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REGISTER OF WAGE DETERMINATIONS UNDER		U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT		EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor		WAGE AND HOUR DIVISION
		WASHINGTON D.C. 20210

Daniel W. Simms	Division of		Wage Determination No.: 2015-5011
Director	Wage Determinations		Revision No.: 5
			Date Of Revision: 01/10/2018

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.35 for calendar year 2018 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 \$10.35 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2018. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts

States: Illinois, Iowa

Area: Iowa County of Scott
Illinois Counties of Henry, Mercer, Rock Island

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.43
01012 - Accounting Clerk II		17.85
01013 - Accounting Clerk III		21.24
01020 - Administrative Assistant		21.51
01035 - Court Reporter		19.13
01041 - Customer Service Representative I		10.89
01042 - Customer Service Representative II		12.24
01043 - Customer Service Representative III		13.36
01051 - Data Entry Operator I		12.05
01052 - Data Entry Operator II		16.71
01060 - Dispatcher, Motor Vehicle		15.25
01070 - Document Preparation Clerk		13.38
01090 - Duplicating Machine Operator		13.38
01111 - General Clerk I		12.22
01112 - General Clerk II		13.34
01113 - General Clerk III		15.84
01120 - Housing Referral Assistant		18.74
01141 - Messenger Courier		12.32
01191 - Order Clerk I		15.13
01192 - Order Clerk II		17.32
01261 - Personnel Assistant (Employment) I		15.50
01262 - Personnel Assistant (Employment) II		17.34
01263 - Personnel Assistant (Employment) III		19.32
01270 - Production Control Clerk		20.39
01290 - Rental Clerk		10.64
01300 - Scheduler, Maintenance		15.03
01311 - Secretary I		15.03
01312 - Secretary II		16.81
01313 - Secretary III		18.74

01320 - Service Order Dispatcher	14.86
01410 - Supply Technician	21.51
01420 - Survey Worker	14.23
01460 - Switchboard Operator/Receptionist	12.73
01531 - Travel Clerk I	13.41
01532 - Travel Clerk II	14.50
01533 - Travel Clerk III	15.69
01611 - Word Processor I	13.38
01612 - Word Processor II	15.03
01613 - Word Processor III	16.81
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	18.83
05010 - Automotive Electrician	18.27
05040 - Automotive Glass Installer	17.62
05070 - Automotive Worker	17.62
05110 - Mobile Equipment Servicer	16.17
05130 - Motor Equipment Metal Mechanic	18.91
05160 - Motor Equipment Metal Worker	17.62
05190 - Motor Vehicle Mechanic	18.83
05220 - Motor Vehicle Mechanic Helper	15.60
05250 - Motor Vehicle Upholstery Worker	16.98
05280 - Motor Vehicle Wrecker	17.62
05310 - Painter, Automotive	17.90
05340 - Radiator Repair Specialist	17.62
05370 - Tire Repairer	14.95
05400 - Transmission Repair Specialist	18.48
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.68
07041 - Cook I	11.67
07042 - Cook II	12.63
07070 - Dishwasher	9.99
07130 - Food Service Worker	9.99
07210 - Meat Cutter	15.36
07260 - Waiter/Waitress	10.43
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.90
09040 - Furniture Handler	14.47
09080 - Furniture Refinisher	18.27
09090 - Furniture Refinisher Helper	15.92
09110 - Furniture Repairer, Minor	17.12
09130 - Upholsterer	18.27
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.26
11060 - Elevator Operator	11.26
11090 - Gardener	13.99
11122 - Housekeeping Aide	11.60
11150 - Janitor	11.60
11210 - Laborer, Grounds Maintenance	12.36
11240 - Maid or Houseman	10.37
11260 - Pruner	11.81
11270 - Tractor Operator	13.45
11330 - Trail Maintenance Worker	12.36
11360 - Window Cleaner	12.15
12000 - Health Occupations	
12010 - Ambulance Driver	15.66
12011 - Breath Alcohol Technician	17.61
12012 - Certified Occupational Therapist Assistant	25.70
12015 - Certified Physical Therapist Assistant	25.70
12020 - Dental Assistant	17.42
12025 - Dental Hygienist	30.53
12030 - EKG Technician	26.68
12035 - Electroneurodiagnostic Technologist	26.68

12040 - Emergency Medical Technician	15.66
12071 - Licensed Practical Nurse I	15.74
12072 - Licensed Practical Nurse II	17.61
12073 - Licensed Practical Nurse III	19.62
12100 - Medical Assistant	13.72
12130 - Medical Laboratory Technician	18.51
12160 - Medical Record Clerk	13.04
12190 - Medical Record Technician	14.22
12195 - Medical Transcriptionist	16.02
12210 - Nuclear Medicine Technologist	38.68
12221 - Nursing Assistant I	10.95
12222 - Nursing Assistant II	12.31
12223 - Nursing Assistant III	13.44
12224 - Nursing Assistant IV	15.09
12235 - Optical Dispenser	14.30
12236 - Optical Technician	14.83
12250 - Pharmacy Technician	13.32
12280 - Phlebotomist	16.18
12305 - Radiologic Technologist	26.51
12311 - Registered Nurse I	22.29
12312 - Registered Nurse II	27.27
12313 - Registered Nurse II, Specialist	26.28
12314 - Registered Nurse III	32.99
12315 - Registered Nurse III, Anesthetist	31.82
12316 - Registered Nurse IV	39.53
12317 - Scheduler (Drug and Alcohol Testing)	21.80
12320 - Substance Abuse Treatment Counselor	18.55
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	19.37
13012 - Exhibits Specialist II	23.99
13013 - Exhibits Specialist III	29.34
13041 - Illustrator I	19.37
13042 - Illustrator II	23.99
13043 - Illustrator III	29.34
13047 - Librarian	26.56
13050 - Library Aide/Clerk	11.50
13054 - Library Information Technology Systems Administrator	23.99
13058 - Library Technician	15.80
13061 - Media Specialist I	17.31
13062 - Media Specialist II	19.37
13063 - Media Specialist III	21.59
13071 - Photographer I	13.37
13072 - Photographer II	17.10
13073 - Photographer III	21.83
13074 - Photographer IV	26.69
13075 - Photographer V	28.08
13090 - Technical Order Library Clerk	15.81
13110 - Video Teleconference Technician	14.56
14000 - Information Technology Occupations	
14041 - Computer Operator I	16.48
14042 - Computer Operator II	18.43
14043 - Computer Operator III	21.18
14044 - Computer Operator IV	24.24
14045 - Computer Operator V	26.85
14071 - Computer Programmer I	(see 1) 22.65
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	16.48
14160 - Personal Computer Support Technician	24.24
14170 - System Support Specialist	27.23
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	28.42
15020 - Aircrew Training Devices Instructor (Rated)	34.50
15030 - Air Crew Training Devices Instructor (Pilot)	41.26
15050 - Computer Based Training Specialist / Instructor	28.42
15060 - Educational Technologist	27.99
15070 - Flight Instructor (Pilot)	41.26
15080 - Graphic Artist	20.42
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	41.34
15086 - Maintenance Test Pilot, Rotary Wing	41.34
15088 - Non-Maintenance Test/Co-Pilot	41.34
15090 - Technical Instructor	19.10
15095 - Technical Instructor/Course Developer	23.35
15110 - Test Proctor	15.81
15120 - Tutor	15.81
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	10.81
16030 - Counter Attendant	10.81
16040 - Dry Cleaner	13.74
16070 - Finisher, Flatwork, Machine	10.81
16090 - Presser, Hand	10.81
16110 - Presser, Machine, Drycleaning	10.81
16130 - Presser, Machine, Shirts	10.81
16160 - Presser, Machine, Wearing Apparel, Laundry	10.81
16190 - Sewing Machine Operator	14.31
16220 - Tailor	14.88
16250 - Washer, Machine	11.95
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	23.21
19040 - Tool And Die Maker	27.30
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	16.39
21030 - Material Coordinator	20.39
21040 - Material Expediter	20.39
21050 - Material Handling Laborer	13.08
21071 - Order Filler	12.55
21080 - Production Line Worker (Food Processing)	16.39
21110 - Shipping Packer	14.48
21130 - Shipping/Receiving Clerk	14.48
21140 - Store Worker I	17.89
21150 - Stock Clerk	20.45
21210 - Tools And Parts Attendant	16.39
21410 - Warehouse Specialist	16.39
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	27.78
23019 - Aircraft Logs and Records Technician	23.66
23021 - Aircraft Mechanic I	26.63
23022 - Aircraft Mechanic II	27.78
23023 - Aircraft Mechanic III	28.93
23040 - Aircraft Mechanic Helper	21.80
23050 - Aircraft, Painter	25.93
23060 - Aircraft Servicer	23.66
23070 - Aircraft Survival Flight Equipment Technician	25.93
23080 - Aircraft Worker	24.80
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	24.80
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	26.63
23110 - Appliance Mechanic	22.70

23120 - Bicycle Repairer	19.81
23125 - Cable Splicer	31.42
23130 - Carpenter, Maintenance	25.49
23140 - Carpet Layer	20.09
23160 - Electrician, Maintenance	31.24
23181 - Electronics Technician Maintenance I	25.92
23182 - Electronics Technician Maintenance II	27.09
23183 - Electronics Technician Maintenance III	28.34
23260 - Fabric Worker	21.96
23290 - Fire Alarm System Mechanic	21.17
23310 - Fire Extinguisher Repairer	21.05
23311 - Fuel Distribution System Mechanic	25.94
23312 - Fuel Distribution System Operator	21.80
23370 - General Maintenance Worker	19.36
23380 - Ground Support Equipment Mechanic	26.63
23381 - Ground Support Equipment Servicer	23.66
23382 - Ground Support Equipment Worker	24.80
23391 - Gunsmith I	21.05
23392 - Gunsmith II	23.02
23393 - Gunsmith III	25.10
23410 - Heating, Ventilation And Air-Conditioning Mechanic	24.27
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	25.29
23430 - Heavy Equipment Mechanic	22.33
23440 - Heavy Equipment Operator	28.71
23460 - Instrument Mechanic	25.65
23465 - Laboratory/Shelter Mechanic	24.06
23470 - Laborer	12.63
23510 - Locksmith	24.06
23530 - Machinery Maintenance Mechanic	23.29
23550 - Machinist, Maintenance	21.65
23580 - Maintenance Trades Helper	16.35
23591 - Metrology Technician I	25.65
23592 - Metrology Technician II	26.73
23593 - Metrology Technician III	27.83
23640 - Millwright	27.53
23710 - Office Appliance Repairer	19.62
23760 - Painter, Maintenance	22.55
23790 - Pipefitter, Maintenance	25.67
23810 - Plumber, Maintenance	24.61
23820 - Pneudraulic Systems Mechanic	25.10
23850 - Rigger	25.10
23870 - Scale Mechanic	23.02
23890 - Sheet-Metal Worker, Maintenance	27.91
23910 - Small Engine Mechanic	18.15
23931 - Telecommunications Mechanic I	27.06
23932 - Telecommunications Mechanic II	29.00
23950 - Telephone Lineman	27.64
23960 - Welder, Combination, Maintenance	18.91
23965 - Well Driller	25.10
23970 - Woodcraft Worker	25.10
23980 - Woodworker	21.05
24000 - Personal Needs Occupations	
24550 - Case Manager	13.38
24570 - Child Care Attendant	9.74
24580 - Child Care Center Clerk	13.55
24610 - Chore Aide	10.81
24620 - Family Readiness And Support Services Coordinator	13.38
24630 - Homemaker	13.51
25000 - Plant And System Operations Occupations	

25010 - Boiler Tender	31.31
25040 - Sewage Plant Operator	23.46
25070 - Stationary Engineer	31.31
25190 - Ventilation Equipment Tender	25.28
25210 - Water Treatment Plant Operator	23.46
27000 - Protective Service Occupations	
27004 - Alarm Monitor	22.25
27007 - Baggage Inspector	11.67
27008 - Corrections Officer	28.15
27010 - Court Security Officer	25.21
27030 - Detection Dog Handler	15.08
27040 - Detention Officer	28.15
27070 - Firefighter	19.70
27101 - Guard I	11.67
27102 - Guard II	15.08
27131 - Police Officer I	24.15
27132 - Police Officer II	26.84
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.71
28042 - Carnival Equipment Repairer	11.11
28043 - Carnival Worker	9.51
28210 - Gate Attendant/Gate Tender	13.69
28310 - Lifeguard	11.01
28350 - Park Attendant (Aide)	15.32
28510 - Recreation Aide/Health Facility Attendant	11.10
28515 - Recreation Specialist	18.61
28630 - Sports Official	12.20
28690 - Swimming Pool Operator	13.31
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	25.67
29020 - Hatch Tender	25.67
29030 - Line Handler	24.34
29041 - Stevedore I	24.50
29042 - Stevedore II	26.84
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	37.68
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	25.99
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	28.61
30021 - Archeological Technician I	18.93
30022 - Archeological Technician II	21.94
30023 - Archeological Technician III	27.17
30030 - Cartographic Technician	27.17
30040 - Civil Engineering Technician	25.95
30051 - Cryogenic Technician I	27.23
30052 - Cryogenic Technician II	30.07
30061 - Drafter/CAD Operator I	18.93
30062 - Drafter/CAD Operator II	21.94
30063 - Drafter/CAD Operator III	24.45
30064 - Drafter/CAD Operator IV	30.10
30081 - Engineering Technician I	18.52
30082 - Engineering Technician II	20.79
30083 - Engineering Technician III	23.25
30084 - Engineering Technician IV	28.85
30085 - Engineering Technician V	35.57
30086 - Engineering Technician VI	42.64
30090 - Environmental Technician	26.15
30095 - Evidence Control Specialist	24.59
30210 - Laboratory Technician	21.58
30221 - Latent Fingerprint Technician I	27.23
30222 - Latent Fingerprint Technician II	30.07
30240 - Mathematical Technician	27.17
30361 - Paralegal/Legal Assistant I	17.02

30362 - Paralegal/Legal Assistant II	21.08
30363 - Paralegal/Legal Assistant III	25.80
30364 - Paralegal/Legal Assistant IV	31.20
30375 - Petroleum Supply Specialist	30.07
30390 - Photo-Optics Technician	27.17
30395 - Radiation Control Technician	30.07
30461 - Technical Writer I	23.66
30462 - Technical Writer II	28.96
30463 - Technical Writer III	35.03
30491 - Unexploded Ordnance (UXO) Technician I	23.95
30492 - Unexploded Ordnance (UXO) Technician II	28.98
30493 - Unexploded Ordnance (UXO) Technician III	34.73
30494 - Unexploded (UXO) Safety Escort	23.95
30495 - Unexploded (UXO) Sweep Personnel	23.95
30501 - Weather Forecaster I	30.10
30502 - Weather Forecaster II	36.61
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2) 24.45
30621 - Weather Observer, Senior	(see 2) 27.17
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	28.98
31020 - Bus Aide	12.55
31030 - Bus Driver	16.32
31043 - Driver Courier	13.73
31260 - Parking and Lot Attendant	11.48
31290 - Shuttle Bus Driver	14.28
31310 - Taxi Driver	10.70
31361 - Truckdriver, Light	14.28
31362 - Truckdriver, Medium	14.84
31363 - Truckdriver, Heavy	19.89
31364 - Truckdriver, Tractor-Trailer	19.89
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.13
99030 - Cashier	9.48
99050 - Desk Clerk	10.11
99095 - Embalmer	33.04
99130 - Flight Follower	23.95
99251 - Laboratory Animal Caretaker I	10.88
99252 - Laboratory Animal Caretaker II	11.32
99260 - Marketing Analyst	23.58
99310 - Mortician	33.04
99410 - Pest Controller	14.99
99510 - Photofinishing Worker	12.58
99710 - Recycling Laborer	19.55
99711 - Recycling Specialist	21.26
99730 - Refuse Collector	18.67
99810 - Sales Clerk	11.36
99820 - School Crossing Guard	11.69
99830 - Survey Party Chief	28.51
99831 - Surveying Aide	14.77
99832 - Surveying Technician	20.48
99840 - Vending Machine Attendant	14.19
99841 - Vending Machine Repairer	16.07
99842 - Vending Machine Repairer Helper	14.30

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*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 twelve 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, the Day before Christmas, and Christmas Day. (A contractor may substitute for any of the named holidays another day of 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 15-4977 (Rev.-5) was first posted on www.wdol.gov on 01/16/2018

REGISTER OF WAGE DETERMINATIONS UNDER		U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT		EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor		WAGE AND HOUR DIVISION
		WASHINGTON D.C. 20210

Daniel W. Simms	Division of		Wage Determination No.: 2015-4977
Director	Wage Determinations		Revision No.: 5
			Date Of Revision: 01/10/2018

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.35 for calendar year 2018 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 \$10.35 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2018. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts

State: Iowa

Area: Iowa Counties of Benton, Jones, Linn

Fringe Benefits Required Follow the Occupational Listing		
OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.26
01012 - Accounting Clerk II		16.01
01013 - Accounting Clerk III		21.42
01020 - Administrative Assistant		21.69
01035 - Court Reporter		20.39
01041 - Customer Service Representative I		12.29
01042 - Customer Service Representative II		13.82
01043 - Customer Service Representative III		15.08
01051 - Data Entry Operator I		13.40
01052 - Data Entry Operator II		14.63
01060 - Dispatcher, Motor Vehicle		18.61
01070 - Document Preparation Clerk		15.74
01090 - Duplicating Machine Operator		15.74
01111 - General Clerk I		13.14
01112 - General Clerk II		14.34
01113 - General Clerk III		16.10
01120 - Housing Referral Assistant		18.85
01141 - Messenger Courier		11.00
01191 - Order Clerk I		15.33
01192 - Order Clerk II		16.85
01261 - Personnel Assistant (Employment) I		15.23
01262 - Personnel Assistant (Employment) II		17.04
01263 - Personnel Assistant (Employment) III		18.99
01270 - Production Control Clerk		20.91
01290 - Rental Clerk		10.87
01300 - Scheduler, Maintenance		15.12
01311 - Secretary I		15.12
01312 - Secretary II		16.91
01313 - Secretary III		18.85
01320 - Service Order Dispatcher		17.69

01410 - Supply Technician	21.69
01420 - Survey Worker	14.14
01460 - Switchboard Operator/Receptionist	14.17
01531 - Travel Clerk I	13.41
01532 - Travel Clerk II	14.50
01533 - Travel Clerk III	15.69
01611 - Word Processor I	13.88
01612 - Word Processor II	15.58
01613 - Word Processor III	17.43
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	21.72
05010 - Automotive Electrician	18.92
05040 - Automotive Glass Installer	18.09
05070 - Automotive Worker	18.09
05110 - Mobile Equipment Servicer	16.94
05130 - Motor Equipment Metal Mechanic	19.70
05160 - Motor Equipment Metal Worker	18.09
05190 - Motor Vehicle Mechanic	19.70
05220 - Motor Vehicle Mechanic Helper	16.40
05250 - Motor Vehicle Upholstery Worker	17.45
05280 - Motor Vehicle Wrecker	18.09
05310 - Painter, Automotive	18.92
05340 - Radiator Repair Specialist	18.09
05370 - Tire Repairer	16.02
05400 - Transmission Repair Specialist	19.70
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.95
07041 - Cook I	12.17
07042 - Cook II	13.70
07070 - Dishwasher	9.34
07130 - Food Service Worker	10.58
07210 - Meat Cutter	14.01
07260 - Waiter/Waitress	9.48
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.76
09040 - Furniture Handler	15.32
09080 - Furniture Refinisher	20.24
09090 - Furniture Refinisher Helper	16.46
09110 - Furniture Repairer, Minor	18.49
09130 - Upholsterer	20.24
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.91
11060 - Elevator Operator	12.00
11090 - Gardener	16.01
11122 - Housekeeping Aide	12.98
11150 - Janitor	12.98
11210 - Laborer, Grounds Maintenance	13.55
11240 - Maid or Houseman	10.28
11260 - Pruner	12.59
11270 - Tractor Operator	15.47
11330 - Trail Maintenance Worker	13.55
11360 - Window Cleaner	13.98
12000 - Health Occupations	
12010 - Ambulance Driver	15.48
12011 - Breath Alcohol Technician	18.11
12012 - Certified Occupational Therapist Assistant	23.45
12015 - Certified Physical Therapist Assistant	22.25
12020 - Dental Assistant	21.60
12025 - Dental Hygienist	34.07
12030 - EKG Technician	27.44
12035 - Electroneurodiagnostic Technologist	27.44
12040 - Emergency Medical Technician	15.48

12071 - Licensed Practical Nurse I	16.19
12072 - Licensed Practical Nurse II	18.11
12073 - Licensed Practical Nurse III	20.18
12100 - Medical Assistant	15.79
12130 - Medical Laboratory Technician	18.61
12160 - Medical Record Clerk	17.19
12190 - Medical Record Technician	19.50
12195 - Medical Transcriptionist	17.38
12210 - Nuclear Medicine Technologist	39.78
12221 - Nursing Assistant I	10.66
12222 - Nursing Assistant II	11.98
12223 - Nursing Assistant III	13.07
12224 - Nursing Assistant IV	14.67
12235 - Optical Dispenser	15.13
12236 - Optical Technician	16.19
12250 - Pharmacy Technician	16.23
12280 - Phlebotomist	14.67
12305 - Radiologic Technologist	24.45
12311 - Registered Nurse I	21.66
12312 - Registered Nurse II	26.51
12313 - Registered Nurse II, Specialist	26.51
12314 - Registered Nurse III	32.08
12315 - Registered Nurse III, Anesthetist	32.08
12316 - Registered Nurse IV	38.42
12317 - Scheduler (Drug and Alcohol Testing)	22.42
12320 - Substance Abuse Treatment Counselor	22.42
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	17.56
13012 - Exhibits Specialist II	21.43
13013 - Exhibits Specialist III	26.17
13041 - Illustrator I	16.72
13042 - Illustrator II	20.71
13043 - Illustrator III	25.34
13047 - Librarian	22.94
13050 - Library Aide/Clerk	11.72
13054 - Library Information Technology Systems Administrator	20.71
13058 - Library Technician	13.33
13061 - Media Specialist I	14.95
13062 - Media Specialist II	16.72
13063 - Media Specialist III	18.64
13071 - Photographer I	14.72
13072 - Photographer II	17.66
13073 - Photographer III	20.94
13074 - Photographer IV	26.01
13075 - Photographer V	30.93
13090 - Technical Order Library Clerk	15.74
13110 - Video Teleconference Technician	16.03
14000 - Information Technology Occupations	
14041 - Computer Operator I	15.88
14042 - Computer Operator II	17.76
14043 - Computer Operator III	19.79
14044 - Computer Operator IV	21.99
14045 - Computer Operator V	24.36
14071 - Computer Programmer I	(see 1) 20.67
14072 - Computer Programmer II	(see 1) 25.59
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1) 27.53
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment Operator	15.88

14160 - Personal Computer Support Technician	21.99
14170 - System Support Specialist	25.49
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	27.53
15020 - Aircrew Training Devices Instructor (Rated)	33.31
15030 - Air Crew Training Devices Instructor (Pilot)	39.12
15050 - Computer Based Training Specialist / Instructor	27.53
15060 - Educational Technologist	32.18
15070 - Flight Instructor (Pilot)	39.12
15080 - Graphic Artist	21.56
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	36.25
15086 - Maintenance Test Pilot, Rotary Wing	36.25
15088 - Non-Maintenance Test/Co-Pilot	36.25
15090 - Technical Instructor	21.98
15095 - Technical Instructor/Course Developer	26.90
15110 - Test Proctor	17.75
15120 - Tutor	17.75
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	11.53
16030 - Counter Attendant	11.53
16040 - Dry Cleaner	13.74
16070 - Finisher, Flatwork, Machine	11.53
16090 - Presser, Hand	11.53
16110 - Presser, Machine, Drycleaning	11.53
16130 - Presser, Machine, Shirts	11.53
16160 - Presser, Machine, Wearing Apparel, Laundry	11.53
16190 - Sewing Machine Operator	14.31
16220 - Tailor	14.88
16250 - Washer, Machine	12.60
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	21.42
19040 - Tool And Die Maker	24.28
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	18.79
21030 - Material Coordinator	20.91
21040 - Material Expediter	20.91
21050 - Material Handling Laborer	15.82
21071 - Order Filler	11.17
21080 - Production Line Worker (Food Processing)	18.79
21110 - Shipping Packer	17.16
21130 - Shipping/Receiving Clerk	15.94
21140 - Store Worker I	15.09
21150 - Stock Clerk	18.84
21210 - Tools And Parts Attendant	18.79
21410 - Warehouse Specialist	18.79
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	26.22
23019 - Aircraft Logs and Records Technician	21.81
23021 - Aircraft Mechanic I	25.22
23022 - Aircraft Mechanic II	26.22
23023 - Aircraft Mechanic III	26.99
23040 - Aircraft Mechanic Helper	19.38
23050 - Aircraft, Painter	24.22
23060 - Aircraft Servicer	21.81
23070 - Aircraft Survival Flight Equipment Technician	24.22
23080 - Aircraft Worker	23.16
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	23.16
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	25.22
23110 - Appliance Mechanic	21.89
23120 - Bicycle Repairer	19.21

23125 - Cable Splicer	33.75
23130 - Carpenter, Maintenance	20.39
23140 - Carpet Layer	23.16
23160 - Electrician, Maintenance	30.81
23181 - Electronics Technician Maintenance I	23.27
23182 - Electronics Technician Maintenance II	24.15
23183 - Electronics Technician Maintenance III	25.31
23260 - Fabric Worker	21.81
23290 - Fire Alarm System Mechanic	22.78
23310 - Fire Extinguisher Repairer	20.57
23311 - Fuel Distribution System Mechanic	25.70
23312 - Fuel Distribution System Operator	21.26
23370 - General Maintenance Worker	19.25
23380 - Ground Support Equipment Mechanic	25.22
23381 - Ground Support Equipment Servicer	21.81
23382 - Ground Support Equipment Worker	23.16
23391 - Gunsmith I	20.57
23392 - Gunsmith II	23.16
23393 - Gunsmith III	25.22
23410 - Heating, Ventilation And Air-Conditioning Mechanic	27.46
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	28.54
23430 - Heavy Equipment Mechanic	24.68
23440 - Heavy Equipment Operator	23.43
23460 - Instrument Mechanic	25.06
23465 - Laboratory/Shelter Mechanic	24.22
23470 - Laborer	13.70
23510 - Locksmith	24.22
23530 - Machinery Maintenance Mechanic	29.38
23550 - Machinist, Maintenance	21.86
23580 - Maintenance Trades Helper	16.46
23591 - Metrology Technician I	25.06
23592 - Metrology Technician II	26.05
23593 - Metrology Technician III	26.81
23640 - Millwright	25.83
23710 - Office Appliance Repairer	20.39
23760 - Painter, Maintenance	18.50
23790 - Pipefitter, Maintenance	25.98
23810 - Plumber, Maintenance	24.95
23820 - Pneudraulic Systems Mechanic	25.22
23850 - Rigger	25.22
23870 - Scale Mechanic	23.16
23890 - Sheet-Metal Worker, Maintenance	23.85
23910 - Small Engine Mechanic	21.14
23931 - Telecommunications Mechanic I	25.52
23932 - Telecommunications Mechanic II	26.53
23950 - Telephone Lineman	21.45
23960 - Welder, Combination, Maintenance	20.27
23965 - Well Driller	25.22
23970 - Woodcraft Worker	25.22
23980 - Woodworker	20.57
24000 - Personal Needs Occupations	
24550 - Case Manager	13.75
24570 - Child Care Attendant	10.46
24580 - Child Care Center Clerk	13.04
24610 - Chore Aide	11.06
24620 - Family Readiness And Support Services Coordinator	13.75
24630 - Homemaker	15.31
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.22

25040 - Sewage Plant Operator	22.65
25070 - Stationary Engineer	25.22
25190 - Ventilation Equipment Tender	19.38
25210 - Water Treatment Plant Operator	22.65
27000 - Protective Service Occupations	
27004 - Alarm Monitor	21.56
27007 - Baggage Inspector	12.05
27008 - Corrections Officer	22.90
27010 - Court Security Officer	21.05
27030 - Detection Dog Handler	15.83
27040 - Detention Officer	22.90
27070 - Firefighter	22.61
27101 - Guard I	12.05
27102 - Guard II	15.83
27131 - Police Officer I	25.69
27132 - Police Officer II	28.55
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.07
28042 - Carnival Equipment Repairer	11.75
28043 - Carnival Worker	9.09
28210 - Gate Attendant/Gate Tender	14.85
28310 - Lifeguard	11.01
28350 - Park Attendant (Aide)	16.62
28510 - Recreation Aide/Health Facility Attendant	12.12
28515 - Recreation Specialist	20.58
28630 - Sports Official	13.23
28690 - Swimming Pool Operator	15.27
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	25.32
29020 - Hatch Tender	25.32
29030 - Line Handler	25.32
29041 - Stevedore I	22.50
29042 - Stevedore II	26.49
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	17.33
30022 - Archeological Technician II	21.58
30023 - Archeological Technician III	24.03
30030 - Cartographic Technician	24.03
30040 - Civil Engineering Technician	22.29
30051 - Cryogenic Technician I	25.97
30052 - Cryogenic Technician II	28.69
30061 - Drafter/CAD Operator I	17.33
30062 - Drafter/CAD Operator II	21.58
30063 - Drafter/CAD Operator III	22.11
30064 - Drafter/CAD Operator IV	26.60
30081 - Engineering Technician I	15.65
30082 - Engineering Technician II	17.86
30083 - Engineering Technician III	20.62
30084 - Engineering Technician IV	24.34
30085 - Engineering Technician V	29.79
30086 - Engineering Technician VI	36.05
30090 - Environmental Technician	24.03
30095 - Evidence Control Specialist	23.44
30210 - Laboratory Technician	25.15
30221 - Latent Fingerprint Technician I	25.97
30222 - Latent Fingerprint Technician II	28.69
30240 - Mathematical Technician	24.03
30361 - Paralegal/Legal Assistant I	17.30
30362 - Paralegal/Legal Assistant II	21.45

30363 - Paralegal/Legal Assistant III	26.24
30364 - Paralegal/Legal Assistant IV	31.75
30375 - Petroleum Supply Specialist	28.69
30390 - Photo-Optics Technician	24.03
30395 - Radiation Control Technician	28.69
30461 - Technical Writer I	21.88
30462 - Technical Writer II	26.75
30463 - Technical Writer III	32.37
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	25.97
30502 - Weather Forecaster II	31.59
30620 - Weather Observer, Combined Upper Air Or	(see 2) 22.11
Surface Programs	
30621 - Weather Observer, Senior	(see 2) 24.03
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	28.85
31020 - Bus Aide	13.78
31030 - Bus Driver	17.31
31043 - Driver Courier	14.30
31260 - Parking and Lot Attendant	11.13
31290 - Shuttle Bus Driver	15.18
31310 - Taxi Driver	12.42
31361 - Truckdriver, Light	15.18
31362 - Truckdriver, Medium	16.09
31363 - Truckdriver, Heavy	20.30
31364 - Truckdriver, Tractor-Trailer	20.30
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.07
99030 - Cashier	9.20
99050 - Desk Clerk	10.47
99095 - Embalmer	24.57
99130 - Flight Follower	23.85
99251 - Laboratory Animal Caretaker I	12.85
99252 - Laboratory Animal Caretaker II	13.63
99260 - Marketing Analyst	25.61
99310 - Mortician	24.57
99410 - Pest Controller	18.87
99510 - Photofinishing Worker	12.53
99710 - Recycling Laborer	15.04
99711 - Recycling Specialist	17.17
99730 - Refuse Collector	13.97
99810 - Sales Clerk	12.45
99820 - School Crossing Guard	13.71
99830 - Survey Party Chief	29.71
99831 - Surveying Aide	14.87
99832 - Surveying Technician	20.37
99840 - Vending Machine Attendant	14.32
99841 - Vending Machine Repairer	16.28
99842 - Vending Machine Repairer Helper	14.32

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*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 25 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 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 15-4987 (Rev.-6) was first posted on www.wdol.gov on 01/16/2018

REGISTER OF WAGE DETERMINATIONS UNDER		U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT		EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor		WAGE AND HOUR DIVISION
		WASHINGTON D.C. 20210

Daniel W. Simms	Division of		Wage Determination No.: 2015-4987
Director	Wage Determinations		Revision No.: 6
			Date Of Revision: 01/10/2018

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.35 for calendar year 2018 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 \$10.35 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2018. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts

State: Iowa

Area: Iowa Counties of Allamakee, Buchanan, Butler, Chickasaw, Clayton, Delaware, Fayette, Floyd, Howard, Mitchell, Winneshiek

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.93
01012 - Accounting Clerk II		15.40
01013 - Accounting Clerk III		21.42
01020 - Administrative Assistant		19.38
01035 - Court Reporter		20.39
01041 - Customer Service Representative I		13.27
01042 - Customer Service Representative II		14.91
01043 - Customer Service Representative III		16.27
01051 - Data Entry Operator I		13.66
01052 - Data Entry Operator II		14.91
01060 - Dispatcher, Motor Vehicle		18.61
01070 - Document Preparation Clerk		14.31
01090 - Duplicating Machine Operator		14.31
01111 - General Clerk I		11.63
01112 - General Clerk II		12.68
01113 - General Clerk III		14.24
01120 - Housing Referral Assistant		17.03
01141 - Messenger Courier		11.00
01191 - Order Clerk I		14.63
01192 - Order Clerk II		16.23
01261 - Personnel Assistant (Employment) I		14.60
01262 - Personnel Assistant (Employment) II		16.34
01263 - Personnel Assistant (Employment) III		18.22
01270 - Production Control Clerk		20.47
01290 - Rental Clerk		10.87
01300 - Scheduler, Maintenance		13.66
01311 - Secretary I		13.66
01312 - Secretary II		15.28
01313 - Secretary III		17.03

01320 - Service Order Dispatcher	17.69
01410 - Supply Technician	19.38
01420 - Survey Worker	14.98
01460 - Switchboard Operator/Receptionist	12.77
01531 - Travel Clerk I	13.20
01532 - Travel Clerk II	14.27
01533 - Travel Clerk III	15.44
01611 - Word Processor I	12.16
01612 - Word Processor II	13.66
01613 - Word Processor III	15.28
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	19.02
05010 - Automotive Electrician	18.51
05040 - Automotive Glass Installer	18.00
05070 - Automotive Worker	18.00
05110 - Mobile Equipment Servicer	16.94
05130 - Motor Equipment Metal Mechanic	19.02
05160 - Motor Equipment Metal Worker	18.00
05190 - Motor Vehicle Mechanic	19.02
05220 - Motor Vehicle Mechanic Helper	16.40
05250 - Motor Vehicle Upholstery Worker	17.45
05280 - Motor Vehicle Wrecker	18.00
05310 - Painter, Automotive	18.51
05340 - Radiator Repair Specialist	18.00
05370 - Tire Repairer	15.47
05400 - Transmission Repair Specialist	19.02
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.88
07041 - Cook I	11.54
07042 - Cook II	13.09
07070 - Dishwasher	8.74
07130 - Food Service Worker	9.55
07210 - Meat Cutter	14.01
07260 - Waiter/Waitress	9.07
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.76
09040 - Furniture Handler	15.32
09080 - Furniture Refinisher	20.24
09090 - Furniture Refinisher Helper	16.46
09110 - Furniture Repairer, Minor	18.49
09130 - Upholsterer	20.24
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.25
11060 - Elevator Operator	11.85
11090 - Gardener	13.34
11122 - Housekeeping Aide	11.85
11150 - Janitor	11.85
11210 - Laborer, Grounds Maintenance	11.79
11240 - Maid or Houseman	10.11
11260 - Pruner	10.95
11270 - Tractor Operator	13.46
11330 - Trail Maintenance Worker	11.79
11360 - Window Cleaner	12.87
12000 - Health Occupations	
12010 - Ambulance Driver	15.73
12011 - Breath Alcohol Technician	17.62
12012 - Certified Occupational Therapist Assistant	23.45
12015 - Certified Physical Therapist Assistant	22.25
12020 - Dental Assistant	20.34
12025 - Dental Hygienist	31.35
12030 - EKG Technician	26.69
12035 - Electroneurodiagnostic Technologist	26.69

12040 - Emergency Medical Technician	15.73
12071 - Licensed Practical Nurse I	15.75
12072 - Licensed Practical Nurse II	17.62
12073 - Licensed Practical Nurse III	19.63
12100 - Medical Assistant	14.65
12130 - Medical Laboratory Technician	19.77
12160 - Medical Record Clerk	15.21
12190 - Medical Record Technician	17.01
12195 - Medical Transcriptionist	16.18
12210 - Nuclear Medicine Technologist	38.70
12221 - Nursing Assistant I	10.97
12222 - Nursing Assistant II	12.34
12223 - Nursing Assistant III	13.47
12224 - Nursing Assistant IV	15.12
12235 - Optical Dispenser	15.13
12236 - Optical Technician	15.75
12250 - Pharmacy Technician	16.23
12280 - Phlebotomist	15.12
12305 - Radiologic Technologist	26.27
12311 - Registered Nurse I	21.66
12312 - Registered Nurse II	26.51
12313 - Registered Nurse II, Specialist	26.51
12314 - Registered Nurse III	32.08
12315 - Registered Nurse III, Anesthetist	32.08
12316 - Registered Nurse IV	38.42
12317 - Scheduler (Drug and Alcohol Testing)	21.81
12320 - Substance Abuse Treatment Counselor	25.32
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	17.56
13012 - Exhibits Specialist II	21.43
13013 - Exhibits Specialist III	26.17
13041 - Illustrator I	16.69
13042 - Illustrator II	20.69
13043 - Illustrator III	25.31
13047 - Librarian	22.91
13050 - Library Aide/Clerk	10.65
13054 - Library Information Technology Systems Administrator	20.69
13058 - Library Technician	13.33
13061 - Media Specialist I	14.93
13062 - Media Specialist II	16.69
13063 - Media Specialist III	18.62
13071 - Photographer I	14.72
13072 - Photographer II	17.66
13073 - Photographer III	20.94
13074 - Photographer IV	26.01
13075 - Photographer V	30.93
13090 - Technical Order Library Clerk	15.49
13110 - Video Teleconference Technician	16.03
14000 - Information Technology Occupations	
14041 - Computer Operator I	13.51
14042 - Computer Operator II	15.11
14043 - Computer Operator III	18.95
14044 - Computer Operator IV	21.08
14045 - Computer Operator V	23.33
14071 - Computer Programmer I	(see 1) 20.67
14072 - Computer Programmer II	(see 1) 25.59
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1) 27.53
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)

14150 - Peripheral Equipment Operator	13.51
14160 - Personal Computer Support Technician	21.08
14170 - System Support Specialist	24.46
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	27.53
15020 - Aircrew Training Devices Instructor (Rated)	33.31
15030 - Air Crew Training Devices Instructor (Pilot)	39.12
15050 - Computer Based Training Specialist / Instructor	27.53
15060 - Educational Technologist	30.09
15070 - Flight Instructor (Pilot)	39.12
15080 - Graphic Artist	19.60
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	36.31
15086 - Maintenance Test Pilot, Rotary Wing	36.31
15088 - Non-Maintenance Test/Co-Pilot	36.31
15090 - Technical Instructor	18.70
15095 - Technical Instructor/Course Developer	22.98
15110 - Test Proctor	15.09
15120 - Tutor	15.09
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	10.22
16030 - Counter Attendant	10.22
16040 - Dry Cleaner	12.42
16070 - Finisher, Flatwork, Machine	10.22
16090 - Presser, Hand	10.22
16110 - Presser, Machine, Drycleaning	10.22
16130 - Presser, Machine, Shirts	10.22
16160 - Presser, Machine, Wearing Apparel, Laundry	10.22
16190 - Sewing Machine Operator	13.37
16220 - Tailor	14.31
16250 - Washer, Machine	10.71
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	19.47
19040 - Tool And Die Maker	22.07
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	15.86
21030 - Material Coordinator	20.47
21040 - Material Expediter	20.47
21050 - Material Handling Laborer	15.82
21071 - Order Filler	11.54
21080 - Production Line Worker (Food Processing)	15.86
21110 - Shipping Packer	17.16
21130 - Shipping/Receiving Clerk	16.41
21140 - Store Worker I	14.36
21150 - Stock Clerk	17.94
21210 - Tools And Parts Attendant	15.86
21410 - Warehouse Specialist	15.86
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	23.70
23019 - Aircraft Logs and Records Technician	19.85
23021 - Aircraft Mechanic I	22.78
23022 - Aircraft Mechanic II	23.70
23023 - Aircraft Mechanic III	24.39
23040 - Aircraft Mechanic Helper	17.66
23050 - Aircraft, Painter	21.89
23060 - Aircraft Servicer	19.85
23070 - Aircraft Survival Flight Equipment Technician	21.89
23080 - Aircraft Worker	20.94
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	20.94
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	22.78
23110 - Appliance Mechanic	21.89

23120 - Bicycle Repairer	17.40
23125 - Cable Splicer	32.35
23130 - Carpenter, Maintenance	20.39
23140 - Carpet Layer	20.94
23160 - Electrician, Maintenance	25.46
23181 - Electronics Technician Maintenance I	23.69
23182 - Electronics Technician Maintenance II	25.00
23183 - Electronics Technician Maintenance III	26.27
23260 - Fabric Worker	19.85
23290 - Fire Alarm System Mechanic	22.78
23310 - Fire Extinguisher Repairer	18.75
23311 - Fuel Distribution System Mechanic	23.36
23312 - Fuel Distribution System Operator	19.33
23370 - General Maintenance Worker	18.15
23380 - Ground Support Equipment Mechanic	22.78
23381 - Ground Support Equipment Servicer	19.85
23382 - Ground Support Equipment Worker	20.94
23391 - Gunsmith I	18.75
23392 - Gunsmith II	20.94
23393 - Gunsmith III	22.78
23410 - Heating, Ventilation And Air-Conditioning Mechanic	24.46
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	25.68
23430 - Heavy Equipment Mechanic	22.92
23440 - Heavy Equipment Operator	20.66
23460 - Instrument Mechanic	22.78
23465 - Laboratory/Shelter Mechanic	21.89
23470 - Laborer	13.26
23510 - Locksmith	21.89
23530 - Machinery Maintenance Mechanic	24.28
23550 - Machinist, Maintenance	19.63
23580 - Maintenance Trades Helper	16.46
23591 - Metrology Technician I	22.78
23592 - Metrology Technician II	23.57
23593 - Metrology Technician III	24.26
23640 - Millwright	23.19
23710 - Office Appliance Repairer	20.39
23760 - Painter, Maintenance	20.89
23790 - Pipefitter, Maintenance	25.63
23810 - Plumber, Maintenance	21.82
23820 - Pneudraulic Systems Mechanic	22.78
23850 - Rigger	22.78
23870 - Scale Mechanic	20.94
23890 - Sheet-Metal Worker, Maintenance	22.17
23910 - Small Engine Mechanic	19.74
23931 - Telecommunications Mechanic I	26.20
23932 - Telecommunications Mechanic II	27.46
23950 - Telephone Lineman	21.90
23960 - Welder, Combination, Maintenance	20.27
23965 - Well Driller	22.78
23970 - Woodcraft Worker	22.78
23980 - Woodworker	18.75
24000 - Personal Needs Occupations	
24550 - Case Manager	14.68
24570 - Child Care Attendant	9.63
24580 - Child Care Center Clerk	12.02
24610 - Chore Aide	11.84
24620 - Family Readiness And Support Services Coordinator	14.68
24630 - Homemaker	15.31
25000 - Plant And System Operations Occupations	

25010 - Boiler Tender	22.78
25040 - Sewage Plant Operator	18.72
25070 - Stationary Engineer	22.78
25190 - Ventilation Equipment Tender	17.66
25210 - Water Treatment Plant Operator	18.72
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.82
27007 - Baggage Inspector	11.49
27008 - Corrections Officer	18.93
27010 - Court Security Officer	19.14
27030 - Detection Dog Handler	14.39
27040 - Detention Officer	18.93
27070 - Firefighter	18.95
27101 - Guard I	11.49
27102 - Guard II	14.39
27131 - Police Officer I	21.40
27132 - Police Officer II	23.77
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.21
28042 - Carnival Equipment Repairer	11.99
28043 - Carnival Worker	9.09
28210 - Gate Attendant/Gate Tender	13.85
28310 - Lifeguard	11.01
28350 - Park Attendant (Aide)	15.50
28510 - Recreation Aide/Health Facility Attendant	11.31
28515 - Recreation Specialist	19.20
28630 - Sports Official	12.34
28690 - Swimming Pool Operator	15.27
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	20.93
29020 - Hatch Tender	20.93
29030 - Line Handler	20.93
29041 - Stevedore I	18.59
29042 - Stevedore II	21.89
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	17.33
30022 - Archeological Technician II	21.58
30023 - Archeological Technician III	24.03
30030 - Cartographic Technician	24.03
30040 - Civil Engineering Technician	25.97
30051 - Cryogenic Technician I	22.63
30052 - Cryogenic Technician II	24.99
30061 - Drafter/CAD Operator I	17.33
30062 - Drafter/CAD Operator II	21.58
30063 - Drafter/CAD Operator III	22.11
30064 - Drafter/CAD Operator IV	26.60
30081 - Engineering Technician I	15.65
30082 - Engineering Technician II	17.86
30083 - Engineering Technician III	20.62
30084 - Engineering Technician IV	24.34
30085 - Engineering Technician V	29.79
30086 - Engineering Technician VI	36.05
30090 - Environmental Technician	24.03
30095 - Evidence Control Specialist	20.43
30210 - Laboratory Technician	25.15
30221 - Latent Fingerprint Technician I	22.63
30222 - Latent Fingerprint Technician II	24.99
30240 - Mathematical Technician	24.03
30361 - Paralegal/Legal Assistant I	16.33

30362 - Paralegal/Legal Assistant II	20.22
30363 - Paralegal/Legal Assistant III	24.73
30364 - Paralegal/Legal Assistant IV	29.93
30375 - Petroleum Supply Specialist	24.99
30390 - Photo-Optics Technician	24.03
30395 - Radiation Control Technician	24.99
30461 - Technical Writer I	20.20
30462 - Technical Writer II	24.72
30463 - Technical Writer III	29.91
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	26.60
30502 - Weather Forecaster II	32.36
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2) 22.11
30621 - Weather Observer, Senior	(see 2) 24.03
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	28.85
31020 - Bus Aide	12.53
31030 - Bus Driver	15.72
31043 - Driver Courier	13.66
31260 - Parking and Lot Attendant	11.13
31290 - Shuttle Bus Driver	14.60
31310 - Taxi Driver	12.42
31361 - Truckdriver, Light	14.60
31362 - Truckdriver, Medium	15.56
31363 - Truckdriver, Heavy	19.87
31364 - Truckdriver, Tractor-Trailer	19.87
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.07
99030 - Cashier	9.50
99050 - Desk Clerk	9.56
99095 - Embalmer	28.06
99130 - Flight Follower	23.85
99251 - Laboratory Animal Caretaker I	12.85
99252 - Laboratory Animal Caretaker II	13.63
99260 - Marketing Analyst	21.76
99310 - Mortician	28.06
99410 - Pest Controller	18.87
99510 - Photofinishing Worker	12.33
99710 - Recycling Laborer	16.22
99711 - Recycling Specialist	18.77
99730 - Refuse Collector	14.93
99810 - Sales Clerk	12.45
99820 - School Crossing Guard	15.03
99830 - Survey Party Chief	24.55
99831 - Surveying Aide	12.29
99832 - Surveying Technician	16.84
99840 - Vending Machine Attendant	15.75
99841 - Vending Machine Repairer	17.28
99842 - Vending Machine Repairer Helper	15.75

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*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 25 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 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 15-4981 (Rev.-5) was first posted on www.wdol.gov on 01/16/2018

REGISTER OF WAGE DETERMINATIONS UNDER		U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT		EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor		WAGE AND HOUR DIVISION
		WASHINGTON D.C. 20210

Daniel W. Simms	Division of	Wage Determination No.: 2015-4981
Director	Wage Determinations	Revision No.: 5
		Date Of Revision: 01/10/2018

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.35 for calendar year 2018 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 \$10.35 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2018. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts

State: Iowa

Area: Iowa County of Dubuque

Fringe Benefits Required Follow the Occupational Listing		
OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.11
01012 - Accounting Clerk II		15.40
01013 - Accounting Clerk III		21.42
01020 - Administrative Assistant		19.38
01035 - Court Reporter		20.39
01041 - Customer Service Representative I		12.90
01042 - Customer Service Representative II		14.50
01043 - Customer Service Representative III		15.83
01051 - Data Entry Operator I		12.49
01052 - Data Entry Operator II		14.56
01060 - Dispatcher, Motor Vehicle		18.61
01070 - Document Preparation Clerk		15.24
01090 - Duplicating Machine Operator		15.24
01111 - General Clerk I		12.47
01112 - General Clerk II		13.61
01113 - General Clerk III		15.28
01120 - Housing Referral Assistant		18.94
01141 - Messenger Courier		12.10
01191 - Order Clerk I		14.63
01192 - Order Clerk II		16.95
01261 - Personnel Assistant (Employment) I		15.19
01262 - Personnel Assistant (Employment) II		16.99
01263 - Personnel Assistant (Employment) III		18.94
01270 - Production Control Clerk		20.06
01290 - Rental Clerk		11.33
01300 - Scheduler, Maintenance		15.19
01311 - Secretary I		15.19
01312 - Secretary II		16.99
01313 - Secretary III		18.94
01320 - Service Order Dispatcher		17.69

01410 - Supply Technician	19.38
01420 - Survey Worker	14.63
01460 - Switchboard Operator/Receptionist	13.58
01531 - Travel Clerk I	13.41
01532 - Travel Clerk II	14.50
01533 - Travel Clerk III	15.69
01611 - Word Processor I	13.53
01612 - Word Processor II	15.19
01613 - Word Processor III	16.99
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	19.02
05010 - Automotive Electrician	18.51
05040 - Automotive Glass Installer	18.00
05070 - Automotive Worker	18.00
05110 - Mobile Equipment Servicer	16.94
05130 - Motor Equipment Metal Mechanic	19.02
05160 - Motor Equipment Metal Worker	18.00
05190 - Motor Vehicle Mechanic	19.02
05220 - Motor Vehicle Mechanic Helper	16.40
05250 - Motor Vehicle Upholstery Worker	17.45
05280 - Motor Vehicle Wrecker	18.00
05310 - Painter, Automotive	18.51
05340 - Radiator Repair Specialist	18.00
05370 - Tire Repairer	15.19
05400 - Transmission Repair Specialist	19.02
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.80
07041 - Cook I	11.54
07042 - Cook II	12.65
07070 - Dishwasher	8.78
07130 - Food Service Worker	9.17
07210 - Meat Cutter	14.01
07260 - Waiter/Waitress	9.19
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.76
09040 - Furniture Handler	15.32
09080 - Furniture Refinisher	20.24
09090 - Furniture Refinisher Helper	16.46
09110 - Furniture Repairer, Minor	18.49
09130 - Upholsterer	20.24
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.91
11060 - Elevator Operator	12.00
11090 - Gardener	13.30
11122 - Housekeeping Aide	12.04
11150 - Janitor	12.04
11210 - Laborer, Grounds Maintenance	11.79
11240 - Maid or Houseman	10.36
11260 - Pruner	11.20
11270 - Tractor Operator	13.46
11330 - Trail Maintenance Worker	11.79
11360 - Window Cleaner	12.61
12000 - Health Occupations	
12010 - Ambulance Driver	15.48
12011 - Breath Alcohol Technician	18.72
12012 - Certified Occupational Therapist Assistant	23.45
12015 - Certified Physical Therapist Assistant	22.25
12020 - Dental Assistant	17.85
12025 - Dental Hygienist	33.32
12030 - EKG Technician	28.36
12035 - Electroneurodiagnostic Technologist	28.36
12040 - Emergency Medical Technician	15.48

12071 - Licensed Practical Nurse I	16.73
12072 - Licensed Practical Nurse II	18.72
12073 - Licensed Practical Nurse III	20.86
12100 - Medical Assistant	15.35
12130 - Medical Laboratory Technician	19.77
12160 - Medical Record Clerk	15.63
12190 - Medical Record Technician	18.04
12195 - Medical Transcriptionist	16.73
12210 - Nuclear Medicine Technologist	41.13
12221 - Nursing Assistant I	10.99
12222 - Nursing Assistant II	12.36
12223 - Nursing Assistant III	13.49
12224 - Nursing Assistant IV	15.15
12235 - Optical Dispenser	16.82
12236 - Optical Technician	16.73
12250 - Pharmacy Technician	16.23
12280 - Phlebotomist	14.67
12305 - Radiologic Technologist	26.80
12311 - Registered Nurse I	21.66
12312 - Registered Nurse II	26.51
12313 - Registered Nurse II, Specialist	26.51
12314 - Registered Nurse III	32.08
12315 - Registered Nurse III, Anesthetist	32.08
12316 - Registered Nurse IV	38.42
12317 - Scheduler (Drug and Alcohol Testing)	23.18
12320 - Substance Abuse Treatment Counselor	16.15
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	17.79
13012 - Exhibits Specialist II	22.03
13013 - Exhibits Specialist III	26.95
13041 - Illustrator I	17.79
13042 - Illustrator II	22.03
13043 - Illustrator III	26.95
13047 - Librarian	24.40
13050 - Library Aide/Clerk	11.72
13054 - Library Information Technology Systems Administrator	22.03
13058 - Library Technician	16.13
13061 - Media Specialist I	15.90
13062 - Media Specialist II	17.79
13063 - Media Specialist III	19.82
13071 - Photographer I	15.90
13072 - Photographer II	17.79
13073 - Photographer III	22.03
13074 - Photographer IV	26.95
13075 - Photographer V	32.60
13090 - Technical Order Library Clerk	16.96
13110 - Video Teleconference Technician	16.03
14000 - Information Technology Occupations	
14041 - Computer Operator I	13.51
14042 - Computer Operator II	15.11
14043 - Computer Operator III	18.95
14044 - Computer Operator IV	21.08
14045 - Computer Operator V	23.33
14071 - Computer Programmer I	(see 1) 20.67
14072 - Computer Programmer II	(see 1) 25.59
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1) 27.53
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment Operator	13.51

14160 - Personal Computer Support Technician	21.08
14170 - System Support Specialist	22.16
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	27.53
15020 - Aircrew Training Devices Instructor (Rated)	33.31
15030 - Air Crew Training Devices Instructor (Pilot)	39.12
15050 - Computer Based Training Specialist / Instructor	27.53
15060 - Educational Technologist	26.59
15070 - Flight Instructor (Pilot)	39.12
15080 - Graphic Artist	19.60
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	38.26
15086 - Maintenance Test Pilot, Rotary Wing	38.26
15088 - Non-Maintenance Test/Co-Pilot	38.26
15090 - Technical Instructor	19.25
15095 - Technical Instructor/Course Developer	23.56
15110 - Test Proctor	15.55
15120 - Tutor	15.55
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	11.53
16030 - Counter Attendant	11.53
16040 - Dry Cleaner	13.74
16070 - Finisher, Flatwork, Machine	11.53
16090 - Presser, Hand	11.53
16110 - Presser, Machine, Drycleaning	11.53
16130 - Presser, Machine, Shirts	11.53
16160 - Presser, Machine, Wearing Apparel, Laundry	11.53
16190 - Sewing Machine Operator	14.31
16220 - Tailor	14.88
16250 - Washer, Machine	12.60
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	21.42
19040 - Tool And Die Maker	24.28
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	15.86
21030 - Material Coordinator	20.06
21040 - Material Expediter	20.06
21050 - Material Handling Laborer	15.82
21071 - Order Filler	11.20
21080 - Production Line Worker (Food Processing)	15.86
21110 - Shipping Packer	17.16
21130 - Shipping/Receiving Clerk	15.94
21140 - Store Worker I	17.38
21150 - Stock Clerk	20.36
21210 - Tools And Parts Attendant	15.86
21410 - Warehouse Specialist	15.86
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	23.70
23019 - Aircraft Logs and Records Technician	19.85
23021 - Aircraft Mechanic I	22.78
23022 - Aircraft Mechanic II	23.70
23023 - Aircraft Mechanic III	24.39
23040 - Aircraft Mechanic Helper	17.66
23050 - Aircraft, Painter	21.89
23060 - Aircraft Servicer	19.85
23070 - Aircraft Survival Flight Equipment Technician	21.89
23080 - Aircraft Worker	20.94
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	20.94
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	22.78
23110 - Appliance Mechanic	21.89
23120 - Bicycle Repairer	18.17

23125 - Cable Splicer	29.41
23130 - Carpenter, Maintenance	21.54
23140 - Carpet Layer	20.94
23160 - Electrician, Maintenance	27.39
23181 - Electronics Technician Maintenance I	23.27
23182 - Electronics Technician Maintenance II	24.15
23183 - Electronics Technician Maintenance III	25.31
23260 - Fabric Worker	19.85
23290 - Fire Alarm System Mechanic	22.78
23310 - Fire Extinguisher Repairer	18.75
23311 - Fuel Distribution System Mechanic	23.36
23312 - Fuel Distribution System Operator	19.33
23370 - General Maintenance Worker	18.15
23380 - Ground Support Equipment Mechanic	22.78
23381 - Ground Support Equipment Servicer	19.85
23382 - Ground Support Equipment Worker	20.94
23391 - Gunsmith I	18.75
23392 - Gunsmith II	20.94
23393 - Gunsmith III	22.78
23410 - Heating, Ventilation And Air-Conditioning Mechanic	24.46
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	25.68
23430 - Heavy Equipment Mechanic	23.85
23440 - Heavy Equipment Operator	23.84
23460 - Instrument Mechanic	22.78
23465 - Laboratory/Shelter Mechanic	21.89
23470 - Laborer	15.30
23510 - Locksmith	21.89
23530 - Machinery Maintenance Mechanic	24.28
23550 - Machinist, Maintenance	19.63
23580 - Maintenance Trades Helper	17.41
23591 - Metrology Technician I	22.78
23592 - Metrology Technician II	23.57
23593 - Metrology Technician III	24.26
23640 - Millwright	23.19
23710 - Office Appliance Repairer	21.56
23760 - Painter, Maintenance	19.60
23790 - Pipefitter, Maintenance	25.98
23810 - Plumber, Maintenance	24.91
23820 - Pneudraulic Systems Mechanic	22.78
23850 - Rigger	22.78
23870 - Scale Mechanic	20.94
23890 - Sheet-Metal Worker, Maintenance	22.17
23910 - Small Engine Mechanic	19.92
23931 - Telecommunications Mechanic I	23.73
23932 - Telecommunications Mechanic II	24.67
23950 - Telephone Lineman	21.72
23960 - Welder, Combination, Maintenance	20.27
23965 - Well Driller	22.78
23970 - Woodcraft Worker	22.78
23980 - Woodworker	18.75
24000 - Personal Needs Occupations	
24550 - Case Manager	13.96
24570 - Child Care Attendant	9.63
24580 - Child Care Center Clerk	12.02
24610 - Chore Aide	11.02
24620 - Family Readiness And Support Services Coordinator	13.96
24630 - Homemaker	15.31
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.78

25040 - Sewage Plant Operator	22.65
25070 - Stationary Engineer	22.78
25190 - Ventilation Equipment Tender	17.66
25210 - Water Treatment Plant Operator	22.65
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.82
27007 - Baggage Inspector	12.05
27008 - Corrections Officer	18.93
27010 - Court Security Officer	19.14
27030 - Detection Dog Handler	14.65
27040 - Detention Officer	18.93
27070 - Firefighter	18.68
27101 - Guard I	12.05
27102 - Guard II	14.65
27131 - Police Officer I	25.41
27132 - Police Officer II	28.24
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.45
28042 - Carnival Equipment Repairer	10.82
28043 - Carnival Worker	9.09
28210 - Gate Attendant/Gate Tender	13.51
28310 - Lifeguard	11.01
28350 - Park Attendant (Aide)	15.11
28510 - Recreation Aide/Health Facility Attendant	11.02
28515 - Recreation Specialist	18.71
28630 - Sports Official	12.03
28690 - Swimming Pool Operator	15.27
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	23.00
29020 - Hatch Tender	23.00
29030 - Line Handler	23.00
29041 - Stevedore I	21.94
29042 - Stevedore II	24.04
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	17.33
30022 - Archeological Technician II	21.58
30023 - Archeological Technician III	24.03
30030 - Cartographic Technician	24.03
30040 - Civil Engineering Technician	22.29
30051 - Cryogenic Technician I	23.75
30052 - Cryogenic Technician II	26.24
30061 - Drafter/CAD Operator I	17.33
30062 - Drafter/CAD Operator II	21.58
30063 - Drafter/CAD Operator III	22.11
30064 - Drafter/CAD Operator IV	26.60
30081 - Engineering Technician I	15.65
30082 - Engineering Technician II	17.86
30083 - Engineering Technician III	20.62
30084 - Engineering Technician IV	24.34
30085 - Engineering Technician V	29.79
30086 - Engineering Technician VI	36.05
30090 - Environmental Technician	24.03
30095 - Evidence Control Specialist	21.44
30210 - Laboratory Technician	25.15
30221 - Latent Fingerprint Technician I	23.75
30222 - Latent Fingerprint Technician II	26.24
30240 - Mathematical Technician	24.03
30361 - Paralegal/Legal Assistant I	16.73
30362 - Paralegal/Legal Assistant II	20.72

30363 - Paralegal/Legal Assistant III	25.35
30364 - Paralegal/Legal Assistant IV	30.66
30375 - Petroleum Supply Specialist	26.24
30390 - Photo-Optics Technician	24.03
30395 - Radiation Control Technician	26.24
30461 - Technical Writer I	21.71
30462 - Technical Writer II	26.57
30463 - Technical Writer III	32.14
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	26.60
30502 - Weather Forecaster II	32.35
30620 - Weather Observer, Combined Upper Air Or	(see 2) 22.11
Surface Programs	
30621 - Weather Observer, Senior	(see 2) 24.03
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	28.85
31020 - Bus Aide	15.16
31030 - Bus Driver	19.02
31043 - Driver Courier	14.78
31260 - Parking and Lot Attendant	13.46
31290 - Shuttle Bus Driver	15.46
31310 - Taxi Driver	15.03
31361 - Truckdriver, Light	15.46
31362 - Truckdriver, Medium	16.36
31363 - Truckdriver, Heavy	21.29
31364 - Truckdriver, Tractor-Trailer	21.29
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.07
99030 - Cashier	9.11
99050 - Desk Clerk	10.72
99095 - Embalmer	24.57
99130 - Flight Follower	23.85
99251 - Laboratory Animal Caretaker I	12.85
99252 - Laboratory Animal Caretaker II	13.63
99260 - Marketing Analyst	25.47
99310 - Mortician	24.57
99410 - Pest Controller	18.87
99510 - Photofinishing Worker	12.53
99710 - Recycling Laborer	18.19
99711 - Recycling Specialist	20.78
99730 - Refuse Collector	16.91
99810 - Sales Clerk	12.45
99820 - School Crossing Guard	16.59
99830 - Survey Party Chief	24.55
99831 - Surveying Aide	12.29
99832 - Surveying Technician	16.84
99840 - Vending Machine Attendant	15.75
99841 - Vending Machine Repairer	17.28
99842 - Vending Machine Repairer Helper	15.75

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*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 25 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 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 15-5049 (Rev.-6) was first posted on www.wdol.gov on 01/16/2018

REGISTER OF WAGE DETERMINATIONS UNDER		U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT		EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor		WAGE AND HOUR DIVISION
		WASHINGTON D.C. 20210

Daniel W. Simms	Division of		Wage Determination No.: 2015-5049
Director	Wage Determinations		Revision No.: 6
			Date Of Revision: 01/10/2018

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.35 for calendar year 2018 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 \$10.35 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2018. The EO minimum wage rate will be adjusted annually. 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 Fulton, Hancock, Knox, Mason, McDonough, Schuyler

Fringe Benefits Required Follow the Occupational Listing		
OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.62
01012 - Accounting Clerk II		15.28
01013 - Accounting Clerk III		17.09
01020 - Administrative Assistant		20.86
01035 - Court Reporter		18.76
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		13.45
01052 - Data Entry Operator II		14.69
01060 - Dispatcher, Motor Vehicle		18.13
01070 - Document Preparation Clerk		14.00
01090 - Duplicating Machine Operator		14.00
01111 - General Clerk I		11.13
01112 - General Clerk II		12.15
01113 - General Clerk III		13.64
01120 - Housing Referral Assistant		17.34
01141 - Messenger Courier		11.85
01191 - Order Clerk I		14.52
01192 - Order Clerk II		16.47
01261 - Personnel Assistant (Employment) I		15.40
01262 - Personnel Assistant (Employment) II		18.26
01263 - Personnel Assistant (Employment) III		20.35
01270 - Production Control Clerk		20.93
01290 - Rental Clerk		10.75
01300 - Scheduler, Maintenance		13.86
01311 - Secretary I		13.86
01312 - Secretary II		15.50
01313 - Secretary III		17.34
01320 - Service Order Dispatcher		14.60

01410 - Supply Technician	20.86
01420 - Survey Worker	15.15
01460 - Switchboard Operator/Receptionist	11.87
01531 - Travel Clerk I	11.94
01532 - Travel Clerk II	12.86
01533 - Travel Clerk III	13.72
01611 - Word Processor I	13.00
01612 - Word Processor II	14.63
01613 - Word Processor III	16.37
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	21.60
05010 - Automotive Electrician	20.68
05040 - Automotive Glass Installer	20.00
05070 - Automotive Worker	20.00
05110 - Mobile Equipment Servicer	18.69
05130 - Motor Equipment Metal Mechanic	21.34
05160 - Motor Equipment Metal Worker	20.00
05190 - Motor Vehicle Mechanic	21.34
05220 - Motor Vehicle Mechanic Helper	18.04
05250 - Motor Vehicle Upholstery Worker	19.36
05280 - Motor Vehicle Wrecker	20.00
05310 - Painter, Automotive	20.68
05340 - Radiator Repair Specialist	20.00
05370 - Tire Repairer	16.62
05400 - Transmission Repair Specialist	21.34
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.45
07041 - Cook I	11.63
07042 - Cook II	12.45
07070 - Dishwasher	9.96
07130 - Food Service Worker	9.96
07210 - Meat Cutter	14.32
07260 - Waiter/Waitress	10.42
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.99
09040 - Furniture Handler	15.38
09080 - Furniture Refinisher	19.99
09090 - Furniture Refinisher Helper	16.60
09110 - Furniture Repairer, Minor	17.86
09130 - Upholsterer	19.99
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.51
11060 - Elevator Operator	11.51
11090 - Gardener	15.41
11122 - Housekeeping Aide	11.51
11150 - Janitor	11.51
11210 - Laborer, Grounds Maintenance	12.75
11240 - Maid or Houseman	9.51
11260 - Pruner	11.72
11270 - Tractor Operator	13.73
11330 - Trail Maintenance Worker	12.75
11360 - Window Cleaner	12.55
12000 - Health Occupations	
12010 - Ambulance Driver	15.48
12011 - Breath Alcohol Technician	18.65
12012 - Certified Occupational Therapist Assistant	19.03
12015 - Certified Physical Therapist Assistant	24.40
12020 - Dental Assistant	16.86
12025 - Dental Hygienist	31.98
12030 - EKG Technician	27.85
12035 - Electroneurodiagnostic Technologist	30.13
12040 - Emergency Medical Technician	15.48

12071 - Licensed Practical Nurse I	16.67
12072 - Licensed Practical Nurse II	18.65
12073 - Licensed Practical Nurse III	20.78
12100 - Medical Assistant	14.23
12130 - Medical Laboratory Technician	21.34
12160 - Medical Record Clerk	13.97
12190 - Medical Record Technician	18.24
12195 - Medical Transcriptionist	16.68
12210 - Nuclear Medicine Technologist	40.97
12221 - Nursing Assistant I	10.62
12222 - Nursing Assistant II	11.94
12223 - Nursing Assistant III	13.02
12224 - Nursing Assistant IV	14.62
12235 - Optical Dispenser	13.59
12236 - Optical Technician	16.67
12250 - Pharmacy Technician	13.41
12280 - Phlebotomist	14.43
12305 - Radiologic Technologist	26.06
12311 - Registered Nurse I	22.11
12312 - Registered Nurse II	27.06
12313 - Registered Nurse II, Specialist	27.06
12314 - Registered Nurse III	32.73
12315 - Registered Nurse III, Anesthetist	32.73
12316 - Registered Nurse IV	39.23
12317 - Scheduler (Drug and Alcohol Testing)	23.09
12320 - Substance Abuse Treatment Counselor	17.04
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	17.25
13012 - Exhibits Specialist II	19.20
13013 - Exhibits Specialist III	22.34
13041 - Illustrator I	16.28
13042 - Illustrator II	18.25
13043 - Illustrator III	22.34
13047 - Librarian	20.22
13050 - Library Aide/Clerk	11.19
13054 - Library Information Technology Systems Administrator	19.76
13058 - Library Technician	14.07
13061 - Media Specialist I	13.18
13062 - Media Specialist II	14.74
13063 - Media Specialist III	16.43
13071 - Photographer I	15.68
13072 - Photographer II	17.45
13073 - Photographer III	18.65
13074 - Photographer IV	21.09
13075 - Photographer V	23.90
13090 - Technical Order Library Clerk	15.49
13110 - Video Teleconference Technician	13.79
14000 - Information Technology Occupations	
14041 - Computer Operator I	15.37
14042 - Computer Operator II	17.17
14043 - Computer Operator III	19.13
14044 - Computer Operator IV	21.29
14045 - Computer Operator V	23.58
14071 - Computer Programmer I	(see 1) 21.32
14072 - Computer Programmer II	(see 1) 24.43
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	15.37

14160 - Personal Computer Support Technician	21.31
14170 - System Support Specialist	22.83
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	30.16
15020 - Aircrew Training Devices Instructor (Rated)	36.50
15030 - Air Crew Training Devices Instructor (Pilot)	43.75
15050 - Computer Based Training Specialist / Instructor	30.16
15060 - Educational Technologist	27.97
15070 - Flight Instructor (Pilot)	43.75
15080 - Graphic Artist	21.60
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	23.53
15095 - Technical Instructor/Course Developer	26.16
15110 - Test Proctor	17.27
15120 - Tutor	17.27
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	13.02
16220 - Tailor	13.54
16250 - Washer, Machine	11.32
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	21.57
19040 - Tool And Die Maker	25.59
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	17.20
21030 - Material Coordinator	20.93
21040 - Material Expediter	20.93
21050 - Material Handling Laborer	17.28
21071 - Order Filler	12.41
21080 - Production Line Worker (Food Processing)	17.20
21110 - Shipping Packer	14.56
21130 - Shipping/Receiving Clerk	14.56
21140 - Store Worker I	14.29
21150 - Stock Clerk	18.49
21210 - Tools And Parts Attendant	17.22
21410 - Warehouse Specialist	17.20
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	24.50
23019 - Aircraft Logs and Records Technician	20.43
23021 - Aircraft Mechanic I	23.30
23022 - Aircraft Mechanic II	24.50
23023 - Aircraft Mechanic III	25.70
23040 - Aircraft Mechanic Helper	19.04
23050 - Aircraft, Painter	21.82
23060 - Aircraft Servicer	20.43
23070 - Aircraft Survival Flight Equipment Technician	21.82
23080 - Aircraft Worker	21.12
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	21.12
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	23.30
23110 - Appliance Mechanic	23.75
23120 - Bicycle Repairer	19.97

23125 - Cable Splicer	33.35
23130 - Carpenter, Maintenance	24.93
23140 - Carpet Layer	23.22
23160 - Electrician, Maintenance	28.26
23181 - Electronics Technician Maintenance I	22.81
23182 - Electronics Technician Maintenance II	24.37
23183 - Electronics Technician Maintenance III	25.59
23260 - Fabric Worker	21.67
23290 - Fire Alarm System Mechanic	24.96
23310 - Fire Extinguisher Repairer	20.37
23311 - Fuel Distribution System Mechanic	25.59
23312 - Fuel Distribution System Operator	20.42
23370 - General Maintenance Worker	18.91
23380 - Ground Support Equipment Mechanic	23.30
23381 - Ground Support Equipment Servicer	20.43
23382 - Ground Support Equipment Worker	21.12
23391 - Gunsmith I	20.37
23392 - Gunsmith II	22.99
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	24.99
23440 - Heavy Equipment Operator	27.42
23460 - Instrument Mechanic	25.59
23465 - Laboratory/Shelter Mechanic	24.30
23470 - Laborer	13.68
23510 - Locksmith	24.37
23530 - Machinery Maintenance Mechanic	27.54
23550 - Machinist, Maintenance	19.64
23580 - Maintenance Trades Helper	18.26
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	20.29
23760 - Painter, Maintenance	26.72
23790 - Pipefitter, Maintenance	33.83
23810 - Plumber, Maintenance	26.26
23820 - Pneudraulic Systems Mechanic	25.59
23850 - Rigger	25.59
23870 - Scale Mechanic	22.99
23890 - Sheet-Metal Worker, Maintenance	30.59
23910 - Small Engine Mechanic	22.54
23931 - Telecommunications Mechanic I	27.84
23932 - Telecommunications Mechanic II	28.73
23950 - Telephone Lineman	26.66
23960 - Welder, Combination, Maintenance	19.64
23965 - Well Driller	25.59
23970 - Woodcraft Worker	25.59
23980 - Woodworker	20.37
24000 - Personal Needs Occupations	
24550 - Case Manager	15.98
24570 - Child Care Attendant	9.67
24580 - Child Care Center Clerk	13.08
24610 - Chore Aide	10.44
24620 - Family Readiness And Support Services Coordinator	15.98
24630 - Homemaker	15.98
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	37.27

25040 - Sewage Plant Operator	21.84
25070 - Stationary Engineer	37.27
25190 - Ventilation Equipment Tender	25.18
25210 - Water Treatment Plant Operator	21.84
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.08
27007 - Baggage Inspector	14.46
27008 - Corrections Officer	21.70
27010 - Court Security Officer	21.18
27030 - Detection Dog Handler	16.17
27040 - Detention Officer	21.70
27070 - Firefighter	21.85
27101 - Guard I	14.46
27102 - Guard II	16.17
27131 - Police Officer I	23.72
27132 - Police Officer II	26.36
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.99
28042 - Carnival Equipment Repairer	12.83
28043 - Carnival Worker	10.44
28210 - Gate Attendant/Gate Tender	12.73
28310 - Lifeguard	11.01
28350 - Park Attendant (Aide)	14.24
28510 - Recreation Aide/Health Facility Attendant	10.09
28515 - Recreation Specialist	16.16
28630 - Sports Official	11.34
28690 - Swimming Pool Operator	18.07
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.54
29020 - Hatch Tender	22.54
29030 - Line Handler	22.54
29041 - Stevedore I	21.23
29042 - Stevedore II	23.75
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	17.12
30022 - Archeological Technician II	20.38
30023 - Archeological Technician III	25.24
30030 - Cartographic Technician	25.24
30040 - Civil Engineering Technician	25.29
30051 - Cryogenic Technician I	26.26
30052 - Cryogenic Technician II	29.01
30061 - Drafter/CAD Operator I	17.12
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	13.86
30082 - Engineering Technician II	15.75
30083 - Engineering Technician III	19.80
30084 - Engineering Technician IV	22.86
30085 - Engineering Technician V	26.37
30086 - Engineering Technician VI	31.91
30090 - Environmental Technician	23.95
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	18.88
30362 - Paralegal/Legal Assistant II	23.39

30363 - Paralegal/Legal Assistant III	27.54
30364 - Paralegal/Legal Assistant IV	33.29
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	36.83
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	13.42
31030 - Bus Driver	17.75
31043 - Driver Courier	12.77
31260 - Parking and Lot Attendant	12.14
31290 - Shuttle Bus Driver	14.48
31310 - Taxi Driver	11.96
31361 - Truckdriver, Light	13.66
31362 - Truckdriver, Medium	14.57
31363 - Truckdriver, Heavy	18.52
31364 - Truckdriver, Tractor-Trailer	18.52
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.07
99030 - Cashier	9.44
99050 - Desk Clerk	10.62
99095 - Embalmer	35.40
99130 - Flight Follower	23.85
99251 - Laboratory Animal Caretaker I	13.68
99252 - Laboratory Animal Caretaker II	15.81
99260 - Marketing Analyst	24.82
99310 - Mortician	35.40
99410 - Pest Controller	17.39
99510 - Photofinishing Worker	12.68
99710 - Recycling Laborer	17.44
99711 - Recycling Specialist	20.24
99730 - Refuse Collector	16.04
99810 - Sales Clerk	11.32
99820 - School Crossing Guard	12.27
99830 - Survey Party Chief	23.22
99831 - Surveying Aide	15.43
99832 - Surveying Technician	21.12
99840 - Vending Machine Attendant	18.74
99841 - Vending Machine Repairer	22.89
99842 - Vending Machine Repairer Helper	18.74

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*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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, 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 15-4983 (Rev.-4) was first posted on www.wdol.gov on 01/02/2018

REGISTER OF WAGE DETERMINATIONS UNDER		U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT		EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor		WAGE AND HOUR DIVISION
		WASHINGTON D.C. 20210

Daniel W. Simms	Division of		Wage Determination No.: 2015-4983
Director	Wage Determinations		Revision No.: 4
			Date Of Revision: 12/26/2017

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.35 for calendar year 2018 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 \$10.35 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2018. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts

State: Iowa

Area: Iowa Counties of Johnson, Washington

Fringe Benefits Required Follow the Occupational Listing		
OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.17
01012 - Accounting Clerk II		15.40
01013 - Accounting Clerk III		21.42
01020 - Administrative Assistant		23.45
01035 - Court Reporter		20.39
01041 - Customer Service Representative I		13.35
01042 - Customer Service Representative II		15.01
01043 - Customer Service Representative III		16.38
01051 - Data Entry Operator I		13.74
01052 - Data Entry Operator II		15.02
01060 - Dispatcher, Motor Vehicle		17.49
01070 - Document Preparation Clerk		15.74
01090 - Duplicating Machine Operator		15.74
01111 - General Clerk I		14.07
01112 - General Clerk II		15.35
01113 - General Clerk III		17.23
01120 - Housing Referral Assistant		18.38
01141 - Messenger Courier		12.10
01191 - Order Clerk I		13.30
01192 - Order Clerk II		15.41
01261 - Personnel Assistant (Employment) I		16.06
01262 - Personnel Assistant (Employment) II		17.97
01263 - Personnel Assistant (Employment) III		20.04
01270 - Production Control Clerk		21.18
01290 - Rental Clerk		10.97
01300 - Scheduler, Maintenance		14.74
01311 - Secretary I		14.74
01312 - Secretary II		16.49
01313 - Secretary III		18.38
01320 - Service Order Dispatcher		15.63

01410 - Supply Technician	23.45
01420 - Survey Worker	15.86
01460 - Switchboard Operator/Receptionist	13.48
01531 - Travel Clerk I	13.41
01532 - Travel Clerk II	14.50
01533 - Travel Clerk III	15.69
01611 - Word Processor I	13.13
01612 - Word Processor II	14.74
01613 - Word Processor III	16.49
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	19.02
05010 - Automotive Electrician	18.51
05040 - Automotive Glass Installer	18.00
05070 - Automotive Worker	18.00
05110 - Mobile Equipment Servicer	16.94
05130 - Motor Equipment Metal Mechanic	19.02
05160 - Motor Equipment Metal Worker	18.00
05190 - Motor Vehicle Mechanic	19.02
05220 - Motor Vehicle Mechanic Helper	16.40
05250 - Motor Vehicle Upholstery Worker	17.45
05280 - Motor Vehicle Wrecker	18.00
05310 - Painter, Automotive	18.51
05340 - Radiator Repair Specialist	18.00
05370 - Tire Repairer	15.27
05400 - Transmission Repair Specialist	19.02
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.07
07041 - Cook I	12.91
07042 - Cook II	14.38
07070 - Dishwasher	9.61
07130 - Food Service Worker	10.03
07210 - Meat Cutter	14.01
07260 - Waiter/Waitress	9.07
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.76
09040 - Furniture Handler	15.32
09080 - Furniture Refinisher	20.24
09090 - Furniture Refinisher Helper	17.49
09110 - Furniture Repairer, Minor	19.68
09130 - Upholsterer	20.24
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.73
11060 - Elevator Operator	11.73
11090 - Gardener	16.01
11122 - Housekeeping Aide	12.98
11150 - Janitor	12.98
11210 - Laborer, Grounds Maintenance	13.98
11240 - Maid or Houseman	11.50
11260 - Pruner	12.99
11270 - Tractor Operator	15.96
11330 - Trail Maintenance Worker	13.98
11360 - Window Cleaner	13.98
12000 - Health Occupations	
12010 - Ambulance Driver	15.98
12011 - Breath Alcohol Technician	18.17
12012 - Certified Occupational Therapist Assistant	23.45
12015 - Certified Physical Therapist Assistant	26.93
12020 - Dental Assistant	18.48
12025 - Dental Hygienist	32.65
12030 - EKG Technician	27.53
12035 - Electroneurodiagnostic Technologist	27.53
12040 - Emergency Medical Technician	15.98

12071 - Licensed Practical Nurse I	16.24
12072 - Licensed Practical Nurse II	18.17
12073 - Licensed Practical Nurse III	20.25
12100 - Medical Assistant	17.11
12130 - Medical Laboratory Technician	19.77
12160 - Medical Record Clerk	17.19
12190 - Medical Record Technician	19.86
12195 - Medical Transcriptionist	17.38
12210 - Nuclear Medicine Technologist	39.92
12221 - Nursing Assistant I	11.42
12222 - Nursing Assistant II	12.84
12223 - Nursing Assistant III	14.01
12224 - Nursing Assistant IV	15.73
12235 - Optical Dispenser	15.13
12236 - Optical Technician	16.24
12250 - Pharmacy Technician	16.98
12280 - Phlebotomist	14.77
12305 - Radiologic Technologist	26.01
12311 - Registered Nurse I	21.66
12312 - Registered Nurse II	26.51
12313 - Registered Nurse II, Specialist	26.51
12314 - Registered Nurse III	32.08
12315 - Registered Nurse III, Anesthetist	32.08
12316 - Registered Nurse IV	38.42
12317 - Scheduler (Drug and Alcohol Testing)	22.50
12320 - Substance Abuse Treatment Counselor	24.88
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	21.25
13012 - Exhibits Specialist II	25.93
13013 - Exhibits Specialist III	31.67
13041 - Illustrator I	20.20
13042 - Illustrator II	25.04
13043 - Illustrator III	30.62
13047 - Librarian	27.72
13050 - Library Aide/Clerk	11.72
13054 - Library Information Technology Systems Administrator	25.02
13058 - Library Technician	16.13
13061 - Media Specialist I	18.06
13062 - Media Specialist II	20.20
13063 - Media Specialist III	22.53
13071 - Photographer I	17.81
13072 - Photographer II	21.31
13073 - Photographer III	25.33
13074 - Photographer IV	31.47
13075 - Photographer V	37.42
13090 - Technical Order Library Clerk	15.20
13110 - Video Teleconference Technician	19.05
14000 - Information Technology Occupations	
14041 - Computer Operator I	13.51
14042 - Computer Operator II	15.11
14043 - Computer Operator III	18.95
14044 - Computer Operator IV	21.08
14045 - Computer Operator V	23.33
14071 - Computer Programmer I	(see 1) 20.67
14072 - Computer Programmer II	(see 1) 25.59
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1) 27.53
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment Operator	13.51

14160 - Personal Computer Support Technician	21.08
14170 - System Support Specialist	26.03
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	27.53
15020 - Aircrew Training Devices Instructor (Rated)	33.31
15030 - Air Crew Training Devices Instructor (Pilot)	39.12
15050 - Computer Based Training Specialist / Instructor	27.53
15060 - Educational Technologist	29.42
15070 - Flight Instructor (Pilot)	39.12
15080 - Graphic Artist	20.86
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	39.12
15086 - Maintenance Test Pilot, Rotary Wing	39.12
15088 - Non-Maintenance Test/Co-Pilot	39.12
15090 - Technical Instructor	19.62
15095 - Technical Instructor/Course Developer	24.01
15110 - Test Proctor	15.85
15120 - Tutor	15.85
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	11.53
16030 - Counter Attendant	11.53
16040 - Dry Cleaner	13.74
16070 - Finisher, Flatwork, Machine	11.53
16090 - Presser, Hand	11.53
16110 - Presser, Machine, Drycleaning	11.53
16130 - Presser, Machine, Shirts	11.53
16160 - Presser, Machine, Wearing Apparel, Laundry	11.53
16190 - Sewing Machine Operator	14.31
16220 - Tailor	14.88
16250 - Washer, Machine	12.60
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	21.85
19040 - Tool And Die Maker	25.17
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	15.86
21030 - Material Coordinator	21.18
21040 - Material Expediter	21.18
21050 - Material Handling Laborer	15.82
21071 - Order Filler	12.60
21080 - Production Line Worker (Food Processing)	15.86
21110 - Shipping Packer	17.16
21130 - Shipping/Receiving Clerk	16.55
21140 - Store Worker I	15.09
21150 - Stock Clerk	18.84
21210 - Tools And Parts Attendant	15.86
21410 - Warehouse Specialist	15.86
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	23.99
23019 - Aircraft Logs and Records Technician	19.96
23021 - Aircraft Mechanic I	23.08
23022 - Aircraft Mechanic II	23.99
23023 - Aircraft Mechanic III	24.70
23040 - Aircraft Mechanic Helper	17.74
23050 - Aircraft, Painter	22.17
23060 - Aircraft Servicer	19.96
23070 - Aircraft Survival Flight Equipment Technician	22.17
23080 - Aircraft Worker	21.19
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	21.19
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	23.08
23110 - Appliance Mechanic	21.89
23120 - Bicycle Repairer	18.56

23125 - Cable Splicer	32.28
23130 - Carpenter, Maintenance	20.39
23140 - Carpet Layer	21.19
23160 - Electrician, Maintenance	26.00
23181 - Electronics Technician Maintenance I	23.27
23182 - Electronics Technician Maintenance II	24.15
23183 - Electronics Technician Maintenance III	25.31
23260 - Fabric Worker	19.96
23290 - Fire Alarm System Mechanic	23.08
23310 - Fire Extinguisher Repairer	18.83
23311 - Fuel Distribution System Mechanic	23.08
23312 - Fuel Distribution System Operator	18.83
23370 - General Maintenance Worker	19.97
23380 - Ground Support Equipment Mechanic	23.08
23381 - Ground Support Equipment Servicer	19.96
23382 - Ground Support Equipment Worker	21.19
23391 - Gunsmith I	18.83
23392 - Gunsmith II	21.19
23393 - Gunsmith III	23.08
23410 - Heating, Ventilation And Air-Conditioning Mechanic	27.67
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	28.76
23430 - Heavy Equipment Mechanic	24.91
23440 - Heavy Equipment Operator	22.62
23460 - Instrument Mechanic	23.08
23465 - Laboratory/Shelter Mechanic	22.17
23470 - Laborer	13.20
23510 - Locksmith	22.17
23530 - Machinery Maintenance Mechanic	24.28
23550 - Machinist, Maintenance	19.63
23580 - Maintenance Trades Helper	17.74
23591 - Metrology Technician I	23.08
23592 - Metrology Technician II	23.99
23593 - Metrology Technician III	24.70
23640 - Millwright	23.19
23710 - Office Appliance Repairer	22.17
23760 - Painter, Maintenance	18.50
23790 - Pipefitter, Maintenance	28.19
23810 - Plumber, Maintenance	26.40
23820 - Pneudraulic Systems Mechanic	23.08
23850 - Rigger	23.08
23870 - Scale Mechanic	21.19
23890 - Sheet-Metal Worker, Maintenance	23.08
23910 - Small Engine Mechanic	20.89
23931 - Telecommunications Mechanic I	23.73
23932 - Telecommunications Mechanic II	24.67
23950 - Telephone Lineman	21.98
23960 - Welder, Combination, Maintenance	20.27
23965 - Well Driller	23.08
23970 - Woodcraft Worker	23.08
23980 - Woodworker	18.83
24000 - Personal Needs Occupations	
24550 - Case Manager	13.94
24570 - Child Care Attendant	10.39
24580 - Child Care Center Clerk	12.95
24610 - Chore Aide	11.02
24620 - Family Readiness And Support Services Coordinator	13.94
24630 - Homemaker	15.31
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	27.57

25040 - Sewage Plant Operator	22.65
25070 - Stationary Engineer	27.57
25190 - Ventilation Equipment Tender	21.37
25210 - Water Treatment Plant Operator	22.65
27000 - Protective Service Occupations	
27004 - Alarm Monitor	21.09
27007 - Baggage Inspector	10.95
27008 - Corrections Officer	22.90
27010 - Court Security Officer	23.16
27030 - Detection Dog Handler	14.39
27040 - Detention Officer	22.90
27070 - Firefighter	20.55
27101 - Guard I	10.95
27102 - Guard II	14.39
27131 - Police Officer I	25.89
27132 - Police Officer II	28.77
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.22
28042 - Carnival Equipment Repairer	11.90
28043 - Carnival Worker	9.13
28210 - Gate Attendant/Gate Tender	15.38
28310 - Lifeguard	11.01
28350 - Park Attendant (Aide)	17.21
28510 - Recreation Aide/Health Facility Attendant	12.55
28515 - Recreation Specialist	21.31
28630 - Sports Official	13.70
28690 - Swimming Pool Operator	15.27
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	21.19
29020 - Hatch Tender	21.19
29030 - Line Handler	21.19
29041 - Stevedore I	19.96
29042 - Stevedore II	22.17
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	17.33
30022 - Archeological Technician II	21.58
30023 - Archeological Technician III	24.03
30030 - Cartographic Technician	24.03
30040 - Civil Engineering Technician	25.33
30051 - Cryogenic Technician I	26.49
30052 - Cryogenic Technician II	29.26
30061 - Drafter/CAD Operator I	17.33
30062 - Drafter/CAD Operator II	21.58
30063 - Drafter/CAD Operator III	22.11
30064 - Drafter/CAD Operator IV	26.60
30081 - Engineering Technician I	15.65
30082 - Engineering Technician II	17.86
30083 - Engineering Technician III	20.62
30084 - Engineering Technician IV	24.34
30085 - Engineering Technician V	29.79
30086 - Engineering Technician VI	36.05
30090 - Environmental Technician	24.03
30095 - Evidence Control Specialist	23.91
30210 - Laboratory Technician	25.15
30221 - Latent Fingerprint Technician I	26.49
30222 - Latent Fingerprint Technician II	29.26
30240 - Mathematical Technician	24.03
30361 - Paralegal/Legal Assistant I	18.49
30362 - Paralegal/Legal Assistant II	22.90

30363 - Paralegal/Legal Assistant III	28.02
30364 - Paralegal/Legal Assistant IV	33.90
30375 - Petroleum Supply Specialist	29.26
30390 - Photo-Optics Technician	24.03
30395 - Radiation Control Technician	29.26
30461 - Technical Writer I	19.89
30462 - Technical Writer II	24.32
30463 - Technical Writer III	29.43
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	26.49
30502 - Weather Forecaster II	32.22
30620 - Weather Observer, Combined Upper Air Or	(see 2) 22.11
Surface Programs	
30621 - Weather Observer, Senior	(see 2) 24.03
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	28.85
31020 - Bus Aide	15.16
31030 - Bus Driver	19.02
31043 - Driver Courier	14.78
31260 - Parking and Lot Attendant	12.67
31290 - Shuttle Bus Driver	15.46
31310 - Taxi Driver	12.78
31361 - Truckdriver, Light	15.46
31362 - Truckdriver, Medium	16.36
31363 - Truckdriver, Heavy	19.87
31364 - Truckdriver, Tractor-Trailer	19.87
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.07
99030 - Cashier	9.27
99050 - Desk Clerk	10.62
99095 - Embalmer	24.57
99130 - Flight Follower	23.85
99251 - Laboratory Animal Caretaker I	12.85
99252 - Laboratory Animal Caretaker II	13.63
99260 - Marketing Analyst	22.60
99310 - Mortician	24.57
99410 - Pest Controller	18.87
99510 - Photofinishing Worker	12.53
99710 - Recycling Laborer	16.54
99711 - Recycling Specialist	18.89
99730 - Refuse Collector	15.37
99810 - Sales Clerk	12.45
99820 - School Crossing Guard	15.08
99830 - Survey Party Chief	24.55
99831 - Surveying Aide	12.29
99832 - Surveying Technician	16.84
99840 - Vending Machine Attendant	15.75
99841 - Vending Machine Repairer	17.28
99842 - Vending Machine Repairer Helper	15.75

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 25 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 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 15-5003 (Rev.-6) was first posted on www.wdol.gov on 01/16/2018

REGISTER OF WAGE DETERMINATIONS UNDER		U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT		EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor		WAGE AND HOUR DIVISION
		WASHINGTON D.C. 20210

Daniel W. Simms	Division of	Wage Determination No.: 2015-5003
Director	Wage Determinations	Revision No.: 6
		Date Of Revision: 01/10/2018

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.35 for calendar year 2018 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 \$10.35 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2018. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts

State: Iowa

Area: Iowa Counties of Appanoose, Davis, Jasper, Mahaska, Marion, Marshall, Monroe, Poweshiek, Wapello

Fringe Benefits Required Follow the Occupational Listing		
OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.15
01012 - Accounting Clerk II		14.77
01013 - Accounting Clerk III		16.53
01020 - Administrative Assistant		22.14
01035 - Court Reporter		19.67
01041 - Customer Service Representative I		12.21
01042 - Customer Service Representative II		13.72
01043 - Customer Service Representative III		14.97
01051 - Data Entry Operator I		13.55
01052 - Data Entry Operator II		14.78
01060 - Dispatcher, Motor Vehicle		19.71
01070 - Document Preparation Clerk		13.79
01090 - Duplicating Machine Operator		13.79
01111 - General Clerk I		12.53
01112 - General Clerk II		13.68
01113 - General Clerk III		15.35
01120 - Housing Referral Assistant		18.58
01141 - Messenger Courier		11.61
01191 - Order Clerk I		15.21
01192 - Order Clerk II		18.54
01261 - Personnel Assistant (Employment) I		15.43
01262 - Personnel Assistant (Employment) II		17.26
01263 - Personnel Assistant (Employment) III		21.01
01270 - Production Control Clerk		19.94
01290 - Rental Clerk		12.28
01300 - Scheduler, Maintenance		14.53
01311 - Secretary I		14.53
01312 - Secretary II		16.25
01313 - Secretary III		18.43

01320 - Service Order Dispatcher	17.62
01410 - Supply Technician	22.14
01420 - Survey Worker	16.09
01460 - Switchboard Operator/Receptionist	12.08
01531 - Travel Clerk I	12.42
01532 - Travel Clerk II	13.21
01533 - Travel Clerk III	14.02
01611 - Word Processor I	16.09
01612 - Word Processor II	18.06
01613 - Word Processor III	20.21
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	20.28
05010 - Automotive Electrician	20.43
05040 - Automotive Glass Installer	19.68
05070 - Automotive Worker	19.68
05110 - Mobile Equipment Servicer	18.10
05130 - Motor Equipment Metal Mechanic	21.62
05160 - Motor Equipment Metal Worker	19.68
05190 - Motor Vehicle Mechanic	19.87
05220 - Motor Vehicle Mechanic Helper	17.33
05250 - Motor Vehicle Upholstery Worker	18.88
05280 - Motor Vehicle Wrecker	19.68
05310 - Painter, Automotive	20.02
05340 - Radiator Repair Specialist	19.68
05370 - Tire Repairer	13.35
05400 - Transmission Repair Specialist	21.62
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.11
07041 - Cook I	11.57
07042 - Cook II	13.25
07070 - Dishwasher	8.61
07130 - Food Service Worker	9.35
07210 - Meat Cutter	12.99
07260 - Waiter/Waitress	9.10
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.13
09040 - Furniture Handler	14.77
09080 - Furniture Refinisher	17.13
09090 - Furniture Refinisher Helper	14.53
09110 - Furniture Repairer, Minor	15.83
09130 - Upholsterer	15.90
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.86
11060 - Elevator Operator	11.82
11090 - Gardener	14.73
11122 - Housekeeping Aide	11.82
11150 - Janitor	11.82
11210 - Laborer, Grounds Maintenance	12.27
11240 - Maid or Houseman	9.66
11260 - Pruner	11.19
11270 - Tractor Operator	14.01
11330 - Trail Maintenance Worker	13.08
11360 - Window Cleaner	12.58
12000 - Health Occupations	
12010 - Ambulance Driver	16.11
12011 - Breath Alcohol Technician	17.19
12012 - Certified Occupational Therapist Assistant	26.27
12015 - Certified Physical Therapist Assistant	23.26
12020 - Dental Assistant	17.28
12025 - Dental Hygienist	33.79
12030 - EKG Technician	24.86
12035 - Electroneurodiagnostic Technologist	24.86

12040 - Emergency Medical Technician	16.11
12071 - Licensed Practical Nurse I	15.36
12072 - Licensed Practical Nurse II	17.19
12073 - Licensed Practical Nurse III	19.15
12100 - Medical Assistant	15.08
12130 - Medical Laboratory Technician	20.24
12160 - Medical Record Clerk	14.03
12190 - Medical Record Technician	15.70
12195 - Medical Transcriptionist	15.31
12210 - Nuclear Medicine Technologist	37.27
12221 - Nursing Assistant I	10.54
12222 - Nursing Assistant II	11.85
12223 - Nursing Assistant III	12.93
12224 - Nursing Assistant IV	14.52
12235 - Optical Dispenser	16.10
12236 - Optical Technician	15.34
12250 - Pharmacy Technician	14.75
12280 - Phlebotomist	14.70
12305 - Radiologic Technologist	22.76
12311 - Registered Nurse I	21.68
12312 - Registered Nurse II	26.52
12313 - Registered Nurse II, Specialist	26.52
12314 - Registered Nurse III	32.09
12315 - Registered Nurse III, Anesthetist	32.09
12316 - Registered Nurse IV	38.46
12317 - Scheduler (Drug and Alcohol Testing)	21.29
12320 - Substance Abuse Treatment Counselor	24.23
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	17.57
13012 - Exhibits Specialist II	21.77
13013 - Exhibits Specialist III	26.63
13041 - Illustrator I	17.57
13042 - Illustrator II	21.77
13043 - Illustrator III	26.63
13047 - Librarian	24.10
13050 - Library Aide/Clerk	11.11
13054 - Library Information Technology Systems Administrator	21.77
13058 - Library Technician	12.87
13061 - Media Specialist I	15.30
13062 - Media Specialist II	17.12
13063 - Media Specialist III	19.07
13071 - Photographer I	15.38
13072 - Photographer II	17.57
13073 - Photographer III	21.76
13074 - Photographer IV	26.74
13075 - Photographer V	32.21
13090 - Technical Order Library Clerk	15.50
13110 - Video Teleconference Technician	18.44
14000 - Information Technology Occupations	
14041 - Computer Operator I	14.89
14042 - Computer Operator II	16.66
14043 - Computer Operator III	18.57
14044 - Computer Operator IV	20.64
14045 - Computer Operator V	22.85
14071 - Computer Programmer I	(see 1) 22.64
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	14.89
14160 - Personal Computer Support Technician	22.33
14170 - System Support Specialist	25.90
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	28.72
15020 - Aircrew Training Devices Instructor (Rated)	34.74
15030 - Air Crew Training Devices Instructor (Pilot)	41.63
15050 - Computer Based Training Specialist / Instructor	28.72
15060 - Educational Technologist	30.99
15070 - Flight Instructor (Pilot)	41.63
15080 - Graphic Artist	22.58
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	35.46
15086 - Maintenance Test Pilot, Rotary Wing	35.46
15088 - Non-Maintenance Test/Co-Pilot	35.46
15090 - Technical Instructor	19.97
15095 - Technical Instructor/Course Developer	24.42
15110 - Test Proctor	16.12
15120 - Tutor	16.12
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.98
16030 - Counter Attendant	9.98
16040 - Dry Cleaner	11.41
16070 - Finisher, Flatwork, Machine	9.98
16090 - Presser, Hand	9.98
16110 - Presser, Machine, Drycleaning	9.98
16130 - Presser, Machine, Shirts	9.98
16160 - Presser, Machine, Wearing Apparel, Laundry	9.98
16190 - Sewing Machine Operator	12.05
16220 - Tailor	12.76
16250 - Washer, Machine	10.46
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	19.92
19040 - Tool And Die Maker	23.52
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	15.58
21030 - Material Coordinator	19.94
21040 - Material Expediter	19.94
21050 - Material Handling Laborer	13.12
21071 - Order Filler	12.56
21080 - Production Line Worker (Food Processing)	15.58
21110 - Shipping Packer	15.83
21130 - Shipping/Receiving Clerk	15.83
21140 - Store Worker I	14.11
21150 - Stock Clerk	18.71
21210 - Tools And Parts Attendant	15.58
21410 - Warehouse Specialist	15.58
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	26.77
23019 - Aircraft Logs and Records Technician	20.92
23021 - Aircraft Mechanic I	25.32
23022 - Aircraft Mechanic II	26.77
23023 - Aircraft Mechanic III	28.21
23040 - Aircraft Mechanic Helper	19.20
23050 - Aircraft, Painter	23.15
23060 - Aircraft Servicer	20.92
23070 - Aircraft Survival Flight Equipment Technician	23.15
23080 - Aircraft Worker	21.81
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	21.81
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	25.32
23110 - Appliance Mechanic	21.67

23120 - Bicycle Repairer	16.12
23125 - Cable Splicer	27.54
23130 - Carpenter, Maintenance	18.98
23140 - Carpet Layer	19.81
23160 - Electrician, Maintenance	25.70
23181 - Electronics Technician Maintenance I	24.55
23182 - Electronics Technician Maintenance II	26.02
23183 - Electronics Technician Maintenance III	27.60
23260 - Fabric Worker	18.75
23290 - Fire Alarm System Mechanic	21.77
23310 - Fire Extinguisher Repairer	17.79
23311 - Fuel Distribution System Mechanic	25.23
23312 - Fuel Distribution System Operator	20.67
23370 - General Maintenance Worker	17.66
23380 - Ground Support Equipment Mechanic	25.32
23381 - Ground Support Equipment Servicer	20.92
23382 - Ground Support Equipment Worker	21.81
23391 - Gunsmith I	17.79
23392 - Gunsmith II	19.81
23393 - Gunsmith III	21.77
23410 - Heating, Ventilation And Air-Conditioning Mechanic	20.41
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	21.34
23430 - Heavy Equipment Mechanic	21.40
23440 - Heavy Equipment Operator	22.46
23460 - Instrument Mechanic	21.77
23465 - Laboratory/Shelter Mechanic	20.80
23470 - Laborer	13.12
23510 - Locksmith	20.80
23530 - Machinery Maintenance Mechanic	23.33
23550 - Machinist, Maintenance	18.83
23580 - Maintenance Trades Helper	14.86
23591 - Metrology Technician I	21.77
23592 - Metrology Technician II	22.75
23593 - Metrology Technician III	23.68
23640 - Millwright	25.19
23710 - Office Appliance Repairer	20.03
23760 - Painter, Maintenance	18.59
23790 - Pipefitter, Maintenance	23.55
23810 - Plumber, Maintenance	22.20
23820 - Pneudraulic Systems Mechanic	21.77
23850 - Rigger	21.77
23870 - Scale Mechanic	19.81
23890 - Sheet-Metal Worker, Maintenance	22.02
23910 - Small Engine Mechanic	17.00
23931 - Telecommunications Mechanic I	25.54
23932 - Telecommunications Mechanic II	26.68
23950 - Telephone Lineman	21.60
23960 - Welder, Combination, Maintenance	19.58
23965 - Well Driller	21.77
23970 - Woodcraft Worker	21.77
23980 - Woodworker	17.79
24000 - Personal Needs Occupations	
24550 - Case Manager	14.20
24570 - Child Care Attendant	10.51
24580 - Child Care Center Clerk	13.10
24610 - Chore Aide	12.44
24620 - Family Readiness And Support Services Coordinator	14.20
24630 - Homemaker	17.64
25000 - Plant And System Operations Occupations	

25010 - Boiler Tender	24.29
25040 - Sewage Plant Operator	20.70
25070 - Stationary Engineer	24.29
25190 - Ventilation Equipment Tender	18.63
25210 - Water Treatment Plant Operator	20.70
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.77
27007 - Baggage Inspector	13.55
27008 - Corrections Officer	24.63
27010 - Court Security Officer	23.44
27030 - Detection Dog Handler	18.66
27040 - Detention Officer	24.63
27070 - Firefighter	22.24
27101 - Guard I	13.55
27102 - Guard II	18.66
27131 - Police Officer I	23.98
27132 - Police Officer II	26.63
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.92
28042 - Carnival Equipment Repairer	11.51
28043 - Carnival Worker	9.19
28210 - Gate Attendant/Gate Tender	13.69
28310 - Lifeguard	11.01
28350 - Park Attendant (Aide)	15.32
28510 - Recreation Aide/Health Facility Attendant	11.18
28515 - Recreation Specialist	18.98
28630 - Sports Official	12.20
28690 - Swimming Pool Operator	15.77
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.21
29020 - Hatch Tender	22.21
29030 - Line Handler	22.21
29041 - Stevedore I	21.05
29042 - Stevedore II	23.26
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	37.68
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	25.99
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	28.61
30021 - Archeological Technician I	16.46
30022 - Archeological Technician II	18.42
30023 - Archeological Technician III	22.80
30030 - Cartographic Technician	22.80
30040 - Civil Engineering Technician	23.96
30051 - Cryogenic Technician I	24.47
30052 - Cryogenic Technician II	27.03
30061 - Drafter/CAD Operator I	16.29
30062 - Drafter/CAD Operator II	18.42
30063 - Drafter/CAD Operator III	20.32
30064 - Drafter/CAD Operator IV	25.00
30081 - Engineering Technician I	15.76
30082 - Engineering Technician II	17.69
30083 - Engineering Technician III	19.79
30084 - Engineering Technician IV	24.51
30085 - Engineering Technician V	29.98
30086 - Engineering Technician VI	36.28
30090 - Environmental Technician	24.12
30095 - Evidence Control Specialist	22.10
30210 - Laboratory Technician	23.03
30221 - Latent Fingerprint Technician I	24.47
30222 - Latent Fingerprint Technician II	27.03
30240 - Mathematical Technician	22.80
30361 - Paralegal/Legal Assistant I	19.03

30362 - Paralegal/Legal Assistant II	23.63
30363 - Paralegal/Legal Assistant III	28.90
30364 - Paralegal/Legal Assistant IV	34.98
30375 - Petroleum Supply Specialist	27.03
30390 - Photo-Optics Technician	25.08
30395 - Radiation Control Technician	27.03
30461 - Technical Writer I	22.42
30462 - Technical Writer II	28.41
30463 - Technical Writer III	34.37
30491 - Unexploded Ordnance (UXO) Technician I	23.95
30492 - Unexploded Ordnance (UXO) Technician II	28.98
30493 - Unexploded Ordnance (UXO) Technician III	34.73
30494 - Unexploded (UXO) Safety Escort	23.95
30495 - Unexploded (UXO) Sweep Personnel	23.95
30501 - Weather Forecaster I	25.27
30502 - Weather Forecaster II	30.73
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2) 20.32
30621 - Weather Observer, Senior	(see 2) 24.83
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	28.98
31020 - Bus Aide	14.83
31030 - Bus Driver	18.40
31043 - Driver Courier	14.48
31260 - Parking and Lot Attendant	10.43
31290 - Shuttle Bus Driver	15.81
31310 - Taxi Driver	9.93
31361 - Truckdriver, Light	15.81
31362 - Truckdriver, Medium	16.06
31363 - Truckdriver, Heavy	19.88
31364 - Truckdriver, Tractor-Trailer	19.88
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.13
99030 - Cashier	9.17
99050 - Desk Clerk	9.97
99095 - Embalmer	32.09
99130 - Flight Follower	23.95
99251 - Laboratory Animal Caretaker I	11.25
99252 - Laboratory Animal Caretaker II	11.86
99260 - Marketing Analyst	21.65
99310 - Mortician	33.75
99410 - Pest Controller	17.29
99510 - Photofinishing Worker	12.58
99710 - Recycling Laborer	16.10
99711 - Recycling Specialist	18.82
99730 - Refuse Collector	15.12
99810 - Sales Clerk	13.46
99820 - School Crossing Guard	13.15
99830 - Survey Party Chief	26.36
99831 - Surveying Aide	14.12
99832 - Surveying Technician	19.93
99840 - Vending Machine Attendant	15.47
99841 - Vending Machine Repairer	17.52
99842 - Vending Machine Repairer Helper	15.47

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*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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 twelve 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, the Day before Christmas, and Christmas Day. (A contractor may substitute for any of the named holidays another day of 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 15-5053 (Rev.-6) was first posted on www.wdol.gov on 01/16/2018

REGISTER OF WAGE DETERMINATIONS UNDER		U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT		EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor		WAGE AND HOUR DIVISION
		WASHINGTON D.C. 20210

Daniel W. Simms	Division of	Wage Determination No.: 2015-5053
Director	Wage Determinations	Revision No.: 6
		Date Of Revision: 01/10/2018

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.35 for calendar year 2018 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 \$10.35 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2018. The EO minimum wage rate will be adjusted annually. 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 Surface Programs	(see 2) 22.72
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*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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, 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 15-5039 (Rev.-6) was first posted on www.wdol.gov on 01/16/2018

REGISTER OF WAGE DETERMINATIONS UNDER		U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT		EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor		WAGE AND HOUR DIVISION
		WASHINGTON D.C. 20210

Daniel W. Simms	Division of		Wage Determination No.: 2015-5039
Director	Wage Determinations		Revision No.: 6
			Date Of Revision: 01/10/2018

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.35 for calendar year 2018 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 \$10.35 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2018. The EO minimum wage rate will be adjusted annually. 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 Bureau, Carroll, Jo Daviess, Whiteside

Fringe Benefits Required Follow the Occupational Listing		
OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.43
01012 - Accounting Clerk II		17.85
01013 - Accounting Clerk III		21.24
01020 - Administrative Assistant		19.97
01035 - Court Reporter		21.04
01041 - Customer Service Representative I		11.60
01042 - Customer Service Representative II		13.05
01043 - Customer Service Representative III		14.23
01051 - Data Entry Operator I		12.94
01052 - Data Entry Operator II		16.71
01060 - Dispatcher, Motor Vehicle		18.02
01070 - Document Preparation Clerk		12.85
01090 - Duplicating Machine Operator		12.85
01111 - General Clerk I		12.21
01112 - General Clerk II		13.32
01113 - General Clerk III		15.95
01120 - Housing Referral Assistant		17.43
01141 - Messenger Courier		12.09
01191 - Order Clerk I		13.01
01192 - Order Clerk II		16.10
01261 - Personnel Assistant (Employment) I		14.92
01262 - Personnel Assistant (Employment) II		16.68
01263 - Personnel Assistant (Employment) III		18.60
01270 - Production Control Clerk		20.22
01290 - Rental Clerk		10.64
01300 - Scheduler, Maintenance		13.64
01311 - Secretary I		13.64
01312 - Secretary II		15.26
01313 - Secretary III		17.43
01320 - Service Order Dispatcher		17.99

01410 - Supply Technician	19.97
01420 - Survey Worker	13.67
01460 - Switchboard Operator/Receptionist	12.16
01531 - Travel Clerk I	12.64
01532 - Travel Clerk II	13.66
01533 - Travel Clerk III	14.78
01611 - Word Processor I	12.14
01612 - Word Processor II	13.67
01613 - Word Processor III	15.29
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	20.55
05010 - Automotive Electrician	18.27
05040 - Automotive Glass Installer	17.62
05070 - Automotive Worker	17.62
05110 - Mobile Equipment Servicer	16.17
05130 - Motor Equipment Metal Mechanic	18.91
05160 - Motor Equipment Metal Worker	17.62
05190 - Motor Vehicle Mechanic	18.83
05220 - Motor Vehicle Mechanic Helper	15.60
05250 - Motor Vehicle Upholstery Worker	16.98
05280 - Motor Vehicle Wrecker	17.62
05310 - Painter, Automotive	17.90
05340 - Radiator Repair Specialist	17.62
05370 - Tire Repairer	14.88
05400 - Transmission Repair Specialist	18.48
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.48
07041 - Cook I	11.67
07042 - Cook II	12.48
07070 - Dishwasher	9.99
07130 - Food Service Worker	9.99
07210 - Meat Cutter	15.36
07260 - Waiter/Waitress	10.43
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.90
09040 - Furniture Handler	14.47
09080 - Furniture Refinisher	18.27
09090 - Furniture Refinisher Helper	15.92
09110 - Furniture Repairer, Minor	17.12
09130 - Upholsterer	18.27
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.83
11060 - Elevator Operator	11.83
11090 - Gardener	13.57
11122 - Housekeeping Aide	12.91
11150 - Janitor	12.91
11210 - Laborer, Grounds Maintenance	11.40
11240 - Maid or Houseman	9.37
11260 - Pruner	11.66
11270 - Tractor Operator	12.86
11330 - Trail Maintenance Worker	11.40
11360 - Window Cleaner	13.48
12000 - Health Occupations	
12010 - Ambulance Driver	16.79
12011 - Breath Alcohol Technician	18.47
12012 - Certified Occupational Therapist Assistant	25.70
12015 - Certified Physical Therapist Assistant	23.88
12020 - Dental Assistant	16.10
12025 - Dental Hygienist	33.56
12030 - EKG Technician	25.67
12035 - Electroneurodiagnostic Technologist	25.67
12040 - Emergency Medical Technician	16.79

12071 - Licensed Practical Nurse I	17.45
12072 - Licensed Practical Nurse II	18.95
12073 - Licensed Practical Nurse III	20.42
12100 - Medical Assistant	13.98
12130 - Medical Laboratory Technician	20.36
12160 - Medical Record Clerk	14.34
12190 - Medical Record Technician	15.64
12195 - Medical Transcriptionist	17.45
12210 - Nuclear Medicine Technologist	40.93
12221 - Nursing Assistant I	11.22
12222 - Nursing Assistant II	12.62
12223 - Nursing Assistant III	13.76
12224 - Nursing Assistant IV	15.45
12235 - Optical Dispenser	14.30
12236 - Optical Technician	16.19
12250 - Pharmacy Technician	13.59
12280 - Phlebotomist	13.52
12305 - Radiologic Technologist	25.33
12311 - Registered Nurse I	24.52
12312 - Registered Nurse II	30.00
12313 - Registered Nurse II, Specialist	28.91
12314 - Registered Nurse III	36.29
12315 - Registered Nurse III, Anesthetist	35.00
12316 - Registered Nurse IV	43.48
12317 - Scheduler (Drug and Alcohol Testing)	22.87
12320 - Substance Abuse Treatment Counselor	23.58
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	18.48
13012 - Exhibits Specialist II	23.58
13013 - Exhibits Specialist III	27.60
13041 - Illustrator I	18.21
13042 - Illustrator II	22.91
13043 - Illustrator III	27.60
13047 - Librarian	24.98
13050 - Library Aide/Clerk	11.50
13054 - Library Information Technology Systems Administrator	22.56
13058 - Library Technician	13.29
13061 - Media Specialist I	16.28
13062 - Media Specialist II	18.21
13063 - Media Specialist III	20.31
13071 - Photographer I	14.03
13072 - Photographer II	17.10
13073 - Photographer III	21.83
13074 - Photographer IV	26.69
13075 - Photographer V	28.08
13090 - Technical Order Library Clerk	16.99
13110 - Video Teleconference Technician	12.06
14000 - Information Technology Occupations	
14041 - Computer Operator I	16.91
14042 - Computer Operator II	18.93
14043 - Computer Operator III	21.18
14044 - Computer Operator IV	24.24
14045 - Computer Operator V	26.85
14071 - Computer Programmer I	(see 1) 20.93
14072 - Computer Programmer II	(see 1) 26.66
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	16.91

14160 - Personal Computer Support Technician	24.24
14170 - System Support Specialist	24.93
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	31.01
15020 - Aircrew Training Devices Instructor (Rated)	37.52
15030 - Air Crew Training Devices Instructor (Pilot)	44.96
15050 - Computer Based Training Specialist / Instructor	31.01
15060 - Educational Technologist	28.69
15070 - Flight Instructor (Pilot)	44.96
15080 - Graphic Artist	20.42
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	44.96
15086 - Maintenance Test Pilot, Rotary Wing	44.96
15088 - Non-Maintenance Test/Co-Pilot	44.96
15090 - Technical Instructor	19.10
15095 - Technical Instructor/Course Developer	23.35
15110 - Test Proctor	15.81
15120 - Tutor	15.81
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	8.94
16030 - Counter Attendant	8.94
16040 - Dry Cleaner	11.61
16070 - Finisher, Flatwork, Machine	8.94
16090 - Presser, Hand	8.94
16110 - Presser, Machine, Drycleaning	8.94
16130 - Presser, Machine, Shirts	8.94
16160 - Presser, Machine, Wearing Apparel, Laundry	8.94
16190 - Sewing Machine Operator	12.46
16220 - Tailor	13.33
16250 - Washer, Machine	9.87
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	20.29
19040 - Tool And Die Maker	24.07
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	19.58
21030 - Material Coordinator	20.22
21040 - Material Expediter	20.22
21050 - Material Handling Laborer	13.08
21071 - Order Filler	12.86
21080 - Production Line Worker (Food Processing)	19.58
21110 - Shipping Packer	15.27
21130 - Shipping/Receiving Clerk	15.27
21140 - Store Worker I	16.96
21150 - Stock Clerk	19.48
21210 - Tools And Parts Attendant	19.58
21410 - Warehouse Specialist	19.58
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	22.95
23019 - Aircraft Logs and Records Technician	19.81
23021 - Aircraft Mechanic I	22.01
23022 - Aircraft Mechanic II	22.95
23023 - Aircraft Mechanic III	23.91
23040 - Aircraft Mechanic Helper	18.43
23050 - Aircraft, Painter	22.13
23060 - Aircraft Servicer	19.81
23070 - Aircraft Survival Flight Equipment Technician	22.13
23080 - Aircraft Worker	20.51
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	20.51
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	22.01
23110 - Appliance Mechanic	20.64
23120 - Bicycle Repairer	19.81

23125 - Cable Splicer	28.42
23130 - Carpenter, Maintenance	21.59
23140 - Carpet Layer	22.10
23160 - Electrician, Maintenance	25.82
23181 - Electronics Technician Maintenance I	22.96
23182 - Electronics Technician Maintenance II	24.19
23183 - Electronics Technician Maintenance III	25.47
23260 - Fabric Worker	21.54
23290 - Fire Alarm System Mechanic	23.76
23310 - Fire Extinguisher Repairer	20.60
23311 - Fuel Distribution System Mechanic	25.47
23312 - Fuel Distribution System Operator	20.61
23370 - General Maintenance Worker	17.60
23380 - Ground Support Equipment Mechanic	22.01
23381 - Ground Support Equipment Servicer	19.81
23382 - Ground Support Equipment Worker	20.51
23391 - Gunsmith I	20.61
23392 - Gunsmith II	22.75
23393 - Gunsmith III	25.21
23410 - Heating, Ventilation And Air-Conditioning Mechanic	23.38
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	24.46
23430 - Heavy Equipment Mechanic	22.33
23440 - Heavy Equipment Operator	34.09
23460 - Instrument Mechanic	25.47
23465 - Laboratory/Shelter Mechanic	23.97
23470 - Laborer	12.88
23510 - Locksmith	23.97
23530 - Machinery Maintenance Mechanic	25.31
23550 - Machinist, Maintenance	18.72
23580 - Maintenance Trades Helper	16.35
23591 - Metrology Technician I	25.47
23592 - Metrology Technician II	26.66
23593 - Metrology Technician III	27.78
23640 - Millwright	25.47
23710 - Office Appliance Repairer	21.58
23760 - Painter, Maintenance	18.64
23790 - Pipefitter, Maintenance	29.84
23810 - Plumber, Maintenance	27.61
23820 - Pneudraulic Systems Mechanic	25.21
23850 - Rigger	25.21
23870 - Scale Mechanic	22.75
23890 - Sheet-Metal Worker, Maintenance	27.91
23910 - Small Engine Mechanic	21.97
23931 - Telecommunications Mechanic I	27.32
23932 - Telecommunications Mechanic II	29.00
23950 - Telephone Lineman	27.64
23960 - Welder, Combination, Maintenance	18.91
23965 - Well Driller	25.21
23970 - Woodcraft Worker	25.21
23980 - Woodworker	20.60
24000 - Personal Needs Occupations	
24550 - Case Manager	12.80
24570 - Child Care Attendant	9.85
24580 - Child Care Center Clerk	13.55
24610 - Chore Aide	11.08
24620 - Family Readiness And Support Services Coordinator	12.80
24630 - Homemaker	13.51
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.87

25040 - Sewage Plant Operator	20.34
25070 - Stationary Engineer	25.87
25190 - Ventilation Equipment Tender	20.89
25210 - Water Treatment Plant Operator	20.34
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.55
27007 - Baggage Inspector	11.17
27008 - Corrections Officer	28.16
27010 - Court Security Officer	21.16
27030 - Detection Dog Handler	15.08
27040 - Detention Officer	28.16
27070 - Firefighter	17.91
27101 - Guard I	11.17
27102 - Guard II	15.08
27131 - Police Officer I	22.95
27132 - Police Officer II	25.50
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.25
28042 - Carnival Equipment Repairer	11.88
28043 - Carnival Worker	9.51
28210 - Gate Attendant/Gate Tender	13.69
28310 - Lifeguard	11.01
28350 - Park Attendant (Aide)	15.32
28510 - Recreation Aide/Health Facility Attendant	11.10
28515 - Recreation Specialist	17.37
28630 - Sports Official	12.20
28690 - Swimming Pool Operator	13.31
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	25.67
29020 - Hatch Tender	25.67
29030 - Line Handler	24.34
29041 - Stevedore I	24.50
29042 - Stevedore II	26.84
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	41.36
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	28.52
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	31.42
30021 - Archeological Technician I	18.88
30022 - Archeological Technician II	21.11
30023 - Archeological Technician III	26.16
30030 - Cartographic Technician	25.49
30040 - Civil Engineering Technician	27.59
30051 - Cryogenic Technician I	24.40
30052 - Cryogenic Technician II	26.95
30061 - Drafter/CAD Operator I	17.21
30062 - Drafter/CAD Operator II	20.58
30063 - Drafter/CAD Operator III	22.95
30064 - Drafter/CAD Operator IV	28.25
30081 - Engineering Technician I	18.52
30082 - Engineering Technician II	20.79
30083 - Engineering Technician III	23.25
30084 - Engineering Technician IV	28.85
30085 - Engineering Technician V	35.57
30086 - Engineering Technician VI	42.64
30090 - Environmental Technician	23.77
30095 - Evidence Control Specialist	22.03
30210 - Laboratory Technician	25.67
30221 - Latent Fingerprint Technician I	24.40
30222 - Latent Fingerprint Technician II	26.95
30240 - Mathematical Technician	25.49
30361 - Paralegal/Legal Assistant I	18.73
30362 - Paralegal/Legal Assistant II	22.17

30363 - Paralegal/Legal Assistant III	26.29
30364 - Paralegal/Legal Assistant IV	31.80
30375 - Petroleum Supply Specialist	26.95
30390 - Photo-Optics Technician	25.49
30395 - Radiation Control Technician	26.95
30461 - Technical Writer I	22.03
30462 - Technical Writer II	26.95
30463 - Technical Writer III	32.61
30491 - Unexploded Ordnance (UXO) Technician I	26.29
30492 - Unexploded Ordnance (UXO) Technician II	31.81
30493 - Unexploded Ordnance (UXO) Technician III	38.12
30494 - Unexploded (UXO) Safety Escort	26.29
30495 - Unexploded (UXO) Sweep Personnel	26.29
30501 - Weather Forecaster I	25.74
30502 - Weather Forecaster II	31.31
30620 - Weather Observer, Combined Upper Air Or	(see 2) 22.95
Surface Programs	
30621 - Weather Observer, Senior	(see 2) 25.49
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	31.81
31020 - Bus Aide	11.91
31030 - Bus Driver	15.02
31043 - Driver Courier	13.73
31260 - Parking and Lot Attendant	10.60
31290 - Shuttle Bus Driver	14.39
31310 - Taxi Driver	10.70
31361 - Truckdriver, Light	14.39
31362 - Truckdriver, Medium	15.17
31363 - Truckdriver, Heavy	22.08
31364 - Truckdriver, Tractor-Trailer	22.08
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.51
99030 - Cashier	9.35
99050 - Desk Clerk	9.74
99095 - Embalmer	31.54
99130 - Flight Follower	26.29
99251 - Laboratory Animal Caretaker I	11.05
99252 - Laboratory Animal Caretaker II	11.56
99260 - Marketing Analyst	22.35
99310 - Mortician	31.54
99410 - Pest Controller	17.27
99510 - Photofinishing Worker	13.15
99710 - Recycling Laborer	18.86
99711 - Recycling Specialist	21.26
99730 - Refuse Collector	17.61
99810 - Sales Clerk	11.36
99820 - School Crossing Guard	13.84
99830 - Survey Party Chief	28.51
99831 - Surveying Aide	14.77
99832 - Surveying Technician	20.48
99840 - Vending Machine Attendant	14.19
99841 - Vending Machine Repairer	16.07
99842 - Vending Machine Repairer Helper	14.30

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*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 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, 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 15-4985 (Rev.-5) was first posted on www.wdol.gov on 01/16/2018

REGISTER OF WAGE DETERMINATIONS UNDER		U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT		EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor		WAGE AND HOUR DIVISION
		WASHINGTON D.C. 20210

Daniel W. Simms	Division of		Wage Determination No.: 2015-4985
Director	Wage Determinations		Revision No.: 5
			Date Of Revision: 01/10/2018

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.35 for calendar year 2018 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 \$10.35 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2018. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts

State: Iowa

Area: Iowa Counties of Black Hawk, Bremer, Grundy

Fringe Benefits Required Follow the Occupational Listing		
OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.56
01012 - Accounting Clerk II		15.40
01013 - Accounting Clerk III		21.42
01020 - Administrative Assistant		20.25
01035 - Court Reporter		20.39
01041 - Customer Service Representative I		12.22
01042 - Customer Service Representative II		13.74
01043 - Customer Service Representative III		15.00
01051 - Data Entry Operator I		13.86
01052 - Data Entry Operator II		16.02
01060 - Dispatcher, Motor Vehicle		18.61
01070 - Document Preparation Clerk		14.31
01090 - Duplicating Machine Operator		14.31
01111 - General Clerk I		12.71
01112 - General Clerk II		13.87
01113 - General Clerk III		15.58
01120 - Housing Referral Assistant		18.71
01141 - Messenger Courier		13.31
01191 - Order Clerk I		13.30
01192 - Order Clerk II		15.41
01261 - Personnel Assistant (Employment) I		15.24
01262 - Personnel Assistant (Employment) II		17.05
01263 - Personnel Assistant (Employment) III		19.00
01270 - Production Control Clerk		21.18
01290 - Rental Clerk		10.87
01300 - Scheduler, Maintenance		15.01
01311 - Secretary I		15.01
01312 - Secretary II		16.79
01313 - Secretary III		18.71
01320 - Service Order Dispatcher		16.73

01410 - Supply Technician	20.25
01420 - Survey Worker	14.08
01460 - Switchboard Operator/Receptionist	12.95
01531 - Travel Clerk I	13.41
01532 - Travel Clerk II	14.50
01533 - Travel Clerk III	15.69
01611 - Word Processor I	13.37
01612 - Word Processor II	15.01
01613 - Word Processor III	16.79
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	19.02
05010 - Automotive Electrician	18.51
05040 - Automotive Glass Installer	18.00
05070 - Automotive Worker	18.00
05110 - Mobile Equipment Servicer	16.94
05130 - Motor Equipment Metal Mechanic	19.02
05160 - Motor Equipment Metal Worker	18.00
05190 - Motor Vehicle Mechanic	19.02
05220 - Motor Vehicle Mechanic Helper	16.40
05250 - Motor Vehicle Upholstery Worker	17.45
05280 - Motor Vehicle Wrecker	18.00
05310 - Painter, Automotive	18.51
05340 - Radiator Repair Specialist	18.00
05370 - Tire Repairer	16.71
05400 - Transmission Repair Specialist	19.02
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.11
07041 - Cook I	11.79
07042 - Cook II	13.27
07070 - Dishwasher	8.79
07130 - Food Service Worker	10.47
07210 - Meat Cutter	14.01
07260 - Waiter/Waitress	9.07
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	19.76
09040 - Furniture Handler	15.32
09080 - Furniture Refinisher	20.24
09090 - Furniture Refinisher Helper	16.46
09110 - Furniture Repairer, Minor	18.49
09130 - Upholsterer	20.24
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.91
11060 - Elevator Operator	11.38
11090 - Gardener	15.03
11122 - Housekeeping Aide	11.38
11150 - Janitor	11.38
11210 - Laborer, Grounds Maintenance	12.41
11240 - Maid or Houseman	10.52
11260 - Pruner	11.53
11270 - Tractor Operator	14.17
11330 - Trail Maintenance Worker	12.41
11360 - Window Cleaner	12.25
12000 - Health Occupations	
12010 - Ambulance Driver	16.80
12011 - Breath Alcohol Technician	16.65
12012 - Certified Occupational Therapist Assistant	22.83
12015 - Certified Physical Therapist Assistant	24.46
12020 - Dental Assistant	18.14
12025 - Dental Hygienist	34.38
12030 - EKG Technician	25.22
12035 - Electroneurodiagnostic Technologist	25.22
12040 - Emergency Medical Technician	16.80

12071 - Licensed Practical Nurse I	14.88
12072 - Licensed Practical Nurse II	16.65
12073 - Licensed Practical Nurse III	18.55
12100 - Medical Assistant	14.68
12130 - Medical Laboratory Technician	16.34
12160 - Medical Record Clerk	15.99
12190 - Medical Record Technician	17.89
12195 - Medical Transcriptionist	15.60
12210 - Nuclear Medicine Technologist	36.57
12221 - Nursing Assistant I	10.66
12222 - Nursing Assistant II	11.98
12223 - Nursing Assistant III	13.07
12224 - Nursing Assistant IV	14.67
12235 - Optical Dispenser	16.37
12236 - Optical Technician	14.88
12250 - Pharmacy Technician	16.23
12280 - Phlebotomist	14.67
12305 - Radiologic Technologist	25.59
12311 - Registered Nurse I	21.66
12312 - Registered Nurse II	26.51
12313 - Registered Nurse II, Specialist	26.51
12314 - Registered Nurse III	32.08
12315 - Registered Nurse III, Anesthetist	32.08
12316 - Registered Nurse IV	38.42
12317 - Scheduler (Drug and Alcohol Testing)	20.80
12320 - Substance Abuse Treatment Counselor	22.57
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	18.07
13012 - Exhibits Specialist II	22.37
13013 - Exhibits Specialist III	27.37
13041 - Illustrator I	18.07
13042 - Illustrator II	22.37
13043 - Illustrator III	27.37
13047 - Librarian	24.78
13050 - Library Aide/Clerk	11.06
13054 - Library Information Technology Systems Administrator	22.37
13058 - Library Technician	14.86
13061 - Media Specialist I	16.15
13062 - Media Specialist II	18.07
13063 - Media Specialist III	20.13
13071 - Photographer I	14.72
13072 - Photographer II	17.66
13073 - Photographer III	20.94
13074 - Photographer IV	26.01
13075 - Photographer V	30.93
13090 - Technical Order Library Clerk	15.74
13110 - Video Teleconference Technician	16.15
14000 - Information Technology Occupations	
14041 - Computer Operator I	13.51
14042 - Computer Operator II	15.11
14043 - Computer Operator III	18.95
14044 - Computer Operator IV	21.08
14045 - Computer Operator V	23.33
14071 - Computer Programmer I	(see 1) 20.67
14072 - Computer Programmer II	(see 1) 25.59
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	13.51

14160 - Personal Computer Support Technician	21.08
14170 - System Support Specialist	25.96
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	28.41
15020 - Aircrew Training Devices Instructor (Rated)	34.36
15030 - Air Crew Training Devices Instructor (Pilot)	41.18
15050 - Computer Based Training Specialist / Instructor	28.41
15060 - Educational Technologist	29.25
15070 - Flight Instructor (Pilot)	41.18
15080 - Graphic Artist	19.60
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	41.18
15086 - Maintenance Test Pilot, Rotary Wing	41.18
15088 - Non-Maintenance Test/Co-Pilot	41.18
15090 - Technical Instructor	18.70
15095 - Technical Instructor/Course Developer	22.98
15110 - Test Proctor	15.09
15120 - Tutor	15.09
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	11.53
16030 - Counter Attendant	11.53
16040 - Dry Cleaner	13.74
16070 - Finisher, Flatwork, Machine	11.53
16090 - Presser, Hand	11.53
16110 - Presser, Machine, Drycleaning	11.53
16130 - Presser, Machine, Shirts	11.53
16160 - Presser, Machine, Wearing Apparel, Laundry	11.53
16190 - Sewing Machine Operator	14.31
16220 - Tailor	14.88
16250 - Washer, Machine	12.60
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	22.14
19040 - Tool And Die Maker	25.50
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	16.17
21030 - Material Coordinator	21.18
21040 - Material Expediter	21.18
21050 - Material Handling Laborer	15.90
21071 - Order Filler	12.35
21080 - Production Line Worker (Food Processing)	16.17
21110 - Shipping Packer	17.16
21130 - Shipping/Receiving Clerk	16.38
21140 - Store Worker I	15.09
21150 - Stock Clerk	18.84
21210 - Tools And Parts Attendant	16.17
21410 - Warehouse Specialist	16.17
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	24.03
23019 - Aircraft Logs and Records Technician	19.99
23021 - Aircraft Mechanic I	23.12
23022 - Aircraft Mechanic II	24.03
23023 - Aircraft Mechanic III	24.74
23040 - Aircraft Mechanic Helper	17.77
23050 - Aircraft, Painter	22.20
23060 - Aircraft Servicer	19.99
23070 - Aircraft Survival Flight Equipment Technician	22.20
23080 - Aircraft Worker	21.23
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	21.23
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	23.12
23110 - Appliance Mechanic	21.89
23120 - Bicycle Repairer	18.86

23125 - Cable Splicer	34.34
23130 - Carpenter, Maintenance	20.39
23140 - Carpet Layer	21.23
23160 - Electrician, Maintenance	25.46
23181 - Electronics Technician Maintenance I	24.99
23182 - Electronics Technician Maintenance II	26.14
23183 - Electronics Technician Maintenance III	27.22
23260 - Fabric Worker	19.99
23290 - Fire Alarm System Mechanic	22.78
23310 - Fire Extinguisher Repairer	18.86
23311 - Fuel Distribution System Mechanic	23.12
23312 - Fuel Distribution System Operator	18.86
23370 - General Maintenance Worker	18.88
23380 - Ground Support Equipment Mechanic	23.12
23381 - Ground Support Equipment Servicer	19.99
23382 - Ground Support Equipment Worker	21.23
23391 - Gunsmith I	18.86
23392 - Gunsmith II	21.23
23393 - Gunsmith III	23.12
23410 - Heating, Ventilation And Air-Conditioning Mechanic	24.46
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	25.68
23430 - Heavy Equipment Mechanic	24.57
23440 - Heavy Equipment Operator	24.15
23460 - Instrument Mechanic	23.12
23465 - Laboratory/Shelter Mechanic	22.20
23470 - Laborer	15.90
23510 - Locksmith	22.20
23530 - Machinery Maintenance Mechanic	25.61
23550 - Machinist, Maintenance	20.56
23580 - Maintenance Trades Helper	17.77
23591 - Metrology Technician I	23.12
23592 - Metrology Technician II	24.03
23593 - Metrology Technician III	24.74
23640 - Millwright	23.19
23710 - Office Appliance Repairer	20.39
23760 - Painter, Maintenance	18.50
23790 - Pipefitter, Maintenance	25.63
23810 - Plumber, Maintenance	21.82
23820 - Pneudraulic Systems Mechanic	23.12
23850 - Rigger	23.12
23870 - Scale Mechanic	21.23
23890 - Sheet-Metal Worker, Maintenance	22.17
23910 - Small Engine Mechanic	21.23
23931 - Telecommunications Mechanic I	26.10
23932 - Telecommunications Mechanic II	27.13
23950 - Telephone Lineman	21.14
23960 - Welder, Combination, Maintenance	20.27
23965 - Well Driller	23.12
23970 - Woodcraft Worker	23.12
23980 - Woodworker	18.86
24000 - Personal Needs Occupations	
24550 - Case Manager	12.50
24570 - Child Care Attendant	9.63
24580 - Child Care Center Clerk	12.02
24610 - Chore Aide	11.02
24620 - Family Readiness And Support Services Coordinator	12.50
24630 - Homemaker	15.31
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.12

25040 - Sewage Plant Operator	22.65
25070 - Stationary Engineer	23.12
25190 - Ventilation Equipment Tender	17.77
25210 - Water Treatment Plant Operator	22.65
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.60
27007 - Baggage Inspector	12.05
27008 - Corrections Officer	18.93
27010 - Court Security Officer	19.14
27030 - Detection Dog Handler	14.39
27040 - Detention Officer	18.93
27070 - Firefighter	18.68
27101 - Guard I	12.05
27102 - Guard II	14.39
27131 - Police Officer I	22.55
27132 - Police Officer II	25.06
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.71
28042 - Carnival Equipment Repairer	11.37
28043 - Carnival Worker	9.09
28210 - Gate Attendant/Gate Tender	14.22
28310 - Lifeguard	11.01
28350 - Park Attendant (Aide)	15.90
28510 - Recreation Aide/Health Facility Attendant	11.60
28515 - Recreation Specialist	19.69
28630 - Sports Official	12.66
28690 - Swimming Pool Operator	15.27
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	23.49
29020 - Hatch Tender	23.49
29030 - Line Handler	23.49
29041 - Stevedore I	22.12
29042 - Stevedore II	24.57
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	17.33
30022 - Archeological Technician II	21.58
30023 - Archeological Technician III	24.03
30030 - Cartographic Technician	24.03
30040 - Civil Engineering Technician	23.01
30051 - Cryogenic Technician I	24.52
30052 - Cryogenic Technician II	27.08
30061 - Drafter/CAD Operator I	17.33
30062 - Drafter/CAD Operator II	21.58
30063 - Drafter/CAD Operator III	22.11
30064 - Drafter/CAD Operator IV	26.60
30081 - Engineering Technician I	15.65
30082 - Engineering Technician II	17.86
30083 - Engineering Technician III	20.62
30084 - Engineering Technician IV	24.34
30085 - Engineering Technician V	29.79
30086 - Engineering Technician VI	36.05
30090 - Environmental Technician	24.03
30095 - Evidence Control Specialist	22.13
30210 - Laboratory Technician	25.15
30221 - Latent Fingerprint Technician I	24.52
30222 - Latent Fingerprint Technician II	27.08
30240 - Mathematical Technician	24.03
30361 - Paralegal/Legal Assistant I	19.03
30362 - Paralegal/Legal Assistant II	23.60

30363 - Paralegal/Legal Assistant III	28.86
30364 - Paralegal/Legal Assistant IV	34.93
30375 - Petroleum Supply Specialist	27.08
30390 - Photo-Optics Technician	24.03
30395 - Radiation Control Technician	27.08
30461 - Technical Writer I	21.88
30462 - Technical Writer II	26.75
30463 - Technical Writer III	32.37
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	26.60
30502 - Weather Forecaster II	32.35
30620 - Weather Observer, Combined Upper Air Or	(see 2) 22.11
Surface Programs	
30621 - Weather Observer, Senior	(see 2) 24.03
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	28.85
31020 - Bus Aide	13.56
31030 - Bus Driver	17.41
31043 - Driver Courier	13.80
31260 - Parking and Lot Attendant	12.24
31290 - Shuttle Bus Driver	14.65
31310 - Taxi Driver	12.42
31361 - Truckdriver, Light	14.65
31362 - Truckdriver, Medium	15.53
31363 - Truckdriver, Heavy	19.87
31364 - Truckdriver, Tractor-Trailer	19.87
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.07
99030 - Cashier	9.47
99050 - Desk Clerk	9.60
99095 - Embalmer	24.57
99130 - Flight Follower	23.85
99251 - Laboratory Animal Caretaker I	15.55
99252 - Laboratory Animal Caretaker II	16.49
99260 - Marketing Analyst	22.56
99310 - Mortician	24.57
99410 - Pest Controller	17.46
99510 - Photofinishing Worker	11.95
99710 - Recycling Laborer	16.41
99711 - Recycling Specialist	18.73
99730 - Refuse Collector	15.24
99810 - Sales Clerk	12.45
99820 - School Crossing Guard	16.35
99830 - Survey Party Chief	24.55
99831 - Surveying Aide	12.29
99832 - Surveying Technician	16.84
99840 - Vending Machine Attendant	14.07
99841 - Vending Machine Repairer	16.81
99842 - Vending Machine Repairer Helper	14.07

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*

*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 25 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 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)).