

AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT			1. CONTRACT ID CODE		PAGE OF PAGES 1 1		
2. AMENDMENT/MODIFICATION NO. A00008		3. EFFECTIVE DATE See Block 16C		4. REQUISITION / PURCHASE REQ. NO.		PROJECT NO. (If Applicable)	
6. ISSUED BY Federal Bureau of Prisons Residential Reentry Contracting Office 320 First Street NW, Room 901-5 Washington, D.C. 20534			CODE		7. ADMINISTERED BY (If other than Item 6)		CODE
8. NAME AND ADDRESS OF CONTRACTOR (No., street, county, State and ZIP Code)				(√)		9A. AMENDMENT OF SOLICITATION NO	
				√		RFP 15BRRC25R00000018	
						9B. DATED (See Item 11) 02/28/2025	
						10A. MODIFICATION OF CONTRACT/ORDER NO.	
CODE		FACILITY CODE				10B. DATED (See Item 13)	

11. THIS ITEM ONLY APPLIES TO AMENDMENTS OF SOLICITATIONS

☒ The above number solicitation is amended as set forth in Item 14. The hour and date specified for receipt of Offers ☒ is extended, ☐ is not extended. Offers must acknowledge receipt of this amendment prior to the hour and date specified in the solicitation or as amended, by one of the following methods.

(a) By completing Items 8 and 15 and returning 1 copy of the amendment; (b) By acknowledging receipt of this amendment on each copy of the offer submitted; or (c) By separate letter or telegram which includes a reference to the solicitation and amendment numbers. FAILURE OF YOUR ACKNOWLEDGMENT TO BE RECEIVED AT THE PLACE DESIGNATED FOR THE RECEIPT OF OFFERS PRIOR TO THE HOUR AND DATE SPECIFIED MAY RESULT IN REJECTION OF YOUR OFFER. If by virtue of this amendment you desire to change an offer already submitted, such change may be made by telegram or letter, provided each telegram or letter makes reference to the solicitation and this amendment, and is received prior to the opening hour and date specified.

12. ACCOUNTING AND APPROPRIATION DATA (If required)

13. THIS ITEM APPLIES ONLY TO MODIFICATIONS OR CONTRACTS/ORDERS, IT MODIFIES THE CONTRACT/ORDER NO. AS DESCRIBED IN ITEM 14.

	A. THE CHANGE ORDER IS ISSUED PURSUANT TO: (Specify Authority) THE CHANGES SET FORTH IN ITEM 14 ARE MADE IN THE CONTRACT ORDER NO. IN ITEM 10A.
X	B. THE ABOVE NUMBERED CONTRACT/ORDER IS MODIFIED TO REFLECT THE ADMINISTRATIVE CHANGES (such as changes in paying office, appropriation data, etc.) SET FORTH IN ITEM 14, PURSUANT TO THE AUTHORITY OF FAR 43.103(b).
	C. THIS SUPPLEMENTAL AGREEMENT IS ENTERED INTO PURSUANT TO AUTHORITY OF:
	D. OTHER (Specify type of modification and authority)

E. IMPORTANT: Contractor ☐ is not ☒ is required to sign this document and return 1 copies to the issuing office.

14. DESCRIPTION OF AMENDMENT/MODIFICATION (Organized by UCF section headings, including solicitation/contract subject matter where feasible).

The amendment (# 08) notifies prospective offerors the proposal due date has been revised and extended as follows:

- FROM: Tuesday, February 20. 2026
TO: **Tuesday, April 21, 2026** no later than 2:00 Eastern Time.
- Incorporate the updated Department of Labor Wage Determination 2015-4269 Rev 31 and 2015-4281 rev 35
- Make the following changes to the below clauses and provisions:

Except as provided herein, all items and conditions of the document referenced in item 9A or 10A, as heretofore changed, remains unchanged and in full force and effect.

15A. NAME AND TITLE OF SIGNER (Type or print)		16A. NAME AND TITLE OF CONTRACTING OFFICER (Type or print) Tana Jankowiak	
15B. CONTRACTOR/OFFEROR <u>(Signature of person authorized to sign)</u>	15C. DATE SIGNED	16B. UNITED STATES OF AMERICA BY <u>//s//</u> (Signature of Contracting Officer)	16C. DATE SIGNED 02/18/2026

PREVIOUS EDITION UNUSABLE

STANDARD FORM 30 (REV. 11/2016)
Prescribed by GSA FAR (48 CFR) 53.243

AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT - Continuation			1. CONTRACT ID CODE RFP 15BRRRC25R00000018		PAGE OF PAGES 2 3	
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14. DESCRIPTION OF AMENDMENT/MODIFICATION (Organized by UCF section headings, including solicitation/contract subject matter where feasible).

3. Make the following changes to the below clauses and provisions:

The following clauses and provisions are **deleted** in their entirety from the solicitation:

52.204-8 Annual Representations and Certifications (Jan 2025) (DEVIATION FEB 2025)
52.204-18 Commercial and Government Entity Code Maintenance (Aug 2020)
52.204-21 Basic Safeguarding of Covered Contractor Information Systems (Nov 2021)
52.204-22 Alternative Line Item Proposal (Jan 2017)
52.204-23 Prohibition on Contracting for Hardware, Software, and Services Developed by Kaspersky Lab Covered Entities (Dec 2023)
52.204-24 Representation Regarding Certain Telecommunications and Video Surveillance Services or Equipment (Nov 2021)
52.204-25 Prohibition on Contracting for Certain Telecommunications and Video Surveillance Services or Equipment (Nov 2021)
52.204-27 Prohibition on a ByteDance Covered Application (Jun 2023)
52.204-29 Federal Acquisition Supply Chain Security Act Orders – Representation and Disclosures (Dec 2023)
52.222-21 Prohibition of Segregated Facilities (Apr 2015)
52.222-26 Equal Opportunity (Sept 2016)
52.225-13 Restrictions on Certain Foreign Purchases (Feb 2021)

The following clauses and provisions have been **updated**:

52.204-7 (DEV) System for Award Management – Registration (Nov 2024) (DEVIATION NOV 2025)
52.204-10 (DEV) Reporting Executive Compensation and First-Tier Subcontract Award (Jun 2020) (DEVIATION NOV 2025)
52.204-13 (DEV) System for Award Management-Maintenance (Oct 2018) (DEVIATION NOV 2025)
52.204-15 (DEV) Service Contract Reporting Requirements for Indefinite-Delivery Contracts (Oct 2016) (DEVIATION NOV 2025)
52.209-6 (DEV) Protecting the Government's Interest When Subcontracting with Contractors Debarred, Suspended, Proposed for Debarment, or Voluntarily Excluded (Jan 2025) (DEVIATION NOV 2025)
52.209-7 (DEV) Information Regarding Responsibility Matters (Oct 2018) (DEVIATION NOV 2025)
52.209-10 (DEV) Market Research (Nov 2021) (DEVIATION JUL 2025)
52.209-13 (DEV) Violation of Arms Control Treaties or Agreements—Certifications (NOV 2021) (DEVIATION NOV 2025)
52.215-1 (DEV) Instructions to Offerors-Competitive Acquisition (Nov 2021) (DEVIATION DEC 2025)
52.215-2 (DEV) Audit and Records-Negotiation (Jun 2020) (DEVIATION DEC 2025)
52.215-8 (DEV) Order of Precedence – Uniform Contract Format (Oct 1997) (DEVIATION DEC 2025)
52.215-11 (DEV) Price Reduction for Defective Certified Cost or Pricing Data-Modifications (Jun 2020) (DEVIATION DEC 2025)
52.215-13 (DEV) Subcontractor Certified Cost of Pricing Data-Modifications (Jun 2020) (DEVIATION DEC 2025)
52.215-15 (DEV) Pension Adjustments and Asset Reversions (Oct 2010) (DEVIATION DEC 2010)
52.215-18 (DEV) Reversion or Adjustment of Plans for Postretirement Benefits (PRB) Other than Pensions (July 2005) (DEVIATIONS Dec 2025)
52.215-19 (DEV) Notification of Ownership Changes (Oct 1997) (DEVIATION DEC 2025)
52.215-21 (DEV) Requirements for Certified Cost or Pricing Data and Data Other Than Certified Cost or Pricing Data-Modifications (Nov 2021) (DEVIATION DEC 2025)
52.216-1 (DEV) Type of Contract (Apr 1984) (DEVIATION DEC 2025)
52.217-5 (DEV) Evaluation of Options (July 1990) (DEVIATION Aug 2025)
52.216-22 (DEV) Indefinite Quantity (Oct 1995) (DEVIATION DEC 2025)
52.219-4 (DEV) Notice of Price Evaluation Preference for HUBZone Small Business Concerns (Oct 2022) (DEVIATION DEC 2025)
52.219-8 (DEV) Utilization of Small Business Concerns (Jan 2025) (DEVIATION DEC 2025)
52.219-9 Alt II (DEV) Small Business Subcontracting Plan (Jan 2025) – Alternate II (Nov 2016) (DEVIATION DEC 2025)
52.219-16 (DEV) Liquidated Damages – Subcontracting Plan (Sep 2021) (DEVIATION DEC 2025)
52.219-18 (DEV) Postaward Small Business Program Representation (Jan 2025) (DEVIATION DEC 2025)
52.222-1 (DEV) Notice to the Government of Labor Disputes (FEB 1997) (DEVIATION DEC 2025)
52.222-3 (DEV) Convict Labor (June 2003) (DEVIATION DEC 2025)
52.222-4 (DEV) Contract Work Hours and Safety Standards-Overtime Compensation (May 2018) (DEVIATION DEC 2025)
52.222-35 (DEV) Equal Opportunity for Veterans (Jun 2020) (DEVIATION DEC 2025)
52.222-36 (DEV) Equal Opportunity for Workers with Disabilities (Jun 2020) (DEVIATION DEC 2025)
52.222-37 (DEV) Employment Reports on Veterans (Jun 2020) (DEVIATION DEC 2025)

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52.222-40 (DEV) Notification of Employee Rights Under the National Labor Relations Act (Dec 2010) (DEVIATION DEC 2025)
 52.222-41 (DEV) Service Contract Labor Standards (Aug 2018) (DEVIATION DEC 2025)
 52.222-43 (DEV) Fair Labor Standards Act and Service Contract Labor Standards-Price Adjustment (Multiple Year and Option Contracts) (Aug 2018) (DEVIATION DEC 2025)
 52.222-50 (DEV) Combating Trafficking in Persons (Oct 2025) (DEVIATION DEC 2025)
 52.222-54 (DEV) Employment Eligibility Verification (Jan 2025) (DEVIATION DEC 2025)
 52.222-55 (DEV) Minimum Wage for Contractor Workers Under Executive Order 14026 (Jan 2022) (Deviation Dec 2025)
 52.222-62 (DEV) Paid Sick Leave Under Executive Order 13706 (Jan 2022) (Deviation Dec 2025)
 52.229-3 (DEV) Federal, State, and Local Taxes (Feb 2013) (DEVIATION AUG 2025)
 52.233-1 Alt I (DEV) Disputes (May 2014) – Alternate I (Dec 1991) (DEVIATION NOV 2025)
 52.233-2 (DEV) Service of Protest (Sep 2026) (DEVIATION NOV 2025)
 52.233-3 (DEV) Protest after Award (Aug 1996) (DEVIATION NOV 2025)
 52.233-4 (DEV) Applicable Law for Breach of Contract Claim (Oct 2004) (DEVIATION NOV 2025)
 52.243-1 Alt I (DEV) Changes-Fixed-Price (Aug 1987) – Alternate I (Apr 1984) (DEVIATION JUL 2025)
 52.244-6 (DEV) Subcontracts for Commercial Products and Commercial Services (JAN 2025) (DEVIATION FEB 2025)
 52.253-1 (DEV) Computer Generated Forms (Jan 1991) (DEVIATION NOV 2025)

The following clauses and provisions have been **added**:

52.226-7 Drug-Free Workplace (May 2024)
 52.226-8 Encouraging Contractor Policies To Ban Text Messaging While Driving (May 2024)
 52.240-90 (DEV) Security Prohibitions and Exclusions Representations and Certifications (DEVIATION NOV 2025)
 52.240-91 (DEV) Security Prohibitions and Exclusions (DEVIATION NOV 2025)
 52.240-93 (DEV) Basic Safeguarding of Covered Contractor Information Systems (DEVIATION NOV 2025)
 52.252-6 Authorized Deviations in Clauses (Nov 2020)
 BOP DOJ-05 DEVIATION BOP-05 Security of Department Information and Systems (January 2025) *Contractor must fill out the Federal Bureau of Prisons Vendor Cybersecurity Attestation Form – See Attached*

BOP DOJ-05 DEVIATION BOP-05 Security of Department Information and Systems (January 2025)

The vendor is required to complete Attachment **[FBOP Proposed Attestation]**, *Federal Bureau of Prisons Vendor Cybersecurity Attestation Form*, addressing the security measures they rely upon to protect any DOJ Information and/or DOJ Information Systems for which they come into contact within the course of performing services under contract/agreement with DOJ.

The vendor shall submit the *Federal Bureau of Prisons Vendor Cybersecurity Attestation Form*, along with supporting documentation, at the time of solicitation response, annually, and when significant changes to the provided services, operating environment, or data processed occur.

[FBOP Proposed Attestation]



[BOP RRC, CMS & Credit Reporting Contracts: To Address ATU concerns]

The vendor affirms that they have security controls in place to protect DOJ information when that data is being stored, transmitted, processed, or displayed on the vendor's information technologies. Applicable security controls include certifications indicating compliance with: state licensure requirements, SOC 2, ISO 27001, Payment Card Industry, HIPAA as applicable or other environment certifications that would be applicable (to be specified by the vendor). **Vendor has attached documentation of said certifications as part of this affirmation.**

The vendor affirms that internal controls are in place to identify and remediate vulnerabilities within any IT system in which DOJ information is stored and that DOJ data will be stored exclusively within the boundaries of the United States and that only US citizens have access to DOJ's data. The vendor affirms that any DOJ information made available to vendor under this contract shall be used only for the purpose of performance of this contract and shall not be divulged or made known in any manner to any persons except as may be necessary in the performance of this contract. The vendor shall neither reproduce nor release such information to any third-party at any time, including during or after performance of the contract, without prior written permission of the CO or COR.

The vendor agrees to report any actual or suspected breach of DOJ Information within one hour of discovery of an actual breach, and within 24 hours of a suspected breach if vendor has not yet been able to determine whether a breach has occurred. A "breach" is an incident or occurrence that involves the loss of control, compromise, unauthorized disclosure, unauthorized acquisition, or any similar occurrence where: (1) a person other than an authorized user accesses or potentially accesses DOJ Information or (2) an authorized user accesses or potentially accesses DOJ Information for an other than authorized purpose. The report of a breach must be made to the CO or COR; if neither can be reached, the vendor must report the breach to the DOJ Security Operations Center (jsoc@usdoj.gov, 202-357-7000) and FBOP's Information Security Program Office; the COR; and the Contracting Officer within one (1) hour of the initial discovery. The vendor should not disclose any details of the potential or confirmed breach to any individual not involved in responding to the breach. The vendor agrees to cooperate with DOJ's inquiry into the incident and efforts to minimize risks to DOJ or individuals. Such cooperation includes, but is not limited to, providing to DOJ full access to any facility and/or Information System affected or potentially affected the breach or potential breach, and to undertake any and all response actions DOJ determines are required to ensure the protection of DOJ Information, including providing all requested images, log files, and event information to facilitate rapid resolution of sensitive information incidents. The vendor further agrees that it shall be responsible for all costs and related resource allocations that DOJ deems required for all such response activities related to any breach.

A. Vendor Information Types Questions

Yes	No	N/A	Description
☐	☐	☐	Is the data sensitive (as defined by NIST)?
☐	☐	☐	Does the data contain Personally Identifiable Information (PII)?
☐	☐	☐	Does the data contain Federal Tax Information (FTI)?
☐	☐	☐	Does the data contain Protected Health Information (PHI)?
☐	☐	☐	Does the data contain other Limited Official Use Information: ☐ Legal Privilege ☐ Legal Strategy ☐ Grand Jury ☐ Title III Information ☐ Protected Materials ☐ Privacy Act ☐ Procurement Sensitive ☐ Intellectual Property ☐ Law Enforcement Sensitive ☐ Infrastructure Sensitive
☐	☐	☐	Approximately how many records will be transmitted to the vendor during the contract period?

B. Vendor Information Security Questions

Yes	No	N/A	Description
☐	☐	☐	Is Multi Factor Authentication (MFA) used to access DOJ data?
			Describe implementation: Explain N/A:
☐	☐	☐	Is the principle of least privilege employed for access management?
			Describe implementation: Explain N/A:
☐	☐	☐	Is sensitive data encrypted at rest and/or in transit (e.g., sensitive Personally Identifiable Information (PII), Federal Tax Information (FTI), health information (HIPAA))?
			Describe implementation: Explain N/A:
☐	☐	☐	Do portable devices require mobile device management tools before allowing access to corporate data, including email?
			Describe implementation: Explain N/A:
☐	☐	☐	Is there a formal cyber security program which includes policy enforcement?
			Describe implementation: Explain N/A:
☐	☐	☐	Are routine vulnerability scans of all system assets and endpoints performed?

Yes	No	N/A	Description
			Describe implementation: Explain N/A:
☐	☐	☐	Are internal and external penetration tests conducted?
			Describe implementation: Explain N/A:
☐	☐	☐	Are known vulnerabilities mitigated or remediated within 30 for critical and high risk, and 90 days for medium risks?
			Describe implementation: Explain N/A: - o Critical Patch - to be installed within 30 days or sooner if possible - o High Risk Patch - to be installed within 60 days or sooner if possible - o Medium Risk Patch - to be installed within 90 days or sooner if possible - o Low Risk Patch - to be installed within the normal patching rotation, but within at least a year.
☐	☐	☐	Are monitoring services employed which will notify resources as needed 24x7x365 to support incident response?
			Describe implementation: Explain N/A:
☐	☐	☐	If sub-contractors are used, describe questionnaire and other requirements of sub-contractors: Describe implementation: Explain N/A:

C. Data Owners

Role	Responsible Party	Responsibilities
Data Steward		Entity who is responsible for the categorization, protection, usage, and quality of the data.
Data Steward		Entity who is responsible for the confidentiality, integrity, and availability of the data on a day-to-day basis.
Data Steward		Entity who is responsible for the confidentiality, integrity, and availability of data on a day-to-day basis.

D. Vendor Signature

	As the vendor representative, I attest that the information in sections A and B are accurate, and I accept the responsibility of protecting and ensuring the confidentiality, integrity, and availability of DOJ data on a day-to-day basis when it is on the vendor or subcontracted vendor networks.
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RFP 15BRRC25R00000018

RRC In-House services MALE only and home confinement services. Facility to be located in the Washington, DC area, within either: the city limits of Washington, DC; Montgomery County, Maryland; Prince George's County, Maryland; Arlington County, Virginia; or Fairfax County, Virginia.

The following Wage Determinations have been updated and posted on SAM.GOV:

- WD 2015-4269 Rev 31, Dec 3, 2025
- WD 2015-4281 Rev 35, Dec 3, 2025

"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.: 2015-4269 Revision No.: 31 Date Of Last Revision: 12/03/2025

State: Maryland

Area: Maryland Counties of Frederick, Montgomery

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		21.83
01012 - Accounting Clerk II		24.50
01013 - Accounting Clerk III		27.41
01020 - Administrative Assistant		39.97
01035 - Court Reporter		29.26
01041 - Customer Service Representative I		17.59
01042 - Customer Service Representative II		19.19
01043 - Customer Service Representative III		21.54
01051 - Data Entry Operator I		19.11
01052 - Data Entry Operator II		20.85
01060 - Dispatcher, Motor Vehicle		25.71
01070 - Document Preparation Clerk		21.07
01090 - Duplicating Machine Operator		21.07
01111 - General Clerk I		20.12
01112 - General Clerk II		21.96
01113 - General Clerk III		24.65
01120 - Housing Referral Assistant		26.61
01141 - Messenger Courier		22.01
01191 - Order Clerk I		20.25
01192 - Order Clerk II		22.10
01261 - Personnel Assistant (Employment) I		22.42
01262 - Personnel Assistant (Employment) II		25.08
01263 - Personnel Assistant (Employment) III		27.95
01270 - Production Control Clerk		28.45
01290 - Rental Clerk		21.83
01300 - Scheduler, Maintenance		21.33
01311 - Secretary I		21.33
01312 - Secretary II		23.86
01313 - Secretary III		26.61
01320 - Service Order Dispatcher		22.98
01410 - Supply Technician		39.97
01420 - Survey Worker		22.94
01460 - Switchboard Operator/Receptionist		19.12
01531 - Travel Clerk I		22.65
01532 - Travel Clerk II		24.70
01533 - Travel Clerk III		26.66
01611 - Word Processor I		18.97
01612 - Word Processor II		21.29
01613 - Word Processor III		23.81
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		29.42
05010 - Automotive Electrician		28.76

05040 - Automotive Glass Installer	27.09
05070 - Automotive Worker	27.09
05110 - Mobile Equipment Servicer	23.30
05130 - Motor Equipment Metal Mechanic	30.28
05160 - Motor Equipment Metal Worker	27.09
05190 - Motor Vehicle Mechanic	30.28
05220 - Motor Vehicle Mechanic Helper	21.32
05250 - Motor Vehicle Upholstery Worker	25.28
05280 - Motor Vehicle Wrecker	27.09
05310 - Painter, Automotive	28.76
05340 - Radiator Repair Specialist	27.09
05370 - Tire Repairer	21.12
05400 - Transmission Repair Specialist	30.28
07000 - Food Preparation And Service Occupations	
07010 - Baker	17.87
07041 - Cook I	20.40
07042 - Cook II	23.72
07070 - Dishwasher	17.70
07130 - Food Service Worker	17.41
07210 - Meat Cutter	22.13
07260 - Waiter/Waitress	18.48
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	28.23
09040 - Furniture Handler	15.47
09080 - Furniture Refinisher	24.81
09090 - Furniture Refinisher Helper	18.38
09110 - Furniture Repairer, Minor	21.80
09130 - Upholsterer	21.85
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	17.68
11060 - Elevator Operator	17.84
11090 - Gardener	25.16
11122 - Housekeeping Aide	17.84
11150 - Janitor	17.84
11210 - Laborer, Grounds Maintenance	19.16
11240 - Maid or Houseman	17.70
11260 - Pruner	18.28
11270 - Tractor Operator	23.02
11330 - Trail Maintenance Worker	19.16
11360 - Window Cleaner	18.70
12000 - Health Occupations	
12010 - Ambulance Driver	24.09
12011 - Breath Alcohol Technician	31.01
12012 - Certified Occupational Therapist Assistant	40.02
12015 - Certified Physical Therapist Assistant	36.67
12020 - Dental Assistant	23.78
12025 - Dental Hygienist	52.41
12030 - EKG Technician	45.58
12035 - Electroneurodiagnostic Technologist	45.58
12040 - Emergency Medical Technician	24.09
12071 - Licensed Practical Nurse I	27.72
12072 - Licensed Practical Nurse II	31.01
12073 - Licensed Practical Nurse III	34.57
12100 - Medical Assistant	22.48
12130 - Medical Laboratory Technician	34.27
12160 - Medical Record Clerk	25.58
12190 - Medical Record Technician	28.61
12195 - Medical Transcriptionist	20.72
12210 - Nuclear Medicine Technologist	49.45
12221 - Nursing Assistant I	15.11
12222 - Nursing Assistant II	17.01
12223 - Nursing Assistant III	18.56
12224 - Nursing Assistant IV	20.83
12235 - Optical Dispenser	28.14
12236 - Optical Technician	23.99

12250 - Pharmacy Technician	21.90
12280 - Phlebotomist	23.72
12305 - Radiologic Technologist	41.51
12311 - Registered Nurse I	31.84
12312 - Registered Nurse II	38.95
12313 - Registered Nurse II, Specialist	38.95
12314 - Registered Nurse III	47.12
12315 - Registered Nurse III, Anesthetist	47.12
12316 - Registered Nurse IV	56.48
12317 - Scheduler (Drug and Alcohol Testing)	38.42
12320 - Substance Abuse Treatment Counselor	30.37
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	24.30
13012 - Exhibits Specialist II	30.10
13013 - Exhibits Specialist III	36.82
13041 - Illustrator I	25.90
13042 - Illustrator II	32.08
13043 - Illustrator III	39.23
13047 - Librarian	43.76
13050 - Library Aide/Clerk	20.28
13054 - Library Information Technology Systems Administrator	39.51
13058 - Library Technician	24.49
13061 - Media Specialist I	28.52
13062 - Media Specialist II	31.90
13063 - Media Specialist III	35.55
13071 - Photographer I	24.22
13072 - Photographer II	27.09
13073 - Photographer III	33.55
13074 - Photographer IV	41.04
13075 - Photographer V	49.65
13090 - Technical Order Library Clerk	25.44
13110 - Video Teleconference Technician	30.84
14000 - Information Technology Occupations	
14041 - Computer Operator I	27.25
14042 - Computer Operator II	30.48
14043 - Computer Operator III	33.99
14044 - Computer Operator IV	37.76
14045 - Computer Operator V	41.82
14071 - Computer Programmer I	(see 1)
14072 - Computer Programmer II	(see 1)
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment Operator	27.25
14160 - Personal Computer Support Technician	37.76
14170 - System Support Specialist	41.82
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	41.82
15020 - Aircrew Training Devices Instructor (Rated)	50.59
15030 - Air Crew Training Devices Instructor (Pilot)	60.66
15050 - Computer Based Training Specialist / Instructor	41.82
15060 - Educational Technologist	48.91
15070 - Flight Instructor (Pilot)	60.66
15080 - Graphic Artist	39.60
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	60.66
15086 - Maintenance Test Pilot, Rotary Wing	60.66
15088 - Non-Maintenance Test/Co-Pilot	60.66
15090 - Technical Instructor	32.56
15095 - Technical Instructor/Course Developer	39.83
15110 - Test Proctor	26.28
15120 - Tutor	26.28
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	

16010 - Assembler	20.03
16030 - Counter Attendant	20.03
16040 - Dry Cleaner	22.90
16070 - Finisher, Flatwork, Machine	20.03
16090 - Presser, Hand	20.03
16110 - Presser, Machine, Drycleaning	20.03
16130 - Presser, Machine, Shirts	20.03
16160 - Presser, Machine, Wearing Apparel, Laundry	20.03
16190 - Sewing Machine Operator	23.86
16220 - Tailor	24.82
16250 - Washer, Machine	20.99
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	31.46
19040 - Tool And Die Maker	38.21
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	24.07
21030 - Material Coordinator	28.45
21040 - Material Expediter	28.45
21050 - Material Handling Laborer	19.81
21071 - Order Filler	18.01
21080 - Production Line Worker (Food Processing)	24.07
21110 - Shipping Packer	21.99
21130 - Shipping/Receiving Clerk	21.99
21140 - Store Worker I	19.08
21150 - Stock Clerk	22.91
21210 - Tools And Parts Attendant	24.07
21410 - Warehouse Specialist	24.07
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	46.69
23019 - Aircraft Logs and Records Technician	37.02
23021 - Aircraft Mechanic I	44.33
23022 - Aircraft Mechanic II	46.69
23023 - Aircraft Mechanic III	48.97
23040 - Aircraft Mechanic Helper	31.21
23050 - Aircraft, Painter	42.10
23060 - Aircraft Servicer	37.02
23070 - Aircraft Survival Flight Equipment Technician	42.10
23080 - Aircraft Worker	39.66
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	39.66
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	44.33
23110 - Appliance Mechanic	28.49
23120 - Bicycle Repairer	20.03
23125 - Cable Splicer	43.10
23130 - Carpenter, Maintenance	28.58
23140 - Carpet Layer	24.79
23160 - Electrician, Maintenance	36.28
23181 - Electronics Technician Maintenance I	35.18
23182 - Electronics Technician Maintenance II	37.35
23183 - Electronics Technician Maintenance III	39.32
23260 - Fabric Worker	29.06
23290 - Fire Alarm System Mechanic	31.36
23310 - Fire Extinguisher Repairer	26.78
23311 - Fuel Distribution System Mechanic	37.07
23312 - Fuel Distribution System Operator	28.53
23370 - General Maintenance Worker	26.68
23380 - Ground Support Equipment Mechanic	44.33
23381 - Ground Support Equipment Servicer	37.02
23382 - Ground Support Equipment Worker	39.66
23391 - Gunsmith I	26.78
23392 - Gunsmith II	31.14
23393 - Gunsmith III	34.80
23410 - Heating, Ventilation And Air-Conditioning Mechanic	34.66

23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	36.51
23430 - Heavy Equipment Mechanic	34.05
23440 - Heavy Equipment Operator	29.25
23460 - Instrument Mechanic	37.03
23465 - Laboratory/Shelter Mechanic	33.05
23470 - Laborer	19.81
23510 - Locksmith	32.35
23530 - Machinery Maintenance Mechanic	33.73
23550 - Machinist, Maintenance	34.32
23580 - Maintenance Trades Helper	20.27
23591 - Metrology Technician I	37.03
23592 - Metrology Technician II	39.00
23593 - Metrology Technician III	40.91
23640 - Millwright	29.89
23710 - Office Appliance Repairer	24.28
23760 - Painter, Maintenance	24.00
23790 - Pipefitter, Maintenance	33.08
23810 - Plumber, Maintenance	31.42
23820 - Pneudraulic Systems Mechanic	34.80
23850 - Rigger	34.14
23870 - Scale Mechanic	31.14
23890 - Sheet-Metal Worker, Maintenance	30.59
23910 - Small Engine Mechanic	24.79
23931 - Telecommunications Mechanic I	37.06
23932 - Telecommunications Mechanic II	39.03
23950 - Telephone Lineman	45.15
23960 - Welder, Combination, Maintenance	28.87
23965 - Well Driller	32.07
23970 - Woodcraft Worker	34.80
23980 - Woodworker	26.78
24000 - Personal Needs Occupations	
24550 - Case Manager	23.07
24570 - Child Care Attendant	17.20
24580 - Child Care Center Clerk	21.46
24610 - Chore Aide	17.91
24620 - Family Readiness And Support Services Coordinator	23.07
24630 - Homemaker	23.07
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	42.88
25040 - Sewage Plant Operator	32.51
25070 - Stationary Engineer	42.88
25190 - Ventilation Equipment Tender	30.19
25210 - Water Treatment Plant Operator	32.51
27000 - Protective Service Occupations	
27004 - Alarm Monitor	29.26
27007 - Baggage Inspector	20.31
27008 - Corrections Officer	33.19
27010 - Court Security Officer	32.91
27030 - Detection Dog Handler	22.72
27040 - Detention Officer	33.19
27070 - Firefighter	32.62
27101 - Guard I	20.31
27102 - Guard II	22.72
27131 - Police Officer I	36.09
27132 - Police Officer II	40.11
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	21.74
28042 - Carnival Equipment Repairer	23.76
28043 - Carnival Worker	17.22
28210 - Gate Attendant/Gate Tender	21.78
28310 - Lifeguard	16.92
28350 - Park Attendant (Aide)	24.36
28510 - Recreation Aide/Health Facility Attendant	17.78

28515 - Recreation Specialist	30.17
28630 - Sports Official	19.40
28690 - Swimming Pool Operator	27.63
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	35.81
29020 - Hatch Tender	35.81
29030 - Line Handler	35.81
29041 - Stevedore I	33.42
29042 - Stevedore II	38.01
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	52.72
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	36.35
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	40.04
30021 - Archeological Technician I	24.14
30022 - Archeological Technician II	27.00
30023 - Archeological Technician III	33.44
30030 - Cartographic Technician	33.44
30040 - Civil Engineering Technician	41.58
30051 - Cryogenic Technician I	37.04
30052 - Cryogenic Technician II	40.90
30061 - Drafter/CAD Operator I	24.14
30062 - Drafter/CAD Operator II	27.00
30063 - Drafter/CAD Operator III	30.09
30064 - Drafter/CAD Operator IV	37.04
30081 - Engineering Technician I	22.92
30082 - Engineering Technician II	25.72
30083 - Engineering Technician III	28.79
30084 - Engineering Technician IV	35.64
30085 - Engineering Technician V	43.61
30086 - Engineering Technician VI	52.76
30090 - Environmental Technician	31.79
30095 - Evidence Control Specialist	33.44
30210 - Laboratory Technician	29.01
30221 - Latent Fingerprint Technician I	37.63
30222 - Latent Fingerprint Technician II	41.56
30240 - Mathematical Technician	42.36
30361 - Paralegal/Legal Assistant I	25.58
30362 - Paralegal/Legal Assistant II	31.69
30363 - Paralegal/Legal Assistant III	38.77
30364 - Paralegal/Legal Assistant IV	46.90
30375 - Petroleum Supply Specialist	40.90
30390 - Photo-Optics Technician	33.44
30395 - Radiation Control Technician	40.90
30461 - Technical Writer I	31.78
30462 - Technical Writer II	38.87
30463 - Technical Writer III	47.03
30491 - Unexploded Ordnance (UXO) Technician I	33.50
30492 - Unexploded Ordnance (UXO) Technician II	40.54
30493 - Unexploded Ordnance (UXO) Technician III	48.59
30494 - Unexploded (UXO) Safety Escort	33.50
30495 - Unexploded (UXO) Sweep Personnel	33.50
30501 - Weather Forecaster I	37.04
30502 - Weather Forecaster II	45.05
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2) 30.09
30621 - Weather Observer, Senior	(see 2) 33.44
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	40.54
31020 - Bus Aide	20.16
31030 - Bus Driver	28.94
31043 - Driver Courier	21.14
31260 - Parking and Lot Attendant	17.17
31290 - Shuttle Bus Driver	21.06
31310 - Taxi Driver	17.71
31361 - Truckdriver, Light	23.10

31362 - Truckdriver, Medium	25.07
31363 - Truckdriver, Heavy	28.39
31364 - Truckdriver, Tractor-Trailer	28.39
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	19.76
99030 - Cashier	16.73
99050 - Desk Clerk	17.76
99095 - Embalmer	31.73
99130 - Flight Follower	33.50
99251 - Laboratory Animal Caretaker I	20.32
99252 - Laboratory Animal Caretaker II	22.20
99260 - Marketing Analyst	40.69
99310 - Mortician	31.73
99410 - Pest Controller	21.91
99510 - Photofinishing Worker	22.57
99710 - Recycling Laborer	23.14
99711 - Recycling Specialist	28.16
99730 - Refuse Collector	22.08
99810 - Sales Clerk	17.18
99820 - School Crossing Guard	20.44
99830 - Survey Party Chief	30.97
99831 - Surveying Aide	19.25
99832 - Surveying Technician	29.45
99840 - Vending Machine Attendant	17.47
99841 - Vending Machine Repairer	22.47
99842 - Vending Machine Repairer Helper	17.47

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

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

**** HAZARDOUS PAY DIFFERENTIAL ****

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

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

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

**** UNIFORM ALLOWANCE ****

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

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

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

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

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

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable

relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

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

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

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

"REGISTER OF WAGE DETERMINATIONS UNDER 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.: 2015-4281 Revision No.: 35 Date Of Last Revision: 12/03/2025

States: District of Columbia, Maryland, Virginia

Area: District of Columbia Statewide
Maryland Counties of Charles, Prince George's
Virginia Counties of Alexandria, Arlington, Fairfax, Falls Church, Fauquier,
Loudoun, Manassas, Manassas Park, Prince William, Stafford

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		21.83
01012 - Accounting Clerk II		24.50
01013 - Accounting Clerk III		27.41
01020 - Administrative Assistant		39.97
01035 - Court Reporter		29.26
01041 - Customer Service Representative I		17.59
01042 - Customer Service Representative II		19.19
01043 - Customer Service Representative III		21.54
01051 - Data Entry Operator I		19.11
01052 - Data Entry Operator II		20.85
01060 - Dispatcher, Motor Vehicle		25.71
01070 - Document Preparation Clerk		21.07
01090 - Duplicating Machine Operator		21.07
01111 - General Clerk I		20.12
01112 - General Clerk II		21.96
01113 - General Clerk III		24.65
01120 - Housing Referral Assistant		26.61
01141 - Messenger Courier		22.01
01191 - Order Clerk I		20.25
01192 - Order Clerk II		22.10
01261 - Personnel Assistant (Employment) I		22.42
01262 - Personnel Assistant (Employment) II		25.08
01263 - Personnel Assistant (Employment) III		27.95
01270 - Production Control Clerk		28.45
01290 - Rental Clerk		21.83
01300 - Scheduler, Maintenance		21.33
01311 - Secretary I		21.33
01312 - Secretary II		23.86
01313 - Secretary III		26.61
01320 - Service Order Dispatcher		22.98
01410 - Supply Technician		39.97
01420 - Survey Worker		22.94
01460 - Switchboard Operator/Receptionist		19.12
01531 - Travel Clerk I		22.65
01532 - Travel Clerk II		24.70
01533 - Travel Clerk III		26.66
01611 - Word Processor I		18.97
01612 - Word Processor II		21.29
01613 - Word Processor III		23.81

05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	29.21
05010 - Automotive Electrician	28.76
05040 - Automotive Glass Installer	27.09
05070 - Automotive Worker	27.09
05110 - Mobile Equipment Servicer	23.30
05130 - Motor Equipment Metal Mechanic	30.28
05160 - Motor Equipment Metal Worker	27.09
05190 - Motor Vehicle Mechanic	30.28
05220 - Motor Vehicle Mechanic Helper	21.32
05250 - Motor Vehicle Upholstery Worker	25.28
05280 - Motor Vehicle Wrecker	27.09
05310 - Painter, Automotive	28.76
05340 - Radiator Repair Specialist	27.09
05370 - Tire Repairer	21.12
05400 - Transmission Repair Specialist	30.28
07000 - Food Preparation And Service Occupations	
07010 - Baker	17.87
07041 - Cook I	20.40
07042 - Cook II	23.72
07070 - Dishwasher	17.70
07130 - Food Service Worker	17.41
07210 - Meat Cutter	22.13
07260 - Waiter/Waitress	18.48
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	28.23
09040 - Furniture Handler	15.47
09080 - Furniture Refinisher	24.81
09090 - Furniture Refinisher Helper	18.38
09110 - Furniture Repairer, Minor	21.80
09130 - Upholsterer	21.85
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	17.68
11060 - Elevator Operator	17.84
11090 - Gardener	25.16
11122 - Housekeeping Aide	17.84
11150 - Janitor	17.84
11210 - Laborer, Grounds Maintenance	19.16
11240 - Maid or Houseman	17.70
11260 - Pruner	18.28
11270 - Tractor Operator	23.02
11330 - Trail Maintenance Worker	19.16
11360 - Window Cleaner	18.70
12000 - Health Occupations	
12010 - Ambulance Driver	24.09
12011 - Breath Alcohol Technician	31.01
12012 - Certified Occupational Therapist Assistant	40.02
12015 - Certified Physical Therapist Assistant	36.67
12020 - Dental Assistant	23.78
12025 - Dental Hygienist	52.41
12030 - EKG Technician	45.58
12035 - Electroneurodiagnostic Technologist	45.58
12040 - Emergency Medical Technician	24.09
12071 - Licensed Practical Nurse I	27.72
12072 - Licensed Practical Nurse II	31.01
12073 - Licensed Practical Nurse III	34.57
12100 - Medical Assistant	22.48
12130 - Medical Laboratory Technician	34.27
12160 - Medical Record Clerk	25.58
12190 - Medical Record Technician	28.61
12195 - Medical Transcriptionist	20.72
12210 - Nuclear Medicine Technologist	49.45
12221 - Nursing Assistant I	15.11
12222 - Nursing Assistant II	17.01
12223 - Nursing Assistant III	18.56

12224 - Nursing Assistant IV	20.83
12235 - Optical Dispenser	28.14
12236 - Optical Technician	23.50
12250 - Pharmacy Technician	21.90
12280 - Phlebotomist	23.72
12305 - Radiologic Technologist	41.51
12311 - Registered Nurse I	31.84
12312 - Registered Nurse II	38.95
12313 - Registered Nurse II, Specialist	38.95
12314 - Registered Nurse III	47.12
12315 - Registered Nurse III, Anesthetist	47.12
12316 - Registered Nurse IV	56.48
12317 - Scheduler (Drug and Alcohol Testing)	38.42
12320 - Substance Abuse Treatment Counselor	30.37
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	24.30
13012 - Exhibits Specialist II	30.10
13013 - Exhibits Specialist III	36.82
13041 - Illustrator I	25.90
13042 - Illustrator II	32.08
13043 - Illustrator III	39.23
13047 - Librarian	43.76
13050 - Library Aide/Clerk	21.22
13054 - Library Information Technology Systems Administrator	39.51
13058 - Library Technician	24.49
13061 - Media Specialist I	28.52
13062 - Media Specialist II	31.90
13063 - Media Specialist III	35.55
13071 - Photographer I	24.22
13072 - Photographer II	27.09
13073 - Photographer III	33.55
13074 - Photographer IV	41.04
13075 - Photographer V	49.65
13090 - Technical Order Library Clerk	26.65
13110 - Video Teleconference Technician	30.84
14000 - Information Technology Occupations	
14041 - Computer Operator I	27.25
14042 - Computer Operator II	30.48
14043 - Computer Operator III	33.99
14044 - Computer Operator IV	37.76
14045 - Computer Operator V	41.82
14071 - Computer Programmer I	(see 1)
14072 - Computer Programmer II	(see 1)
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment Operator	27.25
14160 - Personal Computer Support Technician	37.76
14170 - System Support Specialist	41.82
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	41.82
15020 - Aircrew Training Devices Instructor (Rated)	50.59
15030 - Air Crew Training Devices Instructor (Pilot)	60.66
15050 - Computer Based Training Specialist / Instructor	41.82
15060 - Educational Technologist	48.91
15070 - Flight Instructor (Pilot)	60.66
15080 - Graphic Artist	39.60
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	60.66
15086 - Maintenance Test Pilot, Rotary Wing	60.66
15088 - Non-Maintenance Test/Co-Pilot	60.66
15090 - Technical Instructor	32.56
15095 - Technical Instructor/Course Developer	39.83

15110 - Test Proctor	26.28
15120 - Tutor	26.28
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	20.03
16030 - Counter Attendant	20.03
16040 - Dry Cleaner	22.90
16070 - Finisher, Flatwork, Machine	20.03
16090 - Presser, Hand	20.03
16110 - Presser, Machine, Drycleaning	20.03
16130 - Presser, Machine, Shirts	20.03
16160 - Presser, Machine, Wearing Apparel, Laundry	20.03
16190 - Sewing Machine Operator	23.86
16220 - Tailor	24.82
16250 - Washer, Machine	20.99
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	31.46
19040 - Tool And Die Maker	38.21
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	24.07
21030 - Material Coordinator	28.45
21040 - Material Expediter	28.45
21050 - Material Handling Laborer	19.81
21071 - Order Filler	18.01
21080 - Production Line Worker (Food Processing)	24.07
21110 - Shipping Packer	21.99
21130 - Shipping/Receiving Clerk	21.99
21140 - Store Worker I	19.08
21150 - Stock Clerk	22.91
21210 - Tools And Parts Attendant	24.07
21410 - Warehouse Specialist	24.07
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	46.69
23019 - Aircraft Logs and Records Technician	37.02
23021 - Aircraft Mechanic I	44.33
23022 - Aircraft Mechanic II	46.69
23023 - Aircraft Mechanic III	48.97
23040 - Aircraft Mechanic Helper	31.21
23050 - Aircraft, Painter	42.10
23060 - Aircraft Servicer	37.02
23070 - Aircraft Survival Flight Equipment Technician	42.10
23080 - Aircraft Worker	39.66
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	39.66
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	44.33
23110 - Appliance Mechanic	27.81
23120 - Bicycle Repairer	20.03
23125 - Cable Splicer	43.10
23130 - Carpenter, Maintenance	28.58
23140 - Carpet Layer	24.79
23160 - Electrician, Maintenance	36.28
23181 - Electronics Technician Maintenance I	35.18
23182 - Electronics Technician Maintenance II	37.35
23183 - Electronics Technician Maintenance III	39.32
23260 - Fabric Worker	29.06
23290 - Fire Alarm System Mechanic	31.36
23310 - Fire Extinguisher Repairer	26.78
23311 - Fuel Distribution System Mechanic	37.07
23312 - Fuel Distribution System Operator	28.53
23370 - General Maintenance Worker	26.68
23380 - Ground Support Equipment Mechanic	44.33
23381 - Ground Support Equipment Servicer	37.02
23382 - Ground Support Equipment Worker	39.66
23391 - Gunsmith I	26.78
23392 - Gunsmith II	31.14

23393 - Gunsmith III	34.80
23410 - Heating, Ventilation And Air-Conditioning Mechanic	34.66
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	36.51
23430 - Heavy Equipment Mechanic	34.05
23440 - Heavy Equipment Operator	29.25
23460 - Instrument Mechanic	37.03
23465 - Laboratory/Shelter Mechanic	33.05
23470 - Laborer	19.81
23510 - Locksmith	35.47
23530 - Machinery Maintenance Mechanic	33.73
23550 - Machinist, Maintenance	34.32
23580 - Maintenance Trades Helper	20.27
23591 - Metrology Technician I	37.03
23592 - Metrology Technician II	39.00
23593 - Metrology Technician III	40.91
23640 - Millwright	29.89
23710 - Office Appliance Repairer	24.28
23760 - Painter, Maintenance	24.00
23790 - Pipefitter, Maintenance	33.08
23810 - Plumber, Maintenance	31.42
23820 - Pneudraulic Systems Mechanic	34.80
23850 - Rigger	34.16
23870 - Scale Mechanic	31.14
23890 - Sheet-Metal Worker, Maintenance	30.59
23910 - Small Engine Mechanic	24.40
23931 - Telecommunications Mechanic I	37.06
23932 - Telecommunications Mechanic II	39.03
23950 - Telephone Lineman	45.15
23960 - Welder, Combination, Maintenance	28.87
23965 - Well Driller	32.07
23970 - Woodcraft Worker	34.80
23980 - Woodworker	26.78
24000 - Personal Needs Occupations	
24550 - Case Manager	23.07
24570 - Child Care Attendant	17.20
24580 - Child Care Center Clerk	21.46
24610 - Chore Aide	17.91
24620 - Family Readiness And Support Services Coordinator	23.07
24630 - Homemaker	23.07
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	42.88
25040 - Sewage Plant Operator	32.51
25070 - Stationary Engineer	42.88
25190 - Ventilation Equipment Tender	30.19
25210 - Water Treatment Plant Operator	32.51
27000 - Protective Service Occupations	
27004 - Alarm Monitor	29.26
27007 - Baggage Inspector	20.31
27008 - Corrections Officer	33.19
27010 - Court Security Officer	32.91
27030 - Detection Dog Handler	22.72
27040 - Detention Officer	33.19
27070 - Firefighter	32.62
27101 - Guard I	20.31
27102 - Guard II	22.72
27131 - Police Officer I	36.09
27132 - Police Officer II	40.11
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	21.74
28042 - Carnival Equipment Repairer	23.76
28043 - Carnival Worker	17.22
28210 - Gate Attendant/Gate Tender	21.78

28310 - Lifeguard	16.92
28350 - Park Attendant (Aide)	24.36
28510 - Recreation Aide/Health Facility Attendant	17.78
28515 - Recreation Specialist	30.17
28630 - Sports Official	19.40
28690 - Swimming Pool Operator	27.63
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	35.81
29020 - Hatch Tender	35.81
29030 - Line Handler	35.81
29041 - Stevedore I	33.42
29042 - Stevedore II	38.01
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	52.72
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	36.35
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	40.04
30021 - Archeological Technician I	24.14
30022 - Archeological Technician II	27.00
30023 - Archeological Technician III	33.44
30030 - Cartographic Technician	33.44
30040 - Civil Engineering Technician	41.58
30051 - Cryogenic Technician I	37.04
30052 - Cryogenic Technician II	40.90
30061 - Drafter/CAD Operator I	24.14
30062 - Drafter/CAD Operator II	27.00
30063 - Drafter/CAD Operator III	30.09
30064 - Drafter/CAD Operator IV	37.04
30081 - Engineering Technician I	22.92
30082 - Engineering Technician II	25.72
30083 - Engineering Technician III	28.79
30084 - Engineering Technician IV	35.64
30085 - Engineering Technician V	43.61
30086 - Engineering Technician VI	52.76
30090 - Environmental Technician	31.79
30095 - Evidence Control Specialist	33.44
30210 - Laboratory Technician	29.01
30221 - Latent Fingerprint Technician I	37.63
30222 - Latent Fingerprint Technician II	41.56
30240 - Mathematical Technician	42.36
30361 - Paralegal/Legal Assistant I	25.58
30362 - Paralegal/Legal Assistant II	31.69
30363 - Paralegal/Legal Assistant III	38.77
30364 - Paralegal/Legal Assistant IV	46.90
30375 - Petroleum Supply Specialist	40.90
30390 - Photo-Optics Technician	33.44
30395 - Radiation Control Technician	40.90
30461 - Technical Writer I	31.78
30462 - Technical Writer II	38.87
30463 - Technical Writer III	47.03
30491 - Unexploded Ordnance (UXO) Technician I	33.50
30492 - Unexploded Ordnance (UXO) Technician II	40.54
30493 - Unexploded Ordnance (UXO) Technician III	48.59
30494 - Unexploded (UXO) Safety Escort	33.50
30495 - Unexploded (UXO) Sweep Personnel	33.50
30501 - Weather Forecaster I	37.04
30502 - Weather Forecaster II	45.05
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2) 30.09
30621 - Weather Observer, Senior	(see 2) 33.44
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	40.54
31020 - Bus Aide	20.16
31030 - Bus Driver	28.94
31043 - Driver Courier	21.14
31260 - Parking and Lot Attendant	17.17

31290 - Shuttle Bus Driver	21.06
31310 - Taxi Driver	17.71
31361 - Truckdriver, Light	23.10
31362 - Truckdriver, Medium	25.07
31363 - Truckdriver, Heavy	28.39
31364 - Truckdriver, Tractor-Trailer	28.39
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	19.76
99030 - Cashier	16.73
99050 - Desk Clerk	17.76
99095 - Embalmer	34.10
99130 - Flight Follower	33.50
99251 - Laboratory Animal Caretaker I	20.32
99252 - Laboratory Animal Caretaker II	22.20
99260 - Marketing Analyst	40.69
99310 - Mortician	34.10
99410 - Pest Controller	21.91
99510 - Photofinishing Worker	22.57
99710 - Recycling Laborer	23.14
99711 - Recycling Specialist	28.16
99730 - Refuse Collector	22.08
99810 - Sales Clerk	17.18
99820 - School Crossing Guard	20.44
99830 - Survey Party Chief	31.00
99831 - Surveying Aide	19.26
99832 - Surveying Technician	29.45
99840 - Vending Machine Attendant	17.68
99841 - Vending Machine Repairer	22.47
99842 - Vending Machine Repairer Helper	17.68

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

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

week, or \$882.27 per month*

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

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

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

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

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

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

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

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

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

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

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

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday

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

**** HAZARDOUS PAY DIFFERENTIAL ****

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

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

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

**** UNIFORM ALLOWANCE ****

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

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

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

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

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

Conformance Process:

The contracting officer shall require that any class of service employee which is

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

The process for preparing a conformance request is as follows:

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

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

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