

"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.: 2015-5103  
Revision No.: 19  
Date Of Last Revision: 12/27/2022

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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.

If the contract is entered into on or	Executive Order 14026 generally applies to
after January 30, 2022, or the	the contract.
contract is renewed or extended (e.g.,	The contractor must pay all covered
workers	
an option is exercised) on or after	at least \$16.20 per hour (or the
applicable	
January 30, 2022:	wage rate listed on this wage
determination,	
	if it is higher) for all hours spent
	performing on the contract in 2023.

If the contract was awarded on or	Executive Order 13658 generally applies to
between January 1, 2015 and January 29,	the contract.
2022, and the contract is not renewed	The contractor must pay all covered
workers	
or extended on or after January 30,	at least \$12.15 per hour (or the
applicable	
2022:	wage rate listed on this wage
determination,	
	if it is higher) for all hours spent
	performing on the contract in 2023.

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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 [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

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State: Missouri

Area: Missouri Counties of Barry, Barton, Cedar, Dade, Lawrence, Stone, Taney,  
Vernon

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

OCCUPATION CODE - TITLE  
RATE

FOOTNOTE

01000 - Administrative Support And Clerical Occupations

01011 - Accounting Clerk I

14.00\*\*\*

01012 - Accounting Clerk II

15.71\*\*\*

01013 - Accounting Clerk III

17.58

01020 - Administrative Assistant

23.85

01035 - Court Reporter

15.58\*\*\*

01041 - Customer Service Representative I

12.76\*\*\*

01042 - Customer Service Representative II

13.92\*\*\*

01043 - Customer Service Representative III

15.62\*\*\*

01051 - Data Entry Operator I

13.69\*\*\*

01052 - Data Entry Operator II

14.94\*\*\*

01060 - Dispatcher, Motor Vehicle

20.78

01070 - Document Preparation Clerk

12.41\*\*\*

01090 - Duplicating Machine Operator

12.41\*\*\*

01111 - General Clerk I  
13.05\*\*\*  
01112 - General Clerk II  
14.24\*\*\*  
01113 - General Clerk III  
15.98\*\*\*  
01120 - Housing Referral Assistant  
17.37  
01141 - Messenger Courier  
10.41\*\*\*  
01191 - Order Clerk I  
14.27\*\*\*  
01192 - Order Clerk II  
16.20  
01261 - Personnel Assistant (Employment) I  
14.46\*\*\*  
01262 - Personnel Assistant (Employment) II  
16.18\*\*\*  
01263 - Personnel Assistant (Employment) III  
18.03  
01270 - Production Control Clerk  
19.62  
01290 - Rental Clerk  
13.00\*\*\*  
01300 - Scheduler, Maintenance  
13.93\*\*\*  
01311 - Secretary I  
13.93\*\*\*  
01312 - Secretary II  
15.58\*\*\*  
01313 - Secretary III  
17.37  
01320 - Service Order Dispatcher  
18.57  
01410 - Supply Technician  
23.85  
01420 - Survey Worker  
14.22\*\*\*  
01460 - Switchboard Operator/Receptionist  
13.39\*\*\*  
01531 - Travel Clerk I  
15.91\*\*\*  
01532 - Travel Clerk II  
17.13  
01533 - Travel Clerk III  
20.44  
01611 - Word Processor I  
12.43\*\*\*  
01612 - Word Processor II  
13.96\*\*\*

01613 - Word Processor III  
 15.62\*\*\*  
 05000 - Automotive Service Occupations  
   05005 - Automobile Body Repairer, Fiberglass  
 22.23  
   05010 - Automotive Electrician  
 16.87  
   05040 - Automotive Glass Installer  
 15.76\*\*\*  
   05070 - Automotive Worker  
 15.76\*\*\*  
   05110 - Mobile Equipment Servicer  
 14.19\*\*\*  
   05130 - Motor Equipment Metal Mechanic  
 17.56  
   05160 - Motor Equipment Metal Worker  
 15.76\*\*\*  
   05190 - Motor Vehicle Mechanic  
 17.56  
   05220 - Motor Vehicle Mechanic Helper  
 13.33\*\*\*  
   05250 - Motor Vehicle Upholstery Worker  
 15.36\*\*\*  
   05280 - Motor Vehicle Wrecker  
 15.76\*\*\*  
   05310 - Painter, Automotive  
 16.62  
   05340 - Radiator Repair Specialist  
 15.76\*\*\*  
   05370 - Tire Repairer  
 15.04\*\*\*  
   05400 - Transmission Repair Specialist  
 17.56  
 07000 - Food Preparation And Service Occupations  
   07010 - Baker  
 12.02\*\*\*  
   07041 - Cook I  
 11.33\*\*\*  
   07042 - Cook II  
 12.96\*\*\*  
   07070 - Dishwasher  
 11.15\*\*\*  
   07130 - Food Service Worker  
 10.86\*\*\*  
   07210 - Meat Cutter  
 16.17\*\*\*  
   07260 - Waiter/Waitress  
 10.30\*\*\*  
 09000 - Furniture Maintenance And Repair Occupations  
   09010 - Electrostatic Spray Painter

23.56  
09040 - Furniture Handler  
14.97\*\*\*  
09080 - Furniture Refinisher  
23.56  
09090 - Furniture Refinisher Helper  
17.85  
09110 - Furniture Repairer, Minor  
20.70  
09130 - Upholsterer  
23.51  
11000 - General Services And Support Occupations  
11030 - Cleaner, Vehicles  
13.19\*\*\*  
11060 - Elevator Operator  
12.74\*\*\*  
11090 - Gardener  
18.13  
11122 - Housekeeping Aide  
12.31\*\*\*  
11150 - Janitor  
12.31\*\*\*  
11210 - Laborer, Grounds Maintenance  
13.98\*\*\*  
11240 - Maid or Houseman  
11.17\*\*\*  
11260 - Pruner  
12.70\*\*\*  
11270 - Tractor Operator  
16.72  
11330 - Trail Maintenance Worker  
13.98\*\*\*  
11360 - Window Cleaner  
13.56\*\*\*  
12000 - Health Occupations  
12010 - Ambulance Driver  
18.59  
12011 - Breath Alcohol Technician  
19.08  
12012 - Certified Occupational Therapist Assistant  
26.07  
12015 - Certified Physical Therapist Assistant  
25.71  
12020 - Dental Assistant  
18.10  
12025 - Dental Hygienist  
36.08  
12030 - EKG Technician  
28.80  
12035 - Electroneurodiagnostic Technologist

28.80  
12040 - Emergency Medical Technician  
18.59  
12071 - Licensed Practical Nurse I  
16.98  
12072 - Licensed Practical Nurse II  
19.00  
12073 - Licensed Practical Nurse III  
21.18  
12100 - Medical Assistant  
14.22\*\*\*  
12130 - Medical Laboratory Technician  
18.31  
12160 - Medical Record Clerk  
16.24  
12190 - Medical Record Technician  
18.16  
12195 - Medical Transcriptionist  
16.98  
12210 - Nuclear Medicine Technologist  
41.76  
12221 - Nursing Assistant I  
11.60\*\*\*  
12222 - Nursing Assistant II  
13.04\*\*\*  
12223 - Nursing Assistant III  
14.23\*\*\*  
12224 - Nursing Assistant IV  
15.97\*\*\*  
12235 - Optical Dispenser  
16.92  
12236 - Optical Technician  
16.98  
12250 - Pharmacy Technician  
14.51\*\*\*  
12280 - Phlebotomist  
15.53\*\*\*  
12305 - Radiologic Technologist  
28.44  
12311 - Registered Nurse I  
23.37  
12312 - Registered Nurse II  
28.59  
12313 - Registered Nurse II, Specialist  
28.59  
12314 - Registered Nurse III  
34.58  
12315 - Registered Nurse III, Anesthetist  
34.58  
12316 - Registered Nurse IV

41.46  
12317 - Scheduler (Drug and Alcohol Testing)  
23.63  
12320 - Substance Abuse Treatment Counselor  
21.51  
13000 - Information And Arts Occupations  
13011 - Exhibits Specialist I  
18.31  
13012 - Exhibits Specialist II  
22.68  
13013 - Exhibits Specialist III  
27.75  
13041 - Illustrator I  
18.31  
13042 - Illustrator II  
22.68  
13043 - Illustrator III  
27.75  
13047 - Librarian  
25.12  
13050 - Library Aide/Clerk  
14.58\*\*\*  
13054 - Library Information Technology Systems  
22.68  
Administrator  
13058 - Library Technician  
18.31  
13061 - Media Specialist I  
16.36  
13062 - Media Specialist II  
18.31  
13063 - Media Specialist III  
20.41  
13071 - Photographer I  
12.42\*\*\*  
13072 - Photographer II  
15.34\*\*\*  
13073 - Photographer III  
19.91  
13074 - Photographer IV  
24.34  
13075 - Photographer V  
30.59  
13090 - Technical Order Library Clerk  
18.31  
13110 - Video Teleconference Technician  
17.88  
14000 - Information Technology Occupations  
14041 - Computer Operator I  
15.19\*\*\*

14042 - Computer Operator II  
 17.00  
 14043 - Computer Operator III  
 18.95  
 14044 - Computer Operator IV  
 21.06  
 14045 - Computer Operator V  
 23.32  
 14071 - Computer Programmer I (see 1)  
 19.31  
 14072 - Computer Programmer II (see 1)  
 23.93  
 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  
 15.19\*\*\*  
 14160 - Personal Computer Support Technician  
 21.06  
 14170 - System Support Specialist  
 26.23  
 15000 - Instructional Occupations  
 15010 - Aircrew Training Devices Instructor (Non-Rated)  
 28.62  
 15020 - Aircrew Training Devices Instructor (Rated)  
 34.61  
 15030 - Air Crew Training Devices Instructor (Pilot)  
 39.95  
 15050 - Computer Based Training Specialist / Instructor  
 28.62  
 15060 - Educational Technologist  
 26.84  
 15070 - Flight Instructor (Pilot)  
 39.95  
 15080 - Graphic Artist  
 22.19  
 15085 - Maintenance Test Pilot, Fixed, Jet/Prop  
 39.95  
 15086 - Maintenance Test Pilot, Rotary Wing  
 39.95  
 15088 - Non-Maintenance Test/Co-Pilot  
 39.95  
 15090 - Technical Instructor



20.49  
15095 - Technical Instructor/Course Developer  
25.06  
15110 - Test Proctor  
16.54  
15120 - Tutor  
16.54  
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations  
16010 - Assembler  
12.19\*\*\*  
16030 - Counter Attendant  
12.19\*\*\*  
16040 - Dry Cleaner  
13.93\*\*\*  
16070 - Finisher, Flatwork, Machine  
12.19\*\*\*  
16090 - Presser, Hand  
12.19\*\*\*  
16110 - Presser, Machine, Drycleaning  
12.19\*\*\*  
16130 - Presser, Machine, Shirts  
12.19\*\*\*  
16160 - Presser, Machine, Wearing Apparel, Laundry  
12.19\*\*\*  
16190 - Sewing Machine Operator  
14.55\*\*\*  
16220 - Tailor  
15.56\*\*\*  
16250 - Washer, Machine  
12.77\*\*\*  
19000 - Machine Tool Operation And Repair Occupations  
19010 - Machine-Tool Operator (Tool Room)  
22.63  
19040 - Tool And Die Maker  
27.85  
21000 - Materials Handling And Packing Occupations  
21020 - Forklift Operator  
16.05\*\*\*  
21030 - Material Coordinator  
19.62  
21040 - Material Expediter  
19.62  
21050 - Material Handling Laborer  
14.33\*\*\*  
21071 - Order Filler  
12.83\*\*\*  
21080 - Production Line Worker (Food Processing)  
16.05\*\*\*  
21110 - Shipping Packer  
13.73\*\*\*

21130 - Shipping/Receiving Clerk  
13.73\*\*\*  
21140 - Store Worker I  
12.17\*\*\*  
21150 - Stock Clerk  
16.35  
21210 - Tools And Parts Attendant  
16.05\*\*\*  
21410 - Warehouse Specialist  
16.05\*\*\*  
23000 - Mechanics And Maintenance And Repair Occupations  
23010 - Aerospace Structural Welder  
25.38  
23019 - Aircraft Logs and Records Technician  
19.92  
23021 - Aircraft Mechanic I  
24.00  
23022 - Aircraft Mechanic II  
25.38  
23023 - Aircraft Mechanic III  
26.69  
23040 - Aircraft Mechanic Helper  
17.12  
23050 - Aircraft, Painter  
22.63  
23060 - Aircraft Servicer  
19.92  
23070 - Aircraft Survival Flight Equipment Technician  
22.63  
23080 - Aircraft Worker  
21.22  
23091 - Aircrew Life Support Equipment (ALSE) Mechanic  
21.22  
I  
23092 - Aircrew Life Support Equipment (ALSE) Mechanic  
24.00  
II  
23110 - Appliance Mechanic  
22.63  
23120 - Bicycle Repairer  
18.56  
23125 - Cable Splicer  
40.47  
23130 - Carpenter, Maintenance  
20.44  
23140 - Carpet Layer  
21.22  
23160 - Electrician, Maintenance  
22.16  
23181 - Electronics Technician Maintenance I

21.22  
     23182 - Electronics Technician Maintenance II  
 22.63  
     23183 - Electronics Technician Maintenance III  
 24.00  
     23260 - Fabric Worker  
 19.92  
     23290 - Fire Alarm System Mechanic  
 24.00  
     23310 - Fire Extinguisher Repairer  
 18.56  
     23311 - Fuel Distribution System Mechanic  
 24.00  
     23312 - Fuel Distribution System Operator  
 18.56  
     23370 - General Maintenance Worker  
 16.60  
     23380 - Ground Support Equipment Mechanic  
 24.00  
     23381 - Ground Support Equipment Servicer  
 19.92  
     23382 - Ground Support Equipment Worker  
 21.22  
     23391 - Gunsmith I  
 18.56  
     23392 - Gunsmith II  
 21.22  
     23393 - Gunsmith III  
 24.00  
     23410 - Heating, Ventilation And Air-Conditioning  
 21.40  
     Mechanic  
     23411 - Heating, Ventilation And Air Contidioning  
 23.03  
     Mechanic (Research Facility)  
     23430 - Heavy Equipment Mechanic  
 20.63  
     23440 - Heavy Equipment Operator  
 24.54  
     23460 - Instrument Mechanic  
 24.00  
     23465 - Laboratory/Shelter Mechanic  
 22.63  
     23470 - Laborer  
 14.33\*\*\*  
     23510 - Locksmith  
 22.63  
     23530 - Machinery Maintenance Mechanic  
 26.93  
     23550 - Machinist, Maintenance

21.22  
23580 - Maintenance Trades Helper  
17.12  
23591 - Metrology Technician I  
24.00  
23592 - Metrology Technician II  
25.38  
23593 - Metrology Technician III  
26.69  
23640 - Millwright  
24.00  
23710 - Office Appliance Repairer  
22.63  
23760 - Painter, Maintenance  
22.11  
23790 - Pipefitter, Maintenance  
26.04  
23810 - Plumber, Maintenance  
23.07  
23820 - Pneudraulic Systems Mechanic  
24.00  
23850 - Rigger  
24.00  
23870 - Scale Mechanic  
21.22  
23890 - Sheet-Metal Worker, Maintenance  
24.00  
23910 - Small Engine Mechanic  
16.19\*\*\*  
23931 - Telecommunications Mechanic I  
24.00  
23932 - Telecommunications Mechanic II  
25.38  
23950 - Telephone Lineman  
24.89  
23960 - Welder, Combination, Maintenance  
17.27  
23965 - Well Driller  
24.00  
23970 - Woodcraft Worker  
24.00  
23980 - Woodworker  
18.56  
24000 - Personal Needs Occupations  
24550 - Case Manager  
13.86\*\*\*  
24570 - Child Care Attendant  
11.64\*\*\*  
24580 - Child Care Center Clerk  
14.51\*\*\*

24610 - Chore Aide  
11.28\*\*\*  
24620 - Family Readiness And Support Services  
13.86\*\*\*  
Coordinator  
24630 - Homemaker  
15.27\*\*\*  
25000 - Plant And System Operations Occupations  
25010 - Boiler Tender  
22.63  
25040 - Sewage Plant Operator  
21.67  
25070 - Stationary Engineer  
22.63  
25190 - Ventilation Equipment Tender  
16.14\*\*\*  
25210 - Water Treatment Plant Operator  
21.67  
27000 - Protective Service Occupations  
27004 - Alarm Monitor  
15.33\*\*\*  
27007 - Baggage Inspector  
13.25\*\*\*  
27008 - Corrections Officer  
18.04  
27010 - Court Security Officer  
17.21  
27030 - Detection Dog Handler  
16.84  
27040 - Detention Officer  
18.04  
27070 - Firefighter  
17.21  
27101 - Guard I  
13.25\*\*\*  
27102 - Guard II  
16.84  
27131 - Police Officer I  
19.75  
27132 - Police Officer II  
21.95  
28000 - Recreation Occupations  
28041 - Carnival Equipment Operator  
14.13\*\*\*  
28042 - Carnival Equipment Repairer  
15.32\*\*\*  
28043 - Carnival Worker  
10.73\*\*\*  
28210 - Gate Attendant/Gate Tender  
14.72\*\*\*

28310 - Lifeguard  
11.83\*\*\*  
28350 - Park Attendant (Aide)  
16.47  
28510 - Recreation Aide/Health Facility Attendant  
12.02\*\*\*  
28515 - Recreation Specialist  
20.37  
28630 - Sports Official  
13.11\*\*\*  
28690 - Swimming Pool Operator  
17.52  
29000 - Stevedoring/Longshoremen Occupational Services  
29010 - Blocker And Bracer  
21.58  
29020 - Hatch Tender  
21.58  
29030 - Line Handler  
21.58  
29041 - Stevedore I  
20.25  
29042 - Stevedore II  
23.02  
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  
16.77  
30022 - Archeological Technician II  
18.76  
30023 - Archeological Technician III  
23.22  
30030 - Cartographic Technician  
23.22  
30040 - Civil Engineering Technician  
22.66  
30051 - Cryogenic Technician I  
25.10  
30052 - Cryogenic Technician II  
27.72  
30061 - Drafter/CAD Operator I  
16.77  
30062 - Drafter/CAD Operator II  
18.76  
30063 - Drafter/CAD Operator III  
20.90

30064 - Drafter/CAD Operator IV  
25.73  
30081 - Engineering Technician I  
14.93\*\*\*  
30082 - Engineering Technician II  
16.77  
30083 - Engineering Technician III  
20.33  
30084 - Engineering Technician IV  
25.19  
30085 - Engineering Technician V  
30.82  
30086 - Engineering Technician VI  
37.29  
30090 - Environmental Technician  
23.22  
30095 - Evidence Control Specialist  
22.66  
30210 - Laboratory Technician  
20.90  
30221 - Latent Fingerprint Technician I  
25.10  
30222 - Latent Fingerprint Technician II  
27.72  
30240 - Mathematical Technician  
23.22  
30361 - Paralegal/Legal Assistant I  
16.32  
30362 - Paralegal/Legal Assistant II  
19.97  
30363 - Paralegal/Legal Assistant III  
24.73  
30364 - Paralegal/Legal Assistant IV  
29.93  
30375 - Petroleum Supply Specialist  
27.72  
30390 - Photo-Optics Technician  
22.93  
30395 - Radiation Control Technician  
27.72  
30461 - Technical Writer I  
23.22  
30462 - Technical Writer II  
28.42  
30463 - Technical Writer III  
34.38  
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  
 25.10  
 30502 - Weather Forecaster II  
 30.52  
 30620 - Weather Observer, Combined Upper Air Or (see 2)  
 20.90  
 Surface Programs  
 30621 - Weather Observer, Senior (see 2)  
 23.22  
 31000 - Transportation/Mobile Equipment Operation Occupations  
 31010 - Airplane Pilot  
 31.73  
 31020 - Bus Aide  
 13.43\*\*\*  
 31030 - Bus Driver  
 18.62  
 31043 - Driver Courier  
 14.29\*\*\*  
 31260 - Parking and Lot Attendant  
 12.18\*\*\*  
 31290 - Shuttle Bus Driver  
 15.41\*\*\*  
 31310 - Taxi Driver  
 10.67\*\*\*  
 31361 - Truckdriver, Light  
 15.41\*\*\*  
 31362 - Truckdriver, Medium  
 16.89  
 31363 - Truckdriver, Heavy  
 21.97  
 31364 - Truckdriver, Tractor-Trailer  
 21.97  
 99000 - Miscellaneous Occupations  
 99020 - Cabin Safety Specialist  
 15.47\*\*\*  
 99030 - Cashier  
 10.89\*\*\*  
 99050 - Desk Clerk  
 11.36\*\*\*  
 99095 - Embalmer  
 26.22  
 99130 - Flight Follower  
 26.22  
 99251 - Laboratory Animal Caretaker I



12.98\*\*\*  
99252 - Laboratory Animal Caretaker II  
14.05\*\*\*  
99260 - Marketing Analyst  
21.25  
99310 - Mortician  
26.22  
99410 - Pest Controller  
20.78  
99510 - Photofinishing Worker  
13.78\*\*\*  
99710 - Recycling Laborer  
15.57\*\*\*  
99711 - Recycling Specialist  
18.62  
99730 - Refuse Collector  
14.14\*\*\*  
99810 - Sales Clerk  
12.63\*\*\*  
99820 - School Crossing Guard  
13.56\*\*\*  
99830 - Survey Party Chief  
18.08  
99831 - Surveying Aide  
10.46\*\*\*  
99832 - Surveying Technician  
17.31  
99840 - Vending Machine Attendant  
17.86  
99841 - Vending Machine Repairer  
22.14  
99842 - Vending Machine Repairer Helper  
17.86

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 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: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 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 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))."