

ATTACHMENT J.10

WAGE DETERMINATIONS – SERVICE CONTRACT ACT (SCA) AND DAVIS-BACON ACT

SERVICE CONTRACT ACT WAGE DETERMINATION

WD 15-5527 (Rev.-9) was first posted on www.beta.SAM.gov on 12/23/2019

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

Wage Determination No.: 2015-5527

Daniel W. Simms Division of | Revision No.: 9

Director Wage Determinations | Date Of Last Revision: 12/23/2019

Note: Under Executive Order (EO) 13658 an hourly minimum wage of \$10.80 for calendar year 2019 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least \$10.80 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 2020. 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: Washington

Area: Washington Counties of Benton Franklin

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

OCCUPATION CODE - TITLEFOOTNOTE RATE

01000 - Administrative Support And Clerical Occupations
01011 - Accounting Clerk I 16.46
01012 - Accounting Clerk II 18.48
01013 - Accounting Clerk III 20.68
01020 - Administrative Assistant 27.60
01035 - Court Reporter 18.59
01041 - Customer Service Representative I 15.39
01042 - Customer Service Representative II 17.30
01043 - Customer Service Representative III 18.87
01051 - Data Entry Operator I 16.86
01052 - Data Entry Operator II 18.39
01060 - Dispatcher Motor Vehicle 20.65
01070 - Document Preparation Clerk 14.09
01090 - Duplicating Machine Operator 14.09
01111 - General Clerk I 13.69

01112 - General Clerk II 14.94
01113 - General Clerk III 16.77
01120 - Housing Referral Assistant 20.52
01141 - Messenger Courier 14.91
01191 - Order Clerk I 15.31
01192 - Order Clerk II 16.70
01261 - Personnel Assistant (Employment) I 17.60
01262 - Personnel Assistant (Employment) II 19.70
01263 - Personnel Assistant (Employment) III 21.95
01270 - Production Control Clerk 31.09
01290 - Rental Clerk 15.00
01300 - Scheduler Maintenance 16.45
01311 - Secretary I 16.45
01312 - Secretary II 18.40
01313 - Secretary III 20.52
01320 - Service Order Dispatcher 20.18
01410 - Supply Technician 27.60
01420 - Survey Worker 18.07
01460 - Switchboard Operator/Receptionist 14.99
01531 - Travel Clerk I 14.84
01532 - Travel Clerk II 15.95
01533 - Travel Clerk III 17.09
01611 - Word Processor I 15.07
01612 - Word Processor II 16.91
01613 - Word Processor III 18.91

05000 - Automotive Service Occupations
05005 - Automobile Body Repairer Fiberglass 21.49
05010 - Automotive Electrician 21.54
05040 - Automotive Glass Installer 20.11
05070 - Automotive Worker 20.11
05110 - Mobile Equipment Servicer 17.40
05130 - Motor Equipment Metal Mechanic 22.97
05160 - Motor Equipment Metal Worker 20.11
05190 - Motor Vehicle Mechanic 22.97
05220 - Motor Vehicle Mechanic Helper 16.30
05250 - Motor Vehicle Upholstery Worker 18.69
05280 - Motor Vehicle Wrecker 20.11
05310 - Painter Automotive 21.54
05340 - Radiator Repair Specialist 20.11
05370 - Tire Repairer 14.84
05400 - Transmission Repair Specialist 22.97
07000 - Food Preparation And Service Occupations
07010 - Baker 17.23
07041 - Cook I 15.30
07042 - Cook II 17.85
07070 - Dishwasher 11.97
07130 - Food Service Worker 12.41
07210 - Meat Cutter 17.51
07260 - Waiter/Waitress 12.65

09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 27.34

09040 - Furniture Handler 17.81
09080 - Furniture Refinisher 27.34
09090 - Furniture Refinisher Helper 21.97
09110 - Furniture Repairer Minor 25.99

09130 - Upholsterer 27.34

11000 - General Services And Support Occupations
11030 - Cleaner Vehicles 12.94
11060 - Elevator Operator 16.03
11090 - Gardener 18.70
11122 - Housekeeping Aide 16.03
11150 - Janitor 16.03
11210 - Laborer Grounds Maintenance 13.90
11240 - Maid or Houseman 11.99
11260 - Pruner 12.35
11270 - Tractor Operator 17.15
11330 - Trail Maintenance Worker 13.90
11360 - Window Cleaner 18.02

12000 - Health Occupations
12010 - Ambulance Driver 22.40
12011 - Breath Alcohol Technician 24.02
12012 - Certified Occupational Therapist Assistant 32.96
12015 - Certified Physical Therapist Assistant 30.63
12020 - Dental Assistant 19.44
12025 - Dental Hygienist 44.23
12030 - EKG Technician 31.79
12035 - Electro-neurodiagnostic Technologist 31.79
12040 - Emergency Medical Technician 22.40
12071 - Licensed Practical Nurse I 21.47
12072 - Licensed Practical Nurse II 24.02
12073 - Licensed Practical Nurse III 26.77
12100 - Medical Assistant 16.73
12130 - Medical Laboratory Technician 23.16
12160 - Medical Record Clerk 16.50
12190 - Medical Record Technician 18.46
12195 - Medical Transcriptionist 19.70
12210 - Nuclear Medicine Technologist 52.77
12221 - Nursing Assistant I 11.42
12222 - Nursing Assistant II 12.85
12223 - Nursing Assistant III 14.02
12224 - Nursing Assistant IV 15.74
12235 - Optical Dispenser 19.06
12236 - Optical Technician 20.76
12250 - Pharmacy Technician 20.98
12280 - Phlebotomist 17.00
12305 - Radiologic Technologist 30.20
12311 - Registered Nurse I 29.51
12312 - Registered Nurse II 36.10
12313 - Registered Nurse II Specialist 36.10
12314 - Registered Nurse III 43.68
12315 - Registered Nurse III Anesthetist 43.68
12316 - Registered Nurse IV 52.36
12317 - Scheduler (Drug and Alcohol Testing) 29.75
12320 - Substance Abuse Treatment Counselor 17.05

13000 - Information And Arts Occupations
13011 - Exhibits Specialist I 25.51
13012 - Exhibits Specialist II 31.59
13013 - Exhibits Specialist III 38.64
13041 - Illustrator I 25.51
13042 - Illustrator II 31.59
13043 - Illustrator III 38.64
13047 - Librarian 34.99
13050 - Library Aide/Clerk 19.58

13054 - Library Information Technology Systems Administrator 31.59
13058 - Library Technician 25.51
13061 - Media Specialist I 22.79
13062 - Media Specialist II 25.51
13063 - Media Specialist III 28.42
13071 - Photographer I 22.79
13072 - Photographer II 25.51
13073 - Photographer III 31.59
13074 - Photographer IV 38.64
13075 - Photographer V 46.75
13090 - Technical Order Library Clerk 20.61
13110 - Video Teleconference Technician 22.79

14000 - Information Technology Occupations
14041 - Computer Operator I 19.45
14042 - Computer Operator II 21.76
14043 - Computer Operator III 24.28
14044 - Computer Operator IV 26.98
14045 - Computer Operator V 29.87
14071 - Computer Programmer I 22.85 (see 1)
14072 - Computer Programmer II (see 1)
14073 - Computer Programmer III (see 1)
14074 - Computer Programmer IV (see 1)
14101 - Computer Systems Analyst I (see 1)
14102 - Computer Systems Analyst II (see 1)
14103 - Computer Systems Analyst III (see 1)
14150 - Peripheral Equipment Operator 19.45
14160 - Personal Computer Support Technician 26.98
14170 - System Support Specialist 33.83

15000 - Instructional Occupations
15010 - Aircrew Training Devices Instructor (Non-Rated) 30.62
15020 - Aircrew Training Devices Instructor (Rated) 37.04
15030 - Air Crew Training Devices Instructor (Pilot) 44.39
15050 - Computer Based Training Specialist / Instructor 30.62
15060 - Educational Technologist 37.11
15070 - Flight Instructor (Pilot) 44.39
15080 - Graphic Artist 23.41
15085 - Maintenance Test Pilot Fixed Jet/Prop 44.14
15086 - Maintenance Test Pilot Rotary Wing 44.14
15088 - Non-Maintenance Test/Co-Pilot 44.14
15090 - Technical Instructor 32.14
15095 - Technical Instructor/Course Developer 39.33
15110 - Test Proctor 25.96
15120 - Tutor 25.96

16000 - Laundry Dry-Cleaning Pressing And Related Occupations
16010 - Assembler 13.13
16030 - Counter Attendant 13.13
16040 - Dry Cleaner 15.02
16070 - Finisher Flatwork Machine 13.13
16090 - Presser Hand 13.13
16110 - Presser Machine Dry cleaning 13.13
16130 - Presser Machine Shirts 13.13
16160 - Presser Machine Wearing Apparel Laundry 13.13
16190 - Sewing Machine Operator 15.65
16220 - Tailor 16.28
16250 - Washer Machine 13.76

19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 29.94
19040 - Tool And Die Maker 37.64

21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 18.45
21030 - Material Coordinator 31.09
21040 - Material Expediter 31.09
21050 - Material Handling Laborer 14.77
21071 - Order Filler 14.07
21080 - Production Line Worker (Food Processing) 18.45
21110 - Shipping Packer 17.25
21130 - Shipping/Receiving Clerk 17.25
21140 - Store Worker I 12.50
21150 - Stock Clerk 17.43
21210 - Tools And Parts Attendant 18.45
21410 - Warehouse Specialist 18.45

23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 33.63
23019 - Aircraft Logs and Records Technician 25.99
23021 - Aircraft Mechanic I 31.94
23022 - Aircraft Mechanic II 33.63
23023 - Aircraft Mechanic III 35.60
23040 - Aircraft Mechanic Helper 21.97
23050 - Aircraft Painter 29.94
23060 - Aircraft Servicer 25.99
23070 - Aircraft Survival Flight Equipment Technician 29.94
23080 - Aircraft Worker 27.97
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I 27.97
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II 31.94
23110 - Appliance Mechanic 29.94
23120 - Bicycle Repairer 21.14
23125 - Cable Splicer 43.10
23130 - Carpenter Maintenance 22.89
23140 - Carpet Layer 21.40
23160 - Electrician Maintenance 40.98
23181 - Electronics Technician Maintenance I 33.15
23182 - Electronics Technician Maintenance II 35.50
23183 - Electronics Technician Maintenance III 37.87
23260 - Fabric Worker 25.99
23290 - Fire Alarm System Mechanic 31.94
23310 - Fire Extinguisher Repairer 23.96
23311 - Fuel Distribution System Mechanic 31.94

23312 - Fuel Distribution System Operator 23.96
23370 - General Maintenance Worker 20.78
23380 - Ground Support Equipment Mechanic 31.94
23381 - Ground Support Equipment Servicer 25.99
23382 - Ground Support Equipment Worker 27.97
23391 - Gunsmith I 23.96
23392 - Gunsmith II 27.97
23393 - Gunsmith III 31.94
23410 - Heating Ventilation And Air-Conditioning Mechanic 26.10
23411 - Heating Ventilation And Air Conditioning Mechanic
(Research Facility) 27.47
23430 - Heavy Equipment Mechanic 25.82
23440 - Heavy Equipment Operator 25.98
23460 - Instrument Mechanic 38.96
23465 - Laboratory/Shelter Mechanic 29.94
23470 - Laborer 14.77
23510 - Locksmith 27.23
23530 - Machinery Maintenance Mechanic 25.56
23550 - Machinist Maintenance 25.32
23580 - Maintenance Trades Helper 21.97
23591 - Metrology Technician 38.96
23592 - Metrology Technician II 41.00
23593 - Metrology Technician III 43.42
23640 - Millwright 40.89
23710 - Office Appliance Repairer 22.32
23760 - Painter Maintenance 19.88
23790 - Pipefitter Maintenance 36.20
23810 - Plumber Maintenance 33.93
23820 - Pneudraulic Systems Mechanic 31.94
23850 - Rigger 31.94
23870 - Scale Mechanic 27.97
23890 - Sheet-Metal Worker Maintenance 34.57
23910 - Small Engine Mechanic 27.97
23931 - Telecommunications Mechanic I 31.05
23932 - Telecommunications Mechanic II 32.67
23950 - Telephone Lineman 31.86
23960 - Welder Combination Maintenance 26.86
23965 - Well Driller 31.94
23970 - Woodcraft Worker 31.94
23980 - Woodworker 23.96

24000 - Personal Needs Occupations
24550 - Case Manager 17.89
24570 - Child Care Attendant 12.05
24580 - Child Care Center Clerk 15.03
24610 - Chore Aide 13.64
24620 - Family Readiness And Support Services Coordinator 17.89
24630 - Homemaker 17.89

25000 - Plant And System Operations Occupations
25010 - Boiler Tender 36.51
25040 - Sewage Plant Operator 30.48
25070 - Stationary Engineer 36.51
25190 - Ventilation Equipment Tender 25.12
25210 - Water Treatment Plant Operator 30.48

27000 - Protective Service Occupations
27004 - Alarm Monitor 26.63
27007 - Baggage Inspector 19.07
27008 - Corrections Officer 26.20
27010 - Court Security Officer 29.05
27030 - Detection Dog Handler 22.01
27040 - Detention Officer 26.20
27070 - Firefighter 31.89
27101 - Guard I 19.07
27102 - Guard II 22.01
27131 - Police Officer I 35.96
27132 - Police Officer II 39.97
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 16.96
28042 - Carnival Equipment Repairer 18.49
28043 - Carnival Worker 12.21
28210 - Gate Attendant/Gate Tender 15.34
28310 - Lifeguard 12.53
28350 - Park Attendant (Aide) 17.16
28510 - Recreation Aide/Health Facility Attendant 12.52
28515 - Recreation Specialist 21.25
28630 - Sports Official 13.66
28690 - Swimming Pool Operator 22.22

29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 30.59
29020 - Hatch Tender 30.59
29030 - Line Handler 30.59
29041 - Stevedore I 28.40
29042 - Stevedore II 32.76

30000 - Technical Occupations
30010 - Air Traffic Control Specialist Center (HFO) (see 2) 38.78
30011 - Air Traffic Control Specialist Station (HFO) (see 2) 26.74
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 29.45
30021 - Archeological Technician I 20.44
30022 - Archeological Technician II 22.87
30023 - Archeological Technician III 28.33
30030 - Cartographic Technician 28.33
30040 - Civil Engineering Technician 30.98
30051 - Cryogenic Technician I 31.38
30052 - Cryogenic Technician II 34.65
30061 - Drafter/CAD Operator I 20.44
30062 - Drafter/CAD Operator II 22.87
30063 - Drafter/CAD Operator III 25.49
30064 - Drafter/CAD Operator IV 31.38
30081 - Engineering Technician I 18.20
30082 - Engineering Technician II 20.44
30083 - Engineering Technician III 22.87
30084 - Engineering Technician IV 28.33
30085 - Engineering Technician V 34.65
30086 - Engineering Technician VI 41.92
30090 - Environmental Technician 30.54
30095 - Evidence Control Specialist 28.33
30210 - Laboratory Technician 34.99
30221 - Latent Fingerprint Technician I 31.38
30222 - Latent Fingerprint Technician II 34.65

30240 - Mathematical Technician 28.33
30361 - Paralegal/Legal Assistant I 18.39
30362 - Paralegal/Legal Assistant II 22.78
30363 - Paralegal/Legal Assistant III 27.86
30364 - Paralegal/Legal Assistant IV 33.71
30375 - Petroleum Supply Specialist 34.65
30390 - Photo-Optics Technician 28.33
30395 - Radiation Control Technician 34.65
30461 - Technical Writer I 28.35
30462 - Technical Writer II 34.69
30463 - Technical Writer III 41.96
30491 - Unexploded Ordnance (UXO) Technician I 24.65
30492 - Unexploded Ordnance (UXO) Technician II 29.82
30493 - Unexploded Ordnance (UXO) Technician III 35.74
30494 - Unexploded (UXO) Safety Escort 24.65
30495 - Unexploded (UXO) Sweep Personnel 24.65
30501 - Weather Forecaster I 31.38
30502 - Weather Forecaster II 38.15
30620 - Weather Observer Combined Upper Air Or (see 2) 25.49
Surface Programs
30621 - Weather Observer Senior (see 2) 28.33

31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot 29.82
31020 - Bus Aide 14.32
31030 - Bus Driver 20.90
31043 - Driver Courier 16.12
31260 - Parking and Lot Attendant 12.72
31290 - Shuttle Bus Driver 17.58
31310 - Taxi Driver 15.82
31361 - Truckdriver Light 17.58
31362 - Truckdriver Medium 19.06
31363 - Truckdriver Heavy 23.12
31364 - Truckdriver Tractor-Trailer 23.12

99000 - Miscellaneous Occupations
99020 - Cabin Safety Specialist 14.54
99030 - Cashier 12.03
99050 - Desk Clerk 12.20
99095 - Embalmer 24.65
99130 - Flight Follower 24.65
99251 - Laboratory Animal Caretaker I 12.60
99252 - Laboratory Animal Caretaker II 13.74
99260 - Marketing Analyst 25.70
99310 - Mortician 24.65
99410 - Pest Controller 22.73
99510 - Photofinishing Worker 12.95
99710 - Recycling Laborer 23.76
99711 - Recycling Specialist 29.02
99730 - Refuse Collector 21.21
99810 - Sales Clerk 12.30
99820 - School Crossing Guard 14.93
99830 - Survey Party Chief 29.32
99831 - Surveying Aide 18.43
99832 - Surveying Technician 25.21
99840 - Vending Machine Attendant 19.22
99841 - Vending Machine Repairer 24.46

99842 - Vending Machine Repairer Helper 19.22

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 10 years and 5 weeks after 20 years.

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

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

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

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

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

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

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

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

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

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

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

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary

materials. All operations involving re-grading and cleaning of artillery ranges.

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

**** UNIFORM ALLOWANCE ****

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

The contractor or subcontractor is required to furnish all employees with an

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE)

for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

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

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

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

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

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

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

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

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Wage Determination No.: CBA-2015-8154
Diane Koplewski Division of | Revision No.: 1
Director Wage Determinations | Date Of Last Revision: 12/3/2018

State: Washington

Area: Benton

Employed on U.S. Department of Energy, Richland Operations Office contract for DOE-RL is responsible for the safe, environmental cleanup of the Central Plateau at the Hanford Site; responsible for waste retrieval and fuels management, groundwater and vadose zone remediation, demolition of facilities and canyons, and closure of the Plutonium Finishing Plant. Along the Columbia River, Prime Contractor is also remediating the 100K Area, which includes preparing for the treatment of highly radioactive sludge that is now the K West Basin, where it will be stored until it can be treated..

Collective Bargaining Agreement between contractor: CH2M Hill Plateau Remediation Company, and union: Hanford Atomic Metal Trades Council, effective 11/11/2013 through 11/10/2019 and amended on 10/26/2015.

In accordance with Section 2(a) and 4(c) of the Service Contract Act, as amended, employees employed by the contractor(s) in performing services covered by the Collective Bargaining Agreement(s) are to be paid wage rates and fringe benefits set forth in the current collective bargaining agreement and modified extension agreement(s).

** Head of Contracting Activity memo, dated September 13, 2019, titled “Approval for Hanford’s Contractors to Negotiate a General Wage Increase Only with Hanford Atomic Metal Trades Council” details a General Wage Increase Only, no earlier than an effective date of November 11, 2019, for a one time wage increase of up to 2.5 percent for fiscal Year 2020 with the existing terms and conditions of each CBA continuing until November 10, 2020.

DAVIS-BACON ACT WAGE DETERMINATION

General Decision Number: WA20200002 01/03/2020

Superseded General Decision Number: WA20190002

State: Washington

Construction Types: Building, Heavy and Highway

Counties: Benton and Franklin Counties in Washington.
(D.O.E. HANFORD SITE ONLY)

BENTON AND FRANKLIN COUNTIES (D.O.E. HANFORD SITE ONLY)

BUILDING (does not include residential construction consisting of single family homes and apartments up to and including 4 stories), HEAVY and HIGHWAY CONSTRUCTION

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.80 for calendar year 2020 applies to all contracts subject to the Davis-Bacon Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.80 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 2020. If this contract is covered by the EO and a classification considered necessary for performance of work on the contract does not appear on this wage determination, the contractor must pay workers in that classification at least the wage rate determined through the conformance process set forth in 29 CFR 5.5(a)(1)(ii) (or the EO minimum wage rate, if it is higher than the conformed wage rate). The EO minimum wage rate will be adjusted annually. Please note that this EO applies to the above-mentioned types of contracts entered into by the federal government that are subject to the Davis-Bacon Act itself, but it does not apply to contracts subject only to the Davis-Bacon Related Acts, including those set forth at 29 CFR 5.1(a)(2)-(60). Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

Modification Number
0

Publication Date
01/03/2020

* SUWA2001-001 09/03/2001

(D.O.E. HANFORD SITE ONLY)

| | Rates | Fringes |
|--------------------------------|--------|----------|
| ASBESTOS WORKER/HEAT & FROST | | |
| INSULATOR.....\$ | 36.17 | 20.13 |
| BOILERMAKER.....\$ | 38.56 | 29.99 |
| BRICKLAYER.....\$ | 31.90 | 17.14 |
| CARPENTER | | |
| Carpenters.....\$ | 35.47 | 16.88 |
| Divers.....\$ | 41.23 | 16.88 |
| Millwright & Machine | | |
| erector.....\$ | 47.42 | 18.96 |
| Piledriver.....\$ | 36.66 | 16.88 |
| Tenders.....\$ | 40.23 | 16.88 |
| CEMENT MASON/CONCRETE FINISHER | | |
| GROUP 1.....\$ | 30.21 | 14.93 |
| GROUP 2.....\$ | 30.83 | 14.93 |
| GROUP 3.....\$ | 31.34 | 14.93 |
| DRYWALL FINISHER/TAPER.....\$ | 26.79 | 13.21 |
| ELECTRICIAN | | |
| Cable Splicers.....\$ | 45.68 | 3%+19.68 |
| Electricians.....\$ | 43.50 | 3%+19.68 |
| IRONWORKER.....\$ | 33.59 | 29.26 |
| LABORER | | |
| GROUP 1.....\$ | 27.94 | 13.00 |
| GROUP 2.....\$ | 28.21 | 13.00 |
| GROUP 3.....\$ | 28.48 | 13.00 |
| GROUP 4.....\$ | 28.76 | 13.00 |
| GROUP 5 (RATES PER SHIFT) | | |
| Sandhogs-[(1-14 LBS) , (6 | | |
| HRS)].....\$ | 237.44 | 13.00 |
| Sandhogs-[(14-18 LBS) , (6 | | |
| HRS)].....\$ | 242.37 | 13.00 |
| Sandhogs-[(18-22 LBS) , (6 | | |
| HRS)].....\$ | 264.51 | 13.00 |
| Sandhogs-[(18-25 LBS) , (4 | | |
| HRS)].....\$ | 242.65 | 13.00 |
| Sandhogs-[(22-26 LBS) , (4 | | |
| HRS)].....\$ | 246.97 | 13.00 |
| Sandhogs-[(26-32 LBS) , (4 | | |
| HRS)].....\$ | 249.59 | 13.00 |
| Sandhogs-[(32-38 LBS) , (3 | | |
| HRS)].....\$ | 252.55 | 13.00 |
| Sandhogs-[(38-44 LBS) , (2 | | |

| | | |
|------------------------------------------------------------------------------------------------------------------------------------|-----------|-------|
| HRS)]..... | \$ 252.96 | 13.00 |
| GROUP 5 | | |
| Outside Lock and Gauge | | |
| Tender..... | \$ 230.08 | 13.00 |
| GROUP 6..... | \$ 28.66 | 13.00 |
| GROUP 7..... | \$ 27.95 | 13.80 |
| GROUP 8..... | \$ 30.13 | 13.00 |
| GROUP 9..... | \$ 30.47 | 13.00 |
| PAINTER (Soft Floor Covers, Glaziers, Spray Painters, Steel Painters, Steam Clean and Acid Etching, Sign Writers)..... | | |
| | \$ 26.19 | 11.1 |
| PLUMBER/PIPEFITTER..... | \$ 49.24 | 28.79 |
| POWER EQUIPMENT OPERATOR | | |
| GROUP 1..... | \$ 27.51 | 15.95 |
| GROUP 2..... | \$ 27.83 | 15.95 |
| GROUP 3..... | \$ 28.44 | 15.95 |
| GROUP 4..... | \$ 28.76 | 15.95 |
| GROUP 5..... | \$ 29.04 | 15.95 |
| GROUP 6..... | \$ 29.31 | 15.95 |
| GROUP 7..... | \$ 30.41 | 15.95 |
| GROUP 8..... | \$ 31.75 | 15.95 |
| ROOFER (Including Waterproofer and Kettleman..... | | |
| | \$ 28.25 | 13.01 |
| SHEET METAL WORKER..... | \$ 39.00 | 21.85 |
| SPRINKLER FITTER..... | \$ 34.45 | 24.13 |
| TRUCK DRIVER | | |
| GROUP 1..... | \$ 26.05 | 18.03 |
| GROUP 2..... | \$ 28.69 | 18.03 |
| GROUP 3..... | \$ 28.80 | 18.03 |
| GROUP 4..... | \$ 29.13 | 18.03 |
| GROUP 5..... | \$ 29.24 | 18.03 |
| GROUP 6..... | \$ 29.24 | 18.03 |
| GROUP 7..... | \$ 29.78 | 18.03 |
| GROUP 8..... | \$ 30.10 | 18.03 |

CEMENT MASON CLASSIFICATIONS

GROUP 1: Rodding, tamping, floating, troweling, patching, stoning, rubbing, sack rubbing; All exposed aggregate finishing and sealing. All architectural finishing, staining, stamping and coloring, washing and power washing of concrete, polymer, latex and composite materials; Setting of screeds, screeds forms, curb and gutter and sidewalk forms; Preparation of all concrete for caulking of

the joints and the caulking of expansion joints;
Preparation of concrete for the application of hardners,
sealers and curing compounds and their application;
Grouting and dry packing of machine base; Removal of snap
ties and she bolts prior to patching of concrete

GROUP 2: Power troweling machine operator; Troweling of
magnesite, torganal or material with epoxy bases of
oxichloride base; All power grinders, bushing hammer,
chipping gun; Gunit Nozzleman. All sandblasting for
architectural finishes, patch preparation and exposing of
aggregate for finish; Concrete sawing and cutting for
concrete and expansion joints and scoring for decorative
patterns; Operating of Clary-type floats, Longitudinal
Floats, Rodding Machines and Belting Machines; Scarifiers;
Working on scaffolds
GROUP 3: Grinding, bushing or chipping of toxic materials or
high density concrete; Operating of power tools on a
scaffold

LABORER CLASSIFICATIONS

GROUP 1: Flagman, Landscape Laborer, Scaleman, Traffic
Control Supervisor, Asbestos Abatement Worker, Brick Pavers
(to include the installation of brick or grass pavers for
sidewalks, driveways, streets and parking lots), Brush Hog
Feeder; Carpenter Tender; Cement Handler; Concrete
Signalman; Concrete Crewman (to include Stripping of forms,
hand operating jacks on slip form construction, application
of concrete curing compounds, pumpcrete machine, signaling,
handling the nozzle of squeezcrete or similar machine- 6
inches and smaller); Confined Space Attendant, Crusher
Feeder; Demolition (to include clean-up, burning, loading,
wrecking and salvage of all material); Dry Stack Walls
(including all dry stack walls, including keystone walls

and others using blocks and interlocking pegs.), Dumpman; Traffic Control Laborer (To include but is not limited to, erection and maintenance of barricades, signs and relief of flag person.), Window Washer/Cleaner, Pilot Car, Hazardous Waster Worker, Erosion Control Laborer, Fence Erector, Guard Rail (to include Guard Rail, guide and reference posts, sign posts, and right-of-way markers); Firewatch. Form cleaning machine feeder; Stacker; General Laborer; Group Machine Header Tender; Miner, Class "A" (to include bull gang, concrete crewman, dumpman and pumpcrete crewman, including distributing pipe, assembly and dismantle, and nipper); Lead Abatement Worker, Mold Abatement Worker, Nipper; Riprap Man; Sandblast Tailhoseman, Scaffold Erector (wood or steel); Stake Jumper; Structural Mover (to include separating foundation, preparation, cribbing, shoring, jacking and unloading of structures); Tailhoseman (water nozzle); Timber Bucker and Faller (by hand); Track Laborer (RR); Truck Loader; Wellpoint Man; (HDPE or similar liner installer).

GROUP 2: Asphalt Roller, walking; Cement Finisher Tender; Concrete Saw, walking; Demolition Torch; Dope Pot Fireman, non-mechanical; Driller Tender (when required to move and position machine); Form Setter, paving; Jackhammer Operator; Miner, Class "B" (to include brakeman, finisher, vibrator, and form setter); Nozzleman (to include squeeze and flow-crete nozzle); Nozzleman, water, (to include fire hose), air or steam; Pavement Breaker (under 90 lbs); Pipelayer, corrugated metal and multi-plate; Pot Tender; Power Buggy Operator; Power Tool Operator, gas, electrical, pneumatic; Rodder and Spreader; Trencher, Shawnee; Tugger Operator; Wagon Drills; Wheelbarrow, power driven; Water Pipe Liner, Rigger/Signalperson, Remote Equipment Operator (i.e., compaction and demolition) Compaction Equipment (to include all hand operated power compaction equipment);

Railroad Power Spiker or Puller, dual mobile; Railroad Equipment, power driven, except dual mobile power spiker or puller.

GROUP 3: Air and Hydraulic Track Drill, Asphalt Raker, Brush Machine (to include Horizontal construction joint clean-up brush machine, power propelled); Caisson Worker, free air; Chain Saw Operator and Faller; Concrete Stack (to include Laborers when working on free standing concrete stacks for smoke or fume control above 40 ft high); Gunnite (to include operation of machine and nozzle); High Scaler; Miner, Class "C" (to include miner, nozzleman for concrete, laser beam operator, and Rigger on tunnels); Monitor Operator (air track or similar mounting); Mortar Mixer; Nozzleman (to include jet blasting nozzleman, over 1200 lbs., jet blast machine, power propelled, sandblast nozzle, Squeeze and Flo-crete nozzle); Pavement Breaker, 90 lbs. & over; Pipelayer (to include working topman, caulker, collarman, jointer, mortarman, rigger, jacker, shorer, valve or meter installer, temper, (Including pressurized and non-pressurized ductile pipe, gravity pipe and HDPE (fused and non-fused); Pipewrapper; Plasterer Tender, Trenchless Technology, Vibrators (all); Laser Beam Operator (Elevation Control; Technician)

GROUP 4: Drills with dual masts, Miner, Class "D" (to include Raise and Shaft Miner, Laser Beam Operator on raises and shafts.) Welder, electric, manual or automatic, Remote Equipment Operator (to include HDPE or similar pipe and liner)

GROUP 5: Sandhogs under compressed air (rates increases are computed by multiplying the increase x 8 hr shift and add total to the previous rate)

GROUP 6: Construction Specialist

GROUP 7: Hod Carrier

GROUP 8: Powderman

GROUP 9: Grade Checker

POWER EQUIPMENT OPERATOR CLASSIFICATIONS

GROUP 1: Bit Grinders; Bolt Threading Machine; Compressors (under 2000 CFM, gas, diesel or electric power); Crusher Feeder (mechanical); Deck Hand; Drillers Tender; Fireman and Heater Tender; Grade Checker; Tender Mechanic, Welder H.D.; Hydro- seeder, Mulcher, Nozzleman; Oiler; Oiler and Cable Tender, Mucking Machine; Pumpman; Rollers, all types on subgrade (farm type, Case, John Deere and similar, or Compacting Vibrator), except when pulled by Dozer with operable blade; Steam Cleaner; Welding Machine

GROUP 2: A-Frame Truck (single drum); Assistant Refrigeration Plant (under 1000 ton); Assistant Plant Operator, Fireman or Pugmixer (asphalt); Bagley or Stationary Scraper; Belt Finishing Machine; Blower Operator (cement); Cement Hog; Compresor (2000 CFM or over, 2 or more, gas, diesel or electric power); Concrete Saw (multiple cut); Distributor Leverman; Ditch Witch or similar; Elevator, hoisting materials; Dope Pots (power agitated); Fork Lift or Lumber Stacker, Hydra-lift and similar; Gin Trucks (pipeline); Hoist, single drum; Loaders (bucket, elevators and conveyors); Longitudinal Float; Mixer (portable - concrete); Pavement Breaker, Hydra-hammer and similar; Power Broom; Spray Curing Machine (concrete); Spreader Box (self-propelled); Straddle Buggy (Ross and similar on construction job only); Tractor (Farm type R/T with

attachments, except Backhoe); Tugger Operator

GROUP 3: A-Frame Truck (2 or more drums); Assistant Refrigeration Plant and Chiller Operator (over 1000 ton); Backfillers (Cleveland and similar); Batch Plant and Wet Mix Operator single unit (concrete); Belt-crete Conveyors with power pack or similar; Belt Loader (Kocal or similar); Bend Machine; Bob Cat; Boring Machine (earth); Boring Machine (rock under 8 inch bit) (Quarry Master, Joy or similar); Bump Cutter (Wayne, Saginaw or similar); Canal Lining Machine (concrete) Chipper (without crane), Cleaning and Doping Machine (pipeline); Curb Extruder (Asphalt and Concrete); Deck Engineer; Elevating Belt-type Loader (Euclid, Barber Green and similar); Elevating Grader-type Loader (Dumort, Adams or similar); Generator Plant Engineers (diesel, electric); Guniting Combination Mixer and Compressor; Locomotive Engineer; Mixermobile; Posthole Auger or Punch; Pump (grout or jet); Soil Stabilizer (P & H or similar); Spreader Machine; Surface Heater and Planer Machine; Tractor (to D-6 or equivalent) and Traxacavator; Traverse Finish Machine; Turnhead Operator

GROUP 4: Blade Operator (motor patrol and attachments); Concrete Pumps (squeeze-crete, flow-crete, pump-crete, Whitman and similar); Drilling Equipment (8 inch bit and over) (Robbins, reverse circulation and similar); Drills (Churn, Core, Calyx, or Diamond); Equipment Serviceman, Greaser and Oiler; Hoe Ram; Hoist (2 or more drums or Tower Hoist); Loaders (overhead and front-end, under 4 yards R/T); Paving (Dual Drum) Rubber Tire; Refrigeration Plant Engineers (under 1000 ton); Signaller (Whileys, Highline, Hammerheads or similar); Skidders (R/T with or without attachments); Screed Operator; Trenching Machines (under 7 ft depth capacity); Vacuum Drill (reverse circulation drill under 8 inch bit)

GROUP 5: Automatic Subgrader (Ditches and Trimmers)
(Autograde, ABC, R.A. Hansen and similar on grade wire);
Backhoe (under 1 yd); Batch Plant (over 4 units); Batch and
Wet Mix Operator (multiple units, 2 and including 4); Boat
Operator; Cableway Controller (dispatcher); Concrete Pump
Boom Truck; Conveyor Aggregate Placement Equipment; Cranes
(25 tons and under); Derricks and Stifflegs (under 65
tons); Drill Doctor; Multiple Dozer Units with single
blade; Paving Machine (asphalt and concrete); Piledriving
Engineers; Rollerman (finishing pavement); Trenching
Machines (7 ft depth and over)

GROUP 6: Asphalt Plant Operator (Backhoes (1 yd to 3 yds);
Blade (finish and bluetop) Automatic, CMI, ABC and similar
when used as automatic; Boom Cats (side); Cableway
Operators; Clamshell Operators (under 3 yds); Concrete Slip
Form Paver; Cranes (over 25 tons, including 45 tons);
Crusher, Grizzle and Screening Plant Operator; Draglines
(under 3 yds); Elevating Belt (holland type); Gradall (1 yd
to 3 yds); Loader Operator (front-end and overhead, 4
yards, including 8 yds); Mucking Machine; Quadtrack or
similar equipment; Rubber-tired Scrapers; Shovels (under 3
yds); Tractors (D-6 and equivalent and over); Vactor
Guzzler, Super Sucker; Concrete Cleaning/Decontamination
Machine; Ultra High Pressure Waterjet Cutting Tool System
(30,000 psi)

GROUP 7: Backhoes (3 yds and over); Cranes (All Cranes over 45
tons, including 100 tons) Climbing, Rail and Tower Cranes
up to including 45 tons; Clamshell Operator (3 yds. and
over); Derricks and Stifflegs (65 tons and over); Draglines
(3 yds and over); Lead Water Well Driller; Loader (360
degrees revolving Koehring Scooper or similar); Loaders
(overhead and front-end, over 8 yds); Shovels (3 yds and

over); Whirleys and Hammerheads, all; Vacuum Blasting Machine Operator; HD Mechanic/welder

GROUP 8: Cranes(all cranes over 100 tons); Climbing, Rail and Tower Cranes over 45 tons

ALL CRANE BOOMS, INCLUDING TOWER CRANES:

Measure from center of rotation to center of shaft (radius):

130 ft TO 200 ft .50 hr. additional to classification

Over 200 ft .80 hr. additional to classification

TRUCK DRIVERS CLASSIFICATIONS

GROUP 1: Escort Driver or Pilot Car tender and swamper, Pickup Hauling Employees or Materials

GROUP 2: Flat Bed Truck, single rear axle; Fork Lift, 3000 lbs and under; Leverperson Loading Trucks at Bunkers; Seeder and Mulcher; Stationary Fuel Operator; Team Driver; Tractor (small rubber tired, pulling trailer or similar equipment); Trailer Mounted hydro Seeder and Mulcher; Water Tank Truck, up to 1800 gallons

GROUP 3: Bus Driver or Employee Haul Driver; Flat Bed Truck, dual rear axle; Power Boat hauling employees or material

GROUP 4: Buggy Mobile and similar; Bulk Cement Tanks and Spreader; Power Operated Sweeper; Straddle Carrier (Ross, Hyster and similar); Water Tank Truck, 1801-4000 gallons

GROUP 5: Auto Crane, 2000 lbs capacity; Dumptor (6 yds and under); Flat Bed Truck (with hydraulic system); Fork Lift (3001-16,000 lbs); Fuel Truck Driver, steam cleaner and washer; Rubber-tired Tunnel Jumbo; Scissors Truck; Slurry Truck Driver; Transite Mixers & mixers hauling concrete 3

yd to and including 6 yd.; Wrecker and Tow Trucks

GROUP 6: A-Frame; Service Greaser; Tireperson; Truck, side, end, and bottom & articulated end dump (up to and including 12 yds); Water Tank Truck, 4001 to 8000 gallons, Warehouseperson, to include shipping and receiving

GROUP 7: Dumps, semi-end; Flagerty Spreader Box Driver; Flowboys; Fork lift, 16,000 lbs and over; Lowboy, 50 tons and under; Mechanic, Field; Oil Distributors Driver (road, bootperson, leverperson); and Oil Tank Driver; Self-Loading Roll Off and Dumpster over 6 yds; Stringer Truck (cable operated trailer); Tractor with Steer Trailer; Transfer Truck & Trailer; Transit Mixers & Truck Hauling Concrete: over 6 yards to and including 20 yards; Truck & Pup; Trucks, side, end, bottom, & articulated end dump: over 12 yards to and including 100 yards; Truck Mounted Crane (with load-bearing surface, either mounted or pulled) up to 14 tons; Turnarocker, DWs & similar, with 2 or or more 4 wheel-power tractor with trailer, gallonage or yardage scale, whichever is greater; Vacuum truck (super sucker, guzzler, etc.); Water Tank Truck, 8,001 to 14,000; Semi-truck and Trailer, 50 tons and under Lowboy

GROUP 8: Lowboy, over 50 tons; Prime movers & stinger truck; Transit Mixers and truck hauling concrete, over 20 yards; Trucks, side, end bottom and articulated end dump, over 100 yards.

WELDERS - Receive rate prescribed for craft performing operation to which welding is incidental.

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Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Davis-Bacon 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 a 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.

Unlisted classifications needed for work not included within the scope of the classifications listed may be added after award only as provided in the labor standards contract clauses (29CFR 5.5 (a) (1) (ii)).

The body of each wage determination lists the classification and wage rates that have been found to be prevailing for the cited type(s) of construction in the area covered by the wage determination. The classifications are listed in alphabetical order of "identifiers" that indicate whether the particular rate is a union rate (current union negotiated rate for local),

a survey rate (weighted average rate) or a union average rate (weighted union average rate).

Union Rate Identifiers

A four letter classification abbreviation identifier enclosed in dotted lines beginning with characters other than "SU" or "UAVG" denotes that the union classification and rate were prevailing for that classification in the survey. Example: PLUM0198-005 07/01/2014. PLUM is an abbreviation identifier of the union which prevailed in the survey for this classification, which in this example would be Plumbers. 0198 indicates the local union number or district council number where applicable, i.e., Plumbers Local 0198. The next number, 005 in the example, is an internal number used in processing the wage determination. 07/01/2014 is the effective date of the most current negotiated rate, which in this example is July 1, 2014.

Union prevailing wage rates are updated to reflect all rate changes in the collective bargaining agreement (CBA) governing this classification and rate.

Survey Rate Identifiers

Classifications listed under the "SU" identifier indicate that no one rate prevailed for this classification in the survey and the published rate is derived by computing a weighted average rate based on all the rates reported in the survey for that classification. As this weighted average rate includes all rates reported in the survey, it may include both union and non-union rates. Example: SULA2012-007 5/13/2014. SU indicates the rates are survey rates based on a weighted average calculation of rates and are not majority rates. LA indicates the State of Louisiana. 2012 is the year of survey on which

these classifications and rates are based. The next number, 007 in the example, is an internal number used in producing the wage determination. 5/13/2014 indicates the survey completion date for the classifications and rates under that identifier.

Survey wage rates are not updated and remain in effect until a new survey is conducted.

Union Average Rate Identifiers

Classification(s) listed under the UAVG identifier indicate that no single majority rate prevailed for those classifications; however, 100% of the data reported for the classifications was union data. EXAMPLE: UAVG-OH-0010 08/29/2014. UAVG indicates that the rate is a weighted union average rate. OH indicates the state. The next number, 0010 in the example, is an internal number used in producing the wage determination. 08/29/2014 indicates the survey completion date for the classifications and rates under that identifier.

A UAVG rate will be updated once a year, usually in January of each year, to reflect a weighted average of the current negotiated/CBA rate of the union locals from which the rate is based.

WAGE DETERMINATION APPEALS PROCESS

1.) Has there been an initial decision in the matter? This can be:

* an existing published wage determination

- * a survey underlying a wage determination
- * a Wage and Hour Division letter setting forth a position on a wage determination matter
- * a conformance (additional classification and rate) ruling

On survey related matters, initial contact, including requests for summaries of surveys, should be with the Wage and Hour Regional Office for the area in which the survey was conducted because those Regional Offices have responsibility for the Davis-Bacon survey program. If the response from this initial contact is not satisfactory, then the process described in 2.) and 3.) should be followed.

With regard to any other matter not yet ripe for the formal process described here, initial contact should be with the Branch of Construction Wage Determinations. Write to:

Branch of Construction Wage Determinations
Wage and Hour Division
U.S. Department of Labor
200 Constitution Avenue, N.W.
Washington, DC 20210

2.) If the answer to the question in 1.) is yes, then an interested party (those affected by the action) can request review and reconsideration from the Wage and Hour Administrator (See 29 CFR Part 1.8 and 29 CFR Part 7). Write to:

Wage and Hour Administrator
U.S. Department of Labor
200 Constitution Avenue, N.W.
Washington, DC 20210

The request should be accompanied by a full statement of the interested party's position and by any information (wage

payment data, project description, area practice material, etc.) that the requestor considers relevant to the issue.

3.) If the decision of the Administrator is not favorable, an interested party may appeal directly to the Administrative Review Board (formerly the Wage Appeals Board). Write to:

Administrative Review Board
U.S. Department of Labor
200 Constitution Avenue, N.W.
Washington, DC 20210

4.) All decisions by the Administrative Review Board are final.

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END OF GENERAL DECISION