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

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

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-5053
Revision No.: 4
Date Of Revision: 07/25/2017

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.20 for calendar year 2017 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, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2017. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Illinois

Area: Illinois Counties of Adams, Brown, Cass, Greene, Logan, Montgomery, Morgan, Pike, Scott

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.09
01012 - Accounting Clerk II		14.84
01013 - Accounting Clerk III		16.59
01020 - Administrative Assistant		22.42
01035 - Court Reporter		21.70
01041 - Customer Service Representative I		11.26
01042 - Customer Service Representative II		12.67
01043 - Customer Service Representative III		13.82
01051 - Data Entry Operator I		13.56
01052 - Data Entry Operator II		14.81
01060 - Dispatcher, Motor Vehicle		16.33
01070 - Document Preparation Clerk		13.48
01090 - Duplicating Machine Operator		13.48
01111 - General Clerk I		12.45
01112 - General Clerk II		13.59
01113 - General Clerk III		15.25
01120 - Housing Referral Assistant		20.00
01141 - Messenger Courier		12.02
01191 - Order Clerk I		15.02
01192 - Order Clerk II		16.47
01261 - Personnel Assistant (Employment) I		16.32
01262 - Personnel Assistant (Employment) II		18.26
01263 - Personnel Assistant (Employment) III		20.35
01270 - Production Control Clerk		23.12
01290 - Rental Clerk		12.38
01300 - Scheduler, Maintenance		16.04
01311 - Secretary I		16.04
01312 - Secretary II		17.94
01313 - Secretary III		20.00
01320 - Service Order Dispatcher		14.60
01410 - Supply Technician		22.42
01420 - Survey Worker		15.98
01460 - Switchboard Operator/Receptionist		11.87
01531 - Travel Clerk I		13.20
01532 - Travel Clerk II		14.27
01533 - Travel Clerk III		15.44
01611 - Word Processor I		14.28
01612 - Word Processor II		16.01
01613 - Word Processor III		17.92
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		20.51
05010 - Automotive Electrician		18.39
05040 - Automotive Glass Installer		17.20
05070 - Automotive Worker		17.79
05110 - Mobile Equipment Servicer		15.75
05130 - Motor Equipment Metal Mechanic		19.09
05160 - Motor Equipment Metal Worker		17.79
05190 - Motor Vehicle Mechanic		18.46

05220	- Motor Vehicle Mechanic Helper	15.23
05250	- Motor Vehicle Upholstery Worker	17.79
05280	- Motor Vehicle Wrecker	17.79
05310	- Painter, Automotive	18.37
05340	- Radiator Repair Specialist	17.79
05370	- Tire Repairer	13.46
05400	- Transmission Repair Specialist	19.09
07000	- Food Preparation And Service Occupations	
07010	- Baker	12.33
07041	- Cook I	10.59
07042	- Cook II	11.63
07070	- Dishwasher	9.19
07130	- Food Service Worker	9.51
07210	- Meat Cutter	14.11
07260	- Waiter/Waitress	9.66
09000	- Furniture Maintenance And Repair Occupations	
09010	- Electrostatic Spray Painter	19.99
09040	- Furniture Handler	15.74
09080	- Furniture Refinisher	19.99
09090	- Furniture Refinisher Helper	16.76
09110	- Furniture Repairer, Minor	18.27
09130	- Upholsterer	19.99
11000	- General Services And Support Occupations	
11030	- Cleaner, Vehicles	9.64
11060	- Elevator Operator	10.60
11090	- Gardener	14.36
11122	- Housekeeping Aide	11.86
11150	- Janitor	11.86
11210	- Laborer, Grounds Maintenance	13.51
11240	- Maid or Houseman	9.58
11260	- Pruner	12.93
11270	- Tractor Operator	14.80
11330	- Trail Maintenance Worker	13.51
11360	- Window Cleaner	12.55
12000	- Health Occupations	
12010	- Ambulance Driver	14.74
12011	- Breath Alcohol Technician	18.65
12012	- Certified Occupational Therapist Assistant	25.58
12015	- Certified Physical Therapist Assistant	24.82
12020	- Dental Assistant	16.86
12025	- Dental Hygienist	29.79
12030	- EKG Technician	23.88
12035	- Electroneurodiagnostic Technologist	23.88
12040	- Emergency Medical Technician	14.74
12071	- Licensed Practical Nurse I	16.67
12072	- Licensed Practical Nurse II	18.65
12073	- Licensed Practical Nurse III	20.78
12100	- Medical Assistant	14.56
12130	- Medical Laboratory Technician	20.04
12160	- Medical Record Clerk	15.03
12190	- Medical Record Technician	16.84
12195	- Medical Transcriptionist	16.68
12210	- Nuclear Medicine Technologist	40.97
12221	- Nursing Assistant I	11.09
12222	- Nursing Assistant II	12.47
12223	- Nursing Assistant III	13.61
12224	- Nursing Assistant IV	15.27
12235	- Optical Dispenser	16.78
12236	- Optical Technician	15.25
12250	- Pharmacy Technician	14.75
12280	- Phlebotomist	14.61
12305	- Radiologic Technologist	26.06
12311	- Registered Nurse I	23.67
12312	- Registered Nurse II	28.95
12313	- Registered Nurse II, Specialist	28.95
12314	- Registered Nurse III	35.02
12315	- Registered Nurse III, Anesthetist	35.02
12316	- Registered Nurse IV	41.97
12317	- Scheduler (Drug and Alcohol Testing)	23.09
12320	- Substance Abuse Treatment Counselor	17.04
13000	- Information And Arts Occupations	
13011	- Exhibits Specialist I	17.16
13012	- Exhibits Specialist II	21.26
13013	- Exhibits Specialist III	25.07
13041	- Illustrator I	17.16
13042	- Illustrator II	21.26
13043	- Illustrator III	25.07
13047	- Librarian	23.55
13050	- Library Aide/Clerk	13.29
13054	- Library Information Technology Systems Administrator	21.78

13058	- Library Technician	15.03
13061	- Media Specialist I	14.42
13062	- Media Specialist II	16.13
13063	- Media Specialist III	17.99
13071	- Photographer I	15.67
13072	- Photographer II	17.53
13073	- Photographer III	21.72
13074	- Photographer IV	26.22
13075	- Photographer V	30.87
13090	- Technical Order Library Clerk	15.49
13110	- Video Teleconference Technician	16.41
14000	- Information Technology Occupations	
14041	- Computer Operator I	14.69
14042	- Computer Operator II	16.81
14043	- Computer Operator III	18.74
14044	- Computer Operator IV	20.81
14045	- Computer Operator V	23.07
14071	- Computer Programmer I	(see 1) 22.94
14072	- Computer Programmer II	(see 1) 25.86
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	15.60
14160	- Personal Computer Support Technician	22.10
14170	- System Support Specialist	22.83
15000	- Instructional Occupations	
15010	- Aircrew Training Devices Instructor (Non-Rated)	28.79
15020	- Aircrew Training Devices Instructor (Rated)	34.83
15030	- Air Crew Training Devices Instructor (Pilot)	41.73
15050	- Computer Based Training Specialist / Instructor	28.79
15060	- Educational Technologist	24.95
15070	- Flight Instructor (Pilot)	41.73
15080	- Graphic Artist	20.82
15085	- Maintenance Test Pilot, Fixed, Jet/Prop	43.75
15086	- Maintenance Test Pilot, Rotary Wing	43.75
15088	- Non-Maintenance Test/Co-Pilot	43.75
15090	- Technical Instructor	17.89
15095	- Technical Instructor/Course Developer	21.88
15110	- Test Proctor	14.43
15120	- Tutor	14.43
16000	- Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010	- Assembler	10.45
16030	- Counter Attendant	10.45
16040	- Dry Cleaner	12.50
16070	- Finisher, Flatwork, Machine	10.45
16090	- Presser, Hand	10.45
16110	- Presser, Machine, Drycleaning	10.45
16130	- Presser, Machine, Shirts	10.45
16160	- Presser, Machine, Wearing Apparel, Laundry	10.45
16190	- Sewing Machine Operator	13.10
16220	- Tailor	14.02
16250	- Washer, Machine	11.36
19000	- Machine Tool Operation And Repair Occupations	
19010	- Machine-Tool Operator (Tool Room)	21.77
19040	- Tool And Die Maker	25.73
21000	- Materials Handling And Packing Occupations	
21020	- Forklift Operator	17.20
21030	- Material Coordinator	23.12
21040	- Material Expediter	23.12
21050	- Material Handling Laborer	14.10
21071	- Order Filler	12.34
21080	- Production Line Worker (Food Processing)	17.20
21110	- Shipping Packer	13.50
21130	- Shipping/Receiving Clerk	13.50
21140	- Store Worker I	17.14
21150	- Stock Clerk	19.65
21210	- Tools And Parts Attendant	17.20
21410	- Warehouse Specialist	17.20
23000	- Mechanics And Maintenance And Repair Occupations	
23010	- Aerospace Structural Welder	27.49
23019	- Aircraft Logs and Records Technician	23.71
23021	- Aircraft Mechanic I	26.36
23022	- Aircraft Mechanic II	27.49
23023	- Aircraft Mechanic III	28.63
23040	- Aircraft Mechanic Helper	21.74
23050	- Aircraft, Painter	24.80
23060	- Aircraft Servicer	23.71
23070	- Aircraft Survival Flight Equipment Technician	24.80
23080	- Aircraft Worker	24.58

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	24.58
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	26.36
23110 - Appliance Mechanic	23.95
23120 - Bicycle Repairer	15.21
23125 - Cable Splicer	37.73
23130 - Carpenter, Maintenance	20.93
23140 - Carpet Layer	23.14
23160 - Electrician, Maintenance	30.48
23181 - Electronics Technician Maintenance I	27.98
23182 - Electronics Technician Maintenance II	28.92
23183 - Electronics Technician Maintenance III	30.01
23260 - Fabric Worker	22.07
23290 - Fire Alarm System Mechanic	25.59
23310 - Fire Extinguisher Repairer	21.25
23311 - Fuel Distribution System Mechanic	25.59
23312 - Fuel Distribution System Operator	21.25
23370 - General Maintenance Worker	18.91
23380 - Ground Support Equipment Mechanic	26.36
23381 - Ground Support Equipment Servicer	23.71
23382 - Ground Support Equipment Worker	24.58
23391 - Gunsmith I	21.25
23392 - Gunsmith II	23.14
23393 - Gunsmith III	25.59
23410 - Heating, Ventilation And Air-Conditioning Mechanic	26.20
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	27.30
23430 - Heavy Equipment Mechanic	24.93
23440 - Heavy Equipment Operator	29.49
23460 - Instrument Mechanic	25.59
23465 - Laboratory/Shelter Mechanic	24.37
23470 - Laborer	14.04
23510 - Locksmith	24.37
23530 - Machinery Maintenance Mechanic	26.42
23550 - Machinist, Maintenance	24.02
23580 - Maintenance Trades Helper	14.31
23591 - Metrology Technician I	25.59
23592 - Metrology Technician II	26.67
23593 - Metrology Technician III	27.87
23640 - Millwright	25.53
23710 - Office Appliance Repairer	21.21
23760 - Painter, Maintenance	23.34
23790 - Pipefitter, Maintenance	31.16
23810 - Plumber, Maintenance	29.57
23820 - Pneudraulic Systems Mechanic	25.59
23850 - Rigger	25.59
23870 - Scale Mechanic	23.14
23890 - Sheet-Metal Worker, Maintenance	27.56
23910 - Small Engine Mechanic	23.13
23931 - Telecommunications Mechanic I	30.73
23932 - Telecommunications Mechanic II	31.90
23950 - Telephone Lineman	25.81
23960 - Welder, Combination, Maintenance	20.29
23965 - Well Driller	25.59
23970 - Woodcraft Worker	25.59
23980 - Woodworker	21.25
24000 - Personal Needs Occupations	
24550 - Case Manager	18.18
24570 - Child Care Attendant	11.57
24580 - Child Care Center Clerk	15.08
24610 - Chore Aide	10.34
24620 - Family Readiness And Support Services Coordinator	18.18
24630 - Homemaker	18.18
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	39.40
25040 - Sewage Plant Operator	23.19
25070 - Stationary Engineer	40.92
25190 - Ventilation Equipment Tender	29.63
25210 - Water Treatment Plant Operator	23.19
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.45
27007 - Baggage Inspector	13.13
27008 - Corrections Officer	20.82
27010 - Court Security Officer	20.82
27030 - Detection Dog Handler	17.12
27040 - Detention Officer	20.82
27070 - Firefighter	17.46
27101 - Guard I	13.13

27102	- Guard II	17.12
27131	- Police Officer I	22.90
27132	- Police Officer II	25.44
28000	- Recreation Occupations	
28041	- Carnival Equipment Operator	13.67
28042	- Carnival Equipment Repairer	13.82
28043	- Carnival Worker	10.97
28210	- Gate Attendant/Gate Tender	13.43
28310	- Lifeguard	11.97
28350	- Park Attendant (Aide)	15.03
28510	- Recreation Aide/Health Facility Attendant	10.97
28515	- Recreation Specialist	16.57
28630	- Sports Official	11.97
28690	- Swimming Pool Operator	16.13
29000	- Stevedoring/Longshoremen Occupational Services	
29010	- Blocker And Bracer	23.14
29020	- Hatch Tender	23.14
29030	- Line Handler	23.14
29041	- Stevedore I	22.07
29042	- Stevedore II	24.37
30000	- Technical Occupations	
30010	- Air Traffic Control Specialist, Center (HFO) (see 2)	37.52
30011	- Air Traffic Control Specialist, Station (HFO) (see 2)	25.87
30012	- Air Traffic Control Specialist, Terminal (HFO) (see 2)	28.49
30021	- Archeological Technician I	18.22
30022	- Archeological Technician II	20.38
30023	- Archeological Technician III	25.24
30030	- Cartographic Technician	25.24
30040	- Civil Engineering Technician	27.01
30051	- Cryogenic Technician I	26.26
30052	- Cryogenic Technician II	29.01
30061	- Drafter/CAD Operator I	18.22
30062	- Drafter/CAD Operator II	20.38
30063	- Drafter/CAD Operator III	22.72
30064	- Drafter/CAD Operator IV	27.96
30081	- Engineering Technician I	15.08
30082	- Engineering Technician II	18.66
30083	- Engineering Technician III	21.49
30084	- Engineering Technician IV	26.30
30085	- Engineering Technician V	29.59
30086	- Engineering Technician VI	34.74
30090	- Environmental Technician	23.72
30095	- Evidence Control Specialist	23.72
30210	- Laboratory Technician	22.72
30221	- Latent Fingerprint Technician I	26.26
30222	- Latent Fingerprint Technician II	29.01
30240	- Mathematical Technician	25.24
30361	- Paralegal/Legal Assistant I	18.58
30362	- Paralegal/Legal Assistant II	21.60
30363	- Paralegal/Legal Assistant III	26.42
30364	- Paralegal/Legal Assistant IV	31.97
30375	- Petroleum Supply Specialist	29.01
30390	- Photo-Optics Technician	25.24
30395	- Radiation Control Technician	29.01
30461	- Technical Writer I	25.24
30462	- Technical Writer II	30.89
30463	- Technical Writer III	37.36
30491	- Unexploded Ordnance (UXO) Technician I	23.85
30492	- Unexploded Ordnance (UXO) Technician II	28.85
30493	- Unexploded Ordnance (UXO) Technician III	34.58
30494	- Unexploded (UXO) Safety Escort	23.85
30495	- Unexploded (UXO) Sweep Personnel	23.85
30501	- Weather Forecaster I	26.26
30502	- Weather Forecaster II	31.94
30620	- Weather Observer, Combined Upper Air Or (see 2)	22.72
Surface Programs		
30621	- Weather Observer, Senior (see 2)	25.24
31000	- Transportation/Mobile Equipment Operation Occupations	
31010	- Airplane Pilot	28.85
31020	- Bus Aide	13.06
31030	- Bus Driver	16.34
31043	- Driver Courier	14.21
31260	- Parking and Lot Attendant	12.48
31290	- Shuttle Bus Driver	14.78
31310	- Taxi Driver	14.21
31361	- Truckdriver, Light	14.78
31362	- Truckdriver, Medium	15.53
31363	- Truckdriver, Heavy	19.58
31364	- Truckdriver, Tractor-Trailer	19.58
99000	- Miscellaneous Occupations	
99020	- Cabin Safety Specialist	14.07

99030 - Cashier	9.44
99050 - Desk Clerk	9.49
99095 - Embalmer	22.74
99130 - Flight Follower	23.85
99251 - Laboratory Animal Caretaker I	11.68
99252 - Laboratory Animal Caretaker II	12.49
99260 - Marketing Analyst	24.82
99310 - Mortician	22.74
99410 - Pest Controller	14.11
99510 - Photofinishing Worker	12.53
99710 - Recycling Laborer	15.43
99711 - Recycling Specialist	17.14
99730 - Refuse Collector	14.18
99810 - Sales Clerk	11.45
99820 - School Crossing Guard	12.69
99830 - Survey Party Chief	20.90
99831 - Surveying Aide	13.05
99832 - Surveying Technician	18.92
99840 - Vending Machine Attendant	18.47
99841 - Vending Machine Repairer	21.46
99842 - Vending Machine Repairer Helper	18.47

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: \$4.41 per hour or \$176.40 per week or \$764.40 per month

HEALTH & WELFARE EO 13706: \$4.13 per hour, or \$165.20 per week, or \$715.87 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 20 years.

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

HOLIDAYS: A minimum of thirteen paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, Day after Thanksgiving, Christmas Eve, 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, dyeing, 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)).

WD 15-5079 (Rev.-3) was first posted on www.wdol.gov on 08/08/2017

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

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

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-5079
Revision No.: 3
Date Of Revision: 08/03/2017

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.20 for calendar year 2017 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, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2017. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Missouri

Area: Missouri County of Boone

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.49
01012 - Accounting Clerk II		16.27
01013 - Accounting Clerk III		18.57
01020 - Administrative Assistant		24.14
01035 - Court Reporter		19.05
01041 - Customer Service Representative I		11.97
01042 - Customer Service Representative II		13.46
01043 - Customer Service Representative III		14.69
01051 - Data Entry Operator I		12.37
01052 - Data Entry Operator II		14.40
01060 - Dispatcher, Motor Vehicle		19.05
01070 - Document Preparation Clerk		16.35
01090 - Duplicating Machine Operator		16.35
01111 - General Clerk I		12.55
01112 - General Clerk II		15.00
01113 - General Clerk III		17.07
01120 - Housing Referral Assistant		20.96
01141 - Messenger Courier		12.27
01191 - Order Clerk I		12.99
01192 - Order Clerk II		14.18
01261 - Personnel Assistant (Employment) I		16.33
01262 - Personnel Assistant (Employment) II		19.05
01263 - Personnel Assistant (Employment) III		20.73
01270 - Production Control Clerk		22.80
01290 - Rental Clerk		16.06
01300 - Scheduler, Maintenance		15.96
01311 - Secretary I		15.96
01312 - Secretary II		17.85
01313 - Secretary III		20.96
01320 - Service Order Dispatcher		18.12
01410 - Supply Technician		24.14
01420 - Survey Worker		19.05
01460 - Switchboard Operator/Receptionist		15.10
01531 - Travel Clerk I		11.94
01532 - Travel Clerk II		12.86
01533 - Travel Clerk III		13.72
01611 - Word Processor I		13.51
01612 - Word Processor II		16.06
01613 - Word Processor III		19.05
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		22.80
05010 - Automotive Electrician		20.59
05040 - Automotive Glass Installer		19.74
05070 - Automotive Worker		19.74
05110 - Mobile Equipment Servicer		18.01
05130 - Motor Equipment Metal Mechanic		21.46
05160 - Motor Equipment Metal Worker		19.74
05190 - Motor Vehicle Mechanic		20.40
05220 - Motor Vehicle Mechanic Helper		16.72

05250	- Motor Vehicle Upholstery Worker	18.88
05280	- Motor Vehicle Wrecker	19.74
05310	- Painter, Automotive	20.59
05340	- Radiator Repair Specialist	19.74
05370	- Tire Repairer	15.80
05400	- Transmission Repair Specialist	21.46
07000	- Food Preparation And Service Occupations	
07010	- Baker	12.77
07041	- Cook I	11.19
07042	- Cook II	12.97
07070	- Dishwasher	9.06
07130	- Food Service Worker	10.05
07210	- Meat Cutter	16.34
07260	- Waiter/Waitress	8.76
09000	- Furniture Maintenance And Repair Occupations	
09010	- Electrostatic Spray Painter	22.56
09040	- Furniture Handler	13.64
09080	- Furniture Refinisher	22.56
09090	- Furniture Refinisher Helper	16.90
09110	- Furniture Repairer, Minor	20.01
09130	- Upholsterer	22.61
11000	- General Services And Support Occupations	
11030	- Cleaner, Vehicles	11.74
11060	- Elevator Operator	12.03
11090	- Gardener	17.72
11122	- Housekeeping Aide	12.03
11150	- Janitor	12.03
11210	- Laborer, Grounds Maintenance	13.23
11240	- Maid or Houseman	9.50
11260	- Pruner	11.62
11270	- Tractor Operator	16.39
11330	- Trail Maintenance Worker	13.23
11360	- Window Cleaner	13.70
12000	- Health Occupations	
12010	- Ambulance Driver	19.90
12011	- Breath Alcohol Technician	16.55
12012	- Certified Occupational Therapist Assistant	22.37
12015	- Certified Physical Therapist Assistant	25.18
12020	- Dental Assistant	16.96
12025	- Dental Hygienist	35.33
12030	- EKG Technician	24.71
12035	- Electroneurodiagnostic Technologist	24.71
12040	- Emergency Medical Technician	19.90
12071	- Licensed Practical Nurse I	14.80
12072	- Licensed Practical Nurse II	16.55
12073	- Licensed Practical Nurse III	18.46
12100	- Medical Assistant	14.04
12130	- Medical Laboratory Technician	17.14
12160	- Medical Record Clerk	18.02
12190	- Medical Record Technician	19.15
12195	- Medical Transcriptionist	18.81
12210	- Nuclear Medicine Technologist	35.82
12221	- Nursing Assistant I	10.29
12222	- Nursing Assistant II	11.57
12223	- Nursing Assistant III	12.63
12224	- Nursing Assistant IV	14.18
12235	- Optical Dispenser	16.07
12236	- Optical Technician	15.99
12250	- Pharmacy Technician	15.52
12280	- Phlebotomist	14.18
12305	- Radiologic Technologist	25.09
12311	- Registered Nurse I	26.36
12312	- Registered Nurse II	29.18
12313	- Registered Nurse II, Specialist	29.18
12314	- Registered Nurse III	35.30
12315	- Registered Nurse III, Anesthetist	35.30
12316	- Registered Nurse IV	42.33
12317	- Scheduler (Drug and Alcohol Testing)	20.19
12320	- Substance Abuse Treatment Counselor	20.19
13000	- Information And Arts Occupations	
13011	- Exhibits Specialist I	18.31
13012	- Exhibits Specialist II	22.69
13013	- Exhibits Specialist III	27.76
13041	- Illustrator I	20.80
13042	- Illustrator II	25.56
13043	- Illustrator III	30.15
13047	- Librarian	26.36
13050	- Library Aide/Clerk	13.57
13054	- Library Information Technology Systems Administrator	23.81
13058	- Library Technician	14.61

13061	- Media Specialist I	17.18
13062	- Media Specialist II	19.21
13063	- Media Specialist III	21.43
13071	- Photographer I	16.71
13072	- Photographer II	18.69
13073	- Photographer III	23.16
13074	- Photographer IV	27.91
13075	- Photographer V	33.77
13090	- Technical Order Library Clerk	17.08
13110	- Video Teleconference Technician	18.79
14000	- Information Technology Occupations	
14041	- Computer Operator I	17.04
14042	- Computer Operator II	19.06
14043	- Computer Operator III	21.26
14044	- Computer Operator IV	23.61
14045	- Computer Operator V	26.16
14071	- Computer Programmer I	(see 1) 22.01
14072	- Computer Programmer II	(see 1) 26.17
14073	- Computer Programmer III	(see 1)
14074	- Computer Programmer IV	(see 1)
14101	- Computer Systems Analyst I	(see 1)
14102	- Computer Systems Analyst II	(see 1)
14103	- Computer Systems Analyst III	(see 1)
14150	- Peripheral Equipment Operator	18.26
14160	- Personal Computer Support Technician	25.31
14170	- System Support Specialist	24.61
15000	- Instructional Occupations	
15010	- Aircrew Training Devices Instructor (Non-Rated)	34.92
15020	- Aircrew Training Devices Instructor (Rated)	42.25
15030	- Air Crew Training Devices Instructor (Pilot)	50.64
15050	- Computer Based Training Specialist / Instructor	34.92
15060	- Educational Technologist	28.79
15070	- Flight Instructor (Pilot)	50.64
15080	- Graphic Artist	21.87
15085	- Maintenance Test Pilot, Fixed, Jet/Prop	40.74
15086	- Maintenance Test Pilot, Rotary Wing	40.74
15088	- Non-Maintenance Test/Co-Pilot	40.74
15090	- Technical Instructor	20.66
15095	- Technical Instructor/Course Developer	25.27
15110	- Test Proctor	16.67
15120	- Tutor	16.67
16000	- Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010	- Assembler	9.71
16030	- Counter Attendant	9.71
16040	- Dry Cleaner	12.51
16070	- Finisher, Flatwork, Machine	9.71
16090	- Presser, Hand	9.71
16110	- Presser, Machine, Drycleaning	9.71
16130	- Presser, Machine, Shirts	9.71
16160	- Presser, Machine, Wearing Apparel, Laundry	9.71
16190	- Sewing Machine Operator	13.44
16220	- Tailor	14.37
16250	- Washer, Machine	10.69
19000	- Machine Tool Operation And Repair Occupations	
19010	- Machine-Tool Operator (Tool Room)	22.56
19040	- Tool And Die Maker	26.30
21000	- Materials Handling And Packing Occupations	
21020	- Forklift Operator	19.14
21030	- Material Coordinator	22.74
21040	- Material Expediter	22.74
21050	- Material Handling Laborer	19.18
21071	- Order Filler	12.91
21080	- Production Line Worker (Food Processing)	19.14
21110	- Shipping Packer	13.96
21130	- Shipping/Receiving Clerk	13.96
21140	- Store Worker I	12.14
21150	- Stock Clerk	18.05
21210	- Tools And Parts Attendant	19.14
21410	- Warehouse Specialist	19.14
23000	- Mechanics And Maintenance And Repair Occupations	
23010	- Aerospace Structural Welder	26.30
23019	- Aircraft Logs and Records Technician	21.72
23021	- Aircraft Mechanic I	25.34
23022	- Aircraft Mechanic II	26.30
23023	- Aircraft Mechanic III	27.31
23040	- Aircraft Mechanic Helper	19.24
23050	- Aircraft, Painter	24.07
23060	- Aircraft Servicer	21.72
23070	- Aircraft Survival Flight Equipment Technician	24.07
23080	- Aircraft Worker	22.71
23091	- Aircrew Life Support Equipment (ALSE) Mechanic	22.71

I		
23092	- Aircrew Life Support Equipment (ALSE) Mechanic	25.34
II		
23110	- Appliance Mechanic	22.59
23120	- Bicycle Repairer	15.80
23125	- Cable Splicer	29.05
23130	- Carpenter, Maintenance	26.52
23140	- Carpet Layer	22.39
23160	- Electrician, Maintenance	30.81
23181	- Electronics Technician Maintenance I	24.18
23182	- Electronics Technician Maintenance II	25.38
23183	- Electronics Technician Maintenance III	26.95
23260	- Fabric Worker	20.13
23290	- Fire Alarm System Mechanic	23.55
23310	- Fire Extinguisher Repairer	18.57
23311	- Fuel Distribution System Mechanic	23.55
23312	- Fuel Distribution System Operator	18.53
23370	- General Maintenance Worker	20.67
23380	- Ground Support Equipment Mechanic	25.34
23381	- Ground Support Equipment Servicer	21.72
23382	- Ground Support Equipment Worker	22.71
23391	- Gunsmith I	18.57
23392	- Gunsmith II	21.52
23393	- Gunsmith III	23.58
23410	- Heating, Ventilation And Air-Conditioning Mechanic	24.63
23411	- Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	25.56
23430	- Heavy Equipment Mechanic	23.46
23440	- Heavy Equipment Operator	25.39
23460	- Instrument Mechanic	23.28
23465	- Laboratory/Shelter Mechanic	22.59
23470	- Laborer	17.17
23510	- Locksmith	22.56
23530	- Machinery Maintenance Mechanic	27.80
23550	- Machinist, Maintenance	24.17
23580	- Maintenance Trades Helper	18.37
23591	- Metrology Technician I	23.28
23592	- Metrology Technician II	24.16
23593	- Metrology Technician III	25.07
23640	- Millwright	27.07
23710	- Office Appliance Repairer	22.23
23760	- Painter, Maintenance	23.03
23790	- Pipefitter, Maintenance	30.12
23810	- Plumber, Maintenance	28.85
23820	- Pneudraulic Systems Mechanic	23.58
23850	- Rigger	23.58
23870	- Scale Mechanic	21.52
23890	- Sheet-Metal Worker, Maintenance	26.55
23910	- Small Engine Mechanic	21.49
23931	- Telecommunications Mechanic I	26.67
23932	- Telecommunications Mechanic II	27.69
23950	- Telephone Lineman	23.55
23960	- Welder, Combination, Maintenance	23.21
23965	- Well Driller	23.55
23970	- Woodcraft Worker	23.58
23980	- Woodworker	18.57
24000	- Personal Needs Occupations	
24550	- Case Manager	13.38
24570	- Child Care Attendant	9.68
24580	- Child Care Center Clerk	13.39
24610	- Chore Aide	10.76
24620	- Family Readiness And Support Services Coordinator	13.38
24630	- Homemaker	13.38
25000	- Plant And System Operations Occupations	
25010	- Boiler Tender	25.70
25040	- Sewage Plant Operator	23.34
25070	- Stationary Engineer	25.70
25190	- Ventilation Equipment Tender	18.44
25210	- Water Treatment Plant Operator	23.34
27000	- Protective Service Occupations	
27004	- Alarm Monitor	17.63
27007	- Baggage Inspector	12.71
27008	- Corrections Officer	18.82
27010	- Court Security Officer	22.13
27030	- Detection Dog Handler	16.66
27040	- Detention Officer	18.82
27070	- Firefighter	25.67
27101	- Guard I	12.71
27102	- Guard II	16.66

27131	- Police Officer I	22.39
27132	- Police Officer II	24.88
28000	- Recreation Occupations	
28041	- Carnival Equipment Operator	15.21
28042	- Carnival Equipment Repairer	16.23
28043	- Carnival Worker	10.74
28210	- Gate Attendant/Gate Tender	16.04
28310	- Lifeguard	14.03
28350	- Park Attendant (Aide)	17.95
28510	- Recreation Aide/Health Facility Attendant	13.09
28515	- Recreation Specialist	21.85
28630	- Sports Official	14.29
28690	- Swimming Pool Operator	20.00
29000	- Stevedoring/Longshoremen Occupational Services	
29010	- Blocker And Bracer	23.72
29020	- Hatch Tender	23.72
29030	- Line Handler	23.72
29041	- Stevedore I	22.09
29042	- Stevedore II	24.90
30000	- Technical Occupations	
30010	- Air Traffic Control Specialist, Center (HFO) (see 2)	37.52
30011	- Air Traffic Control Specialist, Station (HFO) (see 2)	25.87
30012	- Air Traffic Control Specialist, Terminal (HFO) (see 2)	28.49
30021	- Archeological Technician I	19.36
30022	- Archeological Technician II	21.56
30023	- Archeological Technician III	25.04
30030	- Cartographic Technician	27.52
30040	- Civil Engineering Technician	22.72
30051	- Cryogenic Technician I	24.43
30052	- Cryogenic Technician II	26.98
30061	- Drafter/CAD Operator I	19.36
30062	- Drafter/CAD Operator II	21.56
30063	- Drafter/CAD Operator III	24.15
30064	- Drafter/CAD Operator IV	29.71
30081	- Engineering Technician I	17.67
30082	- Engineering Technician II	19.83
30083	- Engineering Technician III	22.18
30084	- Engineering Technician IV	27.48
30085	- Engineering Technician V	33.62
30086	- Engineering Technician VI	40.68
30090	- Environmental Technician	23.32
30095	- Evidence Control Specialist	22.06
30210	- Laboratory Technician	20.99
30221	- Latent Fingerprint Technician I	24.43
30222	- Latent Fingerprint Technician II	26.98
30240	- Mathematical Technician	26.82
30361	- Paralegal/Legal Assistant I	20.04
30362	- Paralegal/Legal Assistant II	24.86
30363	- Paralegal/Legal Assistant III	30.37
30364	- Paralegal/Legal Assistant IV	36.75
30375	- Petroleum Supply Specialist	26.98
30390	- Photo-Optics Technician	26.82
30395	- Radiation Control Technician	26.98
30461	- Technical Writer I	23.51
30462	- Technical Writer II	28.76
30463	- Technical Writer III	34.79
30491	- Unexploded Ordnance (UXO) Technician I	23.85
30492	- Unexploded Ordnance (UXO) Technician II	28.85
30493	- Unexploded Ordnance (UXO) Technician III	34.58
30494	- Unexploded (UXO) Safety Escort	23.85
30495	- Unexploded (UXO) Sweep Personnel	23.85
30501	- Weather Forecaster I	29.71
30502	- Weather Forecaster II	36.14
30620	- Weather Observer, Combined Upper Air Or (see 2)	24.15
Surface Programs		
30621	- Weather Observer, Senior (see 2)	26.82
31000	- Transportation/Mobile Equipment Operation Occupations	
31010	- Airplane Pilot	28.85
31020	- Bus Aide	12.53
31030	- Bus Driver	18.39
31043	- Driver Courier	15.43
31260	- Parking and Lot Attendant	11.01
31290	- Shuttle Bus Driver	16.94
31310	- Taxi Driver	11.23
31361	- Truckdriver, Light	16.94
31362	- Truckdriver, Medium	17.97
31363	- Truckdriver, Heavy	20.79
31364	- Truckdriver, Tractor-Trailer	20.79
99000	- Miscellaneous Occupations	
99020	- Cabin Safety Specialist	14.07
99030	- Cashier	9.38

99050 - Desk Clerk	9.86
99095 - Embalmer	29.90
99130 - Flight Follower	23.85
99251 - Laboratory Animal Caretaker I	10.84
99252 - Laboratory Animal Caretaker II	11.89
99260 - Marketing Analyst	21.16
99310 - Mortician	30.54
99410 - Pest Controller	19.37
99510 - Photofinishing Worker	13.06
99710 - Recycling Laborer	18.45
99711 - Recycling Specialist	22.00
99730 - Refuse Collector	16.24
99810 - Sales Clerk	12.95
99820 - School Crossing Guard	11.98
99830 - Survey Party Chief	20.39
99831 - Surveying Aide	13.53
99832 - Surveying Technician	18.54
99840 - Vending Machine Attendant	15.68
99841 - Vending Machine Repairer	18.32
99842 - Vending Machine Repairer Helper	15.68

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: \$4.41 per hour or \$176.40 per week or \$764.40 per month

HEALTH & WELFARE EO 13706: \$4.13 per hour, or \$165.20 per week, or \$715.87 per month

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 ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial 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)).

WD 15-5081 (Rev.-4) was first posted on www.wdol.gov on 08/01/2017

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

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

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-5081
Revision No.: 4
Date Of Revision: 07/25/2017

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.20 for calendar year 2017 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, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2017. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Missouri

Area: Missouri Counties of Callaway, Cole, Osage

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.10
01012 - Accounting Clerk II		15.83
01013 - Accounting Clerk III		18.57
01020 - Administrative Assistant		24.14
01035 - Court Reporter		19.05
01041 - Customer Service Representative I		11.64
01042 - Customer Service Representative II		13.09
01043 - Customer Service Representative III		14.28
01051 - Data Entry Operator I		12.73
01052 - Data Entry Operator II		14.40
01060 - Dispatcher, Motor Vehicle		20.96
01070 - Document Preparation Clerk		14.06
01090 - Duplicating Machine Operator		14.06
01111 - General Clerk I		12.33
01112 - General Clerk II		15.00
01113 - General Clerk III		17.07
01120 - Housing Referral Assistant		20.96
01141 - Messenger Courier		11.71
01191 - Order Clerk I		13.33
01192 - Order Clerk II		14.54
01261 - Personnel Assistant (Employment) I		16.33
01262 - Personnel Assistant (Employment) II		19.05
01263 - Personnel Assistant (Employment) III		20.73
01270 - Production Control Clerk		20.79
01290 - Rental Clerk		16.06
01300 - Scheduler, Maintenance		15.96
01311 - Secretary I		15.96
01312 - Secretary II		17.85
01313 - Secretary III		20.96
01320 - Service Order Dispatcher		19.93
01410 - Supply Technician		24.14
01420 - Survey Worker		19.05
01460 - Switchboard Operator/Receptionist		15.10
01531 - Travel Clerk I		11.94
01532 - Travel Clerk II		12.86
01533 - Travel Clerk III		13.72
01611 - Word Processor I		13.51
01612 - Word Processor II		16.06
01613 - Word Processor III		19.05
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		22.80
05010 - Automotive Electrician		20.59
05040 - Automotive Glass Installer		19.74
05070 - Automotive Worker		19.74
05110 - Mobile Equipment Servicer		18.01
05130 - Motor Equipment Metal Mechanic		21.46
05160 - Motor Equipment Metal Worker		19.74
05190 - Motor Vehicle Mechanic		20.40
05220 - Motor Vehicle Mechanic Helper		16.72

05250	- Motor Vehicle Upholstery Worker	18.88
05280	- Motor Vehicle Wrecker	19.74
05310	- Painter, Automotive	20.59
05340	- Radiator Repair Specialist	19.74
05370	- Tire Repairer	15.80
05400	- Transmission Repair Specialist	21.46
07000	- Food Preparation And Service Occupations	
07010	- Baker	12.77
07041	- Cook I	11.02
07042	- Cook II	12.07
07070	- Dishwasher	8.93
07130	- Food Service Worker	10.05
07210	- Meat Cutter	16.34
07260	- Waiter/Waitress	8.86
09000	- Furniture Maintenance And Repair Occupations	
09010	- Electrostatic Spray Painter	20.73
09040	- Furniture Handler	13.35
09080	- Furniture Refinisher	20.73
09090	- Furniture Refinisher Helper	16.55
09110	- Furniture Repairer, Minor	18.84
09130	- Upholsterer	22.61
11000	- General Services And Support Occupations	
11030	- Cleaner, Vehicles	11.74
11060	- Elevator Operator	11.74
11090	- Gardener	16.78
11122	- Housekeeping Aide	11.46
11150	- Janitor	11.46
11210	- Laborer, Grounds Maintenance	12.55
11240	- Maid or Houseman	9.04
11260	- Pruner	11.10
11270	- Tractor Operator	15.30
11330	- Trail Maintenance Worker	12.55
11360	- Window Cleaner	13.02
12000	- Health Occupations	
12010	- Ambulance Driver	19.90
12011	- Breath Alcohol Technician	17.28
12012	- Certified Occupational Therapist Assistant	23.71
12015	- Certified Physical Therapist Assistant	25.18
12020	- Dental Assistant	17.07
12025	- Dental Hygienist	35.33
12030	- EKG Technician	26.18
12035	- Electroneurodiagnostic Technologist	26.18
12040	- Emergency Medical Technician	19.90
12071	- Licensed Practical Nurse I	15.45
12072	- Licensed Practical Nurse II	17.28
12073	- Licensed Practical Nurse III	19.27
12100	- Medical Assistant	14.09
12130	- Medical Laboratory Technician	17.14
12160	- Medical Record Clerk	16.43
12190	- Medical Record Technician	18.38
12195	- Medical Transcriptionist	16.10
12210	- Nuclear Medicine Technologist	37.79
12221	- Nursing Assistant I	10.96
12222	- Nursing Assistant II	12.32
12223	- Nursing Assistant III	13.44
12224	- Nursing Assistant IV	15.10
12235	- Optical Dispenser	17.28
12236	- Optical Technician	15.99
12250	- Pharmacy Technician	15.52
12280	- Phlebotomist	15.10
12305	- Radiologic Technologist	25.09
12311	- Registered Nurse I	26.36
12312	- Registered Nurse II	29.18
12313	- Registered Nurse II, Specialist	29.18
12314	- Registered Nurse III	35.30
12315	- Registered Nurse III, Anesthetist	35.30
12316	- Registered Nurse IV	42.33
12317	- Scheduler (Drug and Alcohol Testing)	21.40
12320	- Substance Abuse Treatment Counselor	16.95
13000	- Information And Arts Occupations	
13011	- Exhibits Specialist I	18.31
13012	- Exhibits Specialist II	22.69
13013	- Exhibits Specialist III	27.76
13041	- Illustrator I	20.80
13042	- Illustrator II	25.56
13043	- Illustrator III	30.15
13047	- Librarian	26.36
13050	- Library Aide/Clerk	12.34
13054	- Library Information Technology Systems Administrator	23.81
13058	- Library Technician	14.61

13061	- Media Specialist I	17.18
13062	- Media Specialist II	19.21
13063	- Media Specialist III	21.43
13071	- Photographer I	16.71
13072	- Photographer II	18.69
13073	- Photographer III	23.16
13074	- Photographer IV	27.91
13075	- Photographer V	33.77
13090	- Technical Order Library Clerk	15.50
13110	- Video Teleconference Technician	17.77
14000	- Information Technology Occupations	
14041	- Computer Operator I	17.04
14042	- Computer Operator II	19.06
14043	- Computer Operator III	21.26
14044	- Computer Operator IV	23.61
14045	- Computer Operator V	26.16
14071	- Computer Programmer I	(see 1) 22.01
14072	- Computer Programmer II	(see 1) 26.17
14073	- Computer Programmer III	(see 1)
14074	- Computer Programmer IV	(see 1)
14101	- Computer Systems Analyst I	(see 1)
14102	- Computer Systems Analyst II	(see 1)
14103	- Computer Systems Analyst III	(see 1)
14150	- Peripheral Equipment Operator	18.26
14160	- Personal Computer Support Technician	25.31
14170	- System Support Specialist	21.75
15000	- Instructional Occupations	
15010	- Aircrew Training Devices Instructor (Non-Rated)	34.92
15020	- Aircrew Training Devices Instructor (Rated)	42.25
15030	- Air Crew Training Devices Instructor (Pilot)	50.64
15050	- Computer Based Training Specialist / Instructor	34.92
15060	- Educational Technologist	28.74
15070	- Flight Instructor (Pilot)	50.64
15080	- Graphic Artist	21.87
15085	- Maintenance Test Pilot, Fixed, Jet/Prop	39.26
15086	- Maintenance Test Pilot, Rotary Wing	39.26
15088	- Non-Maintenance Test/Co-Pilot	39.26
15090	- Technical Instructor	20.66
15095	- Technical Instructor/Course Developer	25.27
15110	- Test Proctor	16.67
15120	- Tutor	16.67
16000	- Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010	- Assembler	10.46
16030	- Counter Attendant	10.46
16040	- Dry Cleaner	12.50
16070	- Finisher, Flatwork, Machine	10.46
16090	- Presser, Hand	10.46
16110	- Presser, Machine, Drycleaning	10.46
16130	- Presser, Machine, Shirts	10.46
16160	- Presser, Machine, Wearing Apparel, Laundry	10.46
16190	- Sewing Machine Operator	13.02
16220	- Tailor	13.54
16250	- Washer, Machine	11.33
19000	- Machine Tool Operation And Repair Occupations	
19010	- Machine-Tool Operator (Tool Room)	22.97
19040	- Tool And Die Maker	26.78
21000	- Materials Handling And Packing Occupations	
21020	- Forklift Operator	19.14
21030	- Material Coordinator	20.79
21040	- Material Expediter	20.79
21050	- Material Handling Laborer	19.18
21071	- Order Filler	12.91
21080	- Production Line Worker (Food Processing)	19.14
21110	- Shipping Packer	13.96
21130	- Shipping/Receiving Clerk	13.96
21140	- Store Worker I	12.14
21150	- Stock Clerk	18.05
21210	- Tools And Parts Attendant	19.14
21410	- Warehouse Specialist	19.14
23000	- Mechanics And Maintenance And Repair Occupations	
23010	- Aerospace Structural Welder	26.30
23019	- Aircraft Logs and Records Technician	21.72
23021	- Aircraft Mechanic I	25.34
23022	- Aircraft Mechanic II	26.30
23023	- Aircraft Mechanic III	27.31
23040	- Aircraft Mechanic Helper	19.24
23050	- Aircraft, Painter	24.07
23060	- Aircraft Servicer	21.72
23070	- Aircraft Survival Flight Equipment Technician	24.07
23080	- Aircraft Worker	22.71
23091	- Aircrew Life Support Equipment (ALSE) Mechanic	22.71

I		
23092	- Aircrew Life Support Equipment (ALSE) Mechanic	25.34
II		
23110	- Appliance Mechanic	22.97
23120	- Bicycle Repairer	18.52
23125	- Cable Splicer	31.96
23130	- Carpenter, Maintenance	26.52
23140	- Carpet Layer	22.39
23160	- Electrician, Maintenance	30.81
23181	- Electronics Technician Maintenance I	24.18
23182	- Electronics Technician Maintenance II	25.38
23183	- Electronics Technician Maintenance III	26.95
23260	- Fabric Worker	20.38
23290	- Fire Alarm System Mechanic	23.21
23310	- Fire Extinguisher Repairer	18.88
23311	- Fuel Distribution System Mechanic	23.98
23312	- Fuel Distribution System Operator	18.88
23370	- General Maintenance Worker	20.67
23380	- Ground Support Equipment Mechanic	25.34
23381	- Ground Support Equipment Servicer	21.72
23382	- Ground Support Equipment Worker	22.71
23391	- Gunsmith I	18.88
23392	- Gunsmith II	21.88
23393	- Gunsmith III	23.98
23410	- Heating, Ventilation And Air-Conditioning Mechanic	23.98
23411	- Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	23.24
23430	- Heavy Equipment Mechanic	23.21
23440	- Heavy Equipment Operator	25.39
23460	- Instrument Mechanic	23.53
23465	- Laboratory/Shelter Mechanic	22.97
23470	- Laborer	17.17
23510	- Locksmith	22.97
23530	- Machinery Maintenance Mechanic	27.80
23550	- Machinist, Maintenance	24.17
23580	- Maintenance Trades Helper	18.37
23591	- Metrology Technician I	23.53
23592	- Metrology Technician II	24.43
23593	- Metrology Technician III	25.36
23640	- Millwright	27.07
23710	- Office Appliance Repairer	22.97
23760	- Painter, Maintenance	23.03
23790	- Pipefitter, Maintenance	30.12
23810	- Plumber, Maintenance	28.85
23820	- Pneudraulic Systems Mechanic	23.98
23850	- Rigger	23.98
23870	- Scale Mechanic	21.88
23890	- Sheet-Metal Worker, Maintenance	31.97
23910	- Small Engine Mechanic	21.47
23931	- Telecommunications Mechanic I	26.29
23932	- Telecommunications Mechanic II	27.30
23950	- Telephone Lineman	25.91
23960	- Welder, Combination, Maintenance	23.21
23965	- Well Driller	23.53
23970	- Woodcraft Worker	23.98
23980	- Woodworker	18.88
24000	- Personal Needs Occupations	
24550	- Case Manager	14.52
24570	- Child Care Attendant	9.61
24580	- Child Care Center Clerk	13.39
24610	- Chore Aide	10.04
24620	- Family Readiness And Support Services Coordinator	14.52
24630	- Homemaker	14.52
25000	- Plant And System Operations Occupations	
25010	- Boiler Tender	25.70
25040	- Sewage Plant Operator	23.34
25070	- Stationary Engineer	25.70
25190	- Ventilation Equipment Tender	18.44
25210	- Water Treatment Plant Operator	23.34
27000	- Protective Service Occupations	
27004	- Alarm Monitor	17.23
27007	- Baggage Inspector	13.74
27008	- Corrections Officer	18.82
27010	- Court Security Officer	22.13
27030	- Detection Dog Handler	16.66
27040	- Detention Officer	18.82
27070	- Firefighter	25.67
27101	- Guard I	13.74
27102	- Guard II	16.66

27131	- Police Officer I	22.39
27132	- Police Officer II	24.88
28000	- Recreation Occupations	
28041	- Carnival Equipment Operator	12.57
28042	- Carnival Equipment Repairer	13.52
28043	- Carnival Worker	8.87
28210	- Gate Attendant/Gate Tender	15.62
28310	- Lifeguard	11.59
28350	- Park Attendant (Aide)	17.47
28510	- Recreation Aide/Health Facility Attendant	12.75
28515	- Recreation Specialist	21.66
28630	- Sports Official	13.92
28690	- Swimming Pool Operator	16.53
29000	- Stevedoring/Longshoremen Occupational Services	
29010	- Blocker And Bracer	23.72
29020	- Hatch Tender	23.72
29030	- Line Handler	23.72
29041	- Stevedore I	22.09
29042	- Stevedore II	24.90
30000	- Technical Occupations	
30010	- Air Traffic Control Specialist, Center (HFO) (see 2)	37.77
30011	- Air Traffic Control Specialist, Station (HFO) (see 2)	26.04
30012	- Air Traffic Control Specialist, Terminal (HFO) (see 2)	28.69
30021	- Archeological Technician I	19.36
30022	- Archeological Technician II	21.56
30023	- Archeological Technician III	25.04
30030	- Cartographic Technician	27.52
30040	- Civil Engineering Technician	22.72
30051	- Cryogenic Technician I	23.40
30052	- Cryogenic Technician II	25.84
30061	- Drafter/CAD Operator I	19.36
30062	- Drafter/CAD Operator II	21.56
30063	- Drafter/CAD Operator III	24.15
30064	- Drafter/CAD Operator IV	29.71
30081	- Engineering Technician I	17.67
30082	- Engineering Technician II	19.83
30083	- Engineering Technician III	22.18
30084	- Engineering Technician IV	27.48
30085	- Engineering Technician V	33.62
30086	- Engineering Technician VI	40.68
30090	- Environmental Technician	22.84
30095	- Evidence Control Specialist	21.13
30210	- Laboratory Technician	22.61
30221	- Latent Fingerprint Technician I	21.38
30222	- Latent Fingerprint Technician II	23.62
30240	- Mathematical Technician	26.82
30361	- Paralegal/Legal Assistant I	20.04
30362	- Paralegal/Legal Assistant II	24.86
30363	- Paralegal/Legal Assistant III	30.37
30364	- Paralegal/Legal Assistant IV	36.75
30375	- Petroleum Supply Specialist	25.84
30390	- Photo-Optics Technician	26.82
30395	- Radiation Control Technician	25.84
30461	- Technical Writer I	23.51
30462	- Technical Writer II	28.76
30463	- Technical Writer III	34.79
30491	- Unexploded Ordnance (UXO) Technician I	24.00
30492	- Unexploded Ordnance (UXO) Technician II	29.04
30493	- Unexploded Ordnance (UXO) Technician III	34.81
30494	- Unexploded (UXO) Safety Escort	24.00
30495	- Unexploded (UXO) Sweep Personnel	24.00
30501	- Weather Forecaster I	29.71
30502	- Weather Forecaster II	36.14
30620	- Weather Observer, Combined Upper Air Or (see 2)	24.15
Surface Programs		
30621	- Weather Observer, Senior (see 2)	26.82
31000	- Transportation/Mobile Equipment Operation Occupations	
31010	- Airplane Pilot	29.04
31020	- Bus Aide	12.28
31030	- Bus Driver	16.52
31043	- Driver Courier	15.43
31260	- Parking and Lot Attendant	9.85
31290	- Shuttle Bus Driver	16.94
31310	- Taxi Driver	11.23
31361	- Truckdriver, Light	16.94
31362	- Truckdriver, Medium	17.97
31363	- Truckdriver, Heavy	20.79
31364	- Truckdriver, Tractor-Trailer	20.79
99000	- Miscellaneous Occupations	
99020	- Cabin Safety Specialist	14.16
99030	- Cashier	8.97

99050 - Desk Clerk	10.85
99095 - Embalmer	29.90
99130 - Flight Follower	24.00
99251 - Laboratory Animal Caretaker I	11.93
99252 - Laboratory Animal Caretaker II	13.08
99260 - Marketing Analyst	24.91
99310 - Mortician	30.54
99410 - Pest Controller	19.37
99510 - Photofinishing Worker	13.06
99710 - Recycling Laborer	18.45
99711 - Recycling Specialist	22.00
99730 - Refuse Collector	16.24
99810 - Sales Clerk	12.95
99820 - School Crossing Guard	11.98
99830 - Survey Party Chief	20.73
99831 - Surveying Aide	13.76
99832 - Surveying Technician	18.85
99840 - Vending Machine Attendant	14.25
99841 - Vending Machine Repairer	16.65
99842 - Vending Machine Repairer Helper	14.25

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: \$4.41 per hour or \$176.40 per week or \$764.40 per month

HEALTH & WELFARE EO 13706: \$4.13 per hour, or \$165.20 per week, or \$715.87 per month

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 ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial 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)).

WD 15-5083 (Rev.-4) was first posted on www.wdol.gov on 08/01/2017

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

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

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-5083
Revision No.: 4
Date Of Revision: 07/25/2017

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.20 for calendar year 2017 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, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2017. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Missouri

Area: Missouri County of Moniteau

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.35
01012 - Accounting Clerk II		15.00
01013 - Accounting Clerk III		16.77
01020 - Administrative Assistant		19.22
01035 - Court Reporter		16.06
01041 - Customer Service Representative I		11.64
01042 - Customer Service Representative II		13.09
01043 - Customer Service Representative III		14.28
01051 - Data Entry Operator I		12.57
01052 - Data Entry Operator II		13.72
01060 - Dispatcher, Motor Vehicle		16.58
01070 - Document Preparation Clerk		13.74
01090 - Duplicating Machine Operator		13.74
01111 - General Clerk I		12.11
01112 - General Clerk II		13.21
01113 - General Clerk III		14.83
01120 - Housing Referral Assistant		17.91
01141 - Messenger Courier		11.71
01191 - Order Clerk I		12.33
01192 - Order Clerk II		13.39
01261 - Personnel Assistant (Employment) I		14.18
01262 - Personnel Assistant (Employment) II		15.86
01263 - Personnel Assistant (Employment) III		19.09
01270 - Production Control Clerk		20.05
01290 - Rental Clerk		12.62
01300 - Scheduler, Maintenance		14.36
01311 - Secretary I		14.36
01312 - Secretary II		16.06
01313 - Secretary III		17.91
01320 - Service Order Dispatcher		15.15
01410 - Supply Technician		19.22
01420 - Survey Worker		13.59
01460 - Switchboard Operator/Receptionist		11.52
01531 - Travel Clerk I		11.95
01532 - Travel Clerk II		12.86
01533 - Travel Clerk III		13.72
01611 - Word Processor I		12.79
01612 - Word Processor II		14.36
01613 - Word Processor III		16.06
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		22.23
05010 - Automotive Electrician		17.81
05040 - Automotive Glass Installer		16.96
05070 - Automotive Worker		16.96
05110 - Mobile Equipment Servicer		14.63
05130 - Motor Equipment Metal Mechanic		18.59
05160 - Motor Equipment Metal Worker		16.96
05190 - Motor Vehicle Mechanic		18.59
05220 - Motor Vehicle Mechanic Helper		13.34

05250	- Motor Vehicle Upholstery Worker	15.80
05280	- Motor Vehicle Wrecker	16.96
05310	- Painter, Automotive	17.81
05340	- Radiator Repair Specialist	16.96
05370	- Tire Repairer	12.06
05400	- Transmission Repair Specialist	18.59
07000	- Food Preparation And Service Occupations	
07010	- Baker	12.02
07041	- Cook I	10.35
07042	- Cook II	11.61
07070	- Dishwasher	8.93
07130	- Food Service Worker	9.39
07210	- Meat Cutter	14.69
07260	- Waiter/Waitress	8.86
09000	- Furniture Maintenance And Repair Occupations	
09010	- Electrostatic Spray Painter	19.16
09040	- Furniture Handler	12.53
09080	- Furniture Refinisher	19.16
09090	- Furniture Refinisher Helper	15.53
09110	- Furniture Repairer, Minor	17.02
09130	- Upholsterer	17.66
11000	- General Services And Support Occupations	
11030	- Cleaner, Vehicles	9.26
11060	- Elevator Operator	10.82
11090	- Gardener	16.20
11122	- Housekeeping Aide	10.82
11150	- Janitor	10.82
11210	- Laborer, Grounds Maintenance	12.35
11240	- Maid or Houseman	9.04
11260	- Pruner	11.41
11270	- Tractor Operator	15.05
11330	- Trail Maintenance Worker	12.35
11360	- Window Cleaner	12.23
12000	- Health Occupations	
12010	- Ambulance Driver	16.46
12011	- Breath Alcohol Technician	17.28
12012	- Certified Occupational Therapist Assistant	23.71
12015	- Certified Physical Therapist Assistant	22.02
12020	- Dental Assistant	17.07
12025	- Dental Hygienist	35.34
12030	- EKG Technician	26.18
12035	- Electroneurodiagnostic Technologist	26.18
12040	- Emergency Medical Technician	16.46
12071	- Licensed Practical Nurse I	15.45
12072	- Licensed Practical Nurse II	17.28
12073	- Licensed Practical Nurse III	19.27
12100	- Medical Assistant	13.96
12130	- Medical Laboratory Technician	14.76
12160	- Medical Record Clerk	16.05
12190	- Medical Record Technician	17.94
12195	- Medical Transcriptionist	15.45
12210	- Nuclear Medicine Technologist	37.96
12221	- Nursing Assistant I	10.96
12222	- Nursing Assistant II	12.32
12223	- Nursing Assistant III	13.44
12224	- Nursing Assistant IV	15.10
12235	- Optical Dispenser	15.38
12236	- Optical Technician	14.95
12250	- Pharmacy Technician	13.41
12280	- Phlebotomist	15.10
12305	- Radiologic Technologist	24.22
12311	- Registered Nurse I	22.05
12312	- Registered Nurse II	26.97
12313	- Registered Nurse II, Specialist	26.97
12314	- Registered Nurse III	32.63
12315	- Registered Nurse III, Anesthetist	32.63
12316	- Registered Nurse IV	39.12
12317	- Scheduler (Drug and Alcohol Testing)	21.40
12320	- Substance Abuse Treatment Counselor	16.95
13000	- Information And Arts Occupations	
13011	- Exhibits Specialist I	18.13
13012	- Exhibits Specialist II	22.20
13013	- Exhibits Specialist III	24.73
13041	- Illustrator I	18.13
13042	- Illustrator II	22.20
13043	- Illustrator III	24.73
13047	- Librarian	21.91
13050	- Library Aide/Clerk	12.51
13054	- Library Information Technology Systems Administrator	19.78
13058	- Library Technician	14.58

13061	- Media Specialist I	14.27
13062	- Media Specialist II	15.96
13063	- Media Specialist III	17.80
13071	- Photographer I	12.60
13072	- Photographer II	15.34
13073	- Photographer III	19.91
13074	- Photographer IV	24.34
13075	- Photographer V	30.59
13090	- Technical Order Library Clerk	15.50
13110	- Video Teleconference Technician	14.92
14000	- Information Technology Occupations	
14041	- Computer Operator I	14.31
14042	- Computer Operator II	16.01
14043	- Computer Operator III	17.85
14044	- Computer Operator IV	19.84
14045	- Computer Operator V	21.96
14071	- Computer Programmer I	(see 1) 17.64
14072	- Computer Programmer II	(see 1) 21.84
14073	- Computer Programmer III	(see 1) 26.72
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	14.31
14160	- Personal Computer Support Technician	19.84
14170	- System Support Specialist	21.75
15000	- Instructional Occupations	
15010	- Aircrew Training Devices Instructor (Non-Rated)	28.62
15020	- Aircrew Training Devices Instructor (Rated)	34.61
15030	- Air Crew Training Devices Instructor (Pilot)	39.95
15050	- Computer Based Training Specialist / Instructor	28.62
15060	- Educational Technologist	27.45
15070	- Flight Instructor (Pilot)	39.95
15080	- Graphic Artist	20.17
15085	- Maintenance Test Pilot, Fixed, Jet/Prop	39.26
15086	- Maintenance Test Pilot, Rotary Wing	39.26
15088	- Non-Maintenance Test/Co-Pilot	39.26
15090	- Technical Instructor	18.54
15095	- Technical Instructor/Course Developer	22.68
15110	- Test Proctor	14.97
15120	- Tutor	14.97
16000	- Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010	- Assembler	10.46
16030	- Counter Attendant	10.46
16040	- Dry Cleaner	12.50
16070	- Finisher, Flatwork, Machine	10.46
16090	- Presser, Hand	10.46
16110	- Presser, Machine, Drycleaning	10.46
16130	- Presser, Machine, Shirts	10.46
16160	- Presser, Machine, Wearing Apparel, Laundry	10.46
16190	- Sewing Machine Operator	13.02
16220	- Tailor	13.54
16250	- Washer, Machine	11.33
19000	- Machine Tool Operation And Repair Occupations	
19010	- Machine-Tool Operator (Tool Room)	20.89
19040	- Tool And Die Maker	25.72
21000	- Materials Handling And Packing Occupations	
21020	- Forklift Operator	13.80
21030	- Material Coordinator	19.07
21040	- Material Expediter	19.07
21050	- Material Handling Laborer	12.36
21071	- Order Filler	11.62
21080	- Production Line Worker (Food Processing)	13.80
21110	- Shipping Packer	13.05
21130	- Shipping/Receiving Clerk	13.05
21140	- Store Worker I	12.14
21150	- Stock Clerk	17.05
21210	- Tools And Parts Attendant	13.80
21410	- Warehouse Specialist	13.80
23000	- Mechanics And Maintenance And Repair Occupations	
23010	- Aerospace Structural Welder	24.43
23019	- Aircraft Logs and Records Technician	20.00
23021	- Aircraft Mechanic I	23.53
23022	- Aircraft Mechanic II	24.43
23023	- Aircraft Mechanic III	25.36
23040	- Aircraft Mechanic Helper	17.13
23050	- Aircraft, Painter	22.54
23060	- Aircraft Servicer	20.00
23070	- Aircraft Survival Flight Equipment Technician	22.54
23080	- Aircraft Worker	21.47
23091	- Aircrew Life Support Equipment (ALSE) Mechanic	21.47

I		
23092	- Aircrew Life Support Equipment (ALSE) Mechanic	23.53
II		
23110	- Appliance Mechanic	21.41
23120	- Bicycle Repairer	13.27
23125	- Cable Splicer	30.22
23130	- Carpenter, Maintenance	19.14
23140	- Carpet Layer	21.88
23160	- Electrician, Maintenance	19.89
23181	- Electronics Technician Maintenance I	21.47
23182	- Electronics Technician Maintenance II	22.63
23183	- Electronics Technician Maintenance III	24.33
23260	- Fabric Worker	18.22
23290	- Fire Alarm System Mechanic	18.88
23310	- Fire Extinguisher Repairer	16.97
23311	- Fuel Distribution System Mechanic	23.02
23312	- Fuel Distribution System Operator	17.82
23370	- General Maintenance Worker	15.59
23380	- Ground Support Equipment Mechanic	23.53
23381	- Ground Support Equipment Servicer	20.00
23382	- Ground Support Equipment Worker	21.47
23391	- Gunsmith I	16.97
23392	- Gunsmith II	19.39
23393	- Gunsmith III	21.93
23410	- Heating, Ventilation And Air-Conditioning Mechanic	21.40
23411	- Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	20.94
23430	- Heavy Equipment Mechanic	21.05
23440	- Heavy Equipment Operator	21.35
23460	- Instrument Mechanic	21.93
23465	- Laboratory/Shelter Mechanic	20.69
23470	- Laborer	13.72
23510	- Locksmith	21.45
23530	- Machinery Maintenance Mechanic	22.25
23550	- Machinist, Maintenance	18.30
23580	- Maintenance Trades Helper	15.93
23591	- Metrology Technician I	21.93
23592	- Metrology Technician II	23.14
23593	- Metrology Technician III	25.36
23640	- Millwright	21.93
23710	- Office Appliance Repairer	20.77
23760	- Painter, Maintenance	18.88
23790	- Pipefitter, Maintenance	26.04
23810	- Plumber, Maintenance	24.07
23820	- Pneudraulic Systems Mechanic	21.93
23850	- Rigger	21.88
23870	- Scale Mechanic	19.39
23890	- Sheet-Metal Worker, Maintenance	21.88
23910	- Small Engine Mechanic	17.46
23931	- Telecommunications Mechanic I	25.33
23932	- Telecommunications Mechanic II	26.30
23950	- Telephone Lineman	24.51
23960	- Welder, Combination, Maintenance	18.80
23965	- Well Driller	19.94
23970	- Woodcraft Worker	21.93
23980	- Woodworker	16.93
24000	- Personal Needs Occupations	
24550	- Case Manager	13.33
24570	- Child Care Attendant	9.35
24580	- Child Care Center Clerk	13.26
24610	- Chore Aide	10.04
24620	- Family Readiness And Support Services Coordinator	13.33
24630	- Homemaker	15.27
25000	- Plant And System Operations Occupations	
25010	- Boiler Tender	18.08
25040	- Sewage Plant Operator	17.46
25070	- Stationary Engineer	18.08
25190	- Ventilation Equipment Tender	13.05
25210	- Water Treatment Plant Operator	17.46
27000	- Protective Service Occupations	
27004	- Alarm Monitor	15.33
27007	- Baggage Inspector	12.42
27008	- Corrections Officer	18.04
27010	- Court Security Officer	17.21
27030	- Detection Dog Handler	16.84
27040	- Detention Officer	18.04
27070	- Firefighter	17.21
27101	- Guard I	12.42
27102	- Guard II	16.84

27131	- Police Officer I	18.62
27132	- Police Officer II	20.69
28000	- Recreation Occupations	
28041	- Carnival Equipment Operator	12.33
28042	- Carnival Equipment Repairer	13.52
28043	- Carnival Worker	9.35
28210	- Gate Attendant/Gate Tender	15.40
28310	- Lifeguard	10.83
28350	- Park Attendant (Aide)	17.23
28510	- Recreation Aide/Health Facility Attendant	12.21
28515	- Recreation Specialist	20.37
28630	- Sports Official	13.72
28690	- Swimming Pool Operator	17.18
29000	- Stevedoring/Longshoremen Occupational Services	
29010	- Blocker And Bracer	21.30
29020	- Hatch Tender	21.30
29030	- Line Handler	21.30
29041	- Stevedore I	20.00
29042	- Stevedore II	22.54
30000	- Technical Occupations	
30010	- Air Traffic Control Specialist, Center (HFO) (see 2)	37.77
30011	- Air Traffic Control Specialist, Station (HFO) (see 2)	26.04
30012	- Air Traffic Control Specialist, Terminal (HFO) (see 2)	28.69
30021	- Archeological Technician I	16.49
30022	- Archeological Technician II	18.51
30023	- Archeological Technician III	22.93
30030	- Cartographic Technician	22.93
30040	- Civil Engineering Technician	21.41
30051	- Cryogenic Technician I	23.40
30052	- Cryogenic Technician II	25.84
30061	- Drafter/CAD Operator I	16.49
30062	- Drafter/CAD Operator II	18.51
30063	- Drafter/CAD Operator III	20.64
30064	- Drafter/CAD Operator IV	25.40
30081	- Engineering Technician I	14.68
30082	- Engineering Technician II	16.49
30083	- Engineering Technician III	20.33
30084	- Engineering Technician IV	25.19
30085	- Engineering Technician V	30.82
30086	- Engineering Technician VI	37.29
30090	- Environmental Technician	22.93
30095	- Evidence Control Specialist	21.13
30210	- Laboratory Technician	22.70
30221	- Latent Fingerprint Technician I	21.38
30222	- Latent Fingerprint Technician II	23.62
30240	- Mathematical Technician	22.93
30361	- Paralegal/Legal Assistant I	17.24
30362	- Paralegal/Legal Assistant II	21.35
30363	- Paralegal/Legal Assistant III	26.12
30364	- Paralegal/Legal Assistant IV	31.61
30375	- Petroleum Supply Specialist	25.84
30390	- Photo-Optics Technician	22.93
30395	- Radiation Control Technician	25.84
30461	- Technical Writer I	22.84
30462	- Technical Writer II	27.94
30463	- Technical Writer III	33.81
30491	- Unexploded Ordnance (UXO) Technician I	24.00
30492	- Unexploded Ordnance (UXO) Technician II	29.04
30493	- Unexploded Ordnance (UXO) Technician III	34.81
30494	- Unexploded (UXO) Safety Escort	24.00
30495	- Unexploded (UXO) Sweep Personnel	24.00
30501	- Weather Forecaster I	25.40
30502	- Weather Forecaster II	30.89
30620	- Weather Observer, Combined Upper Air Or (see 2)	20.64
Surface Programs		
30621	- Weather Observer, Senior (see 2)	22.84
31000	- Transportation/Mobile Equipment Operation Occupations	
31010	- Airplane Pilot	29.04
31020	- Bus Aide	12.10
31030	- Bus Driver	16.53
31043	- Driver Courier	14.29
31260	- Parking and Lot Attendant	10.99
31290	- Shuttle Bus Driver	15.41
31310	- Taxi Driver	11.19
31361	- Truckdriver, Light	15.41
31362	- Truckdriver, Medium	16.89
31363	- Truckdriver, Heavy	20.23
31364	- Truckdriver, Tractor-Trailer	20.23
99000	- Miscellaneous Occupations	
99020	- Cabin Safety Specialist	14.16
99030	- Cashier	9.09

99050 - Desk Clerk	10.31
99095 - Embalmer	24.00
99130 - Flight Follower	24.00
99251 - Laboratory Animal Caretaker I	10.30
99252 - Laboratory Animal Caretaker II	11.10
99260 - Marketing Analyst	24.91
99310 - Mortician	24.00
99410 - Pest Controller	15.98
99510 - Photofinishing Worker	12.61
99710 - Recycling Laborer	16.12
99711 - Recycling Specialist	18.61
99730 - Refuse Collector	14.16
99810 - Sales Clerk	12.63
99820 - School Crossing Guard	14.16
99830 - Survey Party Chief	17.94
99831 - Surveying Aide	10.38
99832 - Surveying Technician	17.18
99840 - Vending Machine Attendant	12.53
99841 - Vending Machine Repairer	15.99
99842 - Vending Machine Repairer Helper	13.10

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: \$4.41 per hour or \$176.40 per week or \$764.40 per month

HEALTH & WELFARE EO 13706: \$4.13 per hour, or \$165.20 per week, or \$715.87 per month

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 ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial 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)).

WD 15-5087 (Rev.-4) was first posted on www.wdol.gov on 08/15/2017

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

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

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-5087
Revision No.: 4
Date Of Revision: 08/09/2017

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.20 for calendar year 2017 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, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2017. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Missouri

Area: Missouri Counties of Christian, Dallas, Greene, Polk, Webster

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.41
01012 - Accounting Clerk II		13.94
01013 - Accounting Clerk III		15.59
01020 - Administrative Assistant		21.04
01035 - Court Reporter		16.19
01041 - Customer Service Representative I		11.28
01042 - Customer Service Representative II		12.68
01043 - Customer Service Representative III		13.84
01051 - Data Entry Operator I		11.79
01052 - Data Entry Operator II		12.87
01060 - Dispatcher, Motor Vehicle		16.58
01070 - Document Preparation Clerk		12.49
01090 - Duplicating Machine Operator		12.49
01111 - General Clerk I		11.66
01112 - General Clerk II		12.73
01113 - General Clerk III		14.29
01120 - Housing Referral Assistant		18.04
01141 - Messenger Courier		11.71
01191 - Order Clerk I		10.72
01192 - Order Clerk II		12.17
01261 - Personnel Assistant (Employment) I		13.94
01262 - Personnel Assistant (Employment) II		15.59
01263 - Personnel Assistant (Employment) III		18.05
01270 - Production Control Clerk		18.17
01290 - Rental Clerk		12.62
01300 - Scheduler, Maintenance		14.47
01311 - Secretary I		14.47
01312 - Secretary II		16.19
01313 - Secretary III		18.04
01320 - Service Order Dispatcher		15.15
01410 - Supply Technician		21.04
01420 - Survey Worker		13.59
01460 - Switchboard Operator/Receptionist		10.92
01531 - Travel Clerk I		11.95
01532 - Travel Clerk II		12.86
01533 - Travel Clerk III		13.72
01611 - Word Processor I		13.42
01612 - Word Processor II		15.07
01613 - Word Processor III		17.06
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		22.23
05010 - Automotive Electrician		16.87
05040 - Automotive Glass Installer		15.76
05070 - Automotive Worker		15.76
05110 - Mobile Equipment Servicer		14.19
05130 - Motor Equipment Metal Mechanic		17.31
05160 - Motor Equipment Metal Worker		15.76
05190 - Motor Vehicle Mechanic		17.31
05220 - Motor Vehicle Mechanic Helper		13.33

05250	- Motor Vehicle Upholstery Worker	15.36
05280	- Motor Vehicle Wrecker	15.76
05310	- Painter, Automotive	16.62
05340	- Radiator Repair Specialist	15.76
05370	- Tire Repairer	11.36
05400	- Transmission Repair Specialist	17.31
07000	- Food Preparation And Service Occupations	
07010	- Baker	12.02
07041	- Cook I	9.71
07042	- Cook II	11.10
07070	- Dishwasher	8.83
07130	- Food Service Worker	9.07
07210	- Meat Cutter	12.88
07260	- Waiter/Waitress	8.77
09000	- Furniture Maintenance And Repair Occupations	
09010	- Electrostatic Spray Painter	16.90
09040	- Furniture Handler	10.79
09080	- Furniture Refinisher	16.90
09090	- Furniture Refinisher Helper	12.95
09110	- Furniture Repairer, Minor	14.86
09130	- Upholsterer	16.05
11000	- General Services And Support Occupations	
11030	- Cleaner, Vehicles	9.26
11060	- Elevator Operator	11.40
11090	- Gardener	15.70
11122	- Housekeeping Aide	11.40
11150	- Janitor	11.40
11210	- Laborer, Grounds Maintenance	12.23
11240	- Maid or Houseman	9.18
11260	- Pruner	11.41
11270	- Tractor Operator	14.58
11330	- Trail Maintenance Worker	12.23
11360	- Window Cleaner	12.56
12000	- Health Occupations	
12010	- Ambulance Driver	16.46
12011	- Breath Alcohol Technician	17.12
12012	- Certified Occupational Therapist Assistant	25.20
12015	- Certified Physical Therapist Assistant	22.02
12020	- Dental Assistant	17.98
12025	- Dental Hygienist	35.06
12030	- EKG Technician	23.85
12035	- Electroneurodiagnostic Technologist	23.85
12040	- Emergency Medical Technician	16.46
12071	- Licensed Practical Nurse I	15.30
12072	- Licensed Practical Nurse II	17.12
12073	- Licensed Practical Nurse III	19.08
12100	- Medical Assistant	12.74
12130	- Medical Laboratory Technician	13.45
12160	- Medical Record Clerk	14.97
12190	- Medical Record Technician	16.75
12195	- Medical Transcriptionist	15.99
12210	- Nuclear Medicine Technologist	34.59
12221	- Nursing Assistant I	10.83
12222	- Nursing Assistant II	12.18
12223	- Nursing Assistant III	13.29
12224	- Nursing Assistant IV	14.92
12235	- Optical Dispenser	14.27
12236	- Optical Technician	14.33
12250	- Pharmacy Technician	13.41
12280	- Phlebotomist	14.19
12305	- Radiologic Technologist	23.85
12311	- Registered Nurse I	21.22
12312	- Registered Nurse II	25.95
12313	- Registered Nurse II, Specialist	25.95
12314	- Registered Nurse III	31.40
12315	- Registered Nurse III, Anesthetist	31.40
12316	- Registered Nurse IV	37.64
12317	- Scheduler (Drug and Alcohol Testing)	21.20
12320	- Substance Abuse Treatment Counselor	15.10
13000	- Information And Arts Occupations	
13011	- Exhibits Specialist I	18.13
13012	- Exhibits Specialist II	22.20
13013	- Exhibits Specialist III	24.73
13041	- Illustrator I	18.13
13042	- Illustrator II	22.20
13043	- Illustrator III	24.73
13047	- Librarian	22.24
13050	- Library Aide/Clerk	12.51
13054	- Library Information Technology Systems Administrator	20.08
13058	- Library Technician	15.57

13061	- Media Specialist I	14.49
13062	- Media Specialist II	16.21
13063	- Media Specialist III	18.07
13071	- Photographer I	12.42
13072	- Photographer II	15.34
13073	- Photographer III	19.91
13074	- Photographer IV	24.34
13075	- Photographer V	30.59
13090	- Technical Order Library Clerk	15.74
13110	- Video Teleconference Technician	16.41
14000	- Information Technology Occupations	
14041	- Computer Operator I	14.91
14042	- Computer Operator II	16.68
14043	- Computer Operator III	18.59
14044	- Computer Operator IV	20.65
14045	- Computer Operator V	22.88
14071	- Computer Programmer I	(see 1) 17.11
14072	- Computer Programmer II	(see 1) 21.19
14073	- Computer Programmer III	(see 1) 25.93
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	14.91
14160	- Personal Computer Support Technician	20.65
14170	- System Support Specialist	22.42
15000	- Instructional Occupations	
15010	- Aircrew Training Devices Instructor (Non-Rated)	28.62
15020	- Aircrew Training Devices Instructor (Rated)	34.61
15030	- Air Crew Training Devices Instructor (Pilot)	40.23
15050	- Computer Based Training Specialist / Instructor	28.62
15060	- Educational Technologist	25.49
15070	- Flight Instructor (Pilot)	40.23
15080	- Graphic Artist	20.17
15085	- Maintenance Test Pilot, Fixed, Jet/Prop	40.23
15086	- Maintenance Test Pilot, Rotary Wing	40.23
15088	- Non-Maintenance Test/Co-Pilot	40.23
15090	- Technical Instructor	17.12
15095	- Technical Instructor/Course Developer	20.95
15110	- Test Proctor	13.83
15120	- Tutor	13.83
16000	- Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010	- Assembler	9.71
16030	- Counter Attendant	9.71
16040	- Dry Cleaner	12.51
16070	- Finisher, Flatwork, Machine	9.71
16090	- Presser, Hand	9.71
16110	- Presser, Machine, Drycleaning	9.71
16130	- Presser, Machine, Shirts	9.71
16160	- Presser, Machine, Wearing Apparel, Laundry	9.71
16190	- Sewing Machine Operator	13.44
16220	- Tailor	14.37
16250	- Washer, Machine	10.69
19000	- Machine Tool Operation And Repair Occupations	
19010	- Machine-Tool Operator (Tool Room)	18.60
19040	- Tool And Die Maker	22.88
21000	- Materials Handling And Packing Occupations	
21020	- Forklift Operator	14.07
21030	- Material Coordinator	18.17
21040	- Material Expediter	18.17
21050	- Material Handling Laborer	12.37
21071	- Order Filler	11.69
21080	- Production Line Worker (Food Processing)	14.07
21110	- Shipping Packer	14.30
21130	- Shipping/Receiving Clerk	14.30
21140	- Store Worker I	11.05
21150	- Stock Clerk	14.80
21210	- Tools And Parts Attendant	14.07
21410	- Warehouse Specialist	14.07
23000	- Mechanics And Maintenance And Repair Occupations	
23010	- Aerospace Structural Welder	24.23
23019	- Aircraft Logs and Records Technician	19.01
23021	- Aircraft Mechanic I	22.91
23022	- Aircraft Mechanic II	24.23
23023	- Aircraft Mechanic III	25.49
23040	- Aircraft Mechanic Helper	16.45
23050	- Aircraft, Painter	21.62
23060	- Aircraft Servicer	19.01
23070	- Aircraft Survival Flight Equipment Technician	21.62
23080	- Aircraft Worker	20.26
23091	- Aircrew Life Support Equipment (ALSE) Mechanic	20.26

I		
23092	- Aircrew Life Support Equipment (ALSE) Mechanic	22.91
II		
23110	- Appliance Mechanic	19.46
23120	- Bicycle Repairer	13.27
23125	- Cable Splicer	30.22
23130	- Carpenter, Maintenance	18.42
23140	- Carpet Layer	20.18
23160	- Electrician, Maintenance	20.57
23181	- Electronics Technician Maintenance I	20.81
23182	- Electronics Technician Maintenance II	22.20
23183	- Electronics Technician Maintenance III	23.53
23260	- Fabric Worker	18.22
23290	- Fire Alarm System Mechanic	21.28
23310	- Fire Extinguisher Repairer	16.97
23311	- Fuel Distribution System Mechanic	22.25
23312	- Fuel Distribution System Operator	17.22
23370	- General Maintenance Worker	15.33
23380	- Ground Support Equipment Mechanic	22.91
23381	- Ground Support Equipment Servicer	19.01
23382	- Ground Support Equipment Worker	20.26
23391	- Gunsmith I	16.97
23392	- Gunsmith II	19.39
23393	- Gunsmith III	21.93
23410	- Heating, Ventilation And Air-Conditioning Mechanic	20.47
23411	- Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	21.65
23430	- Heavy Equipment Mechanic	19.74
23440	- Heavy Equipment Operator	22.31
23460	- Instrument Mechanic	21.93
23465	- Laboratory/Shelter Mechanic	20.69
23470	- Laborer	13.72
23510	- Locksmith	21.00
23530	- Machinery Maintenance Mechanic	22.25
23550	- Machinist, Maintenance	18.35
23580	- Maintenance Trades Helper	13.16
23591	- Metrology Technician I	21.93
23592	- Metrology Technician II	23.14
23593	- Metrology Technician III	24.76
23640	- Millwright	21.93
23710	- Office Appliance Repairer	17.16
23760	- Painter, Maintenance	18.53
23790	- Pipefitter, Maintenance	26.04
23810	- Plumber, Maintenance	23.07
23820	- Pneudraulic Systems Mechanic	21.93
23850	- Rigger	21.88
23870	- Scale Mechanic	19.39
23890	- Sheet-Metal Worker, Maintenance	19.55
23910	- Small Engine Mechanic	17.96
23931	- Telecommunications Mechanic I	23.03
23932	- Telecommunications Mechanic II	24.36
23950	- Telephone Lineman	23.48
23960	- Welder, Combination, Maintenance	17.51
23965	- Well Driller	21.93
23970	- Woodcraft Worker	21.93
23980	- Woodworker	16.93
24000	- Personal Needs Occupations	
24550	- Case Manager	13.23
24570	- Child Care Attendant	9.35
24580	- Child Care Center Clerk	13.26
24610	- Chore Aide	9.71
24620	- Family Readiness And Support Services Coordinator	13.23
24630	- Homemaker	15.27
25000	- Plant And System Operations Occupations	
25010	- Boiler Tender	21.88
25040	- Sewage Plant Operator	17.82
25070	- Stationary Engineer	21.88
25190	- Ventilation Equipment Tender	15.80
25210	- Water Treatment Plant Operator	17.82
27000	- Protective Service Occupations	
27004	- Alarm Monitor	16.21
27007	- Baggage Inspector	11.97
27008	- Corrections Officer	18.04
27010	- Court Security Officer	18.11
27030	- Detection Dog Handler	16.84
27040	- Detention Officer	18.04
27070	- Firefighter	18.47
27101	- Guard I	11.97
27102	- Guard II	16.84

27131	- Police Officer I	18.60
27132	- Police Officer II	20.68
28000	- Recreation Occupations	
28041	- Carnival Equipment Operator	11.86
28042	- Carnival Equipment Repairer	12.77
28043	- Carnival Worker	9.35
28210	- Gate Attendant/Gate Tender	12.73
28310	- Lifeguard	10.83
28350	- Park Attendant (Aide)	14.24
28510	- Recreation Aide/Health Facility Attendant	10.09
28515	- Recreation Specialist	16.84
28630	- Sports Official	11.34
28690	- Swimming Pool Operator	17.18
29000	- Stevedoring/Longshoremen Occupational Services	
29010	- Blocker And Bracer	18.02
29020	- Hatch Tender	18.02
29030	- Line Handler	18.02
29041	- Stevedore I	17.71
29042	- Stevedore II	19.43
30000	- Technical Occupations	
30010	- Air Traffic Control Specialist, Center (HFO) (see 2)	37.52
30011	- Air Traffic Control Specialist, Station (HFO) (see 2)	25.87
30012	- Air Traffic Control Specialist, Terminal (HFO) (see 2)	28.49
30021	- Archeological Technician I	15.81
30022	- Archeological Technician II	18.51
30023	- Archeological Technician III	22.93
30030	- Cartographic Technician	22.93
30040	- Civil Engineering Technician	19.46
30051	- Cryogenic Technician I	24.26
30052	- Cryogenic Technician II	26.80
30061	- Drafter/CAD Operator I	15.81
30062	- Drafter/CAD Operator II	18.51
30063	- Drafter/CAD Operator III	20.64
30064	- Drafter/CAD Operator IV	25.40
30081	- Engineering Technician I	13.82
30082	- Engineering Technician II	15.82
30083	- Engineering Technician III	20.33
30084	- Engineering Technician IV	25.19
30085	- Engineering Technician V	30.82
30086	- Engineering Technician VI	37.29
30090	- Environmental Technician	22.93
30095	- Evidence Control Specialist	21.90
30210	- Laboratory Technician	20.64
30221	- Latent Fingerprint Technician I	24.47
30222	- Latent Fingerprint Technician II	27.03
30240	- Mathematical Technician	22.93
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	26.80
30390	- Photo-Optics Technician	22.93
30395	- Radiation Control Technician	26.80
30461	- Technical Writer I	23.54
30462	- Technical Writer II	28.78
30463	- Technical Writer III	35.01
30491	- Unexploded Ordnance (UXO) Technician I	23.85
30492	- Unexploded Ordnance (UXO) Technician II	28.85
30493	- Unexploded Ordnance (UXO) Technician III	34.58
30494	- Unexploded (UXO) Safety Escort	23.85
30495	- Unexploded (UXO) Sweep Personnel	23.85
30501	- Weather Forecaster I	24.26
30502	- Weather Forecaster II	29.51
30620	- Weather Observer, Combined Upper Air Or (see 2)	20.64
Surface Programs		
30621	- Weather Observer, Senior (see 2)	22.18
31000	- Transportation/Mobile Equipment Operation Occupations	
31010	- Airplane Pilot	28.85
31020	- Bus Aide	13.31
31030	- Bus Driver	18.18
31043	- Driver Courier	14.29
31260	- Parking and Lot Attendant	10.99
31290	- Shuttle Bus Driver	15.41
31310	- Taxi Driver	11.04
31361	- Truckdriver, Light	15.41
31362	- Truckdriver, Medium	16.89
31363	- Truckdriver, Heavy	20.32
31364	- Truckdriver, Tractor-Trailer	20.32
99000	- Miscellaneous Occupations	
99020	- Cabin Safety Specialist	14.07
99030	- Cashier	9.19

99050 - Desk Clerk	9.28
99095 - Embalmer	22.74
99130 - Flight Follower	23.85
99251 - Laboratory Animal Caretaker I	9.77
99252 - Laboratory Animal Caretaker II	10.53
99260 - Marketing Analyst	19.30
99310 - Mortician	22.02
99410 - Pest Controller	15.16
99510 - Photofinishing Worker	12.53
99710 - Recycling Laborer	14.83
99711 - Recycling Specialist	17.68
99730 - Refuse Collector	13.46
99810 - Sales Clerk	12.63
99820 - School Crossing Guard	12.30
99830 - Survey Party Chief	17.94
99831 - Surveying Aide	10.38
99832 - Surveying Technician	17.18
99840 - Vending Machine Attendant	12.53
99841 - Vending Machine Repairer	15.99
99842 - Vending Machine Repairer Helper	13.27

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: \$4.41 per hour or \$176.40 per week or \$764.40 per month

HEALTH & WELFARE EO 13706: \$4.13 per hour, or \$165.20 per week, or \$715.87 per month

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 ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial 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)).

WD 15-5089 (Rev.-4) was first posted on www.wdol.gov on 08/01/2017

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

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

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-5089
Revision No.: 4
Date Of Revision: 07/25/2017

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.20 for calendar year 2017 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, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2017. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Missouri

Area: Missouri Counties of Cooper, Henry, Howard, Johnson, Pettis, Saline

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.97
01012 - Accounting Clerk II		15.69
01013 - Accounting Clerk III		17.77
01020 - Administrative Assistant		21.80
01035 - Court Reporter		18.32
01041 - Customer Service Representative I		10.52
01042 - Customer Service Representative II		11.83
01043 - Customer Service Representative III		12.91
01051 - Data Entry Operator I		13.35
01052 - Data Entry Operator II		14.57
01060 - Dispatcher, Motor Vehicle		18.55
01070 - Document Preparation Clerk		15.64
01090 - Duplicating Machine Operator		15.64
01111 - General Clerk I		12.95
01112 - General Clerk II		14.22
01113 - General Clerk III		15.96
01120 - Housing Referral Assistant		20.79
01141 - Messenger Courier		12.47
01191 - Order Clerk I		12.73
01192 - Order Clerk II		15.29
01261 - Personnel Assistant (Employment) I		16.17
01262 - Personnel Assistant (Employment) II		17.97
01263 - Personnel Assistant (Employment) III		20.54
01270 - Production Control Clerk		20.04
01290 - Rental Clerk		14.97
01300 - Scheduler, Maintenance		15.96
01311 - Secretary I		15.96
01312 - Secretary II		17.90
01313 - Secretary III		20.79
01320 - Service Order Dispatcher		21.18
01410 - Supply Technician		23.09
01420 - Survey Worker		17.02
01460 - Switchboard Operator/Receptionist		13.87
01531 - Travel Clerk I		12.96
01532 - Travel Clerk II		14.00
01533 - Travel Clerk III		15.03
01611 - Word Processor I		14.09
01612 - Word Processor II		15.81
01613 - Word Processor III		17.69
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		23.30
05010 - Automotive Electrician		19.32
05040 - Automotive Glass Installer		18.59
05070 - Automotive Worker		18.59
05110 - Mobile Equipment Servicer		16.51
05130 - Motor Equipment Metal Mechanic		20.03
05160 - Motor Equipment Metal Worker		18.59
05190 - Motor Vehicle Mechanic		21.70
05220 - Motor Vehicle Mechanic Helper		15.47

05250	- Motor Vehicle Upholstery Worker	17.54
05280	- Motor Vehicle Wrecker	18.59
05310	- Painter, Automotive	19.32
05340	- Radiator Repair Specialist	18.59
05370	- Tire Repairer	15.18
05400	- Transmission Repair Specialist	20.03
07000	- Food Preparation And Service Occupations	
07010	- Baker	14.52
07041	- Cook I	10.88
07042	- Cook II	12.54
07070	- Dishwasher	9.60
07130	- Food Service Worker	10.31
07210	- Meat Cutter	15.84
07260	- Waiter/Waitress	9.27
09000	- Furniture Maintenance And Repair Occupations	
09010	- Electrostatic Spray Painter	21.23
09040	- Furniture Handler	15.75
09080	- Furniture Refinisher	21.23
09090	- Furniture Refinisher Helper	17.01
09110	- Furniture Repairer, Minor	19.27
09130	- Upholsterer	12.46
11000	- General Services And Support Occupations	
11030	- Cleaner, Vehicles	11.24
11060	- Elevator Operator	12.93
11090	- Gardener	16.01
11122	- Housekeeping Aide	12.93
11150	- Janitor	12.93
11210	- Laborer, Grounds Maintenance	13.34
11240	- Maid or Houseman	10.52
11260	- Pruner	12.93
11270	- Tractor Operator	15.37
11330	- Trail Maintenance Worker	13.34
11360	- Window Cleaner	13.33
12000	- Health Occupations	
12010	- Ambulance Driver	17.12
12011	- Breath Alcohol Technician	17.33
12012	- Certified Occupational Therapist Assistant	23.78
12015	- Certified Physical Therapist Assistant	22.12
12020	- Dental Assistant	16.52
12025	- Dental Hygienist	34.35
12030	- EKG Technician	26.65
12035	- Electroneurodiagnostic Technologist	26.65
12040	- Emergency Medical Technician	17.12
12071	- Licensed Practical Nurse I	15.49
12072	- Licensed Practical Nurse II	17.33
12073	- Licensed Practical Nurse III	19.31
12100	- Medical Assistant	14.08
12130	- Medical Laboratory Technician	15.52
12160	- Medical Record Clerk	16.06
12190	- Medical Record Technician	17.97
12195	- Medical Transcriptionist	16.07
12210	- Nuclear Medicine Technologist	38.08
12221	- Nursing Assistant I	9.94
12222	- Nursing Assistant II	11.18
12223	- Nursing Assistant III	12.20
12224	- Nursing Assistant IV	13.69
12235	- Optical Dispenser	14.12
12236	- Optical Technician	15.49
12250	- Pharmacy Technician	14.84
12280	- Phlebotomist	13.68
12305	- Radiologic Technologist	25.29
12311	- Registered Nurse I	23.68
12312	- Registered Nurse II	27.27
12313	- Registered Nurse II, Specialist	27.27
12314	- Registered Nurse III	33.15
12315	- Registered Nurse III, Anesthetist	33.15
12316	- Registered Nurse IV	39.45
12317	- Scheduler (Drug and Alcohol Testing)	21.46
12320	- Substance Abuse Treatment Counselor	18.09
13000	- Information And Arts Occupations	
13011	- Exhibits Specialist I	20.11
13012	- Exhibits Specialist II	27.35
13013	- Exhibits Specialist III	29.94
13041	- Illustrator I	18.65
13042	- Illustrator II	22.33
13043	- Illustrator III	27.90
13047	- Librarian	30.95
13050	- Library Aide/Clerk	10.37
13054	- Library Information Technology Systems Administrator	23.49
13058	- Library Technician	14.23

13061	- Media Specialist I	17.03
13062	- Media Specialist II	19.04
13063	- Media Specialist III	21.24
13071	- Photographer I	17.20
13072	- Photographer II	19.24
13073	- Photographer III	23.84
13074	- Photographer IV	29.17
13075	- Photographer V	35.29
13090	- Technical Order Library Clerk	15.50
13110	- Video Teleconference Technician	18.54
14000	- Information Technology Occupations	
14041	- Computer Operator I	16.03
14042	- Computer Operator II	17.93
14043	- Computer Operator III	19.99
14044	- Computer Operator IV	23.48
14045	- Computer Operator V	24.61
14071	- Computer Programmer I	(see 1) 22.38
14072	- Computer Programmer II	(see 1) 26.04
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	16.03
14160	- Personal Computer Support Technician	23.48
14170	- System Support Specialist	21.47
15000	- Instructional Occupations	
15010	- Aircrew Training Devices Instructor (Non-Rated)	27.38
15020	- Aircrew Training Devices Instructor (Rated)	33.12
15030	- Air Crew Training Devices Instructor (Pilot)	39.69
15050	- Computer Based Training Specialist / Instructor	27.62
15060	- Educational Technologist	29.30
15070	- Flight Instructor (Pilot)	39.69
15080	- Graphic Artist	25.30
15085	- Maintenance Test Pilot, Fixed, Jet/Prop	37.48
15086	- Maintenance Test Pilot, Rotary Wing	37.48
15088	- Non-Maintenance Test/Co-Pilot	37.48
15090	- Technical Instructor	20.74
15095	- Technical Instructor/Course Developer	25.38
15110	- Test Proctor	17.30
15120	- Tutor	17.30
16000	- Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010	- Assembler	9.49
16030	- Counter Attendant	9.49
16040	- Dry Cleaner	12.22
16070	- Finisher, Flatwork, Machine	9.49
16090	- Presser, Hand	9.49
16110	- Presser, Machine, Drycleaning	9.49
16130	- Presser, Machine, Shirts	9.49
16160	- Presser, Machine, Wearing Apparel, Laundry	9.49
16190	- Sewing Machine Operator	13.13
16220	- Tailor	14.03
16250	- Washer, Machine	10.44
19000	- Machine Tool Operation And Repair Occupations	
19010	- Machine-Tool Operator (Tool Room)	21.23
19040	- Tool And Die Maker	27.26
21000	- Materials Handling And Packing Occupations	
21020	- Forklift Operator	19.24
21030	- Material Coordinator	20.04
21040	- Material Expediter	20.04
21050	- Material Handling Laborer	16.19
21071	- Order Filler	13.52
21080	- Production Line Worker (Food Processing)	19.24
21110	- Shipping Packer	15.57
21130	- Shipping/Receiving Clerk	15.57
21140	- Store Worker I	13.27
21150	- Stock Clerk	19.19
21210	- Tools And Parts Attendant	19.24
21410	- Warehouse Specialist	19.24
23000	- Mechanics And Maintenance And Repair Occupations	
23010	- Aerospace Structural Welder	28.46
23019	- Aircraft Logs and Records Technician	23.96
23021	- Aircraft Mechanic I	27.37
23022	- Aircraft Mechanic II	28.46
23023	- Aircraft Mechanic III	29.45
23040	- Aircraft Mechanic Helper	21.15
23050	- Aircraft, Painter	26.32
23060	- Aircraft Servicer	23.96
23070	- Aircraft Survival Flight Equipment Technician	26.32
23080	- Aircraft Worker	25.40
23091	- Aircrew Life Support Equipment (ALSE) Mechanic	25.40

I		
23092	- Aircrew Life Support Equipment (ALSE) Mechanic	27.37
II		
23110	- Appliance Mechanic	20.77
23120	- Bicycle Repairer	17.01
23125	- Cable Splicer	33.91
23130	- Carpenter, Maintenance	23.76
23140	- Carpet Layer	25.78
23160	- Electrician, Maintenance	29.98
23181	- Electronics Technician Maintenance I	26.08
23182	- Electronics Technician Maintenance II	31.64
23183	- Electronics Technician Maintenance III	33.12
23260	- Fabric Worker	19.01
23290	- Fire Alarm System Mechanic	22.01
23310	- Fire Extinguisher Repairer	17.66
23311	- Fuel Distribution System Mechanic	25.39
23312	- Fuel Distribution System Operator	19.91
23370	- General Maintenance Worker	20.36
23380	- Ground Support Equipment Mechanic	27.37
23381	- Ground Support Equipment Servicer	23.96
23382	- Ground Support Equipment Worker	25.40
23391	- Gunsmith I	17.66
23392	- Gunsmith II	20.36
23393	- Gunsmith III	22.53
23410	- Heating, Ventilation And Air-Conditioning Mechanic	22.80
23411	- Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	23.71
23430	- Heavy Equipment Mechanic	21.55
23440	- Heavy Equipment Operator	23.00
23460	- Instrument Mechanic	22.53
23465	- Laboratory/Shelter Mechanic	21.55
23470	- Laborer	13.44
23510	- Locksmith	21.75
23530	- Machinery Maintenance Mechanic	23.23
23550	- Machinist, Maintenance	22.01
23580	- Maintenance Trades Helper	16.31
23591	- Metrology Technician I	22.59
23592	- Metrology Technician II	23.38
23593	- Metrology Technician III	24.19
23640	- Millwright	25.77
23710	- Office Appliance Repairer	21.38
23760	- Painter, Maintenance	21.23
23790	- Pipefitter, Maintenance	27.67
23810	- Plumber, Maintenance	24.62
23820	- Pneudraulic Systems Mechanic	22.53
23850	- Rigger	22.53
23870	- Scale Mechanic	20.36
23890	- Sheet-Metal Worker, Maintenance	26.89
23910	- Small Engine Mechanic	21.10
23931	- Telecommunications Mechanic I	24.09
23932	- Telecommunications Mechanic II	25.11
23950	- Telephone Lineman	25.53
23960	- Welder, Combination, Maintenance	22.01
23965	- Well Driller	21.74
23970	- Woodcraft Worker	22.53
23980	- Woodworker	17.66
24000	- Personal Needs Occupations	
24550	- Case Manager	13.98
24570	- Child Care Attendant	10.63
24580	- Child Care Center Clerk	14.51
24610	- Chore Aide	9.51
24620	- Family Readiness And Support Services Coordinator	13.98
24630	- Homemaker	16.12
25000	- Plant And System Operations Occupations	
25010	- Boiler Tender	25.16
25040	- Sewage Plant Operator	21.30
25070	- Stationary Engineer	25.16
25190	- Ventilation Equipment Tender	17.01
25210	- Water Treatment Plant Operator	21.23
27000	- Protective Service Occupations	
27004	- Alarm Monitor	17.02
27007	- Baggage Inspector	13.32
27008	- Corrections Officer	18.89
27010	- Court Security Officer	20.41
27030	- Detection Dog Handler	16.62
27040	- Detention Officer	18.89
27070	- Firefighter	21.35
27101	- Guard I	13.32
27102	- Guard II	16.62

27131	- Police Officer I	22.07
27132	- Police Officer II	24.51
28000	- Recreation Occupations	
28041	- Carnival Equipment Operator	13.06
28042	- Carnival Equipment Repairer	14.20
28043	- Carnival Worker	9.68
28210	- Gate Attendant/Gate Tender	15.25
28310	- Lifeguard	12.47
28350	- Park Attendant (Aide)	17.05
28510	- Recreation Aide/Health Facility Attendant	12.45
28515	- Recreation Specialist	19.43
28630	- Sports Official	13.59
28690	- Swimming Pool Operator	19.20
29000	- Stevedoring/Longshoremen Occupational Services	
29010	- Blocker And Bracer	23.29
29020	- Hatch Tender	23.29
29030	- Line Handler	23.29
29041	- Stevedore I	21.62
29042	- Stevedore II	24.53
30000	- Technical Occupations	
30010	- Air Traffic Control Specialist, Center (HFO) (see 2)	37.70
30011	- Air Traffic Control Specialist, Station (HFO) (see 2)	25.99
30012	- Air Traffic Control Specialist, Terminal (HFO) (see 2)	28.62
30021	- Archeological Technician I	18.04
30022	- Archeological Technician II	20.18
30023	- Archeological Technician III	24.76
30030	- Cartographic Technician	25.01
30040	- Civil Engineering Technician	25.17
30051	- Cryogenic Technician I	24.61
30052	- Cryogenic Technician II	27.17
30061	- Drafter/CAD Operator I	18.04
30062	- Drafter/CAD Operator II	20.18
30063	- Drafter/CAD Operator III	22.51
30064	- Drafter/CAD Operator IV	27.69
30081	- Engineering Technician I	15.54
30082	- Engineering Technician II	19.08
30083	- Engineering Technician III	21.95
30084	- Engineering Technician IV	24.41
30085	- Engineering Technician V	29.54
30086	- Engineering Technician VI	36.00
30090	- Environmental Technician	22.22
30095	- Evidence Control Specialist	22.22
30210	- Laboratory Technician	22.08
30221	- Latent Fingerprint Technician I	24.61
30222	- Latent Fingerprint Technician II	27.17
30240	- Mathematical Technician	25.01
30361	- Paralegal/Legal Assistant I	17.19
30362	- Paralegal/Legal Assistant II	21.79
30363	- Paralegal/Legal Assistant III	26.66
30364	- Paralegal/Legal Assistant IV	32.25
30375	- Petroleum Supply Specialist	27.17
30390	- Photo-Optics Technician	25.01
30395	- Radiation Control Technician	27.17
30461	- Technical Writer I	22.22
30462	- Technical Writer II	27.17
30463	- Technical Writer III	32.88
30491	- Unexploded Ordnance (UXO) Technician I	23.95
30492	- Unexploded Ordnance (UXO) Technician II	28.98
30493	- Unexploded Ordnance (UXO) Technician III	34.74
30494	- Unexploded (UXO) Safety Escort	23.95
30495	- Unexploded (UXO) Sweep Personnel	23.95
30501	- Weather Forecaster I	27.07
30502	- Weather Forecaster II	32.92
30620	- Weather Observer, Combined Upper Air Or (see 2)	22.51
Surface Programs		
30621	- Weather Observer, Senior (see 2)	25.01
31000	- Transportation/Mobile Equipment Operation Occupations	
31010	- Airplane Pilot	28.98
31020	- Bus Aide	12.37
31030	- Bus Driver	17.28
31043	- Driver Courier	14.58
31260	- Parking and Lot Attendant	12.07
31290	- Shuttle Bus Driver	15.77
31310	- Taxi Driver	11.26
31361	- Truckdriver, Light	15.77
31362	- Truckdriver, Medium	21.15
31363	- Truckdriver, Heavy	21.54
31364	- Truckdriver, Tractor-Trailer	21.54
99000	- Miscellaneous Occupations	
99020	- Cabin Safety Specialist	14.13
99030	- Cashier	10.19

99050 - Desk Clerk	9.42
99095 - Embalmer	26.90
99130 - Flight Follower	23.95
99251 - Laboratory Animal Caretaker I	12.00
99252 - Laboratory Animal Caretaker II	12.89
99260 - Marketing Analyst	19.99
99310 - Mortician	33.26
99410 - Pest Controller	17.98
99510 - Photofinishing Worker	12.76
99710 - Recycling Laborer	15.79
99711 - Recycling Specialist	18.79
99730 - Refuse Collector	14.15
99810 - Sales Clerk	12.20
99820 - School Crossing Guard	13.19
99830 - Survey Party Chief	21.44
99831 - Surveying Aide	13.33
99832 - Surveying Technician	18.25
99840 - Vending Machine Attendant	17.56
99841 - Vending Machine Repairer	21.12
99842 - Vending Machine Repairer Helper	17.56

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: \$4.41 per hour or \$176.40 per week or \$764.40 per month

HEALTH & WELFARE EO 13706: \$4.13 per hour, or \$165.20 per week, or \$715.87 per month

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 ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial 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)).

WD 15-5091 (Rev.-4) was first posted on www.wdol.gov on 08/01/2017

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

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

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-5091
Revision No.: 4
Date Of Revision: 07/25/2017

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.20 for calendar year 2017 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, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2017. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Missouri

Area: Missouri Counties of Crawford, Gasconade

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.10
01012 - Accounting Clerk II		15.83
01013 - Accounting Clerk III		18.57
01020 - Administrative Assistant		24.14
01035 - Court Reporter		19.05
01041 - Customer Service Representative I		10.52
01042 - Customer Service Representative II		11.83
01043 - Customer Service Representative III		12.91
01051 - Data Entry Operator I		13.35
01052 - Data Entry Operator II		14.57
01060 - Dispatcher, Motor Vehicle		19.05
01070 - Document Preparation Clerk		14.86
01090 - Duplicating Machine Operator		14.86
01111 - General Clerk I		12.33
01112 - General Clerk II		15.00
01113 - General Clerk III		17.07
01120 - Housing Referral Assistant		20.96
01141 - Messenger Courier		12.47
01191 - Order Clerk I		12.99
01192 - Order Clerk II		14.18
01261 - Personnel Assistant (Employment) I		16.33
01262 - Personnel Assistant (Employment) II		19.05
01263 - Personnel Assistant (Employment) III		20.73
01270 - Production Control Clerk		20.73
01290 - Rental Clerk		16.06
01300 - Scheduler, Maintenance		15.96
01311 - Secretary I		15.96
01312 - Secretary II		17.85
01313 - Secretary III		20.96
01320 - Service Order Dispatcher		18.12
01410 - Supply Technician		24.14
01420 - Survey Worker		19.05
01460 - Switchboard Operator/Receptionist		15.10
01531 - Travel Clerk I		12.96
01532 - Travel Clerk II		14.00
01533 - Travel Clerk III		15.03
01611 - Word Processor I		13.51
01612 - Word Processor II		16.06
01613 - Word Processor III		19.05
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		22.80
05010 - Automotive Electrician		20.59
05040 - Automotive Glass Installer		19.74
05070 - Automotive Worker		19.74
05110 - Mobile Equipment Servicer		18.01
05130 - Motor Equipment Metal Mechanic		21.46
05160 - Motor Equipment Metal Worker		19.74
05190 - Motor Vehicle Mechanic		20.40
05220 - Motor Vehicle Mechanic Helper		16.72

05250	- Motor Vehicle Upholstery Worker	18.88
05280	- Motor Vehicle Wrecker	19.74
05310	- Painter, Automotive	20.59
05340	- Radiator Repair Specialist	19.74
05370	- Tire Repairer	15.80
05400	- Transmission Repair Specialist	21.46
07000	- Food Preparation And Service Occupations	
07010	- Baker	12.77
07041	- Cook I	11.02
07042	- Cook II	12.07
07070	- Dishwasher	8.84
07130	- Food Service Worker	10.05
07210	- Meat Cutter	16.34
07260	- Waiter/Waitress	8.98
09000	- Furniture Maintenance And Repair Occupations	
09010	- Electrostatic Spray Painter	20.56
09040	- Furniture Handler	13.35
09080	- Furniture Refinisher	20.56
09090	- Furniture Refinisher Helper	16.55
09110	- Furniture Repairer, Minor	18.84
09130	- Upholsterer	22.61
11000	- General Services And Support Occupations	
11030	- Cleaner, Vehicles	11.74
11060	- Elevator Operator	11.52
11090	- Gardener	16.03
11122	- Housekeeping Aide	11.52
11150	- Janitor	11.52
11210	- Laborer, Grounds Maintenance	12.55
11240	- Maid or Houseman	9.13
11260	- Pruner	11.10
11270	- Tractor Operator	15.03
11330	- Trail Maintenance Worker	12.55
11360	- Window Cleaner	13.02
12000	- Health Occupations	
12010	- Ambulance Driver	19.90
12011	- Breath Alcohol Technician	17.33
12012	- Certified Occupational Therapist Assistant	23.78
12015	- Certified Physical Therapist Assistant	22.12
12020	- Dental Assistant	16.87
12025	- Dental Hygienist	31.34
12030	- EKG Technician	26.27
12035	- Electroneurodiagnostic Technologist	26.27
12040	- Emergency Medical Technician	19.90
12071	- Licensed Practical Nurse I	15.49
12072	- Licensed Practical Nurse II	17.33
12073	- Licensed Practical Nurse III	19.31
12100	- Medical Assistant	13.28
12130	- Medical Laboratory Technician	17.14
12160	- Medical Record Clerk	16.06
12190	- Medical Record Technician	17.97
12195	- Medical Transcriptionist	16.10
12210	- Nuclear Medicine Technologist	37.79
12221	- Nursing Assistant I	10.22
12222	- Nursing Assistant II	11.49
12223	- Nursing Assistant III	12.54
12224	- Nursing Assistant IV	14.07
12235	- Optical Dispenser	16.07
12236	- Optical Technician	15.99
12250	- Pharmacy Technician	15.52
12280	- Phlebotomist	14.07
12305	- Radiologic Technologist	25.09
12311	- Registered Nurse I	26.36
12312	- Registered Nurse II	29.18
12313	- Registered Nurse II, Specialist	29.18
12314	- Registered Nurse III	35.30
12315	- Registered Nurse III, Anesthetist	35.30
12316	- Registered Nurse IV	42.33
12317	- Scheduler (Drug and Alcohol Testing)	21.46
12320	- Substance Abuse Treatment Counselor	18.09
13000	- Information And Arts Occupations	
13011	- Exhibits Specialist I	18.31
13012	- Exhibits Specialist II	22.69
13013	- Exhibits Specialist III	27.76
13041	- Illustrator I	20.80
13042	- Illustrator II	25.56
13043	- Illustrator III	30.15
13047	- Librarian	26.36
13050	- Library Aide/Clerk	12.34
13054	- Library Information Technology Systems Administrator	23.81
13058	- Library Technician	14.61

13061	- Media Specialist I	17.18
13062	- Media Specialist II	19.21
13063	- Media Specialist III	21.43
13071	- Photographer I	16.71
13072	- Photographer II	18.69
13073	- Photographer III	23.16
13074	- Photographer IV	27.91
13075	- Photographer V	33.77
13090	- Technical Order Library Clerk	15.50
13110	- Video Teleconference Technician	18.54
14000	- Information Technology Occupations	
14041	- Computer Operator I	17.04
14042	- Computer Operator II	19.06
14043	- Computer Operator III	21.26
14044	- Computer Operator IV	23.61
14045	- Computer Operator V	26.16
14071	- Computer Programmer I	(see 1) 22.01
14072	- Computer Programmer II	(see 1) 26.17
14073	- Computer Programmer III	(see 1)
14074	- Computer Programmer IV	(see 1)
14101	- Computer Systems Analyst I	(see 1)
14102	- Computer Systems Analyst II	(see 1)
14103	- Computer Systems Analyst III	(see 1)
14150	- Peripheral Equipment Operator	18.26
14160	- Personal Computer Support Technician	25.31
14170	- System Support Specialist	21.47
15000	- Instructional Occupations	
15010	- Aircrew Training Devices Instructor (Non-Rated)	34.92
15020	- Aircrew Training Devices Instructor (Rated)	42.25
15030	- Air Crew Training Devices Instructor (Pilot)	50.64
15050	- Computer Based Training Specialist / Instructor	34.92
15060	- Educational Technologist	31.61
15070	- Flight Instructor (Pilot)	50.64
15080	- Graphic Artist	21.87
15085	- Maintenance Test Pilot, Fixed, Jet/Prop	37.48
15086	- Maintenance Test Pilot, Rotary Wing	37.48
15088	- Non-Maintenance Test/Co-Pilot	37.48
15090	- Technical Instructor	20.66
15095	- Technical Instructor/Course Developer	25.27
15110	- Test Proctor	16.67
15120	- Tutor	16.67
16000	- Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010	- Assembler	9.49
16030	- Counter Attendant	9.49
16040	- Dry Cleaner	12.22
16070	- Finisher, Flatwork, Machine	9.49
16090	- Presser, Hand	9.49
16110	- Presser, Machine, Drycleaning	9.49
16130	- Presser, Machine, Shirts	9.49
16160	- Presser, Machine, Wearing Apparel, Laundry	9.49
16190	- Sewing Machine Operator	13.13
16220	- Tailor	14.03
16250	- Washer, Machine	10.44
19000	- Machine Tool Operation And Repair Occupations	
19010	- Machine-Tool Operator (Tool Room)	22.05
19040	- Tool And Die Maker	25.72
21000	- Materials Handling And Packing Occupations	
21020	- Forklift Operator	19.14
21030	- Material Coordinator	20.64
21040	- Material Expediter	20.64
21050	- Material Handling Laborer	19.18
21071	- Order Filler	12.91
21080	- Production Line Worker (Food Processing)	19.14
21110	- Shipping Packer	14.47
21130	- Shipping/Receiving Clerk	14.47
21140	- Store Worker I	12.67
21150	- Stock Clerk	17.84
21210	- Tools And Parts Attendant	19.14
21410	- Warehouse Specialist	19.14
23000	- Mechanics And Maintenance And Repair Occupations	
23010	- Aerospace Structural Welder	28.93
23019	- Aircraft Logs and Records Technician	23.89
23021	- Aircraft Mechanic I	27.87
23022	- Aircraft Mechanic II	28.93
23023	- Aircraft Mechanic III	30.04
23040	- Aircraft Mechanic Helper	21.16
23050	- Aircraft, Painter	26.48
23060	- Aircraft Servicer	23.89
23070	- Aircraft Survival Flight Equipment Technician	26.48
23080	- Aircraft Worker	24.98
23091	- Aircrew Life Support Equipment (ALSE) Mechanic	24.98

I		
23092	- Aircrew Life Support Equipment (ALSE) Mechanic	27.87
II		
23110	- Appliance Mechanic	22.59
23120	- Bicycle Repairer	17.03
23125	- Cable Splicer	31.96
23130	- Carpenter, Maintenance	26.52
23140	- Carpet Layer	22.39
23160	- Electrician, Maintenance	30.81
23181	- Electronics Technician Maintenance I	29.26
23182	- Electronics Technician Maintenance II	30.71
23183	- Electronics Technician Maintenance III	32.62
23260	- Fabric Worker	20.13
23290	- Fire Alarm System Mechanic	23.21
23310	- Fire Extinguisher Repairer	18.57
23311	- Fuel Distribution System Mechanic	22.56
23312	- Fuel Distribution System Operator	17.91
23370	- General Maintenance Worker	20.67
23380	- Ground Support Equipment Mechanic	27.87
23381	- Ground Support Equipment Servicer	23.89
23382	- Ground Support Equipment Worker	24.98
23391	- Gunsmith I	18.57
23392	- Gunsmith II	21.52
23393	- Gunsmith III	23.58
23410	- Heating, Ventilation And Air-Conditioning Mechanic	22.39
23411	- Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	23.24
23430	- Heavy Equipment Mechanic	23.21
23440	- Heavy Equipment Operator	25.39
23460	- Instrument Mechanic	21.74
23465	- Laboratory/Shelter Mechanic	22.59
23470	- Laborer	17.17
23510	- Locksmith	22.23
23530	- Machinery Maintenance Mechanic	27.80
23550	- Machinist, Maintenance	24.17
23580	- Maintenance Trades Helper	18.37
23591	- Metrology Technician I	21.74
23592	- Metrology Technician II	22.65
23593	- Metrology Technician III	23.57
23640	- Millwright	27.07
23710	- Office Appliance Repairer	22.23
23760	- Painter, Maintenance	23.03
23790	- Pipefitter, Maintenance	30.12
23810	- Plumber, Maintenance	28.85
23820	- Pneudraulic Systems Mechanic	23.58
23850	- Rigger	23.58
23870	- Scale Mechanic	21.52
23890	- Sheet-Metal Worker, Maintenance	26.55
23910	- Small Engine Mechanic	21.36
23931	- Telecommunications Mechanic I	24.81
23932	- Telecommunications Mechanic II	25.76
23950	- Telephone Lineman	25.53
23960	- Welder, Combination, Maintenance	23.21
23965	- Well Driller	23.21
23970	- Woodcraft Worker	23.58
23980	- Woodworker	18.57
24000	- Personal Needs Occupations	
24550	- Case Manager	13.98
24570	- Child Care Attendant	9.61
24580	- Child Care Center Clerk	13.39
24610	- Chore Aide	9.28
24620	- Family Readiness And Support Services Coordinator	13.98
24630	- Homemaker	13.98
25000	- Plant And System Operations Occupations	
25010	- Boiler Tender	25.70
25040	- Sewage Plant Operator	23.34
25070	- Stationary Engineer	25.70
25190	- Ventilation Equipment Tender	18.44
25210	- Water Treatment Plant Operator	23.34
27000	- Protective Service Occupations	
27004	- Alarm Monitor	17.23
27007	- Baggage Inspector	12.71
27008	- Corrections Officer	18.82
27010	- Court Security Officer	22.13
27030	- Detection Dog Handler	16.66
27040	- Detention Officer	18.82
27070	- Firefighter	25.67
27101	- Guard I	12.71
27102	- Guard II	16.66

27131	- Police Officer I	22.39
27132	- Police Officer II	24.88
28000	- Recreation Occupations	
28041	- Carnival Equipment Operator	13.16
28042	- Carnival Equipment Repairer	14.34
28043	- Carnival Worker	9.68
28210	- Gate Attendant/Gate Tender	13.47
28310	- Lifeguard	11.59
28350	- Park Attendant (Aide)	15.07
28510	- Recreation Aide/Health Facility Attendant	11.00
28515	- Recreation Specialist	18.21
28630	- Sports Official	12.00
28690	- Swimming Pool Operator	16.54
29000	- Stevedoring/Longshoremen Occupational Services	
29010	- Blocker And Bracer	23.72
29020	- Hatch Tender	23.72
29030	- Line Handler	23.72
29041	- Stevedore I	22.09
29042	- Stevedore II	24.90
30000	- Technical Occupations	
30010	- Air Traffic Control Specialist, Center (HFO) (see 2)	37.70
30011	- Air Traffic Control Specialist, Station (HFO) (see 2)	25.99
30012	- Air Traffic Control Specialist, Terminal (HFO) (see 2)	28.62
30021	- Archeological Technician I	19.36
30022	- Archeological Technician II	21.56
30023	- Archeological Technician III	25.04
30030	- Cartographic Technician	27.52
30040	- Civil Engineering Technician	22.72
30051	- Cryogenic Technician I	24.61
30052	- Cryogenic Technician II	27.17
30061	- Drafter/CAD Operator I	19.36
30062	- Drafter/CAD Operator II	21.56
30063	- Drafter/CAD Operator III	24.15
30064	- Drafter/CAD Operator IV	29.71
30081	- Engineering Technician I	17.67
30082	- Engineering Technician II	19.83
30083	- Engineering Technician III	22.18
30084	- Engineering Technician IV	27.48
30085	- Engineering Technician V	33.62
30086	- Engineering Technician VI	40.68
30090	- Environmental Technician	22.22
30095	- Evidence Control Specialist	22.22
30210	- Laboratory Technician	22.61
30221	- Latent Fingerprint Technician I	24.61
30222	- Latent Fingerprint Technician II	27.17
30240	- Mathematical Technician	26.82
30361	- Paralegal/Legal Assistant I	20.04
30362	- Paralegal/Legal Assistant II	24.86
30363	- Paralegal/Legal Assistant III	30.37
30364	- Paralegal/Legal Assistant IV	36.75
30375	- Petroleum Supply Specialist	27.17
30390	- Photo-Optics Technician	26.82
30395	- Radiation Control Technician	27.17
30461	- Technical Writer I	23.51
30462	- Technical Writer II	28.76
30463	- Technical Writer III	34.79
30491	- Unexploded Ordnance (UXO) Technician I	23.95
30492	- Unexploded Ordnance (UXO) Technician II	28.98
30493	- Unexploded Ordnance (UXO) Technician III	34.74
30494	- Unexploded (UXO) Safety Escort	23.95
30495	- Unexploded (UXO) Sweep Personnel	23.95
30501	- Weather Forecaster I	27.07
30502	- Weather Forecaster II	32.92
30620	- Weather Observer, Combined Upper Air Or (see 2)	24.15
Surface Programs		
30621	- Weather Observer, Senior (see 2)	26.82
31000	- Transportation/Mobile Equipment Operation Occupations	
31010	- Airplane Pilot	28.98
31020	- Bus Aide	12.28
31030	- Bus Driver	16.52
31043	- Driver Courier	15.43
31260	- Parking and Lot Attendant	9.85
31290	- Shuttle Bus Driver	16.94
31310	- Taxi Driver	11.23
31361	- Truckdriver, Light	16.94
31362	- Truckdriver, Medium	17.97
31363	- Truckdriver, Heavy	20.79
31364	- Truckdriver, Tractor-Trailer	20.79
99000	- Miscellaneous Occupations	
99020	- Cabin Safety Specialist	14.13
99030	- Cashier	8.98

99050 - Desk Clerk	9.86
99095 - Embalmer	29.90
99130 - Flight Follower	23.95
99251 - Laboratory Animal Caretaker I	12.34
99252 - Laboratory Animal Caretaker II	13.45
99260 - Marketing Analyst	19.99
99310 - Mortician	33.59
99410 - Pest Controller	16.01
99510 - Photofinishing Worker	13.06
99710 - Recycling Laborer	18.45
99711 - Recycling Specialist	22.00
99730 - Refuse Collector	16.24
99810 - Sales Clerk	12.95
99820 - School Crossing Guard	11.98
99830 - Survey Party Chief	20.39
99831 - Surveying Aide	13.53
99832 - Surveying Technician	18.54
99840 - Vending Machine Attendant	15.68
99841 - Vending Machine Repairer	18.32
99842 - Vending Machine Repairer Helper	15.68

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: \$4.41 per hour or \$176.40 per week or \$764.40 per month

HEALTH & WELFARE EO 13706: \$4.13 per hour, or \$165.20 per week, or \$715.87 per month

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 ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial 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)).

WD 15-5101 (Rev.-3) was first posted on www.wdol.gov on 08/01/2017

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

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

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-5101
Revision No.: 3
Date Of Revision: 07/25/2017

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.20 for calendar year 2017 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, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2017. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Missouri

Area: Missouri Counties of Butler, Carter, Douglas, Dunklin, Howell, Iron, Madison, Mississippi, New Madrid, Oregon, Ozark, Pemiscot, Perry, Reynolds, Ripley, Scott, Shannon, Stoddard, Texas, Wayne, Wright

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.33
01012 - Accounting Clerk II		13.84
01013 - Accounting Clerk III		15.48
01020 - Administrative Assistant		19.47
01035 - Court Reporter		14.06
01041 - Customer Service Representative I		10.00
01042 - Customer Service Representative II		11.25
01043 - Customer Service Representative III		12.27
01051 - Data Entry Operator I		11.79
01052 - Data Entry Operator II		13.53
01060 - Dispatcher, Motor Vehicle		16.58
01070 - Document Preparation Clerk		11.35
01090 - Duplicating Machine Operator		11.35
01111 - General Clerk I		11.18
01112 - General Clerk II		12.20
01113 - General Clerk III		13.87
01120 - Housing Referral Assistant		15.68
01141 - Messenger Courier		12.60
01191 - Order Clerk I		12.36
01192 - Order Clerk II		13.48
01261 - Personnel Assistant (Employment) I		13.94
01262 - Personnel Assistant (Employment) II		15.59
01263 - Personnel Assistant (Employment) III		17.98
01270 - Production Control Clerk		20.05
01290 - Rental Clerk		12.62
01300 - Scheduler, Maintenance		12.57
01311 - Secretary I		12.57
01312 - Secretary II		14.06
01313 - Secretary III		15.68
01320 - Service Order Dispatcher		14.89
01410 - Supply Technician		19.47
01420 - Survey Worker		13.59
01460 - Switchboard Operator/Receptionist		10.62
01531 - Travel Clerk I		12.98
01532 - Travel Clerk II		13.82
01533 - Travel Clerk III		14.88
01611 - Word Processor I		12.20
01612 - Word Processor II		13.70
01613 - Word Processor III		15.51
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		22.23
05010 - Automotive Electrician		16.87
05040 - Automotive Glass Installer		15.76
05070 - Automotive Worker		15.76
05110 - Mobile Equipment Servicer		14.19
05130 - Motor Equipment Metal Mechanic		17.31
05160 - Motor Equipment Metal Worker		15.76

05190	- Motor Vehicle Mechanic	17.31
05220	- Motor Vehicle Mechanic Helper	13.33
05250	- Motor Vehicle Upholstery Worker	15.36
05280	- Motor Vehicle Wrecker	15.76
05310	- Painter, Automotive	16.62
05340	- Radiator Repair Specialist	15.76
05370	- Tire Repairer	10.96
05400	- Transmission Repair Specialist	17.31
07000	- Food Preparation And Service Occupations	
07010	- Baker	12.02
07041	- Cook I	9.41
07042	- Cook II	10.78
07070	- Dishwasher	8.71
07130	- Food Service Worker	9.00
07210	- Meat Cutter	13.21
07260	- Waiter/Waitress	8.94
09000	- Furniture Maintenance And Repair Occupations	
09010	- Electrostatic Spray Painter	16.31
09040	- Furniture Handler	10.52
09080	- Furniture Refinisher	16.31
09090	- Furniture Refinisher Helper	12.95
09110	- Furniture Repairer, Minor	14.36
09130	- Upholsterer	16.31
11000	- General Services And Support Occupations	
11030	- Cleaner, Vehicles	10.19
11060	- Elevator Operator	10.91
11090	- Gardener	14.73
11122	- Housekeeping Aide	10.82
11150	- Janitor	10.82
11210	- Laborer, Grounds Maintenance	11.42
11240	- Maid or Houseman	9.04
11260	- Pruner	11.41
11270	- Tractor Operator	13.68
11330	- Trail Maintenance Worker	11.42
11360	- Window Cleaner	12.23
12000	- Health Occupations	
12010	- Ambulance Driver	16.46
12011	- Breath Alcohol Technician	16.94
12012	- Certified Occupational Therapist Assistant	23.24
12015	- Certified Physical Therapist Assistant	22.02
12020	- Dental Assistant	15.73
12025	- Dental Hygienist	31.62
12030	- EKG Technician	24.32
12035	- Electroneurodiagnostic Technologist	24.32
12040	- Emergency Medical Technician	16.46
12071	- Licensed Practical Nurse I	15.14
12072	- Licensed Practical Nurse II	16.94
12073	- Licensed Practical Nurse III	18.89
12100	- Medical Assistant	11.95
12130	- Medical Laboratory Technician	15.96
12160	- Medical Record Clerk	13.26
12190	- Medical Record Technician	14.83
12195	- Medical Transcriptionist	13.73
12210	- Nuclear Medicine Technologist	37.23
12221	- Nursing Assistant I	10.30
12222	- Nursing Assistant II	11.58
12223	- Nursing Assistant III	12.64
12224	- Nursing Assistant IV	14.19
12235	- Optical Dispenser	13.16
12236	- Optical Technician	14.95
12250	- Pharmacy Technician	13.41
12280	- Phlebotomist	14.19
12305	- Radiologic Technologist	24.35
12311	- Registered Nurse I	21.22
12312	- Registered Nurse II	25.95
12313	- Registered Nurse II, Specialist	25.95
12314	- Registered Nurse III	31.40
12315	- Registered Nurse III, Anesthetist	31.40
12316	- Registered Nurse IV	37.64
12317	- Scheduler (Drug and Alcohol Testing)	20.98
12320	- Substance Abuse Treatment Counselor	16.23
13000	- Information And Arts Occupations	
13011	- Exhibits Specialist I	18.13
13012	- Exhibits Specialist II	22.20
13013	- Exhibits Specialist III	24.73
13041	- Illustrator I	18.13
13042	- Illustrator II	22.20
13043	- Illustrator III	24.73
13047	- Librarian	21.91
13050	- Library Aide/Clerk	12.51
13054	- Library Information Technology Systems	19.78

Administrator		
13058	- Library Technician	14.15
13061	- Media Specialist I	14.27
13062	- Media Specialist II	15.96
13063	- Media Specialist III	17.80
13071	- Photographer I	13.01
13072	- Photographer II	15.34
13073	- Photographer III	19.91
13074	- Photographer IV	24.34
13075	- Photographer V	30.59
13090	- Technical Order Library Clerk	15.84
13110	- Video Teleconference Technician	14.92
14000 - Information Technology Occupations		
14041	- Computer Operator I	14.31
14042	- Computer Operator II	16.01
14043	- Computer Operator III	17.85
14044	- Computer Operator IV	19.84
14045	- Computer Operator V	21.96
14071	- Computer Programmer I	(see 1)
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	14.31
14160	- Personal Computer Support Technician	19.84
14170	- System Support Specialist	22.62
15000 - Instructional Occupations		
15010	- Aircrew Training Devices Instructor (Non-Rated)	28.62
15020	- Aircrew Training Devices Instructor (Rated)	34.61
15030	- Air Crew Training Devices Instructor (Pilot)	39.95
15050	- Computer Based Training Specialist / Instructor	28.62
15060	- Educational Technologist	23.17
15070	- Flight Instructor (Pilot)	39.95
15080	- Graphic Artist	20.17
15085	- Maintenance Test Pilot, Fixed, Jet/Prop	36.19
15086	- Maintenance Test Pilot, Rotary Wing	36.19
15088	- Non-Maintenance Test/Co-Pilot	36.19
15090	- Technical Instructor	17.04
15095	- Technical Instructor/Course Developer	20.84
15110	- Test Proctor	13.75
15120	- Tutor	13.75
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010	- Assembler	9.80
16030	- Counter Attendant	9.80
16040	- Dry Cleaner	12.59
16070	- Finisher, Flatwork, Machine	9.80
16090	- Presser, Hand	9.80
16110	- Presser, Machine, Drycleaning	9.80
16130	- Presser, Machine, Shirts	9.80
16160	- Presser, Machine, Wearing Apparel, Laundry	9.80
16190	- Sewing Machine Operator	13.47
16220	- Tailor	14.35
16250	- Washer, Machine	10.81
19000 - Machine Tool Operation And Repair Occupations		
19010	- Machine-Tool Operator (Tool Room)	17.94
19040	- Tool And Die Maker	21.58
21000 - Materials Handling And Packing Occupations		
21020	- Forklift Operator	13.31
21030	- Material Coordinator	19.07
21040	- Material Expediter	19.07
21050	- Material Handling Laborer	11.24
21071	- Order Filler	11.62
21080	- Production Line Worker (Food Processing)	13.31
21110	- Shipping Packer	12.69
21130	- Shipping/Receiving Clerk	12.69
21140	- Store Worker I	11.60
21150	- Stock Clerk	16.60
21210	- Tools And Parts Attendant	13.31
21410	- Warehouse Specialist	13.31
23000 - Mechanics And Maintenance And Repair Occupations		
23010	- Aerospace Structural Welder	22.46
23019	- Aircraft Logs and Records Technician	17.94
23021	- Aircraft Mechanic I	21.44
23022	- Aircraft Mechanic II	22.46
23023	- Aircraft Mechanic III	23.51
23040	- Aircraft Mechanic Helper	15.57
23050	- Aircraft, Painter	20.37
23060	- Aircraft Servicer	17.94
23070	- Aircraft Survival Flight Equipment Technician	20.37

23080	- Aircraft Worker	19.25
23091	- Aircrew Life Support Equipment (ALSE) Mechanic I	19.25
23092	- Aircrew Life Support Equipment (ALSE) Mechanic II	21.44
23110	- Appliance Mechanic	21.39
23120	- Bicycle Repairer	13.27
23125	- Cable Splicer	30.22
23130	- Carpenter, Maintenance	17.87
23140	- Carpet Layer	20.21
23160	- Electrician, Maintenance	20.57
23181	- Electronics Technician Maintenance I	20.21
23182	- Electronics Technician Maintenance II	21.39
23183	- Electronics Technician Maintenance III	22.51
23260	- Fabric Worker	18.22
23290	- Fire Alarm System Mechanic	21.88
23310	- Fire Extinguisher Repairer	16.97
23311	- Fuel Distribution System Mechanic	20.93
23312	- Fuel Distribution System Operator	16.20
23370	- General Maintenance Worker	14.83
23380	- Ground Support Equipment Mechanic	21.44
23381	- Ground Support Equipment Servicer	17.94
23382	- Ground Support Equipment Worker	19.25
23391	- Gunsmith I	16.97
23392	- Gunsmith II	19.39
23393	- Gunsmith III	21.93
23410	- Heating, Ventilation And Air-Conditioning Mechanic	21.37
23411	- Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	22.39
23430	- Heavy Equipment Mechanic	20.17
23440	- Heavy Equipment Operator	19.96
23460	- Instrument Mechanic	21.93
23465	- Laboratory/Shelter Mechanic	20.69
23470	- Laborer	13.72
23510	- Locksmith	21.39
23530	- Machinery Maintenance Mechanic	22.25
23550	- Machinist, Maintenance	17.41
23580	- Maintenance Trades Helper	13.16
23591	- Metrology Technician I	21.93
23592	- Metrology Technician II	23.14
23593	- Metrology Technician III	24.68
23640	- Millwright	19.94
23710	- Office Appliance Repairer	17.46
23760	- Painter, Maintenance	18.88
23790	- Pipefitter, Maintenance	26.04
23810	- Plumber, Maintenance	24.52
23820	- Pneudraulic Systems Mechanic	21.93
23850	- Rigger	21.88
23870	- Scale Mechanic	19.39
23890	- Sheet-Metal Worker, Maintenance	21.88
23910	- Small Engine Mechanic	17.46
23931	- Telecommunications Mechanic I	24.90
23932	- Telecommunications Mechanic II	26.09
23950	- Telephone Lineman	24.51
23960	- Welder, Combination, Maintenance	16.94
23965	- Well Driller	19.94
23970	- Woodcraft Worker	21.93
23980	- Woodworker	16.93
24000	- Personal Needs Occupations	
24550	- Case Manager	12.70
24570	- Child Care Attendant	9.35
24580	- Child Care Center Clerk	13.26
24610	- Chore Aide	9.71
24620	- Family Readiness And Support Services Coordinator	12.70
24630	- Homemaker	15.27
25000	- Plant And System Operations Occupations	
25010	- Boiler Tender	21.88
25040	- Sewage Plant Operator	17.46
25070	- Stationary Engineer	21.88
25190	- Ventilation Equipment Tender	15.80
25210	- Water Treatment Plant Operator	17.46
27000	- Protective Service Occupations	
27004	- Alarm Monitor	15.33
27007	- Baggage Inspector	11.48
27008	- Corrections Officer	18.04
27010	- Court Security Officer	17.21
27030	- Detection Dog Handler	16.84
27040	- Detention Officer	18.04
27070	- Firefighter	17.21

27101	- Guard I	11.48
27102	- Guard II	16.84
27131	- Police Officer I	18.60
27132	- Police Officer II	20.68
28000	- Recreation Occupations	
28041	- Carnival Equipment Operator	12.37
28042	- Carnival Equipment Repairer	13.49
28043	- Carnival Worker	9.35
28210	- Gate Attendant/Gate Tender	14.00
28310	- Lifeguard	10.83
28350	- Park Attendant (Aide)	15.66
28510	- Recreation Aide/Health Facility Attendant	11.10
28515	- Recreation Specialist	18.52
28630	- Sports Official	12.47
28690	- Swimming Pool Operator	17.18
29000	- Stevedoring/Longshoremen Occupational Services	
29010	- Blocker And Bracer	21.30
29020	- Hatch Tender	21.30
29030	- Line Handler	21.30
29041	- Stevedore I	21.43
29042	- Stevedore II	23.51
30000	- Technical Occupations	
30010	- Air Traffic Control Specialist, Center (HFO) (see 2)	37.77
30011	- Air Traffic Control Specialist, Station (HFO) (see 2)	26.04
30012	- Air Traffic Control Specialist, Terminal (HFO) (see 2)	28.69
30021	- Archeological Technician I	15.43
30022	- Archeological Technician II	18.51
30023	- Archeological Technician III	22.93
30030	- Cartographic Technician	22.93
30040	- Civil Engineering Technician	21.27
30051	- Cryogenic Technician I	23.56
30052	- Cryogenic Technician II	26.02
30061	- Drafter/CAD Operator I	15.43
30062	- Drafter/CAD Operator II	18.51
30063	- Drafter/CAD Operator III	20.64
30064	- Drafter/CAD Operator IV	25.40
30081	- Engineering Technician I	14.98
30082	- Engineering Technician II	17.40
30083	- Engineering Technician III	20.48
30084	- Engineering Technician IV	25.36
30085	- Engineering Technician V	31.02
30086	- Engineering Technician VI	37.54
30090	- Environmental Technician	22.93
30095	- Evidence Control Specialist	21.27
30210	- Laboratory Technician	20.64
30221	- Latent Fingerprint Technician I	23.56
30222	- Latent Fingerprint Technician II	26.02
30240	- Mathematical Technician	22.93
30361	- Paralegal/Legal Assistant I	16.32
30362	- Paralegal/Legal Assistant II	19.97
30363	- Paralegal/Legal Assistant III	24.73
30364	- Paralegal/Legal Assistant IV	29.93
30375	- Petroleum Supply Specialist	26.02
30390	- Photo-Optics Technician	22.93
30395	- Radiation Control Technician	26.02
30461	- Technical Writer I	21.40
30462	- Technical Writer II	26.16
30463	- Technical Writer III	31.93
30491	- Unexploded Ordnance (UXO) Technician I	24.00
30492	- Unexploded Ordnance (UXO) Technician II	29.04
30493	- Unexploded Ordnance (UXO) Technician III	34.81
30494	- Unexploded (UXO) Safety Escort	24.00
30495	- Unexploded (UXO) Sweep Personnel	24.00
30501	- Weather Forecaster I	25.40
30502	- Weather Forecaster II	30.91
30620	- Weather Observer, Combined Upper Air Or (see 2)	20.64
Surface Programs		
30621	- Weather Observer, Senior (see 2)	22.18
31000	- Transportation/Mobile Equipment Operation Occupations	
31010	- Airplane Pilot	29.04
31020	- Bus Aide	12.10
31030	- Bus Driver	16.53
31043	- Driver Courier	14.29
31260	- Parking and Lot Attendant	10.99
31290	- Shuttle Bus Driver	15.41
31310	- Taxi Driver	10.46
31361	- Truckdriver, Light	15.41
31362	- Truckdriver, Medium	16.89
31363	- Truckdriver, Heavy	20.23
31364	- Truckdriver, Tractor-Trailer	20.23
99000	- Miscellaneous Occupations	

99020 - Cabin Safety Specialist	14.16
99030 - Cashier	9.10
99050 - Desk Clerk	9.28
99095 - Embalmer	22.74
99130 - Flight Follower	24.00
99251 - Laboratory Animal Caretaker I	9.39
99252 - Laboratory Animal Caretaker II	10.24
99260 - Marketing Analyst	23.44
99310 - Mortician	22.02
99410 - Pest Controller	14.53
99510 - Photofinishing Worker	12.61
99710 - Recycling Laborer	14.96
99711 - Recycling Specialist	18.29
99730 - Refuse Collector	13.44
99810 - Sales Clerk	12.63
99820 - School Crossing Guard	13.27
99830 - Survey Party Chief	17.94
99831 - Surveying Aide	10.38
99832 - Surveying Technician	17.18
99840 - Vending Machine Attendant	10.59
99841 - Vending Machine Repairer	13.38
99842 - Vending Machine Repairer Helper	10.96

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: \$4.41 per hour or \$176.40 per week or \$764.40 per month

HEALTH & WELFARE EO 13706: \$4.13 per hour, or \$165.20 per week, or \$715.87 per month

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 ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial 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, dyeing, 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)).

WD 15-5093 (Rev.-4) was first posted on www.wdol.gov on 08/01/2017

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

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

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-5093
Revision No.: 4
Date Of Revision: 07/25/2017

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.20 for calendar year 2017 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, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2017. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Missouri

Area: Missouri Counties of Benton, Camden, Dent, Hickory, Laclede, Maries, Miller, Morgan, Phelps, Pulaski, St Clair

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.26
01012 - Accounting Clerk II		14.88
01013 - Accounting Clerk III		16.65
01020 - Administrative Assistant		19.61
01035 - Court Reporter		15.23
01041 - Customer Service Representative I		10.52
01042 - Customer Service Representative II		11.83
01043 - Customer Service Representative III		12.91
01051 - Data Entry Operator I		12.97
01052 - Data Entry Operator II		14.16
01060 - Dispatcher, Motor Vehicle		14.27
01070 - Document Preparation Clerk		13.74
01090 - Duplicating Machine Operator		13.74
01111 - General Clerk I		12.32
01112 - General Clerk II		13.44
01113 - General Clerk III		15.09
01120 - Housing Referral Assistant		16.97
01141 - Messenger Courier		11.87
01191 - Order Clerk I		11.27
01192 - Order Clerk II		12.30
01261 - Personnel Assistant (Employment) I		15.28
01262 - Personnel Assistant (Employment) II		17.09
01263 - Personnel Assistant (Employment) III		19.05
01270 - Production Control Clerk		19.45
01290 - Rental Clerk		12.62
01300 - Scheduler, Maintenance		13.61
01311 - Secretary I		13.61
01312 - Secretary II		15.23
01313 - Secretary III		16.97
01320 - Service Order Dispatcher		12.75
01410 - Supply Technician		19.61
01420 - Survey Worker		14.95
01460 - Switchboard Operator/Receptionist		11.08
01531 - Travel Clerk I		12.96
01532 - Travel Clerk II		14.00
01533 - Travel Clerk III		15.03
01611 - Word Processor I		12.13
01612 - Word Processor II		13.61
01613 - Word Processor III		15.23
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		22.23
05010 - Automotive Electrician		16.87
05040 - Automotive Glass Installer		15.76
05070 - Automotive Worker		15.76
05110 - Mobile Equipment Servicer		14.19
05130 - Motor Equipment Metal Mechanic		17.31
05160 - Motor Equipment Metal Worker		15.76
05190 - Motor Vehicle Mechanic		17.31

05220	- Motor Vehicle Mechanic Helper	13.33
05250	- Motor Vehicle Upholstery Worker	15.36
05280	- Motor Vehicle Wrecker	15.76
05310	- Painter, Automotive	16.62
05340	- Radiator Repair Specialist	15.76
05370	- Tire Repairer	11.30
05400	- Transmission Repair Specialist	17.31
07000	- Food Preparation And Service Occupations	
07010	- Baker	12.02
07041	- Cook I	9.50
07042	- Cook II	10.96
07070	- Dishwasher	8.84
07130	- Food Service Worker	8.93
07210	- Meat Cutter	15.59
07260	- Waiter/Waitress	8.98
09000	- Furniture Maintenance And Repair Occupations	
09010	- Electrostatic Spray Painter	15.84
09040	- Furniture Handler	10.52
09080	- Furniture Refinisher	15.84
09090	- Furniture Refinisher Helper	12.95
09110	- Furniture Repairer, Minor	14.06
09130	- Upholsterer	14.59
11000	- General Services And Support Occupations	
11030	- Cleaner, Vehicles	9.89
11060	- Elevator Operator	11.52
11090	- Gardener	15.92
11122	- Housekeeping Aide	11.52
11150	- Janitor	11.52
11210	- Laborer, Grounds Maintenance	12.03
11240	- Maid or Houseman	9.13
11260	- Pruner	11.41
11270	- Tractor Operator	14.60
11330	- Trail Maintenance Worker	12.03
11360	- Window Cleaner	12.90
12000	- Health Occupations	
12010	- Ambulance Driver	16.46
12011	- Breath Alcohol Technician	17.33
12012	- Certified Occupational Therapist Assistant	23.78
12015	- Certified Physical Therapist Assistant	22.02
12020	- Dental Assistant	15.71
12025	- Dental Hygienist	31.34
12030	- EKG Technician	26.27
12035	- Electroneurodiagnostic Technologist	26.27
12040	- Emergency Medical Technician	16.46
12071	- Licensed Practical Nurse I	15.49
12072	- Licensed Practical Nurse II	17.33
12073	- Licensed Practical Nurse III	19.31
12100	- Medical Assistant	12.40
12130	- Medical Laboratory Technician	14.79
12160	- Medical Record Clerk	16.05
12190	- Medical Record Technician	17.94
12195	- Medical Transcriptionist	15.99
12210	- Nuclear Medicine Technologist	37.96
12221	- Nursing Assistant I	10.30
12222	- Nursing Assistant II	11.58
12223	- Nursing Assistant III	12.64
12224	- Nursing Assistant IV	14.19
12235	- Optical Dispenser	12.71
12236	- Optical Technician	14.95
12250	- Pharmacy Technician	13.41
12280	- Phlebotomist	14.19
12305	- Radiologic Technologist	23.85
12311	- Registered Nurse I	21.22
12312	- Registered Nurse II	25.95
12313	- Registered Nurse II, Specialist	25.95
12314	- Registered Nurse III	31.40
12315	- Registered Nurse III, Anesthetist	31.40
12316	- Registered Nurse IV	37.64
12317	- Scheduler (Drug and Alcohol Testing)	21.46
12320	- Substance Abuse Treatment Counselor	18.09
13000	- Information And Arts Occupations	
13011	- Exhibits Specialist I	18.13
13012	- Exhibits Specialist II	22.20
13013	- Exhibits Specialist III	24.99
13041	- Illustrator I	18.13
13042	- Illustrator II	22.20
13043	- Illustrator III	24.99
13047	- Librarian	22.63
13050	- Library Aide/Clerk	12.51
13054	- Library Information Technology Systems Administrator	20.44

13058	- Library Technician	14.23
13061	- Media Specialist I	14.75
13062	- Media Specialist II	16.49
13063	- Media Specialist III	18.38
13071	- Photographer I	12.54
13072	- Photographer II	15.34
13073	- Photographer III	19.91
13074	- Photographer IV	24.34
13075	- Photographer V	30.59
13090	- Technical Order Library Clerk	15.50
13110	- Video Teleconference Technician	18.05
14000	- Information Technology Occupations	
14041	- Computer Operator I	14.31
14042	- Computer Operator II	16.01
14043	- Computer Operator III	17.85
14044	- Computer Operator IV	19.84
14045	- Computer Operator V	21.96
14071	- Computer Programmer I	(see 1) 19.31
14072	- Computer Programmer II	(see 1) 23.93
14073	- Computer Programmer III	(see 1)
14074	- Computer Programmer IV	(see 1)
14101	- Computer Systems Analyst I	(see 1)
14102	- Computer Systems Analyst II	(see 1)
14103	- Computer Systems Analyst III	(see 1)
14150	- Peripheral Equipment Operator	14.31
14160	- Personal Computer Support Technician	19.84
14170	- System Support Specialist	21.47
15000	- Instructional Occupations	
15010	- Aircrew Training Devices Instructor (Non-Rated)	28.62
15020	- Aircrew Training Devices Instructor (Rated)	34.61
15030	- Air Crew Training Devices Instructor (Pilot)	39.95
15050	- Computer Based Training Specialist / Instructor	28.62
15060	- Educational Technologist	27.51
15070	- Flight Instructor (Pilot)	39.95
15080	- Graphic Artist	20.17
15085	- Maintenance Test Pilot, Fixed, Jet/Prop	37.48
15086	- Maintenance Test Pilot, Rotary Wing	37.48
15088	- Non-Maintenance Test/Co-Pilot	37.48
15090	- Technical Instructor	18.49
15095	- Technical Instructor/Course Developer	22.61
15110	- Test Proctor	14.92
15120	- Tutor	14.92
16000	- Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010	- Assembler	9.49
16030	- Counter Attendant	9.49
16040	- Dry Cleaner	12.22
16070	- Finisher, Flatwork, Machine	9.49
16090	- Presser, Hand	9.49
16110	- Presser, Machine, Drycleaning	9.49
16130	- Presser, Machine, Shirts	9.49
16160	- Presser, Machine, Wearing Apparel, Laundry	9.49
16190	- Sewing Machine Operator	13.13
16220	- Tailor	14.03
16250	- Washer, Machine	10.44
19000	- Machine Tool Operation And Repair Occupations	
19010	- Machine-Tool Operator (Tool Room)	17.84
19040	- Tool And Die Maker	21.25
21000	- Materials Handling And Packing Occupations	
21020	- Forklift Operator	13.31
21030	- Material Coordinator	19.07
21040	- Material Expediter	19.07
21050	- Material Handling Laborer	11.58
21071	- Order Filler	11.62
21080	- Production Line Worker (Food Processing)	13.31
21110	- Shipping Packer	14.01
21130	- Shipping/Receiving Clerk	14.01
21140	- Store Worker I	12.67
21150	- Stock Clerk	17.05
21210	- Tools And Parts Attendant	13.31
21410	- Warehouse Specialist	13.31
23000	- Mechanics And Maintenance And Repair Occupations	
23010	- Aerospace Structural Welder	23.51
23019	- Aircraft Logs and Records Technician	19.11
23021	- Aircraft Mechanic I	22.22
23022	- Aircraft Mechanic II	23.51
23023	- Aircraft Mechanic III	24.72
23040	- Aircraft Mechanic Helper	17.13
23050	- Aircraft, Painter	21.05
23060	- Aircraft Servicer	19.11
23070	- Aircraft Survival Flight Equipment Technician	21.05
23080	- Aircraft Worker	20.24

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	20.24
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	22.22
23110 - Appliance Mechanic	20.74
23120 - Bicycle Repairer	13.27
23125 - Cable Splicer	30.22
23130 - Carpenter, Maintenance	17.27
23140 - Carpet Layer	20.01
23160 - Electrician, Maintenance	18.79
23181 - Electronics Technician Maintenance I	23.34
23182 - Electronics Technician Maintenance II	24.89
23183 - Electronics Technician Maintenance III	26.76
23260 - Fabric Worker	18.22
23290 - Fire Alarm System Mechanic	20.52
23310 - Fire Extinguisher Repairer	16.97
23311 - Fuel Distribution System Mechanic	20.93
23312 - Fuel Distribution System Operator	16.20
23370 - General Maintenance Worker	15.55
23380 - Ground Support Equipment Mechanic	22.22
23381 - Ground Support Equipment Servicer	19.11
23382 - Ground Support Equipment Worker	20.24
23391 - Gunsmith I	16.97
23392 - Gunsmith II	19.39
23393 - Gunsmith III	21.71
23410 - Heating, Ventilation And Air-Conditioning Mechanic	19.45
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	20.94
23430 - Heavy Equipment Mechanic	21.05
23440 - Heavy Equipment Operator	22.00
23460 - Instrument Mechanic	21.71
23465 - Laboratory/Shelter Mechanic	20.69
23470 - Laborer	13.72
23510 - Locksmith	20.74
23530 - Machinery Maintenance Mechanic	22.25
23550 - Machinist, Maintenance	18.62
23580 - Maintenance Trades Helper	13.87
23591 - Metrology Technician I	21.71
23592 - Metrology Technician II	22.62
23593 - Metrology Technician III	23.54
23640 - Millwright	21.71
23710 - Office Appliance Repairer	17.16
23760 - Painter, Maintenance	17.01
23790 - Pipefitter, Maintenance	26.04
23810 - Plumber, Maintenance	23.07
23820 - Pneudraulic Systems Mechanic	21.71
23850 - Rigger	21.71
23870 - Scale Mechanic	19.39
23890 - Sheet-Metal Worker, Maintenance	19.89
23910 - Small Engine Mechanic	17.18
23931 - Telecommunications Mechanic I	24.09
23932 - Telecommunications Mechanic II	25.11
23950 - Telephone Lineman	23.91
23960 - Welder, Combination, Maintenance	15.92
23965 - Well Driller	21.71
23970 - Woodcraft Worker	21.71
23980 - Woodworker	16.93
24000 - Personal Needs Occupations	
24550 - Case Manager	13.98
24570 - Child Care Attendant	9.35
24580 - Child Care Center Clerk	13.26
24610 - Chore Aide	9.71
24620 - Family Readiness And Support Services Coordinator	13.98
24630 - Homemaker	15.27
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	21.71
25040 - Sewage Plant Operator	17.93
25070 - Stationary Engineer	21.71
25190 - Ventilation Equipment Tender	15.61
25210 - Water Treatment Plant Operator	17.93
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.33
27007 - Baggage Inspector	11.94
27008 - Corrections Officer	18.04
27010 - Court Security Officer	17.21
27030 - Detection Dog Handler	16.84
27040 - Detention Officer	18.04
27070 - Firefighter	17.21
27101 - Guard I	11.94

27102	- Guard II	16.84
27131	- Police Officer I	18.60
27132	- Police Officer II	20.68
28000	- Recreation Occupations	
28041	- Carnival Equipment Operator	13.06
28042	- Carnival Equipment Repairer	14.12
28043	- Carnival Worker	9.68
28210	- Gate Attendant/Gate Tender	13.14
28310	- Lifeguard	10.83
28350	- Park Attendant (Aide)	14.70
28510	- Recreation Aide/Health Facility Attendant	10.73
28515	- Recreation Specialist	18.21
28630	- Sports Official	11.71
28690	- Swimming Pool Operator	17.18
29000	- Stevedoring/Longshoremen Occupational Services	
29010	- Blocker And Bracer	19.63
29020	- Hatch Tender	19.63
29030	- Line Handler	19.63
29041	- Stevedore I	18.35
29042	- Stevedore II	20.77
30000	- Technical Occupations	
30010	- Air Traffic Control Specialist, Center (HFO) (see 2)	37.70
30011	- Air Traffic Control Specialist, Station (HFO) (see 2)	25.99
30012	- Air Traffic Control Specialist, Terminal (HFO) (see 2)	28.62
30021	- Archeological Technician I	16.03
30022	- Archeological Technician II	18.51
30023	- Archeological Technician III	22.93
30030	- Cartographic Technician	22.93
30040	- Civil Engineering Technician	21.41
30051	- Cryogenic Technician I	24.61
30052	- Cryogenic Technician II	27.17
30061	- Drafter/CAD Operator I	16.03
30062	- Drafter/CAD Operator II	18.51
30063	- Drafter/CAD Operator III	20.64
30064	- Drafter/CAD Operator IV	25.40
30081	- Engineering Technician I	13.62
30082	- Engineering Technician II	15.82
30083	- Engineering Technician III	20.33
30084	- Engineering Technician IV	25.19
30085	- Engineering Technician V	30.82
30086	- Engineering Technician VI	37.29
30090	- Environmental Technician	22.93
30095	- Evidence Control Specialist	22.22
30210	- Laboratory Technician	22.70
30221	- Latent Fingerprint Technician I	24.61
30222	- Latent Fingerprint Technician II	27.17
30240	- Mathematical Technician	22.93
30361	- Paralegal/Legal Assistant I	16.80
30362	- Paralegal/Legal Assistant II	20.81
30363	- Paralegal/Legal Assistant III	25.45
30364	- Paralegal/Legal Assistant IV	30.79
30375	- Petroleum Supply Specialist	27.17
30390	- Photo-Optics Technician	22.93
30395	- Radiation Control Technician	27.17
30461	- Technical Writer I	22.22
30462	- Technical Writer II	27.17
30463	- Technical Writer III	32.88
30491	- Unexploded Ordnance (UXO) Technician I	23.95
30492	- Unexploded Ordnance (UXO) Technician II	28.98
30493	- Unexploded Ordnance (UXO) Technician III	34.74
30494	- Unexploded (UXO) Safety Escort	23.95
30495	- Unexploded (UXO) Sweep Personnel	23.95
30501	- Weather Forecaster I	24.61
30502	- Weather Forecaster II	29.93
30620	- Weather Observer, Combined Upper Air Or (see 2)	20.64
Surface Programs		
30621	- Weather Observer, Senior (see 2)	22.22
31000	- Transportation/Mobile Equipment Operation Occupations	
31010	- Airplane Pilot	28.98
31020	- Bus Aide	12.10
31030	- Bus Driver	16.53
31043	- Driver Courier	14.29
31260	- Parking and Lot Attendant	10.99
31290	- Shuttle Bus Driver	15.41
31310	- Taxi Driver	10.46
31361	- Truckdriver, Light	15.41
31362	- Truckdriver, Medium	16.89
31363	- Truckdriver, Heavy	20.23
31364	- Truckdriver, Tractor-Trailer	20.23
99000	- Miscellaneous Occupations	
99020	- Cabin Safety Specialist	14.13

99030 - Cashier	9.09
99050 - Desk Clerk	9.25
99095 - Embalmer	24.29
99130 - Flight Follower	23.95
99251 - Laboratory Animal Caretaker I	10.30
99252 - Laboratory Animal Caretaker II	11.10
99260 - Marketing Analyst	19.99
99310 - Mortician	24.29
99410 - Pest Controller	14.11
99510 - Photofinishing Worker	12.59
99710 - Recycling Laborer	13.49
99711 - Recycling Specialist	16.38
99730 - Refuse Collector	12.22
99810 - Sales Clerk	12.63
99820 - School Crossing Guard	14.18
99830 - Survey Party Chief	16.31
99831 - Surveying Aide	9.44
99832 - Surveying Technician	15.62
99840 - Vending Machine Attendant	12.53
99841 - Vending Machine Repairer	15.99
99842 - Vending Machine Repairer Helper	13.27

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: \$4.41 per hour or \$176.40 per week or \$764.40 per month

HEALTH & WELFARE EO 13706: \$4.13 per hour, or \$165.20 per week, or \$715.87 per month

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 ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial 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)).

WD 15-5095 (Rev.-4) was first posted on www.wdol.gov on 08/01/2017

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

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

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-5095
Revision No.: 4
Date Of Revision: 07/25/2017

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.20 for calendar year 2017 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, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2017. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Missouri

Area: Missouri Counties of Adair, Atchison, Carroll, Chariton, Daviess, Gentry, Grundy, Harrison, Holt, Linn, Livingston, Macon, Mercer, Nodaway, Putnam, Schuyler, Sullivan, Worth

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.97
01012 - Accounting Clerk II		15.69
01013 - Accounting Clerk III		17.77
01020 - Administrative Assistant		21.80
01035 - Court Reporter		18.32
01041 - Customer Service Representative I		11.12
01042 - Customer Service Representative II		12.50
01043 - Customer Service Representative III		13.64
01051 - Data Entry Operator I		12.47
01052 - Data Entry Operator II		14.14
01060 - Dispatcher, Motor Vehicle		18.55
01070 - Document Preparation Clerk		14.22
01090 - Duplicating Machine Operator		14.22
01111 - General Clerk I		12.95
01112 - General Clerk II		14.22
01113 - General Clerk III		15.96
01120 - Housing Referral Assistant		20.79
01141 - Messenger Courier		11.41
01191 - Order Clerk I		12.73
01192 - Order Clerk II		15.29
01261 - Personnel Assistant (Employment) I		16.17
01262 - Personnel Assistant (Employment) II		17.97
01263 - Personnel Assistant (Employment) III		20.54
01270 - Production Control Clerk		20.04
01290 - Rental Clerk		14.97
01300 - Scheduler, Maintenance		15.96
01311 - Secretary I		15.96
01312 - Secretary II		17.90
01313 - Secretary III		20.79
01320 - Service Order Dispatcher		21.18
01410 - Supply Technician		23.09
01420 - Survey Worker		17.02
01460 - Switchboard Operator/Receptionist		13.87
01531 - Travel Clerk I		12.96
01532 - Travel Clerk II		14.00
01533 - Travel Clerk III		15.03
01611 - Word Processor I		14.09
01612 - Word Processor II		15.81
01613 - Word Processor III		17.69
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		23.30
05010 - Automotive Electrician		19.32
05040 - Automotive Glass Installer		18.59
05070 - Automotive Worker		18.59
05110 - Mobile Equipment Servicer		16.51
05130 - Motor Equipment Metal Mechanic		20.03
05160 - Motor Equipment Metal Worker		18.59

05190	- Motor Vehicle Mechanic	21.70
05220	- Motor Vehicle Mechanic Helper	15.47
05250	- Motor Vehicle Upholstery Worker	17.54
05280	- Motor Vehicle Wrecker	18.59
05310	- Painter, Automotive	19.32
05340	- Radiator Repair Specialist	18.59
05370	- Tire Repairer	15.18
05400	- Transmission Repair Specialist	20.03
07000	- Food Preparation And Service Occupations	
07010	- Baker	14.52
07041	- Cook I	10.88
07042	- Cook II	12.54
07070	- Dishwasher	9.60
07130	- Food Service Worker	10.31
07210	- Meat Cutter	15.48
07260	- Waiter/Waitress	9.27
09000	- Furniture Maintenance And Repair Occupations	
09010	- Electrostatic Spray Painter	21.23
09040	- Furniture Handler	15.75
09080	- Furniture Refinisher	21.23
09090	- Furniture Refinisher Helper	17.01
09110	- Furniture Repairer, Minor	19.27
09130	- Upholsterer	15.08
11000	- General Services And Support Occupations	
11030	- Cleaner, Vehicles	11.24
11060	- Elevator Operator	12.93
11090	- Gardener	16.01
11122	- Housekeeping Aide	12.93
11150	- Janitor	12.93
11210	- Laborer, Grounds Maintenance	13.34
11240	- Maid or Houseman	10.52
11260	- Pruner	12.93
11270	- Tractor Operator	15.37
11330	- Trail Maintenance Worker	13.34
11360	- Window Cleaner	13.33
12000	- Health Occupations	
12010	- Ambulance Driver	17.12
12011	- Breath Alcohol Technician	17.12
12012	- Certified Occupational Therapist Assistant	25.80
12015	- Certified Physical Therapist Assistant	24.94
12020	- Dental Assistant	16.52
12025	- Dental Hygienist	34.35
12030	- EKG Technician	25.83
12035	- Electroneurodiagnostic Technologist	25.83
12040	- Emergency Medical Technician	17.12
12071	- Licensed Practical Nurse I	15.24
12072	- Licensed Practical Nurse II	17.05
12073	- Licensed Practical Nurse III	19.00
12100	- Medical Assistant	14.08
12130	- Medical Laboratory Technician	17.49
12160	- Medical Record Clerk	13.62
12190	- Medical Record Technician	15.23
12195	- Medical Transcriptionist	17.62
12210	- Nuclear Medicine Technologist	37.46
12221	- Nursing Assistant I	10.14
12222	- Nursing Assistant II	11.40
12223	- Nursing Assistant III	12.44
12224	- Nursing Assistant IV	13.97
12235	- Optical Dispenser	14.12
12236	- Optical Technician	15.24
12250	- Pharmacy Technician	14.84
12280	- Phlebotomist	13.97
12305	- Radiologic Technologist	25.29
12311	- Registered Nurse I	23.68
12312	- Registered Nurse II	27.27
12313	- Registered Nurse II, Specialist	27.27
12314	- Registered Nurse III	33.15
12315	- Registered Nurse III, Anesthetist	33.15
12316	- Registered Nurse IV	39.45
12317	- Scheduler (Drug and Alcohol Testing)	21.11
12320	- Substance Abuse Treatment Counselor	15.84
13000	- Information And Arts Occupations	
13011	- Exhibits Specialist I	20.11
13012	- Exhibits Specialist II	27.35
13013	- Exhibits Specialist III	29.94
13041	- Illustrator I	18.65
13042	- Illustrator II	22.33
13043	- Illustrator III	27.90
13047	- Librarian	30.95
13050	- Library Aide/Clerk	10.37
13054	- Library Information Technology Systems	23.49

Administrator		
13058	- Library Technician	13.99
13061	- Media Specialist I	17.03
13062	- Media Specialist II	19.04
13063	- Media Specialist III	21.24
13071	- Photographer I	17.20
13072	- Photographer II	19.24
13073	- Photographer III	23.84
13074	- Photographer IV	29.17
13075	- Photographer V	35.29
13090	- Technical Order Library Clerk	15.49
13110	- Video Teleconference Technician	17.91
14000	- Information Technology Occupations	
14041	- Computer Operator I	16.03
14042	- Computer Operator II	17.93
14043	- Computer Operator III	19.99
14044	- Computer Operator IV	23.48
14045	- Computer Operator V	24.61
14071	- Computer Programmer I	(see 1)
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	16.03
14160	- Personal Computer Support Technician	23.48
14170	- System Support Specialist	22.54
15000	- Instructional Occupations	
15010	- Aircrew Training Devices Instructor (Non-Rated)	28.84
15020	- Aircrew Training Devices Instructor (Rated)	34.89
15030	- Air Crew Training Devices Instructor (Pilot)	41.81
15050	- Computer Based Training Specialist / Instructor	28.84
15060	- Educational Technologist	26.64
15070	- Flight Instructor (Pilot)	41.81
15080	- Graphic Artist	25.30
15085	- Maintenance Test Pilot, Fixed, Jet/Prop	40.84
15086	- Maintenance Test Pilot, Rotary Wing	40.84
15088	- Non-Maintenance Test/Co-Pilot	40.84
15090	- Technical Instructor	20.74
15095	- Technical Instructor/Course Developer	25.38
15110	- Test Proctor	17.30
15120	- Tutor	17.30
16000	- Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010	- Assembler	9.48
16030	- Counter Attendant	9.48
16040	- Dry Cleaner	12.22
16070	- Finisher, Flatwork, Machine	9.48
16090	- Presser, Hand	9.48
16110	- Presser, Machine, Drycleaning	9.48
16130	- Presser, Machine, Shirts	9.48
16160	- Presser, Machine, Wearing Apparel, Laundry	9.48
16190	- Sewing Machine Operator	13.13
16220	- Tailor	14.03
16250	- Washer, Machine	10.44
19000	- Machine Tool Operation And Repair Occupations	
19010	- Machine-Tool Operator (Tool Room)	21.23
19040	- Tool And Die Maker	27.26
21000	- Materials Handling And Packing Occupations	
21020	- Forklift Operator	19.24
21030	- Material Coordinator	20.04
21040	- Material Expediter	20.04
21050	- Material Handling Laborer	16.19
21071	- Order Filler	13.52
21080	- Production Line Worker (Food Processing)	19.24
21110	- Shipping Packer	15.57
21130	- Shipping/Receiving Clerk	15.57
21140	- Store Worker I	13.27
21150	- Stock Clerk	19.19
21210	- Tools And Parts Attendant	19.24
21410	- Warehouse Specialist	19.24
23000	- Mechanics And Maintenance And Repair Occupations	
23010	- Aerospace Structural Welder	25.87
23019	- Aircraft Logs and Records Technician	21.78
23021	- Aircraft Mechanic I	24.88
23022	- Aircraft Mechanic II	25.87
23023	- Aircraft Mechanic III	26.77
23040	- Aircraft Mechanic Helper	19.23
23050	- Aircraft, Painter	23.93
23060	- Aircraft Servicer	21.78
23070	- Aircraft Survival Flight Equipment Technician	23.93

23080	- Aircraft Worker	23.09
23091	- Aircrew Life Support Equipment (ALSE) Mechanic I	23.09
23092	- Aircrew Life Support Equipment (ALSE) Mechanic II	24.88
23110	- Appliance Mechanic	22.04
23120	- Bicycle Repairer	18.08
23125	- Cable Splicer	32.60
23130	- Carpenter, Maintenance	23.76
23140	- Carpet Layer	25.78
23160	- Electrician, Maintenance	30.95
23181	- Electronics Technician Maintenance I	24.99
23182	- Electronics Technician Maintenance II	27.18
23183	- Electronics Technician Maintenance III	27.74
23260	- Fabric Worker	19.50
23290	- Fire Alarm System Mechanic	23.01
23310	- Fire Extinguisher Repairer	18.08
23311	- Fuel Distribution System Mechanic	25.39
23312	- Fuel Distribution System Operator	19.91
23370	- General Maintenance Worker	20.36
23380	- Ground Support Equipment Mechanic	24.88
23381	- Ground Support Equipment Servicer	21.78
23382	- Ground Support Equipment Worker	23.09
23391	- Gunsmith I	18.08
23392	- Gunsmith II	20.90
23393	- Gunsmith III	23.01
23410	- Heating, Ventilation And Air-Conditioning Mechanic	22.80
23411	- Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	23.71
23430	- Heavy Equipment Mechanic	23.02
23440	- Heavy Equipment Operator	23.00
23460	- Instrument Mechanic	23.01
23465	- Laboratory/Shelter Mechanic	22.04
23470	- Laborer	13.44
23510	- Locksmith	22.04
23530	- Machinery Maintenance Mechanic	25.10
23550	- Machinist, Maintenance	22.01
23580	- Maintenance Trades Helper	16.53
23591	- Metrology Technician I	23.01
23592	- Metrology Technician II	23.91
23593	- Metrology Technician III	24.82
23640	- Millwright	25.77
23710	- Office Appliance Repairer	22.04
23760	- Painter, Maintenance	21.30
23790	- Pipefitter, Maintenance	27.67
23810	- Plumber, Maintenance	24.62
23820	- Pneudraulic Systems Mechanic	23.01
23850	- Rigger	23.01
23870	- Scale Mechanic	20.90
23890	- Sheet-Metal Worker, Maintenance	26.89
23910	- Small Engine Mechanic	21.10
23931	- Telecommunications Mechanic I	25.53
23932	- Telecommunications Mechanic II	26.46
23950	- Telephone Lineman	26.99
23960	- Welder, Combination, Maintenance	22.01
23965	- Well Driller	23.01
23970	- Woodcraft Worker	23.01
23980	- Woodworker	18.08
24000	- Personal Needs Occupations	
24550	- Case Manager	13.66
24570	- Child Care Attendant	10.63
24580	- Child Care Center Clerk	14.51
24610	- Chore Aide	10.13
24620	- Family Readiness And Support Services Coordinator	13.66
24630	- Homemaker	16.12
25000	- Plant And System Operations Occupations	
25010	- Boiler Tender	25.16
25040	- Sewage Plant Operator	21.93
25070	- Stationary Engineer	25.16
25190	- Ventilation Equipment Tender	17.01
25210	- Water Treatment Plant Operator	21.93
27000	- Protective Service Occupations	
27004	- Alarm Monitor	17.02
27007	- Baggage Inspector	13.88
27008	- Corrections Officer	18.89
27010	- Court Security Officer	20.41
27030	- Detection Dog Handler	16.62
27040	- Detention Officer	18.89
27070	- Firefighter	21.35

27101	- Guard I	13.88
27102	- Guard II	16.62
27131	- Police Officer I	22.07
27132	- Police Officer II	24.51
28000	- Recreation Occupations	
28041	- Carnival Equipment Operator	11.98
28042	- Carnival Equipment Repairer	13.10
28043	- Carnival Worker	9.01
28210	- Gate Attendant/Gate Tender	15.25
28310	- Lifeguard	12.47
28350	- Park Attendant (Aide)	17.05
28510	- Recreation Aide/Health Facility Attendant	12.45
28515	- Recreation Specialist	20.00
28630	- Sports Official	13.59
28690	- Swimming Pool Operator	19.20
29000	- Stevedoring/Longshoremen Occupational Services	
29010	- Blocker And Bracer	23.29
29020	- Hatch Tender	23.29
29030	- Line Handler	23.29
29041	- Stevedore I	21.62
29042	- Stevedore II	24.53
30000	- Technical Occupations	
30010	- Air Traffic Control Specialist, Center (HFO) (see 2)	37.52
30011	- Air Traffic Control Specialist, Station (HFO) (see 2)	25.87
30012	- Air Traffic Control Specialist, Terminal (HFO) (see 2)	28.49
30021	- Archeological Technician I	18.04
30022	- Archeological Technician II	20.18
30023	- Archeological Technician III	24.76
30030	- Cartographic Technician	25.01
30040	- Civil Engineering Technician	25.17
30051	- Cryogenic Technician I	23.90
30052	- Cryogenic Technician II	26.40
30061	- Drafter/CAD Operator I	18.04
30062	- Drafter/CAD Operator II	20.18
30063	- Drafter/CAD Operator III	22.51
30064	- Drafter/CAD Operator IV	27.69
30081	- Engineering Technician I	15.54
30082	- Engineering Technician II	19.08
30083	- Engineering Technician III	21.95
30084	- Engineering Technician IV	24.41
30085	- Engineering Technician V	29.54
30086	- Engineering Technician VI	36.00
30090	- Environmental Technician	21.58
30095	- Evidence Control Specialist	21.58
30210	- Laboratory Technician	20.07
30221	- Latent Fingerprint Technician I	23.90
30222	- Latent Fingerprint Technician II	26.40
30240	- Mathematical Technician	25.01
30361	- Paralegal/Legal Assistant I	17.22
30362	- Paralegal/Legal Assistant II	21.79
30363	- Paralegal/Legal Assistant III	26.66
30364	- Paralegal/Legal Assistant IV	32.25
30375	- Petroleum Supply Specialist	26.40
30390	- Photo-Optics Technician	25.01
30395	- Radiation Control Technician	26.40
30461	- Technical Writer I	21.58
30462	- Technical Writer II	26.40
30463	- Technical Writer III	31.94
30491	- Unexploded Ordnance (UXO) Technician I	23.85
30492	- Unexploded Ordnance (UXO) Technician II	28.85
30493	- Unexploded Ordnance (UXO) Technician III	34.58
30494	- Unexploded (UXO) Safety Escort	23.85
30495	- Unexploded (UXO) Sweep Personnel	23.85
30501	- Weather Forecaster I	27.69
30502	- Weather Forecaster II	33.69
30620	- Weather Observer, Combined Upper Air Or (see 2)	22.51
Surface Programs		
30621	- Weather Observer, Senior (see 2)	25.01
31000	- Transportation/Mobile Equipment Operation Occupations	
31010	- Airplane Pilot	28.85
31020	- Bus Aide	12.37
31030	- Bus Driver	17.28
31043	- Driver Courier	14.58
31260	- Parking and Lot Attendant	12.07
31290	- Shuttle Bus Driver	15.77
31310	- Taxi Driver	11.26
31361	- Truckdriver, Light	15.77
31362	- Truckdriver, Medium	21.15
31363	- Truckdriver, Heavy	21.54
31364	- Truckdriver, Tractor-Trailer	21.54
99000	- Miscellaneous Occupations	

99020 - Cabin Safety Specialist	14.07
99030 - Cashier	10.19
99050 - Desk Clerk	9.42
99095 - Embalmer	26.90
99130 - Flight Follower	23.85
99251 - Laboratory Animal Caretaker I	10.08
99252 - Laboratory Animal Caretaker II	10.99
99260 - Marketing Analyst	21.67
99310 - Mortician	30.24
99410 - Pest Controller	17.98
99510 - Photofinishing Worker	12.76
99710 - Recycling Laborer	15.79
99711 - Recycling Specialist	18.79
99730 - Refuse Collector	14.15
99810 - Sales Clerk	12.20
99820 - School Crossing Guard	13.19
99830 - Survey Party Chief	21.44
99831 - Surveying Aide	13.33
99832 - Surveying Technician	18.25
99840 - Vending Machine Attendant	17.56
99841 - Vending Machine Repairer	21.12
99842 - Vending Machine Repairer Helper	17.56

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: \$4.41 per hour or \$176.40 per week or \$764.40 per month

HEALTH & WELFARE EO 13706: \$4.13 per hour, or \$165.20 per week, or \$715.87 per month

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 ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial 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, dyeing, 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)).

WD 15-5097 (Rev.-4) was first posted on www.wdol.gov on 08/01/2017

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

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

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-5097
Revision No.: 4
Date Of Revision: 07/25/2017

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.20 for calendar year 2017 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, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2017. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Missouri

Area: Missouri Counties of Audrain, Clark, Knox, Lewis, Marion, Monroe, Montgomery, Pike, Ralls, Randolph, Scotland, Shelby

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.10
01012 - Accounting Clerk II		15.83
01013 - Accounting Clerk III		18.57
01020 - Administrative Assistant		24.14
01035 - Court Reporter		19.05
01041 - Customer Service Representative I		11.12
01042 - Customer Service Representative II		12.50
01043 - Customer Service Representative III		13.64
01051 - Data Entry Operator I		12.22
01052 - Data Entry Operator II		14.40
01060 - Dispatcher, Motor Vehicle		19.05
01070 - Document Preparation Clerk		13.51
01090 - Duplicating Machine Operator		13.51
01111 - General Clerk I		12.33
01112 - General Clerk II		15.00
01113 - General Clerk III		17.07
01120 - Housing Referral Assistant		20.96
01141 - Messenger Courier		11.61
01191 - Order Clerk I		12.99
01192 - Order Clerk II		14.18
01261 - Personnel Assistant (Employment) I		16.33
01262 - Personnel Assistant (Employment) II		19.05
01263 - Personnel Assistant (Employment) III		20.73
01270 - Production Control Clerk		20.73
01290 - Rental Clerk		16.06
01300 - Scheduler, Maintenance		15.96
01311 - Secretary I		15.96
01312 - Secretary II		17.85
01313 - Secretary III		20.96
01320 - Service Order Dispatcher		18.12
01410 - Supply Technician		24.14
01420 - Survey Worker		19.05
01460 - Switchboard Operator/Receptionist		15.10
01531 - Travel Clerk I		11.94
01532 - Travel Clerk II		12.86
01533 - Travel Clerk III		13.72
01611 - Word Processor I		13.51
01612 - Word Processor II		16.06
01613 - Word Processor III		19.05
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		22.80
05010 - Automotive Electrician		20.59
05040 - Automotive Glass Installer		19.74
05070 - Automotive Worker		19.74
05110 - Mobile Equipment Servicer		18.01
05130 - Motor Equipment Metal Mechanic		21.46
05160 - Motor Equipment Metal Worker		19.74
05190 - Motor Vehicle Mechanic		20.40

05220	- Motor Vehicle Mechanic Helper	16.72
05250	- Motor Vehicle Upholstery Worker	18.88
05280	- Motor Vehicle Wrecker	19.74
05310	- Painter, Automotive	20.59
05340	- Radiator Repair Specialist	19.74
05370	- Tire Repairer	15.80
05400	- Transmission Repair Specialist	21.46
07000	- Food Preparation And Service Occupations	
07010	- Baker	12.77
07041	- Cook I	11.02
07042	- Cook II	12.07
07070	- Dishwasher	8.85
07130	- Food Service Worker	10.05
07210	- Meat Cutter	16.34
07260	- Waiter/Waitress	8.96
09000	- Furniture Maintenance And Repair Occupations	
09010	- Electrostatic Spray Painter	20.56
09040	- Furniture Handler	13.35
09080	- Furniture Refinisher	20.56
09090	- Furniture Refinisher Helper	16.55
09110	- Furniture Repairer, Minor	18.84
09130	- Upholsterer	22.61
11000	- General Services And Support Occupations	
11030	- Cleaner, Vehicles	11.74
11060	- Elevator Operator	11.74
11090	- Gardener	16.03
11122	- Housekeeping Aide	11.46
11150	- Janitor	11.46
11210	- Laborer, Grounds Maintenance	12.55
11240	- Maid or Houseman	9.06
11260	- Pruner	11.10
11270	- Tractor Operator	15.03
11330	- Trail Maintenance Worker	12.55
11360	- Window Cleaner	13.02
12000	- Health Occupations	
12010	- Ambulance Driver	19.90
12011	- Breath Alcohol Technician	17.05
12012	- Certified Occupational Therapist Assistant	26.25
12015	- Certified Physical Therapist Assistant	24.94
12020	- Dental Assistant	16.87
12025	- Dental Hygienist	32.12
12030	- EKG Technician	25.83
12035	- Electroneurodiagnostic Technologist	25.83
12040	- Emergency Medical Technician	19.90
12071	- Licensed Practical Nurse I	15.24
12072	- Licensed Practical Nurse II	17.05
12073	- Licensed Practical Nurse III	19.00
12100	- Medical Assistant	13.28
12130	- Medical Laboratory Technician	17.54
12160	- Medical Record Clerk	14.89
12190	- Medical Record Technician	15.83
12195	- Medical Transcriptionist	17.62
12210	- Nuclear Medicine Technologist	37.46
12221	- Nursing Assistant I	10.22
12222	- Nursing Assistant II	11.49
12223	- Nursing Assistant III	12.54
12224	- Nursing Assistant IV	14.07
12235	- Optical Dispenser	16.07
12236	- Optical Technician	15.99
12250	- Pharmacy Technician	15.52
12280	- Phlebotomist	14.07
12305	- Radiologic Technologist	25.09
12311	- Registered Nurse I	26.36
12312	- Registered Nurse II	29.18
12313	- Registered Nurse II, Specialist	29.18
12314	- Registered Nurse III	35.30
12315	- Registered Nurse III, Anesthetist	35.30
12316	- Registered Nurse IV	42.33
12317	- Scheduler (Drug and Alcohol Testing)	21.11
12320	- Substance Abuse Treatment Counselor	15.84
13000	- Information And Arts Occupations	
13011	- Exhibits Specialist I	18.31
13012	- Exhibits Specialist II	22.69
13013	- Exhibits Specialist III	27.76
13041	- Illustrator I	20.80
13042	- Illustrator II	25.56
13043	- Illustrator III	30.15
13047	- Librarian	26.36
13050	- Library Aide/Clerk	12.34
13054	- Library Information Technology Systems Administrator	23.81

13058	- Library Technician	14.61
13061	- Media Specialist I	17.18
13062	- Media Specialist II	19.21
13063	- Media Specialist III	21.43
13071	- Photographer I	16.71
13072	- Photographer II	18.69
13073	- Photographer III	23.16
13074	- Photographer IV	27.91
13075	- Photographer V	33.77
13090	- Technical Order Library Clerk	15.49
13110	- Video Teleconference Technician	17.77
14000	- Information Technology Occupations	
14041	- Computer Operator I	17.04
14042	- Computer Operator II	19.06
14043	- Computer Operator III	21.26
14044	- Computer Operator IV	23.61
14045	- Computer Operator V	26.16
14071	- Computer Programmer I	(see 1) 22.01
14072	- Computer Programmer II	(see 1) 26.17
14073	- Computer Programmer III	(see 1)
14074	- Computer Programmer IV	(see 1)
14101	- Computer Systems Analyst I	(see 1)
14102	- Computer Systems Analyst II	(see 1)
14103	- Computer Systems Analyst III	(see 1)
14150	- Peripheral Equipment Operator	18.26
14160	- Personal Computer Support Technician	25.31
14170	- System Support Specialist	22.54
15000	- Instructional Occupations	
15010	- Aircrew Training Devices Instructor (Non-Rated)	34.92
15020	- Aircrew Training Devices Instructor (Rated)	42.25
15030	- Air Crew Training Devices Instructor (Pilot)	50.64
15050	- Computer Based Training Specialist / Instructor	34.92
15060	- Educational Technologist	28.74
15070	- Flight Instructor (Pilot)	50.64
15080	- Graphic Artist	21.87
15085	- Maintenance Test Pilot, Fixed, Jet/Prop	40.84
15086	- Maintenance Test Pilot, Rotary Wing	40.84
15088	- Non-Maintenance Test/Co-Pilot	40.84
15090	- Technical Instructor	20.66
15095	- Technical Instructor/Course Developer	25.27
15110	- Test Proctor	16.67
15120	- Tutor	16.67
16000	- Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010	- Assembler	9.48
16030	- Counter Attendant	9.48
16040	- Dry Cleaner	12.22
16070	- Finisher, Flatwork, Machine	9.48
16090	- Presser, Hand	9.48
16110	- Presser, Machine, Drycleaning	9.48
16130	- Presser, Machine, Shirts	9.48
16160	- Presser, Machine, Wearing Apparel, Laundry	9.48
16190	- Sewing Machine Operator	13.13
16220	- Tailor	14.03
16250	- Washer, Machine	10.44
19000	- Machine Tool Operation And Repair Occupations	
19010	- Machine-Tool Operator (Tool Room)	22.05
19040	- Tool And Die Maker	25.72
21000	- Materials Handling And Packing Occupations	
21020	- Forklift Operator	19.14
21030	- Material Coordinator	20.64
21040	- Material Expediter	20.64
21050	- Material Handling Laborer	19.18
21071	- Order Filler	12.91
21080	- Production Line Worker (Food Processing)	19.14
21110	- Shipping Packer	14.89
21130	- Shipping/Receiving Clerk	14.89
21140	- Store Worker I	13.04
21150	- Stock Clerk	18.58
21210	- Tools And Parts Attendant	19.14
21410	- Warehouse Specialist	19.14
23000	- Mechanics And Maintenance And Repair Occupations	
23010	- Aerospace Structural Welder	26.30
23019	- Aircraft Logs and Records Technician	21.72
23021	- Aircraft Mechanic I	25.34
23022	- Aircraft Mechanic II	26.30
23023	- Aircraft Mechanic III	27.31
23040	- Aircraft Mechanic Helper	19.24
23050	- Aircraft, Painter	24.07
23060	- Aircraft Servicer	21.72
23070	- Aircraft Survival Flight Equipment Technician	24.07
23080	- Aircraft Worker	22.71

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	22.71
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	25.34
23110 - Appliance Mechanic	22.59
23120 - Bicycle Repairer	18.08
23125 - Cable Splicer	31.96
23130 - Carpenter, Maintenance	26.52
23140 - Carpet Layer	22.39
23160 - Electrician, Maintenance	30.95
23181 - Electronics Technician Maintenance I	24.99
23182 - Electronics Technician Maintenance II	26.36
23183 - Electronics Technician Maintenance III	27.52
23260 - Fabric Worker	20.13
23290 - Fire Alarm System Mechanic	23.21
23310 - Fire Extinguisher Repairer	18.57
23311 - Fuel Distribution System Mechanic	23.01
23312 - Fuel Distribution System Operator	18.08
23370 - General Maintenance Worker	20.67
23380 - Ground Support Equipment Mechanic	25.34
23381 - Ground Support Equipment Servicer	21.72
23382 - Ground Support Equipment Worker	22.71
23391 - Gunsmith I	18.57
23392 - Gunsmith II	21.52
23393 - Gunsmith III	23.58
23410 - Heating, Ventilation And Air-Conditioning Mechanic	22.39
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	23.24
23430 - Heavy Equipment Mechanic	23.21
23440 - Heavy Equipment Operator	25.39
23460 - Instrument Mechanic	23.01
23465 - Laboratory/Shelter Mechanic	22.59
23470 - Laborer	17.17
23510 - Locksmith	22.23
23530 - Machinery Maintenance Mechanic	27.80
23550 - Machinist, Maintenance	24.17
23580 - Maintenance Trades Helper	18.37
23591 - Metrology Technician I	23.01
23592 - Metrology Technician II	23.91
23593 - Metrology Technician III	24.82
23640 - Millwright	27.07
23710 - Office Appliance Repairer	22.23
23760 - Painter, Maintenance	23.03
23790 - Pipefitter, Maintenance	30.12
23810 - Plumber, Maintenance	28.85
23820 - Pneudraulic Systems Mechanic	23.58
23850 - Rigger	23.58
23870 - Scale Mechanic	21.52
23890 - Sheet-Metal Worker, Maintenance	26.55
23910 - Small Engine Mechanic	21.36
23931 - Telecommunications Mechanic I	25.58
23932 - Telecommunications Mechanic II	26.58
23950 - Telephone Lineman	25.91
23960 - Welder, Combination, Maintenance	23.21
23965 - Well Driller	23.21
23970 - Woodcraft Worker	23.58
23980 - Woodworker	18.57
24000 - Personal Needs Occupations	
24550 - Case Manager	13.20
24570 - Child Care Attendant	9.61
24580 - Child Care Center Clerk	13.39
24610 - Chore Aide	10.13
24620 - Family Readiness And Support Services Coordinator	13.20
24630 - Homemaker	13.20
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.70
25040 - Sewage Plant Operator	23.34
25070 - Stationary Engineer	25.70
25190 - Ventilation Equipment Tender	18.44
25210 - Water Treatment Plant Operator	23.34
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.23
27007 - Baggage Inspector	13.88
27008 - Corrections Officer	18.82
27010 - Court Security Officer	22.13
27030 - Detection Dog Handler	16.66
27040 - Detention Officer	18.82
27070 - Firefighter	25.67
27101 - Guard I	13.88

27102	- Guard II	16.66
27131	- Police Officer I	22.39
27132	- Police Officer II	24.88
28000	- Recreation Occupations	
28041	- Carnival Equipment Operator	12.57
28042	- Carnival Equipment Repairer	13.41
28043	- Carnival Worker	8.87
28210	- Gate Attendant/Gate Tender	14.44
28310	- Lifeguard	11.59
28350	- Park Attendant (Aide)	16.15
28510	- Recreation Aide/Health Facility Attendant	11.78
28515	- Recreation Specialist	20.00
28630	- Sports Official	12.86
28690	- Swimming Pool Operator	16.53
29000	- Stevedoring/Longshoremen Occupational Services	
29010	- Blocker And Bracer	23.72
29020	- Hatch Tender	23.72
29030	- Line Handler	23.72
29041	- Stevedore I	22.09
29042	- Stevedore II	24.90
30000	- Technical Occupations	
30010	- Air Traffic Control Specialist, Center (HFO) (see 2)	37.52
30011	- Air Traffic Control Specialist, Station (HFO) (see 2)	25.87
30012	- Air Traffic Control Specialist, Terminal (HFO) (see 2)	28.49
30021	- Archeological Technician I	19.36
30022	- Archeological Technician II	21.56
30023	- Archeological Technician III	25.04
30030	- Cartographic Technician	27.52
30040	- Civil Engineering Technician	22.72
30051	- Cryogenic Technician I	23.90
30052	- Cryogenic Technician II	26.40
30061	- Drafter/CAD Operator I	19.36
30062	- Drafter/CAD Operator II	21.56
30063	- Drafter/CAD Operator III	24.15
30064	- Drafter/CAD Operator IV	29.71
30081	- Engineering Technician I	17.67
30082	- Engineering Technician II	19.83
30083	- Engineering Technician III	22.18
30084	- Engineering Technician IV	27.48
30085	- Engineering Technician V	33.62
30086	- Engineering Technician VI	40.68
30090	- Environmental Technician	22.06
30095	- Evidence Control Specialist	21.58
30210	- Laboratory Technician	20.55
30221	- Latent Fingerprint Technician I	23.90
30222	- Latent Fingerprint Technician II	26.40
30240	- Mathematical Technician	26.82
30361	- Paralegal/Legal Assistant I	20.04
30362	- Paralegal/Legal Assistant II	24.86
30363	- Paralegal/Legal Assistant III	30.37
30364	- Paralegal/Legal Assistant IV	36.75
30375	- Petroleum Supply Specialist	26.40
30390	- Photo-Optics Technician	26.82
30395	- Radiation Control Technician	26.40
30461	- Technical Writer I	23.51
30462	- Technical Writer II	28.76
30463	- Technical Writer III	34.79
30491	- Unexploded Ordnance (UXO) Technician I	23.85
30492	- Unexploded Ordnance (UXO) Technician II	28.85
30493	- Unexploded Ordnance (UXO) Technician III	34.58
30494	- Unexploded (UXO) Safety Escort	23.85
30495	- Unexploded (UXO) Sweep Personnel	23.85
30501	- Weather Forecaster I	29.71
30502	- Weather Forecaster II	36.14
30620	- Weather Observer, Combined Upper Air Or (see 2)	24.15
Surface Programs		
30621	- Weather Observer, Senior (see 2)	26.82
31000	- Transportation/Mobile Equipment Operation Occupations	
31010	- Airplane Pilot	28.85
31020	- Bus Aide	12.28
31030	- Bus Driver	16.52
31043	- Driver Courier	15.43
31260	- Parking and Lot Attendant	9.92
31290	- Shuttle Bus Driver	16.94
31310	- Taxi Driver	11.23
31361	- Truckdriver, Light	16.94
31362	- Truckdriver, Medium	17.97
31363	- Truckdriver, Heavy	20.79
31364	- Truckdriver, Tractor-Trailer	20.79
99000	- Miscellaneous Occupations	
99020	- Cabin Safety Specialist	14.07

99030 - Cashier	8.96
99050 - Desk Clerk	9.86
99095 - Embalmer	29.90
99130 - Flight Follower	23.85
99251 - Laboratory Animal Caretaker I	10.84
99252 - Laboratory Animal Caretaker II	11.89
99260 - Marketing Analyst	21.67
99310 - Mortician	30.54
99410 - Pest Controller	16.01
99510 - Photofinishing Worker	13.06
99710 - Recycling Laborer	18.45
99711 - Recycling Specialist	22.00
99730 - Refuse Collector	16.24
99810 - Sales Clerk	12.95
99820 - School Crossing Guard	11.98
99830 - Survey Party Chief	20.39
99831 - Surveying Aide	13.53
99832 - Surveying Technician	18.54
99840 - Vending Machine Attendant	15.68
99841 - Vending Machine Repairer	18.32
99842 - Vending Machine Repairer Helper	15.68

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: \$4.41 per hour or \$176.40 per week or \$764.40 per month

HEALTH & WELFARE EO 13706: \$4.13 per hour, or \$165.20 per week, or \$715.87 per month

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 ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial 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)).