**ATTACHMENT 4**

RFP FA3300-18-R-0009

**US Department of Labor Wage Determination, Construction**

General Decision Number: AL180174 01/05/2018 AL174

Superseded General Decision Number: AL20170174

State: Alabama

Construction Type: Building

BUILDING CONSTRUCTION PROJECTS (does not include single family

homes or apartments up to and including 4 stories)

County: Montgomery County in Alabama.

BUILDING CONSTRUCTION PROJECTS (does not include single family

homes or apartments up to and including 4 stories).

Note: Under Executive Order (EO) 13658, an hourly minimum wage

of $10.35 for calendar year 2018 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 $10.35 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 2018. 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 Publication Date

 0 01/05/2018

 ASBE0078-001 09/26/2016

 Rates Fringes

ASBESTOS WORKER/HEAT & FROST

INSULATOR........................$ 26.13 12.92

----------------------------------------------------------------

 BOIL0108-001 01/01/2017

 Rates Fringes

BOILERMAKER......................$ 28.97 21.38

----------------------------------------------------------------

 ENGI0653-016 10/01/2016

 Rates Fringes

POWER EQUIPMENT OPERATOR

 Crane.......................$ 27.30 12.08

----------------------------------------------------------------

 IRON0092-003 09/01/2017

 Rates Fringes

IRONWORKER, STRUCTURAL...........$ 27.55 12.35

----------------------------------------------------------------

 PLUM0052-009 01/01/2017

 Rates Fringes

PIPEFITTER.......................$ 27.75 13.86

----------------------------------------------------------------

\* PLUM0119-001 09/01/2017

 Rates Fringes

PLUMBER..........................$ 25.60 11.91

----------------------------------------------------------------

 SFAL0669-002 04/01/2017

 Rates Fringes

SPRINKLER FITTER (Fire

Sprinklers)......................$ 25.02 15.84

----------------------------------------------------------------

 SUAL2015-021 08/02/2017

 Rates Fringes

BRICKLAYER.......................$ 19.81 0.00

CARPENTER........................$ 16.84 0.00

CEMENT MASON/CONCRETE FINISHER...$ 17.16 0.73

ELECTRICIAN......................$ 19.39 3.91

IRONWORKER, REINFORCING..........$ 22.86 7.94

LABORER: Common or General......$ 11.73 0.00

LABORER: Mason Tender - Brick...$ 11.00 0.00

LABORER: Mason Tender -

Cement/Concrete..................$ 12.16 0.00

LABORER: Pipelayer..............$ 12.58 0.00

OPERATOR:

Backhoe/Excavator/Trackhoe.......$ 16.69 0.00

OPERATOR: Bulldozer.............$ 16.37 0.00

OPERATOR: Forklift..............$ 20.69 0.00

OPERATOR: Grader/Blade..........$ 17.52 0.89

OPERATOR: Loader................$ 14.69 0.00

OPERATOR: Roller................$ 14.00 1.78

PAINTER (Brush and Roller).......$ 15.41 0.00

PAINTER: Spray..................$ 14.31 0.00

ROOFER...........................$ 12.14 0.00

SHEET METAL WORKER, Includes

HVAC Duct Installation...........$ 16.16 0.00

TILE SETTER......................$ 15.86 0.00

TRUCK DRIVER: Dump Truck........$ 13.18 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 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.

================================================================

 END OF GENERAL DECISION