Vending Machine Repairer Helper | | 11.39 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.27 per hour or \$170.80 per week or \$740.13 per month

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

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

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 regrading 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.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

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

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure 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.

WD 15-5303 (Rev.-1) was first posted on www.wdol.gov on 02/23/2016

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

| | | |
|-----------------------------|------------------------------------|--|
| Daniel W. Simms Director | Division of Wage Determinations | Wage Determination No.: 2015-5303 Revision No.: 1 Date Of Revision: 02/18/2016 |
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Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.15 for calendar year 2016 applies to all contracts subject to the Service Contract Act for which the solicitation was issued on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.15 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2016. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Texas

Area: Texas Counties of Edwards, Kinney, Real, Uvalde, Val Verde

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

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|----------|-------|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 13.82 |
| 01012 - Accounting Clerk II | | 15.51 |
| 01013 - Accounting Clerk III | | 17.35 |
| 01020 - Administrative Assistant | | 21.96 |
| 01035 - Court Reporter | | 22.14 |
| 01041 - Customer Service Representative I | | 10.16 |
| 01042 - Customer Service Representative II | | 11.43 |
| 01043 - Customer Service Representative III | | 12.47 |
| 01051 - Data Entry Operator I | | 11.59 |
| 01052 - Data Entry Operator II | | 12.65 |
| 01060 - Dispatcher, Motor Vehicle | | 16.11 |
| 01070 - Document Preparation Clerk | | 13.27 |
| 01090 - Duplicating Machine Operator | | 13.27 |
| 01111 - General Clerk I | | 11.26 |
| 01112 - General Clerk II | | 13.21 |
| 01113 - General Clerk III | | 15.45 |
| 01120 - Housing Referral Assistant | | 19.91 |
| 01141 - Messenger Courier | | 11.03 |
| 01191 - Order Clerk I | | 12.49 |
| 01192 - Order Clerk II | | 13.63 |
| 01261 - Personnel Assistant (Employment) I | | 17.04 |
| 01262 - Personnel Assistant (Employment) II | | 19.23 |
| 01263 - Personnel Assistant (Employment) III | | 21.26 |
| 01270 - Production Control Clerk | | 19.91 |
| 01290 - Rental Clerk | | 14.90 |
| 01300 - Scheduler, Maintenance | | 15.96 |
| 01311 - Secretary I | | 15.96 |
| 01312 - Secretary II | | 17.86 |
| 01313 - Secretary III | | 19.91 |
| 01320 - Service Order Dispatcher | | 14.26 |
| 01410 - Supply Technician | | 21.96 |

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| 01420 - Survey Worker | 16.65 |
| 01460 - Switchboard Operator/Receptionist | 11.89 |
| 01531 - Travel Clerk I | 12.19 |
| 01532 - Travel Clerk II | 12.94 |
| 01533 - Travel Clerk III | 13.60 |
| 01611 - Word Processor I | 13.33 |
| 01612 - Word Processor II | 15.96 |
| 01613 - Word Processor III | 17.86 |
| 05000 - Automotive Service Occupations | |
| 05005 - Automobile Body Repairer, Fiberglass | 18.41 |
| 05010 - Automotive Electrician | 17.75 |
| 05040 - Automotive Glass Installer | 16.77 |
| 05070 - Automotive Worker | 16.77 |
| 05110 - Mobile Equipment Servicer | 14.96 |
| 05130 - Motor Equipment Metal Mechanic | 18.68 |
| 05160 - Motor Equipment Metal Worker | 16.77 |
| 05190 - Motor Vehicle Mechanic | 18.41 |
| 05220 - Motor Vehicle Mechanic Helper | 14.17 |
| 05250 - Motor Vehicle Upholstery Worker | 15.83 |
| 05280 - Motor Vehicle Wrecker | 16.77 |
| 05310 - Painter, Automotive | 17.75 |
| 05340 - Radiator Repair Specialist | 16.77 |
| 05370 - Tire Repairer | 11.43 |
| 05400 - Transmission Repair Specialist | 18.68 |
| 07000 - Food Preparation And Service Occupations | |
| 07010 - Baker | 12.53 |
| 07041 - Cook I | 9.42 |
| 07042 - Cook II | 11.33 |
| 07070 - Dishwasher | 8.52 |
| 07130 - Food Service Worker | 8.70 |
| 07210 - Meat Cutter | 12.63 |
| 07260 - Waiter/Waitress | 8.52 |
| 09000 - Furniture Maintenance And Repair Occupations | |
| 09010 - Electrostatic Spray Painter | 15.03 |
| 09040 - Furniture Handler | 10.46 |
| 09080 - Furniture Refinisher | 15.03 |
| 09090 - Furniture Refinisher Helper | 12.00 |
| 09110 - Furniture Repairer, Minor | 13.42 |
| 09130 - Upholsterer | 15.03 |
| 11000 - General Services And Support Occupations | |
| 11030 - Cleaner, Vehicles | 9.02 |
| 11060 - Elevator Operator | 9.02 |
| 11090 - Gardener | 13.57 |
| 11122 - Housekeeping Aide | 10.53 |
| 11150 - Janitor | 10.53 |
| 11210 - Laborer, Grounds Maintenance | 11.41 |
| 11240 - Maid or Houseman | 8.83 |
| 11260 - Pruner | 10.36 |
| 11270 - Tractor Operator | 12.91 |
| 11330 - Trail Maintenance Worker | 11.41 |
| 11360 - Window Cleaner | 11.60 |
| 12000 - Health Occupations | |
| 12010 - Ambulance Driver | 15.72 |
| 12011 - Breath Alcohol Technician | 16.21 |
| 12012 - Certified Occupational Therapist Assistant | 28.34 |
| 12015 - Certified Physical Therapist Assistant | 26.24 |
| 12020 - Dental Assistant | 14.50 |
| 12025 - Dental Hygienist | 36.12 |
| 12030 - EKG Technician | 23.56 |
| 12035 - Electroneurodiagnostic Technologist | 23.56 |
| 12040 - Emergency Medical Technician | 15.72 |
| 12071 - Licensed Practical Nurse I | 15.73 |
| 12072 - Licensed Practical Nurse II | 17.60 |

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| 12073 - Licensed Practical Nurse III | 19.62 |
| 12100 - Medical Assistant | 13.01 |
| 12130 - Medical Laboratory Technician | 17.43 |
| 12160 - Medical Record Clerk | 13.61 |
| 12190 - Medical Record Technician | 14.86 |
| 12195 - Medical Transcriptionist | 15.14 |
| 12210 - Nuclear Medicine Technologist | 32.65 |
| 12221 - Nursing Assistant I | 10.42 |
| 12222 - Nursing Assistant II | 11.71 |
| 12223 - Nursing Assistant III | 12.78 |
| 12224 - Nursing Assistant IV | 14.35 |
| 12235 - Optical Dispenser | 16.43 |
| 12236 - Optical Technician | 15.73 |
| 12250 - Pharmacy Technician | 16.23 |
| 12280 - Phlebotomist | 14.35 |
| 12305 - Radiologic Technologist | 25.09 |
| 12311 - Registered Nurse I | 24.40 |
| 12312 - Registered Nurse II | 29.85 |
| 12313 - Registered Nurse II, Specialist | 29.85 |
| 12314 - Registered Nurse III | 36.11 |
| 12315 - Registered Nurse III, Anesthetist | 36.11 |
| 12316 - Registered Nurse IV | 43.28 |
| 12317 - Scheduler (Drug and Alcohol Testing) | 19.20 |
| 12320 - Substance Abuse Treatment Counselor | 19.20 |
| 13000 - Information And Arts Occupations | |
| 13011 - Exhibits Specialist I | 18.12 |
| 13012 - Exhibits Specialist II | 22.45 |
| 13013 - Exhibits Specialist III | 27.46 |
| 13041 - Illustrator I | 18.68 |
| 13042 - Illustrator II | 23.15 |
| 13043 - Illustrator III | 26.62 |
| 13047 - Librarian | 25.63 |
| 13050 - Library Aide/Clerk | 11.03 |
| 13054 - Library Information Technology Systems Administrator | 23.15 |
| 13058 - Library Technician | 14.44 |
| 13061 - Media Specialist I | 15.96 |
| 13062 - Media Specialist II | 17.86 |
| 13063 - Media Specialist III | 19.90 |
| 13071 - Photographer I | 15.72 |
| 13072 - Photographer II | 17.77 |
| 13073 - Photographer III | 20.81 |
| 13074 - Photographer IV | 23.69 |
| 13075 - Photographer V | 28.75 |
| 13090 - Technical Order Library Clerk | 12.06 |
| 13110 - Video Teleconference Technician | 16.33 |
| 14000 - Information Technology Occupations | |
| 14041 - Computer Operator I | 15.51 |
| 14042 - Computer Operator II | 17.35 |
| 14043 - Computer Operator III | 19.35 |
| 14044 - Computer Operator IV | 21.50 |
| 14045 - Computer Operator V | 23.80 |
| 14071 - Computer Programmer I | (see 1) 22.29 |
| 14072 - Computer Programmer II | (see 1) |
| 14073 - Computer Programmer III | (see 1) |
| 14074 - Computer Programmer IV | (see 1) |
| 14101 - Computer Systems Analyst I | (see 1) |
| 14102 - Computer Systems Analyst II | (see 1) |
| 14103 - Computer Systems Analyst III | (see 1) |
| 14150 - Peripheral Equipment Operator | 15.51 |
| 14160 - Personal Computer Support Technician | 21.50 |
| 14170 - System Support Specialist | 25.82 |
| 15000 - Instructional Occupations | |

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| 15010 - Aircrew Training Devices Instructor (Non-Rated) | 26.31 |
| 15020 - Aircrew Training Devices Instructor (Rated) | 31.51 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | 37.76 |
| 15050 - Computer Based Training Specialist / Instructor | 26.31 |
| 15060 - Educational Technologist | 29.55 |
| 15070 - Flight Instructor (Pilot) | 37.76 |
| 15080 - Graphic Artist | 22.57 |
| 15085 - Maintenance Test Pilot, Fixed, Jet/Prop | 36.23 |
| 15086 - Maintenance Test Pilot, Rotary Wing | 36.23 |
| 15088 - Non-Maintenance Test/Co-Pilot | 36.23 |
| 15090 - Technical Instructor | 20.82 |
| 15095 - Technical Instructor/Course Developer | 25.48 |
| 15110 - Test Proctor | 16.81 |
| 15120 - Tutor | 16.81 |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | |
| 16010 - Assembler | 8.64 |
| 16030 - Counter Attendant | 8.64 |
| 16040 - Dry Cleaner | 10.50 |
| 16070 - Finisher, Flatwork, Machine | 8.64 |
| 16090 - Presser, Hand | 8.64 |
| 16110 - Presser, Machine, Drycleaning | 8.64 |
| 16130 - Presser, Machine, Shirts | 8.64 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | 8.64 |
| 16190 - Sewing Machine Operator | 11.08 |
| 16220 - Tailor | 11.63 |
| 16250 - Washer, Machine | 9.37 |
| 19000 - Machine Tool Operation And Repair Occupations | |
| 19010 - Machine-Tool Operator (Tool Room) | 17.99 |
| 19040 - Tool And Die Maker | 21.19 |
| 21000 - Materials Handling And Packing Occupations | |
| 21020 - Forklift Operator | 12.22 |
| 21030 - Material Coordinator | 18.59 |
| 21040 - Material Expediter | 18.59 |
| 21050 - Material Handling Laborer | 10.58 |
| 21071 - Order Filler | 11.28 |
| 21080 - Production Line Worker (Food Processing) | 12.22 |
| 21110 - Shipping Packer | 12.67 |
| 21130 - Shipping/Receiving Clerk | 12.67 |
| 21140 - Store Worker I | 10.64 |
| 21150 - Stock Clerk | 14.50 |
| 21210 - Tools And Parts Attendant | 12.22 |
| 21410 - Warehouse Specialist | 12.22 |
| 23000 - Mechanics And Maintenance And Repair Occupations | |
| 23010 - Aerospace Structural Welder | 22.80 |
| 23019 - Aircraft Logs and Records Technician | 16.93 |
| 23021 - Aircraft Mechanic I | 21.55 |
| 23022 - Aircraft Mechanic II | 22.80 |
| 23023 - Aircraft Mechanic III | 24.04 |
| 23040 - Aircraft Mechanic Helper | 15.11 |
| 23050 - Aircraft, Painter | 19.34 |
| 23060 - Aircraft Servicer | 16.93 |
| 23070 - Aircraft Survival Flight Equipment Technician | 19.34 |
| 23080 - Aircraft Worker | 18.05 |
| 23091 - Aircrew Life Support Equipment (ALSE) Mechanic I | 18.05 |
| 23092 - Aircrew Life Support Equipment (ALSE) Mechanic II | 21.55 |
| 23110 - Appliance Mechanic | 18.45 |
| 23120 - Bicycle Repairer | 12.23 |
| 23125 - Cable Splicer | 21.45 |
| 23130 - Carpenter, Maintenance | 16.16 |
| 23140 - Carpet Layer | 16.54 |
| 23160 - Electrician, Maintenance | 19.55 |

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| 23181 - Electronics Technician Maintenance I | 22.32 |
| 23182 - Electronics Technician Maintenance II | 23.80 |
| 23183 - Electronics Technician Maintenance III | 25.32 |
| 23260 - Fabric Worker | 15.76 |
| 23290 - Fire Alarm System Mechanic | 19.48 |
| 23310 - Fire Extinguisher Repairer | 14.99 |
| 23311 - Fuel Distribution System Mechanic | 17.42 |
| 23312 - Fuel Distribution System Operator | 14.33 |
| 23370 - General Maintenance Worker | 15.37 |
| 23380 - Ground Support Equipment Mechanic | 21.55 |
| 23381 - Ground Support Equipment Servicer | 16.61 |
| 23382 - Ground Support Equipment Worker | 17.71 |
| 23391 - Gunsmith I | 14.99 |
| 23392 - Gunsmith II | 16.91 |
| 23393 - Gunsmith III | 19.16 |
| 23410 - Heating, Ventilation And Air-Conditioning Mechanic | 17.42 |
| 23411 - Heating, Ventilation And Air Contditiing Mechanic (Research Facility) | 18.44 |
| 23430 - Heavy Equipment Mechanic | 17.55 |
| 23440 - Heavy Equipment Operator | 17.42 |
| 23460 - Instrument Mechanic | 20.11 |
| 23465 - Laboratory/Shelter Mechanic | 18.05 |
| 23470 - Laborer | 10.03 |
| 23510 - Locksmith | 17.03 |
| 23530 - Machinery Maintenance Mechanic | 19.33 |
| 23550 - Machinist, Maintenance | 19.16 |
| 23580 - Maintenance Trades Helper | 12.21 |
| 23591 - Metrology Technician I | 20.11 |
| 23592 - Metrology Technician II | 21.29 |
| 23593 - Metrology Technician III | 22.45 |
| 23640 - Millwright | 19.61 |
| 23710 - Office Appliance Repairer | 16.68 |
| 23760 - Painter, Maintenance | 16.16 |
| 23790 - Pipefitter, Maintenance | 19.33 |
| 23810 - Plumber, Maintenance | 18.21 |
| 23820 - Pneudraulic Systems Mechanic | 19.16 |
| 23850 - Rigger | 19.16 |
| 23870 - Scale Mechanic | 16.64 |
| 23890 - Sheet-Metal Worker, Maintenance | 19.56 |
| 23910 - Small Engine Mechanic | 16.91 |
| 23931 - Telecommunications Mechanic I | 23.02 |
| 23932 - Telecommunications Mechanic II | 24.35 |
| 23950 - Telephone Lineman | 20.99 |
| 23960 - Welder, Combination, Maintenance | 18.87 |
| 23965 - Well Driller | 18.87 |
| 23970 - Woodcraft Worker | 19.16 |
| 23980 - Woodworker | 14.48 |
| 24000 - Personal Needs Occupations | |
| 24550 - Case Manager | 10.76 |
| 24570 - Child Care Attendant | 9.45 |
| 24580 - Child Care Center Clerk | 12.07 |
| 24610 - Chore Aide | 10.57 |
| 24620 - Family Readiness And Support Services Coordinator | 10.76 |
| 24630 - Homemaker | 13.69 |
| 25000 - Plant And System Operations Occupations | |
| 25010 - Boiler Tender | 19.61 |
| 25040 - Sewage Plant Operator | 16.47 |
| 25070 - Stationary Engineer | 19.61 |
| 25190 - Ventilation Equipment Tender | 13.34 |
| 25210 - Water Treatment Plant Operator | 16.43 |
| 27000 - Protective Service Occupations | |

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| 27004 - Alarm Monitor | 14.89 |
| 27007 - Baggage Inspector | 11.24 |
| 27008 - Corrections Officer | 21.15 |
| 27010 - Court Security Officer | 21.15 |
| 27030 - Detection Dog Handler | 14.37 |
| 27040 - Detention Officer | 21.15 |
| 27070 - Firefighter | 22.59 |
| 27101 - Guard I | 11.24 |
| 27102 - Guard II | 14.20 |
| 27131 - Police Officer I | 23.14 |
| 27132 - Police Officer II | 25.77 |
| 28000 - Recreation Occupations | |
| 28041 - Carnival Equipment Operator | 10.88 |
| 28042 - Carnival Equipment Repairer | 11.43 |
| 28043 - Carnival Worker | 9.08 |
| 28210 - Gate Attendant/Gate Tender | 12.51 |
| 28310 - Lifeguard | 11.05 |
| 28350 - Park Attendant (Aide) | 13.88 |
| 28510 - Recreation Aide/Health Facility Attendant | 10.13 |
| 28515 - Recreation Specialist | 14.78 |
| 28630 - Sports Official | 11.05 |
| 28690 - Swimming Pool Operator | 14.69 |
| 29000 - Stevedoring/Longshoremen Occupational Services | |
| 29010 - Blocker And Bracer | 18.90 |
| 29020 - Hatch Tender | 18.90 |
| 29030 - Line Handler | 18.90 |
| 29041 - Stevedore I | 17.63 |
| 29042 - Stevedore II | 20.19 |
| 30000 - Technical Occupations | |
| 30010 - Air Traffic Control Specialist, Center (HFO) (see 2) | 36.49 |
| 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) | 25.17 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) | 27.71 |
| 30021 - Archeological Technician I | 17.13 |
| 30022 - Archeological Technician II | 18.90 |
| 30023 - Archeological Technician III | 23.40 |
| 30030 - Cartographic Technician | 23.74 |
| 30040 - Civil Engineering Technician | 20.21 |
| 30051 - Cryogenic Technician I | 21.00 |
| 30052 - Cryogenic Technician II | 23.19 |
| 30061 - Drafter/CAD Operator I | 17.13 |
| 30062 - Drafter/CAD Operator II | 19.16 |
| 30063 - Drafter/CAD Operator III | 21.37 |
| 30064 - Drafter/CAD Operator IV | 26.29 |
| 30081 - Engineering Technician I | 15.91 |
| 30082 - Engineering Technician II | 17.86 |
| 30083 - Engineering Technician III | 19.98 |
| 30084 - Engineering Technician IV | 24.75 |
| 30085 - Engineering Technician V | 30.27 |
| 30086 - Engineering Technician VI | 36.63 |
| 30090 - Environmental Technician | 19.43 |
| 30095 - Evidence Control Specialist | 21.82 |
| 30210 - Laboratory Technician | 19.16 |
| 30221 - Latent Fingerprint Technician I | 21.00 |
| 30222 - Latent Fingerprint Technician II | 23.19 |
| 30240 - Mathematical Technician | 23.74 |
| 30361 - Paralegal/Legal Assistant I | 16.70 |
| 30362 - Paralegal/Legal Assistant II | 21.82 |
| 30363 - Paralegal/Legal Assistant III | 26.68 |
| 30364 - Paralegal/Legal Assistant IV | 32.25 |
| 30375 - Petroleum Supply Specialist | 23.19 |
| 30390 - Photo-Optics Technician | 23.74 |
| 30395 - Radiation Control Technician | 23.19 |
| 30461 - Technical Writer I | 24.59 |

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| 30462 - Technical Writer II | 30.08 |
| 30463 - Technical Writer III | 34.17 |
| 30491 - Unexploded Ordnance (UXO) Technician I | 23.19 |
| 30492 - Unexploded Ordnance (UXO) Technician II | 28.06 |
| 30493 - Unexploded Ordnance (UXO) Technician III | 33.63 |
| 30494 - Unexploded (UXO) Safety Escort | 23.19 |
| 30495 - Unexploded (UXO) Sweep Personnel | 23.19 |
| 30501 - Weather Forecaster I | 26.29 |
| 30502 - Weather Forecaster II | 25.54 |
| 30620 - Weather Observer, Combined Upper Air Or (see 2) | 21.37 |
| Surface Programs | |
| 30621 - Weather Observer, Senior (see 2) | 23.74 |
| 31000 - Transportation/Mobile Equipment Operation Occupations | |
| 31010 - Airplane Pilot | 28.06 |
| 31020 - Bus Aide | 12.95 |
| 31030 - Bus Driver | 16.78 |
| 31043 - Driver Courier | 13.17 |
| 31260 - Parking and Lot Attendant | 10.56 |
| 31290 - Shuttle Bus Driver | 14.18 |
| 31310 - Taxi Driver | 11.35 |
| 31361 - Truckdriver, Light | 14.18 |
| 31362 - Truckdriver, Medium | 15.07 |
| 31363 - Truckdriver, Heavy | 17.87 |
| 31364 - Truckdriver, Tractor-Trailer | 17.87 |
| 99000 - Miscellaneous Occupations | |
| 99020 - Cabin Safety Specialist | 13.68 |
| 99030 - Cashier | 9.41 |
| 99050 - Desk Clerk | 9.68 |
| 99095 - Embalmer | 20.68 |
| 99130 - Flight Follower | 23.19 |
| 99251 - Laboratory Animal Caretaker I | 11.08 |
| 99252 - Laboratory Animal Caretaker II | 11.92 |
| 99260 - Marketing Analyst | 32.61 |
| 99310 - Mortician | 23.19 |
| 99410 - Pest Controller | 15.42 |
| 99510 - Photofinishing Worker | 12.19 |
| 99710 - Recycling Laborer | 13.34 |
| 99711 - Recycling Specialist | 14.98 |
| 99730 - Refuse Collector | 12.11 |
| 99810 - Sales Clerk | 10.86 |
| 99820 - School Crossing Guard | 10.97 |
| 99830 - Survey Party Chief | 18.41 |
| 99831 - Surveying Aide | 12.83 |
| 99832 - Surveying Technician | 15.33 |
| 99840 - Vending Machine Attendant | 12.53 |
| 99841 - Vending Machine Repairer | 15.49 |
| 99842 - Vending Machine Repairer Helper | 12.53 |

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.27 per hour or \$170.80 per week or \$740.13 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

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

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

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

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

- (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;
- (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;
- (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or
- (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

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

**** HAZARDOUS PAY DIFFERENTIAL ****

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

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

and cleaning of artillery ranges.

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

**** UNIFORM ALLOWANCE ****

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost); reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

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

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

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

Conformance Process:

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

date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

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

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