



**NEW HANOVER COUNTY  
FINANCE DEPARTMENT, PURCHASING DIVISION  
ADDENDUM 2  
QUESTIONS AND ANSWERS**

From: Lena Butler, Purchasing Supervisor  
To: All Proposers  
Project: Readvertised RFP Prepositioning Contract for Mobile Laundry Unit  
Date: June 9, 2022

This Addendum is related to the County's Request for **"RFP-Readvertised Prepositioning Contract for Mobile Laundry Unit"** and is hereby made a part of said Request for Bids to the same extent as though it were originally therein.

1. With respect to Section 3.2 Bidder shall comply with the Davis-Bacon Act (page 15), it is noted that the Bidder must pay wages to laborers and mechanics at a rate not less than the prevailing wages specified in a wage determination made by the Secretary of Labor. As such, would it be possible for the wage determination to be provided to bidders prior to the submission date?

Wage determinations for Services and Building Construction for New Hanover County, NC are attached. This information can be obtained by visiting <https://sam.gov/content/wage-determinations>.

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

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

Daniel W. Simms                      Division of  
Director                                  Wage Determinations

Wage Determination No.: 2015-4397  
Revision No.: 19  
Date Of Last Revision: 05/23/2022

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

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If the contract is entered into on or   after January 30 2022 or the   contract is renewed or extended (e.g.   an option is exercised) on or after   January 30 2022:   	With certain exceptions Executive Order   14026 applies to the contract.   The contractor must pay all covered workers   at least \$15.00 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 2022.
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If the contract was awarded on or   between January 1 2015 and January 29   2022 and the contract is not renewed   or extended on or after January 30   2022: determination    	With certain exceptions Executive Order   13658 applies to the contract.   The contractor must pay all covered workers   at least \$11.25 per hour (or the applicable   wage rate listed on this wage   if it is higher) for all hours spent   performing on the contract in 2022.
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The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at <https://www.dol.gov/agencies/whd/government-contracts>.

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State: North Carolina

Area: North Carolina Counties of New Hanover Pender

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.35
01012 - Accounting Clerk II		17.23
01013 - Accounting Clerk III		19.28
01020 - Administrative Assistant		27.76
01035 - Court Reporter		18.19
01041 - Customer Service Representative I		14.01***
01042 - Customer Service Representative II		15.29
01043 - Customer Service Representative III		17.16
01051 - Data Entry Operator I		14.33***
01052 - Data Entry Operator II		15.63
01060 - Dispatcher Motor Vehicle		17.99
01070 - Document Preparation Clerk		14.44***
01090 - Duplicating Machine Operator		14.44***
01111 - General Clerk I		14.09***
01112 - General Clerk II		15.37
01113 - General Clerk III		17.25
01120 - Housing Referral Assistant		20.28
01141 - Messenger Courier		13.86***
01191 - Order Clerk I		13.24***
01192 - Order Clerk II		14.44***
01261 - Personnel Assistant (Employment) I		16.60
01262 - Personnel Assistant (Employment) II		18.58
01263 - Personnel Assistant (Employment) III		20.71
01270 - Production Control Clerk		23.74
01290 - Rental Clerk		14.36***
01300 - Scheduler Maintenance		16.25
01311 - Secretary I		16.25
01312 - Secretary II		18.19
01313 - Secretary III		20.28
01320 - Service Order Dispatcher		16.08
01410 - Supply Technician		27.76
01420 - Survey Worker		18.56
01460 - Switchboard Operator/Receptionist		14.16***
01531 - Travel Clerk I		13.23***

01532 - Travel Clerk II	14.10***
01533 - Travel Clerk III	15.01
01611 - Word Processor I	14.48***
01612 - Word Processor II	16.25
01613 - Word Processor III	18.19
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	23.85
05010 - Automotive Electrician	19.33
05040 - Automotive Glass Installer	17.76
05070 - Automotive Worker	17.76
05110 - Mobile Equipment Servicer	15.82
05130 - Motor Equipment Metal Mechanic	19.84
05160 - Motor Equipment Metal Worker	17.76
05190 - Motor Vehicle Mechanic	19.84
05220 - Motor Vehicle Mechanic Helper	14.83***
05250 - Motor Vehicle Upholstery Worker	16.44
05280 - Motor Vehicle Wrecker	17.76
05310 - Painter Automotive	18.99
05340 - Radiator Repair Specialist	17.76
05370 - Tire Repairer	14.70***
05400 - Transmission Repair Specialist	19.84
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.50***
07041 - Cook I	13.63***
07042 - Cook II	15.70
07070 - Dishwasher	11.18***
07130 - Food Service Worker	11.41***
07210 - Meat Cutter	17.50
07260 - Waiter/Waitress	9.57***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.96
09040 - Furniture Handler	12.21***
09080 - Furniture Refinisher	19.96
09090 - Furniture Refinisher Helper	14.91***
09110 - Furniture Repairer Minor	17.71
09130 - Upholsterer	19.96
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.69***
11060 - Elevator Operator	12.86***
11090 - Gardener	19.74
11122 - Housekeeping Aide	13.09***
11150 - Janitor	13.09***
11210 - Laborer Grounds Maintenance	14.58***
11240 - Maid or Houseman	11.15***
11260 - Pruner	12.96***
11270 - Tractor Operator	17.92
11330 - Trail Maintenance Worker	14.58***
11360 - Window Cleaner	14.73***
12000 - Health Occupations	
12010 - Ambulance Driver	20.38

12011 - Breath Alcohol Technician	20.38
12012 - Certified Occupational Therapist Assistant	30.99
12015 - Certified Physical Therapist Assistant	31.16
12020 - Dental Assistant	19.34
12025 - Dental Hygienist	37.04
12030 - EKG Technician	30.87
12035 - Electroneurodiagnostic Technologist	30.87
12040 - Emergency Medical Technician	20.38
12071 - Licensed Practical Nurse I	18.21
12072 - Licensed Practical Nurse II	20.38
12073 - Licensed Practical Nurse III	22.72
12100 - Medical Assistant	17.10
12130 - Medical Laboratory Technician	24.22
12160 - Medical Record Clerk	15.50
12190 - Medical Record Technician	17.34
12195 - Medical Transcriptionist	20.10
12210 - Nuclear Medicine Technologist	44.78
12221 - Nursing Assistant I	12.09***
12222 - Nursing Assistant II	13.59***
12223 - Nursing Assistant III	14.83***
12224 - Nursing Assistant IV	16.64
12235 - Optical Dispenser	25.76
12236 - Optical Technician	18.21
12250 - Pharmacy Technician	17.03
12280 - Phlebotomist	17.40
12305 - Radiologic Technologist	26.53
12311 - Registered Nurse I	24.28
12312 - Registered Nurse II	29.70
12313 - Registered Nurse II Specialist	29.70
12314 - Registered Nurse III	35.92
12315 - Registered Nurse III Anesthetist	35.92
12316 - Registered Nurse IV	43.07
12317 - Scheduler (Drug and Alcohol Testing)	25.24
12320 - Substance Abuse Treatment Counselor	25.69
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	21.04
13012 - Exhibits Specialist II	26.07
13013 - Exhibits Specialist III	31.89
13041 - Illustrator I	21.04
13042 - Illustrator II	26.07
13043 - Illustrator III	31.89
13047 - Librarian	28.87
13050 - Library Aide/Clerk	15.00
13054 - Library Information Technology Systems Administrator	26.07
13058 - Library Technician	21.92
13061 - Media Specialist I	18.81
13062 - Media Specialist II	21.04
13063 - Media Specialist III	23.46
13071 - Photographer I	16.67

13072 - Photographer II	18.65
13073 - Photographer III	23.11
13074 - Photographer IV	28.27
13075 - Photographer V	34.19
13090 - Technical Order Library Clerk	18.85
13110 - Video Teleconference Technician	20.68
14000 - Information Technology Occupations	
14041 - Computer Operator I	16.24
14042 - Computer Operator II	18.18
14043 - Computer Operator III	20.63
14044 - Computer Operator IV	22.51
14045 - Computer Operator V	24.93
14071 - Computer Programmer I	(see 1) 26.70
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	16.24
14160 - Personal Computer Support Technician	22.51
14170 - System Support Specialist	24.93
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	31.53
15020 - Aircrew Training Devices Instructor (Rated)	38.13
15030 - Air Crew Training Devices Instructor (Pilot)	45.72
15050 - Computer Based Training Specialist / Instructor	31.53
15060 - Educational Technologist	28.32
15070 - Flight Instructor (Pilot)	45.72
15080 - Graphic Artist	23.67
15085 - Maintenance Test Pilot Fixed Jet/Prop	45.72
15086 - Maintenance Test Pilot Rotary Wing	45.72
15088 - Non-Maintenance Test/Co-Pilot	45.72
15090 - Technical Instructor	24.15
15095 - Technical Instructor/Course Developer	29.54
15110 - Test Proctor	19.50
15120 - Tutor	19.50
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	9.76***
16030 - Counter Attendant	9.76***
16040 - Dry Cleaner	12.15***
16070 - Finisher Flatwork Machine	9.76***
16090 - Presser Hand	9.76***
16110 - Presser Machine Drycleaning	9.76***
16130 - Presser Machine Shirts	9.76***
16160 - Presser Machine Wearing Apparel Laundry	9.76***
16190 - Sewing Machine Operator	12.96***
16220 - Tailor	13.79***
16250 - Washer Machine	10.53***
19000 - Machine Tool Operation And Repair Occupations	

19010 - Machine-Tool Operator (Tool Room)	24.46
19040 - Tool And Die Maker	29.52
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	17.98
21030 - Material Coordinator	23.74
21040 - Material Expediter	23.74
21050 - Material Handling Laborer	14.42***
21071 - Order Filler	13.63***
21080 - Production Line Worker (Food Processing)	17.98
21110 - Shipping Packer	16.71
21130 - Shipping/Receiving Clerk	16.71
21140 - Store Worker I	13.37***
21150 - Stock Clerk	19.01
21210 - Tools And Parts Attendant	17.98
21410 - Warehouse Specialist	17.98
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	23.96
23019 - Aircraft Logs and Records Technician	18.82
23021 - Aircraft Mechanic I	22.71
23022 - Aircraft Mechanic II	23.96
23023 - Aircraft Mechanic III	25.18
23040 - Aircraft Mechanic Helper	15.84
23050 - Aircraft Painter	21.49
23060 - Aircraft Servicer	18.82
23070 - Aircraft Survival Flight Equipment Technician	21.49
23080 - Aircraft Worker	20.10
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	20.10
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	22.71
23110 - Appliance Mechanic	21.49
23120 - Bicycle Repairer	17.46
23125 - Cable Splicer	34.47
23130 - Carpenter Maintenance	20.64
23140 - Carpet Layer	20.10
23160 - Electrician Maintenance	22.54
23181 - Electronics Technician Maintenance I	29.96
23182 - Electronics Technician Maintenance II	31.99
23183 - Electronics Technician Maintenance III	33.83
23260 - Fabric Worker	18.82
23290 - Fire Alarm System Mechanic	24.34
23310 - Fire Extinguisher Repairer	17.46
23311 - Fuel Distribution System Mechanic	20.24
23312 - Fuel Distribution System Operator	15.74
23370 - General Maintenance Worker	17.85
23380 - Ground Support Equipment Mechanic	22.71
23381 - Ground Support Equipment Servicer	18.82
23382 - Ground Support Equipment Worker	20.10
23391 - Gunsmith I	17.46
23392 - Gunsmith II	20.10

23393 - Gunsmith III	22.71
23410 - Heating Ventilation And Air-Conditioning Mechanic	23.39
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	24.68
23430 - Heavy Equipment Mechanic	25.07
23440 - Heavy Equipment Operator	20.30
23460 - Instrument Mechanic	22.71
23465 - Laboratory/Shelter Mechanic	21.49
23470 - Laborer	14.42***
23510 - Locksmith	21.49
23530 - Machinery Maintenance Mechanic	27.25
23550 - Machinist Maintenance	23.08
23580 - Maintenance Trades Helper	14.36***
23591 - Metrology Technician I	22.71
23592 - Metrology Technician II	23.96
23593 - Metrology Technician III	25.18
23640 - Millwright	23.52
23710 - Office Appliance Repairer	20.64
23760 - Painter Maintenance	17.57
23790 - Pipefitter Maintenance	24.48
23810 - Plumber Maintenance	23.16
23820 - Pneudraulic Systems Mechanic	22.71
23850 - Rigger	22.71
23870 - Scale Mechanic	20.10
23890 - Sheet-Metal Worker Maintenance	20.24
23910 - Small Engine Mechanic	18.92
23931 - Telecommunications Mechanic I	28.44
23932 - Telecommunications Mechanic II	30.01
23950 - Telephone Lineman	24.20
23960 - Welder Combination Maintenance	22.84
23965 - Well Driller	22.71
23970 - Woodcraft Worker	22.71
23980 - Woodworker	17.46
24000 - Personal Needs Occupations	
24550 - Case Manager	19.58
24570 - Child Care Attendant	11.68***
24580 - Child Care Center Clerk	17.64
24610 - Chore Aide	11.59***
24620 - Family Readiness And Support Services Coordinator	19.58
24630 - Homemaker	19.60
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	21.38
25040 - Sewage Plant Operator	21.25
25070 - Stationary Engineer	21.38
25190 - Ventilation Equipment Tender	14.91***
25210 - Water Treatment Plant Operator	21.25
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.67



27007 - Baggage Inspector	14.50***
27008 - Corrections Officer	17.98
27010 - Court Security Officer	16.56
27030 - Detection Dog Handler	16.23
27040 - Detention Officer	17.98
27070 - Firefighter	15.72
27101 - Guard I	14.50***
27102 - Guard II	16.23
27131 - Police Officer I	20.47
27132 - Police Officer II	22.75
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.11***
28042 - Carnival Equipment Repairer	15.55
28043 - Carnival Worker	10.23***
28210 - Gate Attendant/Gate Tender	18.36
28310 - Lifeguard	12.47***
28350 - Park Attendant (Aide)	20.54
28510 - Recreation Aide/Health Facility Attendant	14.99***
28515 - Recreation Specialist	23.89
28630 - Sports Official	16.36
28690 - Swimming Pool Operator	18.94
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	27.35
29020 - Hatch Tender	27.35
29030 - Line Handler	27.35
29041 - Stevedore I	25.60
29042 - Stevedore II	29.23
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	41.26
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	28.46
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	31.33
30021 - Archeological Technician I	18.18
30022 - Archeological Technician II	20.34
30023 - Archeological Technician III	25.21
30030 - Cartographic Technician	25.21
30040 - Civil Engineering Technician	23.83
30051 - Cryogenic Technician I	27.91
30052 - Cryogenic Technician II	30.83
30061 - Drafter/CAD Operator I	18.18
30062 - Drafter/CAD Operator II	20.34
30063 - Drafter/CAD Operator III	22.68
30064 - Drafter/CAD Operator IV	27.91
30081 - Engineering Technician I	16.20
30082 - Engineering Technician II	18.18
30083 - Engineering Technician III	20.34
30084 - Engineering Technician IV	25.21
30085 - Engineering Technician V	30.83
30086 - Engineering Technician VI	37.30
30090 - Environmental Technician	21.91
30095 - Evidence Control Specialist	25.21

30210 - Laboratory Technician	22.43
30221 - Latent Fingerprint Technician I	27.91
30222 - Latent Fingerprint Technician II	30.83
30240 - Mathematical Technician	25.21
30361 - Paralegal/Legal Assistant I	19.04
30362 - Paralegal/Legal Assistant II	23.58
30363 - Paralegal/Legal Assistant III	28.85
30364 - Paralegal/Legal Assistant IV	34.90
30375 - Petroleum Supply Specialist	30.83
30390 - Photo-Optics Technician	25.21
30395 - Radiation Control Technician	30.83
30461 - Technical Writer I	25.03
30462 - Technical Writer II	30.61
30463 - Technical Writer III	37.03
30491 - Unexploded Ordnance (UXO) Technician I	26.22
30492 - Unexploded Ordnance (UXO) Technician II	31.73
30493 - Unexploded Ordnance (UXO) Technician III	38.03
30494 - Unexploded (UXO) Safety Escort	26.22
30495 - Unexploded (UXO) Sweep Personnel	26.22
30501 - Weather Forecaster I	27.91
30502 - Weather Forecaster II	33.95
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2) 22.68
30621 - Weather Observer Senior	(see 2) 25.21
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	31.73
31020 - Bus Aide	11.71***
31030 - Bus Driver	16.97
31043 - Driver Courier	15.49
31260 - Parking and Lot Attendant	13.71***
31290 - Shuttle Bus Driver	14.25***
31310 - Taxi Driver	14.19***
31361 - Truckdriver Light	17.06
31362 - Truckdriver Medium	18.39
31363 - Truckdriver Heavy	20.02
31364 - Truckdriver Tractor-Trailer	20.02
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.47
99030 - Cashier	10.73***
99050 - Desk Clerk	10.96***
99095 - Embalmer	26.22
99130 - Flight Follower	26.22
99251 - Laboratory Animal Caretaker I	16.23
99252 - Laboratory Animal Caretaker II	17.83
99260 - Marketing Analyst	29.60
99310 - Mortician	26.22
99410 - Pest Controller	16.96
99510 - Photofinishing Worker	13.78***
99710 - Recycling Laborer	18.24
99711 - Recycling Specialist	22.22

99730 - Refuse Collector	16.24
99810 - Sales Clerk	11.54***
99820 - School Crossing Guard	15.15
99830 - Survey Party Chief	26.76
99831 - Surveying Aide	15.83
99832 - Surveying Technician	21.71
99840 - Vending Machine Attendant	20.95
99841 - Vending Machine Repairer	26.58
99842 - Vending Machine Repairer Helper	20.95

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$15.00 per hour) or 13658 (\$11.25 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 per month\*

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years and 4 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

1) COMPUTER EMPLOYEES: 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))."

"General Decision Number: NC20220047 02/25/2022

Superseded General Decision Number: NC20210047

State: North Carolina

Construction Type: Building

Counties: New Hanover and Pender Counties in North Carolina.

BUILDING CONSTRUCTION PROJECTS (does not include single family homes or apartments up to and including 4 stories).

Note: Contracts subject to the Davis-Bacon Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658. Please note that these Executive Orders apply to covered contracts entered into by the federal government that are subject to the Davis-Bacon Act itself, but do not apply to contracts subject only to the Davis-Bacon Related Acts, including those set forth at 29 CFR 5.1(a)(2)-(60).

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022:	<ul style="list-style-type: none"><li>. Executive Order 14026 generally applies to the contract.</li><li>. The contractor must pay all covered workers at least \$15.00 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 2022.</li></ul>
If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022:	<ul style="list-style-type: none"><li>. Executive Order 13658 generally applies to the contract.</li><li>. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on that contract in 2022.</li></ul>



The applicable Executive Order minimum wage rate will be adjusted annually. If this contract is covered by one of the Executive Orders and a classification considered necessary for performance of work on the contract does not appear on this wage determination, the contractor must still submit a conformance request.

Additional information on contractor requirements and worker protections under the Executive Orders is available at <https://www.dol.gov/agencies/whd/government-contracts>.

Modification Number	Publication Date
0	01/07/2022
1	02/25/2022

IRON0848-005 07/01/2021

	Rates	Fringes
IRONWORKER, STRUCTURAL.....	\$ 26.60	16.30

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 PLUM0421-003 07/01/2020

	Rates	Fringes
PIPEFITTER.....	\$ 29.35	12.41

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 \* SUNC2011-028 08/24/2011

	Rates	Fringes
BRICKLAYER.....	\$ 19.00	0.00
CARPENTER (Drywall Hanging Only).....	\$ 13.83 **	0.00
CARPENTER (Form Work Only).....	\$ 13.38 **	1.80
CARPENTER, Excludes Drywall Hanging, and Form Work.....	\$ 17.87	4.53
CEMENT MASON/CONCRETE FINISHER...	\$ 15.80	0.00
ELECTRICIAN.....	\$ 20.64	6.68
HVAC MECHANIC (HVAC Duct Installation Only).....	\$ 17.37	1.82
LABORER: Common or General.....	\$ 10.46 **	0.77

LABORER: Landscape & Irrigation.....	\$ 9.13 **	0.28
LABORER: Pipelayer.....	\$ 13.35 **	2.80
LABORER: Mason Tender-Brick/Cement/Concrete.....	\$ 12.00 **	0.00
OPERATOR: Backhoe/Excavator/Trackhoe.....	\$ 18.47	2.41
OPERATOR: Bulldozer.....	\$ 16.00	1.87
OPERATOR: Crane.....	\$ 19.77	4.48
OPERATOR: Forklift.....	\$ 13.86 **	0.00
OPERATOR: Grader/Blade.....	\$ 15.72	1.49
OPERATOR: Loader.....	\$ 16.17	0.25
PAINTER: Brush, Roller and Spray.....	\$ 12.35 **	0.00
PLUMBER.....	\$ 18.48	3.93
ROOFER.....	\$ 11.78 **	1.06
SHEET METAL WORKER, Excludes HVAC Duct Installation.....	\$ 15.81	1.40
TRUCK DRIVER.....	\$ 13.38 **	1.48

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

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\*\* Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$15.00) or 13658 (\$11.25). Please see the Note at the top of the wage determination for more information.

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 <https://www.dol.gov/agencies/whd/government-contracts>.

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)).

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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.

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#### 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 National Office because National Office has 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 DECISIO"