

"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 Director	Division of Wage Determinations	Wage Determination No.: 2015-4675 Revision No.: 16 Date Of Last Revision: 03/15/2022

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.

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.
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:	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 determination if it is higher) for all hours spent performing on the contract in 2022.

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>.

States: Kentucky Tennessee

Area: Kentucky Counties of Christian Trigg
Tennessee County of Montgomery

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.47***
01012 - Accounting Clerk II		16.24
01013 - Accounting Clerk III		18.17
01020 - Administrative Assistant		21.90
01035 - Court Reporter		17.65
01041 - Customer Service Representative I		12.56***
01042 - Customer Service Representative II		14.12***
01043 - Customer Service Representative III		15.40
01051 - Data Entry Operator I		14.00***
01052 - Data Entry Operator II		15.28
01060 - Dispatcher Motor Vehicle		18.47
01070 - Document Preparation Clerk		14.05***
01090 - Duplicating Machine Operator		14.05***
01111 - General Clerk I		13.51***
01112 - General Clerk II		14.74***

01113 - General Clerk III	16.56
01120 - Housing Referral Assistant	19.66
01141 - Messenger Courier	13.08***
01191 - Order Clerk I	14.19***
01192 - Order Clerk II	15.48
01261 - Personnel Assistant (Employment) I	16.68
01262 - Personnel Assistant (Employment) II	18.65
01263 - Personnel Assistant (Employment) III	20.79
01270 - Production Control Clerk	24.40
01290 - Rental Clerk	11.85***
01300 - Scheduler Maintenance	15.77
01311 - Secretary I	15.77
01312 - Secretary II	17.65
01313 - Secretary III	19.68
01320 - Service Order Dispatcher	16.50
01410 - Supply Technician	21.90
01420 - Survey Worker	16.92
01460 - Switchboard Operator/Receptionist	11.74***
01531 - Travel Clerk I	12.84***
01532 - Travel Clerk II	13.75***
01533 - Travel Clerk III	14.64***
01611 - Word Processor I	14.05***
01612 - Word Processor II	15.77
01613 - Word Processor III	17.65
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	23.84
05010 - Automotive Electrician	19.42
05040 - Automotive Glass Installer	18.46
05070 - Automotive Worker	18.46
05110 - Mobile Equipment Servicer	16.34
05130 - Motor Equipment Metal Mechanic	20.46
05160 - Motor Equipment Metal Worker	18.46
05190 - Motor Vehicle Mechanic	20.46
05220 - Motor Vehicle Mechanic Helper	15.32
05250 - Motor Vehicle Upholstery Worker	17.33
05280 - Motor Vehicle Wrecker	18.46
05310 - Painter Automotive	19.42
05340 - Radiator Repair Specialist	18.46
05370 - Tire Repairer	15.10
05400 - Transmission Repair Specialist	20.46
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.60***
07041 - Cook I	11.52***
07042 - Cook II	13.01***
07070 - Dishwasher	10.56***
07130 - Food Service Worker	9.29***
07210 - Meat Cutter	16.48
07260 - Waiter/Waitress	9.05***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.71
09040 - Furniture Handler	11.82***
09080 - Furniture Refinisher	17.71
09090 - Furniture Refinisher Helper	13.98***
09110 - Furniture Repairer Minor	15.81
09130 - Upholsterer	17.71
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	11.51***
11060 - Elevator Operator	11.51***
11090 - Gardener	17.70
11122 - Housekeeping Aide	11.95***
11150 - Janitor	11.95***
11210 - Laborer Grounds Maintenance	14.03***
11240 - Maid or Houseman	10.83***
11260 - Pruner	12.72***
11270 - Tractor Operator	16.60

11330 - Trail Maintenance Worker	14.03***
11360 - Window Cleaner	13.18***
12000 - Health Occupations	
12010 - Ambulance Driver	14.81***
12011 - Breath Alcohol Technician	19.02
12012 - Certified Occupational Therapist Assistant	26.32
12015 - Certified Physical Therapist Assistant	28.24
12020 - Dental Assistant	18.46
12025 - Dental Hygienist	33.84
12030 - EKG Technician	28.82
12035 - Electroneurodiagnostic Technologist	28.82
12040 - Emergency Medical Technician	14.81***
12071 - Licensed Practical Nurse I	17.01
12072 - Licensed Practical Nurse II	19.02
12073 - Licensed Practical Nurse III	21.20
12100 - Medical Assistant	14.67***
12130 - Medical Laboratory Technician	25.85
12160 - Medical Record Clerk	16.08
12190 - Medical Record Technician	17.98
12195 - Medical Transcriptionist	17.34
12210 - Nuclear Medicine Technologist	41.80
12221 - Nursing Assistant I	11.42***
12222 - Nursing Assistant II	12.83***
12223 - Nursing Assistant III	14.00***
12224 - Nursing Assistant IV	15.73
12235 - Optical Dispenser	18.59
12236 - Optical Technician	17.01
12250 - Pharmacy Technician	17.29
12280 - Phlebotomist	14.39***
12305 - Radiologic Technologist	24.97
12311 - Registered Nurse I	24.07
12312 - Registered Nurse II	29.44
12313 - Registered Nurse II Specialist	29.44
12314 - Registered Nurse III	35.61
12315 - Registered Nurse III Anesthetist	35.61
12316 - Registered Nurse IV	42.69
12317 - Scheduler (Drug and Alcohol Testing)	23.56
12320 - Substance Abuse Treatment Counselor	21.45
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	26.23
13012 - Exhibits Specialist II	32.49
13013 - Exhibits Specialist III	39.74
13041 - Illustrator I	26.23
13042 - Illustrator II	32.49
13043 - Illustrator III	39.74
13047 - Librarian	35.98
13050 - Library Aide/Clerk	13.75***
13054 - Library Information Technology Systems Administrator	32.49
13058 - Library Technician	16.30
13061 - Media Specialist I	23.45
13062 - Media Specialist II	26.23
13063 - Media Specialist III	29.24
13071 - Photographer I	23.45
13072 - Photographer II	26.23
13073 - Photographer III	32.49
13074 - Photographer IV	37.36
13075 - Photographer V	40.54
13090 - Technical Order Library Clerk	17.41
13110 - Video Teleconference Technician	18.26
14000 - Information Technology Occupations	
14041 - Computer Operator I	15.54
14042 - Computer Operator II	17.61
14043 - Computer Operator III	19.64
14044 - Computer Operator IV	21.82

14045 - Computer Operator V	24.18
14071 - Computer Programmer I	(see 1) 20.94
14072 - Computer Programmer II	(see 1) 25.96
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	15.54
14160 - Personal Computer Support Technician	24.18
14170 - System Support Specialist	32.86
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	29.95
15020 - Aircrew Training Devices Instructor (Rated)	36.23
15030 - Air Crew Training Devices Instructor (Pilot)	43.24
15050 - Computer Based Training Specialist / Instructor	29.95
15060 - Educational Technologist	36.18
15070 - Flight Instructor (Pilot)	43.24
15080 - Graphic Artist	20.93
15085 - Maintenance Test Pilot Fixed Jet/Prop	43.24
15086 - Maintenance Test Pilot Rotary Wing	43.24
15088 - Non-Maintenance Test/Co-Pilot	43.24
15090 - Technical Instructor	19.97
15095 - Technical Instructor/Course Developer	24.43
15110 - Test Proctor	16.13
15120 - Tutor	16.13
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	9.62***
16030 - Counter Attendant	9.62***
16040 - Dry Cleaner	11.66***
16070 - Finisher Flatwork Machine	9.62***
16090 - Presser Hand	9.62***
16110 - Presser Machine Drycleaning	9.62***
16130 - Presser Machine Shirts	9.62***
16160 - Presser Machine Wearing Apparel Laundry	9.62***
16190 - Sewing Machine Operator	12.41***
16220 - Tailor	13.09***
16250 - Washer Machine	10.42***
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	22.68
19040 - Tool And Die Maker	27.63
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	18.44
21030 - Material Coordinator	24.40
21040 - Material Expediter	24.40
21050 - Material Handling Laborer	14.65***
21071 - Order Filler	12.01***
21080 - Production Line Worker (Food Processing)	18.44
21110 - Shipping Packer	17.37
21130 - Shipping/Receiving Clerk	17.37
21140 - Store Worker I	13.37***
21150 - Stock Clerk	18.09
21210 - Tools And Parts Attendant	18.44
21410 - Warehouse Specialist	18.44
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	27.46
23019 - Aircraft Logs and Records Technician	22.09
23021 - Aircraft Mechanic I	26.08
23022 - Aircraft Mechanic II	27.46
23023 - Aircraft Mechanic III	28.74
23040 - Aircraft Mechanic Helper	19.51
23050 - Aircraft Painter	24.75
23060 - Aircraft Servicer	22.09
23070 - Aircraft Survival Flight Equipment Technician	24.75
23080 - Aircraft Worker	23.52

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	23.52
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	26.08
23110 - Appliance Mechanic	21.74
23120 - Bicycle Repairer	18.31
23125 - Cable Splicer	36.00
23130 - Carpenter Maintenance	19.26
23140 - Carpet Layer	20.68
23160 - Electrician Maintenance	23.65
23181 - Electronics Technician Maintenance I	27.27
23182 - Electronics Technician Maintenance II	28.68
23183 - Electronics Technician Maintenance III	30.22
23260 - Fabric Worker	19.41
23290 - Fire Alarm System Mechanic	22.00
23310 - Fire Extinguisher Repairer	18.31
23311 - Fuel Distribution System Mechanic	22.91
23312 - Fuel Distribution System Operator	19.33
23370 - General Maintenance Worker	20.51
23380 - Ground Support Equipment Mechanic	26.08
23381 - Ground Support Equipment Servicer	22.09
23382 - Ground Support Equipment Worker	23.52
23391 - Gunsmith I	18.31
23392 - Gunsmith II	20.68
23393 - Gunsmith III	22.91
23410 - Heating Ventilation And Air-Conditioning Mechanic	20.02
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	21.11
23430 - Heavy Equipment Mechanic	21.29
23440 - Heavy Equipment Operator	19.81
23460 - Instrument Mechanic	22.91
23465 - Laboratory/Shelter Mechanic	21.74
23470 - Laborer	14.65***
23510 - Locksmith	21.74
23530 - Machinery Maintenance Mechanic	24.97
23550 - Machinist Maintenance	21.15
23580 - Maintenance Trades Helper	17.16
23591 - Metrology Technician I	22.91
23592 - Metrology Technician II	24.16
23593 - Metrology Technician III	25.42
23640 - Millwright	23.03
23710 - Office Appliance Repairer	21.74
23760 - Painter Maintenance	16.43
23790 - Pipefitter Maintenance	24.96
23810 - Plumber Maintenance	23.68
23820 - Pneudraulic Systems Mechanic	22.91
23850 - Rigger	22.91
23870 - Scale Mechanic	20.68
23890 - Sheet-Metal Worker Maintenance	22.43
23910 - Small Engine Mechanic	20.68
23931 - Telecommunications Mechanic I	26.24
23932 - Telecommunications Mechanic II	27.52
23950 - Telephone Lineman	23.48
23960 - Welder Combination Maintenance	22.43
23965 - Well Driller	24.67
23970 - Woodcraft Worker	22.91
23980 - Woodworker	18.31
24000 - Personal Needs Occupations	
24550 - Case Manager	16.44
24570 - Child Care Attendant	9.41***
24580 - Child Care Center Clerk	13.01***
24610 - Chore Aide	10.69***
24620 - Family Readiness And Support Services Coordinator	16.44

24630 - Homemaker	16.44
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.91
25040 - Sewage Plant Operator	18.03
25070 - Stationary Engineer	22.91
25190 - Ventilation Equipment Tender	17.16
25210 - Water Treatment Plant Operator	18.03
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.00
27007 - Baggage Inspector	15.36
27008 - Corrections Officer	20.58
27010 - Court Security Officer	20.58
27030 - Detection Dog Handler	17.33
27040 - Detention Officer	20.58
27070 - Firefighter	20.58
27101 - Guard I	15.36
27102 - Guard II	17.33
27131 - Police Officer I	20.10
27132 - Police Officer II	22.33
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.33***
28042 - Carnival Equipment Repairer	14.17***
28043 - Carnival Worker	9.87***
28210 - Gate Attendant/Gate Tender	13.60***
28310 - Lifeguard	12.91***
28350 - Park Attendant (Aide)	15.66
28510 - Recreation Aide/Health Facility Attendant	11.10***
28515 - Recreation Specialist	16.45
28630 - Sports Official	12.47***
28690 - Swimming Pool Operator	16.81
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	20.68
29020 - Hatch Tender	20.68
29030 - Line Handler	20.68
29041 - Stevedore I	19.41
29042 - Stevedore II	21.74
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	40.29
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.78
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.59
30021 - Archeological Technician I	17.66
30022 - Archeological Technician II	19.75
30023 - Archeological Technician III	24.48
30030 - Cartographic Technician	24.48
30040 - Civil Engineering Technician	24.86
30051 - Cryogenic Technician I	26.26
30052 - Cryogenic Technician II	29.01
30061 - Drafter/CAD Operator I	17.66
30062 - Drafter/CAD Operator II	19.75
30063 - Drafter/CAD Operator III	22.03
30064 - Drafter/CAD Operator IV	27.10
30081 - Engineering Technician I	15.52
30082 - Engineering Technician II	17.41
30083 - Engineering Technician III	19.48
30084 - Engineering Technician IV	24.14
30085 - Engineering Technician V	29.66
30086 - Engineering Technician VI	35.90
30090 - Environmental Technician	23.35
30095 - Evidence Control Specialist	23.71
30210 - Laboratory Technician	21.43
30221 - Latent Fingerprint Technician I	26.26
30222 - Latent Fingerprint Technician II	29.01
30240 - Mathematical Technician	24.48
30361 - Paralegal/Legal Assistant I	18.18
30362 - Paralegal/Legal Assistant II	22.52

30363 - Paralegal/Legal Assistant III	27.55
30364 - Paralegal/Legal Assistant IV	33.34
30375 - Petroleum Supply Specialist	29.01
30390 - Photo-Optics Technician	24.48
30395 - Radiation Control Technician	29.01
30461 - Technical Writer I	24.48
30462 - Technical Writer II	29.45
30463 - Technical Writer III	35.10
30491 - Unexploded Ordnance (UXO) Technician I	25.60
30492 - Unexploded Ordnance (UXO) Technician II	30.98
30493 - Unexploded Ordnance (UXO) Technician III	37.13
30494 - Unexploded (UXO) Safety Escort	25.60
30495 - Unexploded (UXO) Sweep Personnel	25.60
30501 - Weather Forecaster I	26.26
30502 - Weather Forecaster II	31.95
30620 - Weather Observer Combined Upper Air Or	(see 2) 22.03
Surface Programs	
30621 - Weather Observer Senior	(see 2) 24.48
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	30.98
31020 - Bus Aide	13.21***
31030 - Bus Driver	17.68
31043 - Driver Courier	13.60***
31260 - Parking and Lot Attendant	11.98***
31290 - Shuttle Bus Driver	14.53***
31310 - Taxi Driver	14.10***
31361 - Truckdriver Light	14.53***
31362 - Truckdriver Medium	15.48
31363 - Truckdriver Heavy	19.59
31364 - Truckdriver Tractor-Trailer	19.59
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	10.49***
99050 - Desk Clerk	10.78***
99095 - Embalmer	25.60
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker I	11.54***
99252 - Laboratory Animal Caretaker II	12.31***
99260 - Marketing Analyst	24.65
99310 - Mortician	25.60
99410 - Pest Controller	19.60
99510 - Photofinishing Worker	13.45***
99710 - Recycling Laborer	15.05
99711 - Recycling Specialist	17.80
99730 - Refuse Collector	13.65***
99810 - Sales Clerk	11.20***
99820 - School Crossing Guard	14.97***
99830 - Survey Party Chief	19.56
99831 - Surveying Aide	11.62***
99832 - Surveying Technician	17.78
99840 - Vending Machine Attendant	19.15
99841 - Vending Machine Repairer	22.72
99842 - Vending Machine Repairer Helper	19.15

***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.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 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 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: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer

professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

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

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

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

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

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

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

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder.

All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

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

**** UNIFORM ALLOWANCE ****

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining

agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of ""wash and wear"" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ****

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

- 1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the

contractor.

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

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

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

"REGISTER OF WAGE 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 Director	Division of Wage Determinations	Wage Determination No.: 2015-4687 Revision No.: 19 Date Of Last Revision: 03/15/2022

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.

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.
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:	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 determination if it is higher) for all hours spent performing on the contract in 2022.

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>.

State: Kentucky

Area: Kentucky Counties of Caldwell Crittenden Hopkins Livingston Lyon
Muhlenberg Ohio Todd Union Webster

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.31***
01012 - Accounting Clerk II		16.08
01013 - Accounting Clerk III		17.98
01020 - Administrative Assistant		20.95
01035 - Court Reporter		16.45
01041 - Customer Service Representative I		12.64***
01042 - Customer Service Representative II		13.86***
01043 - Customer Service Representative III		15.51
01051 - Data Entry Operator I		14.19***
01052 - Data Entry Operator II		15.48
01060 - Dispatcher Motor Vehicle		17.85
01070 - Document Preparation Clerk		13.31***
01090 - Duplicating Machine Operator		13.31***
01111 - General Clerk I		12.77***
01112 - General Clerk II		13.93***

01113 - General Clerk III	15.65
01120 - Housing Referral Assistant	18.33
01141 - Messenger Courier	12.32***
01191 - Order Clerk I	12.70***
01192 - Order Clerk II	13.86***
01261 - Personnel Assistant (Employment) I	16.04
01262 - Personnel Assistant (Employment) II	17.94
01263 - Personnel Assistant (Employment) III	20.00
01270 - Production Control Clerk	22.60
01290 - Rental Clerk	13.26***
01300 - Scheduler Maintenance	14.71***
01311 - Secretary I	14.71***
01312 - Secretary II	16.45
01313 - Secretary III	18.33
01320 - Service Order Dispatcher	15.96
01410 - Supply Technician	20.95
01420 - Survey Worker	13.89***
01460 - Switchboard Operator/Receptionist	12.30***
01531 - Travel Clerk I	13.31***
01532 - Travel Clerk II	14.24***
01533 - Travel Clerk III	15.15
01611 - Word Processor I	13.10***
01612 - Word Processor II	14.71***
01613 - Word Processor III	16.45
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	22.61
05010 - Automotive Electrician	17.11
05040 - Automotive Glass Installer	16.28
05070 - Automotive Worker	16.28
05110 - Mobile Equipment Servicer	14.59***
05130 - Motor Equipment Metal Mechanic	17.91
05160 - Motor Equipment Metal Worker	16.28
05190 - Motor Vehicle Mechanic	17.91
05220 - Motor Vehicle Mechanic Helper	13.73***
05250 - Motor Vehicle Upholstery Worker	15.45
05280 - Motor Vehicle Wrecker	16.28
05310 - Painter Automotive	17.11
05340 - Radiator Repair Specialist	16.28
05370 - Tire Repairer	12.99***
05400 - Transmission Repair Specialist	17.19
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.37***
07041 - Cook I	11.55***
07042 - Cook II	13.10***
07070 - Dishwasher	10.44***
07130 - Food Service Worker	9.50***
07210 - Meat Cutter	15.42
07260 - Waiter/Waitress	8.97***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.77
09040 - Furniture Handler	13.00***
09080 - Furniture Refinisher	19.77
09090 - Furniture Refinisher Helper	15.20
09110 - Furniture Repairer Minor	17.05
09130 - Upholsterer	19.77
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.22***
11060 - Elevator Operator	12.96***
11090 - Gardener	17.44
11122 - Housekeeping Aide	11.78***
11150 - Janitor	11.78***
11210 - Laborer Grounds Maintenance	13.92***
11240 - Maid or Houseman	12.28***
11260 - Pruner	12.73***
11270 - Tractor Operator	16.28

11330 - Trail Maintenance Worker	13.92***
11360 - Window Cleaner	12.88***
12000 - Health Occupations	
12010 - Ambulance Driver	15.75
12011 - Breath Alcohol Technician	18.95
12012 - Certified Occupational Therapist Assistant	28.33
12015 - Certified Physical Therapist Assistant	27.17
12020 - Dental Assistant	15.47
12025 - Dental Hygienist	30.44
12030 - EKG Technician	22.64
12035 - Electroneurodiagnostic Technologist	22.64
12040 - Emergency Medical Technician	15.75
12071 - Licensed Practical Nurse I	16.95
12072 - Licensed Practical Nurse II	18.95
12073 - Licensed Practical Nurse III	21.12
12100 - Medical Assistant	14.77***
12130 - Medical Laboratory Technician	25.03
12160 - Medical Record Clerk	15.33
12190 - Medical Record Technician	17.33
12195 - Medical Transcriptionist	17.58
12210 - Nuclear Medicine Technologist	37.11
12221 - Nursing Assistant I	11.65***
12222 - Nursing Assistant II	13.09***
12223 - Nursing Assistant III	14.29***
12224 - Nursing Assistant IV	16.05
12235 - Optical Dispenser	18.59
12236 - Optical Technician	15.49
12250 - Pharmacy Technician	14.75***
12280 - Phlebotomist	14.14***
12305 - Radiologic Technologist	24.39
12311 - Registered Nurse I	24.03
12312 - Registered Nurse II	29.39
12313 - Registered Nurse II Specialist	29.39
12314 - Registered Nurse III	35.57
12315 - Registered Nurse III Anesthetist	35.57
12316 - Registered Nurse IV	42.62
12317 - Scheduler (Drug and Alcohol Testing)	23.47
12320 - Substance Abuse Treatment Counselor	18.02
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	20.51
13012 - Exhibits Specialist II	25.41
13013 - Exhibits Specialist III	31.08
13041 - Illustrator I	20.51
13042 - Illustrator II	25.41
13043 - Illustrator III	31.08
13047 - Librarian	28.14
13050 - Library Aide/Clerk	11.87***
13054 - Library Information Technology Systems Administrator	25.41
13058 - Library Technician	14.69***
13061 - Media Specialist I	18.34
13062 - Media Specialist II	20.51
13063 - Media Specialist III	22.86
13071 - Photographer I	18.34
13072 - Photographer II	20.51
13073 - Photographer III	25.41
13074 - Photographer IV	31.08
13075 - Photographer V	36.85
13090 - Technical Order Library Clerk	15.49
13110 - Video Teleconference Technician	18.34
14000 - Information Technology Occupations	
14041 - Computer Operator I	16.74
14042 - Computer Operator II	18.72
14043 - Computer Operator III	20.86
14044 - Computer Operator IV	23.19

14045 - Computer Operator V	25.05
14071 - Computer Programmer I	(see 1) 23.03
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	16.74
14160 - Personal Computer Support Technician	23.19
14170 - System Support Specialist	28.73
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	29.95
15020 - Aircrew Training Devices Instructor (Rated)	36.23
15030 - Air Crew Training Devices Instructor (Pilot)	42.05
15050 - Computer Based Training Specialist / Instructor	29.95
15060 - Educational Technologist	29.39
15070 - Flight Instructor (Pilot)	42.05
15080 - Graphic Artist	19.39
15085 - Maintenance Test Pilot Fixed Jet/Prop	42.05
15086 - Maintenance Test Pilot Rotary Wing	42.05
15088 - Non-Maintenance Test/Co-Pilot	42.05
15090 - Technical Instructor	20.39
15095 - Technical Instructor/Course Developer	24.95
15110 - Test Proctor	16.46
15120 - Tutor	16.46
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	9.52***
16030 - Counter Attendant	9.52***
16040 - Dry Cleaner	11.54***
16070 - Finisher Flatwork Machine	9.52***
16090 - Presser Hand	9.52***
16110 - Presser Machine Drycleaning	9.52***
16130 - Presser Machine Shirts	9.52***
16160 - Presser Machine Wearing Apparel Laundry	9.52***
16190 - Sewing Machine Operator	12.28***
16220 - Tailor	12.96***
16250 - Washer Machine	10.31***
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	21.48
19040 - Tool And Die Maker	25.79
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	19.38
21030 - Material Coordinator	22.60
21040 - Material Expediter	22.60
21050 - Material Handling Laborer	14.36***
21071 - Order Filler	12.87***
21080 - Production Line Worker (Food Processing)	19.38
21110 - Shipping Packer	16.35
21130 - Shipping/Receiving Clerk	16.35
21140 - Store Worker I	14.28***
21150 - Stock Clerk	18.77
21210 - Tools And Parts Attendant	19.38
21410 - Warehouse Specialist	19.38
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	25.87
23019 - Aircraft Logs and Records Technician	20.94
23021 - Aircraft Mechanic I	24.66
23022 - Aircraft Mechanic II	25.87
23023 - Aircraft Mechanic III	27.14
23040 - Aircraft Mechanic Helper	18.34
23050 - Aircraft Painter	23.49
23060 - Aircraft Servicer	20.94
23070 - Aircraft Survival Flight Equipment Technician	23.49
23080 - Aircraft Worker	22.28

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	22.28
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	24.66
23110 - Appliance Mechanic	23.49
23120 - Bicycle Repairer	19.64
23125 - Cable Splicer	30.66
23130 - Carpenter Maintenance	20.85
23140 - Carpet Layer	21.14
23160 - Electrician Maintenance	28.46
23181 - Electronics Technician Maintenance I	26.31
23182 - Electronics Technician Maintenance II	28.11
23183 - Electronics Technician Maintenance III	29.12
23260 - Fabric Worker	20.94
23290 - Fire Alarm System Mechanic	20.35
23310 - Fire Extinguisher Repairer	19.64
23311 - Fuel Distribution System Mechanic	29.89
23312 - Fuel Distribution System Operator	25.61
23370 - General Maintenance Worker	17.70
23380 - Ground Support Equipment Mechanic	24.66
23381 - Ground Support Equipment Servicer	20.94
23382 - Ground Support Equipment Worker	22.28
23391 - Gunsmith I	19.64
23392 - Gunsmith II	22.28
23393 - Gunsmith III	24.66
23410 - Heating Ventilation And Air-Conditioning Mechanic	19.91
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	20.88
23430 - Heavy Equipment Mechanic	26.56
23440 - Heavy Equipment Operator	22.01
23460 - Instrument Mechanic	34.52
23465 - Laboratory/Shelter Mechanic	23.49
23470 - Laborer	14.36***
23510 - Locksmith	23.49
23530 - Machinery Maintenance Mechanic	25.54
23550 - Machinist Maintenance	22.83
23580 - Maintenance Trades Helper	17.38
23591 - Metrology Technician I	34.52
23592 - Metrology Technician II	36.19
23593 - Metrology Technician III	37.98
23640 - Millwright	28.58
23710 - Office Appliance Repairer	24.01
23760 - Painter Maintenance	17.29
23790 - Pipefitter Maintenance	31.08
23810 - Plumber Maintenance	29.60
23820 - Pneudraulic Systems Mechanic	24.66
23850 - Rigger	24.66
23870 - Scale Mechanic	22.28
23890 - Sheet-Metal Worker Maintenance	21.59
23910 - Small Engine Mechanic	14.85***
23931 - Telecommunications Mechanic I	31.75
23932 - Telecommunications Mechanic II	33.30
23950 - Telephone Lineman	26.11
23960 - Welder Combination Maintenance	19.28
23965 - Well Driller	23.78
23970 - Woodcraft Worker	24.66
23980 - Woodworker	19.64
24000 - Personal Needs Occupations	
24550 - Case Manager	13.10***
24570 - Child Care Attendant	10.48***
24580 - Child Care Center Clerk	13.06***
24610 - Chore Aide	10.86***
24620 - Family Readiness And Support Services Coordinator	13.10***

24630 - Homemaker	13.11***
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.66
25040 - Sewage Plant Operator	19.15
25070 - Stationary Engineer	24.66
25190 - Ventilation Equipment Tender	18.34
25210 - Water Treatment Plant Operator	19.15
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.76***
27007 - Baggage Inspector	14.19***
27008 - Corrections Officer	15.64
27010 - Court Security Officer	17.31
27030 - Detection Dog Handler	15.88
27040 - Detention Officer	15.64
27070 - Firefighter	18.17
27101 - Guard I	14.19***
27102 - Guard II	15.88
27131 - Police Officer I	19.47
27132 - Police Officer II	21.64
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.33***
28042 - Carnival Equipment Repairer	14.17***
28043 - Carnival Worker	10.13***
28210 - Gate Attendant/Gate Tender	17.64
28310 - Lifeguard	12.91***
28350 - Park Attendant (Aide)	19.73
28510 - Recreation Aide/Health Facility Attendant	14.40***
28515 - Recreation Specialist	22.22
28630 - Sports Official	15.71
28690 - Swimming Pool Operator	16.81
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	24.72
29020 - Hatch Tender	24.72
29030 - Line Handler	24.72
29041 - Stevedore I	24.04
29042 - Stevedore II	26.13
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	40.29
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.78
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.59
30021 - Archeological Technician I	18.15
30022 - Archeological Technician II	20.31
30023 - Archeological Technician III	25.15
30030 - Cartographic Technician	25.15
30040 - Civil Engineering Technician	24.86
30051 - Cryogenic Technician I	26.82
30052 - Cryogenic Technician II	29.61
30061 - Drafter/CAD Operator I	18.15
30062 - Drafter/CAD Operator II	20.31
30063 - Drafter/CAD Operator III	22.64
30064 - Drafter/CAD Operator IV	27.86
30081 - Engineering Technician I	15.79
30082 - Engineering Technician II	17.73
30083 - Engineering Technician III	19.83
30084 - Engineering Technician IV	24.56
30085 - Engineering Technician V	30.05
30086 - Engineering Technician VI	36.36
30090 - Environmental Technician	25.15
30095 - Evidence Control Specialist	24.21
30210 - Laboratory Technician	23.57
30221 - Latent Fingerprint Technician I	26.82
30222 - Latent Fingerprint Technician II	29.61
30240 - Mathematical Technician	25.15
30361 - Paralegal/Legal Assistant I	17.59
30362 - Paralegal/Legal Assistant II	21.78

30363 - Paralegal/Legal Assistant III	26.65
30364 - Paralegal/Legal Assistant IV	32.24
30375 - Petroleum Supply Specialist	29.61
30390 - Photo-Optics Technician	24.48
30395 - Radiation Control Technician	29.61
30461 - Technical Writer I	25.15
30462 - Technical Writer II	30.77
30463 - Technical Writer III	36.07
30491 - Unexploded Ordnance (UXO) Technician I	25.60
30492 - Unexploded Ordnance (UXO) Technician II	30.98
30493 - Unexploded Ordnance (UXO) Technician III	37.13
30494 - Unexploded (UXO) Safety Escort	25.60
30495 - Unexploded (UXO) Sweep Personnel	25.60
30501 - Weather Forecaster I	27.86
30502 - Weather Forecaster II	33.89
30620 - Weather Observer Combined Upper Air Or	(see 2) 22.64
Surface Programs	
30621 - Weather Observer Senior	(see 2) 25.15
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	30.98
31020 - Bus Aide	12.59***
31030 - Bus Driver	16.82
31043 - Driver Courier	15.40
31260 - Parking and Lot Attendant	12.78***
31290 - Shuttle Bus Driver	14.99***
31310 - Taxi Driver	14.10***
31361 - Truckdriver Light	16.49
31362 - Truckdriver Medium	17.58
31363 - Truckdriver Heavy	19.82
31364 - Truckdriver Tractor-Trailer	19.82
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	9.76***
99050 - Desk Clerk	11.17***
99095 - Embalmer	25.60
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker I	10.70***
99252 - Laboratory Animal Caretaker II	11.46***
99260 - Marketing Analyst	24.07
99310 - Mortician	25.60
99410 - Pest Controller	17.42
99510 - Photofinishing Worker	13.45***
99710 - Recycling Laborer	15.02
99711 - Recycling Specialist	17.56
99730 - Refuse Collector	13.73***
99810 - Sales Clerk	11.21***
99820 - School Crossing Guard	15.80
99830 - Survey Party Chief	22.59
99831 - Surveying Aide	13.42***
99832 - Surveying Technician	20.54
99840 - Vending Machine Attendant	19.15
99841 - Vending Machine Repairer	22.71
99842 - Vending Machine Repairer Helper	19.15

***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.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 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 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 twelve paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday 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))."

"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 Director	Division of Wage Determinations	Wage Determination No.: 2015-5747 Revision No.: 19 Date Of Last Revision: 03/15/2022

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.

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.
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:	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 determination if it is higher) for all hours spent performing on the contract in 2022.

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>.

State: Tennessee

Area: Tennessee County of Stewart

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.88***
01012 - Accounting Clerk II		16.71
01013 - Accounting Clerk III		18.68
01020 - Administrative Assistant		23.48
01035 - Court Reporter		18.77
01041 - Customer Service Representative I		13.53***
01042 - Customer Service Representative II		15.11
01043 - Customer Service Representative III		16.61
01051 - Data Entry Operator I		12.67***
01052 - Data Entry Operator II		13.83***
01060 - Dispatcher Motor Vehicle		17.35
01070 - Document Preparation Clerk		14.95***
01090 - Duplicating Machine Operator		14.95***
01111 - General Clerk I		13.53***
01112 - General Clerk II		14.76***
01113 - General Clerk III		16.57

01120 - Housing Referral Assistant	20.93
01141 - Messenger Courier	12.41***
01191 - Order Clerk I	13.43***
01192 - Order Clerk II	14.92***
01261 - Personnel Assistant (Employment) I	16.05
01262 - Personnel Assistant (Employment) II	17.95
01263 - Personnel Assistant (Employment) III	20.01
01270 - Production Control Clerk	21.88
01290 - Rental Clerk	10.90***
01300 - Scheduler Maintenance	16.79
01311 - Secretary I	16.79
01312 - Secretary II	18.77
01313 - Secretary III	20.93
01320 - Service Order Dispatcher	15.79
01410 - Supply Technician	23.48
01420 - Survey Worker	13.19***
01460 - Switchboard Operator/Receptionist	12.56***
01531 - Travel Clerk I	14.02***
01532 - Travel Clerk II	15.00
01533 - Travel Clerk III	16.08
01611 - Word Processor I	14.95***
01612 - Word Processor II	16.79
01613 - Word Processor III	18.77
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	18.81
05010 - Automotive Electrician	17.11
05040 - Automotive Glass Installer	16.28
05070 - Automotive Worker	16.28
05110 - Mobile Equipment Servicer	14.59***
05130 - Motor Equipment Metal Mechanic	17.96
05160 - Motor Equipment Metal Worker	16.28
05190 - Motor Vehicle Mechanic	17.96
05220 - Motor Vehicle Mechanic Helper	13.73***
05250 - Motor Vehicle Upholstery Worker	15.45
05280 - Motor Vehicle Wrecker	16.28
05310 - Painter Automotive	17.11
05340 - Radiator Repair Specialist	16.28
05370 - Tire Repairer	13.79***
05400 - Transmission Repair Specialist	17.96
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.33
07041 - Cook I	10.90***
07042 - Cook II	12.34***
07070 - Dishwasher	9.70***
07130 - Food Service Worker	9.23***
07210 - Meat Cutter	13.78***
07260 - Waiter/Waitress	8.97***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.89
09040 - Furniture Handler	12.83***
09080 - Furniture Refinisher	18.89
09090 - Furniture Refinisher Helper	15.20
09110 - Furniture Repairer Minor	17.05
09130 - Upholsterer	18.89
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	13.17***
11060 - Elevator Operator	12.83***
11090 - Gardener	18.30
11122 - Housekeeping Aide	10.60***
11150 - Janitor	10.60***
11210 - Laborer Grounds Maintenance	14.10***
11240 - Maid or Houseman	9.52***
11260 - Pruner	12.67***
11270 - Tractor Operator	16.96
11330 - Trail Maintenance Worker	14.10***

11360 - Window Cleaner	11.80***
12000 - Health Occupations	
12010 - Ambulance Driver	17.71
12011 - Breath Alcohol Technician	17.71
12012 - Certified Occupational Therapist Assistant	31.53
12015 - Certified Physical Therapist Assistant	29.85
12020 - Dental Assistant	21.19
12025 - Dental Hygienist	33.80
12030 - EKG Technician	28.02
12035 - Electroneurodiagnostic Technologist	28.02
12040 - Emergency Medical Technician	17.71
12071 - Licensed Practical Nurse I	16.54
12072 - Licensed Practical Nurse II	18.49
12073 - Licensed Practical Nurse III	20.61
12100 - Medical Assistant	13.76***
12130 - Medical Laboratory Technician	22.01
12160 - Medical Record Clerk	13.49***
12190 - Medical Record Technician	16.59
12195 - Medical Transcriptionist	16.54
12210 - Nuclear Medicine Technologist	40.63
12221 - Nursing Assistant I	11.48***
12222 - Nursing Assistant II	12.90***
12223 - Nursing Assistant III	14.08***
12224 - Nursing Assistant IV	15.81
12235 - Optical Dispenser	16.90
12236 - Optical Technician	16.54
12250 - Pharmacy Technician	15.65
12280 - Phlebotomist	13.98***
12305 - Radiologic Technologist	22.49
12311 - Registered Nurse I	22.71
12312 - Registered Nurse II	27.78
12313 - Registered Nurse II Specialist	27.78
12314 - Registered Nurse III	33.62
12315 - Registered Nurse III Anesthetist	33.62
12316 - Registered Nurse IV	40.29
12317 - Scheduler (Drug and Alcohol Testing)	21.94
12320 - Substance Abuse Treatment Counselor	19.27
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	16.88
13012 - Exhibits Specialist II	20.92
13013 - Exhibits Specialist III	25.91
13041 - Illustrator I	16.88
13042 - Illustrator II	20.92
13043 - Illustrator III	25.91
13047 - Librarian	23.16
13050 - Library Aide/Clerk	11.66***
13054 - Library Information Technology Systems Administrator	20.92
13058 - Library Technician	13.35***
13061 - Media Specialist I	15.09
13062 - Media Specialist II	16.88
13063 - Media Specialist III	18.83
13071 - Photographer I	14.95***
13072 - Photographer II	16.73
13073 - Photographer III	20.72
13074 - Photographer IV	25.35
13075 - Photographer V	30.67
13090 - Technical Order Library Clerk	15.49
13110 - Video Teleconference Technician	15.09
14000 - Information Technology Occupations	
14041 - Computer Operator I	15.86
14042 - Computer Operator II	17.75
14043 - Computer Operator III	19.79
14044 - Computer Operator IV	21.99
14045 - Computer Operator V	24.35

14071 - Computer Programmer I	(see 1)	20.94
14072 - Computer Programmer II	(see 1)	25.96
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		15.86
14160 - Personal Computer Support Technician		21.99
14170 - System Support Specialist		24.35
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		29.95
15020 - Aircrew Training Devices Instructor (Rated)		36.23
15030 - Air Crew Training Devices Instructor (Pilot)		40.47
15050 - Computer Based Training Specialist / Instructor		29.95
15060 - Educational Technologist		33.05
15070 - Flight Instructor (Pilot)		40.47
15080 - Graphic Artist		19.39
15085 - Maintenance Test Pilot Fixed Jet/Prop		40.47
15086 - Maintenance Test Pilot Rotary Wing		40.47
15088 - Non-Maintenance Test/Co-Pilot		40.47
15090 - Technical Instructor		21.84
15095 - Technical Instructor/Course Developer		26.71
15110 - Test Proctor		17.63
15120 - Tutor		17.63
16000 - Laundry Dry-Cleaning Pressing And Related Occupations		
16010 - Assembler		11.27***
16030 - Counter Attendant		11.27***
16040 - Dry Cleaner		13.53***
16070 - Finisher Flatwork Machine		11.27***
16090 - Presser Hand		11.27***
16110 - Presser Machine Drycleaning		11.27***
16130 - Presser Machine Shirts		11.27***
16160 - Presser Machine Wearing Apparel Laundry		11.27***
16190 - Sewing Machine Operator		14.48***
16220 - Tailor		15.43
16250 - Washer Machine		11.81***
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		18.92
19040 - Tool And Die Maker		23.55
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		17.65
21030 - Material Coordinator		21.88
21040 - Material Expediter		21.88
21050 - Material Handling Laborer		13.64***
21071 - Order Filler		12.87***
21080 - Production Line Worker (Food Processing)		17.65
21110 - Shipping Packer		16.25
21130 - Shipping/Receiving Clerk		16.25
21140 - Store Worker I		12.45***
21150 - Stock Clerk		17.23
21210 - Tools And Parts Attendant		17.65
21410 - Warehouse Specialist		17.65
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		22.78
23019 - Aircraft Logs and Records Technician		17.89
23021 - Aircraft Mechanic I		21.55
23022 - Aircraft Mechanic II		22.78
23023 - Aircraft Mechanic III		24.07
23040 - Aircraft Mechanic Helper		15.70
23050 - Aircraft Painter		20.35
23060 - Aircraft Servicer		17.89
23070 - Aircraft Survival Flight Equipment Technician		20.35
23080 - Aircraft Worker		19.17
23091 - Aircrew Life Support Equipment (ALSE) Mechanic		19.17

I	
23092 - Aircrew Life Support Equipment (ALSE) Mechanic	21.55
II	
23110 - Appliance Mechanic	20.35
23120 - Bicycle Repairer	16.65
23125 - Cable Splicer	30.35
23130 - Carpenter Maintenance	18.16
23140 - Carpet Layer	19.17
23160 - Electrician Maintenance	23.73
23181 - Electronics Technician Maintenance I	23.15
23182 - Electronics Technician Maintenance II	24.56
23183 - Electronics Technician Maintenance III	26.91
23260 - Fabric Worker	17.89
23290 - Fire Alarm System Mechanic	21.55
23310 - Fire Extinguisher Repairer	16.65
23311 - Fuel Distribution System Mechanic	23.55
23312 - Fuel Distribution System Operator	19.33
23370 - General Maintenance Worker	18.14
23380 - Ground Support Equipment Mechanic	21.55
23381 - Ground Support Equipment Servicer	17.89
23382 - Ground Support Equipment Worker	19.17
23391 - Gunsmith I	16.65
23392 - Gunsmith II	19.17
23393 - Gunsmith III	21.55
23410 - Heating Ventilation And Air-Conditioning Mechanic	19.70
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	20.83
23430 - Heavy Equipment Mechanic	19.67
23440 - Heavy Equipment Operator	20.35
23460 - Instrument Mechanic	22.75
23465 - Laboratory/Shelter Mechanic	20.35
23470 - Laborer	13.64***
23510 - Locksmith	20.35
23530 - Machinery Maintenance Mechanic	22.93
23550 - Machinist Maintenance	21.29
23580 - Maintenance Trades Helper	16.72
23591 - Metrology Technician I	22.75
23592 - Metrology Technician II	23.79
23593 - Metrology Technician III	24.89
23640 - Millwright	25.82
23710 - Office Appliance Repairer	20.35
23760 - Painter Maintenance	16.03
23790 - Pipefitter Maintenance	23.88
23810 - Plumber Maintenance	22.54
23820 - Pneudraulic Systems Mechanic	21.55
23850 - Rigger	21.55
23870 - Scale Mechanic	19.17
23890 - Sheet-Metal Worker Maintenance	19.63
23910 - Small Engine Mechanic	19.03
23931 - Telecommunications Mechanic I	26.81
23932 - Telecommunications Mechanic II	28.27
23950 - Telephone Lineman	27.45
23960 - Welder Combination Maintenance	18.36
23965 - Well Driller	21.55
23970 - Woodcraft Worker	21.55
23980 - Woodworker	16.65
24000 - Personal Needs Occupations	
24550 - Case Manager	14.05***
24570 - Child Care Attendant	9.41***
24580 - Child Care Center Clerk	12.43***
24610 - Chore Aide	10.86***
24620 - Family Readiness And Support Services Coordinator	14.05***
24630 - Homemaker	14.05***

25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	21.55
25040 - Sewage Plant Operator	18.72
25070 - Stationary Engineer	21.55
25190 - Ventilation Equipment Tender	15.43
25210 - Water Treatment Plant Operator	18.72
27000 - Protective Service Occupations	
27004 - Alarm Monitor	16.21
27007 - Baggage Inspector	13.27***
27008 - Corrections Officer	16.73
27010 - Court Security Officer	16.68
27030 - Detection Dog Handler	14.84***
27040 - Detention Officer	16.73
27070 - Firefighter	18.17
27101 - Guard I	13.27***
27102 - Guard II	14.84***
27131 - Police Officer I	18.79
27132 - Police Officer II	20.88
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.33***
28042 - Carnival Equipment Repairer	14.17***
28043 - Carnival Worker	9.87***
28210 - Gate Attendant/Gate Tender	12.85***
28310 - Lifeguard	11.74***
28350 - Park Attendant (Aide)	14.38***
28510 - Recreation Aide/Health Facility Attendant	10.49***
28515 - Recreation Specialist	17.12
28630 - Sports Official	11.45***
28690 - Swimming Pool Operator	16.81
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	29.91
29020 - Hatch Tender	29.91
29030 - Line Handler	29.91
29041 - Stevedore I	28.12
29042 - Stevedore II	31.61
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	40.29
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	27.78
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	30.59
30021 - Archeological Technician I	17.90
30022 - Archeological Technician II	20.03
30023 - Archeological Technician III	24.81
30030 - Cartographic Technician	24.48
30040 - Civil Engineering Technician	24.86
30051 - Cryogenic Technician I	27.48
30052 - Cryogenic Technician II	30.35
30061 - Drafter/CAD Operator I	17.90
30062 - Drafter/CAD Operator II	20.03
30063 - Drafter/CAD Operator III	22.32
30064 - Drafter/CAD Operator IV	27.48
30081 - Engineering Technician I	15.94
30082 - Engineering Technician II	17.90
30083 - Engineering Technician III	20.03
30084 - Engineering Technician IV	24.81
30085 - Engineering Technician V	30.35
30086 - Engineering Technician VI	36.71
30090 - Environmental Technician	26.06
30095 - Evidence Control Specialist	24.81
30210 - Laboratory Technician	22.32
30221 - Latent Fingerprint Technician I	27.48
30222 - Latent Fingerprint Technician II	30.35
30240 - Mathematical Technician	24.81
30361 - Paralegal/Legal Assistant I	18.06
30362 - Paralegal/Legal Assistant II	22.37
30363 - Paralegal/Legal Assistant III	27.36

30364 - Paralegal/Legal Assistant IV	33.10
30375 - Petroleum Supply Specialist	30.35
30390 - Photo-Optics Technician	24.81
30395 - Radiation Control Technician	30.35
30461 - Technical Writer I	24.81
30462 - Technical Writer II	30.35
30463 - Technical Writer III	36.71
30491 - Unexploded Ordnance (UXO) Technician I	25.60
30492 - Unexploded Ordnance (UXO) Technician II	30.98
30493 - Unexploded Ordnance (UXO) Technician III	37.13
30494 - Unexploded (UXO) Safety Escort	25.60
30495 - Unexploded (UXO) Sweep Personnel	25.60
30501 - Weather Forecaster I	27.48
30502 - Weather Forecaster II	33.41
30620 - Weather Observer Combined Upper Air Or	(see 2) 22.32
Surface Programs	
30621 - Weather Observer Senior	(see 2) 24.81
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	30.98
31020 - Bus Aide	12.40***
31030 - Bus Driver	17.27
31043 - Driver Courier	14.65***
31260 - Parking and Lot Attendant	11.13***
31290 - Shuttle Bus Driver	15.30
31310 - Taxi Driver	13.95***
31361 - Truckdriver Light	15.81
31362 - Truckdriver Medium	16.98
31363 - Truckdriver Heavy	20.35
31364 - Truckdriver Tractor-Trailer	20.35
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	9.98***
99050 - Desk Clerk	10.28***
99095 - Embalmer	26.97
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker I	12.11***
99252 - Laboratory Animal Caretaker II	13.07***
99260 - Marketing Analyst	24.66
99310 - Mortician	27.09
99410 - Pest Controller	15.49
99510 - Photofinishing Worker	13.45***
99710 - Recycling Laborer	15.85
99711 - Recycling Specialist	19.07
99730 - Refuse Collector	14.25***
99810 - Sales Clerk	10.75***
99820 - School Crossing Guard	14.04***
99830 - Survey Party Chief	24.24
99831 - Surveying Aide	14.41***
99832 - Surveying Technician	22.04
99840 - Vending Machine Attendant	18.79
99841 - Vending Machine Repairer	22.71
99842 - Vending Machine Repairer Helper	18.79

***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.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 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 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: 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))."

Superseded General Decision Number: KY20210041

State: Kentucky

Construction Type: Building

Counties: Ballard, Breckinridge, Caldwell, Carlisle, Crittenden, Fulton, Graves, Grayson, Hickman, Livingston, Lyon, Muhlenberg, Ohio, Todd and Union Counties in Kentucky.

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">. Executive Order 14026 generally 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.
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">. Executive Order 13658 generally 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 determination, if it is higher) for all hours spent performing on that contract in 2022.

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	01/28/2022
2	02/18/2022
3	02/25/2022
4	05/06/2022
5	06/03/2022
6	07/01/2022
7	08/05/2022
8	08/12/2022
9	08/19/2022

ASBE0051-001 03/01/2022

	Rates	Fringes
ASBESTOS WORKER/HEAT & FROST INSULATOR.....	\$ 27.10	18.28

BOIL0040-001 01/01/2021

	Rates	Fringes
BOILERMAKER.....	\$ 37.60	27.49

BRKY0004-001 06/01/2021

	Rates	Fringes
BRICKLAYER.....	\$ 32.00	18.96

CARP0224-001 06/01/2022

	Rates	Fringes
CARPENTER (Acoustical Ceiling Installation Only).....	\$ 24.18	19.91

CARP0357-006 06/01/2022

	Rates	Fringes
CARPENTER (Drywall Hanging and Metal Stud Installation Only).....	\$ 24.18	19.91

CARP1076-002 04/01/2022

	Rates	Fringes
MILLWRIGHT.....	\$ 30.41	23.89

ELEC0816-005 06/01/2022

	Rates	Fringes
ELECTRICIAN.....	\$ 35.11	22%+1.5%+3%+7.35

ENGI0181-084 06/01/2021

	Rates	Fringes
POWER EQUIPMENT OPERATOR (Oiler).....	\$ 29.70	17.85

ENGI0181-087 07/01/2021

	Rates	Fringes
POWER EQUIPMENT OPERATOR (Crane).....	\$ 34.43	17.85

CRANES WITH BOOM 150 FEET & OVER, INCLUDING JIB, SHALL
RECEIVE \$1.00 ABOVE THE WAGE RATE; 250 FEET AND OVER,
INCLUDING JIB, SHALL RECEIVE \$1.50 ABOVE THE WAGE RATE.
ALL CRANES WITH PILING LEADS WILL RECEIVE \$1.00 ABOVE THE
WAGE, REGARDLESS OF BOOM LENGTH.

ENGI0181-088 07/01/2021

	Rates	Fringes
POWER EQUIPMENT OPERATOR (Forklift).....	\$ 34.43	17.85

IRON0782-014 08/01/2022

	Rates	Fringes
IRONWORKER (Structural and Reinforcing).....	\$ 30.28	23.22

LAB00189-007 06/01/2022

	Rates	Fringes
LABORER (Pipelayer).....	\$ 25.75	15.28

LAB01214-008 07/01/2022

	Rates	Fringes
LABORER (Backfiller, Carpenter Tender, Form - Stripping).....	\$ 21.97	15.64

LAB01214-009 07/01/2022

	Rates	Fringes
LABORER (Grouting, Jack Hammer, Mason Tender - Cement/Concrete, Tamper - Hand Held, Vibrating Plate).....	\$ 22.22	15.64

LAB01392-010 07/01/2022

	Rates	Fringes
LABORER (Concrete Saw - Hand Held/Walk Behind).....	\$ 23.95	15.22

PAIN1072-005 12/01/2021

	Rates	Fringes
PAINTER (Spray Only).....	\$ 29.49	21.15

* PAIN1165-003 07/01/2022

Breckenridge, and Grayson counties

	Rates	Fringes
GLAZIER.....	\$ 26.32	15.43

 * PAIN1165-021 07/01/2022

Ballard, Caldwell, Carlisle, Crittenden, Fulton, Graves,
 Hickman, Livingston, Lyon, Muhlenberg, Ohio counties

	Rates	Fringes
GLAZIER.....	\$ 30.87	17.83

 PLUM0184-003 07/01/2021

	Rates	Fringes
PLUMBER/PIPEFITTER.....	\$ 37.16	19.03

 SFKY0669-002 04/01/2022

	Rates	Fringes
SPRINKLER FITTER.....	\$ 39.52	22.61

 SHEE0110-005 06/01/2021

	Rates	Fringes
SHEET METAL WORKER (Includes HVAC Duct Installation).....	\$ 33.74	23.31

 * UAVG-KY-0009 01/01/2019

	Rates	Fringes
ELEVATOR MECHANIC.....	\$ 46.26	33.70

 * UAVG-KY-0010 01/01/2019

	Rates	Fringes
IRONWORKER, ORNAMENTAL.....	\$ 29.46	23.50

 * UAVG-KY-0011 01/01/2020

	Rates	Fringes
LABORER: Grade Checker.....	\$ 23.49	15.39

 * UAVG-KY-0012 01/01/2020

	Rates	Fringes
LABORER: Power Tool Operator....	\$ 24.23	14.67

 * UAVG-KY-0013 01/01/2019

	Rates	Fringes
OPERATOR: Bulldozer.....	\$ 32.38	15.75

SUKY2015-022 06/02/2015

	Rates	Fringes
CARPENTER (Form Work Only).....	\$ 24.46	9.07
CARPENTER, Excludes Acoustical Ceiling Installation, Drywall Hanging, Form Work, and Metal Stud Installation.....	\$ 20.97	12.01
CEMENT MASON/CONCRETE FINISHER...	\$ 23.49	9.01
LABORER: Common or General.....	\$ 21.05	8.09
LABORER: Mason Tender - Brick...	\$ 18.73	10.60
OPERATOR: Backhoe/Excavator/Trackhoe.....	\$ 27.30	10.73
OPERATOR: Bobcat/Skid Steer/Skid Loader.....	\$ 24.64	13.00
OPERATOR: Grader/Blade.....	\$ 24.33	13.00
PAINTER (Brush and Roller).....	\$ 20.19	11.33
ROOFER.....	\$ 22.31	7.41
TILE FINISHER.....	\$ 17.67	7.45
TILE SETTER.....	\$ 25.77	6.10
TRUCK DRIVER: Dump Truck.....	\$ 17.07	6.25

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

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

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 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"

"General Decision Number: KY20220097 08/12/2022

Superseded General Decision Number: KY20210097

State: Kentucky

Construction Type: Building

County: Trigg County in Kentucky.

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">. Executive Order 14026 generally 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.
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">. Executive Order 13658 generally 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 determination, if it is higher) for all hours spent performing on that contract in 2022.

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

BOIL0040-001 01/01/2021

	Rates	Fringes
BOILERMAKER.....	\$ 37.60	27.49

ENGI0181-053 06/01/2021

	Rates	Fringes
POWER EQUIPMENT OPERATOR (Crane).....	\$ 34.99	17.85

CRANES WITH BOOM 150 FEET & OVER, INCLUDING JIB, SHALL
RECEIVE \$.75 ABOVE THE WAGE RATE; 250 FEET AND OVER,
INCLUDING JIB, SHALL RECEIVE \$1.50 ABOVE THE WAGE RATE.
ALL CRANES WITH PILING LEADS WILL RECEIVE \$.50 ABOVE THE
WAGE, REGARDLESS OF BOOM LENGTH.

ENGI0181-054 06/01/2021

	Rates	Fringes
POWER EQUIPMENT OPERATOR (Drill).....	\$ 33.90	17.85

ENGI0181-079 06/01/2021

	Rates	Fringes
POWER EQUIPMENT OPERATOR (Loader).....	\$ 33.90	17.85

ENGI0181-080 06/01/2021

	Rates	Fringes
POWER EQUIPMENT OPERATOR (Forklift).....	\$ 33.90	17.85

IRON0044-017 06/01/2021

	Rates	Fringes
IRONWORKER, ORNAMENTAL.....	\$ 31.32	21,60

PAIN0156-004 05/11/2021

	Rates	Fringes
PAINTER: Spray.....	\$ 27.55	18.10+A

FOOTNOTE A:

All Structures over 40? \$0.75/ hour above base wage

All Structures over 75? \$1.50/ hour above base wage

All Structures over 100? \$2.50/ hour above base wage

PLUM0184-006 07/01/2021

	Rates	Fringes
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PLUMBER.....	\$ 37.16	19.03
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* PLUM0633-001 07/01/2022

	Rates	Fringes
PIPEFITTER.....	\$ 33.97	19.30

ROOF0106-010 04/01/2020

	Rates	Fringes
ROOFER.....	\$ 30.70	17.12

SHEE0020-001 07/01/2014

	Rates	Fringes
SHEET METAL WORKER (HVAC Duct Installation Only).....	\$ 29.45	19.29

SUKY2015-036 06/02/2015

	Rates	Fringes
BRICKLAYER.....	\$ 25.09	10.05
CARPENTER (Form Work Only).....	\$ 22.54	7.12
CARPENTER, Excludes Form Work....	\$ 23.69	7.20
CEMENT MASON/CONCRETE FINISHER...	\$ 20.56	9.56
ELECTRICIAN.....	\$ 30.50	9.21
IRONWORKER, REINFORCING.....	\$ 27.31	16.86
IRONWORKER, STRUCTURAL.....	\$ 25.41	7.63
LABORER: Common or General.....	\$ 18.04	0.00
LABORER: Mason Tender - Cement/Concrete.....	\$ 19.85	9.87
LABORER: Pipelayer.....	\$ 15.00	4.08
OPERATOR: Backhoe/Excavator/Trackhoe.....	\$ 29.05	10.34
OPERATOR: Bulldozer.....	\$ 24.51	12.72
OPERATOR: Paver (Asphalt, Aggregate, and Concrete).....	\$ 22.52	4.00
OPERATOR: Roller.....	\$ 23.60	12.65
PAINTER (Brush and Roller).....	\$ 17.45	0.34
SHEET METAL WORKER, Excludes HVAC Duct Installation.....	\$ 36.24	6.89
TILE FINISHER.....	\$ 15.42	7.24
TILE SETTER.....	\$ 20.96	0.00

TRUCK DRIVER: Dump Truck.....\$ 23.60 8.03

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

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

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).

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

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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
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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:

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U.S. Department of Labor
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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:

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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:

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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"

Superseded General Decision Number: TN20210170

State: Tennessee

Construction Type: Building
BUILDING CONSTRUCTION PROJECTS (does not include single family homes or apartments up to and including 4 stories)

Counties: McNairy and Stewart Counties in Tennessee.

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">. Executive Order 14026 generally 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.
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">. Executive Order 13658 generally 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 determination, if it is higher) for all hours spent performing on that contract in 2022.

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	03/11/2022
1	04/22/2022

ELEC1925-001 01/01/2022

	Rates	Fringes
ELECTRICIAN.....	\$ 26.35	14.79

 ENGI0917-002 05/01/2017

	Rates	Fringes
POWER EQUIPMENT OPERATOR (Crane).....	\$ 28.26	10.10

 ENGI0917-006 01/01/2021

	Rates	Fringes
POWER EQUIPMENT OPERATOR Backhoe/Trackhoe/Excavator..	\$ 32.22	11.56
Bulldozer.....	\$ 32.22	11.56

 SHEE0005-001 05/01/2021

	Rates	Fringes
SHEET METAL WORKER.....	\$ 32.29	12.62

 * SUTN2017-023 04/16/2021

	Rates	Fringes
CARPENTER.....	\$ 17.59	1.81
CEMENT MASON/CONCRETE FINISHER...	\$ 19.00	0.00
GLAZIER.....	\$ 18.83	1.11
IRONWORKER, STRUCTURAL.....	\$ 19.47	0.00
LABORER: Common or General.....	\$ 11.54 **	0.00
LABORER: Mason Tender - Cement/Concrete.....	\$ 15.00	0.00
PAINTER (Brush and Roller).....	\$ 14.07 **	0.00
PLUMBER.....	\$ 21.81	0.00

 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)).

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 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"