



The Sewerage & Water Board

OF NEW ORLEANS

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NEW ORLEANS, LA 70165
504.529.2837 OR 52.WATER
www.swbno.org

October 19, 2026

Addendum No. 4

Your reference is directed to the Request for Proposal for: **2026-SWB-56 Skilled and Unskilled Labor** for the Sewerage and Water Board of New Orleans which proposals are due on **October 29, 2026**, at **11:00 a.m.** CST.

This addendum provides for the following:

- a) Responses to Questions
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A. Responses to Questions

1. Please clarify how the 30% DBE participation percentage will be calculated for this indefinite-quantity labor contract, particularly because actual staffing utilization may differ from the anticipated FTE quantities.

Answer: A sample utilization template was provided. The bidder should use it to determine how it plans to satisfy the 30% DBE goal.

2. Wages and payroll: The issued packet names SCA 2015-5189 Revision 31 and LA20250008 Modification 9; today's discussion referenced Revision 35 and LA20260005 Modification 2. Please publish the controlling decisions, identify the maintenance/construction classification process, and confirm whether weekly LCP tracker reporting is mandatory for both SCA and Davis-Bacon work.

Answer: The Wage Determinations below will govern this project unless an updated determination is released prior to contract execution. These documents are also attached to this addendum.

- 2015-5189, Revision No. 35 dated 08/22/2026.
- LA20260005, Mod 2, dated 05/18/2026 (Heavy)

The classification process for wage rates depends on the purpose of the work. It is defined as follows:

- Davis-Bacon Act Wage Determination: Use DBA if the purpose of the work is to fundamentally change, improve, add to, or complete a major overhaul of a building or system.
- Service Contract Act Wage Determination: Use SCA if the purpose of the work is to keep an existing building, system, or asset in its current working condition.

LCP tracker weekly reporting will be mandatory for both SCA and Davis-Bacon.

3. DBE participation: For a certified firm that recruits, employs, insures and pays its supplied workers, does eligible participation include its full labor invoice or only its staffing fee? We understand the 30% goal, approved work codes and bid-time signed forms.

Answer: Eligible participation does include the full labor invoice to the DBE subcontractor.

4. Refer to the Price Sheet provided on page no. 22, Do we need to provide a dollar value in the column – Proposer Markup?

Answer: Yes

5. Refer to the Price Sheet provided on page no. 22, Can we provide percentage value in column – Proposer Markup?

Answer: Yes.

6. Can SWBNO please provide the names of incumbents?

Answer: JEI Solutions, Inc.

7. Can SWBNO please share the previous spending?

Answer: From 12/29/25 – 9/13/26 \$2,384,382.77, expended.

8. Can SWBNO please share the incumbent pricing?

Answer: The hourly rate of positions on the current contract is as follows:

Arborist	\$28.75/hr
Boilermaker	\$57.62/hr
Carpenter	\$54.31/hr
Carpenter Helper	\$43.44/hr
CNC (Machinist Operator)	\$51.00/hr
Journeyman Electrician	\$64.13/hr
Electrician Helper	\$48.01/hr
Laborer	\$24.72/hr
Mechanic	\$49.77/hr
Millwright Journeyman	\$57.87/hr

Millwright Helper	\$31.49/hr
Painter Construction & Maintenance	\$32.34/hr
Pipefitter Journeyman	\$62.76/hr
Pipefitter Helper	\$48.78/hr
Plumber	\$68.83/hr
Plumber Helper	\$55.38/hr
Certified Welder	\$52.77/hr
Welder Helper	\$40.87/hr
Stationary Engine Mechanic	\$38.25/hr
Supervisor	\$29.43/hr

9. During the pre-proposal conference, it was indicated that the Coordinator position is expected to be an in-house resource. However, the Pricing Sheet includes a separate line item for the Coordinator. Please clarify how proposers should price this position.

Answer: This is a full-time employee that is requested in the Solicitation. It is to be supplied by the proposer.

10. Page 18, Section 4.7 regarding DBE participation states that SLDBE or LaUCP certifications will satisfy the DBE goal requirement, but it only lists the SWB directory for SLDBE certified firms to identify certified DBEs. How are bidders to determine which DBE firms are certified under LaUCP?

Answer: Vendors can reach out to Sewerage and Water Board's Economically Disadvantaged Business Program to determine which firms are certified via LaUCP at 504-585-2112 or via email at <https://www.swbno.org/Form/ContactDepartment?d=edbp>

11. Page 18, Section 4.7 regarding DBE participation states that DBE certified firms serving as a prime bidder must select another DBE firm to serve as a DBE for purposes of the DBE goal. Can you explain the reasoning behind requiring a certified DBE to subcontract work to another DBE? What is the purpose of this requirement since the DBE prime is already satisfying the DBE goal for the solicitation?

Answer: Sewerage and Water Board New Orleans does not allow a prime contractor to self-perform and achieve the DBE required participation. It is the policy of Sewerage and Water Board New Orleans that certified DBE contractors bidding as prime shall select another certified DBE subcontractor to fulfill the DBE requirement on the project.

12. Please confirm if we are only required to submit the "Acknowledgement of Negotiated Terms Between Prime Contractor and DBE Subcontractor" and the "Economically Disadvantaged Business Participation Summary Sheet," and no additional DBE-related documents are needed with the proposal submission.

Answer: Yes, the Acknowledgement of Negotiated Terms and the EDBP Participation Summary Sheet are the only two required EDBP forms at proposal submission. Documentation verifying current SLDBE or LaUCP certifications are welcomed but are not required.

13. Governing wage determinations:

The Wage Rates attachment states that the governing wage decisions are Heavy Industrial LA20250008. Mod and Service Contract Act Revision 31(07/08/2025). The determinations attached to the RFP are SCA and Revision 35(08/22/2026). Please confirm which wage determinations proposers should use in preparing the Cost Proposal.

Answer: See answer to question No. 2.

14. Referring to Addendum 3 – Question 5, we are unable to locate the mentioned changes in solicitation document. Please confirm in which file these changes have been made? Could SWBNO please share the updated solicitation document?

Answer: Please reference the information provided in Addendum 3 – Question 5.

15. Referring to Addendum 3 – Question 8, we are unable to locate the mentioned changes in solicitation document. Please confirm in which file these changes have been made? Could SWBNO please share the updated solicitation document?

Answer: Please reference the information provided in Addendum 3 – Question 8.

16. Could SWBNO please share the incumbent name?

Answer: See answer to question No. 6.

17. Could SWBNO please share the incumbent pricing?

Answer: See answer to question No. 8.

18. Please confirm the following regarding RFP #2026-SWB-56, Skilled and Unskilled Labor:

- Regarding Section 4.9, Company Size and Capability (15 points): Will this criterion be scored based on the proposer's demonstrated capacity to staff and perform the specific services required under RFP #2026-SWB-56, or will total company headcount, annual revenue, or geographic footprint independently affect the score?

Answer: See answer to question No. 14.

- If the latter, please describe how these factors will be weighted?

Answer: This category is worth up to 15 points.

- For the "Number of Employees" section, should proposers report company-wide headcount, the personnel available to support this contract, or both?

Answer: Please provide the number of employees that work for the company.

The changes, additions, and/or deletions included herein are hereby made part of the solicitation documents for 2026-SWB-56 Skilled and Unskilled Labor, as fully and completely as if the same were set forth therein. The bidder shall be responsible for having knowledge of all addenda issued for this RFP.

***** END OF ADDENDUM *****

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.: 2015-5189
Revision No.: 35
Date Of Last Revision: 8/22/2026

State: Louisiana

Area: Louisiana Counties of Jefferson, Orleans, Plaquemines, Saint
John The Baptist, St Bernard and St
Charles

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		18.00
01012 - Accounting Clerk II		20.19
01013 - Accounting Clerk III		22.59
01020 - Administrative Assistant		29.02
01035 - Court Reporter		36.53
01041 - Customer Service Representative I		15.44
01042 - Customer Service Representative II		16.85
01043 - Customer Service Representative III		18.90
01051 - Data Entry Operator I		16.29
01052 - Data Entry Operator II		17.78
01060 - Dispatcher, Motor Vehicle		22.29
01070 - Document Preparation Clerk		17.50
01090 - Duplicating Machine Operator		17.50
01111 - General Clerk I		14.92
01112 - General Clerk II		16.28
01113 - General Clerk III		18.27
01120 - Housing Referral Assistant		23.90
01141 - Messenger Courier		16.15
01191 - Order Clerk I		17.57
01192 - Order Clerk II		19.17
01261 - Personnel Assistant (Employment) I		19.10
01262 - Personnel Assistant (Employment) II		21.37
01263 - Personnel Assistant (Employment) III		23.83
01270 - Production Control Clerk		29.87
01290 - Rental Clerk		15.86
01300 - Scheduler, Maintenance		19.17
01311 - Secretary I		19.17
01312 - Secretary II		21.44
01313 - Secretary III		23.90
01320 - Service Order Dispatcher		19.92
01410 - Supply Technician		29.02
01420 - Survey Worker		18.41
01460 - Switchboard Operator/Receptionist		17.19
01531 - Travel Clerk I		19.66
01532 - Travel Clerk II		20.93
01533 - Travel Clerk III		22.54
01611 - Word Processor I		16.44
01612 - Word Processor II		18.45
01613 - Word Processor III		20.64
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		25.84
05010 - Automotive Electrician		22.10
05040 - Automotive Glass Installer		20.53
05070 - Automotive Worker		20.53
05110 - Mobile Equipment Servicer		17.44
05130 - Motor Equipment Metal Mechanic		23.65
05160 - Motor Equipment Metal Worker		20.53
05190 - Motor Vehicle Mechanic		23.65
05220 - Motor Vehicle Mechanic Helper		15.87
05250 - Motor Vehicle Upholstery Worker		18.99
05280 - Motor Vehicle Wrecker		20.53
05310 - Painter, Automotive		22.10
05340 - Radiator Repair Specialist		20.53
05370 - Tire Repairer		17.74
05400 - Transmission Repair Specialist		23.65
07000 - Food Preparation And Service Occupations		

07010 - Baker	14.70
07041 - Cook I	14.43
07042 - Cook II	16.98
07070 - Dishwasher	13.31
07130 - Food Service Worker	12.60
07210 - Meat Cutter	18.66
07260 - Waiter/Waitress	10.69
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.77
09040 - Furniture Handler	13.42
09080 - Furniture Refinisher	22.77
09090 - Furniture Refinisher Helper	16.35
09110 - Furniture Repairer, Minor	19.56
09130 - Upholsterer	22.77
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	13.82
11060 - Elevator Operator	14.44
11090 - Gardener	23.21
11122 - Housekeeping Aide	14.44
11150 - Janitor	14.44
11210 - Laborer, Grounds Maintenance	17.03
11240 - Maid or Houseman	13.42
11260 - Pruner	14.97
11270 - Tractor Operator	21.12
11330 - Trail Maintenance Worker	17.03
11360 - Window Cleaner	16.42
12000 - Health Occupations	
12010 - Ambulance Driver	21.29
12011 - Breath Alcohol Technician	26.14
12012 - Certified Occupational Therapist Assistant	32.08
12015 - Certified Physical Therapist Assistant	33.12
12020 - Dental Assistant	21.25
12025 - Dental Hygienist	44.12
12030 - EKG Technician	31.18
12035 - Electroneurodiagnostic Technologist	31.18
12040 - Emergency Medical Technician	21.29
12071 - Licensed Practical Nurse I	23.36
12072 - Licensed Practical Nurse II	26.14
12073 - Licensed Practical Nurse III	29.15
12100 - Medical Assistant	18.16
12130 - Medical Laboratory Technician	31.19
12160 - Medical Record Clerk	21.77
12190 - Medical Record Technician	24.35
12195 - Medical Transcriptionist	18.56
12210 - Nuclear Medicine Technologist	45.79
12221 - Nursing Assistant I	13.44
12222 - Nursing Assistant II	15.12
12223 - Nursing Assistant III	16.50
12224 - Nursing Assistant IV	18.51
12235 - Optical Dispenser	18.41
12236 - Optical Technician	23.00
12250 - Pharmacy Technician	20.68
12280 - Phlebotomist	18.13
12305 - Radiologic Technologist	34.01
12311 - Registered Nurse I	26.62
12312 - Registered Nurse II	33.59
12313 - Registered Nurse II, Specialist	33.59
12314 - Registered Nurse III	40.65
12315 - Registered Nurse III, Anesthetist	40.65
12316 - Registered Nurse IV	48.72
12317 - Scheduler (Drug and Alcohol Testing)	32.38
12320 - Substance Abuse Treatment Counselor	20.26
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	22.61
13012 - Exhibits Specialist II	28.02
13013 - Exhibits Specialist III	34.27
13041 - Illustrator I	21.71
13042 - Illustrator II	26.90
13043 - Illustrator III	32.90
13047 - Librarian	30.89
13050 - Library Aide/Clerk	16.69
13054 - Library Information Technology Systems Administrator	27.89
13058 - Library Technician	21.16
13061 - Media Specialist I	20.13
13062 - Media Specialist II	22.52
13063 - Media Specialist III	25.11
13071 - Photographer I	20.13
13072 - Photographer II	22.52
13073 - Photographer III	27.89
13074 - Photographer IV	34.12
13075 - Photographer V	41.29
13090 - Technical Order Library Clerk	20.95
13110 - Video Teleconference Technician	23.97
14000 - Information Technology Occupations	
14041 - Computer Operator I	18.95
14042 - Computer Operator II	21.20
14043 - Computer Operator III	23.64
14044 - Computer Operator IV	26.27
14045 - Computer Operator V	29.09
14071 - Computer Programmer I (see 1)	21.79
14072 - Computer Programmer II (see 1)	25.53
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	18.95
14160 - Personal Computer Support Technician	26.27
14170 - System Support Specialist	32.06
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	32.29
15020 - Aircrew Training Devices Instructor (Rated)	39.07
15030 - Air Crew Training Devices Instructor (Pilot)	46.84
15050 - Computer Based Training Specialist / Instructor	32.29
15060 - Educational Technologist	32.11
15070 - Flight Instructor (Pilot)	46.84
15080 - Graphic Artist	24.86
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	46.84
15086 - Maintenance Test Pilot, Rotary Wing	46.84
15088 - Non-Maintenance Test/Co-Pilot	46.84
15090 - Technical Instructor	24.66
15095 - Technical Instructor/Course Developer	30.15
15110 - Test Proctor	19.90
15120 - Tutor	19.90
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	16.54
16030 - Counter Attendant	16.54
16040 - Dry Cleaner	18.92
16070 - Finisher, Flatwork, Machine	16.54
16090 - Presser, Hand	16.54
16110 - Presser, Machine, Drycleaning	16.54
16130 - Presser, Machine, Shirts	16.54
16160 - Presser, Machine, Wearing Apparel, Laundry	16.54
16190 - Sewing Machine Operator	19.71
16220 - Tailor	20.50
16250 - Washer, Machine	17.34
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	28.22
19040 - Tool And Die Maker	36.12
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	22.85
21030 - Material Coordinator	30.35
21040 - Material Expediter	30.35
21050 - Material Handling Laborer	17.49
21071 - Order Filler	16.74
21080 - Production Line Worker (Food Processing)	22.85
21110 - Shipping Packer	19.44
21130 - Shipping/Receiving Clerk	19.44
21140 - Store Worker I	11.98
21150 - Stock Clerk	17.75
21210 - Tools And Parts Attendant	22.85
21410 - Warehouse Specialist	22.85
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	38.69
23019 - Aircraft Logs and Records Technician	29.16
23021 - Aircraft Mechanic I	36.31
23022 - Aircraft Mechanic II	38.69
23023 - Aircraft Mechanic III	41.04
23040 - Aircraft Mechanic Helper	24.39
23050 - Aircraft, Painter	33.31
23060 - Aircraft Servicer	29.16
23070 - Aircraft Survival Flight Equipment Technician	33.31
23080 - Aircraft Worker	31.50
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	31.50
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	36.31
23110 - Appliance Mechanic	29.30
23120 - Bicycle Repairer	22.27
23125 - Cable Splicer	37.64
23130 - Carpenter, Maintenance	24.58
23140 - Carpet Layer	26.22
23160 - Electrician, Maintenance	30.04
23181 - Electronics Technician Maintenance I	35.36
23182 - Electronics Technician Maintenance II	38.06
23183 - Electronics Technician Maintenance III	40.75
23260 - Fabric Worker	24.24
23290 - Fire Alarm System Mechanic	27.20
23310 - Fire Extinguisher Repairer	22.27
23311 - Fuel Distribution System Mechanic	31.92
23312 - Fuel Distribution System Operator	23.54
23370 - General Maintenance Worker	21.76
23380 - Ground Support Equipment Mechanic	36.31
23381 - Ground Support Equipment Servicer	29.16
23382 - Ground Support Equipment Worker	31.50
23391 - Gunsmith I	22.27
23392 - Gunsmith II	26.22
23393 - Gunsmith III	30.20
23410 - Heating, Ventilation And Air-Conditioning Mechanic	30.53
23411 - Heating, Ventilation And Air Contidioning	

Mechanic (Research Facility)	32.54	
23430 - Heavy Equipment Mechanic	29.91	
23440 - Heavy Equipment Operator	27.58	
23460 - Instrument Mechanic	38.28	
23465 - Laboratory/Shelter Mechanic	28.22	
23470 - Laborer	17.49	
23510 - Locksmith	25.30	
23530 - Machinery Maintenance Mechanic	30.52	
23550 - Machinist, Maintenance	32.21	
23580 - Maintenance Trades Helper	18.29	
23591 - Metrology Technician I	38.28	
23592 - Metrology Technician II	40.78	
23593 - Metrology Technician III	43.28	
23640 - Millwright	33.16	
23710 - Office Appliance Repairer	24.67	
23760 - Painter, Maintenance	22.11	
23790 - Pipefitter, Maintenance	30.93	
23810 - Plumber, Maintenance	28.90	
23820 - Pneudraulic Systems Mechanic	30.20	
23850 - Rigger	28.43	
23870 - Scale Mechanic	26.22	
23890 - Sheet-Metal Worker, Maintenance	27.25	
23910 - Small Engine Mechanic	23.09	
23931 - Telecommunications Mechanic I	38.56	
23932 - Telecommunications Mechanic II	41.09	
23950 - Telephone Lineman	26.06	
23960 - Welder, Combination, Maintenance	30.42	
23965 - Well Driller	30.20	
23970 - Woodcraft Worker	30.20	
23980 - Woodworker	22.27	
24000 - Personal Needs Occupations		
24550 - Case Manager	17.26	
24570 - Child Care Attendant	12.50	
24580 - Child Care Center Clerk	15.58	
24610 - Chore Aide	11.37	
24620 - Family Readiness And Support Services Coordinator	17.26	
24630 - Homemaker	17.26	
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender	24.78	
25040 - Sewage Plant Operator	24.00	
25070 - Stationary Engineer	24.78	
25190 - Ventilation Equipment Tender	16.63	
25210 - Water Treatment Plant Operator	24.00	
27000 - Protective Service Occupations		
27004 - Alarm Monitor	21.86	
27007 - Baggage Inspector	15.51	
27008 - Corrections Officer	24.50	
27010 - Court Security Officer	20.40	
27030 - Detection Dog Handler	17.35	
27040 - Detention Officer	24.50	
27070 - Firefighter	17.91	
27101 - Guard I	15.51	
27102 - Guard II	17.35	
27131 - Police Officer I	23.58	
27132 - Police Officer II	26.21	
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator	17.22	
28042 - Carnival Equipment Repairer	18.92	
28043 - Carnival Worker	12.21	
28210 - Gate Attendant/Gate Tender	19.07	
28310 - Lifeguard	12.31	
28350 - Park Attendant (Aide)	21.33	
28510 - Recreation Aide/Health Facility Attendant	15.58	
28515 - Recreation Specialist	26.42	
28630 - Sports Official	16.98	
28690 - Swimming Pool Operator	23.00	
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer	29.25	
29020 - Hatch Tender	29.25	
29030 - Line Handler	29.25	
29041 - Stevedore I	27.05	
29042 - Stevedore II	31.49	
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)	(see 2)	46.54
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	32.09
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	35.33
30021 - Archeological Technician I	23.75	
30022 - Archeological Technician II	26.58	
30023 - Archeological Technician III	32.88	
30030 - Cartographic Technician	32.93	
30040 - Civil Engineering Technician	33.67	
30051 - Cryogenic Technician I	36.42	
30052 - Cryogenic Technician II	40.21	
30061 - Drafter/CAD Operator I	23.75	
30062 - Drafter/CAD Operator II	26.58	
30063 - Drafter/CAD Operator III	29.63	
30064 - Drafter/CAD Operator IV	36.45	
30081 - Engineering Technician I	17.86	

30082 - Engineering Technician II	20.04
30083 - Engineering Technician III	22.42
30084 - Engineering Technician IV	27.77
30085 - Engineering Technician V	33.97
30086 - Engineering Technician VI	41.11
30090 - Environmental Technician	27.75
30095 - Evidence Control Specialist	32.88
30210 - Laboratory Technician	38.65
30221 - Latent Fingerprint Technician I	31.01
30222 - Latent Fingerprint Technician II	34.27
30240 - Mathematical Technician	33.92
30361 - Paralegal/Legal Assistant I	22.44
30362 - Paralegal/Legal Assistant II	27.80
30363 - Paralegal/Legal Assistant III	33.99
30364 - Paralegal/Legal Assistant IV	41.13
30375 - Petroleum Supply Specialist	40.21
30390 - Photo-Optics Technician	32.93
30395 - Radiation Control Technician	40.21
30461 - Technical Writer I	25.72
30462 - Technical Writer II	31.47
30463 - Technical Writer III	38.07
30491 - Unexploded Ordnance (UXO) Technician I	29.57
30492 - Unexploded Ordnance (UXO) Technician II	35.78
30493 - Unexploded Ordnance (UXO) Technician III	42.89
30494 - Unexploded (UXO) Safety Escort	29.57
30495 - Unexploded (UXO) Sweep Personnel	29.57
30501 - Weather Forecaster I	36.42
30502 - Weather Forecaster II	44.30
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2) 29.63
30621 - Weather Observer, Senior	(see 2) 32.88
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	35.78
31020 - Bus Aide	15.83
31030 - Bus Driver	23.49
31043 - Driver Courier	19.23
31260 - Parking and Lot Attendant	11.55
31290 - Shuttle Bus Driver	20.32
31310 - Taxi Driver	14.85
31361 - Truckdriver, Light	21.13
31362 - Truckdriver, Medium	23.00
31363 - Truckdriver, Heavy	25.00
31364 - Truckdriver, Tractor-Trailer	25.00
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.45
99030 - Cashier	13.64
99050 - Desk Clerk	14.20
99095 - Embalmer	29.57
99130 - Flight Follower	29.57
99251 - Laboratory Animal Caretaker I	17.08
99252 - Laboratory Animal Caretaker II	18.77
99260 - Marketing Analyst	31.53
99310 - Mortician	29.57
99410 - Pest Controller	22.41
99510 - Photofinishing Worker	15.54
99710 - Recycling Laborer	21.35
99711 - Recycling Specialist	26.48
99730 - Refuse Collector	18.77
99810 - Sales Clerk	14.62
99820 - School Crossing Guard	14.95
99830 - Survey Party Chief	30.34
99831 - Surveying Aide	22.41
99832 - Surveying Technician	27.57
99840 - Vending Machine Attendant	18.61
99841 - Vending Machine Repairer	24.07
99842 - Vending Machine Repairer Helper	18.61

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

Note: Executive Order 13658 generally applies to contracts subject to the Service Contract Act that were awarded on or between January 1, 2015 and January 29, 2022, and that have not been renewed or extended on or after January 30, 2022. If a contract is subject to Executive Order 13658, the contractor must pay all covered workers at least \$13.65 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract. Additional information on contractor requirements and worker protections under Executive Order 13658 is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$5.92 per hour, up to 40 hours per week, or \$236.80 per week or \$1,026.13 per month

HEALTH & WELFARE EO 13706: \$5.42 per hour, up to 40 hours per week, or \$216.80 per

week, or \$939.46 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 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

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

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

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

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

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

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

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

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

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

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

State: Louisiana

Construction Types: Heavy

Counties: Louisiana Counties of
Jefferson, Orleans, Plaquemines, St
Bernard, St Charles, St James, St John
the Baptist and St Tammany

Includes flood control, water & sewer lines, and water wells. Includes elevated storage tanks in all listed parishes except Plaquemines and St. James. E

Modification Number	Publication Date
1	01/30/2026
2	05/18/2026

CARP0729-001 01/01/2025	Rates	Fringes
MILLWRIGHT.....	\$ 40.34	14.16

CARP1846-006 07/01/2024	Rates	Fringes
CARPENTER (FORMBUILDING/FORMSETTING AND PILEDRIVERS).....	\$ 32.59	10.52

ELEC0130-005 12/01/2025	Rates	Fringes
ELECTRICIAN: INCLUDING LOW VOLTAGE WIRING (JEFFERSON, ORLEANS, PLAQUEMINES, ST. BERNARD, ST. CHARLES, ST. JAMES, AND ST. JOHN THE BAPTIST PARISHES).....	\$ 36.00	16.66

ELEC1077-002 05/26/2025	Rates	Fringes
ELECTRICIAN: INCLUDING LOW VOLTAGE WIRING (ST. TAMMANY PARISH).....	\$ 30.35	12.46

ENGI0406-018 07/01/2009	Rates	Fringes
OPERATOR: POWER EQUIPMENT: MECHANIC.....	\$ 23.31	6.70
OPERATOR: POWER EQUIPMENT: BULLDOZER.....	\$ 21.26	6.70

PLAS0567-003 08/01/2022	Rates	Fringes
CEMENT MASON/CONCRETE FINISHER (JEFFERSON, ORLEANS, PLAQUEMINES, ST. BERNARD, ST. CHARLES, ST. JOHN THE BAPTIST, AND ST. TAMMANY PARISHES).....	\$ 30.47	7.97

PLAS0812-003 01/01/2022	Rates	Fringes
CEMENT MASON/CONCRETE FINISHER (ST. JAMES PARISH)...	\$ 31.83	5.90

PLUM0060-002 06/05/2023	Rates	Fringes
PLUMBERS: EXCLUDING PIPE LAYING (JEFFERSON, ORLEANS, PLAQUEMINES, ST. BERNARD, ST. CHARLES, ST. JAMES (SOUTHEASTERN PORTION), ST. JOHN THE BAPTIST, AND ST. TAMMANY PARISHES).....	\$ 31.70	13.85

PLUM0198-005 12/08/2022	Rates	Fringes
PLUMBER: EXCLUDING PIPE LAYING (ST. JAMES PARISH (NORTHWESTERN PORTION)).....	\$ 32.42	16.50

SULA2004-007 05/13/2004	Rates	Fringes
TRUCK DRIVERS: PICKUP.....	\$ 12.25	0.00
TRUCK DRIVERS: DUMP.....	\$ 11.01	0.00
POWER EQUIPMENT OPERATORS: OILER.....	\$ 10.03	0.00
POWER EQUIPMENT OPERATORS: FRONT END LOADER.....	\$ 13.89	0.00
POWER EQUIPMENT OPERATORS: DRAGLINE.....	\$ 16.50	0.00
POWER EQUIPMENT OPERATORS: CRANE.....	\$ 16.34	3.30
POWER EQUIPMENT OPERATORS: BACKHOE/EXCAVATOR.....	\$ 14.42	0.00
PIPEFITTER (EXCLUDING PIPELAYING).....	\$ 17.52	4.51
LABORERS: MASON TENDER.....	\$ 7.25	0.00
LABORERS: FLAGGER.....	\$ 8.58	0.00
LABORERS: FENCE.....	\$ 11.24	0.00
LABORERS: COMMON/LANDSCAPE.....	\$ 9.88	0.00
LABORERS: (PIPELAYER).....	\$ 9.84	0.00

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

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>.

Note: Executive Order 13658 generally applies to contracts subject to the Davis-Bacon Act that were awarded on or between January 1, 2015 and January 29, 2022, and that have not been renewed or extended on or after January 30, 2022. Executive Order 13658 does not apply to contracts subject only to the Davis-Bacon Related Acts regardless of when they were awarded. If a contract is subject to Executive Order 13658, the contractor must pay all covered workers at least \$13.65 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract from May 11, 2026, through December 31, 2026. The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under Executive Order 13658 is available at www.dol.gov/whd/govcontracts.

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) (iii)).

The body of each wage determination lists the classifications and wage rates that have been found to be prevailing for the type(s) of construction and geographic area covered by the wage determination. The classifications are listed in alphabetical order under rate identifiers indicating whether the particular rate is a union rate (current union negotiated rate), a survey rate, a weighted union average rate, a state adopted rate, or a supplemental classification rate.

Union Rate Identifiers

A four-letter identifier beginning with characters other than **◆SU◆**, **◆UAVG◆**, **◆SA◆**, or **◆SC◆** denotes that a union rate was prevailing for that classification in the survey. Example: PLUM0198-005 07/01/2024. PLUM is an identifier of the union whose collectively bargained rate 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. The date, 07/01/2024 in the example, is the effective date of the most current negotiated rate.

Union prevailing wage rates are updated to reflect all changes over time that are reported to WHD in the rates in the collective bargaining agreement (CBA) governing the classification.

Union Average Rate Identifiers

The UAVG identifier indicates that no single rate prevailed for those classifications, but that 100% of the data reported for the classifications reflected union rates. EXAMPLE: UAVG-OH-0010 01/01/2024. UAVG indicates that the rate is a weighted union average rate. OH indicates the State of Ohio. The next number, 0010 in the example, is an internal number used in producing the wage determination. The date, 01/01/2024 in the example, indicates the date the wage determination was updated to reflect the most current union average rate.

A UAVG rate will be updated once a year, usually in January, to reflect a weighted average of the current rates in the collective bargaining agreements on which the rate is based.

Survey Rate Identifiers

The **◆SU◆** identifier indicates that either a single non-union rate prevailed (as defined in 29 CFR 1.2) for this classification in the survey or that the rate was derived by computing a weighted average rate based on all the rates reported in the survey for that classification. As a weighted

average rate includes all rates reported in the survey, it may include both union and non-union rates. Example: SUFL2022-007 6/27/2024. SU indicates the rate is a single non-union prevailing rate or a weighted average of survey data for that classification. FL indicates the State of Florida. 2022 is the year of the 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. The date, 6/27/2024 in the example, indicates the survey completion date for the classifications and rates under that identifier.

◆SU◆ wage rates typically remain in effect until a new survey is conducted. However, the Wage and Hour Division (WHD) has the discretion to update such rates under 29 CFR 1.6(c)(1).

State Adopted Rate Identifiers

The ◆SA◆ identifier indicates that the classifications and prevailing wage rates set by a state (or local) government were adopted under 29 C.F.R 1.3(g)-(h). Example: SAME2023-007 01/03/2024. SA reflects that the rates are state adopted. ME refers to the State of Maine. 2023 is the year during which the state completed the survey on which the listed classifications and rates are based. The next number, 007 in the example, is an internal number used in producing the wage determination. The date, 01/03/2024 in the example, reflects the date on which the classifications and rates under the ◆SA◆ identifier took effect under state law in the state from which the rates were adopted.

WAGE DETERMINATION APPEALS PROCESS

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

- a) a survey underlying a wage determination
- b) an existing published wage determination
- c) an initial WHD letter setting forth a position on a wage determination matter
- d) an initial conformance (additional classification and rate) determination

On survey related matters, initial contact, including requests for summaries of surveys, should be directed to the WHD Branch of Wage Surveys. Requests can be submitted via email to davisbaconinfo@dol.gov or by mail to:

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

Regarding any other wage determination matter such as conformance decisions, requests for initial decisions should be directed to the WHD Branch of Construction Wage Determinations. Requests can be submitted via email to BCWD-Office@dol.gov or by mail 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 an initial decision has been issued, then any interested party (those affected by the action) that disagrees with the decision can request review and reconsideration from the Wage and Hour Administrator (See 29 CFR Part 1.8 and 29 CFR Part 7). Requests for review and reconsideration can be submitted via email to dba.reconsideration@dol.gov or by mail 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 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.

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END OF GENERAL DECISION