

## US DOL Wage Determinations

Chillicothe, OH		Cincinnati, OH	
Number	Areas (Counties and State)	Number	Areas (Counties and State)
WD 15-4771 (Rev.4)		WD 15-4719 (Rev. 4)	
	Adams, OH		Dearborn, IN
	Athens, OH		Ohio, IN
	Gallia, OH		Boone, KY
	Highland, OH		Bracken, KY
	Jackson, OH		Campbell, KY
	Meigs, OH		Grant, KY
	Pike, OH		Kenton, KY
	Ross, OH		Pendleton, KY
	Scioto, OH		Brown, OH
	Vinton, OH		Butler, OH
WD 15-4361 (Rev. 4)			Clermont, OH
	Belmont, OH		Hamilton, OH
WD 15-4719 (Rev. 4)			Warren, OH
	Brown, OH	WD 15-4771 (Rev. 4)	
WD 15-4729 (Rev. 4)			Adams, OH
	Fairfield, OH		Highland, OH
	Franklin, OH	WD 15-4703 (Rev. 4)	
	Licking, OH		Carroll, KY
	Madison, OH		Mason, KY
	Perry, OH	WD 15-4701 (Rev. 4)	
	Pickaway, OH		Owen, KY
WD 15-4767 (Rev. 4)		WD 15-4769 (Rev. 4)	
	Fayette, OH		Clinton, OH
WD 15-4761 (Rev. 4)		WD 15-5783 (Rev. 4)	
	Guernsey, OH		Franklin, IN
	Muskingum, OH	WD 15-4815 (Rev. 4)	
WD 15-5785 (Rev. 4)			Decatur, IN
	Hocking, OH	WD 15-4827 (Rev. 4)	
WD 15-4365 (Rev. 4)			Ripley, IN
	Lawrence, OH		Switzerland, IN
WD 15-4765 (Rev. 4)		WD 15-4825 (Rev. 4)	
	Monroe, OH		Jefferson, IN
	Morgan, OH		
	Noble, OH		
	Washington, OH		
WD 15-4367 (Rev. 4)			
	Greenup, KY		
	Putnam, WV		
WD 15-4705 (Rev. 4)			
	Lewis, KY		
WD 15-4703 (Rev. 4)			
	Mason, KY		
WD 15-4353 (Rev. 3)			
	Jackson, WV		
	Pleasants, WV		
WD 15-4355 (Rev. 3)			
	Wood, KY		

## US DOL Wage Determinations

Cleveland, OH		Dayton	
Number	Areas (Counties and State)	Number	Areas (Counties and State)
WD 15-4361 (Rev. 4)		WD 15-4733 (Rev. 2)	
	Belmont, OH		Allen, OH
WD 15-4751 (Rev. 4)		WD 15-4747 (Rev. 4)	
	Ashland, OH		Auglaize, OH
	Ashtabula, OH		Mercer, OH
	Erie, OH	WD 15-4745 (Rev. 4)	
	Huron, OH		Champaign, OH
	Wayne, OH		Darke, OH
WD 15-4725 (Rev. 4)			Logan, OH
	Carroll, OH		Preble, OH
WD 15-4759 (Rev. 4)		WD 15-4739 (Rev. 3)	
	Columbiana, OH		Clark, OH
WD 15-4753 (Rev. 5)		WD 15-4731 (Rev. 3)	
	Crawford, OH		Greene, OH
	Holmes, OH		Miami, OH
WD 15-4727 (Rev. 3)			Montgomery, OH
	Cuyahoga, OH	WD 15-4815 (Rev. 4)	
	Geauga, OH		Fayette, IN
	Lake, OH	WD 15-5825 (Rev. 4)	
	Lorain, OH		Union, IN
	Medina, OH		
WD 15-4761 (Rev. 4)			
	Guernsey, OH		
WD 15-4763 (Rev. 4)			
	Harrison, OH		
	Tuscarawas, OH		
WD 15-4263 (Rev. 3)			
	Mahoning, OH		
	Trumbull, OH		
WD 15-4765 (Rev. 4)			
	Noble, OH		
WD 15-4757 (Rev. 4)			
	Ottawa, OH		
WD 15-4721 (Rev. 3)			
	Portage, OH		
	Summit, OH		
WD 15-4735 (Rev. 3)			
	Richland, OH		
WD 15-4723 (Rev. 4)			
	Stark, OH		

## US DOL Wage Determinations

<b>Columbus, OH</b>	
<b>Number</b>	<b>Areas (Counties and State)</b>
WD 15-4761 (Rev. 4)	
	Coshocton, OH
WD 15-4729 (Rev. 4)	
	Delaware, OH
	Franklin, OH
	Licking, OH
	Morrow, OH
WD 15-4747 (Rev. 4)	
	Hardin, OH
WD 15-4357 (Rev. 4)	
	Jefferson, OH
WD 15-4753 (Rev. 5)	
	Know, OH
	Marion, OH

WD 15-4771 (Rev.-4) was first posted on www.wdol.gov on 08/01/2017

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

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

Daniel W. Simms                      Division of  
Director                      Wage Determinations

Wage Determination No.: 2015-4771  
Revision No.: 4  
Date Of Revision: 07/25/2017

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.20 for calendar year 2017 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2017. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

State: Ohio

Area: Ohio Counties of Adams, Athens, Gallia, Highland, Jackson, Meigs, Pike, Ross, Scioto, Vinton

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.99
01012 - Accounting Clerk II		14.59
01013 - Accounting Clerk III		16.32
01020 - Administrative Assistant		20.25
01035 - Court Reporter		18.49
01041 - Customer Service Representative I		11.27
01042 - Customer Service Representative II		12.67
01043 - Customer Service Representative III		13.82
01051 - Data Entry Operator I		12.51
01052 - Data Entry Operator II		13.64
01060 - Dispatcher, Motor Vehicle		18.76
01070 - Document Preparation Clerk		12.87
01090 - Duplicating Machine Operator		12.87
01111 - General Clerk I		12.41
01112 - General Clerk II		13.53
01113 - General Clerk III		15.20
01120 - Housing Referral Assistant		18.03
01141 - Messenger Courier		11.34
01191 - Order Clerk I		12.65
01192 - Order Clerk II		14.28
01261 - Personnel Assistant (Employment) I		15.69
01262 - Personnel Assistant (Employment) II		17.56
01263 - Personnel Assistant (Employment) III		19.57
01270 - Production Control Clerk		21.11
01290 - Rental Clerk		10.78
01300 - Scheduler, Maintenance		14.46
01311 - Secretary I		14.46
01312 - Secretary II		16.18
01313 - Secretary III		18.03
01320 - Service Order Dispatcher		16.68
01410 - Supply Technician		20.25
01420 - Survey Worker		12.35
01460 - Switchboard Operator/Receptionist		10.54
01531 - Travel Clerk I		12.86
01532 - Travel Clerk II		13.72
01533 - Travel Clerk III		14.55
01611 - Word Processor I		12.87
01612 - Word Processor II		14.46
01613 - Word Processor III		16.18
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		19.56
05010 - Automotive Electrician		16.60
05040 - Automotive Glass Installer		15.87
05070 - Automotive Worker		15.87
05110 - Mobile Equipment Servicer		14.42
05130 - Motor Equipment Metal Mechanic		17.26
05160 - Motor Equipment Metal Worker		15.87
05190 - Motor Vehicle Mechanic		16.77

05220	- Motor Vehicle Mechanic Helper	14.33
05250	- Motor Vehicle Upholstery Worker	15.13
05280	- Motor Vehicle Wrecker	15.87
05310	- Painter, Automotive	16.60
05340	- Radiator Repair Specialist	15.87
05370	- Tire Repairer	13.87
05400	- Transmission Repair Specialist	17.26
07000	- Food Preparation And Service Occupations	
07010	- Baker	16.06
07041	- Cook I	14.66
07042	- Cook II	16.06
07070	- Dishwasher	11.31
07130	- Food Service Worker	11.31
07210	- Meat Cutter	16.06
07260	- Waiter/Waitress	12.28
09000	- Furniture Maintenance And Repair Occupations	
09010	- Electrostatic Spray Painter	20.00
09040	- Furniture Handler	13.20
09080	- Furniture Refinisher	20.00
09090	- Furniture Refinisher Helper	15.47
09110	- Furniture Repairer, Minor	17.93
09130	- Upholsterer	20.00
11000	- General Services And Support Occupations	
11030	- Cleaner, Vehicles	13.52
11060	- Elevator Operator	11.91
11090	- Gardener	14.66
11122	- Housekeeping Aide	11.91
11150	- Janitor	11.91
11210	- Laborer, Grounds Maintenance	12.28
11240	- Maid or Houseman	10.04
11260	- Pruner	11.22
11270	- Tractor Operator	13.88
11330	- Trail Maintenance Worker	12.28
11360	- Window Cleaner	13.10
12000	- Health Occupations	
12010	- Ambulance Driver	13.65
12011	- Breath Alcohol Technician	17.50
12012	- Certified Occupational Therapist Assistant	25.66
12015	- Certified Physical Therapist Assistant	24.77
12020	- Dental Assistant	15.69
12025	- Dental Hygienist	28.81
12030	- EKG Technician	24.77
12035	- Electroneurodiagnostic Technologist	24.77
12040	- Emergency Medical Technician	13.65
12071	- Licensed Practical Nurse I	15.64
12072	- Licensed Practical Nurse II	17.50
12073	- Licensed Practical Nurse III	19.50
12100	- Medical Assistant	12.03
12130	- Medical Laboratory Technician	19.51
12160	- Medical Record Clerk	12.99
12190	- Medical Record Technician	14.53
12195	- Medical Transcriptionist	15.51
12210	- Nuclear Medicine Technologist	31.34
12221	- Nursing Assistant I	11.35
12222	- Nursing Assistant II	12.77
12223	- Nursing Assistant III	13.93
12224	- Nursing Assistant IV	15.63
12235	- Optical Dispenser	16.06
12236	- Optical Technician	15.64
12250	- Pharmacy Technician	13.63
12280	- Phlebotomist	12.96
12305	- Radiologic Technologist	24.30
12311	- Registered Nurse I	22.85
12312	- Registered Nurse II	27.95
12313	- Registered Nurse II, Specialist	27.95
12314	- Registered Nurse III	33.81
12315	- Registered Nurse III, Anesthetist	33.81
12316	- Registered Nurse IV	40.53
12317	- Scheduler (Drug and Alcohol Testing)	21.42
12320	- Substance Abuse Treatment Counselor	17.65
13000	- Information And Arts Occupations	
13011	- Exhibits Specialist I	20.05
13012	- Exhibits Specialist II	24.83
13013	- Exhibits Specialist III	30.37
13041	- Illustrator I	20.05
13042	- Illustrator II	24.83
13043	- Illustrator III	30.37
13047	- Librarian	27.49
13050	- Library Aide/Clerk	13.76
13054	- Library Information Technology Systems Administrator	24.83

13058	- Library Technician	14.80
13061	- Media Specialist I	17.92
13062	- Media Specialist II	20.05
13063	- Media Specialist III	22.35
13071	- Photographer I	16.71
13072	- Photographer II	18.70
13073	- Photographer III	23.16
13074	- Photographer IV	27.46
13075	- Photographer V	32.02
13090	- Technical Order Library Clerk	18.26
13110	- Video Teleconference Technician	17.92
14000	- Information Technology Occupations	
14041	- Computer Operator I	14.61
14042	- Computer Operator II	18.72
14043	- Computer Operator III	21.15
14044	- Computer Operator IV	22.66
14045	- Computer Operator V	25.09
14071	- Computer Programmer I	(see 1) 21.74
14072	- Computer Programmer II	(see 1) 24.22
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	14.61
14160	- Personal Computer Support Technician	22.66
14170	- System Support Specialist	23.39
15000	- Instructional Occupations	
15010	- Aircrew Training Devices Instructor (Non-Rated)	28.13
15020	- Aircrew Training Devices Instructor (Rated)	34.03
15030	- Air Crew Training Devices Instructor (Pilot)	40.59
15050	- Computer Based Training Specialist / Instructor	28.13
15060	- Educational Technologist	27.48
15070	- Flight Instructor (Pilot)	40.59
15080	- Graphic Artist	19.34
15085	- Maintenance Test Pilot, Fixed, Jet/Prop	40.59
15086	- Maintenance Test Pilot, Rotary Wing	40.59
15088	- Non-Maintenance Test/Co-Pilot	40.59
15090	- Technical Instructor	21.25
15095	- Technical Instructor/Course Developer	26.00
15110	- Test Proctor	17.16
15120	- Tutor	17.16
16000	- Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010	- Assembler	9.69
16030	- Counter Attendant	9.69
16040	- Dry Cleaner	11.96
16070	- Finisher, Flatwork, Machine	9.69
16090	- Presser, Hand	9.69
16110	- Presser, Machine, Drycleaning	9.69
16130	- Presser, Machine, Shirts	9.69
16160	- Presser, Machine, Wearing Apparel, Laundry	9.69
16190	- Sewing Machine Operator	12.80
16220	- Tailor	13.64
16250	- Washer, Machine	10.25
19000	- Machine Tool Operation And Repair Occupations	
19010	- Machine-Tool Operator (Tool Room)	17.98
19040	- Tool And Die Maker	21.26
21000	- Materials Handling And Packing Occupations	
21020	- Forklift Operator	13.69
21030	- Material Coordinator	21.11
21040	- Material Expediter	21.11
21050	- Material Handling Laborer	12.37
21071	- Order Filler	12.45
21080	- Production Line Worker (Food Processing)	13.69
21110	- Shipping Packer	14.09
21130	- Shipping/Receiving Clerk	14.09
21140	- Store Worker I	13.25
21150	- Stock Clerk	17.67
21210	- Tools And Parts Attendant	13.69
21410	- Warehouse Specialist	13.69
23000	- Mechanics And Maintenance And Repair Occupations	
23010	- Aerospace Structural Welder	23.52
23019	- Aircraft Logs and Records Technician	19.22
23021	- Aircraft Mechanic I	22.55
23022	- Aircraft Mechanic II	23.52
23023	- Aircraft Mechanic III	24.44
23040	- Aircraft Mechanic Helper	16.68
23050	- Aircraft, Painter	21.60
23060	- Aircraft Servicer	19.22
23070	- Aircraft Survival Flight Equipment Technician	21.60
23080	- Aircraft Worker	20.46

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	20.46
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	22.55
23110 - Appliance Mechanic	18.69
23120 - Bicycle Repairer	16.79
23125 - Cable Splicer	32.34
23130 - Carpenter, Maintenance	20.16
23140 - Carpet Layer	22.19
23160 - Electrician, Maintenance	28.78
23181 - Electronics Technician Maintenance I	25.55
23182 - Electronics Technician Maintenance II	28.15
23183 - Electronics Technician Maintenance III	29.39
23260 - Fabric Worker	20.10
23290 - Fire Alarm System Mechanic	23.20
23310 - Fire Extinguisher Repairer	18.73
23311 - Fuel Distribution System Mechanic	23.76
23312 - Fuel Distribution System Operator	19.09
23370 - General Maintenance Worker	16.95
23380 - Ground Support Equipment Mechanic	22.55
23381 - Ground Support Equipment Servicer	19.22
23382 - Ground Support Equipment Worker	20.46
23391 - Gunsmith I	18.73
23392 - Gunsmith II	21.52
23393 - Gunsmith III	23.96
23410 - Heating, Ventilation And Air-Conditioning Mechanic	18.45
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	19.18
23430 - Heavy Equipment Mechanic	20.38
23440 - Heavy Equipment Operator	21.93
23460 - Instrument Mechanic	24.45
23465 - Laboratory/Shelter Mechanic	22.89
23470 - Laborer	12.37
23510 - Locksmith	22.00
23530 - Machinery Maintenance Mechanic	23.38
23550 - Machinist, Maintenance	19.47
23580 - Maintenance Trades Helper	14.77
23591 - Metrology Technician I	24.45
23592 - Metrology Technician II	25.50
23593 - Metrology Technician III	26.50
23640 - Millwright	24.45
23710 - Office Appliance Repairer	22.43
23760 - Painter, Maintenance	20.01
23790 - Pipefitter, Maintenance	23.67
23810 - Plumber, Maintenance	22.67
23820 - Pneudraulic Systems Mechanic	23.96
23850 - Rigger	23.96
23870 - Scale Mechanic	21.52
23890 - Sheet-Metal Worker, Maintenance	23.87
23910 - Small Engine Mechanic	17.38
23931 - Telecommunications Mechanic I	26.52
23932 - Telecommunications Mechanic II	27.66
23950 - Telephone Lineman	27.50
23960 - Welder, Combination, Maintenance	19.07
23965 - Well Driller	23.69
23970 - Woodcraft Worker	23.96
23980 - Woodworker	18.73
24000 - Personal Needs Occupations	
24550 - Case Manager	13.09
24570 - Child Care Attendant	9.32
24580 - Child Care Center Clerk	11.66
24610 - Chore Aide	10.29
24620 - Family Readiness And Support Services Coordinator	13.09
24630 - Homemaker	13.09
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	27.35
25040 - Sewage Plant Operator	20.88
25070 - Stationary Engineer	27.35
25190 - Ventilation Equipment Tender	20.21
25210 - Water Treatment Plant Operator	20.88
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.20
27007 - Baggage Inspector	12.87
27008 - Corrections Officer	21.55
27010 - Court Security Officer	21.76
27030 - Detection Dog Handler	14.42
27040 - Detention Officer	21.55
27070 - Firefighter	20.76
27101 - Guard I	12.87

27102	- Guard II	14.42
27131	- Police Officer I	20.47
27132	- Police Officer II	22.75
28000	- Recreation Occupations	
28041	- Carnival Equipment Operator	14.75
28042	- Carnival Equipment Repairer	15.58
28043	- Carnival Worker	12.01
28210	- Gate Attendant/Gate Tender	14.70
28310	- Lifeguard	11.90
28350	- Park Attendant (Aide)	16.43
28510	- Recreation Aide/Health Facility Attendant	12.00
28515	- Recreation Specialist	20.09
28630	- Sports Official	13.09
28690	- Swimming Pool Operator	17.67
29000	- Stevedoring/Longshoremen Occupational Services	
29010	- Blocker And Bracer	20.70
29020	- Hatch Tender	20.70
29030	- Line Handler	20.70
29041	- Stevedore I	19.54
29042	- Stevedore II	21.78
30000	- Technical Occupations	
30010	- Air Traffic Control Specialist, Center (HFO) (see 2)	38.64
30011	- Air Traffic Control Specialist, Station (HFO) (see 2)	26.64
30012	- Air Traffic Control Specialist, Terminal (HFO) (see 2)	29.34
30021	- Archeological Technician I	16.51
30022	- Archeological Technician II	18.47
30023	- Archeological Technician III	22.89
30030	- Cartographic Technician	22.89
30040	- Civil Engineering Technician	20.68
30051	- Cryogenic Technician I	23.35
30052	- Cryogenic Technician II	25.80
30061	- Drafter/CAD Operator I	16.51
30062	- Drafter/CAD Operator II	18.47
30063	- Drafter/CAD Operator III	20.60
30064	- Drafter/CAD Operator IV	25.34
30081	- Engineering Technician I	15.58
30082	- Engineering Technician II	18.24
30083	- Engineering Technician III	20.23
30084	- Engineering Technician IV	25.29
30085	- Engineering Technician V	30.93
30086	- Engineering Technician VI	37.42
30090	- Environmental Technician	23.16
30095	- Evidence Control Specialist	21.09
30210	- Laboratory Technician	23.31
30221	- Latent Fingerprint Technician I	23.35
30222	- Latent Fingerprint Technician II	25.80
30240	- Mathematical Technician	22.71
30361	- Paralegal/Legal Assistant I	19.51
30362	- Paralegal/Legal Assistant II	24.16
30363	- Paralegal/Legal Assistant III	29.58
30364	- Paralegal/Legal Assistant IV	35.79
30375	- Petroleum Supply Specialist	25.80
30390	- Photo-Optics Technician	22.89
30395	- Radiation Control Technician	25.80
30461	- Technical Writer I	22.89
30462	- Technical Writer II	28.00
30463	- Technical Writer III	33.03
30491	- Unexploded Ordnance (UXO) Technician I	24.56
30492	- Unexploded Ordnance (UXO) Technician II	29.71
30493	- Unexploded Ordnance (UXO) Technician III	35.61
30494	- Unexploded (UXO) Safety Escort	24.56
30495	- Unexploded (UXO) Sweep Personnel	24.56
30501	- Weather Forecaster I	23.35
30502	- Weather Forecaster II	28.40
30620	- Weather Observer, Combined Upper Air Or (see 2)	20.60
Surface Programs		
30621	- Weather Observer, Senior (see 2)	22.89
31000	- Transportation/Mobile Equipment Operation Occupations	
31010	- Airplane Pilot	29.71
31020	- Bus Aide	11.50
31030	- Bus Driver	16.18
31043	- Driver Courier	11.80
31260	- Parking and Lot Attendant	10.77
31290	- Shuttle Bus Driver	12.76
31310	- Taxi Driver	9.97
31361	- Truckdriver, Light	12.76
31362	- Truckdriver, Medium	15.11
31363	- Truckdriver, Heavy	17.94
31364	- Truckdriver, Tractor-Trailer	17.94
99000	- Miscellaneous Occupations	
99020	- Cabin Safety Specialist	14.49



99030 - Cashier	9.14
99050 - Desk Clerk	10.14
99095 - Embalmer	27.12
99130 - Flight Follower	24.56
99251 - Laboratory Animal Caretaker I	15.97
99252 - Laboratory Animal Caretaker II	16.78
99260 - Marketing Analyst	28.20
99310 - Mortician	27.93
99410 - Pest Controller	15.46
99510 - Photofinishing Worker	12.90
99710 - Recycling Laborer	14.93
99711 - Recycling Specialist	17.68
99730 - Refuse Collector	13.57
99810 - Sales Clerk	10.31
99820 - School Crossing Guard	13.68
99830 - Survey Party Chief	21.53
99831 - Surveying Aide	14.26
99832 - Surveying Technician	19.57
99840 - Vending Machine Attendant	13.88
99841 - Vending Machine Repairer	16.06
99842 - Vending Machine Repairer Helper	13.88

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.41 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 eleven 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, 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 15-4361 (Rev.-4) was first posted on www.wdol.gov on 08/01/2017

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

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

Daniel W. Simms                      Division of  
Director                      Wage Determinations

Wage Determination No.: 2015-4361  
Revision No.: 4  
Date Of Revision: 07/25/2017

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.20 for calendar year 2017 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2017. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Ohio

Area: Ohio County of Belmont

**Fringe Benefits Required Follow the Occupational Listing**		
OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.66
01012 - Accounting Clerk II		16.92
01013 - Accounting Clerk III		20.33
01020 - Administrative Assistant		22.26
01035 - Court Reporter		17.78
01041 - Customer Service Representative I		10.62
01042 - Customer Service Representative II		11.94
01043 - Customer Service Representative III		13.03
01051 - Data Entry Operator I		12.23
01052 - Data Entry Operator II		13.81
01060 - Dispatcher, Motor Vehicle		17.44
01070 - Document Preparation Clerk		12.44
01090 - Duplicating Machine Operator		12.44
01111 - General Clerk I		11.94
01112 - General Clerk II		14.59
01113 - General Clerk III		16.37
01120 - Housing Referral Assistant		19.31
01141 - Messenger Courier		11.46
01191 - Order Clerk I		13.17
01192 - Order Clerk II		15.74
01261 - Personnel Assistant (Employment) I		16.18
01262 - Personnel Assistant (Employment) II		18.09
01263 - Personnel Assistant (Employment) III		20.18
01270 - Production Control Clerk		20.18
01290 - Rental Clerk		15.53
01300 - Scheduler, Maintenance		15.48
01311 - Secretary I		15.48
01312 - Secretary II		17.32
01313 - Secretary III		19.31
01320 - Service Order Dispatcher		17.00
01410 - Supply Technician		22.26
01420 - Survey Worker		15.04
01460 - Switchboard Operator/Receptionist		12.19
01531 - Travel Clerk I		12.86
01532 - Travel Clerk II		13.72
01533 - Travel Clerk III		14.55
01611 - Word Processor I		12.90
01612 - Word Processor II		15.53
01613 - Word Processor III		17.37
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		18.95
05010 - Automotive Electrician		17.78
05040 - Automotive Glass Installer		17.10
05070 - Automotive Worker		17.10
05110 - Mobile Equipment Servicer		15.85
05130 - Motor Equipment Metal Mechanic		18.41
05160 - Motor Equipment Metal Worker		17.10
05190 - Motor Vehicle Mechanic		18.70
05220 - Motor Vehicle Mechanic Helper		15.23

05250	- Motor Vehicle Upholstery Worker	16.47
05280	- Motor Vehicle Wrecker	17.10
05310	- Painter, Automotive	19.03
05340	- Radiator Repair Specialist	17.10
05370	- Tire Repairer	13.96
05400	- Transmission Repair Specialist	18.41
07000	- Food Preparation And Service Occupations	
07010	- Baker	12.08
07041	- Cook I	11.10
07042	- Cook II	12.33
07070	- Dishwasher	9.21
07130	- Food Service Worker	9.49
07210	- Meat Cutter	15.75
07260	- Waiter/Waitress	9.21
09000	- Furniture Maintenance And Repair Occupations	
09010	- Electrostatic Spray Painter	17.84
09040	- Furniture Handler	14.65
09080	- Furniture Refinisher	19.00
09090	- Furniture Refinisher Helper	16.81
09110	- Furniture Repairer, Minor	18.72
09130	- Upholsterer	17.84
11000	- General Services And Support Occupations	
11030	- Cleaner, Vehicles	9.53
11060	- Elevator Operator	11.02
11090	- Gardener	14.44
11122	- Housekeeping Aide	13.61
11150	- Janitor	13.61
11210	- Laborer, Grounds Maintenance	12.35
11240	- Maid or Houseman	11.50
11260	- Pruner	12.96
11270	- Tractor Operator	13.53
11330	- Trail Maintenance Worker	12.35
11360	- Window Cleaner	13.78
12000	- Health Occupations	
12010	- Ambulance Driver	14.04
12011	- Breath Alcohol Technician	17.33
12012	- Certified Occupational Therapist Assistant	23.26
12015	- Certified Physical Therapist Assistant	22.85
12020	- Dental Assistant	14.37
12025	- Dental Hygienist	25.85
12030	- EKG Technician	22.90
12035	- Electroneurodiagnostic Technologist	22.90
12040	- Emergency Medical Technician	14.04
12071	- Licensed Practical Nurse I	15.31
12072	- Licensed Practical Nurse II	17.33
12073	- Licensed Practical Nurse III	19.33
12100	- Medical Assistant	13.25
12130	- Medical Laboratory Technician	19.70
12160	- Medical Record Clerk	14.66
12190	- Medical Record Technician	16.42
12195	- Medical Transcriptionist	15.27
12210	- Nuclear Medicine Technologist	30.09
12221	- Nursing Assistant I	11.23
12222	- Nursing Assistant II	12.63
12223	- Nursing Assistant III	13.78
12224	- Nursing Assistant IV	15.46
12235	- Optical Dispenser	15.28
12236	- Optical Technician	15.16
12250	- Pharmacy Technician	12.39
12280	- Phlebotomist	14.44
12305	- Radiologic Technologist	23.00
12311	- Registered Nurse I	23.50
12312	- Registered Nurse II	28.75
12313	- Registered Nurse II, Specialist	28.75
12314	- Registered Nurse III	34.78
12315	- Registered Nurse III, Anesthetist	34.78
12316	- Registered Nurse IV	41.68
12317	- Scheduler (Drug and Alcohol Testing)	21.47
12320	- Substance Abuse Treatment Counselor	12.10
13000	- Information And Arts Occupations	
13011	- Exhibits Specialist I	21.25
13012	- Exhibits Specialist II	27.77
13013	- Exhibits Specialist III	29.81
13041	- Illustrator I	19.11
13042	- Illustrator II	24.36
13043	- Illustrator III	27.97
13047	- Librarian	25.32
13050	- Library Aide/Clerk	10.34
13054	- Library Information Technology Systems Administrator	22.37
13058	- Library Technician	17.67

13061	- Media Specialist I	16.50
13062	- Media Specialist II	18.46
13063	- Media Specialist III	20.57
13071	- Photographer I	15.99
13072	- Photographer II	18.46
13073	- Photographer III	22.86
13074	- Photographer IV	27.64
13075	- Photographer V	33.42
13090	- Technical Order Library Clerk	15.49
13110	- Video Teleconference Technician	16.58
14000	- Information Technology Occupations	
14041	- Computer Operator I	15.90
14042	- Computer Operator II	17.79
14043	- Computer Operator III	19.84
14044	- Computer Operator IV	22.05
14045	- Computer Operator V	24.41
14071	- Computer Programmer I (see 1)	22.35
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	15.90
14160	- Personal Computer Support Technician	22.05
14170	- System Support Specialist	20.67
15000	- Instructional Occupations	
15010	- Aircrew Training Devices Instructor (Non-Rated)	28.19
15020	- Aircrew Training Devices Instructor (Rated)	34.10
15030	- Air Crew Training Devices Instructor (Pilot)	40.87
15050	- Computer Based Training Specialist / Instructor	28.19
15060	- Educational Technologist	29.84
15070	- Flight Instructor (Pilot)	40.87
15080	- Graphic Artist	20.56
15085	- Maintenance Test Pilot, Fixed, Jet/Prop	34.22
15086	- Maintenance Test Pilot, Rotary Wing	34.22
15088	- Non-Maintenance Test/Co-Pilot	34.22
15090	- Technical Instructor	19.41
15095	- Technical Instructor/Course Developer	23.74
15110	- Test Proctor	16.96
15120	- Tutor	16.96
16000	- Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010	- Assembler	9.85
16030	- Counter Attendant	9.85
16040	- Dry Cleaner	12.13
16070	- Finisher, Flatwork, Machine	9.85
16090	- Presser, Hand	9.85
16110	- Presser, Machine, Drycleaning	9.85
16130	- Presser, Machine, Shirts	9.85
16160	- Presser, Machine, Wearing Apparel, Laundry	9.85
16190	- Sewing Machine Operator	13.00
16220	- Tailor	13.84
16250	- Washer, Machine	10.42
19000	- Machine Tool Operation And Repair Occupations	
19010	- Machine-Tool Operator (Tool Room)	20.64
19040	- Tool And Die Maker	25.60
21000	- Materials Handling And Packing Occupations	
21020	- Forklift Operator	17.71
21030	- Material Coordinator	19.96
21040	- Material Expediter	19.96
21050	- Material Handling Laborer	18.10
21071	- Order Filler	13.89
21080	- Production Line Worker (Food Processing)	17.71
21110	- Shipping Packer	15.09
21130	- Shipping/Receiving Clerk	15.09
21140	- Store Worker I	14.23
21150	- Stock Clerk	18.03
21210	- Tools And Parts Attendant	17.71
21410	- Warehouse Specialist	17.71
23000	- Mechanics And Maintenance And Repair Occupations	
23010	- Aerospace Structural Welder	24.72
23019	- Aircraft Logs and Records Technician	20.33
23021	- Aircraft Mechanic I	23.75
23022	- Aircraft Mechanic II	24.72
23023	- Aircraft Mechanic III	25.90
23040	- Aircraft Mechanic Helper	17.95
23050	- Aircraft, Painter	22.70
23060	- Aircraft Servicer	20.33
23070	- Aircraft Survival Flight Equipment Technician	22.70
23080	- Aircraft Worker	21.51
23091	- Aircrew Life Support Equipment (ALSE) Mechanic	21.51

I		
23092	- Aircrew Life Support Equipment (ALSE) Mechanic	23.75
II		
23110	- Appliance Mechanic	21.91
23120	- Bicycle Repairer	16.90
23125	- Cable Splicer	29.67
23130	- Carpenter, Maintenance	20.91
23140	- Carpet Layer	20.40
23160	- Electrician, Maintenance	24.24
23181	- Electronics Technician Maintenance I	21.91
23182	- Electronics Technician Maintenance II	23.12
23183	- Electronics Technician Maintenance III	24.60
23260	- Fabric Worker	20.33
23290	- Fire Alarm System Mechanic	23.12
23310	- Fire Extinguisher Repairer	19.13
23311	- Fuel Distribution System Mechanic	23.75
23312	- Fuel Distribution System Operator	19.13
23370	- General Maintenance Worker	17.81
23380	- Ground Support Equipment Mechanic	23.75
23381	- Ground Support Equipment Servicer	20.33
23382	- Ground Support Equipment Worker	21.51
23391	- Gunsmith I	19.13
23392	- Gunsmith II	21.51
23393	- Gunsmith III	23.75
23410	- Heating, Ventilation And Air-Conditioning Mechanic	21.90
23411	- Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	22.79
23430	- Heavy Equipment Mechanic	24.67
23440	- Heavy Equipment Operator	22.45
23460	- Instrument Mechanic	23.75
23465	- Laboratory/Shelter Mechanic	22.70
23470	- Laborer	14.78
23510	- Locksmith	21.53
23530	- Machinery Maintenance Mechanic	21.00
23550	- Machinist, Maintenance	20.25
23580	- Maintenance Trades Helper	16.91
23591	- Metrology Technician I	23.75
23592	- Metrology Technician II	24.72
23593	- Metrology Technician III	25.90
23640	- Millwright	25.25
23710	- Office Appliance Repairer	19.71
23760	- Painter, Maintenance	21.03
23790	- Pipefitter, Maintenance	28.21
23810	- Plumber, Maintenance	25.25
23820	- Pneudraulic Systems Mechanic	23.75
23850	- Rigger	23.75
23870	- Scale Mechanic	21.51
23890	- Sheet-Metal Worker, Maintenance	28.06
23910	- Small Engine Mechanic	20.40
23931	- Telecommunications Mechanic I	26.60
23932	- Telecommunications Mechanic II	27.68
23950	- Telephone Lineman	23.75
23960	- Welder, Combination, Maintenance	19.65
23965	- Well Driller	22.53
23970	- Woodcraft Worker	23.75
23980	- Woodworker	18.15
24000	- Personal Needs Occupations	
24550	- Case Manager	14.29
24570	- Child Care Attendant	10.71
24580	- Child Care Center Clerk	12.98
24610	- Chore Aide	10.15
24620	- Family Readiness And Support Services Coordinator	14.29
24630	- Homemaker	14.29
25000	- Plant And System Operations Occupations	
25010	- Boiler Tender	24.99
25040	- Sewage Plant Operator	20.44
25070	- Stationary Engineer	24.99
25190	- Ventilation Equipment Tender	17.95
25210	- Water Treatment Plant Operator	20.44
27000	- Protective Service Occupations	
27004	- Alarm Monitor	14.94
27007	- Baggage Inspector	10.68
27008	- Corrections Officer	21.65
27010	- Court Security Officer	22.91
27030	- Detection Dog Handler	14.84
27040	- Detention Officer	21.65
27070	- Firefighter	22.94
27101	- Guard I	10.68
27102	- Guard II	14.84

27131	- Police Officer I	24.82
27132	- Police Officer II	26.93
28000	- Recreation Occupations	
28041	- Carnival Equipment Operator	11.03
28042	- Carnival Equipment Repairer	11.46
28043	- Carnival Worker	9.03
28210	- Gate Attendant/Gate Tender	13.83
28310	- Lifeguard	10.94
28350	- Park Attendant (Aide)	15.47
28510	- Recreation Aide/Health Facility Attendant	11.29
28515	- Recreation Specialist	16.79
28630	- Sports Official	12.32
28690	- Swimming Pool Operator	20.10
29000	- Stevedoring/Longshoremen Occupational Services	
29010	- Blocker And Bracer	21.51
29020	- Hatch Tender	21.51
29030	- Line Handler	21.51
29041	- Stevedore I	20.33
29042	- Stevedore II	22.70
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	18.25
30022	- Archeological Technician II	20.41
30023	- Archeological Technician III	24.87
30030	- Cartographic Technician	25.30
30040	- Civil Engineering Technician	21.90
30051	- Cryogenic Technician I	21.24
30052	- Cryogenic Technician II	23.46
30061	- Drafter/CAD Operator I	18.25
30062	- Drafter/CAD Operator II	20.41
30063	- Drafter/CAD Operator III	22.77
30064	- Drafter/CAD Operator IV	28.00
30081	- Engineering Technician I	16.06
30082	- Engineering Technician II	18.06
30083	- Engineering Technician III	20.98
30084	- Engineering Technician IV	24.78
30085	- Engineering Technician V	30.31
30086	- Engineering Technician VI	36.67
30090	- Environmental Technician	21.50
30095	- Evidence Control Specialist	19.18
30210	- Laboratory Technician	24.52
30221	- Latent Fingerprint Technician I	21.24
30222	- Latent Fingerprint Technician II	23.46
30240	- Mathematical Technician	25.30
30361	- Paralegal/Legal Assistant I	19.93
30362	- Paralegal/Legal Assistant II	24.70
30363	- Paralegal/Legal Assistant III	30.21
30364	- Paralegal/Legal Assistant IV	33.56
30375	- Petroleum Supply Specialist	23.46
30390	- Photo-Optics Technician	26.70
30395	- Radiation Control Technician	23.46
30461	- Technical Writer I	21.84
30462	- Technical Writer II	25.69
30463	- Technical Writer III	28.75
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	28.00
30502	- Weather Forecaster II	34.06
30620	- Weather Observer, Combined Upper Air Or (see 2)	22.77
Surface Programs		
30621	- Weather Observer, Senior (see 2)	25.30
31000	- Transportation/Mobile Equipment Operation Occupations	
31010	- Airplane Pilot	28.85
31020	- Bus Aide	14.71
31030	- Bus Driver	18.40
31043	- Driver Courier	13.86
31260	- Parking and Lot Attendant	11.54
31290	- Shuttle Bus Driver	14.88
31310	- Taxi Driver	12.01
31361	- Truckdriver, Light	14.88
31362	- Truckdriver, Medium	17.07
31363	- Truckdriver, Heavy	18.69
31364	- Truckdriver, Tractor-Trailer	18.69
99000	- Miscellaneous Occupations	
99020	- Cabin Safety Specialist	14.07
99030	- Cashier	9.29



99050 - Desk Clerk	10.19
99095 - Embalmer	27.76
99130 - Flight Follower	23.85
99251 - Laboratory Animal Caretaker I	14.78
99252 - Laboratory Animal Caretaker II	15.75
99260 - Marketing Analyst	19.65
99310 - Mortician	27.76
99410 - Pest Controller	20.61
99510 - Photofinishing Worker	13.23
99710 - Recycling Laborer	18.05
99711 - Recycling Specialist	20.80
99730 - Refuse Collector	16.68
99810 - Sales Clerk	12.12
99820 - School Crossing Guard	12.41
99830 - Survey Party Chief	22.81
99831 - Surveying Aide	13.59
99832 - Surveying Technician	20.72
99840 - Vending Machine Attendant	16.95
99841 - Vending Machine Repairer	20.31
99842 - Vending Machine Repairer Helper	16.95

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.41 per hour or \$176.40 per week or \$764.40 per month

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

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

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

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

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

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

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

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

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

#### **\*\* HAZARDOUS PAY DIFFERENTIAL \*\***

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

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

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

#### **\*\* UNIFORM ALLOWANCE \*\***

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

#### **\*\* SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS \*\***

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

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

Daniel W. Simms                      Division of  
Director                      Wage Determinations

Wage Determination No.: 2015-4719  
Revision No.: 4  
Date Of Revision: 07/25/2017

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.20 for calendar year 2017 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2017. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

States: Indiana, Kentucky, Ohio

Area: Indiana Counties of Dearborn, Ohio  
Kentucky Counties of Boone, Bracken, Campbell, Gallatin, Grant, Kenton,  
Pendleton  
Ohio Counties of Brown, Butler, Clermont, Hamilton, Warren

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.37
01012 - Accounting Clerk II		16.12
01013 - Accounting Clerk III		18.04
01020 - Administrative Assistant		25.59
01035 - Court Reporter		21.33
01041 - Customer Service Representative I		12.13
01042 - Customer Service Representative II		13.63
01043 - Customer Service Representative III		14.88
01051 - Data Entry Operator I		14.14
01052 - Data Entry Operator II		15.43
01060 - Dispatcher, Motor Vehicle		18.09
01070 - Document Preparation Clerk		14.16
01090 - Duplicating Machine Operator		14.16
01111 - General Clerk I		13.16
01112 - General Clerk II		14.35
01113 - General Clerk III		16.11
01120 - Housing Referral Assistant		19.84
01141 - Messenger Courier		12.66
01191 - Order Clerk I		14.21
01192 - Order Clerk II		17.02
01261 - Personnel Assistant (Employment) I		15.67
01262 - Personnel Assistant (Employment) II		17.53
01263 - Personnel Assistant (Employment) III		19.55
01270 - Production Control Clerk		23.17
01290 - Rental Clerk		14.57
01300 - Scheduler, Maintenance		15.84
01311 - Secretary I		15.84
01312 - Secretary II		17.79
01313 - Secretary III		19.84
01320 - Service Order Dispatcher		16.16
01410 - Supply Technician		25.59
01420 - Survey Worker		17.63
01460 - Switchboard Operator/Receptionist		14.31
01531 - Travel Clerk I		12.86
01532 - Travel Clerk II		13.72
01533 - Travel Clerk III		14.55
01611 - Word Processor I		14.66
01612 - Word Processor II		16.45
01613 - Word Processor III		18.41
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		21.14
05010 - Automotive Electrician		23.12
05040 - Automotive Glass Installer		21.61
05070 - Automotive Worker		22.26
05110 - Mobile Equipment Servicer		20.65
05130 - Motor Equipment Metal Mechanic		24.59

05160	- Motor Equipment Metal Worker	22.26
05190	- Motor Vehicle Mechanic	23.03
05220	- Motor Vehicle Mechanic Helper	20.30
05250	- Motor Vehicle Upholstery Worker	21.42
05280	- Motor Vehicle Wrecker	22.26
05310	- Painter, Automotive	23.12
05340	- Radiator Repair Specialist	22.26
05370	- Tire Repairer	15.45
05400	- Transmission Repair Specialist	24.59
07000	- Food Preparation And Service Occupations	
07010	- Baker	12.32
07041	- Cook I	12.59
07042	- Cook II	13.56
07070	- Dishwasher	9.18
07130	- Food Service Worker	10.13
07210	- Meat Cutter	16.14
07260	- Waiter/Waitress	9.20
09000	- Furniture Maintenance And Repair Occupations	
09010	- Electrostatic Spray Painter	17.91
09040	- Furniture Handler	13.81
09080	- Furniture Refinisher	17.91
09090	- Furniture Refinisher Helper	15.31
09110	- Furniture Repairer, Minor	16.59
09130	- Upholsterer	17.91
11000	- General Services And Support Occupations	
11030	- Cleaner, Vehicles	11.03
11060	- Elevator Operator	12.52
11090	- Gardener	17.15
11122	- Housekeeping Aide	12.52
11150	- Janitor	12.52
11210	- Laborer, Grounds Maintenance	14.99
11240	- Maid or Houseman	10.08
11260	- Pruner	13.48
11270	- Tractor Operator	16.71
11330	- Trail Maintenance Worker	14.99
11360	- Window Cleaner	13.26
12000	- Health Occupations	
12010	- Ambulance Driver	17.31
12011	- Breath Alcohol Technician	18.72
12012	- Certified Occupational Therapist Assistant	27.34
12015	- Certified Physical Therapist Assistant	26.62
12020	- Dental Assistant	18.35
12025	- Dental Hygienist	34.49
12030	- EKG Technician	25.03
12035	- Electroneurodiagnostic Technologist	25.03
12040	- Emergency Medical Technician	17.31
12071	- Licensed Practical Nurse I	16.73
12072	- Licensed Practical Nurse II	18.72
12073	- Licensed Practical Nurse III	20.87
12100	- Medical Assistant	14.70
12130	- Medical Laboratory Technician	18.79
12160	- Medical Record Clerk	17.61
12190	- Medical Record Technician	19.06
12195	- Medical Transcriptionist	19.70
12210	- Nuclear Medicine Technologist	34.30
12221	- Nursing Assistant I	11.19
12222	- Nursing Assistant II	12.58
12223	- Nursing Assistant III	13.73
12224	- Nursing Assistant IV	15.41
12235	- Optical Dispenser	18.39
12236	- Optical Technician	16.52
12250	- Pharmacy Technician	15.22
12280	- Phlebotomist	15.88
12305	- Radiologic Technologist	25.79
12311	- Registered Nurse I	24.51
12312	- Registered Nurse II	29.20
12313	- Registered Nurse II, Specialist	29.20
12314	- Registered Nurse III	35.32
12315	- Registered Nurse III, Anesthetist	35.32
12316	- Registered Nurse IV	42.35
12317	- Scheduler (Drug and Alcohol Testing)	23.19
12320	- Substance Abuse Treatment Counselor	18.59
13000	- Information And Arts Occupations	
13011	- Exhibits Specialist I	19.76
13012	- Exhibits Specialist II	24.48
13013	- Exhibits Specialist III	29.93
13041	- Illustrator I	20.17
13042	- Illustrator II	24.99
13043	- Illustrator III	30.56
13047	- Librarian	27.39
13050	- Library Aide/Clerk	12.27

13054 - Library Information Technology Systems Administrator	24.96
13058 - Library Technician	15.33
13061 - Media Specialist I	17.84
13062 - Media Specialist II	19.97
13063 - Media Specialist III	22.38
13071 - Photographer I	15.24
13072 - Photographer II	17.85
13073 - Photographer III	21.52
13074 - Photographer IV	26.56
13075 - Photographer V	32.12
13090 - Technical Order Library Clerk	15.12
13110 - Video Teleconference Technician	19.61
14000 - Information Technology Occupations	
14041 - Computer Operator I	15.90
14042 - Computer Operator II	17.80
14043 - Computer Operator III	19.83
14044 - Computer Operator IV	22.04
14045 - Computer Operator V	24.40
14071 - Computer Programmer I	(see 1) 19.86
14072 - Computer Programmer II	(see 1) 24.53
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	15.90
14160 - Personal Computer Support Technician	22.04
14170 - System Support Specialist	27.99
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	31.98
15020 - Aircrew Training Devices Instructor (Rated)	38.68
15030 - Air Crew Training Devices Instructor (Pilot)	42.71
15050 - Computer Based Training Specialist / Instructor	31.98
15060 - Educational Technologist	30.27
15070 - Flight Instructor (Pilot)	42.71
15080 - Graphic Artist	23.35
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	42.14
15086 - Maintenance Test Pilot, Rotary Wing	42.14
15088 - Non-Maintenance Test/Co-Pilot	42.14
15090 - Technical Instructor	23.07
15095 - Technical Instructor/Course Developer	28.24
15110 - Test Proctor	18.63
15120 - Tutor	18.63
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	9.85
16030 - Counter Attendant	9.85
16040 - Dry Cleaner	12.18
16070 - Finisher, Flatwork, Machine	9.85
16090 - Presser, Hand	9.85
16110 - Presser, Machine, Drycleaning	9.85
16130 - Presser, Machine, Shirts	9.85
16160 - Presser, Machine, Wearing Apparel, Laundry	9.85
16190 - Sewing Machine Operator	13.03
16220 - Tailor	13.89
16250 - Washer, Machine	10.44
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	25.18
19040 - Tool And Die Maker	27.35
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	16.13
21030 - Material Coordinator	23.17
21040 - Material Expediter	23.17
21050 - Material Handling Laborer	16.74
21071 - Order Filler	12.00
21080 - Production Line Worker (Food Processing)	17.33
21110 - Shipping Packer	15.78
21130 - Shipping/Receiving Clerk	15.78
21140 - Store Worker I	14.26
21150 - Stock Clerk	18.72
21210 - Tools And Parts Attendant	17.33
21410 - Warehouse Specialist	17.33
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	31.60
23019 - Aircraft Logs and Records Technician	24.46
23021 - Aircraft Mechanic I	30.11
23022 - Aircraft Mechanic II	31.60
23023 - Aircraft Mechanic III	32.91
23040 - Aircraft Mechanic Helper	22.59
23050 - Aircraft, Painter	26.22
23060 - Aircraft Servicer	24.46

23070	- Aircraft Survival Flight Equipment Technician	26.22
23080	- Aircraft Worker	25.43
23091	- Aircrew Life Support Equipment (ALSE) Mechanic I	25.43
23092	- Aircrew Life Support Equipment (ALSE) Mechanic II	30.11
23110	- Appliance Mechanic	20.12
23120	- Bicycle Repairer	20.57
23125	- Cable Splicer	33.11
23130	- Carpenter, Maintenance	20.27
23140	- Carpet Layer	23.42
23160	- Electrician, Maintenance	23.13
23181	- Electronics Technician Maintenance I	24.92
23182	- Electronics Technician Maintenance II	26.33
23183	- Electronics Technician Maintenance III	27.30
23260	- Fabric Worker	21.81
23290	- Fire Alarm System Mechanic	22.46
23310	- Fire Extinguisher Repairer	20.59
23311	- Fuel Distribution System Mechanic	29.32
23312	- Fuel Distribution System Operator	24.19
23370	- General Maintenance Worker	20.86
23380	- Ground Support Equipment Mechanic	30.11
23381	- Ground Support Equipment Servicer	24.46
23382	- Ground Support Equipment Worker	25.43
23391	- Gunsmith I	20.59
23392	- Gunsmith II	23.04
23393	- Gunsmith III	24.97
23410	- Heating, Ventilation And Air-Conditioning Mechanic	23.42
23411	- Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	24.25
23430	- Heavy Equipment Mechanic	21.91
23440	- Heavy Equipment Operator	23.65
23460	- Instrument Mechanic	26.59
23465	- Laboratory/Shelter Mechanic	24.08
23470	- Laborer	13.44
23510	- Locksmith	21.88
23530	- Machinery Maintenance Mechanic	24.77
23550	- Machinist, Maintenance	22.22
23580	- Maintenance Trades Helper	15.35
23591	- Metrology Technician I	26.59
23592	- Metrology Technician II	27.52
23593	- Metrology Technician III	28.48
23640	- Millwright	30.15
23710	- Office Appliance Repairer	18.88
23760	- Painter, Maintenance	20.42
23790	- Pipefitter, Maintenance	25.62
23810	- Plumber, Maintenance	24.66
23820	- Pneudraulic Systems Mechanic	24.97
23850	- Rigger	25.03
23870	- Scale Mechanic	23.04
23890	- Sheet-Metal Worker, Maintenance	22.08
23910	- Small Engine Mechanic	18.96
23931	- Telecommunications Mechanic I	24.41
23932	- Telecommunications Mechanic II	26.44
23950	- Telephone Lineman	23.52
23960	- Welder, Combination, Maintenance	20.42
23965	- Well Driller	21.76
23970	- Woodcraft Worker	24.97
23980	- Woodworker	20.59
24000	- Personal Needs Occupations	
24550	- Case Manager	15.92
24570	- Child Care Attendant	11.04
24580	- Child Care Center Clerk	15.48
24610	- Chore Aide	10.41
24620	- Family Readiness And Support Services Coordinator	15.92
24630	- Homememaker	17.36
25000	- Plant And System Operations Occupations	
25010	- Boiler Tender	26.88
25040	- Sewage Plant Operator	21.11
25070	- Stationary Engineer	26.88
25190	- Ventilation Equipment Tender	20.59
25210	- Water Treatment Plant Operator	21.11
27000	- Protective Service Occupations	
27004	- Alarm Monitor	20.93
27007	- Baggage Inspector	12.02
27008	- Corrections Officer	24.65
27010	- Court Security Officer	24.65
27030	- Detection Dog Handler	18.00
27040	- Detention Officer	24.65

27070	- Firefighter	24.58
27101	- Guard I	12.02
27102	- Guard II	18.00
27131	- Police Officer I	27.64
27132	- Police Officer II	30.72
28000	- Recreation Occupations	
28041	- Carnival Equipment Operator	11.67
28042	- Carnival Equipment Repairer	11.85
28043	- Carnival Worker	9.02
28210	- Gate Attendant/Gate Tender	13.62
28310	- Lifeguard	11.25
28350	- Park Attendant (Aide)	15.24
28510	- Recreation Aide/Health Facility Attendant	11.12
28515	- Recreation Specialist	18.88
28630	- Sports Official	12.14
28690	- Swimming Pool Operator	17.89
29000	- Stevedoring/Longshoremen Occupational Services	
29010	- Blocker And Bracer	21.97
29020	- Hatch Tender	21.97
29030	- Line Handler	21.97
29041	- Stevedore I	20.65
29042	- Stevedore II	22.12
30000	- Technical Occupations	
30010	- Air Traffic Control Specialist, Center (HFO) (see 2)	38.98
30011	- Air Traffic Control Specialist, Station (HFO) (see 2)	26.88
30012	- Air Traffic Control Specialist, Terminal (HFO) (see 2)	29.60
30021	- Archeological Technician I	18.75
30022	- Archeological Technician II	18.73
30023	- Archeological Technician III	22.73
30030	- Cartographic Technician	22.73
30040	- Civil Engineering Technician	24.35
30051	- Cryogenic Technician I	25.16
30052	- Cryogenic Technician II	27.78
30061	- Drafter/CAD Operator I	16.39
30062	- Drafter/CAD Operator II	18.35
30063	- Drafter/CAD Operator III	20.46
30064	- Drafter/CAD Operator IV	25.17
30081	- Engineering Technician I	15.69
30082	- Engineering Technician II	17.62
30083	- Engineering Technician III	20.43
30084	- Engineering Technician IV	25.30
30085	- Engineering Technician V	30.94
30086	- Engineering Technician VI	35.32
30090	- Environmental Technician	20.71
30095	- Evidence Control Specialist	22.71
30210	- Laboratory Technician	20.99
30221	- Latent Fingerprint Technician I	25.16
30222	- Latent Fingerprint Technician II	27.78
30240	- Mathematical Technician	22.73
30361	- Paralegal/Legal Assistant I	18.22
30362	- Paralegal/Legal Assistant II	22.57
30363	- Paralegal/Legal Assistant III	28.49
30364	- Paralegal/Legal Assistant IV	33.84
30375	- Petroleum Supply Specialist	27.78
30390	- Photo-Optics Technician	22.73
30395	- Radiation Control Technician	27.78
30461	- Technical Writer I	23.77
30462	- Technical Writer II	29.08
30463	- Technical Writer III	35.18
30491	- Unexploded Ordnance (UXO) Technician I	24.77
30492	- Unexploded Ordnance (UXO) Technician II	29.97
30493	- Unexploded Ordnance (UXO) Technician III	35.92
30494	- Unexploded (UXO) Safety Escort	24.77
30495	- Unexploded (UXO) Sweep Personnel	24.77
30501	- Weather Forecaster I	25.16
30502	- Weather Forecaster II	30.60
30620	- Weather Observer, Combined Upper Air Or (see 2)	21.32
Surface Programs		
30621	- Weather Observer, Senior (see 2)	22.73
31000	- Transportation/Mobile Equipment Operation Occupations	
31010	- Airplane Pilot	29.97
31020	- Bus Aide	13.86
31030	- Bus Driver	19.04
31043	- Driver Courier	17.51
31260	- Parking and Lot Attendant	11.21
31290	- Shuttle Bus Driver	18.95
31310	- Taxi Driver	12.96
31361	- Truckdriver, Light	18.95
31362	- Truckdriver, Medium	20.07
31363	- Truckdriver, Heavy	22.08
31364	- Truckdriver, Tractor-Trailer	22.08



99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.61
99030 - Cashier	10.02
99050 - Desk Clerk	11.49
99095 - Embalmer	27.09
99130 - Flight Follower	24.77
99251 - Laboratory Animal Caretaker I	12.73
99252 - Laboratory Animal Caretaker II	13.77
99260 - Marketing Analyst	28.53
99310 - Mortician	29.07
99410 - Pest Controller	15.64
99510 - Photofinishing Worker	11.98
99710 - Recycling Laborer	18.34
99711 - Recycling Specialist	21.63
99730 - Refuse Collector	16.76
99810 - Sales Clerk	11.34
99820 - School Crossing Guard	10.62
99830 - Survey Party Chief	20.84
99831 - Surveying Aide	12.58
99832 - Surveying Technician	18.62
99840 - Vending Machine Attendant	16.07
99841 - Vending Machine Repairer	18.03
99842 - Vending Machine Repairer Helper	16.07

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.41 per hour or \$176.40 per week or \$764.40 per month

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, 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**

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 15-4729 (Rev.-4) was first posted on www.wdol.gov on 08/01/2017

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

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

Daniel W. Simms                      Division of  
Director                      Wage Determinations

Wage Determination No.: 2015-4729  
Revision No.: 4  
Date Of Revision: 07/25/2017

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.20 for calendar year 2017 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2017. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Ohio

Area: Ohio Counties of Delaware, Fairfield, Franklin, Licking, Madison, Morrow, Perry, Pickaway, Union

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.95
01012 - Accounting Clerk II		16.80
01013 - Accounting Clerk III		18.79
01020 - Administrative Assistant		25.74
01035 - Court Reporter		21.74
01041 - Customer Service Representative I		12.18
01042 - Customer Service Representative II		13.69
01043 - Customer Service Representative III		14.93
01051 - Data Entry Operator I		13.62
01052 - Data Entry Operator II		14.87
01060 - Dispatcher, Motor Vehicle		19.08
01070 - Document Preparation Clerk		13.01
01090 - Duplicating Machine Operator		13.01
01111 - General Clerk I		13.02
01112 - General Clerk II		14.22
01113 - General Clerk III		16.77
01120 - Housing Referral Assistant		21.46
01141 - Messenger Courier		13.18
01191 - Order Clerk I		14.42
01192 - Order Clerk II		15.72
01261 - Personnel Assistant (Employment) I		16.56
01262 - Personnel Assistant (Employment) II		17.57
01263 - Personnel Assistant (Employment) III		19.60
01270 - Production Control Clerk		23.33
01290 - Rental Clerk		15.20
01300 - Scheduler, Maintenance		17.20
01311 - Secretary I		17.20
01312 - Secretary II		19.24
01313 - Secretary III		21.46
01320 - Service Order Dispatcher		17.06
01410 - Supply Technician		25.74
01420 - Survey Worker		16.70
01460 - Switchboard Operator/Receptionist		12.90
01531 - Travel Clerk I		12.86
01532 - Travel Clerk II		13.72
01533 - Travel Clerk III		14.55
01611 - Word Processor I		14.14
01612 - Word Processor II		15.88
01613 - Word Processor III		17.96
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		21.84
05010 - Automotive Electrician		19.56
05040 - Automotive Glass Installer		18.71
05070 - Automotive Worker		19.26
05110 - Mobile Equipment Servicer		17.02
05130 - Motor Equipment Metal Mechanic		22.25
05160 - Motor Equipment Metal Worker		18.89
05190 - Motor Vehicle Mechanic		20.39

05220	- Motor Vehicle Mechanic Helper	16.18
05250	- Motor Vehicle Upholstery Worker	18.39
05280	- Motor Vehicle Wrecker	19.26
05310	- Painter, Automotive	20.38
05340	- Radiator Repair Specialist	19.26
05370	- Tire Repairer	13.75
05400	- Transmission Repair Specialist	20.39
07000	- Food Preparation And Service Occupations	
07010	- Baker	12.50
07041	- Cook I	12.83
07042	- Cook II	14.73
07070	- Dishwasher	9.67
07130	- Food Service Worker	9.69
07210	- Meat Cutter	15.78
07260	- Waiter/Waitress	9.35
09000	- Furniture Maintenance And Repair Occupations	
09010	- Electrostatic Spray Painter	16.32
09040	- Furniture Handler	11.93
09080	- Furniture Refinisher	17.55
09090	- Furniture Refinisher Helper	13.49
09110	- Furniture Repairer, Minor	15.41
09130	- Upholsterer	16.47
11000	- General Services And Support Occupations	
11030	- Cleaner, Vehicles	11.41
11060	- Elevator Operator	11.41
11090	- Gardener	16.42
11122	- Housekeeping Aide	12.54
11150	- Janitor	12.54
11210	- Laborer, Grounds Maintenance	12.89
11240	- Maid or Houseman	10.19
11260	- Pruner	11.66
11270	- Tractor Operator	15.18
11330	- Trail Maintenance Worker	12.89
11360	- Window Cleaner	13.85
12000	- Health Occupations	
12010	- Ambulance Driver	16.59
12011	- Breath Alcohol Technician	18.95
12012	- Certified Occupational Therapist Assistant	27.45
12015	- Certified Physical Therapist Assistant	27.02
12020	- Dental Assistant	18.28
12025	- Dental Hygienist	35.41
12030	- EKG Technician	25.05
12035	- Electroneurodiagnostic Technologist	25.05
12040	- Emergency Medical Technician	16.59
12071	- Licensed Practical Nurse I	16.94
12072	- Licensed Practical Nurse II	18.95
12073	- Licensed Practical Nurse III	21.13
12100	- Medical Assistant	15.15
12130	- Medical Laboratory Technician	20.20
12160	- Medical Record Clerk	15.55
12190	- Medical Record Technician	17.40
12195	- Medical Transcriptionist	17.75
12210	- Nuclear Medicine Technologist	34.19
12221	- Nursing Assistant I	10.74
12222	- Nursing Assistant II	12.08
12223	- Nursing Assistant III	13.17
12224	- Nursing Assistant IV	14.80
12235	- Optical Dispenser	17.03
12236	- Optical Technician	15.11
12250	- Pharmacy Technician	16.49
12280	- Phlebotomist	15.24
12305	- Radiologic Technologist	26.69
12311	- Registered Nurse I	23.97
12312	- Registered Nurse II	29.32
12313	- Registered Nurse II, Specialist	29.32
12314	- Registered Nurse III	35.47
12315	- Registered Nurse III, Anesthetist	35.47
12316	- Registered Nurse IV	42.51
12317	- Scheduler (Drug and Alcohol Testing)	22.65
12320	- Substance Abuse Treatment Counselor	22.67
13000	- Information And Arts Occupations	
13011	- Exhibits Specialist I	19.60
13012	- Exhibits Specialist II	24.33
13013	- Exhibits Specialist III	29.76
13041	- Illustrator I	19.78
13042	- Illustrator II	24.52
13043	- Illustrator III	29.99
13047	- Librarian	29.19
13050	- Library Aide/Clerk	12.64
13054	- Library Information Technology Systems Administrator	25.08

13058	- Library Technician	18.05
13061	- Media Specialist I	18.10
13062	- Media Specialist II	20.25
13063	- Media Specialist III	22.57
13071	- Photographer I	15.60
13072	- Photographer II	18.10
13073	- Photographer III	26.06
13074	- Photographer IV	27.75
13075	- Photographer V	33.59
13090	- Technical Order Library Clerk	15.88
13110	- Video Teleconference Technician	19.00
14000	- Information Technology Occupations	
14041	- Computer Operator I	17.11
14042	- Computer Operator II	19.14
14043	- Computer Operator III	21.35
14044	- Computer Operator IV	23.71
14045	- Computer Operator V	26.27
14071	- Computer Programmer I	(see 1)
14072	- Computer Programmer II	(see 1)
14073	- Computer Programmer III	(see 1)
14074	- Computer Programmer IV	(see 1)
14101	- Computer Systems Analyst I	(see 1)
14102	- Computer Systems Analyst II	(see 1)
14103	- Computer Systems Analyst III	(see 1)
14150	- Peripheral Equipment Operator	17.11
14160	- Personal Computer Support Technician	23.71
14170	- System Support Specialist	33.62
15000	- Instructional Occupations	
15010	- Aircrew Training Devices Instructor (Non-Rated)	31.20
15020	- Aircrew Training Devices Instructor (Rated)	37.74
15030	- Air Crew Training Devices Instructor (Pilot)	45.23
15050	- Computer Based Training Specialist / Instructor	31.20
15060	- Educational Technologist	31.19
15070	- Flight Instructor (Pilot)	45.23
15080	- Graphic Artist	25.33
15085	- Maintenance Test Pilot, Fixed, Jet/Prop	41.58
15086	- Maintenance Test Pilot, Rotary Wing	41.58
15088	- Non-Maintenance Test/Co-Pilot	41.58
15090	- Technical Instructor	22.64
15095	- Technical Instructor/Course Developer	27.69
15110	- Test Proctor	18.28
15120	- Tutor	18.28
16000	- Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010	- Assembler	9.69
16030	- Counter Attendant	9.69
16040	- Dry Cleaner	11.90
16070	- Finisher, Flatwork, Machine	9.69
16090	- Presser, Hand	9.69
16110	- Presser, Machine, Drycleaning	9.69
16130	- Presser, Machine, Shirts	9.69
16160	- Presser, Machine, Wearing Apparel, Laundry	9.69
16190	- Sewing Machine Operator	12.73
16220	- Tailor	13.57
16250	- Washer, Machine	10.20
19000	- Machine Tool Operation And Repair Occupations	
19010	- Machine-Tool Operator (Tool Room)	20.30
19040	- Tool And Die Maker	24.15
21000	- Materials Handling And Packing Occupations	
21020	- Forklift Operator	15.71
21030	- Material Coordinator	23.33
21040	- Material Expediter	23.33
21050	- Material Handling Laborer	12.19
21071	- Order Filler	14.06
21080	- Production Line Worker (Food Processing)	15.71
21110	- Shipping Packer	14.48
21130	- Shipping/Receiving Clerk	14.48
21140	- Store Worker I	12.75
21150	- Stock Clerk	17.25
21210	- Tools And Parts Attendant	15.71
21410	- Warehouse Specialist	15.71
23000	- Mechanics And Maintenance And Repair Occupations	
23010	- Aerospace Structural Welder	25.94
23019	- Aircraft Logs and Records Technician	20.80
23021	- Aircraft Mechanic I	24.80
23022	- Aircraft Mechanic II	25.94
23023	- Aircraft Mechanic III	27.03
23040	- Aircraft Mechanic Helper	18.34
23050	- Aircraft, Painter	23.68
23060	- Aircraft Servicer	20.80
23070	- Aircraft Survival Flight Equipment Technician	23.68
23080	- Aircraft Worker	22.27

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	22.27
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	24.80
23110 - Appliance Mechanic	22.31
23120 - Bicycle Repairer	16.60
23125 - Cable Splicer	30.53
23130 - Carpenter, Maintenance	20.97
23140 - Carpet Layer	19.58
23160 - Electrician, Maintenance	21.76
23181 - Electronics Technician Maintenance I	25.41
23182 - Electronics Technician Maintenance II	27.02
23183 - Electronics Technician Maintenance III	28.33
23260 - Fabric Worker	20.08
23290 - Fire Alarm System Mechanic	21.49
23310 - Fire Extinguisher Repairer	18.73
23311 - Fuel Distribution System Mechanic	26.21
23312 - Fuel Distribution System Operator	20.50
23370 - General Maintenance Worker	18.63
23380 - Ground Support Equipment Mechanic	24.80
23381 - Ground Support Equipment Servicer	20.80
23382 - Ground Support Equipment Worker	22.27
23391 - Gunsmith I	18.73
23392 - Gunsmith II	21.50
23393 - Gunsmith III	23.95
23410 - Heating, Ventilation And Air-Conditioning Mechanic	22.43
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	23.46
23430 - Heavy Equipment Mechanic	24.56
23440 - Heavy Equipment Operator	25.67
23460 - Instrument Mechanic	26.35
23465 - Laboratory/Shelter Mechanic	22.87
23470 - Laborer	11.80
23510 - Locksmith	21.21
23530 - Machinery Maintenance Mechanic	23.73
23550 - Machinist, Maintenance	18.71
23580 - Maintenance Trades Helper	14.94
23591 - Metrology Technician I	26.35
23592 - Metrology Technician II	27.56
23593 - Metrology Technician III	28.72
23640 - Millwright	28.86
23710 - Office Appliance Repairer	19.23
23760 - Painter, Maintenance	19.75
23790 - Pipefitter, Maintenance	25.32
23810 - Plumber, Maintenance	22.85
23820 - Pneudraulic Systems Mechanic	23.95
23850 - Rigger	23.95
23870 - Scale Mechanic	21.50
23890 - Sheet-Metal Worker, Maintenance	25.78
23910 - Small Engine Mechanic	15.61
23931 - Telecommunications Mechanic I	25.16
23932 - Telecommunications Mechanic II	26.21
23950 - Telephone Lineman	22.96
23960 - Welder, Combination, Maintenance	18.85
23965 - Well Driller	21.94
23970 - Woodcraft Worker	23.95
23980 - Woodworker	18.73
24000 - Personal Needs Occupations	
24550 - Case Manager	14.62
24570 - Child Care Attendant	11.85
24580 - Child Care Center Clerk	14.77
24610 - Chore Aide	10.75
24620 - Family Readiness And Support Services Coordinator	14.62
24630 - Homemaker	16.18
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.76
25040 - Sewage Plant Operator	22.90
25070 - Stationary Engineer	24.76
25190 - Ventilation Equipment Tender	17.90
25210 - Water Treatment Plant Operator	22.90
27000 - Protective Service Occupations	
27004 - Alarm Monitor	21.61
27007 - Baggage Inspector	13.40
27008 - Corrections Officer	21.63
27010 - Court Security Officer	24.73
27030 - Detection Dog Handler	16.94
27040 - Detention Officer	21.63
27070 - Firefighter	27.23
27101 - Guard I	13.40

27102	- Guard II	16.94
27131	- Police Officer I	29.54
27132	- Police Officer II	32.81
28000	- Recreation Occupations	
28041	- Carnival Equipment Operator	12.31
28042	- Carnival Equipment Repairer	13.31
28043	- Carnival Worker	9.33
28210	- Gate Attendant/Gate Tender	14.00
28310	- Lifeguard	10.82
28350	- Park Attendant (Aide)	15.66
28510	- Recreation Aide/Health Facility Attendant	11.36
28515	- Recreation Specialist	18.57
28630	- Sports Official	12.47
28690	- Swimming Pool Operator	17.08
29000	- Stevedoring/Longshoremen Occupational Services	
29010	- Blocker And Bracer	20.31
29020	- Hatch Tender	20.31
29030	- Line Handler	20.31
29041	- Stevedore I	18.49
29042	- Stevedore II	21.30
30000	- Technical Occupations	
30010	- Air Traffic Control Specialist, Center (HFO) (see 2)	38.64
30011	- Air Traffic Control Specialist, Station (HFO) (see 2)	26.64
30012	- Air Traffic Control Specialist, Terminal (HFO) (see 2)	29.34
30021	- Archeological Technician I	16.70
30022	- Archeological Technician II	18.68
30023	- Archeological Technician III	23.15
30030	- Cartographic Technician	23.15
30040	- Civil Engineering Technician	25.31
30051	- Cryogenic Technician I	24.25
30052	- Cryogenic Technician II	26.79
30061	- Drafter/CAD Operator I	16.70
30062	- Drafter/CAD Operator II	18.68
30063	- Drafter/CAD Operator III	20.83
30064	- Drafter/CAD Operator IV	25.62
30081	- Engineering Technician I	15.81
30082	- Engineering Technician II	17.74
30083	- Engineering Technician III	19.84
30084	- Engineering Technician IV	24.59
30085	- Engineering Technician V	30.08
30086	- Engineering Technician VI	36.39
30090	- Environmental Technician	19.81
30095	- Evidence Control Specialist	21.90
30210	- Laboratory Technician	20.77
30221	- Latent Fingerprint Technician I	26.46
30222	- Latent Fingerprint Technician II	29.23
30240	- Mathematical Technician	23.15
30361	- Paralegal/Legal Assistant I	18.90
30362	- Paralegal/Legal Assistant II	23.41
30363	- Paralegal/Legal Assistant III	28.63
30364	- Paralegal/Legal Assistant IV	34.64
30375	- Petroleum Supply Specialist	26.79
30390	- Photo-Optics Technician	23.15
30395	- Radiation Control Technician	26.79
30461	- Technical Writer I	23.34
30462	- Technical Writer II	28.54
30463	- Technical Writer III	34.53
30491	- Unexploded Ordnance (UXO) Technician I	24.56
30492	- Unexploded Ordnance (UXO) Technician II	29.71
30493	- Unexploded Ordnance (UXO) Technician III	35.61
30494	- Unexploded (UXO) Safety Escort	24.56
30495	- Unexploded (UXO) Sweep Personnel	24.56
30501	- Weather Forecaster I	24.25
30502	- Weather Forecaster II	29.50
30620	- Weather Observer, Combined Upper Air Or (see 2)	20.83
Surface Programs		
30621	- Weather Observer, Senior (see 2)	23.15
31000	- Transportation/Mobile Equipment Operation Occupations	
31010	- Airplane Pilot	29.71
31020	- Bus Aide	13.50
31030	- Bus Driver	19.70
31043	- Driver Courier	17.01
31260	- Parking and Lot Attendant	12.00
31290	- Shuttle Bus Driver	19.36
31310	- Taxi Driver	10.05
31361	- Truckdriver, Light	19.36
31362	- Truckdriver, Medium	19.70
31363	- Truckdriver, Heavy	22.31
31364	- Truckdriver, Tractor-Trailer	22.31
99000	- Miscellaneous Occupations	
99020	- Cabin Safety Specialist	14.49



99030 - Cashier	9.78
99050 - Desk Clerk	10.30
99095 - Embalmer	26.70
99130 - Flight Follower	24.56
99251 - Laboratory Animal Caretaker I	11.15
99252 - Laboratory Animal Caretaker II	12.06
99260 - Marketing Analyst	30.67
99310 - Mortician	26.70
99410 - Pest Controller	16.09
99510 - Photofinishing Worker	14.34
99710 - Recycling Laborer	18.41
99711 - Recycling Specialist	21.97
99730 - Refuse Collector	16.66
99810 - Sales Clerk	11.38
99820 - School Crossing Guard	12.88
99830 - Survey Party Chief	24.16
99831 - Surveying Aide	14.35
99832 - Surveying Technician	21.96
99840 - Vending Machine Attendant	13.34
99841 - Vending Machine Repairer	16.27
99842 - Vending Machine Repairer Helper	13.34

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.41 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 eleven 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, 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 15-4767 (Rev.-4) was first posted on www.wdol.gov on 08/01/2017

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

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

Daniel W. Simms                      Division of  
Director                      Wage Determinations

Wage Determination No.: 2015-4767  
Revision No.: 4  
Date Of Revision: 07/25/2017

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.20 for calendar year 2017 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2017. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

State: Ohio

Area: Ohio County of Fayette

**Fringe Benefits Required Follow the Occupational Listing**		
OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.15
01012 - Accounting Clerk II		15.88
01013 - Accounting Clerk III		17.87
01020 - Administrative Assistant		22.20
01035 - Court Reporter		17.96
01041 - Customer Service Representative I		11.27
01042 - Customer Service Representative II		12.67
01043 - Customer Service Representative III		13.82
01051 - Data Entry Operator I		12.51
01052 - Data Entry Operator II		13.64
01060 - Dispatcher, Motor Vehicle		19.22
01070 - Document Preparation Clerk		13.01
01090 - Duplicating Machine Operator		13.01
01111 - General Clerk I		13.02
01112 - General Clerk II		14.22
01113 - General Clerk III		16.77
01120 - Housing Referral Assistant		21.46
01141 - Messenger Courier		12.68
01191 - Order Clerk I		14.25
01192 - Order Clerk II		15.55
01261 - Personnel Assistant (Employment) I		16.56
01262 - Personnel Assistant (Employment) II		17.71
01263 - Personnel Assistant (Employment) III		19.74
01270 - Production Control Clerk		21.21
01290 - Rental Clerk		15.20
01300 - Scheduler, Maintenance		17.20
01311 - Secretary I		17.20
01312 - Secretary II		19.24
01313 - Secretary III		21.46
01320 - Service Order Dispatcher		15.80
01410 - Supply Technician		23.84
01420 - Survey Worker		16.70
01460 - Switchboard Operator/Receptionist		12.90
01531 - Travel Clerk I		12.86
01532 - Travel Clerk II		13.72
01533 - Travel Clerk III		14.55
01611 - Word Processor I		13.01
01612 - Word Processor II		15.20
01613 - Word Processor III		17.96
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		21.84
05010 - Automotive Electrician		19.56
05040 - Automotive Glass Installer		18.71
05070 - Automotive Worker		19.26
05110 - Mobile Equipment Servicer		17.02
05130 - Motor Equipment Metal Mechanic		22.25
05160 - Motor Equipment Metal Worker		18.89
05190 - Motor Vehicle Mechanic		20.39
05220 - Motor Vehicle Mechanic Helper		16.18

05250	- Motor Vehicle Upholstery Worker	18.39
05280	- Motor Vehicle Wrecker	19.26
05310	- Painter, Automotive	20.38
05340	- Radiator Repair Specialist	19.26
05370	- Tire Repairer	13.75
05400	- Transmission Repair Specialist	20.39
07000	- Food Preparation And Service Occupations	
07010	- Baker	12.50
07041	- Cook I	12.06
07042	- Cook II	13.35
07070	- Dishwasher	8.90
07130	- Food Service Worker	9.69
07210	- Meat Cutter	15.45
07260	- Waiter/Waitress	9.06
09000	- Furniture Maintenance And Repair Occupations	
09010	- Electrostatic Spray Painter	19.17
09040	- Furniture Handler	13.12
09080	- Furniture Refinisher	19.17
09090	- Furniture Refinisher Helper	14.84
09110	- Furniture Repairer, Minor	16.38
09130	- Upholsterer	19.17
11000	- General Services And Support Occupations	
11030	- Cleaner, Vehicles	13.56
11060	- Elevator Operator	12.54
11090	- Gardener	14.80
11122	- Housekeeping Aide	12.54
11150	- Janitor	12.54
11210	- Laborer, Grounds Maintenance	12.01
11240	- Maid or Houseman	10.19
11260	- Pruner	10.89
11270	- Tractor Operator	13.69
11330	- Trail Maintenance Worker	12.01
11360	- Window Cleaner	13.85
12000	- Health Occupations	
12010	- Ambulance Driver	16.59
12011	- Breath Alcohol Technician	18.95
12012	- Certified Occupational Therapist Assistant	27.45
12015	- Certified Physical Therapist Assistant	26.84
12020	- Dental Assistant	16.94
12025	- Dental Hygienist	33.29
12030	- EKG Technician	24.77
12035	- Electroneurodiagnostic Technologist	24.77
12040	- Emergency Medical Technician	16.59
12071	- Licensed Practical Nurse I	16.94
12072	- Licensed Practical Nurse II	18.95
12073	- Licensed Practical Nurse III	21.13
12100	- Medical Assistant	13.74
12130	- Medical Laboratory Technician	20.93
12160	- Medical Record Clerk	13.29
12190	- Medical Record Technician	14.87
12195	- Medical Transcriptionist	16.05
12210	- Nuclear Medicine Technologist	31.34
12221	- Nursing Assistant I	11.47
12222	- Nursing Assistant II	12.90
12223	- Nursing Assistant III	14.08
12224	- Nursing Assistant IV	15.81
12235	- Optical Dispenser	16.41
12236	- Optical Technician	15.71
12250	- Pharmacy Technician	16.49
12280	- Phlebotomist	14.37
12305	- Radiologic Technologist	25.02
12311	- Registered Nurse I	23.00
12312	- Registered Nurse II	28.14
12313	- Registered Nurse II, Specialist	28.14
12314	- Registered Nurse III	34.04
12315	- Registered Nurse III, Anesthetist	34.04
12316	- Registered Nurse IV	40.80
12317	- Scheduler (Drug and Alcohol Testing)	22.65
12320	- Substance Abuse Treatment Counselor	17.65
13000	- Information And Arts Occupations	
13011	- Exhibits Specialist I	20.05
13012	- Exhibits Specialist II	24.83
13013	- Exhibits Specialist III	30.37
13041	- Illustrator I	20.05
13042	- Illustrator II	24.83
13043	- Illustrator III	30.37
13047	- Librarian	29.19
13050	- Library Aide/Clerk	14.03
13054	- Library Information Technology Systems Administrator	24.84
13058	- Library Technician	18.05

13061	- Media Specialist I	17.92
13062	- Media Specialist II	20.05
13063	- Media Specialist III	22.35
13071	- Photographer I	17.18
13072	- Photographer II	19.91
13073	- Photographer III	26.06
13074	- Photographer IV	30.37
13075	- Photographer V	36.74
13090	- Technical Order Library Clerk	18.26
13110	- Video Teleconference Technician	19.00
14000	- Information Technology Occupations	
14041	- Computer Operator I	17.11
14042	- Computer Operator II	19.14
14043	- Computer Operator III	21.35
14044	- Computer Operator IV	23.71
14045	- Computer Operator V	26.27
14071	- Computer Programmer I	(see 1)
14072	- Computer Programmer II	(see 1)
14073	- Computer Programmer III	(see 1)
14074	- Computer Programmer IV	(see 1)
14101	- Computer Systems Analyst I	(see 1)
14102	- Computer Systems Analyst II	(see 1)
14103	- Computer Systems Analyst III	(see 1)
14150	- Peripheral Equipment Operator	17.11
14160	- Personal Computer Support Technician	23.71
14170	- System Support Specialist	23.39
15000	- Instructional Occupations	
15010	- Aircrew Training Devices Instructor (Non-Rated)	31.20
15020	- Aircrew Training Devices Instructor (Rated)	37.74
15030	- Air Crew Training Devices Instructor (Pilot)	45.23
15050	- Computer Based Training Specialist / Instructor	31.20
15060	- Educational Technologist	31.19
15070	- Flight Instructor (Pilot)	45.23
15080	- Graphic Artist	25.33
15085	- Maintenance Test Pilot, Fixed, Jet/Prop	40.59
15086	- Maintenance Test Pilot, Rotary Wing	40.59
15088	- Non-Maintenance Test/Co-Pilot	40.59
15090	- Technical Instructor	23.41
15095	- Technical Instructor/Course Developer	28.63
15110	- Test Proctor	18.89
15120	- Tutor	18.89
16000	- Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010	- Assembler	9.69
16030	- Counter Attendant	9.69
16040	- Dry Cleaner	11.96
16070	- Finisher, Flatwork, Machine	9.69
16090	- Presser, Hand	9.69
16110	- Presser, Machine, Drycleaning	9.69
16130	- Presser, Machine, Shirts	9.69
16160	- Presser, Machine, Wearing Apparel, Laundry	9.69
16190	- Sewing Machine Operator	12.80
16220	- Tailor	13.64
16250	- Washer, Machine	10.25
19000	- Machine Tool Operation And Repair Occupations	
19010	- Machine-Tool Operator (Tool Room)	18.45
19040	- Tool And Die Maker	22.27
21000	- Materials Handling And Packing Occupations	
21020	- Forklift Operator	15.71
21030	- Material Coordinator	21.21
21040	- Material Expediter	21.21
21050	- Material Handling Laborer	12.37
21071	- Order Filler	14.06
21080	- Production Line Worker (Food Processing)	15.71
21110	- Shipping Packer	14.48
21130	- Shipping/Receiving Clerk	14.48
21140	- Store Worker I	13.25
21150	- Stock Clerk	17.67
21210	- Tools And Parts Attendant	15.71
21410	- Warehouse Specialist	15.71
23000	- Mechanics And Maintenance And Repair Occupations	
23010	- Aerospace Structural Welder	24.09
23019	- Aircraft Logs and Records Technician	20.26
23021	- Aircraft Mechanic I	23.13
23022	- Aircraft Mechanic II	24.09
23023	- Aircraft Mechanic III	25.10
23040	- Aircraft Mechanic Helper	18.34
23050	- Aircraft, Painter	21.60
23060	- Aircraft Servicer	20.26
23070	- Aircraft Survival Flight Equipment Technician	21.60
23080	- Aircraft Worker	20.76
23091	- Aircrew Life Support Equipment (ALSE) Mechanic	20.76

I		
23092	- Aircrew Life Support Equipment (ALSE) Mechanic	23.13
II		
23110	- Appliance Mechanic	22.31
23120	- Bicycle Repairer	16.60
23125	- Cable Splicer	30.53
23130	- Carpenter, Maintenance	20.16
23140	- Carpet Layer	22.19
23160	- Electrician, Maintenance	26.33
23181	- Electronics Technician Maintenance I	25.41
23182	- Electronics Technician Maintenance II	27.02
23183	- Electronics Technician Maintenance III	29.39
23260	- Fabric Worker	20.85
23290	- Fire Alarm System Mechanic	21.49
23310	- Fire Extinguisher Repairer	19.53
23311	- Fuel Distribution System Mechanic	26.88
23312	- Fuel Distribution System Operator	20.76
23370	- General Maintenance Worker	18.13
23380	- Ground Support Equipment Mechanic	23.13
23381	- Ground Support Equipment Servicer	20.26
23382	- Ground Support Equipment Worker	20.76
23391	- Gunsmith I	19.53
23392	- Gunsmith II	22.19
23393	- Gunsmith III	24.45
23410	- Heating, Ventilation And Air-Conditioning Mechanic	21.29
23411	- Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	22.17
23430	- Heavy Equipment Mechanic	22.96
23440	- Heavy Equipment Operator	21.93
23460	- Instrument Mechanic	24.45
23465	- Laboratory/Shelter Mechanic	23.43
23470	- Laborer	12.37
23510	- Locksmith	21.21
23530	- Machinery Maintenance Mechanic	23.83
23550	- Machinist, Maintenance	18.71
23580	- Maintenance Trades Helper	14.94
23591	- Metrology Technician I	24.45
23592	- Metrology Technician II	25.50
23593	- Metrology Technician III	26.50
23640	- Millwright	28.80
23710	- Office Appliance Repairer	23.27
23760	- Painter, Maintenance	20.01
23790	- Pipefitter, Maintenance	25.32
23810	- Plumber, Maintenance	22.67
23820	- Pneudraulic Systems Mechanic	24.45
23850	- Rigger	24.45
23870	- Scale Mechanic	22.19
23890	- Sheet-Metal Worker, Maintenance	24.45
23910	- Small Engine Mechanic	15.61
23931	- Telecommunications Mechanic I	26.52
23932	- Telecommunications Mechanic II	27.66
23950	- Telephone Lineman	25.33
23960	- Welder, Combination, Maintenance	19.07
23965	- Well Driller	24.45
23970	- Woodcraft Worker	24.45
23980	- Woodworker	19.16
24000	- Personal Needs Occupations	
24550	- Case Manager	14.43
24570	- Child Care Attendant	11.85
24580	- Child Care Center Clerk	14.77
24610	- Chore Aide	10.34
24620	- Family Readiness And Support Services Coordinator	14.43
24630	- Homemaker	16.18
25000	- Plant And System Operations Occupations	
25010	- Boiler Tender	27.35
25040	- Sewage Plant Operator	20.88
25070	- Stationary Engineer	27.35
25190	- Ventilation Equipment Tender	20.12
25210	- Water Treatment Plant Operator	20.88
27000	- Protective Service Occupations	
27004	- Alarm Monitor	19.32
27007	- Baggage Inspector	16.21
27008	- Corrections Officer	21.55
27010	- Court Security Officer	22.95
27030	- Detection Dog Handler	18.19
27040	- Detention Officer	21.55
27070	- Firefighter	22.50
27101	- Guard I	16.21
27102	- Guard II	18.19

27131	- Police Officer I	24.41
27132	- Police Officer II	27.12
28000	- Recreation Occupations	
28041	- Carnival Equipment Operator	11.81
28042	- Carnival Equipment Repairer	12.75
28043	- Carnival Worker	9.07
28210	- Gate Attendant/Gate Tender	14.70
28310	- Lifeguard	10.82
28350	- Park Attendant (Aide)	16.44
28510	- Recreation Aide/Health Facility Attendant	12.00
28515	- Recreation Specialist	19.01
28630	- Sports Official	13.09
28690	- Swimming Pool Operator	17.08
29000	- Stevedoring/Longshoremen Occupational Services	
29010	- Blocker And Bracer	21.15
29020	- Hatch Tender	21.15
29030	- Line Handler	21.15
29041	- Stevedore I	19.87
29042	- Stevedore II	22.33
30000	- Technical Occupations	
30010	- Air Traffic Control Specialist, Center (HFO) (see 2)	38.64
30011	- Air Traffic Control Specialist, Station (HFO) (see 2)	26.64
30012	- Air Traffic Control Specialist, Terminal (HFO) (see 2)	29.34
30021	- Archeological Technician I	16.70
30022	- Archeological Technician II	18.68
30023	- Archeological Technician III	23.15
30030	- Cartographic Technician	23.15
30040	- Civil Engineering Technician	22.61
30051	- Cryogenic Technician I	23.35
30052	- Cryogenic Technician II	25.80
30061	- Drafter/CAD Operator I	16.70
30062	- Drafter/CAD Operator II	18.68
30063	- Drafter/CAD Operator III	20.83
30064	- Drafter/CAD Operator IV	25.62
30081	- Engineering Technician I	15.81
30082	- Engineering Technician II	17.74
30083	- Engineering Technician III	19.84
30084	- Engineering Technician IV	24.59
30085	- Engineering Technician V	30.08
30086	- Engineering Technician VI	36.39
30090	- Environmental Technician	23.16
30095	- Evidence Control Specialist	21.09
30210	- Laboratory Technician	24.52
30221	- Latent Fingerprint Technician I	23.35
30222	- Latent Fingerprint Technician II	25.80
30240	- Mathematical Technician	23.15
30361	- Paralegal/Legal Assistant I	19.07
30362	- Paralegal/Legal Assistant II	23.63
30363	- Paralegal/Legal Assistant III	28.91
30364	- Paralegal/Legal Assistant IV	34.98
30375	- Petroleum Supply Specialist	25.80
30390	- Photo-Optics Technician	23.15
30395	- Radiation Control Technician	25.80
30461	- Technical Writer I	22.74
30462	- Technical Writer II	27.82
30463	- Technical Writer III	33.65
30491	- Unexploded Ordnance (UXO) Technician I	24.56
30492	- Unexploded Ordnance (UXO) Technician II	29.71
30493	- Unexploded Ordnance (UXO) Technician III	35.61
30494	- Unexploded (UXO) Safety Escort	24.56
30495	- Unexploded (UXO) Sweep Personnel	24.56
30501	- Weather Forecaster I	23.35
30502	- Weather Forecaster II	28.40
30620	- Weather Observer, Combined Upper Air Or (see 2)	20.83
Surface Programs		
30621	- Weather Observer, Senior (see 2)	23.15
31000	- Transportation/Mobile Equipment Operation Occupations	
31010	- Airplane Pilot	29.71
31020	- Bus Aide	14.25
31030	- Bus Driver	21.67
31043	- Driver Courier	17.01
31260	- Parking and Lot Attendant	11.23
31290	- Shuttle Bus Driver	19.36
31310	- Taxi Driver	10.02
31361	- Truckdriver, Light	19.36
31362	- Truckdriver, Medium	19.70
31363	- Truckdriver, Heavy	21.84
31364	- Truckdriver, Tractor-Trailer	21.84
99000	- Miscellaneous Occupations	
99020	- Cabin Safety Specialist	14.49
99030	- Cashier	9.78



99050 - Desk Clerk	10.30
99095 - Embalmer	24.51
99130 - Flight Follower	24.56
99251 - Laboratory Animal Caretaker I	12.99
99252 - Laboratory Animal Caretaker II	14.05
99260 - Marketing Analyst	28.20
99310 - Mortician	24.27
99410 - Pest Controller	16.09
99510 - Photofinishing Worker	14.34
99710 - Recycling Laborer	17.75
99711 - Recycling Specialist	21.19
99730 - Refuse Collector	16.03
99810 - Sales Clerk	11.38
99820 - School Crossing Guard	14.71
99830 - Survey Party Chief	21.89
99831 - Surveying Aide	13.00
99832 - Surveying Technician	19.89
99840 - Vending Machine Attendant	12.45
99841 - Vending Machine Repairer	14.42
99842 - Vending Machine Repairer Helper	12.45

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.41 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 eleven 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, 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 15-4761 (Rev.-4) was first posted on www.wdol.gov on 08/01/2017

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

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

Daniel W. Simms                      Division of  
Director                      Wage Determinations

Wage Determination No.: 2015-4761  
Revision No.: 4  
Date Of Revision: 07/25/2017

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.20 for calendar year 2017 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2017. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Ohio

Area: Ohio Counties of Coshocton, Guernsey, Muskingum

**Fringe Benefits Required Follow the Occupational Listing**		
OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.14
01012 - Accounting Clerk II		15.87
01013 - Accounting Clerk III		17.87
01020 - Administrative Assistant		22.48
01035 - Court Reporter		17.96
01041 - Customer Service Representative I		11.05
01042 - Customer Service Representative II		12.42
01043 - Customer Service Representative III		13.55
01051 - Data Entry Operator I		12.44
01052 - Data Entry Operator II		13.63
01060 - Dispatcher, Motor Vehicle		19.52
01070 - Document Preparation Clerk		13.01
01090 - Duplicating Machine Operator		13.01
01111 - General Clerk I		13.02
01112 - General Clerk II		14.22
01113 - General Clerk III		16.77
01120 - Housing Referral Assistant		21.46
01141 - Messenger Courier		12.68
01191 - Order Clerk I		13.95
01192 - Order Clerk II		15.22
01261 - Personnel Assistant (Employment) I		16.56
01262 - Personnel Assistant (Employment) II		17.57
01263 - Personnel Assistant (Employment) III		19.60
01270 - Production Control Clerk		21.26
01290 - Rental Clerk		15.20
01300 - Scheduler, Maintenance		17.20
01311 - Secretary I		17.20
01312 - Secretary II		19.24
01313 - Secretary III		21.46
01320 - Service Order Dispatcher		17.07
01410 - Supply Technician		23.84
01420 - Survey Worker		16.70
01460 - Switchboard Operator/Receptionist		12.90
01531 - Travel Clerk I		12.86
01532 - Travel Clerk II		13.72
01533 - Travel Clerk III		14.55
01611 - Word Processor I		13.01
01612 - Word Processor II		15.20
01613 - Word Processor III		17.96
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		21.84
05010 - Automotive Electrician		19.56
05040 - Automotive Glass Installer		18.71
05070 - Automotive Worker		19.26
05110 - Mobile Equipment Servicer		17.02
05130 - Motor Equipment Metal Mechanic		22.25
05160 - Motor Equipment Metal Worker		18.89
05190 - Motor Vehicle Mechanic		20.39
05220 - Motor Vehicle Mechanic Helper		16.18

05250	- Motor Vehicle Upholstery Worker	18.39
05280	- Motor Vehicle Wrecker	19.26
05310	- Painter, Automotive	20.38
05340	- Radiator Repair Specialist	19.26
05370	- Tire Repairer	13.75
05400	- Transmission Repair Specialist	20.39
07000	- Food Preparation And Service Occupations	
07010	- Baker	12.50
07041	- Cook I	12.06
07042	- Cook II	13.35
07070	- Dishwasher	9.02
07130	- Food Service Worker	9.69
07210	- Meat Cutter	15.62
07260	- Waiter/Waitress	9.07
09000	- Furniture Maintenance And Repair Occupations	
09010	- Electrostatic Spray Painter	16.32
09040	- Furniture Handler	11.93
09080	- Furniture Refinisher	16.32
09090	- Furniture Refinisher Helper	13.49
09110	- Furniture Repairer, Minor	14.89
09130	- Upholsterer	16.32
11000	- General Services And Support Occupations	
11030	- Cleaner, Vehicles	13.56
11060	- Elevator Operator	12.33
11090	- Gardener	14.80
11122	- Housekeeping Aide	12.54
11150	- Janitor	12.54
11210	- Laborer, Grounds Maintenance	12.01
11240	- Maid or Houseman	10.19
11260	- Pruner	10.89
11270	- Tractor Operator	13.69
11330	- Trail Maintenance Worker	12.01
11360	- Window Cleaner	13.85
12000	- Health Occupations	
12010	- Ambulance Driver	17.00
12011	- Breath Alcohol Technician	18.95
12012	- Certified Occupational Therapist Assistant	26.24
12015	- Certified Physical Therapist Assistant	24.44
12020	- Dental Assistant	16.94
12025	- Dental Hygienist	33.29
12030	- EKG Technician	26.53
12035	- Electroneurodiagnostic Technologist	26.53
12040	- Emergency Medical Technician	17.00
12071	- Licensed Practical Nurse I	16.94
12072	- Licensed Practical Nurse II	18.95
12073	- Licensed Practical Nurse III	21.13
12100	- Medical Assistant	13.74
12130	- Medical Laboratory Technician	20.01
12160	- Medical Record Clerk	14.59
12190	- Medical Record Technician	16.32
12195	- Medical Transcriptionist	15.11
12210	- Nuclear Medicine Technologist	37.03
12221	- Nursing Assistant I	11.31
12222	- Nursing Assistant II	12.72
12223	- Nursing Assistant III	13.87
12224	- Nursing Assistant IV	15.58
12235	- Optical Dispenser	16.41
12236	- Optical Technician	15.83
12250	- Pharmacy Technician	16.49
12280	- Phlebotomist	15.10
12305	- Radiologic Technologist	25.02
12311	- Registered Nurse I	23.24
12312	- Registered Nurse II	28.43
12313	- Registered Nurse II, Specialist	28.43
12314	- Registered Nurse III	34.39
12315	- Registered Nurse III, Anesthetist	34.39
12316	- Registered Nurse IV	41.22
12317	- Scheduler (Drug and Alcohol Testing)	22.65
12320	- Substance Abuse Treatment Counselor	21.94
13000	- Information And Arts Occupations	
13011	- Exhibits Specialist I	19.60
13012	- Exhibits Specialist II	24.33
13013	- Exhibits Specialist III	29.76
13041	- Illustrator I	19.78
13042	- Illustrator II	24.52
13043	- Illustrator III	29.99
13047	- Librarian	29.19
13050	- Library Aide/Clerk	11.59
13054	- Library Information Technology Systems Administrator	24.84
13058	- Library Technician	18.05

13061	- Media Specialist I	17.91
13062	- Media Specialist II	20.02
13063	- Media Specialist III	22.33
13071	- Photographer I	15.60
13072	- Photographer II	18.10
13073	- Photographer III	26.06
13074	- Photographer IV	27.75
13075	- Photographer V	33.59
13090	- Technical Order Library Clerk	15.90
13110	- Video Teleconference Technician	19.00
14000	- Information Technology Occupations	
14041	- Computer Operator I	17.11
14042	- Computer Operator II	19.14
14043	- Computer Operator III	21.35
14044	- Computer Operator IV	23.71
14045	- Computer Operator V	26.27
14071	- Computer Programmer I	(see 1)
14072	- Computer Programmer II	(see 1)
14073	- Computer Programmer III	(see 1)
14074	- Computer Programmer IV	(see 1)
14101	- Computer Systems Analyst I	(see 1)
14102	- Computer Systems Analyst II	(see 1)
14103	- Computer Systems Analyst III	(see 1)
14150	- Peripheral Equipment Operator	17.11
14160	- Personal Computer Support Technician	23.71
14170	- System Support Specialist	23.16
15000	- Instructional Occupations	
15010	- Aircrew Training Devices Instructor (Non-Rated)	31.20
15020	- Aircrew Training Devices Instructor (Rated)	37.74
15030	- Air Crew Training Devices Instructor (Pilot)	45.23
15050	- Computer Based Training Specialist / Instructor	31.20
15060	- Educational Technologist	31.28
15070	- Flight Instructor (Pilot)	45.23
15080	- Graphic Artist	25.33
15085	- Maintenance Test Pilot, Fixed, Jet/Prop	39.94
15086	- Maintenance Test Pilot, Rotary Wing	39.94
15088	- Non-Maintenance Test/Co-Pilot	39.94
15090	- Technical Instructor	21.28
15095	- Technical Instructor/Course Developer	26.03
15110	- Test Proctor	17.17
15120	- Tutor	17.17
16000	- Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010	- Assembler	9.69
16030	- Counter Attendant	9.69
16040	- Dry Cleaner	11.96
16070	- Finisher, Flatwork, Machine	9.69
16090	- Presser, Hand	9.69
16110	- Presser, Machine, Drycleaning	9.69
16130	- Presser, Machine, Shirts	9.69
16160	- Presser, Machine, Wearing Apparel, Laundry	9.69
16190	- Sewing Machine Operator	12.80
16220	- Tailor	13.64
16250	- Washer, Machine	10.25
19000	- Machine Tool Operation And Repair Occupations	
19010	- Machine-Tool Operator (Tool Room)	18.45
19040	- Tool And Die Maker	22.27
21000	- Materials Handling And Packing Occupations	
21020	- Forklift Operator	15.71
21030	- Material Coordinator	21.26
21040	- Material Expediter	21.26
21050	- Material Handling Laborer	12.19
21071	- Order Filler	14.06
21080	- Production Line Worker (Food Processing)	15.71
21110	- Shipping Packer	14.48
21130	- Shipping/Receiving Clerk	14.48
21140	- Store Worker I	13.09
21150	- Stock Clerk	17.27
21210	- Tools And Parts Attendant	15.71
21410	- Warehouse Specialist	15.71
23000	- Mechanics And Maintenance And Repair Occupations	
23010	- Aerospace Structural Welder	24.09
23019	- Aircraft Logs and Records Technician	20.26
23021	- Aircraft Mechanic I	23.13
23022	- Aircraft Mechanic II	24.09
23023	- Aircraft Mechanic III	25.10
23040	- Aircraft Mechanic Helper	18.34
23050	- Aircraft, Painter	21.80
23060	- Aircraft Servicer	20.26
23070	- Aircraft Survival Flight Equipment Technician	21.80
23080	- Aircraft Worker	20.76
23091	- Aircrew Life Support Equipment (ALSE) Mechanic	20.76

I		
23092	- Aircrew Life Support Equipment (ALSE) Mechanic	23.13
II		
23110	- Appliance Mechanic	22.31
23120	- Bicycle Repairer	16.60
23125	- Cable Splicer	30.53
23130	- Carpenter, Maintenance	19.87
23140	- Carpet Layer	19.58
23160	- Electrician, Maintenance	21.76
23181	- Electronics Technician Maintenance I	23.10
23182	- Electronics Technician Maintenance II	24.56
23183	- Electronics Technician Maintenance III	25.91
23260	- Fabric Worker	19.29
23290	- Fire Alarm System Mechanic	21.49
23310	- Fire Extinguisher Repairer	18.03
23311	- Fuel Distribution System Mechanic	26.88
23312	- Fuel Distribution System Operator	20.76
23370	- General Maintenance Worker	18.13
23380	- Ground Support Equipment Mechanic	23.13
23381	- Ground Support Equipment Servicer	20.26
23382	- Ground Support Equipment Worker	20.76
23391	- Gunsmith I	18.03
23392	- Gunsmith II	20.54
23393	- Gunsmith III	22.83
23410	- Heating, Ventilation And Air-Conditioning Mechanic	21.29
23411	- Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	22.17
23430	- Heavy Equipment Mechanic	24.37
23440	- Heavy Equipment Operator	21.40
23460	- Instrument Mechanic	23.78
23465	- Laboratory/Shelter Mechanic	21.80
23470	- Laborer	11.74
23510	- Locksmith	20.75
23530	- Machinery Maintenance Mechanic	23.30
23550	- Machinist, Maintenance	18.71
23580	- Maintenance Trades Helper	16.12
23591	- Metrology Technician I	23.78
23592	- Metrology Technician II	24.77
23593	- Metrology Technician III	25.80
23640	- Millwright	28.80
23710	- Office Appliance Repairer	20.75
23760	- Painter, Maintenance	19.75
23790	- Pipefitter, Maintenance	25.32
23810	- Plumber, Maintenance	22.18
23820	- Pneudraulic Systems Mechanic	22.83
23850	- Rigger	22.83
23870	- Scale Mechanic	20.54
23890	- Sheet-Metal Worker, Maintenance	24.56
23910	- Small Engine Mechanic	17.17
23931	- Telecommunications Mechanic I	25.16
23932	- Telecommunications Mechanic II	26.21
23950	- Telephone Lineman	20.94
23960	- Welder, Combination, Maintenance	18.38
23965	- Well Driller	22.83
23970	- Woodcraft Worker	22.83
23980	- Woodworker	17.42
24000	- Personal Needs Occupations	
24550	- Case Manager	14.43
24570	- Child Care Attendant	11.85
24580	- Child Care Center Clerk	14.77
24610	- Chore Aide	10.34
24620	- Family Readiness And Support Services Coordinator	14.43
24630	- Homemaker	16.18
25000	- Plant And System Operations Occupations	
25010	- Boiler Tender	22.99
25040	- Sewage Plant Operator	18.93
25070	- Stationary Engineer	22.99
25190	- Ventilation Equipment Tender	16.77
25210	- Water Treatment Plant Operator	18.93
27000	- Protective Service Occupations	
27004	- Alarm Monitor	20.09
27007	- Baggage Inspector	14.35
27008	- Corrections Officer	21.54
27010	- Court Security Officer	22.95
27030	- Detection Dog Handler	16.94
27040	- Detention Officer	21.54
27070	- Firefighter	22.50
27101	- Guard I	14.35
27102	- Guard II	16.94

27131	- Police Officer I	24.41
27132	- Police Officer II	27.12
28000	- Recreation Occupations	
28041	- Carnival Equipment Operator	11.61
28042	- Carnival Equipment Repairer	12.51
28043	- Carnival Worker	9.01
28210	- Gate Attendant/Gate Tender	14.00
28310	- Lifeguard	10.82
28350	- Park Attendant (Aide)	15.66
28510	- Recreation Aide/Health Facility Attendant	11.41
28515	- Recreation Specialist	19.01
28630	- Sports Official	12.47
28690	- Swimming Pool Operator	17.08
29000	- Stevedoring/Longshoremen Occupational Services	
29010	- Blocker And Bracer	24.33
29020	- Hatch Tender	24.33
29030	- Line Handler	24.33
29041	- Stevedore I	22.37
29042	- Stevedore II	25.77
30000	- Technical Occupations	
30010	- Air Traffic Control Specialist, Center (HFO) (see 2)	38.64
30011	- Air Traffic Control Specialist, Station (HFO) (see 2)	26.64
30012	- Air Traffic Control Specialist, Terminal (HFO) (see 2)	29.34
30021	- Archeological Technician I	16.70
30022	- Archeological Technician II	18.68
30023	- Archeological Technician III	23.15
30030	- Cartographic Technician	23.15
30040	- Civil Engineering Technician	22.61
30051	- Cryogenic Technician I	24.83
30052	- Cryogenic Technician II	27.42
30061	- Drafter/CAD Operator I	16.70
30062	- Drafter/CAD Operator II	18.68
30063	- Drafter/CAD Operator III	20.83
30064	- Drafter/CAD Operator IV	25.62
30081	- Engineering Technician I	15.81
30082	- Engineering Technician II	17.74
30083	- Engineering Technician III	19.84
30084	- Engineering Technician IV	24.59
30085	- Engineering Technician V	30.08
30086	- Engineering Technician VI	36.39
30090	- Environmental Technician	19.81
30095	- Evidence Control Specialist	22.42
30210	- Laboratory Technician	20.79
30221	- Latent Fingerprint Technician I	24.83
30222	- Latent Fingerprint Technician II	27.42
30240	- Mathematical Technician	23.15
30361	- Paralegal/Legal Assistant I	17.63
30362	- Paralegal/Legal Assistant II	21.84
30363	- Paralegal/Legal Assistant III	26.71
30364	- Paralegal/Legal Assistant IV	32.31
30375	- Petroleum Supply Specialist	27.42
30390	- Photo-Optics Technician	23.15
30395	- Radiation Control Technician	27.42
30461	- Technical Writer I	22.74
30462	- Technical Writer II	27.82
30463	- Technical Writer III	33.65
30491	- Unexploded Ordnance (UXO) Technician I	24.56
30492	- Unexploded Ordnance (UXO) Technician II	29.71
30493	- Unexploded Ordnance (UXO) Technician III	35.61
30494	- Unexploded (UXO) Safety Escort	24.56
30495	- Unexploded (UXO) Sweep Personnel	24.56
30501	- Weather Forecaster I	24.83
30502	- Weather Forecaster II	30.20
30620	- Weather Observer, Combined Upper Air Or (see 2)	20.83
Surface Programs		
30621	- Weather Observer, Senior (see 2)	23.15
31000	- Transportation/Mobile Equipment Operation Occupations	
31010	- Airplane Pilot	29.71
31020	- Bus Aide	13.14
31030	- Bus Driver	19.70
31043	- Driver Courier	17.01
31260	- Parking and Lot Attendant	11.98
31290	- Shuttle Bus Driver	19.36
31310	- Taxi Driver	10.02
31361	- Truckdriver, Light	19.36
31362	- Truckdriver, Medium	19.70
31363	- Truckdriver, Heavy	21.84
31364	- Truckdriver, Tractor-Trailer	21.84
99000	- Miscellaneous Occupations	
99020	- Cabin Safety Specialist	14.49
99030	- Cashier	9.78



99050 - Desk Clerk	10.30
99095 - Embalmer	27.80
99130 - Flight Follower	24.56
99251 - Laboratory Animal Caretaker I	10.74
99252 - Laboratory Animal Caretaker II	11.61
99260 - Marketing Analyst	24.46
99310 - Mortician	27.80
99410 - Pest Controller	19.47
99510 - Photofinishing Worker	14.34
99710 - Recycling Laborer	17.75
99711 - Recycling Specialist	21.19
99730 - Refuse Collector	16.03
99810 - Sales Clerk	11.38
99820 - School Crossing Guard	14.45
99830 - Survey Party Chief	21.30
99831 - Surveying Aide	12.65
99832 - Surveying Technician	19.36
99840 - Vending Machine Attendant	12.45
99841 - Vending Machine Repairer	14.68
99842 - Vending Machine Repairer Helper	12.45

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.41 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, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (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 15-5785 (Rev.-4) was first posted on www.wdol.gov on 08/01/2017

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

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

Daniel W. Simms                      Division of  
Director                      Wage Determinations

Wage Determination No.: 2015-5785  
Revision No.: 4  
Date Of Revision: 07/25/2017

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.20 for calendar year 2017 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2017. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

State: Ohio

Area: Ohio County of Hocking

**Fringe Benefits Required Follow the Occupational Listing**		
OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.20
01012 - Accounting Clerk II		15.20
01013 - Accounting Clerk III		16.97
01020 - Administrative Assistant		21.42
01035 - Court Reporter		22.37
01041 - Customer Service Representative I		12.18
01042 - Customer Service Representative II		13.69
01043 - Customer Service Representative III		14.93
01051 - Data Entry Operator I		13.10
01052 - Data Entry Operator II		14.28
01060 - Dispatcher, Motor Vehicle		19.08
01070 - Document Preparation Clerk		12.28
01090 - Duplicating Machine Operator		12.28
01111 - General Clerk I		12.49
01112 - General Clerk II		13.62
01113 - General Clerk III		15.30
01120 - Housing Referral Assistant		19.05
01141 - Messenger Courier		13.18
01191 - Order Clerk I		12.65
01192 - Order Clerk II		14.28
01261 - Personnel Assistant (Employment) I		14.62
01262 - Personnel Assistant (Employment) II		16.35
01263 - Personnel Assistant (Employment) III		18.23
01270 - Production Control Clerk		22.72
01290 - Rental Clerk		10.95
01300 - Scheduler, Maintenance		15.28
01311 - Secretary I		15.28
01312 - Secretary II		17.09
01313 - Secretary III		19.05
01320 - Service Order Dispatcher		17.06
01410 - Supply Technician		21.42
01420 - Survey Worker		13.56
01460 - Switchboard Operator/Receptionist		12.08
01531 - Travel Clerk I		12.86
01532 - Travel Clerk II		13.72
01533 - Travel Clerk III		14.55
01611 - Word Processor I		13.56
01612 - Word Processor II		15.22
01613 - Word Processor III		17.03
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		20.07
05010 - Automotive Electrician		18.07
05040 - Automotive Glass Installer		16.99
05070 - Automotive Worker		16.99
05110 - Mobile Equipment Servicer		14.79
05130 - Motor Equipment Metal Mechanic		18.92
05160 - Motor Equipment Metal Worker		16.99
05190 - Motor Vehicle Mechanic		18.92
05220 - Motor Vehicle Mechanic Helper		14.33

05250	- Motor Vehicle Upholstery Worker	15.87
05280	- Motor Vehicle Wrecker	16.99
05310	- Painter, Automotive	18.07
05340	- Radiator Repair Specialist	16.99
05370	- Tire Repairer	13.87
05400	- Transmission Repair Specialist	18.92
07000	- Food Preparation And Service Occupations	
07010	- Baker	16.06
07041	- Cook I	14.66
07042	- Cook II	16.06
07070	- Dishwasher	11.31
07130	- Food Service Worker	11.31
07210	- Meat Cutter	16.06
07260	- Waiter/Waitress	12.28
09000	- Furniture Maintenance And Repair Occupations	
09010	- Electrostatic Spray Painter	18.18
09040	- Furniture Handler	12.00
09080	- Furniture Refinisher	18.18
09090	- Furniture Refinisher Helper	14.06
09110	- Furniture Repairer, Minor	16.30
09130	- Upholsterer	18.18
11000	- General Services And Support Occupations	
11030	- Cleaner, Vehicles	11.41
11060	- Elevator Operator	11.41
11090	- Gardener	16.42
11122	- Housekeeping Aide	11.45
11150	- Janitor	11.45
11210	- Laborer, Grounds Maintenance	12.89
11240	- Maid or Houseman	10.04
11260	- Pruner	11.66
11270	- Tractor Operator	15.27
11330	- Trail Maintenance Worker	12.89
11360	- Window Cleaner	12.66
12000	- Health Occupations	
12010	- Ambulance Driver	13.53
12011	- Breath Alcohol Technician	17.79
12012	- Certified Occupational Therapist Assistant	25.66
12015	- Certified Physical Therapist Assistant	24.77
12020	- Dental Assistant	15.98
12025	- Dental Hygienist	33.30
12030	- EKG Technician	24.85
12035	- Electroneurodiagnostic Technologist	24.85
12040	- Emergency Medical Technician	13.53
12071	- Licensed Practical Nurse I	15.90
12072	- Licensed Practical Nurse II	17.79
12073	- Licensed Practical Nurse III	19.83
12100	- Medical Assistant	14.17
12130	- Medical Laboratory Technician	19.51
12160	- Medical Record Clerk	15.36
12190	- Medical Record Technician	17.17
12195	- Medical Transcriptionist	15.51
12210	- Nuclear Medicine Technologist	34.19
12221	- Nursing Assistant I	10.74
12222	- Nursing Assistant II	12.08
12223	- Nursing Assistant III	13.17
12224	- Nursing Assistant IV	14.80
12235	- Optical Dispenser	17.02
12236	- Optical Technician	14.04
12250	- Pharmacy Technician	14.05
12280	- Phlebotomist	14.81
12305	- Radiologic Technologist	26.45
12311	- Registered Nurse I	23.97
12312	- Registered Nurse II	29.32
12313	- Registered Nurse II, Specialist	29.32
12314	- Registered Nurse III	35.47
12315	- Registered Nurse III, Anesthetist	35.47
12316	- Registered Nurse IV	42.51
12317	- Scheduler (Drug and Alcohol Testing)	22.04
12320	- Substance Abuse Treatment Counselor	22.67
13000	- Information And Arts Occupations	
13011	- Exhibits Specialist I	18.19
13012	- Exhibits Specialist II	22.54
13013	- Exhibits Specialist III	27.56
13041	- Illustrator I	17.15
13042	- Illustrator II	21.25
13043	- Illustrator III	26.00
13047	- Librarian	27.77
13050	- Library Aide/Clerk	12.64
13054	- Library Information Technology Systems Administrator	25.08
13058	- Library Technician	15.95

13061	- Media Specialist I	18.10
13062	- Media Specialist II	20.25
13063	- Media Specialist III	22.57
13071	- Photographer I	15.01
13072	- Photographer II	16.79
13073	- Photographer III	20.80
13074	- Photographer IV	24.96
13075	- Photographer V	29.11
13090	- Technical Order Library Clerk	15.88
13110	- Video Teleconference Technician	17.60
14000	- Information Technology Occupations	
14041	- Computer Operator I	16.08
14042	- Computer Operator II	18.72
14043	- Computer Operator III	21.15
14044	- Computer Operator IV	22.66
14045	- Computer Operator V	25.09
14071	- Computer Programmer I (see 1)	21.74
14072	- Computer Programmer II (see 1)	24.22
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	16.08
14160	- Personal Computer Support Technician	22.66
14170	- System Support Specialist	33.62
15000	- Instructional Occupations	
15010	- Aircrew Training Devices Instructor (Non-Rated)	28.68
15020	- Aircrew Training Devices Instructor (Rated)	34.69
15030	- Air Crew Training Devices Instructor (Pilot)	41.58
15050	- Computer Based Training Specialist / Instructor	28.68
15060	- Educational Technologist	30.23
15070	- Flight Instructor (Pilot)	41.58
15080	- Graphic Artist	23.40
15085	- Maintenance Test Pilot, Fixed, Jet/Prop	41.58
15086	- Maintenance Test Pilot, Rotary Wing	41.58
15088	- Non-Maintenance Test/Co-Pilot	41.58
15090	- Technical Instructor	21.25
15095	- Technical Instructor/Course Developer	26.00
15110	- Test Proctor	17.16
15120	- Tutor	17.16
16000	- Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010	- Assembler	9.69
16030	- Counter Attendant	9.69
16040	- Dry Cleaner	11.90
16070	- Finisher, Flatwork, Machine	9.69
16090	- Presser, Hand	9.69
16110	- Presser, Machine, Drycleaning	9.69
16130	- Presser, Machine, Shirts	9.69
16160	- Presser, Machine, Wearing Apparel, Laundry	9.69
16190	- Sewing Machine Operator	12.73
16220	- Tailor	13.57
16250	- Washer, Machine	10.20
19000	- Machine Tool Operation And Repair Occupations	
19010	- Machine-Tool Operator (Tool Room)	19.78
19040	- Tool And Die Maker	23.39
21000	- Materials Handling And Packing Occupations	
21020	- Forklift Operator	14.81
21030	- Material Coordinator	22.72
21040	- Material Expediter	22.72
21050	- Material Handling Laborer	12.13
21071	- Order Filler	12.45
21080	- Production Line Worker (Food Processing)	14.81
21110	- Shipping Packer	14.23
21130	- Shipping/Receiving Clerk	14.23
21140	- Store Worker I	12.75
21150	- Stock Clerk	17.25
21210	- Tools And Parts Attendant	14.81
21410	- Warehouse Specialist	14.81
23000	- Mechanics And Maintenance And Repair Occupations	
23010	- Aerospace Structural Welder	24.96
23019	- Aircraft Logs and Records Technician	20.80
23021	- Aircraft Mechanic I	23.96
23022	- Aircraft Mechanic II	24.96
23023	- Aircraft Mechanic III	26.00
23040	- Aircraft Mechanic Helper	17.93
23050	- Aircraft, Painter	22.88
23060	- Aircraft Servicer	20.80
23070	- Aircraft Survival Flight Equipment Technician	22.88
23080	- Aircraft Worker	22.02
23091	- Aircrew Life Support Equipment (ALSE) Mechanic	22.02

I		
23092	- Aircrew Life Support Equipment (ALSE) Mechanic	23.96
II		
23110	- Appliance Mechanic	18.90
23120	- Bicycle Repairer	16.79
23125	- Cable Splicer	31.82
23130	- Carpenter, Maintenance	20.97
23140	- Carpet Layer	18.58
23160	- Electrician, Maintenance	23.78
23181	- Electronics Technician Maintenance I	25.44
23182	- Electronics Technician Maintenance II	27.05
23183	- Electronics Technician Maintenance III	28.33
23260	- Fabric Worker	20.08
23290	- Fire Alarm System Mechanic	23.20
23310	- Fire Extinguisher Repairer	18.73
23311	- Fuel Distribution System Mechanic	23.76
23312	- Fuel Distribution System Operator	19.09
23370	- General Maintenance Worker	17.34
23380	- Ground Support Equipment Mechanic	23.96
23381	- Ground Support Equipment Servicer	20.80
23382	- Ground Support Equipment Worker	22.02
23391	- Gunsmith I	18.73
23392	- Gunsmith II	21.50
23393	- Gunsmith III	23.95
23410	- Heating, Ventilation And Air-Conditioning Mechanic	22.33
23411	- Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	23.21
23430	- Heavy Equipment Mechanic	21.51
23440	- Heavy Equipment Operator	25.67
23460	- Instrument Mechanic	26.35
23465	- Laboratory/Shelter Mechanic	22.87
23470	- Laborer	12.23
23510	- Locksmith	22.00
23530	- Machinery Maintenance Mechanic	23.68
23550	- Machinist, Maintenance	19.47
23580	- Maintenance Trades Helper	14.77
23591	- Metrology Technician I	26.35
23592	- Metrology Technician II	27.56
23593	- Metrology Technician III	28.72
23640	- Millwright	26.49
23710	- Office Appliance Repairer	18.54
23760	- Painter, Maintenance	19.40
23790	- Pipefitter, Maintenance	23.93
23810	- Plumber, Maintenance	22.85
23820	- Pneudraulic Systems Mechanic	23.95
23850	- Rigger	23.95
23870	- Scale Mechanic	21.50
23890	- Sheet-Metal Worker, Maintenance	23.87
23910	- Small Engine Mechanic	17.38
23931	- Telecommunications Mechanic I	25.39
23932	- Telecommunications Mechanic II	26.36
23950	- Telephone Lineman	23.30
23960	- Welder, Combination, Maintenance	18.85
23965	- Well Driller	21.54
23970	- Woodcraft Worker	23.95
23980	- Woodworker	18.73
24000	- Personal Needs Occupations	
24550	- Case Manager	13.34
24570	- Child Care Attendant	10.16
24580	- Child Care Center Clerk	12.67
24610	- Chore Aide	10.75
24620	- Family Readiness And Support Services Coordinator	13.34
24630	- Homemaker	13.34
25000	- Plant And System Operations Occupations	
25010	- Boiler Tender	24.95
25040	- Sewage Plant Operator	22.00
25070	- Stationary Engineer	24.95
25190	- Ventilation Equipment Tender	17.90
25210	- Water Treatment Plant Operator	22.00
27000	- Protective Service Occupations	
27004	- Alarm Monitor	17.20
27007	- Baggage Inspector	11.37
27008	- Corrections Officer	21.63
27010	- Court Security Officer	22.54
27030	- Detection Dog Handler	12.72
27040	- Detention Officer	21.63
27070	- Firefighter	21.07
27101	- Guard I	11.37
27102	- Guard II	12.72

27131	- Police Officer I	22.04
27132	- Police Officer II	24.49
28000	- Recreation Occupations	
28041	- Carnival Equipment Operator	14.75
28042	- Carnival Equipment Repairer	15.58
28043	- Carnival Worker	12.01
28210	- Gate Attendant/Gate Tender	13.40
28310	- Lifeguard	11.90
28350	- Park Attendant (Aide)	14.99
28510	- Recreation Aide/Health Facility Attendant	10.94
28515	- Recreation Specialist	18.57
28630	- Sports Official	11.93
28690	- Swimming Pool Operator	17.67
29000	- Stevedoring/Longshoremen Occupational Services	
29010	- Blocker And Bracer	18.82
29020	- Hatch Tender	18.82
29030	- Line Handler	18.82
29041	- Stevedore I	17.88
29042	- Stevedore II	19.80
30000	- Technical Occupations	
30010	- Air Traffic Control Specialist, Center (HFO) (see 2)	38.64
30011	- Air Traffic Control Specialist, Station (HFO) (see 2)	26.64
30012	- Air Traffic Control Specialist, Terminal (HFO) (see 2)	29.34
30021	- Archeological Technician I	16.51
30022	- Archeological Technician II	18.47
30023	- Archeological Technician III	22.89
30030	- Cartographic Technician	22.89
30040	- Civil Engineering Technician	24.78
30051	- Cryogenic Technician I	24.25
30052	- Cryogenic Technician II	26.79
30061	- Drafter/CAD Operator I	16.51
30062	- Drafter/CAD Operator II	18.47
30063	- Drafter/CAD Operator III	20.60
30064	- Drafter/CAD Operator IV	25.34
30081	- Engineering Technician I	15.58
30082	- Engineering Technician II	18.24
30083	- Engineering Technician III	20.23
30084	- Engineering Technician IV	25.29
30085	- Engineering Technician V	30.93
30086	- Engineering Technician VI	37.42
30090	- Environmental Technician	19.29
30095	- Evidence Control Specialist	21.90
30210	- Laboratory Technician	20.77
30221	- Latent Fingerprint Technician I	26.46
30222	- Latent Fingerprint Technician II	29.23
30240	- Mathematical Technician	22.71
30361	- Paralegal/Legal Assistant I	18.90
30362	- Paralegal/Legal Assistant II	23.41
30363	- Paralegal/Legal Assistant III	28.63
30364	- Paralegal/Legal Assistant IV	34.64
30375	- Petroleum Supply Specialist	26.79
30390	- Photo-Optics Technician	22.89
30395	- Radiation Control Technician	26.79
30461	- Technical Writer I	23.34
30462	- Technical Writer II	28.54
30463	- Technical Writer III	34.53
30491	- Unexploded Ordnance (UXO) Technician I	24.56
30492	- Unexploded Ordnance (UXO) Technician II	29.71
30493	- Unexploded Ordnance (UXO) Technician III	35.61
30494	- Unexploded (UXO) Safety Escort	24.56
30495	- Unexploded (UXO) Sweep Personnel	24.56
30501	- Weather Forecaster I	24.25
30502	- Weather Forecaster II	29.50
30620	- Weather Observer, Combined Upper Air Or (see 2)	20.60
Surface Programs		
30621	- Weather Observer, Senior (see 2)	22.89
31000	- Transportation/Mobile Equipment Operation Occupations	
31010	- Airplane Pilot	29.71
31020	- Bus Aide	11.50
31030	- Bus Driver	16.18
31043	- Driver Courier	14.04
31260	- Parking and Lot Attendant	9.98
31290	- Shuttle Bus Driver	15.18
31310	- Taxi Driver	10.05
31361	- Truckdriver, Light	15.18
31362	- Truckdriver, Medium	16.28
31363	- Truckdriver, Heavy	19.69
31364	- Truckdriver, Tractor-Trailer	19.69
99000	- Miscellaneous Occupations	
99020	- Cabin Safety Specialist	14.49
99030	- Cashier	9.33



99050 - Desk Clerk	10.14
99095 - Embalmer	27.12
99130 - Flight Follower	24.56
99251 - Laboratory Animal Caretaker I	13.20
99252 - Laboratory Animal Caretaker II	13.86
99260 - Marketing Analyst	30.67
99310 - Mortician	30.72
99410 - Pest Controller	15.84
99510 - Photofinishing Worker	12.63
99710 - Recycling Laborer	16.86
99711 - Recycling Specialist	20.47
99730 - Refuse Collector	15.40
99810 - Sales Clerk	10.35
99820 - School Crossing Guard	12.00
99830 - Survey Party Chief	21.53
99831 - Surveying Aide	14.26
99832 - Surveying Technician	19.57
99840 - Vending Machine Attendant	13.88
99841 - Vending Machine Repairer	16.57
99842 - Vending Machine Repairer Helper	13.88

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.41 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 eleven 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, 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 15-4365 (Rev.-4) was first posted on www.wdol.gov on 08/01/2017

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

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

Daniel W. Simms                      Division of  
Director                      Wage Determinations

Wage Determination No.: 2015-4365  
Revision No.: 4  
Date Of Revision: 07/25/2017

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.20 for calendar year 2017 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2017. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Ohio

Area: Ohio County of Lawrence

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.19
01012 - Accounting Clerk II		13.69
01013 - Accounting Clerk III		15.31
01020 - Administrative Assistant		20.56
01035 - Court Reporter		18.49
01041 - Customer Service Representative I		10.37
01042 - Customer Service Representative II		11.66
01043 - Customer Service Representative III		12.73
01051 - Data Entry Operator I		12.18
01052 - Data Entry Operator II		13.29
01060 - Dispatcher, Motor Vehicle		17.50
01070 - Document Preparation Clerk		12.16
01090 - Duplicating Machine Operator		12.16
01111 - General Clerk I		11.32
01112 - General Clerk II		12.35
01113 - General Clerk III		13.87
01120 - Housing Referral Assistant		16.90
01141 - Messenger Courier		11.84
01191 - Order Clerk I		12.43
01192 - Order Clerk II		13.57
01261 - Personnel Assistant (Employment) I		13.71
01262 - Personnel Assistant (Employment) II		15.34
01263 - Personnel Assistant (Employment) III		17.09
01270 - Production Control Clerk		20.81
01290 - Rental Clerk		10.75
01300 - Scheduler, Maintenance		13.56
01311 - Secretary I		13.56
01312 - Secretary II		15.17
01313 - Secretary III		16.90
01320 - Service Order Dispatcher		15.64
01410 - Supply Technician		20.56
01420 - Survey Worker		12.33
01460 - Switchboard Operator/Receptionist		11.51
01531 - Travel Clerk I		12.86
01532 - Travel Clerk II		13.72
01533 - Travel Clerk III		14.55
01611 - Word Processor I		12.08
01612 - Word Processor II		13.56
01613 - Word Processor III		15.17
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		17.26
05010 - Automotive Electrician		16.60
05040 - Automotive Glass Installer		15.87
05070 - Automotive Worker		15.87
05110 - Mobile Equipment Servicer		14.42
05130 - Motor Equipment Metal Mechanic		17.26
05160 - Motor Equipment Metal Worker		15.87
05190 - Motor Vehicle Mechanic		16.77
05220 - Motor Vehicle Mechanic Helper		14.33

05250	- Motor Vehicle Upholstery Worker	15.13
05280	- Motor Vehicle Wrecker	15.87
05310	- Painter, Automotive	16.60
05340	- Radiator Repair Specialist	15.87
05370	- Tire Repairer	13.87
05400	- Transmission Repair Specialist	17.26
07000	- Food Preparation And Service Occupations	
07010	- Baker	16.06
07041	- Cook I	14.66
07042	- Cook II	16.06
07070	- Dishwasher	11.31
07130	- Food Service Worker	11.31
07210	- Meat Cutter	16.06
07260	- Waiter/Waitress	12.28
09000	- Furniture Maintenance And Repair Occupations	
09010	- Electrostatic Spray Painter	20.00
09040	- Furniture Handler	14.11
09080	- Furniture Refinisher	20.00
09090	- Furniture Refinisher Helper	16.90
09110	- Furniture Repairer, Minor	19.57
09130	- Upholsterer	20.00
11000	- General Services And Support Occupations	
11030	- Cleaner, Vehicles	11.17
11060	- Elevator Operator	11.17
11090	- Gardener	14.66
11122	- Housekeeping Aide	11.22
11150	- Janitor	11.22
11210	- Laborer, Grounds Maintenance	12.28
11240	- Maid or Houseman	10.04
11260	- Pruner	11.22
11270	- Tractor Operator	13.88
11330	- Trail Maintenance Worker	12.28
11360	- Window Cleaner	12.40
12000	- Health Occupations	
12010	- Ambulance Driver	13.53
12011	- Breath Alcohol Technician	17.24
12012	- Certified Occupational Therapist Assistant	24.94
12015	- Certified Physical Therapist Assistant	24.77
12020	- Dental Assistant	14.53
12025	- Dental Hygienist	27.52
12030	- EKG Technician	21.54
12035	- Electroneurodiagnostic Technologist	21.54
12040	- Emergency Medical Technician	13.53
12071	- Licensed Practical Nurse I	15.41
12072	- Licensed Practical Nurse II	17.24
12073	- Licensed Practical Nurse III	19.21
12100	- Medical Assistant	12.69
12130	- Medical Laboratory Technician	18.89
12160	- Medical Record Clerk	13.96
12190	- Medical Record Technician	15.61
12195	- Medical Transcriptionist	14.62
12210	- Nuclear Medicine Technologist	31.65
12221	- Nursing Assistant I	10.39
12222	- Nursing Assistant II	11.68
12223	- Nursing Assistant III	12.75
12224	- Nursing Assistant IV	14.32
12235	- Optical Dispenser	15.47
12236	- Optical Technician	15.41
12250	- Pharmacy Technician	13.63
12280	- Phlebotomist	13.56
12305	- Radiologic Technologist	24.81
12311	- Registered Nurse I	21.89
12312	- Registered Nurse II	26.78
12313	- Registered Nurse II, Specialist	26.78
12314	- Registered Nurse III	32.40
12315	- Registered Nurse III, Anesthetist	32.40
12316	- Registered Nurse IV	38.83
12317	- Scheduler (Drug and Alcohol Testing)	21.35
12320	- Substance Abuse Treatment Counselor	17.32
13000	- Information And Arts Occupations	
13011	- Exhibits Specialist I	17.21
13012	- Exhibits Specialist II	21.31
13013	- Exhibits Specialist III	26.07
13041	- Illustrator I	17.21
13042	- Illustrator II	21.31
13043	- Illustrator III	26.07
13047	- Librarian	23.60
13050	- Library Aide/Clerk	11.37
13054	- Library Information Technology Systems Administrator	21.31
13058	- Library Technician	14.80

13061	- Media Specialist I	15.38
13062	- Media Specialist II	17.21
13063	- Media Specialist III	19.18
13071	- Photographer I	15.19
13072	- Photographer II	17.00
13073	- Photographer III	21.05
13074	- Photographer IV	25.43
13075	- Photographer V	30.76
13090	- Technical Order Library Clerk	15.49
13110	- Video Teleconference Technician	16.45
14000	- Information Technology Occupations	
14041	- Computer Operator I	14.61
14042	- Computer Operator II	18.72
14043	- Computer Operator III	21.15
14044	- Computer Operator IV	22.66
14045	- Computer Operator V	25.09
14071	- Computer Programmer I (see 1)	21.74
14072	- Computer Programmer II (see 1)	24.33
14073	- Computer Programmer III (see 1)	
14074	- Computer Programmer IV (see 1)	
14101	- Computer Systems Analyst I (see 1)	26.43
14102	- Computer Systems Analyst II (see 1)	
14103	- Computer Systems Analyst III (see 1)	
14150	- Peripheral Equipment Operator	14.61
14160	- Personal Computer Support Technician	22.66
14170	- System Support Specialist	26.66
15000	- Instructional Occupations	
15010	- Aircrew Training Devices Instructor (Non-Rated)	26.43
15020	- Aircrew Training Devices Instructor (Rated)	31.98
15030	- Air Crew Training Devices Instructor (Pilot)	38.34
15050	- Computer Based Training Specialist / Instructor	26.43
15060	- Educational Technologist	27.48
15070	- Flight Instructor (Pilot)	38.34
15080	- Graphic Artist	23.02
15085	- Maintenance Test Pilot, Fixed, Jet/Prop	38.34
15086	- Maintenance Test Pilot, Rotary Wing	38.34
15088	- Non-Maintenance Test/Co-Pilot	38.34
15090	- Technical Instructor	19.32
15095	- Technical Instructor/Course Developer	23.64
15110	- Test Proctor	15.60
15120	- Tutor	15.60
16000	- Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010	- Assembler	9.85
16030	- Counter Attendant	9.85
16040	- Dry Cleaner	12.13
16070	- Finisher, Flatwork, Machine	9.85
16090	- Presser, Hand	9.85
16110	- Presser, Machine, Drycleaning	9.85
16130	- Presser, Machine, Shirts	9.85
16160	- Presser, Machine, Wearing Apparel, Laundry	9.85
16190	- Sewing Machine Operator	13.00
16220	- Tailor	13.84
16250	- Washer, Machine	10.42
19000	- Machine Tool Operation And Repair Occupations	
19010	- Machine-Tool Operator (Tool Room)	21.76
19040	- Tool And Die Maker	25.73
21000	- Materials Handling And Packing Occupations	
21020	- Forklift Operator	16.43
21030	- Material Coordinator	20.81
21040	- Material Expediter	20.81
21050	- Material Handling Laborer	12.16
21071	- Order Filler	12.45
21080	- Production Line Worker (Food Processing)	16.43
21110	- Shipping Packer	14.28
21130	- Shipping/Receiving Clerk	14.28
21140	- Store Worker I	12.56
21150	- Stock Clerk	16.90
21210	- Tools And Parts Attendant	16.43
21410	- Warehouse Specialist	16.43
23000	- Mechanics And Maintenance And Repair Occupations	
23010	- Aerospace Structural Welder	24.52
23019	- Aircraft Logs and Records Technician	19.57
23021	- Aircraft Mechanic I	23.30
23022	- Aircraft Mechanic II	24.52
23023	- Aircraft Mechanic III	25.57
23040	- Aircraft Mechanic Helper	16.90
23050	- Aircraft, Painter	22.21
23060	- Aircraft Servicer	19.57
23070	- Aircraft Survival Flight Equipment Technician	22.21
23080	- Aircraft Worker	20.87
23091	- Aircrew Life Support Equipment (ALSE) Mechanic	20.87

I		
23092	- Aircrew Life Support Equipment (ALSE) Mechanic	23.30
II		
23110	- Appliance Mechanic	20.56
23120	- Bicycle Repairer	16.79
23125	- Cable Splicer	26.73
23130	- Carpenter, Maintenance	23.13
23140	- Carpet Layer	20.87
23160	- Electrician, Maintenance	26.16
23181	- Electronics Technician Maintenance I	24.27
23182	- Electronics Technician Maintenance II	25.83
23183	- Electronics Technician Maintenance III	27.26
23260	- Fabric Worker	19.57
23290	- Fire Alarm System Mechanic	19.76
23310	- Fire Extinguisher Repairer	18.20
23311	- Fuel Distribution System Mechanic	22.28
23312	- Fuel Distribution System Operator	17.41
23370	- General Maintenance Worker	15.45
23380	- Ground Support Equipment Mechanic	23.30
23381	- Ground Support Equipment Servicer	19.57
23382	- Ground Support Equipment Worker	20.87
23391	- Gunsmith I	18.20
23392	- Gunsmith II	20.87
23393	- Gunsmith III	23.30
23410	- Heating, Ventilation And Air-Conditioning Mechanic	18.45
23411	- Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	19.25
23430	- Heavy Equipment Mechanic	19.56
23440	- Heavy Equipment Operator	23.73
23460	- Instrument Mechanic	23.30
23465	- Laboratory/Shelter Mechanic	22.21
23470	- Laborer	12.23
23510	- Locksmith	22.00
23530	- Machinery Maintenance Mechanic	22.22
23550	- Machinist, Maintenance	19.47
23580	- Maintenance Trades Helper	14.77
23591	- Metrology Technician I	23.30
23592	- Metrology Technician II	24.52
23593	- Metrology Technician III	25.57
23640	- Millwright	23.30
23710	- Office Appliance Repairer	18.54
23760	- Painter, Maintenance	19.27
23790	- Pipefitter, Maintenance	25.41
23810	- Plumber, Maintenance	24.51
23820	- Pneudraulic Systems Mechanic	23.30
23850	- Rigger	23.30
23870	- Scale Mechanic	20.87
23890	- Sheet-Metal Worker, Maintenance	21.70
23910	- Small Engine Mechanic	20.87
23931	- Telecommunications Mechanic I	29.36
23932	- Telecommunications Mechanic II	30.90
23950	- Telephone Lineman	28.19
23960	- Welder, Combination, Maintenance	18.18
23965	- Well Driller	23.30
23970	- Woodcraft Worker	23.30
23980	- Woodworker	18.20
24000	- Personal Needs Occupations	
24550	- Case Manager	13.34
24570	- Child Care Attendant	9.32
24580	- Child Care Center Clerk	11.66
24610	- Chore Aide	10.29
24620	- Family Readiness And Support Services Coordinator	13.34
24630	- Homemaker	13.34
25000	- Plant And System Operations Occupations	
25010	- Boiler Tender	24.95
25040	- Sewage Plant Operator	18.18
25070	- Stationary Engineer	24.95
25190	- Ventilation Equipment Tender	17.09
25210	- Water Treatment Plant Operator	18.18
27000	- Protective Service Occupations	
27004	- Alarm Monitor	14.22
27007	- Baggage Inspector	10.64
27008	- Corrections Officer	18.93
27010	- Court Security Officer	18.63
27030	- Detection Dog Handler	11.92
27040	- Detention Officer	18.93
27070	- Firefighter	17.41
27101	- Guard I	10.64
27102	- Guard II	11.92

27131	- Police Officer I	18.22
27132	- Police Officer II	20.24
28000	- Recreation Occupations	
28041	- Carnival Equipment Operator	14.75
28042	- Carnival Equipment Repairer	15.58
28043	- Carnival Worker	12.01
28210	- Gate Attendant/Gate Tender	13.36
28310	- Lifeguard	11.90
28350	- Park Attendant (Aide)	14.94
28510	- Recreation Aide/Health Facility Attendant	10.91
28515	- Recreation Specialist	17.21
28630	- Sports Official	11.91
28690	- Swimming Pool Operator	17.67
29000	- Stevedoring/Longshoremen Occupational Services	
29010	- Blocker And Bracer	20.70
29020	- Hatch Tender	20.70
29030	- Line Handler	20.70
29041	- Stevedore I	19.80
29042	- Stevedore II	21.78
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	16.51
30022	- Archeological Technician II	18.47
30023	- Archeological Technician III	22.89
30030	- Cartographic Technician	22.89
30040	- Civil Engineering Technician	22.53
30051	- Cryogenic Technician I	22.90
30052	- Cryogenic Technician II	25.29
30061	- Drafter/CAD Operator I	16.51
30062	- Drafter/CAD Operator II	18.47
30063	- Drafter/CAD Operator III	20.60
30064	- Drafter/CAD Operator IV	25.34
30081	- Engineering Technician I	15.58
30082	- Engineering Technician II	18.24
30083	- Engineering Technician III	20.23
30084	- Engineering Technician IV	25.29
30085	- Engineering Technician V	30.93
30086	- Engineering Technician VI	37.42
30090	- Environmental Technician	23.34
30095	- Evidence Control Specialist	20.68
30210	- Laboratory Technician	19.26
30221	- Latent Fingerprint Technician I	22.90
30222	- Latent Fingerprint Technician II	25.29
30240	- Mathematical Technician	22.71
30361	- Paralegal/Legal Assistant I	19.13
30362	- Paralegal/Legal Assistant II	23.69
30363	- Paralegal/Legal Assistant III	28.97
30364	- Paralegal/Legal Assistant IV	35.06
30375	- Petroleum Supply Specialist	25.29
30390	- Photo-Optics Technician	22.89
30395	- Radiation Control Technician	25.29
30461	- Technical Writer I	22.89
30462	- Technical Writer II	28.00
30463	- Technical Writer III	33.03
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	22.90
30502	- Weather Forecaster II	27.86
30620	- Weather Observer, Combined Upper Air Or (see 2)	20.60
Surface Programs		
30621	- Weather Observer, Senior (see 2)	22.89
31000	- Transportation/Mobile Equipment Operation Occupations	
31010	- Airplane Pilot	28.85
31020	- Bus Aide	11.50
31030	- Bus Driver	16.18
31043	- Driver Courier	11.80
31260	- Parking and Lot Attendant	10.77
31290	- Shuttle Bus Driver	12.76
31310	- Taxi Driver	9.47
31361	- Truckdriver, Light	12.76
31362	- Truckdriver, Medium	15.11
31363	- Truckdriver, Heavy	17.88
31364	- Truckdriver, Tractor-Trailer	17.88
99000	- Miscellaneous Occupations	
99020	- Cabin Safety Specialist	14.07
99030	- Cashier	9.21



99050 - Desk Clerk	10.14
99095 - Embalmer	27.12
99130 - Flight Follower	23.85
99251 - Laboratory Animal Caretaker I	13.20
99252 - Laboratory Animal Caretaker II	13.86
99260 - Marketing Analyst	21.45
99310 - Mortician	27.93
99410 - Pest Controller	18.71
99510 - Photofinishing Worker	12.53
99710 - Recycling Laborer	13.94
99711 - Recycling Specialist	16.92
99730 - Refuse Collector	12.73
99810 - Sales Clerk	10.31
99820 - School Crossing Guard	13.68
99830 - Survey Party Chief	19.57
99831 - Surveying Aide	12.96
99832 - Surveying Technician	17.79
99840 - Vending Machine Attendant	16.80
99841 - Vending Machine Repairer	19.44
99842 - Vending Machine Repairer Helper	16.80

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.41 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 10 years, 4 after 15 years, and 5 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 eleven 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, 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 15-4765 (Rev.-4) was first posted on www.wdol.gov on 08/01/2017

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

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

Daniel W. Simms                      Division of  
Director                      Wage Determinations

Wage Determination No.: 2015-4765  
Revision No.: 4  
Date Of Revision: 07/25/2017

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.20 for calendar year 2017 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2017. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Ohio

Area: Ohio Counties of Monroe, Morgan, Noble, Washington

**Fringe Benefits Required Follow the Occupational Listing**		
OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.89
01012 - Accounting Clerk II		18.04
01013 - Accounting Clerk III		20.19
01020 - Administrative Assistant		21.98
01035 - Court Reporter		21.39
01041 - Customer Service Representative I		11.05
01042 - Customer Service Representative II		12.42
01043 - Customer Service Representative III		13.55
01051 - Data Entry Operator I		11.63
01052 - Data Entry Operator II		12.69
01060 - Dispatcher, Motor Vehicle		16.96
01070 - Document Preparation Clerk		11.84
01090 - Duplicating Machine Operator		11.84
01111 - General Clerk I		12.41
01112 - General Clerk II		13.54
01113 - General Clerk III		15.20
01120 - Housing Referral Assistant		16.59
01141 - Messenger Courier		10.33
01191 - Order Clerk I		13.30
01192 - Order Clerk II		14.50
01261 - Personnel Assistant (Employment) I		16.55
01262 - Personnel Assistant (Employment) II		18.51
01263 - Personnel Assistant (Employment) III		20.65
01270 - Production Control Clerk		21.26
01290 - Rental Clerk		11.99
01300 - Scheduler, Maintenance		13.30
01311 - Secretary I		13.30
01312 - Secretary II		14.88
01313 - Secretary III		16.59
01320 - Service Order Dispatcher		15.96
01410 - Supply Technician		21.98
01420 - Survey Worker		13.41
01460 - Switchboard Operator/Receptionist		9.90
01531 - Travel Clerk I		12.86
01532 - Travel Clerk II		13.72
01533 - Travel Clerk III		14.55
01611 - Word Processor I		13.64
01612 - Word Processor II		15.31
01613 - Word Processor III		16.78
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		18.44
05010 - Automotive Electrician		14.72
05040 - Automotive Glass Installer		14.22
05070 - Automotive Worker		14.22
05110 - Mobile Equipment Servicer		13.17
05130 - Motor Equipment Metal Mechanic		15.31
05160 - Motor Equipment Metal Worker		14.22
05190 - Motor Vehicle Mechanic		15.31
05220 - Motor Vehicle Mechanic Helper		12.61

05250	- Motor Vehicle Upholstery Worker	13.72
05280	- Motor Vehicle Wrecker	14.22
05310	- Painter, Automotive	14.72
05340	- Radiator Repair Specialist	14.22
05370	- Tire Repairer	12.55
05400	- Transmission Repair Specialist	15.31
07000	- Food Preparation And Service Occupations	
07010	- Baker	10.16
07041	- Cook I	11.02
07042	- Cook II	12.58
07070	- Dishwasher	9.02
07130	- Food Service Worker	9.25
07210	- Meat Cutter	14.85
07260	- Waiter/Waitress	9.07
09000	- Furniture Maintenance And Repair Occupations	
09010	- Electrostatic Spray Painter	15.44
09040	- Furniture Handler	11.58
09080	- Furniture Refinisher	15.44
09090	- Furniture Refinisher Helper	12.62
09110	- Furniture Repairer, Minor	13.71
09130	- Upholsterer	15.44
11000	- General Services And Support Occupations	
11030	- Cleaner, Vehicles	10.51
11060	- Elevator Operator	10.51
11090	- Gardener	12.72
11122	- Housekeeping Aide	11.08
11150	- Janitor	11.08
11210	- Laborer, Grounds Maintenance	10.15
11240	- Maid or Houseman	9.32
11260	- Pruner	9.25
11270	- Tractor Operator	11.80
11330	- Trail Maintenance Worker	10.15
11360	- Window Cleaner	12.16
12000	- Health Occupations	
12010	- Ambulance Driver	13.22
12011	- Breath Alcohol Technician	17.51
12012	- Certified Occupational Therapist Assistant	26.24
12015	- Certified Physical Therapist Assistant	22.34
12020	- Dental Assistant	15.21
12025	- Dental Hygienist	26.96
12030	- EKG Technician	22.51
12035	- Electroneurodiagnostic Technologist	22.51
12040	- Emergency Medical Technician	13.22
12071	- Licensed Practical Nurse I	15.65
12072	- Licensed Practical Nurse II	17.51
12073	- Licensed Practical Nurse III	19.52
12100	- Medical Assistant	12.84
12130	- Medical Laboratory Technician	19.72
12160	- Medical Record Clerk	13.83
12190	- Medical Record Technician	16.32
12195	- Medical Transcriptionist	14.98
12210	- Nuclear Medicine Technologist	33.06
12221	- Nursing Assistant I	11.31
12222	- Nursing Assistant II	12.72
12223	- Nursing Assistant III	13.87
12224	- Nursing Assistant IV	15.58
12235	- Optical Dispenser	14.94
12236	- Optical Technician	13.33
12250	- Pharmacy Technician	13.41
12280	- Phlebotomist	15.00
12305	- Radiologic Technologist	22.30
12311	- Registered Nurse I	23.24
12312	- Registered Nurse II	28.43
12313	- Registered Nurse II, Specialist	28.43
12314	- Registered Nurse III	34.39
12315	- Registered Nurse III, Anesthetist	34.39
12316	- Registered Nurse IV	41.22
12317	- Scheduler (Drug and Alcohol Testing)	21.69
12320	- Substance Abuse Treatment Counselor	21.94
13000	- Information And Arts Occupations	
13011	- Exhibits Specialist I	14.85
13012	- Exhibits Specialist II	18.41
13013	- Exhibits Specialist III	22.52
13041	- Illustrator I	14.85
13042	- Illustrator II	18.41
13043	- Illustrator III	22.52
13047	- Librarian	20.38
13050	- Library Aide/Clerk	10.36
13054	- Library Information Technology Systems Administrator	18.41
13058	- Library Technician	14.75

13061	- Media Specialist I	13.28
13062	- Media Specialist II	14.85
13063	- Media Specialist III	16.57
13071	- Photographer I	13.62
13072	- Photographer II	15.23
13073	- Photographer III	18.87
13074	- Photographer IV	23.08
13075	- Photographer V	27.93
13090	- Technical Order Library Clerk	15.90
13110	- Video Teleconference Technician	13.50
14000	- Information Technology Occupations	
14041	- Computer Operator I	14.63
14042	- Computer Operator II	16.37
14043	- Computer Operator III	18.25
14044	- Computer Operator IV	20.28
14045	- Computer Operator V	22.45
14071	- Computer Programmer I (see 1)	19.20
14072	- Computer Programmer II (see 1)	23.79
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	14.63
14160	- Personal Computer Support Technician	20.61
14170	- System Support Specialist	23.16
15000	- Instructional Occupations	
15010	- Aircrew Training Devices Instructor (Non-Rated)	28.32
15020	- Aircrew Training Devices Instructor (Rated)	34.26
15030	- Air Crew Training Devices Instructor (Pilot)	41.00
15050	- Computer Based Training Specialist / Instructor	28.32
15060	- Educational Technologist	28.18
15070	- Flight Instructor (Pilot)	41.00
15080	- Graphic Artist	18.11
15085	- Maintenance Test Pilot, Fixed, Jet/Prop	39.94
15086	- Maintenance Test Pilot, Rotary Wing	39.94
15088	- Non-Maintenance Test/Co-Pilot	39.94
15090	- Technical Instructor	17.34
15095	- Technical Instructor/Course Developer	21.61
15110	- Test Proctor	15.38
15120	- Tutor	15.38
16000	- Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010	- Assembler	9.69
16030	- Counter Attendant	9.69
16040	- Dry Cleaner	11.96
16070	- Finisher, Flatwork, Machine	9.69
16090	- Presser, Hand	9.69
16110	- Presser, Machine, Drycleaning	9.69
16130	- Presser, Machine, Shirts	9.69
16160	- Presser, Machine, Wearing Apparel, Laundry	9.69
16190	- Sewing Machine Operator	12.80
16220	- Tailor	13.64
16250	- Washer, Machine	10.25
19000	- Machine Tool Operation And Repair Occupations	
19010	- Machine-Tool Operator (Tool Room)	18.17
19040	- Tool And Die Maker	21.73
21000	- Materials Handling And Packing Occupations	
21020	- Forklift Operator	15.56
21030	- Material Coordinator	21.26
21040	- Material Expediter	21.26
21050	- Material Handling Laborer	11.74
21071	- Order Filler	10.79
21080	- Production Line Worker (Food Processing)	15.56
21110	- Shipping Packer	14.15
21130	- Shipping/Receiving Clerk	14.15
21140	- Store Worker I	13.09
21150	- Stock Clerk	17.27
21210	- Tools And Parts Attendant	15.56
21410	- Warehouse Specialist	15.56
23000	- Mechanics And Maintenance And Repair Occupations	
23010	- Aerospace Structural Welder	23.86
23019	- Aircraft Logs and Records Technician	19.35
23021	- Aircraft Mechanic I	22.83
23022	- Aircraft Mechanic II	23.86
23023	- Aircraft Mechanic III	24.91
23040	- Aircraft Mechanic Helper	17.81
23050	- Aircraft, Painter	21.80
23060	- Aircraft Servicer	19.35
23070	- Aircraft Survival Flight Equipment Technician	21.80
23080	- Aircraft Worker	20.54
23091	- Aircrew Life Support Equipment (ALSE) Mechanic	20.54

I		
23092	- Aircrew Life Support Equipment (ALSE) Mechanic	22.83
II		
23110	- Appliance Mechanic	17.29
23120	- Bicycle Repairer	15.39
23125	- Cable Splicer	30.10
23130	- Carpenter, Maintenance	17.29
23140	- Carpet Layer	16.79
23160	- Electrician, Maintenance	22.17
23181	- Electronics Technician Maintenance I	18.79
23182	- Electronics Technician Maintenance II	24.16
23183	- Electronics Technician Maintenance III	25.34
23260	- Fabric Worker	18.36
23290	- Fire Alarm System Mechanic	21.76
23310	- Fire Extinguisher Repairer	17.17
23311	- Fuel Distribution System Mechanic	24.12
23312	- Fuel Distribution System Operator	18.76
23370	- General Maintenance Worker	16.70
23380	- Ground Support Equipment Mechanic	22.83
23381	- Ground Support Equipment Servicer	19.35
23382	- Ground Support Equipment Worker	20.54
23391	- Gunsmith I	17.17
23392	- Gunsmith II	19.56
23393	- Gunsmith III	21.76
23410	- Heating, Ventilation And Air-Conditioning Mechanic	18.13
23411	- Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	19.08
23430	- Heavy Equipment Mechanic	22.88
23440	- Heavy Equipment Operator	20.02
23460	- Instrument Mechanic	22.83
23465	- Laboratory/Shelter Mechanic	20.75
23470	- Laborer	11.74
23510	- Locksmith	20.75
23530	- Machinery Maintenance Mechanic	20.87
23550	- Machinist, Maintenance	18.41
23580	- Maintenance Trades Helper	15.92
23591	- Metrology Technician I	22.83
23592	- Metrology Technician II	23.86
23593	- Metrology Technician III	24.91
23640	- Millwright	21.76
23710	- Office Appliance Repairer	19.02
23760	- Painter, Maintenance	17.29
23790	- Pipefitter, Maintenance	20.88
23810	- Plumber, Maintenance	20.73
23820	- Pneudraulic Systems Mechanic	21.76
23850	- Rigger	21.76
23870	- Scale Mechanic	19.56
23890	- Sheet-Metal Worker, Maintenance	22.27
23910	- Small Engine Mechanic	17.85
23931	- Telecommunications Mechanic I	24.43
23932	- Telecommunications Mechanic II	25.53
23950	- Telephone Lineman	24.18
23960	- Welder, Combination, Maintenance	18.38
23965	- Well Driller	22.83
23970	- Woodcraft Worker	21.76
23980	- Woodworker	17.17
24000	- Personal Needs Occupations	
24550	- Case Manager	11.03
24570	- Child Care Attendant	9.12
24580	- Child Care Center Clerk	11.37
24610	- Chore Aide	9.44
24620	- Family Readiness And Support Services Coordinator	11.03
24630	- Homemaker	11.03
25000	- Plant And System Operations Occupations	
25010	- Boiler Tender	22.83
25040	- Sewage Plant Operator	18.15
25070	- Stationary Engineer	22.83
25190	- Ventilation Equipment Tender	15.93
25210	- Water Treatment Plant Operator	18.15
27000	- Protective Service Occupations	
27004	- Alarm Monitor	12.97
27007	- Baggage Inspector	11.79
27008	- Corrections Officer	18.28
27010	- Court Security Officer	19.00
27030	- Detection Dog Handler	13.19
27040	- Detention Officer	18.28
27070	- Firefighter	18.37
27101	- Guard I	11.79
27102	- Guard II	13.19

27131	- Police Officer I	19.96
27132	- Police Officer II	22.18
28000	- Recreation Occupations	
28041	- Carnival Equipment Operator	11.61
28042	- Carnival Equipment Repairer	12.51
28043	- Carnival Worker	8.98
28210	- Gate Attendant/Gate Tender	13.98
28310	- Lifeguard	11.34
28350	- Park Attendant (Aide)	15.63
28510	- Recreation Aide/Health Facility Attendant	11.41
28515	- Recreation Specialist	17.78
28630	- Sports Official	12.44
28690	- Swimming Pool Operator	14.25
29000	- Stevedoring/Longshoremen Occupational Services	
29010	- Blocker And Bracer	19.79
29020	- Hatch Tender	19.79
29030	- Line Handler	19.79
29041	- Stevedore I	18.55
29042	- Stevedore II	21.05
30000	- Technical Occupations	
30010	- Air Traffic Control Specialist, Center (HFO) (see 2)	38.64
30011	- Air Traffic Control Specialist, Station (HFO) (see 2)	26.64
30012	- Air Traffic Control Specialist, Terminal (HFO) (see 2)	29.34
30021	- Archeological Technician I	18.95
30022	- Archeological Technician II	21.20
30023	- Archeological Technician III	26.27
30030	- Cartographic Technician	26.27
30040	- Civil Engineering Technician	21.39
30051	- Cryogenic Technician I	24.83
30052	- Cryogenic Technician II	27.42
30061	- Drafter/CAD Operator I	18.95
30062	- Drafter/CAD Operator II	21.20
30063	- Drafter/CAD Operator III	23.64
30064	- Drafter/CAD Operator IV	27.30
30081	- Engineering Technician I	15.68
30082	- Engineering Technician II	17.59
30083	- Engineering Technician III	22.90
30084	- Engineering Technician IV	25.79
30085	- Engineering Technician V	31.55
30086	- Engineering Technician VI	38.17
30090	- Environmental Technician	17.30
30095	- Evidence Control Specialist	22.42
30210	- Laboratory Technician	25.55
30221	- Latent Fingerprint Technician I	24.83
30222	- Latent Fingerprint Technician II	27.42
30240	- Mathematical Technician	26.27
30361	- Paralegal/Legal Assistant I	17.63
30362	- Paralegal/Legal Assistant II	21.84
30363	- Paralegal/Legal Assistant III	26.71
30364	- Paralegal/Legal Assistant IV	32.31
30375	- Petroleum Supply Specialist	27.42
30390	- Photo-Optics Technician	26.27
30395	- Radiation Control Technician	27.42
30461	- Technical Writer I	22.42
30462	- Technical Writer II	27.42
30463	- Technical Writer III	33.18
30491	- Unexploded Ordnance (UXO) Technician I	24.56
30492	- Unexploded Ordnance (UXO) Technician II	29.71
30493	- Unexploded Ordnance (UXO) Technician III	35.61
30494	- Unexploded (UXO) Safety Escort	24.56
30495	- Unexploded (UXO) Sweep Personnel	24.56
30501	- Weather Forecaster I	27.13
30502	- Weather Forecaster II	33.22
30620	- Weather Observer, Combined Upper Air Or (see 2)	23.64
Surface Programs		
30621	- Weather Observer, Senior (see 2)	26.27
31000	- Transportation/Mobile Equipment Operation Occupations	
31010	- Airplane Pilot	29.71
31020	- Bus Aide	10.48
31030	- Bus Driver	14.22
31043	- Driver Courier	11.40
31260	- Parking and Lot Attendant	10.43
31290	- Shuttle Bus Driver	12.25
31310	- Taxi Driver	9.83
31361	- Truckdriver, Light	12.25
31362	- Truckdriver, Medium	13.11
31363	- Truckdriver, Heavy	18.17
31364	- Truckdriver, Tractor-Trailer	18.17
99000	- Miscellaneous Occupations	
99020	- Cabin Safety Specialist	14.49
99030	- Cashier	9.13



99050 - Desk Clerk	9.27
99095 - Embalmer	25.30
99130 - Flight Follower	24.56
99251 - Laboratory Animal Caretaker I	10.55
99252 - Laboratory Animal Caretaker II	11.37
99260 - Marketing Analyst	24.46
99310 - Mortician	30.90
99410 - Pest Controller	16.16
99510 - Photofinishing Worker	12.89
99710 - Recycling Laborer	14.14
99711 - Recycling Specialist	16.29
99730 - Refuse Collector	12.80
99810 - Sales Clerk	10.77
99820 - School Crossing Guard	12.27
99830 - Survey Party Chief	18.51
99831 - Surveying Aide	11.45
99832 - Surveying Technician	15.72
99840 - Vending Machine Attendant	11.99
99841 - Vending Machine Repairer	14.11
99842 - Vending Machine Repairer Helper	11.99

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.41 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, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (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 15-4367 (Rev.-4) was first posted on www.wdol.gov on 08/01/2017

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

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

Daniel W. Simms                      Division of  
Director                      Wage Determinations

Wage Determination No.: 2015-4367  
Revision No.: 4  
Date Of Revision: 07/25/2017

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.20 for calendar year 2017 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2017. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

States: Kentucky, West Virginia

Area: Kentucky Counties of Boyd, Greenup  
West Virginia Counties of Cabell, Lincoln, Putnam, Wayne

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.30
01012 - Accounting Clerk II		18.04
01013 - Accounting Clerk III		20.19
01020 - Administrative Assistant		20.56
01035 - Court Reporter		21.39
01041 - Customer Service Representative I		10.37
01042 - Customer Service Representative II		11.66
01043 - Customer Service Representative III		12.73
01051 - Data Entry Operator I		12.18
01052 - Data Entry Operator II		13.29
01060 - Dispatcher, Motor Vehicle		16.96
01070 - Document Preparation Clerk		11.54
01090 - Duplicating Machine Operator		11.54
01111 - General Clerk I		11.33
01112 - General Clerk II		12.37
01113 - General Clerk III		13.88
01120 - Housing Referral Assistant		16.90
01141 - Messenger Courier		11.45
01191 - Order Clerk I		12.43
01192 - Order Clerk II		13.86
01261 - Personnel Assistant (Employment) I		16.55
01262 - Personnel Assistant (Employment) II		18.51
01263 - Personnel Assistant (Employment) III		20.65
01270 - Production Control Clerk		20.81
01290 - Rental Clerk		11.99
01300 - Scheduler, Maintenance		13.56
01311 - Secretary I		13.56
01312 - Secretary II		15.17
01313 - Secretary III		16.90
01320 - Service Order Dispatcher		15.64
01410 - Supply Technician		20.56
01420 - Survey Worker		14.67
01460 - Switchboard Operator/Receptionist		11.51
01531 - Travel Clerk I		12.86
01532 - Travel Clerk II		13.72
01533 - Travel Clerk III		14.55
01611 - Word Processor I		13.64
01612 - Word Processor II		15.31
01613 - Word Processor III		16.78
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		15.24
05010 - Automotive Electrician		14.72
05040 - Automotive Glass Installer		14.22
05070 - Automotive Worker		14.22
05110 - Mobile Equipment Servicer		13.17
05130 - Motor Equipment Metal Mechanic		15.24
05160 - Motor Equipment Metal Worker		14.22
05190 - Motor Vehicle Mechanic		15.24

05220	- Motor Vehicle Mechanic Helper	12.61
05250	- Motor Vehicle Upholstery Worker	13.72
05280	- Motor Vehicle Wrecker	14.22
05310	- Painter, Automotive	14.72
05340	- Radiator Repair Specialist	14.22
05370	- Tire Repairer	12.55
05400	- Transmission Repair Specialist	15.25
07000	- Food Preparation And Service Occupations	
07010	- Baker	10.16
07041	- Cook I	9.83
07042	- Cook II	11.27
07070	- Dishwasher	9.17
07130	- Food Service Worker	9.39
07210	- Meat Cutter	12.29
07260	- Waiter/Waitress	9.25
09000	- Furniture Maintenance And Repair Occupations	
09010	- Electrostatic Spray Painter	16.42
09040	- Furniture Handler	14.01
09080	- Furniture Refinisher	16.19
09090	- Furniture Refinisher Helper	15.27
09110	- Furniture Repairer, Minor	16.59
09130	- Upholsterer	16.19
11000	- General Services And Support Occupations	
11030	- Cleaner, Vehicles	10.29
11060	- Elevator Operator	10.29
11090	- Gardener	13.60
11122	- Housekeeping Aide	10.82
11150	- Janitor	10.82
11210	- Laborer, Grounds Maintenance	10.54
11240	- Maid or Houseman	9.34
11260	- Pruner	9.56
11270	- Tractor Operator	12.62
11330	- Trail Maintenance Worker	10.54
11360	- Window Cleaner	11.93
12000	- Health Occupations	
12010	- Ambulance Driver	13.22
12011	- Breath Alcohol Technician	17.24
12012	- Certified Occupational Therapist Assistant	24.94
12015	- Certified Physical Therapist Assistant	22.34
12020	- Dental Assistant	14.34
12025	- Dental Hygienist	25.05
12030	- EKG Technician	18.60
12035	- Electroneurodiagnostic Technologist	18.60
12040	- Emergency Medical Technician	13.22
12071	- Licensed Practical Nurse I	15.41
12072	- Licensed Practical Nurse II	17.24
12073	- Licensed Practical Nurse III	19.21
12100	- Medical Assistant	12.69
12130	- Medical Laboratory Technician	18.89
12160	- Medical Record Clerk	13.50
12190	- Medical Record Technician	15.10
12195	- Medical Transcriptionist	14.62
12210	- Nuclear Medicine Technologist	30.05
12221	- Nursing Assistant I	10.90
12222	- Nursing Assistant II	12.25
12223	- Nursing Assistant III	13.38
12224	- Nursing Assistant IV	14.98
12235	- Optical Dispenser	14.94
12236	- Optical Technician	13.33
12250	- Pharmacy Technician	13.41
12280	- Phlebotomist	13.64
12305	- Radiologic Technologist	24.32
12311	- Registered Nurse I	21.85
12312	- Registered Nurse II	26.73
12313	- Registered Nurse II, Specialist	26.73
12314	- Registered Nurse III	32.35
12315	- Registered Nurse III, Anesthetist	32.35
12316	- Registered Nurse IV	38.77
12317	- Scheduler (Drug and Alcohol Testing)	21.35
12320	- Substance Abuse Treatment Counselor	17.32
13000	- Information And Arts Occupations	
13011	- Exhibits Specialist I	16.78
13012	- Exhibits Specialist II	20.78
13013	- Exhibits Specialist III	25.43
13041	- Illustrator I	16.78
13042	- Illustrator II	20.78
13043	- Illustrator III	25.43
13047	- Librarian	23.02
13050	- Library Aide/Clerk	10.00
13054	- Library Information Technology Systems Administrator	20.78

13058	- Library Technician	14.75
13061	- Media Specialist I	15.00
13062	- Media Specialist II	16.78
13063	- Media Specialist III	18.70
13071	- Photographer I	15.00
13072	- Photographer II	16.78
13073	- Photographer III	20.78
13074	- Photographer IV	25.43
13075	- Photographer V	30.76
13090	- Technical Order Library Clerk	15.49
13110	- Video Teleconference Technician	15.00
14000	- Information Technology Occupations	
14041	- Computer Operator I	14.63
14042	- Computer Operator II	16.37
14043	- Computer Operator III	18.25
14044	- Computer Operator IV	20.28
14045	- Computer Operator V	22.45
14071	- Computer Programmer I	(see 1) 19.65
14072	- Computer Programmer II	(see 1) 24.33
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	14.63
14160	- Personal Computer Support Technician	20.61
14170	- System Support Specialist	26.66
15000	- Instructional Occupations	
15010	- Aircrew Training Devices Instructor (Non-Rated)	28.32
15020	- Aircrew Training Devices Instructor (Rated)	34.26
15030	- Air Crew Training Devices Instructor (Pilot)	41.00
15050	- Computer Based Training Specialist / Instructor	28.32
15060	- Educational Technologist	23.29
15070	- Flight Instructor (Pilot)	41.00
15080	- Graphic Artist	21.91
15085	- Maintenance Test Pilot, Fixed, Jet/Prop	38.34
15086	- Maintenance Test Pilot, Rotary Wing	38.34
15088	- Non-Maintenance Test/Co-Pilot	38.34
15090	- Technical Instructor	17.34
15095	- Technical Instructor/Course Developer	21.61
15110	- Test Proctor	15.38
15120	- Tutor	15.38
16000	- Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010	- Assembler	9.85
16030	- Counter Attendant	9.85
16040	- Dry Cleaner	12.13
16070	- Finisher, Flatwork, Machine	9.85
16090	- Presser, Hand	9.85
16110	- Presser, Machine, Drycleaning	9.85
16130	- Presser, Machine, Shirts	9.85
16160	- Presser, Machine, Wearing Apparel, Laundry	9.85
16190	- Sewing Machine Operator	13.00
16220	- Tailor	13.84
16250	- Washer, Machine	10.42
19000	- Machine Tool Operation And Repair Occupations	
19010	- Machine-Tool Operator (Tool Room)	20.31
19040	- Tool And Die Maker	23.16
21000	- Materials Handling And Packing Occupations	
21020	- Forklift Operator	16.83
21030	- Material Coordinator	20.81
21040	- Material Expediter	20.81
21050	- Material Handling Laborer	12.16
21071	- Order Filler	10.71
21080	- Production Line Worker (Food Processing)	16.83
21110	- Shipping Packer	14.28
21130	- Shipping/Receiving Clerk	14.28
21140	- Store Worker I	12.56
21150	- Stock Clerk	16.90
21210	- Tools And Parts Attendant	16.83
21410	- Warehouse Specialist	16.83
23000	- Mechanics And Maintenance And Repair Occupations	
23010	- Aerospace Structural Welder	24.52
23019	- Aircraft Logs and Records Technician	19.57
23021	- Aircraft Mechanic I	23.30
23022	- Aircraft Mechanic II	24.52
23023	- Aircraft Mechanic III	25.57
23040	- Aircraft Mechanic Helper	17.81
23050	- Aircraft, Painter	22.21
23060	- Aircraft Servicer	19.57
23070	- Aircraft Survival Flight Equipment Technician	22.21
23080	- Aircraft Worker	20.87

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	20.87
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	23.30
23110 - Appliance Mechanic	19.02
23120 - Bicycle Repairer	15.39
23125 - Cable Splicer	24.87
23130 - Carpenter, Maintenance	20.92
23140 - Carpet Layer	20.32
23160 - Electrician, Maintenance	25.86
23181 - Electronics Technician Maintenance I	18.79
23182 - Electronics Technician Maintenance II	25.83
23183 - Electronics Technician Maintenance III	27.10
23260 - Fabric Worker	18.66
23290 - Fire Alarm System Mechanic	19.76
23310 - Fire Extinguisher Repairer	18.20
23311 - Fuel Distribution System Mechanic	22.28
23312 - Fuel Distribution System Operator	17.41
23370 - General Maintenance Worker	16.23
23380 - Ground Support Equipment Mechanic	23.30
23381 - Ground Support Equipment Servicer	19.57
23382 - Ground Support Equipment Worker	20.87
23391 - Gunsmith I	18.15
23392 - Gunsmith II	20.80
23393 - Gunsmith III	23.22
23410 - Heating, Ventilation And Air-Conditioning Mechanic	18.29
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	19.25
23430 - Heavy Equipment Mechanic	20.72
23440 - Heavy Equipment Operator	21.93
23460 - Instrument Mechanic	23.30
23465 - Laboratory/Shelter Mechanic	22.14
23470 - Laborer	12.16
23510 - Locksmith	20.92
23530 - Machinery Maintenance Mechanic	22.06
23550 - Machinist, Maintenance	18.31
23580 - Maintenance Trades Helper	13.15
23591 - Metrology Technician I	23.30
23592 - Metrology Technician II	24.52
23593 - Metrology Technician III	25.57
23640 - Millwright	23.30
23710 - Office Appliance Repairer	17.29
23760 - Painter, Maintenance	19.27
23790 - Pipefitter, Maintenance	25.08
23810 - Plumber, Maintenance	25.08
23820 - Pneudraulic Systems Mechanic	23.22
23850 - Rigger	23.30
23870 - Scale Mechanic	20.80
23890 - Sheet-Metal Worker, Maintenance	20.87
23910 - Small Engine Mechanic	19.64
23931 - Telecommunications Mechanic I	27.50
23932 - Telecommunications Mechanic II	28.95
23950 - Telephone Lineman	29.26
23960 - Welder, Combination, Maintenance	18.18
23965 - Well Driller	23.30
23970 - Woodcraft Worker	23.22
23980 - Woodworker	18.20
24000 - Personal Needs Occupations	
24550 - Case Manager	11.03
24570 - Child Care Attendant	9.24
24580 - Child Care Center Clerk	11.52
24610 - Chore Aide	9.29
24620 - Family Readiness And Support Services Coordinator	11.03
24630 - Homemaker	11.03
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.52
25040 - Sewage Plant Operator	17.80
25070 - Stationary Engineer	23.52
25190 - Ventilation Equipment Tender	15.43
25210 - Water Treatment Plant Operator	17.80
27000 - Protective Service Occupations	
27004 - Alarm Monitor	12.29
27007 - Baggage Inspector	9.99
27008 - Corrections Officer	16.21
27010 - Court Security Officer	15.70
27030 - Detection Dog Handler	11.31
27040 - Detention Officer	16.21
27070 - Firefighter	16.40
27101 - Guard I	9.99

27102	- Guard II	11.31
27131	- Police Officer I	18.13
27132	- Police Officer II	20.15
28000	- Recreation Occupations	
28041	- Carnival Equipment Operator	12.10
28042	- Carnival Equipment Repairer	12.79
28043	- Carnival Worker	9.16
28210	- Gate Attendant/Gate Tender	13.60
28310	- Lifeguard	11.34
28350	- Park Attendant (Aide)	15.03
28510	- Recreation Aide/Health Facility Attendant	11.10
28515	- Recreation Specialist	17.10
28630	- Sports Official	11.06
28690	- Swimming Pool Operator	14.94
29000	- Stevedoring/Longshoremen Occupational Services	
29010	- Blocker And Bracer	19.79
29020	- Hatch Tender	19.79
29030	- Line Handler	19.79
29041	- Stevedore I	18.55
29042	- Stevedore II	21.05
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	18.95
30022	- Archeological Technician II	21.20
30023	- Archeological Technician III	26.27
30030	- Cartographic Technician	26.27
30040	- Civil Engineering Technician	20.26
30051	- Cryogenic Technician I	22.90
30052	- Cryogenic Technician II	25.29
30061	- Drafter/CAD Operator I	18.95
30062	- Drafter/CAD Operator II	21.20
30063	- Drafter/CAD Operator III	23.64
30064	- Drafter/CAD Operator IV	27.30
30081	- Engineering Technician I	15.68
30082	- Engineering Technician II	17.59
30083	- Engineering Technician III	22.90
30084	- Engineering Technician IV	25.79
30085	- Engineering Technician V	31.55
30086	- Engineering Technician VI	38.17
30090	- Environmental Technician	20.93
30095	- Evidence Control Specialist	20.68
30210	- Laboratory Technician	25.55
30221	- Latent Fingerprint Technician I	22.90
30222	- Latent Fingerprint Technician II	25.29
30240	- Mathematical Technician	26.27
30361	- Paralegal/Legal Assistant I	19.13
30362	- Paralegal/Legal Assistant II	23.49
30363	- Paralegal/Legal Assistant III	28.75
30364	- Paralegal/Legal Assistant IV	34.79
30375	- Petroleum Supply Specialist	25.29
30390	- Photo-Optics Technician	26.27
30395	- Radiation Control Technician	25.29
30461	- Technical Writer I	20.68
30462	- Technical Writer II	25.29
30463	- Technical Writer III	30.61
30491	- Unexploded Ordnance (UXO) Technician I	23.85
30492	- Unexploded Ordnance (UXO) Technician II	28.85
30493	- Unexploded Ordnance (UXO) Technician III	34.58
30494	- Unexploded (UXO) Safety Escort	23.85
30495	- Unexploded (UXO) Sweep Personnel	23.85
30501	- Weather Forecaster I	27.30
30502	- Weather Forecaster II	33.21
30620	- Weather Observer, Combined Upper Air Or (see 2)	23.64
Surface Programs		
30621	- Weather Observer, Senior (see 2)	26.27
31000	- Transportation/Mobile Equipment Operation Occupations	
31010	- Airplane Pilot	28.85
31020	- Bus Aide	10.65
31030	- Bus Driver	14.63
31043	- Driver Courier	10.56
31260	- Parking and Lot Attendant	10.43
31290	- Shuttle Bus Driver	11.38
31310	- Taxi Driver	9.47
31361	- Truckdriver, Light	11.38
31362	- Truckdriver, Medium	12.69
31363	- Truckdriver, Heavy	17.88
31364	- Truckdriver, Tractor-Trailer	17.88
99000	- Miscellaneous Occupations	
99020	- Cabin Safety Specialist	14.07



99030 - Cashier	9.21
99050 - Desk Clerk	9.19
99095 - Embalmer	25.30
99130 - Flight Follower	23.85
99251 - Laboratory Animal Caretaker I	11.08
99252 - Laboratory Animal Caretaker II	11.94
99260 - Marketing Analyst	21.45
99310 - Mortician	30.90
99410 - Pest Controller	16.16
99510 - Photofinishing Worker	12.53
99710 - Recycling Laborer	12.71
99711 - Recycling Specialist	15.09
99730 - Refuse Collector	11.52
99810 - Sales Clerk	10.77
99820 - School Crossing Guard	12.27
99830 - Survey Party Chief	20.36
99831 - Surveying Aide	12.60
99832 - Surveying Technician	17.29
99840 - Vending Machine Attendant	13.79
99841 - Vending Machine Repairer	15.52
99842 - Vending Machine Repairer Helper	13.79

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.41 per hour or \$176.40 per week or \$764.40 per month

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

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

Additionally, because job titles vary widely and change quickly in the computer

industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

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

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

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

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

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

#### \*\* HAZARDOUS PAY DIFFERENTIAL \*\*

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

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

#### \*\* UNIFORM ALLOWANCE \*\*

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

#### \*\* SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS \*\*

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

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

## Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

WD 15-4705 (Rev.-4) was first posted on www.wdol.gov on 08/01/2017

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

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

Daniel W. Simms                      Division of  
Director                      Wage Determinations

Wage Determination No.: 2015-4705  
Revision No.: 4  
Date Of Revision: 07/25/2017

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.20 for calendar year 2017 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2017. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

State: Kentucky

Area: Kentucky County of Lewis

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.30
01012 - Accounting Clerk II		18.04
01013 - Accounting Clerk III		20.19
01020 - Administrative Assistant		19.21
01035 - Court Reporter		21.39
01041 - Customer Service Representative I		11.03
01042 - Customer Service Representative II		12.41
01043 - Customer Service Representative III		13.54
01051 - Data Entry Operator I		11.90
01052 - Data Entry Operator II		12.97
01060 - Dispatcher, Motor Vehicle		15.07
01070 - Document Preparation Clerk		13.54
01090 - Duplicating Machine Operator		13.54
01111 - General Clerk I		11.88
01112 - General Clerk II		12.97
01113 - General Clerk III		14.55
01120 - Housing Referral Assistant		17.60
01141 - Messenger Courier		11.02
01191 - Order Clerk I		12.10
01192 - Order Clerk II		13.28
01261 - Personnel Assistant (Employment) I		16.55
01262 - Personnel Assistant (Employment) II		18.51
01263 - Personnel Assistant (Employment) III		20.65
01270 - Production Control Clerk		19.96
01290 - Rental Clerk		11.99
01300 - Scheduler, Maintenance		14.11
01311 - Secretary I		14.11
01312 - Secretary II		15.79
01313 - Secretary III		17.60
01320 - Service Order Dispatcher		13.47
01410 - Supply Technician		19.21
01420 - Survey Worker		13.41
01460 - Switchboard Operator/Receptionist		11.71
01531 - Travel Clerk I		13.02
01532 - Travel Clerk II		13.67
01533 - Travel Clerk III		14.53
01611 - Word Processor I		13.64
01612 - Word Processor II		15.31
01613 - Word Processor III		16.78
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		16.76
05010 - Automotive Electrician		15.73
05040 - Automotive Glass Installer		14.94
05070 - Automotive Worker		14.94
05110 - Mobile Equipment Servicer		13.19
05130 - Motor Equipment Metal Mechanic		16.39
05160 - Motor Equipment Metal Worker		14.94
05190 - Motor Vehicle Mechanic		16.39
05220 - Motor Vehicle Mechanic Helper		12.61

05250	- Motor Vehicle Upholstery Worker	14.09
05280	- Motor Vehicle Wrecker	14.94
05310	- Painter, Automotive	15.73
05340	- Radiator Repair Specialist	14.94
05370	- Tire Repairer	12.55
05400	- Transmission Repair Specialist	16.39
07000	- Food Preparation And Service Occupations	
07010	- Baker	10.36
07041	- Cook I	10.94
07042	- Cook II	12.39
07070	- Dishwasher	8.81
07130	- Food Service Worker	9.14
07210	- Meat Cutter	12.29
07260	- Waiter/Waitress	8.66
09000	- Furniture Maintenance And Repair Occupations	
09010	- Electrostatic Spray Painter	15.15
09040	- Furniture Handler	11.58
09080	- Furniture Refinisher	16.12
09090	- Furniture Refinisher Helper	12.62
09110	- Furniture Repairer, Minor	14.44
09130	- Upholsterer	15.64
11000	- General Services And Support Occupations	
11030	- Cleaner, Vehicles	10.51
11060	- Elevator Operator	10.50
11090	- Gardener	13.94
11122	- Housekeeping Aide	10.50
11150	- Janitor	10.50
11210	- Laborer, Grounds Maintenance	11.26
11240	- Maid or Houseman	9.18
11260	- Pruner	10.38
11270	- Tractor Operator	12.89
11330	- Trail Maintenance Worker	11.26
11360	- Window Cleaner	11.57
12000	- Health Occupations	
12010	- Ambulance Driver	12.35
12011	- Breath Alcohol Technician	16.72
12012	- Certified Occupational Therapist Assistant	23.88
12015	- Certified Physical Therapist Assistant	22.34
12020	- Dental Assistant	14.75
12025	- Dental Hygienist	26.96
12030	- EKG Technician	21.03
12035	- Electroneurodiagnostic Technologist	21.03
12040	- Emergency Medical Technician	12.35
12071	- Licensed Practical Nurse I	14.95
12072	- Licensed Practical Nurse II	16.72
12073	- Licensed Practical Nurse III	18.64
12100	- Medical Assistant	12.84
12130	- Medical Laboratory Technician	18.12
12160	- Medical Record Clerk	13.83
12190	- Medical Record Technician	15.82
12195	- Medical Transcriptionist	14.77
12210	- Nuclear Medicine Technologist	33.06
12221	- Nursing Assistant I	11.04
12222	- Nursing Assistant II	12.41
12223	- Nursing Assistant III	13.55
12224	- Nursing Assistant IV	15.20
12235	- Optical Dispenser	16.59
12236	- Optical Technician	13.33
12250	- Pharmacy Technician	13.41
12280	- Phlebotomist	13.64
12305	- Radiologic Technologist	22.69
12311	- Registered Nurse I	22.07
12312	- Registered Nurse II	27.00
12313	- Registered Nurse II, Specialist	27.00
12314	- Registered Nurse III	32.67
12315	- Registered Nurse III, Anesthetist	32.67
12316	- Registered Nurse IV	39.15
12317	- Scheduler (Drug and Alcohol Testing)	20.71
12320	- Substance Abuse Treatment Counselor	18.72
13000	- Information And Arts Occupations	
13011	- Exhibits Specialist I	17.97
13012	- Exhibits Specialist II	22.28
13013	- Exhibits Specialist III	27.25
13041	- Illustrator I	17.97
13042	- Illustrator II	22.28
13043	- Illustrator III	27.25
13047	- Librarian	24.66
13050	- Library Aide/Clerk	9.02
13054	- Library Information Technology Systems Administrator	22.26
13058	- Library Technician	14.75

13061	- Media Specialist I	16.07
13062	- Media Specialist II	17.97
13063	- Media Specialist III	20.05
13071	- Photographer I	15.07
13072	- Photographer II	16.86
13073	- Photographer III	20.89
13074	- Photographer IV	25.55
13075	- Photographer V	30.92
13090	- Technical Order Library Clerk	16.08
13110	- Video Teleconference Technician	16.34
14000	- Information Technology Occupations	
14041	- Computer Operator I	15.76
14042	- Computer Operator II	17.64
14043	- Computer Operator III	19.66
14044	- Computer Operator IV	21.85
14045	- Computer Operator V	24.19
14071	- Computer Programmer I (see 1)	19.07
14072	- Computer Programmer II (see 1)	23.62
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	15.76
14160	- Personal Computer Support Technician	21.85
14170	- System Support Specialist	24.42
15000	- Instructional Occupations	
15010	- Aircrew Training Devices Instructor (Non-Rated)	29.42
15020	- Aircrew Training Devices Instructor (Rated)	35.60
15030	- Air Crew Training Devices Instructor (Pilot)	42.66
15050	- Computer Based Training Specialist / Instructor	29.42
15060	- Educational Technologist	28.05
15070	- Flight Instructor (Pilot)	42.66
15080	- Graphic Artist	18.11
15085	- Maintenance Test Pilot, Fixed, Jet/Prop	42.66
15086	- Maintenance Test Pilot, Rotary Wing	42.66
15088	- Non-Maintenance Test/Co-Pilot	42.66
15090	- Technical Instructor	19.07
15095	- Technical Instructor/Course Developer	23.77
15110	- Test Proctor	16.92
15120	- Tutor	16.92
16000	- Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010	- Assembler	10.05
16030	- Counter Attendant	10.05
16040	- Dry Cleaner	12.80
16070	- Finisher, Flatwork, Machine	10.05
16090	- Presser, Hand	10.05
16110	- Presser, Machine, Drycleaning	10.05
16130	- Presser, Machine, Shirts	10.05
16160	- Presser, Machine, Wearing Apparel, Laundry	10.05
16190	- Sewing Machine Operator	13.58
16220	- Tailor	14.32
16250	- Washer, Machine	11.00
19000	- Machine Tool Operation And Repair Occupations	
19010	- Machine-Tool Operator (Tool Room)	20.31
19040	- Tool And Die Maker	23.16
21000	- Materials Handling And Packing Occupations	
21020	- Forklift Operator	15.49
21030	- Material Coordinator	19.96
21040	- Material Expediter	19.96
21050	- Material Handling Laborer	12.09
21071	- Order Filler	10.72
21080	- Production Line Worker (Food Processing)	15.49
21110	- Shipping Packer	15.22
21130	- Shipping/Receiving Clerk	15.22
21140	- Store Worker I	12.97
21150	- Stock Clerk	17.42
21210	- Tools And Parts Attendant	15.49
21410	- Warehouse Specialist	15.49
23000	- Mechanics And Maintenance And Repair Occupations	
23010	- Aerospace Structural Welder	28.07
23019	- Aircraft Logs and Records Technician	23.42
23021	- Aircraft Mechanic I	26.69
23022	- Aircraft Mechanic II	28.07
23023	- Aircraft Mechanic III	29.29
23040	- Aircraft Mechanic Helper	20.28
23050	- Aircraft, Painter	24.92
23060	- Aircraft Servicer	23.42
23070	- Aircraft Survival Flight Equipment Technician	24.92
23080	- Aircraft Worker	24.28
23091	- Aircrew Life Support Equipment (ALSE) Mechanic	24.28

I		
23092	- Aircrew Life Support Equipment (ALSE) Mechanic	26.69
II		
23110	- Appliance Mechanic	19.02
23120	- Bicycle Repairer	15.39
23125	- Cable Splicer	30.10
23130	- Carpenter, Maintenance	17.51
23140	- Carpet Layer	20.32
23160	- Electrician, Maintenance	23.32
23181	- Electronics Technician Maintenance I	18.79
23182	- Electronics Technician Maintenance II	26.34
23183	- Electronics Technician Maintenance III	27.44
23260	- Fabric Worker	18.66
23290	- Fire Alarm System Mechanic	21.93
23310	- Fire Extinguisher Repairer	18.34
23311	- Fuel Distribution System Mechanic	21.34
23312	- Fuel Distribution System Operator	17.05
23370	- General Maintenance Worker	17.23
23380	- Ground Support Equipment Mechanic	26.69
23381	- Ground Support Equipment Servicer	23.42
23382	- Ground Support Equipment Worker	24.28
23391	- Gunsmith I	18.15
23392	- Gunsmith II	20.80
23393	- Gunsmith III	23.22
23410	- Heating, Ventilation And Air-Conditioning Mechanic	18.76
23411	- Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	19.54
23430	- Heavy Equipment Mechanic	20.39
23440	- Heavy Equipment Operator	20.31
23460	- Instrument Mechanic	24.65
23465	- Laboratory/Shelter Mechanic	22.14
23470	- Laborer	12.09
23510	- Locksmith	17.29
23530	- Machinery Maintenance Mechanic	22.76
23550	- Machinist, Maintenance	18.31
23580	- Maintenance Trades Helper	13.29
23591	- Metrology Technician I	24.65
23592	- Metrology Technician II	25.68
23593	- Metrology Technician III	26.68
23640	- Millwright	21.71
23710	- Office Appliance Repairer	20.92
23760	- Painter, Maintenance	19.12
23790	- Pipefitter, Maintenance	22.87
23810	- Plumber, Maintenance	22.80
23820	- Pneudraulic Systems Mechanic	23.22
23850	- Rigger	23.75
23870	- Scale Mechanic	20.80
23890	- Sheet-Metal Worker, Maintenance	22.96
23910	- Small Engine Mechanic	19.64
23931	- Telecommunications Mechanic I	22.93
23932	- Telecommunications Mechanic II	23.93
23950	- Telephone Lineman	24.18
23960	- Welder, Combination, Maintenance	19.09
23965	- Well Driller	23.75
23970	- Woodcraft Worker	23.22
23980	- Woodworker	18.71
24000	- Personal Needs Occupations	
24550	- Case Manager	11.03
24570	- Child Care Attendant	9.05
24580	- Child Care Center Clerk	11.29
24610	- Chore Aide	9.44
24620	- Family Readiness And Support Services Coordinator	11.03
24630	- Homemaker	11.03
25000	- Plant And System Operations Occupations	
25010	- Boiler Tender	23.75
25040	- Sewage Plant Operator	17.10
25070	- Stationary Engineer	23.75
25190	- Ventilation Equipment Tender	16.97
25210	- Water Treatment Plant Operator	17.10
27000	- Protective Service Occupations	
27004	- Alarm Monitor	12.97
27007	- Baggage Inspector	12.09
27008	- Corrections Officer	15.11
27010	- Court Security Officer	15.70
27030	- Detection Dog Handler	13.68
27040	- Detention Officer	15.11
27070	- Firefighter	16.40
27101	- Guard I	12.09
27102	- Guard II	13.68

27131	- Police Officer I	18.10
27132	- Police Officer II	20.11
28000	- Recreation Occupations	
28041	- Carnival Equipment Operator	11.31
28042	- Carnival Equipment Repairer	12.22
28043	- Carnival Worker	8.66
28210	- Gate Attendant/Gate Tender	14.96
28310	- Lifeguard	11.34
28350	- Park Attendant (Aide)	16.53
28510	- Recreation Aide/Health Facility Attendant	12.21
28515	- Recreation Specialist	17.60
28630	- Sports Official	11.74
28690	- Swimming Pool Operator	13.84
29000	- Stevedoring/Longshoremen Occupational Services	
29010	- Blocker And Bracer	19.79
29020	- Hatch Tender	19.79
29030	- Line Handler	19.79
29041	- Stevedore I	18.55
29042	- Stevedore II	21.05
30000	- Technical Occupations	
30010	- Air Traffic Control Specialist, Center (HFO) (see 2)	38.98
30011	- Air Traffic Control Specialist, Station (HFO) (see 2)	26.88
30012	- Air Traffic Control Specialist, Terminal (HFO) (see 2)	29.60
30021	- Archeological Technician I	18.95
30022	- Archeological Technician II	21.20
30023	- Archeological Technician III	26.27
30030	- Cartographic Technician	26.27
30040	- Civil Engineering Technician	22.29
30051	- Cryogenic Technician I	24.31
30052	- Cryogenic Technician II	26.85
30061	- Drafter/CAD Operator I	18.95
30062	- Drafter/CAD Operator II	21.20
30063	- Drafter/CAD Operator III	23.64
30064	- Drafter/CAD Operator IV	27.30
30081	- Engineering Technician I	15.68
30082	- Engineering Technician II	17.59
30083	- Engineering Technician III	22.90
30084	- Engineering Technician IV	25.79
30085	- Engineering Technician V	31.55
30086	- Engineering Technician VI	38.17
30090	- Environmental Technician	20.93
30095	- Evidence Control Specialist	21.95
30210	- Laboratory Technician	28.76
30221	- Latent Fingerprint Technician I	24.31
30222	- Latent Fingerprint Technician II	26.85
30240	- Mathematical Technician	26.27
30361	- Paralegal/Legal Assistant I	18.31
30362	- Paralegal/Legal Assistant II	22.68
30363	- Paralegal/Legal Assistant III	27.74
30364	- Paralegal/Legal Assistant IV	33.57
30375	- Petroleum Supply Specialist	26.85
30390	- Photo-Optics Technician	26.27
30395	- Radiation Control Technician	26.85
30461	- Technical Writer I	23.90
30462	- Technical Writer II	29.24
30463	- Technical Writer III	35.38
30491	- Unexploded Ordnance (UXO) Technician I	24.77
30492	- Unexploded Ordnance (UXO) Technician II	29.97
30493	- Unexploded Ordnance (UXO) Technician III	35.92
30494	- Unexploded (UXO) Safety Escort	24.77
30495	- Unexploded (UXO) Sweep Personnel	24.77
30501	- Weather Forecaster I	26.47
30502	- Weather Forecaster II	32.21
30620	- Weather Observer, Combined Upper Air Or (see 2)	23.64
Surface Programs		
30621	- Weather Observer, Senior (see 2)	26.27
31000	- Transportation/Mobile Equipment Operation Occupations	
31010	- Airplane Pilot	29.97
31020	- Bus Aide	10.65
31030	- Bus Driver	14.63
31043	- Driver Courier	10.51
31260	- Parking and Lot Attendant	10.43
31290	- Shuttle Bus Driver	11.32
31310	- Taxi Driver	9.09
31361	- Truckdriver, Light	11.32
31362	- Truckdriver, Medium	12.69
31363	- Truckdriver, Heavy	16.86
31364	- Truckdriver, Tractor-Trailer	16.86
99000	- Miscellaneous Occupations	
99020	- Cabin Safety Specialist	14.61
99030	- Cashier	8.84



99050 - Desk Clerk	8.92
99095 - Embalmer	25.30
99130 - Flight Follower	24.77
99251 - Laboratory Animal Caretaker I	10.13
99252 - Laboratory Animal Caretaker II	10.91
99260 - Marketing Analyst	24.53
99310 - Mortician	30.90
99410 - Pest Controller	14.01
99510 - Photofinishing Worker	12.89
99710 - Recycling Laborer	12.07
99711 - Recycling Specialist	14.30
99730 - Refuse Collector	10.96
99810 - Sales Clerk	10.77
99820 - School Crossing Guard	12.27
99830 - Survey Party Chief	21.11
99831 - Surveying Aide	13.07
99832 - Surveying Technician	17.93
99840 - Vending Machine Attendant	11.40
99841 - Vending Machine Repairer	12.83
99842 - Vending Machine Repairer Helper	11.40

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.41 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 eleven 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, 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 15-4703 (Rev.-4) was first posted on www.wdol.gov on 08/01/2017

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

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

Daniel W. Simms                      Division of  
Director                      Wage Determinations

Wage Determination No.: 2015-4703  
Revision No.: 4  
Date Of Revision: 07/25/2017

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.20 for calendar year 2017 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2017. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Kentucky

Area: Kentucky Counties of Carroll, Mason

**Fringe Benefits Required Follow the Occupational Listing**		
OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.68
01012 - Accounting Clerk II		15.35
01013 - Accounting Clerk III		17.17
01020 - Administrative Assistant		21.54
01035 - Court Reporter		17.63
01041 - Customer Service Representative I		11.03
01042 - Customer Service Representative II		12.41
01043 - Customer Service Representative III		13.54
01051 - Data Entry Operator I		12.40
01052 - Data Entry Operator II		13.83
01060 - Dispatcher, Motor Vehicle		17.80
01070 - Document Preparation Clerk		14.16
01090 - Duplicating Machine Operator		14.16
01111 - General Clerk I		11.98
01112 - General Clerk II		13.97
01113 - General Clerk III		15.41
01120 - Housing Referral Assistant		19.84
01141 - Messenger Courier		12.08
01191 - Order Clerk I		13.59
01192 - Order Clerk II		17.02
01261 - Personnel Assistant (Employment) I		15.67
01262 - Personnel Assistant (Employment) II		17.53
01263 - Personnel Assistant (Employment) III		19.55
01270 - Production Control Clerk		20.55
01290 - Rental Clerk		14.57
01300 - Scheduler, Maintenance		15.84
01311 - Secretary I		15.84
01312 - Secretary II		17.79
01313 - Secretary III		19.84
01320 - Service Order Dispatcher		14.76
01410 - Supply Technician		21.54
01420 - Survey Worker		17.63
01460 - Switchboard Operator/Receptionist		14.31
01531 - Travel Clerk I		13.02
01532 - Travel Clerk II		13.72
01533 - Travel Clerk III		14.55
01611 - Word Processor I		13.33
01612 - Word Processor II		14.96
01613 - Word Processor III		17.63
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		21.14
05010 - Automotive Electrician		23.12
05040 - Automotive Glass Installer		21.61
05070 - Automotive Worker		22.26
05110 - Mobile Equipment Servicer		20.65
05130 - Motor Equipment Metal Mechanic		24.59
05160 - Motor Equipment Metal Worker		22.26
05190 - Motor Vehicle Mechanic		23.03
05220 - Motor Vehicle Mechanic Helper		20.30

05250	- Motor Vehicle Upholstery Worker	21.42
05280	- Motor Vehicle Wrecker	22.26
05310	- Painter, Automotive	23.12
05340	- Radiator Repair Specialist	22.26
05370	- Tire Repairer	15.45
05400	- Transmission Repair Specialist	24.59
07000	- Food Preparation And Service Occupations	
07010	- Baker	12.32
07041	- Cook I	12.59
07042	- Cook II	13.52
07070	- Dishwasher	9.17
07130	- Food Service Worker	9.43
07210	- Meat Cutter	15.84
07260	- Waiter/Waitress	9.20
09000	- Furniture Maintenance And Repair Occupations	
09010	- Electrostatic Spray Painter	17.91
09040	- Furniture Handler	13.81
09080	- Furniture Refinisher	17.91
09090	- Furniture Refinisher Helper	15.31
09110	- Furniture Repairer, Minor	16.59
09130	- Upholsterer	17.91
11000	- General Services And Support Occupations	
11030	- Cleaner, Vehicles	11.13
11060	- Elevator Operator	11.03
11090	- Gardener	17.15
11122	- Housekeeping Aide	12.52
11150	- Janitor	12.52
11210	- Laborer, Grounds Maintenance	14.99
11240	- Maid or Houseman	9.78
11260	- Pruner	13.48
11270	- Tractor Operator	16.71
11330	- Trail Maintenance Worker	14.99
11360	- Window Cleaner	13.26
12000	- Health Occupations	
12010	- Ambulance Driver	17.31
12011	- Breath Alcohol Technician	17.92
12012	- Certified Occupational Therapist Assistant	24.36
12015	- Certified Physical Therapist Assistant	27.29
12020	- Dental Assistant	16.51
12025	- Dental Hygienist	31.13
12030	- EKG Technician	21.92
12035	- Electroneurodiagnostic Technologist	21.92
12040	- Emergency Medical Technician	17.31
12071	- Licensed Practical Nurse I	16.02
12072	- Licensed Practical Nurse II	17.92
12073	- Licensed Practical Nurse III	19.98
12100	- Medical Assistant	13.94
12130	- Medical Laboratory Technician	18.47
12160	- Medical Record Clerk	15.33
12190	- Medical Record Technician	15.82
12195	- Medical Transcriptionist	16.28
12210	- Nuclear Medicine Technologist	36.73
12221	- Nursing Assistant I	11.04
12222	- Nursing Assistant II	12.41
12223	- Nursing Assistant III	13.55
12224	- Nursing Assistant IV	15.20
12235	- Optical Dispenser	16.72
12236	- Optical Technician	15.87
12250	- Pharmacy Technician	15.22
12280	- Phlebotomist	15.39
12305	- Radiologic Technologist	22.69
12311	- Registered Nurse I	24.51
12312	- Registered Nurse II	29.20
12313	- Registered Nurse II, Specialist	29.20
12314	- Registered Nurse III	35.32
12315	- Registered Nurse III, Anesthetist	35.32
12316	- Registered Nurse IV	42.35
12317	- Scheduler (Drug and Alcohol Testing)	22.20
12320	- Substance Abuse Treatment Counselor	18.72
13000	- Information And Arts Occupations	
13011	- Exhibits Specialist I	19.76
13012	- Exhibits Specialist II	24.48
13013	- Exhibits Specialist III	29.93
13041	- Illustrator I	20.17
13042	- Illustrator II	24.99
13043	- Illustrator III	30.56
13047	- Librarian	27.38
13050	- Library Aide/Clerk	12.27
13054	- Library Information Technology Systems Administrator	24.96
13058	- Library Technician	15.33

13061	- Media Specialist I	17.68
13062	- Media Specialist II	19.76
13063	- Media Specialist III	22.38
13071	- Photographer I	15.38
13072	- Photographer II	19.64
13073	- Photographer III	23.67
13074	- Photographer IV	29.22
13075	- Photographer V	35.33
13090	- Technical Order Library Clerk	16.08
13110	- Video Teleconference Technician	19.61
14000	- Information Technology Occupations	
14041	- Computer Operator I	15.90
14042	- Computer Operator II	17.80
14043	- Computer Operator III	19.83
14044	- Computer Operator IV	22.04
14045	- Computer Operator V	24.40
14071	- Computer Programmer I	(see 1) 19.86
14072	- Computer Programmer II	(see 1) 24.53
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	15.90
14160	- Personal Computer Support Technician	22.04
14170	- System Support Specialist	24.42
15000	- Instructional Occupations	
15010	- Aircrew Training Devices Instructor (Non-Rated)	31.98
15020	- Aircrew Training Devices Instructor (Rated)	38.68
15030	- Air Crew Training Devices Instructor (Pilot)	42.71
15050	- Computer Based Training Specialist / Instructor	31.98
15060	- Educational Technologist	29.32
15070	- Flight Instructor (Pilot)	42.71
15080	- Graphic Artist	23.35
15085	- Maintenance Test Pilot, Fixed, Jet/Prop	42.66
15086	- Maintenance Test Pilot, Rotary Wing	42.66
15088	- Non-Maintenance Test/Co-Pilot	42.66
15090	- Technical Instructor	22.09
15095	- Technical Instructor/Course Developer	27.03
15110	- Test Proctor	17.84
15120	- Tutor	17.84
16000	- Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010	- Assembler	10.05
16030	- Counter Attendant	10.05
16040	- Dry Cleaner	12.80
16070	- Finisher, Flatwork, Machine	10.05
16090	- Presser, Hand	10.05
16110	- Presser, Machine, Drycleaning	10.05
16130	- Presser, Machine, Shirts	10.05
16160	- Presser, Machine, Wearing Apparel, Laundry	10.05
16190	- Sewing Machine Operator	13.58
16220	- Tailor	14.32
16250	- Washer, Machine	11.00
19000	- Machine Tool Operation And Repair Occupations	
19010	- Machine-Tool Operator (Tool Room)	25.18
19040	- Tool And Die Maker	27.35
21000	- Materials Handling And Packing Occupations	
21020	- Forklift Operator	16.13
21030	- Material Coordinator	19.96
21040	- Material Expediter	19.96
21050	- Material Handling Laborer	16.74
21071	- Order Filler	12.00
21080	- Production Line Worker (Food Processing)	17.33
21110	- Shipping Packer	15.22
21130	- Shipping/Receiving Clerk	15.22
21140	- Store Worker I	12.97
21150	- Stock Clerk	17.42
21210	- Tools And Parts Attendant	17.33
21410	- Warehouse Specialist	17.33
23000	- Mechanics And Maintenance And Repair Occupations	
23010	- Aerospace Structural Welder	28.73
23019	- Aircraft Logs and Records Technician	23.42
23021	- Aircraft Mechanic I	27.37
23022	- Aircraft Mechanic II	28.73
23023	- Aircraft Mechanic III	30.17
23040	- Aircraft Mechanic Helper	20.54
23050	- Aircraft, Painter	26.14
23060	- Aircraft Servicer	23.42
23070	- Aircraft Survival Flight Equipment Technician	26.14
23080	- Aircraft Worker	24.82
23091	- Aircrew Life Support Equipment (ALSE) Mechanic	24.82

I		
23092	- Aircrew Life Support Equipment (ALSE) Mechanic	27.37
II		
23110	- Appliance Mechanic	22.13
23120	- Bicycle Repairer	19.11
23125	- Cable Splicer	33.17
23130	- Carpenter, Maintenance	19.28
23140	- Carpet Layer	22.59
23160	- Electrician, Maintenance	23.32
23181	- Electronics Technician Maintenance I	25.01
23182	- Electronics Technician Maintenance II	26.34
23183	- Electronics Technician Maintenance III	27.44
23260	- Fabric Worker	20.41
23290	- Fire Alarm System Mechanic	22.46
23310	- Fire Extinguisher Repairer	19.11
23311	- Fuel Distribution System Mechanic	24.93
23312	- Fuel Distribution System Operator	20.52
23370	- General Maintenance Worker	20.86
23380	- Ground Support Equipment Mechanic	27.37
23381	- Ground Support Equipment Servicer	23.42
23382	- Ground Support Equipment Worker	24.82
23391	- Gunsmith I	19.11
23392	- Gunsmith II	21.64
23393	- Gunsmith III	23.94
23410	- Heating, Ventilation And Air-Conditioning Mechanic	20.17
23411	- Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	20.88
23430	- Heavy Equipment Mechanic	21.17
23440	- Heavy Equipment Operator	21.40
23460	- Instrument Mechanic	25.10
23465	- Laboratory/Shelter Mechanic	22.79
23470	- Laborer	13.44
23510	- Locksmith	19.49
23530	- Machinery Maintenance Mechanic	23.90
23550	- Machinist, Maintenance	22.22
23580	- Maintenance Trades Helper	15.35
23591	- Metrology Technician I	25.10
23592	- Metrology Technician II	25.98
23593	- Metrology Technician III	26.84
23640	- Millwright	27.90
23710	- Office Appliance Repairer	21.71
23760	- Painter, Maintenance	19.70
23790	- Pipefitter, Maintenance	25.62
23810	- Plumber, Maintenance	24.06
23820	- Pneudraulic Systems Mechanic	23.94
23850	- Rigger	23.75
23870	- Scale Mechanic	21.64
23890	- Sheet-Metal Worker, Maintenance	25.08
23910	- Small Engine Mechanic	21.64
23931	- Telecommunications Mechanic I	24.41
23932	- Telecommunications Mechanic II	26.44
23950	- Telephone Lineman	23.52
23960	- Welder, Combination, Maintenance	20.42
23965	- Well Driller	23.75
23970	- Woodcraft Worker	23.94
23980	- Woodworker	19.11
24000	- Personal Needs Occupations	
24550	- Case Manager	13.81
24570	- Child Care Attendant	11.04
24580	- Child Care Center Clerk	15.48
24610	- Chore Aide	10.78
24620	- Family Readiness And Support Services Coordinator	13.81
24630	- Homemaker	17.36
25000	- Plant And System Operations Occupations	
25010	- Boiler Tender	23.75
25040	- Sewage Plant Operator	19.24
25070	- Stationary Engineer	23.75
25190	- Ventilation Equipment Tender	17.78
25210	- Water Treatment Plant Operator	19.24
27000	- Protective Service Occupations	
27004	- Alarm Monitor	18.18
27007	- Baggage Inspector	14.54
27008	- Corrections Officer	24.65
27010	- Court Security Officer	24.65
27030	- Detection Dog Handler	18.00
27040	- Detention Officer	24.65
27070	- Firefighter	24.58
27101	- Guard I	14.54
27102	- Guard II	18.00

27131	- Police Officer I	24.89
27132	- Police Officer II	27.66
28000	- Recreation Occupations	
28041	- Carnival Equipment Operator	11.31
28042	- Carnival Equipment Repairer	11.85
28043	- Carnival Worker	8.66
28210	- Gate Attendant/Gate Tender	14.58
28310	- Lifeguard	11.25
28350	- Park Attendant (Aide)	16.30
28510	- Recreation Aide/Health Facility Attendant	11.90
28515	- Recreation Specialist	19.04
28630	- Sports Official	12.98
28690	- Swimming Pool Operator	17.89
29000	- Stevedoring/Longshoremen Occupational Services	
29010	- Blocker And Bracer	21.97
29020	- Hatch Tender	21.97
29030	- Line Handler	21.97
29041	- Stevedore I	20.65
29042	- Stevedore II	22.12
30000	- Technical Occupations	
30010	- Air Traffic Control Specialist, Center (HFO) (see 2)	38.98
30011	- Air Traffic Control Specialist, Station (HFO) (see 2)	26.88
30012	- Air Traffic Control Specialist, Terminal (HFO) (see 2)	29.60
30021	- Archeological Technician I	18.75
30022	- Archeological Technician II	18.73
30023	- Archeological Technician III	22.73
30030	- Cartographic Technician	22.73
30040	- Civil Engineering Technician	23.70
30051	- Cryogenic Technician I	24.31
30052	- Cryogenic Technician II	26.85
30061	- Drafter/CAD Operator I	16.39
30062	- Drafter/CAD Operator II	18.35
30063	- Drafter/CAD Operator III	20.46
30064	- Drafter/CAD Operator IV	25.17
30081	- Engineering Technician I	15.69
30082	- Engineering Technician II	17.62
30083	- Engineering Technician III	20.43
30084	- Engineering Technician IV	25.30
30085	- Engineering Technician V	30.94
30086	- Engineering Technician VI	35.32
30090	- Environmental Technician	21.95
30095	- Evidence Control Specialist	21.95
30210	- Laboratory Technician	23.58
30221	- Latent Fingerprint Technician I	24.31
30222	- Latent Fingerprint Technician II	26.85
30240	- Mathematical Technician	22.73
30361	- Paralegal/Legal Assistant I	18.31
30362	- Paralegal/Legal Assistant II	22.68
30363	- Paralegal/Legal Assistant III	27.74
30364	- Paralegal/Legal Assistant IV	33.57
30375	- Petroleum Supply Specialist	26.85
30390	- Photo-Optics Technician	22.73
30395	- Radiation Control Technician	26.85
30461	- Technical Writer I	23.90
30462	- Technical Writer II	29.26
30463	- Technical Writer III	35.40
30491	- Unexploded Ordnance (UXO) Technician I	24.77
30492	- Unexploded Ordnance (UXO) Technician II	29.97
30493	- Unexploded Ordnance (UXO) Technician III	35.92
30494	- Unexploded (UXO) Safety Escort	24.77
30495	- Unexploded (UXO) Sweep Personnel	24.77
30501	- Weather Forecaster I	24.31
30502	- Weather Forecaster II	29.57
30620	- Weather Observer, Combined Upper Air Or (see 2)	21.32
Surface Programs		
30621	- Weather Observer, Senior (see 2)	22.73
31000	- Transportation/Mobile Equipment Operation Occupations	
31010	- Airplane Pilot	29.97
31020	- Bus Aide	13.82
31030	- Bus Driver	19.04
31043	- Driver Courier	17.51
31260	- Parking and Lot Attendant	11.21
31290	- Shuttle Bus Driver	18.95
31310	- Taxi Driver	12.96
31361	- Truckdriver, Light	18.95
31362	- Truckdriver, Medium	20.07
31363	- Truckdriver, Heavy	22.08
31364	- Truckdriver, Tractor-Trailer	22.08
99000	- Miscellaneous Occupations	
99020	- Cabin Safety Specialist	14.61
99030	- Cashier	10.02



99050 - Desk Clerk	11.49
99095 - Embalmer	27.09
99130 - Flight Follower	24.77
99251 - Laboratory Animal Caretaker I	10.74
99252 - Laboratory Animal Caretaker II	11.57
99260 - Marketing Analyst	24.53
99310 - Mortician	29.07
99410 - Pest Controller	15.64
99510 - Photofinishing Worker	13.02
99710 - Recycling Laborer	18.01
99711 - Recycling Specialist	21.63
99730 - Refuse Collector	16.18
99810 - Sales Clerk	11.34
99820 - School Crossing Guard	12.34
99830 - Survey Party Chief	21.30
99831 - Surveying Aide	12.85
99832 - Surveying Technician	19.03
99840 - Vending Machine Attendant	16.07
99841 - Vending Machine Repairer	18.03
99842 - Vending Machine Repairer Helper	16.07

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.41 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 eleven 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, 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 15-4701 (Rev.-4) was first posted on www.wdol.gov on 08/01/2017

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

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

Daniel W. Simms                      Division of  
Director                      Wage Determinations

Wage Determination No.: 2015-4701  
Revision No.: 4  
Date Of Revision: 07/25/2017

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.20 for calendar year 2017 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2017. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Kentucky

Area: Kentucky Counties of Anderson, Bath, Boyle, Estill, Fleming, Franklin, Garrard, Harrison, Lincoln, Madison, Menifee, Mercer, Montgomery, Nicholas, Owen, Powell, Robertson, Rockcastle, Rowan, Washington

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.12
01012 - Accounting Clerk II		14.73
01013 - Accounting Clerk III		16.48
01020 - Administrative Assistant		19.21
01035 - Court Reporter		15.79
01041 - Customer Service Representative I		11.03
01042 - Customer Service Representative II		12.41
01043 - Customer Service Representative III		13.54
01051 - Data Entry Operator I		11.61
01052 - Data Entry Operator II		12.65
01060 - Dispatcher, Motor Vehicle		15.07
01070 - Document Preparation Clerk		14.01
01090 - Duplicating Machine Operator		14.01
01111 - General Clerk I		11.88
01112 - General Clerk II		12.97
01113 - General Clerk III		14.55
01120 - Housing Referral Assistant		17.60
01141 - Messenger Courier		11.25
01191 - Order Clerk I		12.10
01192 - Order Clerk II		13.19
01261 - Personnel Assistant (Employment) I		14.52
01262 - Personnel Assistant (Employment) II		16.24
01263 - Personnel Assistant (Employment) III		18.11
01270 - Production Control Clerk		20.17
01290 - Rental Clerk		11.39
01300 - Scheduler, Maintenance		14.11
01311 - Secretary I		14.11
01312 - Secretary II		15.79
01313 - Secretary III		17.60
01320 - Service Order Dispatcher		13.47
01410 - Supply Technician		19.21
01420 - Survey Worker		13.72
01460 - Switchboard Operator/Receptionist		11.71
01531 - Travel Clerk I		13.02
01532 - Travel Clerk II		13.67
01533 - Travel Clerk III		14.29
01611 - Word Processor I		12.59
01612 - Word Processor II		14.13
01613 - Word Processor III		15.81
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		18.86
05010 - Automotive Electrician		15.73
05040 - Automotive Glass Installer		14.94
05070 - Automotive Worker		14.94
05110 - Mobile Equipment Servicer		13.43
05130 - Motor Equipment Metal Mechanic		18.22
05160 - Motor Equipment Metal Worker		14.94

05190	- Motor Vehicle Mechanic	18.22
05220	- Motor Vehicle Mechanic Helper	12.74
05250	- Motor Vehicle Upholstery Worker	14.09
05280	- Motor Vehicle Wrecker	14.94
05310	- Painter, Automotive	15.73
05340	- Radiator Repair Specialist	14.94
05370	- Tire Repairer	11.87
05400	- Transmission Repair Specialist	18.22
07000	- Food Preparation And Service Occupations	
07010	- Baker	11.65
07041	- Cook I	10.94
07042	- Cook II	12.39
07070	- Dishwasher	9.00
07130	- Food Service Worker	9.85
07210	- Meat Cutter	13.26
07260	- Waiter/Waitress	8.66
09000	- Furniture Maintenance And Repair Occupations	
09010	- Electrostatic Spray Painter	16.79
09040	- Furniture Handler	11.90
09080	- Furniture Refinisher	16.79
09090	- Furniture Refinisher Helper	13.79
09110	- Furniture Repairer, Minor	15.38
09130	- Upholsterer	16.79
11000	- General Services And Support Occupations	
11030	- Cleaner, Vehicles	10.62
11060	- Elevator Operator	10.50
11090	- Gardener	14.65
11122	- Housekeeping Aide	10.50
11150	- Janitor	10.50
11210	- Laborer, Grounds Maintenance	11.44
11240	- Maid or Houseman	9.18
11260	- Pruner	10.67
11270	- Tractor Operator	13.55
11330	- Trail Maintenance Worker	11.44
11360	- Window Cleaner	11.57
12000	- Health Occupations	
12010	- Ambulance Driver	13.71
12011	- Breath Alcohol Technician	17.76
12012	- Certified Occupational Therapist Assistant	24.35
12015	- Certified Physical Therapist Assistant	23.85
12020	- Dental Assistant	14.91
12025	- Dental Hygienist	29.85
12030	- EKG Technician	21.03
12035	- Electroneurodiagnostic Technologist	21.03
12040	- Emergency Medical Technician	13.71
12071	- Licensed Practical Nurse I	15.87
12072	- Licensed Practical Nurse II	17.76
12073	- Licensed Practical Nurse III	19.80
12100	- Medical Assistant	14.11
12130	- Medical Laboratory Technician	18.95
12160	- Medical Record Clerk	14.74
12190	- Medical Record Technician	16.83
12195	- Medical Transcriptionist	15.40
12210	- Nuclear Medicine Technologist	36.12
12221	- Nursing Assistant I	11.04
12222	- Nursing Assistant II	12.41
12223	- Nursing Assistant III	13.55
12224	- Nursing Assistant IV	15.20
12235	- Optical Dispenser	16.59
12236	- Optical Technician	14.94
12250	- Pharmacy Technician	16.21
12280	- Phlebotomist	13.11
12305	- Radiologic Technologist	22.69
12311	- Registered Nurse I	22.53
12312	- Registered Nurse II	27.56
12313	- Registered Nurse II, Specialist	27.56
12314	- Registered Nurse III	33.34
12315	- Registered Nurse III, Anesthetist	33.34
12316	- Registered Nurse IV	39.95
12317	- Scheduler (Drug and Alcohol Testing)	21.08
12320	- Substance Abuse Treatment Counselor	18.72
13000	- Information And Arts Occupations	
13011	- Exhibits Specialist I	19.74
13012	- Exhibits Specialist II	24.45
13013	- Exhibits Specialist III	29.91
13041	- Illustrator I	19.74
13042	- Illustrator II	24.45
13043	- Illustrator III	29.91
13047	- Librarian	27.08
13050	- Library Aide/Clerk	11.31
13054	- Library Information Technology Systems	24.45

Administrator	
13058 - Library Technician	15.11
13061 - Media Specialist I	17.64
13062 - Media Specialist II	19.74
13063 - Media Specialist III	22.00
13071 - Photographer I	17.64
13072 - Photographer II	19.11
13073 - Photographer III	23.68
13074 - Photographer IV	28.96
13075 - Photographer V	35.05
13090 - Technical Order Library Clerk	12.46
13110 - Video Teleconference Technician	17.99
14000 - Information Technology Occupations	
14041 - Computer Operator I	15.76
14042 - Computer Operator II	17.64
14043 - Computer Operator III	19.66
14044 - Computer Operator IV	21.85
14045 - Computer Operator V	24.19
14071 - Computer Programmer I	(see 1) 22.36
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	15.76
14160 - Personal Computer Support Technician	21.85
14170 - System Support Specialist	24.42
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	29.42
15020 - Aircrew Training Devices Instructor (Rated)	35.60
15030 - Air Crew Training Devices Instructor (Pilot)	42.66
15050 - Computer Based Training Specialist / Instructor	29.42
15060 - Educational Technologist	28.05
15070 - Flight Instructor (Pilot)	42.66
15080 - Graphic Artist	22.34
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	42.66
15086 - Maintenance Test Pilot, Rotary Wing	42.66
15088 - Non-Maintenance Test/Co-Pilot	42.66
15090 - Technical Instructor	21.49
15095 - Technical Instructor/Course Developer	26.29
15110 - Test Proctor	17.37
15120 - Tutor	17.37
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	10.05
16030 - Counter Attendant	10.05
16040 - Dry Cleaner	12.80
16070 - Finisher, Flatwork, Machine	10.05
16090 - Presser, Hand	10.05
16110 - Presser, Machine, Drycleaning	10.05
16130 - Presser, Machine, Shirts	10.05
16160 - Presser, Machine, Wearing Apparel, Laundry	10.05
16190 - Sewing Machine Operator	13.58
16220 - Tailor	14.32
16250 - Washer, Machine	11.00
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	21.55
19040 - Tool And Die Maker	25.21
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	15.72
21030 - Material Coordinator	19.96
21040 - Material Expediter	19.96
21050 - Material Handling Laborer	13.80
21071 - Order Filler	14.18
21080 - Production Line Worker (Food Processing)	15.72
21110 - Shipping Packer	15.22
21130 - Shipping/Receiving Clerk	15.22
21140 - Store Worker I	12.97
21150 - Stock Clerk	17.42
21210 - Tools And Parts Attendant	15.72
21410 - Warehouse Specialist	15.72
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	28.38
23019 - Aircraft Logs and Records Technician	23.42
23021 - Aircraft Mechanic I	27.24
23022 - Aircraft Mechanic II	28.38
23023 - Aircraft Mechanic III	29.48
23040 - Aircraft Mechanic Helper	20.28
23050 - Aircraft, Painter	25.70
23060 - Aircraft Servicer	23.42
23070 - Aircraft Survival Flight Equipment Technician	25.70

23080	- Aircraft Worker	24.82
23091	- Aircrew Life Support Equipment (ALSE) Mechanic I	24.82
23092	- Aircrew Life Support Equipment (ALSE) Mechanic II	27.24
23110	- Appliance Mechanic	20.89
23120	- Bicycle Repairer	16.58
23125	- Cable Splicer	25.44
23130	- Carpenter, Maintenance	18.99
23140	- Carpet Layer	21.64
23160	- Electrician, Maintenance	21.46
23181	- Electronics Technician Maintenance I	25.01
23182	- Electronics Technician Maintenance II	26.34
23183	- Electronics Technician Maintenance III	27.44
23260	- Fabric Worker	20.41
23290	- Fire Alarm System Mechanic	23.75
23310	- Fire Extinguisher Repairer	19.01
23311	- Fuel Distribution System Mechanic	21.34
23312	- Fuel Distribution System Operator	16.97
23370	- General Maintenance Worker	17.68
23380	- Ground Support Equipment Mechanic	27.24
23381	- Ground Support Equipment Servicer	23.42
23382	- Ground Support Equipment Worker	24.82
23391	- Gunsmith I	19.01
23392	- Gunsmith II	21.64
23393	- Gunsmith III	23.75
23410	- Heating, Ventilation And Air-Conditioning Mechanic	19.91
23411	- Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	20.78
23430	- Heavy Equipment Mechanic	20.67
23440	- Heavy Equipment Operator	20.60
23460	- Instrument Mechanic	23.02
23465	- Laboratory/Shelter Mechanic	22.79
23470	- Laborer	12.09
23510	- Locksmith	18.99
23530	- Machinery Maintenance Mechanic	22.76
23550	- Machinist, Maintenance	19.91
23580	- Maintenance Trades Helper	14.60
23591	- Metrology Technician I	23.02
23592	- Metrology Technician II	23.99
23593	- Metrology Technician III	24.92
23640	- Millwright	25.30
23710	- Office Appliance Repairer	21.71
23760	- Painter, Maintenance	19.33
23790	- Pipefitter, Maintenance	24.06
23810	- Plumber, Maintenance	22.87
23820	- Pneudraulic Systems Mechanic	23.75
23850	- Rigger	23.75
23870	- Scale Mechanic	21.64
23890	- Sheet-Metal Worker, Maintenance	22.74
23910	- Small Engine Mechanic	21.64
23931	- Telecommunications Mechanic I	26.83
23932	- Telecommunications Mechanic II	27.90
23950	- Telephone Lineman	22.25
23960	- Welder, Combination, Maintenance	19.91
23965	- Well Driller	23.75
23970	- Woodcraft Worker	23.75
23980	- Woodworker	19.01
24000	- Personal Needs Occupations	
24550	- Case Manager	13.53
24570	- Child Care Attendant	12.09
24580	- Child Care Center Clerk	15.29
24610	- Chore Aide	10.78
24620	- Family Readiness And Support Services Coordinator	13.53
24630	- Homemaker	18.10
25000	- Plant And System Operations Occupations	
25010	- Boiler Tender	23.75
25040	- Sewage Plant Operator	18.07
25070	- Stationary Engineer	23.75
25190	- Ventilation Equipment Tender	17.68
25210	- Water Treatment Plant Operator	18.07
27000	- Protective Service Occupations	
27004	- Alarm Monitor	16.41
27007	- Baggage Inspector	12.31
27008	- Corrections Officer	16.58
27010	- Court Security Officer	16.65
27030	- Detection Dog Handler	17.38
27040	- Detention Officer	16.58
27070	- Firefighter	16.64

27101	- Guard I	12.31
27102	- Guard II	17.38
27131	- Police Officer I	18.10
27132	- Police Officer II	20.11
28000	- Recreation Occupations	
28041	- Carnival Equipment Operator	11.31
28042	- Carnival Equipment Repairer	12.22
28043	- Carnival Worker	8.66
28210	- Gate Attendant/Gate Tender	13.75
28310	- Lifeguard	11.14
28350	- Park Attendant (Aide)	15.21
28510	- Recreation Aide/Health Facility Attendant	11.23
28515	- Recreation Specialist	17.60
28630	- Sports Official	12.25
28690	- Swimming Pool Operator	16.46
29000	- Stevedoring/Longshoremen Occupational Services	
29010	- Blocker And Bracer	23.86
29020	- Hatch Tender	23.86
29030	- Line Handler	23.86
29041	- Stevedore I	21.20
29042	- Stevedore II	24.83
30000	- Technical Occupations	
30010	- Air Traffic Control Specialist, Center (HFO) (see 2)	38.98
30011	- Air Traffic Control Specialist, Station (HFO) (see 2)	26.88
30012	- Air Traffic Control Specialist, Terminal (HFO) (see 2)	29.60
30021	- Archeological Technician I	16.09
30022	- Archeological Technician II	18.00
30023	- Archeological Technician III	22.31
30030	- Cartographic Technician	22.31
30040	- Civil Engineering Technician	23.70
30051	- Cryogenic Technician I	24.31
30052	- Cryogenic Technician II	26.85
30061	- Drafter/CAD Operator I	16.09
30062	- Drafter/CAD Operator II	18.00
30063	- Drafter/CAD Operator III	20.08
30064	- Drafter/CAD Operator IV	24.70
30081	- Engineering Technician I	15.91
30082	- Engineering Technician II	17.49
30083	- Engineering Technician III	20.67
30084	- Engineering Technician IV	24.23
30085	- Engineering Technician V	31.34
30086	- Engineering Technician VI	35.87
30090	- Environmental Technician	21.95
30095	- Evidence Control Specialist	21.95
30210	- Laboratory Technician	21.01
30221	- Latent Fingerprint Technician I	24.31
30222	- Latent Fingerprint Technician II	26.85
30240	- Mathematical Technician	22.31
30361	- Paralegal/Legal Assistant I	19.13
30362	- Paralegal/Legal Assistant II	26.11
30363	- Paralegal/Legal Assistant III	31.92
30364	- Paralegal/Legal Assistant IV	38.63
30375	- Petroleum Supply Specialist	26.85
30390	- Photo-Optics Technician	22.31
30395	- Radiation Control Technician	26.85
30461	- Technical Writer I	23.92
30462	- Technical Writer II	29.26
30463	- Technical Writer III	35.40
30491	- Unexploded Ordnance (UXO) Technician I	24.77
30492	- Unexploded Ordnance (UXO) Technician II	29.97
30493	- Unexploded Ordnance (UXO) Technician III	35.92
30494	- Unexploded (UXO) Safety Escort	24.77
30495	- Unexploded (UXO) Sweep Personnel	24.77
30501	- Weather Forecaster I	24.31
30502	- Weather Forecaster II	29.57
30620	- Weather Observer, Combined Upper Air Or (see 2)	20.08
Surface Programs		
30621	- Weather Observer, Senior (see 2)	22.31
31000	- Transportation/Mobile Equipment Operation Occupations	
31010	- Airplane Pilot	29.97
31020	- Bus Aide	12.02
31030	- Bus Driver	17.47
31043	- Driver Courier	13.71
31260	- Parking and Lot Attendant	10.55
31290	- Shuttle Bus Driver	14.76
31310	- Taxi Driver	10.10
31361	- Truckdriver, Light	14.76
31362	- Truckdriver, Medium	18.91
31363	- Truckdriver, Heavy	19.75
31364	- Truckdriver, Tractor-Trailer	19.75
99000	- Miscellaneous Occupations	



99020 - Cabin Safety Specialist	14.61
99030 - Cashier	8.84
99050 - Desk Clerk	9.96
99095 - Embalmer	27.03
99130 - Flight Follower	24.77
99251 - Laboratory Animal Caretaker I	10.74
99252 - Laboratory Animal Caretaker II	11.57
99260 - Marketing Analyst	24.53
99310 - Mortician	23.25
99410 - Pest Controller	14.43
99510 - Photofinishing Worker	12.55
99710 - Recycling Laborer	12.95
99711 - Recycling Specialist	15.04
99730 - Refuse Collector	12.28
99810 - Sales Clerk	11.59
99820 - School Crossing Guard	14.46
99830 - Survey Party Chief	20.19
99831 - Surveying Aide	11.91
99832 - Surveying Technician	17.93
99840 - Vending Machine Attendant	11.52
99841 - Vending Machine Repairer	13.38
99842 - Vending Machine Repairer Helper	11.52

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.41 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 eleven 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, 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**

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 15-4769 (Rev.-4) was first posted on www.wdol.gov on 08/01/2017

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

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

Daniel W. Simms                      Division of  
Director                      Wage Determinations

Wage Determination No.: 2015-4769  
Revision No.: 4  
Date Of Revision: 07/25/2017

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.20 for calendar year 2017 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2017. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Ohio

Area: Ohio County of Clinton

**Fringe Benefits Required Follow the Occupational Listing**		
OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.15
01012 - Accounting Clerk II		15.88
01013 - Accounting Clerk III		17.77
01020 - Administrative Assistant		21.19
01035 - Court Reporter		19.34
01041 - Customer Service Representative I		11.27
01042 - Customer Service Representative II		12.67
01043 - Customer Service Representative III		13.82
01051 - Data Entry Operator I		12.51
01052 - Data Entry Operator II		13.64
01060 - Dispatcher, Motor Vehicle		19.14
01070 - Document Preparation Clerk		12.87
01090 - Duplicating Machine Operator		12.87
01111 - General Clerk I		12.86
01112 - General Clerk II		14.03
01113 - General Clerk III		15.76
01120 - Housing Referral Assistant		20.69
01141 - Messenger Courier		11.34
01191 - Order Clerk I		14.25
01192 - Order Clerk II		15.55
01261 - Personnel Assistant (Employment) I		15.83
01262 - Personnel Assistant (Employment) II		17.71
01263 - Personnel Assistant (Employment) III		19.74
01270 - Production Control Clerk		21.11
01290 - Rental Clerk		14.69
01300 - Scheduler, Maintenance		16.59
01311 - Secretary I		16.59
01312 - Secretary II		18.57
01313 - Secretary III		20.69
01320 - Service Order Dispatcher		17.18
01410 - Supply Technician		21.21
01420 - Survey Worker		17.54
01460 - Switchboard Operator/Receptionist		12.06
01531 - Travel Clerk I		12.86
01532 - Travel Clerk II		13.72
01533 - Travel Clerk III		14.55
01611 - Word Processor I		13.96
01612 - Word Processor II		15.68
01613 - Word Processor III		17.54
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		19.82
05010 - Automotive Electrician		18.81
05040 - Automotive Glass Installer		18.07
05070 - Automotive Worker		18.07
05110 - Mobile Equipment Servicer		16.64
05130 - Motor Equipment Metal Mechanic		19.53
05160 - Motor Equipment Metal Worker		18.07
05190 - Motor Vehicle Mechanic		18.33
05220 - Motor Vehicle Mechanic Helper		15.92

05250	- Motor Vehicle Upholstery Worker	17.36
05280	- Motor Vehicle Wrecker	18.07
05310	- Painter, Automotive	18.81
05340	- Radiator Repair Specialist	18.07
05370	- Tire Repairer	15.24
05400	- Transmission Repair Specialist	19.53
07000	- Food Preparation And Service Occupations	
07010	- Baker	12.54
07041	- Cook I	11.61
07042	- Cook II	13.11
07070	- Dishwasher	8.88
07130	- Food Service Worker	9.71
07210	- Meat Cutter	13.96
07260	- Waiter/Waitress	9.92
09000	- Furniture Maintenance And Repair Occupations	
09010	- Electrostatic Spray Painter	21.58
09040	- Furniture Handler	15.62
09080	- Furniture Refinisher	21.58
09090	- Furniture Refinisher Helper	17.91
09110	- Furniture Repairer, Minor	19.92
09130	- Upholsterer	22.25
11000	- General Services And Support Occupations	
11030	- Cleaner, Vehicles	13.75
11060	- Elevator Operator	13.40
11090	- Gardener	16.30
11122	- Housekeeping Aide	14.76
11150	- Janitor	14.76
11210	- Laborer, Grounds Maintenance	14.25
11240	- Maid or Houseman	9.37
11260	- Pruner	13.74
11270	- Tractor Operator	15.71
11330	- Trail Maintenance Worker	14.25
11360	- Window Cleaner	15.54
12000	- Health Occupations	
12010	- Ambulance Driver	15.02
12011	- Breath Alcohol Technician	17.58
12012	- Certified Occupational Therapist Assistant	27.52
12015	- Certified Physical Therapist Assistant	26.38
12020	- Dental Assistant	15.69
12025	- Dental Hygienist	30.22
12030	- EKG Technician	24.77
12035	- Electroneurodiagnostic Technologist	24.77
12040	- Emergency Medical Technician	15.02
12071	- Licensed Practical Nurse I	18.88
12072	- Licensed Practical Nurse II	21.13
12073	- Licensed Practical Nurse III	23.56
12100	- Medical Assistant	12.88
12130	- Medical Laboratory Technician	19.34
12160	- Medical Record Clerk	13.42
12190	- Medical Record Technician	15.02
12195	- Medical Transcriptionist	16.05
12210	- Nuclear Medicine Technologist	31.34
12221	- Nursing Assistant I	11.45
12222	- Nursing Assistant II	12.87
12223	- Nursing Assistant III	14.05
12224	- Nursing Assistant IV	15.76
12235	- Optical Dispenser	16.06
12236	- Optical Technician	15.71
12250	- Pharmacy Technician	13.51
12280	- Phlebotomist	13.32
12305	- Radiologic Technologist	24.30
12311	- Registered Nurse I	22.85
12312	- Registered Nurse II	27.95
12313	- Registered Nurse II, Specialist	27.95
12314	- Registered Nurse III	33.81
12315	- Registered Nurse III, Anesthetist	33.81
12316	- Registered Nurse IV	40.53
12317	- Scheduler (Drug and Alcohol Testing)	22.65
12320	- Substance Abuse Treatment Counselor	17.65
13000	- Information And Arts Occupations	
13011	- Exhibits Specialist I	20.15
13012	- Exhibits Specialist II	24.96
13013	- Exhibits Specialist III	30.53
13041	- Illustrator I	22.55
13042	- Illustrator II	27.93
13043	- Illustrator III	34.16
13047	- Librarian	28.17
13050	- Library Aide/Clerk	14.53
13054	- Library Information Technology Systems Administrator	24.18
13058	- Library Technician	16.02

13061	- Media Specialist I	17.92
13062	- Media Specialist II	20.05
13063	- Media Specialist III	22.35
13071	- Photographer I	17.55
13072	- Photographer II	19.62
13073	- Photographer III	24.32
13074	- Photographer IV	29.74
13075	- Photographer V	35.98
13090	- Technical Order Library Clerk	18.26
13110	- Video Teleconference Technician	18.20
14000	- Information Technology Occupations	
14041	- Computer Operator I	16.79
14042	- Computer Operator II	18.79
14043	- Computer Operator III	20.95
14044	- Computer Operator IV	23.28
14045	- Computer Operator V	25.78
14071	- Computer Programmer I (see 1)	25.51
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	16.79
14160	- Personal Computer Support Technician	23.28
14170	- System Support Specialist	23.39
15000	- Instructional Occupations	
15010	- Aircrew Training Devices Instructor (Non-Rated)	30.08
15020	- Aircrew Training Devices Instructor (Rated)	36.39
15030	- Air Crew Training Devices Instructor (Pilot)	42.16
15050	- Computer Based Training Specialist / Instructor	30.08
15060	- Educational Technologist	27.59
15070	- Flight Instructor (Pilot)	42.16
15080	- Graphic Artist	22.43
15085	- Maintenance Test Pilot, Fixed, Jet/Prop	40.59
15086	- Maintenance Test Pilot, Rotary Wing	40.59
15088	- Non-Maintenance Test/Co-Pilot	40.59
15090	- Technical Instructor	22.58
15095	- Technical Instructor/Course Developer	27.61
15110	- Test Proctor	18.65
15120	- Tutor	18.65
16000	- Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010	- Assembler	9.69
16030	- Counter Attendant	9.69
16040	- Dry Cleaner	11.96
16070	- Finisher, Flatwork, Machine	9.69
16090	- Presser, Hand	9.69
16110	- Presser, Machine, Drycleaning	9.69
16130	- Presser, Machine, Shirts	9.69
16160	- Presser, Machine, Wearing Apparel, Laundry	9.69
16190	- Sewing Machine Operator	12.80
16220	- Tailor	13.64
16250	- Washer, Machine	10.25
19000	- Machine Tool Operation And Repair Occupations	
19010	- Machine-Tool Operator (Tool Room)	19.45
19040	- Tool And Die Maker	23.85
21000	- Materials Handling And Packing Occupations	
21020	- Forklift Operator	16.46
21030	- Material Coordinator	21.43
21040	- Material Expediter	21.43
21050	- Material Handling Laborer	17.65
21071	- Order Filler	13.18
21080	- Production Line Worker (Food Processing)	16.46
21110	- Shipping Packer	14.51
21130	- Shipping/Receiving Clerk	14.51
21140	- Store Worker I	14.85
21150	- Stock Clerk	18.71
21210	- Tools And Parts Attendant	16.46
21410	- Warehouse Specialist	16.46
23000	- Mechanics And Maintenance And Repair Occupations	
23010	- Aerospace Structural Welder	24.07
23019	- Aircraft Logs and Records Technician	20.70
23021	- Aircraft Mechanic I	23.23
23022	- Aircraft Mechanic II	24.07
23023	- Aircraft Mechanic III	25.27
23040	- Aircraft Mechanic Helper	18.62
23050	- Aircraft, Painter	23.47
23060	- Aircraft Servicer	20.70
23070	- Aircraft Survival Flight Equipment Technician	23.47
23080	- Aircraft Worker	21.55
23091	- Aircrew Life Support Equipment (ALSE) Mechanic	21.55

I		
23092	- Aircrew Life Support Equipment (ALSE) Mechanic	23.23
II		
23110	- Appliance Mechanic	18.83
23120	- Bicycle Repairer	18.44
23125	- Cable Splicer	30.64
23130	- Carpenter, Maintenance	20.58
23140	- Carpet Layer	22.19
23160	- Electrician, Maintenance	31.41
23181	- Electronics Technician Maintenance I	26.67
23182	- Electronics Technician Maintenance II	28.15
23183	- Electronics Technician Maintenance III	29.39
23260	- Fabric Worker	20.85
23290	- Fire Alarm System Mechanic	24.45
23310	- Fire Extinguisher Repairer	19.53
23311	- Fuel Distribution System Mechanic	29.38
23312	- Fuel Distribution System Operator	24.28
23370	- General Maintenance Worker	17.14
23380	- Ground Support Equipment Mechanic	23.23
23381	- Ground Support Equipment Servicer	20.70
23382	- Ground Support Equipment Worker	21.55
23391	- Gunsmith I	19.53
23392	- Gunsmith II	22.19
23393	- Gunsmith III	24.45
23410	- Heating, Ventilation And Air-Conditioning Mechanic	19.58
23411	- Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	21.72
23430	- Heavy Equipment Mechanic	20.69
23440	- Heavy Equipment Operator	25.31
23460	- Instrument Mechanic	24.45
23465	- Laboratory/Shelter Mechanic	23.43
23470	- Laborer	15.39
23510	- Locksmith	23.43
23530	- Machinery Maintenance Mechanic	24.82
23550	- Machinist, Maintenance	19.00
23580	- Maintenance Trades Helper	16.60
23591	- Metrology Technician I	24.45
23592	- Metrology Technician II	25.50
23593	- Metrology Technician III	26.50
23640	- Millwright	28.07
23710	- Office Appliance Repairer	23.43
23760	- Painter, Maintenance	19.91
23790	- Pipefitter, Maintenance	23.71
23810	- Plumber, Maintenance	22.67
23820	- Pneudraulic Systems Mechanic	24.45
23850	- Rigger	24.45
23870	- Scale Mechanic	22.19
23890	- Sheet-Metal Worker, Maintenance	24.45
23910	- Small Engine Mechanic	17.14
23931	- Telecommunications Mechanic I	26.52
23932	- Telecommunications Mechanic II	27.66
23950	- Telephone Lineman	27.50
23960	- Welder, Combination, Maintenance	19.07
23965	- Well Driller	24.45
23970	- Woodcraft Worker	20.97
23980	- Woodworker	19.53
24000	- Personal Needs Occupations	
24550	- Case Manager	13.67
24570	- Child Care Attendant	10.05
24580	- Child Care Center Clerk	14.92
24610	- Chore Aide	11.06
24620	- Family Readiness And Support Services Coordinator	13.67
24630	- Homemaker	15.80
25000	- Plant And System Operations Occupations	
25010	- Boiler Tender	27.35
25040	- Sewage Plant Operator	22.32
25070	- Stationary Engineer	27.35
25190	- Ventilation Equipment Tender	20.23
25210	- Water Treatment Plant Operator	22.32
27000	- Protective Service Occupations	
27004	- Alarm Monitor	18.68
27007	- Baggage Inspector	15.86
27008	- Corrections Officer	23.27
27010	- Court Security Officer	21.96
27030	- Detection Dog Handler	18.19
27040	- Detention Officer	23.27
27070	- Firefighter	22.55
27101	- Guard I	15.86
27102	- Guard II	18.19

27131	- Police Officer I	25.19
27132	- Police Officer II	27.99
28000	- Recreation Occupations	
28041	- Carnival Equipment Operator	12.98
28042	- Carnival Equipment Repairer	13.34
28043	- Carnival Worker	11.15
28210	- Gate Attendant/Gate Tender	14.70
28310	- Lifeguard	12.03
28350	- Park Attendant (Aide)	16.44
28510	- Recreation Aide/Health Facility Attendant	12.00
28515	- Recreation Specialist	20.37
28630	- Sports Official	13.09
28690	- Swimming Pool Operator	18.63
29000	- Stevedoring/Longshoremen Occupational Services	
29010	- Blocker And Bracer	23.30
29020	- Hatch Tender	23.30
29030	- Line Handler	23.30
29041	- Stevedore I	22.18
29042	- Stevedore II	24.40
30000	- Technical Occupations	
30010	- Air Traffic Control Specialist, Center (HFO) (see 2)	38.64
30011	- Air Traffic Control Specialist, Station (HFO) (see 2)	26.64
30012	- Air Traffic Control Specialist, Terminal (HFO) (see 2)	29.34
30021	- Archeological Technician I	18.39
30022	- Archeological Technician II	20.58
30023	- Archeological Technician III	25.49
30030	- Cartographic Technician	25.49
30040	- Civil Engineering Technician	22.23
30051	- Cryogenic Technician I	23.35
30052	- Cryogenic Technician II	25.80
30061	- Drafter/CAD Operator I	18.39
30062	- Drafter/CAD Operator II	20.58
30063	- Drafter/CAD Operator III	22.94
30064	- Drafter/CAD Operator IV	29.65
30081	- Engineering Technician I	15.26
30082	- Engineering Technician II	17.13
30083	- Engineering Technician III	20.55
30084	- Engineering Technician IV	23.74
30085	- Engineering Technician V	29.04
30086	- Engineering Technician VI	35.13
30090	- Environmental Technician	23.16
30095	- Evidence Control Specialist	21.09
30210	- Laboratory Technician	23.57
30221	- Latent Fingerprint Technician I	23.35
30222	- Latent Fingerprint Technician II	25.80
30240	- Mathematical Technician	25.49
30361	- Paralegal/Legal Assistant I	19.97
30362	- Paralegal/Legal Assistant II	24.74
30363	- Paralegal/Legal Assistant III	31.43
30364	- Paralegal/Legal Assistant IV	37.70
30375	- Petroleum Supply Specialist	25.80
30390	- Photo-Optics Technician	25.49
30395	- Radiation Control Technician	25.80
30461	- Technical Writer I	24.05
30462	- Technical Writer II	29.40
30463	- Technical Writer III	35.57
30491	- Unexploded Ordnance (UXO) Technician I	24.56
30492	- Unexploded Ordnance (UXO) Technician II	29.71
30493	- Unexploded Ordnance (UXO) Technician III	35.61
30494	- Unexploded (UXO) Safety Escort	24.56
30495	- Unexploded (UXO) Sweep Personnel	24.56
30501	- Weather Forecaster I	25.19
30502	- Weather Forecaster II	30.65
30620	- Weather Observer, Combined Upper Air Or (see 2)	22.94
Surface Programs		
30621	- Weather Observer, Senior (see 2)	23.88
31000	- Transportation/Mobile Equipment Operation Occupations	
31010	- Airplane Pilot	29.71
31020	- Bus Aide	13.56
31030	- Bus Driver	19.57
31043	- Driver Courier	17.02
31260	- Parking and Lot Attendant	10.32
31290	- Shuttle Bus Driver	18.11
31310	- Taxi Driver	11.56
31361	- Truckdriver, Light	18.11
31362	- Truckdriver, Medium	18.43
31363	- Truckdriver, Heavy	19.35
31364	- Truckdriver, Tractor-Trailer	19.35
99000	- Miscellaneous Occupations	
99020	- Cabin Safety Specialist	14.49
99030	- Cashier	9.87



99050 - Desk Clerk	10.05
99095 - Embalmer	34.47
99130 - Flight Follower	24.56
99251 - Laboratory Animal Caretaker I	13.04
99252 - Laboratory Animal Caretaker II	13.87
99260 - Marketing Analyst	28.20
99310 - Mortician	34.47
99410 - Pest Controller	16.18
99510 - Photofinishing Worker	13.48
99710 - Recycling Laborer	17.59
99711 - Recycling Specialist	20.18
99730 - Refuse Collector	16.30
99810 - Sales Clerk	12.05
99820 - School Crossing Guard	14.71
99830 - Survey Party Chief	26.04
99831 - Surveying Aide	13.38
99832 - Surveying Technician	20.48
99840 - Vending Machine Attendant	14.77
99841 - Vending Machine Repairer	16.64
99842 - Vending Machine Repairer Helper	14.77

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.41 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 eleven 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, 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 15-4747 (Rev.-4) was first posted on www.wdol.gov on 08/01/2017

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

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

Daniel W. Simms                      Division of  
Director                      Wage Determinations

Wage Determination No.: 2015-4747  
Revision No.: 4  
Date Of Revision: 07/25/2017

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.20 for calendar year 2017 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2017. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

State: Ohio

Area: Ohio Counties of Auglaize, Hancock, Hardin, Mercer, Putnam, Van Wert

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.26
01012 - Accounting Clerk II		14.89
01013 - Accounting Clerk III		16.66
01020 - Administrative Assistant		18.71
01035 - Court Reporter		16.04
01041 - Customer Service Representative I		11.78
01042 - Customer Service Representative II		13.25
01043 - Customer Service Representative III		14.45
01051 - Data Entry Operator I		12.00
01052 - Data Entry Operator II		13.08
01060 - Dispatcher, Motor Vehicle		19.80
01070 - Document Preparation Clerk		13.37
01090 - Duplicating Machine Operator		13.37
01111 - General Clerk I		12.33
01112 - General Clerk II		13.45
01113 - General Clerk III		15.11
01120 - Housing Referral Assistant		18.35
01141 - Messenger Courier		10.86
01191 - Order Clerk I		13.31
01192 - Order Clerk II		14.78
01261 - Personnel Assistant (Employment) I		14.79
01262 - Personnel Assistant (Employment) II		16.55
01263 - Personnel Assistant (Employment) III		18.45
01270 - Production Control Clerk		23.54
01290 - Rental Clerk		12.58
01300 - Scheduler, Maintenance		14.34
01311 - Secretary I		14.34
01312 - Secretary II		16.04
01313 - Secretary III		18.35
01320 - Service Order Dispatcher		17.70
01410 - Supply Technician		18.71
01420 - Survey Worker		15.30
01460 - Switchboard Operator/Receptionist		11.72
01531 - Travel Clerk I		12.86
01532 - Travel Clerk II		13.72
01533 - Travel Clerk III		14.55
01611 - Word Processor I		12.77
01612 - Word Processor II		14.34
01613 - Word Processor III		16.04
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		21.85
05010 - Automotive Electrician		20.78
05040 - Automotive Glass Installer		20.09
05070 - Automotive Worker		20.09
05110 - Mobile Equipment Servicer		18.71
05130 - Motor Equipment Metal Mechanic		21.44
05160 - Motor Equipment Metal Worker		19.99
05190 - Motor Vehicle Mechanic		21.85
05220 - Motor Vehicle Mechanic Helper		17.98

05250	- Motor Vehicle Upholstery Worker	19.36
05280	- Motor Vehicle Wrecker	20.09
05310	- Painter, Automotive	20.78
05340	- Radiator Repair Specialist	20.09
05370	- Tire Repairer	16.74
05400	- Transmission Repair Specialist	21.44
07000	- Food Preparation And Service Occupations	
07010	- Baker	13.21
07041	- Cook I	11.73
07042	- Cook II	13.22
07070	- Dishwasher	9.16
07130	- Food Service Worker	9.16
07210	- Meat Cutter	15.75
07260	- Waiter/Waitress	9.85
09000	- Furniture Maintenance And Repair Occupations	
09010	- Electrostatic Spray Painter	21.18
09040	- Furniture Handler	14.71
09080	- Furniture Refinisher	21.18
09090	- Furniture Refinisher Helper	16.66
09110	- Furniture Repairer, Minor	19.20
09130	- Upholsterer	21.18
11000	- General Services And Support Occupations	
11030	- Cleaner, Vehicles	12.18
11060	- Elevator Operator	11.58
11090	- Gardener	13.72
11122	- Housekeeping Aide	12.07
11150	- Janitor	12.07
11210	- Laborer, Grounds Maintenance	11.25
11240	- Maid or Houseman	9.94
11260	- Pruner	9.68
11270	- Tractor Operator	13.72
11330	- Trail Maintenance Worker	11.25
11360	- Window Cleaner	12.98
12000	- Health Occupations	
12010	- Ambulance Driver	16.80
12011	- Breath Alcohol Technician	18.05
12012	- Certified Occupational Therapist Assistant	24.82
12015	- Certified Physical Therapist Assistant	23.54
12020	- Dental Assistant	15.24
12025	- Dental Hygienist	29.05
12030	- EKG Technician	26.44
12035	- Electroneurodiagnostic Technologist	26.44
12040	- Emergency Medical Technician	16.80
12071	- Licensed Practical Nurse I	16.13
12072	- Licensed Practical Nurse II	18.05
12073	- Licensed Practical Nurse III	20.12
12100	- Medical Assistant	13.75
12130	- Medical Laboratory Technician	19.91
12160	- Medical Record Clerk	14.30
12190	- Medical Record Technician	16.00
12195	- Medical Transcriptionist	13.79
12210	- Nuclear Medicine Technologist	39.50
12221	- Nursing Assistant I	11.25
12222	- Nursing Assistant II	12.65
12223	- Nursing Assistant III	13.80
12224	- Nursing Assistant IV	15.50
12235	- Optical Dispenser	16.51
12236	- Optical Technician	16.13
12250	- Pharmacy Technician	14.19
12280	- Phlebotomist	14.53
12305	- Radiologic Technologist	24.91
12311	- Registered Nurse I	21.85
12312	- Registered Nurse II	26.73
12313	- Registered Nurse II, Specialist	26.73
12314	- Registered Nurse III	32.34
12315	- Registered Nurse III, Anesthetist	32.34
12316	- Registered Nurse IV	38.76
12317	- Scheduler (Drug and Alcohol Testing)	22.26
12320	- Substance Abuse Treatment Counselor	19.67
13000	- Information And Arts Occupations	
13011	- Exhibits Specialist I	18.23
13012	- Exhibits Specialist II	22.58
13013	- Exhibits Specialist III	27.62
13041	- Illustrator I	18.23
13042	- Illustrator II	22.58
13043	- Illustrator III	27.62
13047	- Librarian	25.01
13050	- Library Aide/Clerk	13.86
13054	- Library Information Technology Systems Administrator	22.58
13058	- Library Technician	16.63

13061	- Media Specialist I	15.82
13062	- Media Specialist II	16.63
13063	- Media Specialist III	18.55
13071	- Photographer I	14.11
13072	- Photographer II	16.58
13073	- Photographer III	20.55
13074	- Photographer IV	22.54
13075	- Photographer V	27.36
13090	- Technical Order Library Clerk	15.98
13110	- Video Teleconference Technician	16.29
14000	- Information Technology Occupations	
14041	- Computer Operator I	14.70
14042	- Computer Operator II	16.45
14043	- Computer Operator III	18.32
14044	- Computer Operator IV	21.57
14045	- Computer Operator V	23.87
14071	- Computer Programmer I (see 1)	22.07
14072	- Computer Programmer II (see 1)	27.39
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	14.70
14160	- Personal Computer Support Technician	24.13
14170	- System Support Specialist	25.27
15000	- Instructional Occupations	
15010	- Aircrew Training Devices Instructor (Non-Rated)	26.55
15020	- Aircrew Training Devices Instructor (Rated)	33.34
15030	- Air Crew Training Devices Instructor (Pilot)	38.49
15050	- Computer Based Training Specialist / Instructor	27.62
15060	- Educational Technologist	30.44
15070	- Flight Instructor (Pilot)	38.49
15080	- Graphic Artist	25.74
15085	- Maintenance Test Pilot, Fixed, Jet/Prop	38.49
15086	- Maintenance Test Pilot, Rotary Wing	38.49
15088	- Non-Maintenance Test/Co-Pilot	38.49
15090	- Technical Instructor	21.94
15095	- Technical Instructor/Course Developer	26.84
15110	- Test Proctor	17.71
15120	- Tutor	17.71
16000	- Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010	- Assembler	9.69
16030	- Counter Attendant	9.69
16040	- Dry Cleaner	11.96
16070	- Finisher, Flatwork, Machine	9.69
16090	- Presser, Hand	9.69
16110	- Presser, Machine, Drycleaning	9.69
16130	- Presser, Machine, Shirts	9.69
16160	- Presser, Machine, Wearing Apparel, Laundry	9.69
16190	- Sewing Machine Operator	12.80
16220	- Tailor	13.64
16250	- Washer, Machine	10.25
19000	- Machine Tool Operation And Repair Occupations	
19010	- Machine-Tool Operator (Tool Room)	21.57
19040	- Tool And Die Maker	24.42
21000	- Materials Handling And Packing Occupations	
21020	- Forklift Operator	16.96
21030	- Material Coordinator	23.54
21040	- Material Expediter	23.54
21050	- Material Handling Laborer	14.40
21071	- Order Filler	11.82
21080	- Production Line Worker (Food Processing)	16.96
21110	- Shipping Packer	16.66
21130	- Shipping/Receiving Clerk	16.66
21140	- Store Worker I	14.61
21150	- Stock Clerk	18.83
21210	- Tools And Parts Attendant	16.96
21410	- Warehouse Specialist	16.96
23000	- Mechanics And Maintenance And Repair Occupations	
23010	- Aerospace Structural Welder	24.99
23019	- Aircraft Logs and Records Technician	20.81
23021	- Aircraft Mechanic I	24.08
23022	- Aircraft Mechanic II	24.99
23023	- Aircraft Mechanic III	25.92
23040	- Aircraft Mechanic Helper	18.27
23050	- Aircraft, Painter	23.19
23060	- Aircraft Servicer	20.81
23070	- Aircraft Survival Flight Equipment Technician	23.19
23080	- Aircraft Worker	22.04
23091	- Aircrew Life Support Equipment (ALSE) Mechanic	22.04

I		
23092	- Aircrew Life Support Equipment (ALSE) Mechanic	24.08
II		
23110	- Appliance Mechanic	21.18
23120	- Bicycle Repairer	19.56
23125	- Cable Splicer	26.62
23130	- Carpenter, Maintenance	19.25
23140	- Carpet Layer	22.04
23160	- Electrician, Maintenance	25.28
23181	- Electronics Technician Maintenance I	24.51
23182	- Electronics Technician Maintenance II	25.80
23183	- Electronics Technician Maintenance III	26.62
23260	- Fabric Worker	20.81
23290	- Fire Alarm System Mechanic	24.08
23310	- Fire Extinguisher Repairer	19.56
23311	- Fuel Distribution System Mechanic	23.45
23312	- Fuel Distribution System Operator	19.09
23370	- General Maintenance Worker	19.75
23380	- Ground Support Equipment Mechanic	24.08
23381	- Ground Support Equipment Servicer	20.81
23382	- Ground Support Equipment Worker	22.04
23391	- Gunsmith I	19.56
23392	- Gunsmith II	22.04
23393	- Gunsmith III	24.08
23410	- Heating, Ventilation And Air-Conditioning Mechanic	22.06
23411	- Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	22.88
23430	- Heavy Equipment Mechanic	22.89
23440	- Heavy Equipment Operator	25.19
23460	- Instrument Mechanic	24.08
23465	- Laboratory/Shelter Mechanic	23.19
23470	- Laborer	14.49
23510	- Locksmith	23.19
23530	- Machinery Maintenance Mechanic	28.00
23550	- Machinist, Maintenance	20.44
23580	- Maintenance Trades Helper	16.94
23591	- Metrology Technician I	24.08
23592	- Metrology Technician II	24.99
23593	- Metrology Technician III	25.92
23640	- Millwright	27.27
23710	- Office Appliance Repairer	21.18
23760	- Painter, Maintenance	21.18
23790	- Pipefitter, Maintenance	23.91
23810	- Plumber, Maintenance	23.17
23820	- Pneudraulic Systems Mechanic	24.08
23850	- Rigger	24.08
23870	- Scale Mechanic	22.04
23890	- Sheet-Metal Worker, Maintenance	24.29
23910	- Small Engine Mechanic	18.61
23931	- Telecommunications Mechanic I	26.22
23932	- Telecommunications Mechanic II	27.21
23950	- Telephone Lineman	24.37
23960	- Welder, Combination, Maintenance	19.86
23965	- Well Driller	24.08
23970	- Woodcraft Worker	24.08
23980	- Woodworker	19.56
24000	- Personal Needs Occupations	
24550	- Case Manager	15.08
24570	- Child Care Attendant	10.51
24580	- Child Care Center Clerk	13.12
24610	- Chore Aide	9.40
24620	- Family Readiness And Support Services Coordinator	15.08
24630	- Homemaker	15.08
25000	- Plant And System Operations Occupations	
25010	- Boiler Tender	24.20
25040	- Sewage Plant Operator	20.53
25070	- Stationary Engineer	24.20
25190	- Ventilation Equipment Tender	18.88
25210	- Water Treatment Plant Operator	20.53
27000	- Protective Service Occupations	
27004	- Alarm Monitor	17.82
27007	- Baggage Inspector	12.56
27008	- Corrections Officer	20.62
27010	- Court Security Officer	19.10
27030	- Detection Dog Handler	15.58
27040	- Detention Officer	20.62
27070	- Firefighter	18.69
27101	- Guard I	12.56
27102	- Guard II	15.58

27131	- Police Officer I	20.81
27132	- Police Officer II	23.13
28000	- Recreation Occupations	
28041	- Carnival Equipment Operator	11.44
28042	- Carnival Equipment Repairer	12.21
28043	- Carnival Worker	9.16
28210	- Gate Attendant/Gate Tender	13.88
28310	- Lifeguard	12.03
28350	- Park Attendant (Aide)	15.52
28510	- Recreation Aide/Health Facility Attendant	11.33
28515	- Recreation Specialist	19.23
28630	- Sports Official	12.35
28690	- Swimming Pool Operator	15.75
29000	- Stevedoring/Longshoremen Occupational Services	
29010	- Blocker And Bracer	22.04
29020	- Hatch Tender	22.04
29030	- Line Handler	22.04
29041	- Stevedore I	20.81
29042	- Stevedore II	23.19
30000	- Technical Occupations	
30010	- Air Traffic Control Specialist, Center (HFO) (see 2)	38.64
30011	- Air Traffic Control Specialist, Station (HFO) (see 2)	26.64
30012	- Air Traffic Control Specialist, Terminal (HFO) (see 2)	29.34
30021	- Archeological Technician I	16.68
30022	- Archeological Technician II	19.58
30023	- Archeological Technician III	24.34
30030	- Cartographic Technician	23.53
30040	- Civil Engineering Technician	25.19
30051	- Cryogenic Technician I	24.06
30052	- Cryogenic Technician II	26.58
30061	- Drafter/CAD Operator I	16.68
30062	- Drafter/CAD Operator II	19.58
30063	- Drafter/CAD Operator III	21.82
30064	- Drafter/CAD Operator IV	24.73
30081	- Engineering Technician I	14.68
30082	- Engineering Technician II	16.48
30083	- Engineering Technician III	18.47
30084	- Engineering Technician IV	23.08
30085	- Engineering Technician V	27.94
30086	- Engineering Technician VI	33.81
30090	- Environmental Technician	24.18
30095	- Evidence Control Specialist	21.73
30210	- Laboratory Technician	22.89
30221	- Latent Fingerprint Technician I	24.06
30222	- Latent Fingerprint Technician II	26.58
30240	- Mathematical Technician	24.34
30361	- Paralegal/Legal Assistant I	17.74
30362	- Paralegal/Legal Assistant II	21.98
30363	- Paralegal/Legal Assistant III	26.88
30364	- Paralegal/Legal Assistant IV	32.52
30375	- Petroleum Supply Specialist	26.58
30390	- Photo-Optics Technician	21.39
30395	- Radiation Control Technician	26.58
30461	- Technical Writer I	24.34
30462	- Technical Writer II	29.77
30463	- Technical Writer III	36.01
30491	- Unexploded Ordnance (UXO) Technician I	24.56
30492	- Unexploded Ordnance (UXO) Technician II	29.71
30493	- Unexploded Ordnance (UXO) Technician III	35.61
30494	- Unexploded (UXO) Safety Escort	24.56
30495	- Unexploded (UXO) Sweep Personnel	24.56
30501	- Weather Forecaster I	26.94
30502	- Weather Forecaster II	32.77
30620	- Weather Observer, Combined Upper Air Or (see 2)	21.82
Surface Programs		
30621	- Weather Observer, Senior (see 2)	23.03
31000	- Transportation/Mobile Equipment Operation Occupations	
31010	- Airplane Pilot	29.71
31020	- Bus Aide	10.77
31030	- Bus Driver	14.70
31043	- Driver Courier	12.24
31260	- Parking and Lot Attendant	11.40
31290	- Shuttle Bus Driver	13.19
31310	- Taxi Driver	12.62
31361	- Truckdriver, Light	13.19
31362	- Truckdriver, Medium	13.64
31363	- Truckdriver, Heavy	21.79
31364	- Truckdriver, Tractor-Trailer	21.79
99000	- Miscellaneous Occupations	
99020	- Cabin Safety Specialist	14.49
99030	- Cashier	9.35



99050 - Desk Clerk	9.56
99095 - Embalmer	22.74
99130 - Flight Follower	24.56
99251 - Laboratory Animal Caretaker I	19.34
99252 - Laboratory Animal Caretaker II	20.81
99260 - Marketing Analyst	28.08
99310 - Mortician	22.74
99410 - Pest Controller	21.76
99510 - Photofinishing Worker	12.90
99710 - Recycling Laborer	16.60
99711 - Recycling Specialist	19.29
99730 - Refuse Collector	15.27
99810 - Sales Clerk	11.22
99820 - School Crossing Guard	14.53
99830 - Survey Party Chief	25.43
99831 - Surveying Aide	13.41
99832 - Surveying Technician	18.38
99840 - Vending Machine Attendant	14.49
99841 - Vending Machine Repairer	19.44
99842 - Vending Machine Repairer Helper	14.49

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.41 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 eleven 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, 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 15-4357 (Rev.-4) was first posted on www.wdol.gov on 08/01/2017

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

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

Daniel W. Simms                      Division of  
Director                      Wage Determinations

Wage Determination No.: 2015-4357  
Revision No.: 4  
Date Of Revision: 07/25/2017

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.20 for calendar year 2017 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2017. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Ohio

Area: Ohio County of Jefferson

**Fringe Benefits Required Follow the Occupational Listing**		
OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.66
01012 - Accounting Clerk II		16.92
01013 - Accounting Clerk III		20.33
01020 - Administrative Assistant		22.50
01035 - Court Reporter		17.78
01041 - Customer Service Representative I		10.17
01042 - Customer Service Representative II		11.43
01043 - Customer Service Representative III		12.47
01051 - Data Entry Operator I		12.17
01052 - Data Entry Operator II		13.81
01060 - Dispatcher, Motor Vehicle		17.53
01070 - Document Preparation Clerk		12.44
01090 - Duplicating Machine Operator		12.44
01111 - General Clerk I		11.61
01112 - General Clerk II		14.59
01113 - General Clerk III		16.37
01120 - Housing Referral Assistant		19.31
01141 - Messenger Courier		10.42
01191 - Order Clerk I		14.23
01192 - Order Clerk II		15.74
01261 - Personnel Assistant (Employment) I		17.15
01262 - Personnel Assistant (Employment) II		19.19
01263 - Personnel Assistant (Employment) III		21.39
01270 - Production Control Clerk		22.20
01290 - Rental Clerk		15.53
01300 - Scheduler, Maintenance		15.48
01311 - Secretary I		15.48
01312 - Secretary II		17.32
01313 - Secretary III		19.31
01320 - Service Order Dispatcher		17.00
01410 - Supply Technician		22.50
01420 - Survey Worker		16.54
01460 - Switchboard Operator/Receptionist		11.91
01531 - Travel Clerk I		12.61
01532 - Travel Clerk II		13.54
01533 - Travel Clerk III		14.52
01611 - Word Processor I		12.90
01612 - Word Processor II		15.53
01613 - Word Processor III		17.37
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		18.95
05010 - Automotive Electrician		17.78
05040 - Automotive Glass Installer		17.10
05070 - Automotive Worker		17.10
05110 - Mobile Equipment Servicer		15.85
05130 - Motor Equipment Metal Mechanic		18.70
05160 - Motor Equipment Metal Worker		17.10
05190 - Motor Vehicle Mechanic		18.70
05220 - Motor Vehicle Mechanic Helper		15.23

05250	- Motor Vehicle Upholstery Worker	16.47
05280	- Motor Vehicle Wrecker	17.10
05310	- Painter, Automotive	19.03
05340	- Radiator Repair Specialist	17.10
05370	- Tire Repairer	13.96
05400	- Transmission Repair Specialist	18.70
07000	- Food Preparation And Service Occupations	
07010	- Baker	12.08
07041	- Cook I	11.10
07042	- Cook II	12.33
07070	- Dishwasher	9.21
07130	- Food Service Worker	9.35
07210	- Meat Cutter	13.98
07260	- Waiter/Waitress	9.26
09000	- Furniture Maintenance And Repair Occupations	
09010	- Electrostatic Spray Painter	16.54
09040	- Furniture Handler	12.62
09080	- Furniture Refinisher	17.27
09090	- Furniture Refinisher Helper	13.89
09110	- Furniture Repairer, Minor	15.47
09130	- Upholsterer	16.54
11000	- General Services And Support Occupations	
11030	- Cleaner, Vehicles	9.42
11060	- Elevator Operator	12.12
11090	- Gardener	14.44
11122	- Housekeeping Aide	13.61
11150	- Janitor	13.61
11210	- Laborer, Grounds Maintenance	12.35
11240	- Maid or Houseman	11.50
11260	- Pruner	12.96
11270	- Tractor Operator	13.53
11330	- Trail Maintenance Worker	12.35
11360	- Window Cleaner	13.78
12000	- Health Occupations	
12010	- Ambulance Driver	15.28
12011	- Breath Alcohol Technician	17.80
12012	- Certified Occupational Therapist Assistant	24.13
12015	- Certified Physical Therapist Assistant	22.85
12020	- Dental Assistant	14.32
12025	- Dental Hygienist	24.55
12030	- EKG Technician	24.23
12035	- Electroneurodiagnostic Technologist	24.23
12040	- Emergency Medical Technician	15.28
12071	- Licensed Practical Nurse I	15.91
12072	- Licensed Practical Nurse II	17.80
12073	- Licensed Practical Nurse III	19.84
12100	- Medical Assistant	12.49
12130	- Medical Laboratory Technician	18.09
12160	- Medical Record Clerk	15.54
12190	- Medical Record Technician	18.06
12195	- Medical Transcriptionist	15.91
12210	- Nuclear Medicine Technologist	30.09
12221	- Nursing Assistant I	10.99
12222	- Nursing Assistant II	12.36
12223	- Nursing Assistant III	13.48
12224	- Nursing Assistant IV	15.14
12235	- Optical Dispenser	16.81
12236	- Optical Technician	15.16
12250	- Pharmacy Technician	12.39
12280	- Phlebotomist	15.31
12305	- Radiologic Technologist	24.74
12311	- Registered Nurse I	23.50
12312	- Registered Nurse II	28.75
12313	- Registered Nurse II, Specialist	28.75
12314	- Registered Nurse III	34.78
12315	- Registered Nurse III, Anesthetist	34.78
12316	- Registered Nurse IV	41.68
12317	- Scheduler (Drug and Alcohol Testing)	22.05
12320	- Substance Abuse Treatment Counselor	22.05
13000	- Information And Arts Occupations	
13011	- Exhibits Specialist I	21.25
13012	- Exhibits Specialist II	27.77
13013	- Exhibits Specialist III	29.81
13041	- Illustrator I	19.11
13042	- Illustrator II	24.36
13043	- Illustrator III	26.32
13047	- Librarian	24.59
13050	- Library Aide/Clerk	10.34
13054	- Library Information Technology Systems Administrator	20.34
13058	- Library Technician	16.06

13061	- Media Specialist I	16.02
13062	- Media Specialist II	17.92
13063	- Media Specialist III	19.99
13071	- Photographer I	14.36
13072	- Photographer II	18.25
13073	- Photographer III	21.51
13074	- Photographer IV	25.13
13075	- Photographer V	30.38
13090	- Technical Order Library Clerk	12.80
13110	- Video Teleconference Technician	16.58
14000	- Information Technology Occupations	
14041	- Computer Operator I	15.90
14042	- Computer Operator II	17.79
14043	- Computer Operator III	19.84
14044	- Computer Operator IV	22.05
14045	- Computer Operator V	24.41
14071	- Computer Programmer I (see 1)	22.35
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	15.90
14160	- Personal Computer Support Technician	22.05
14170	- System Support Specialist	23.85
15000	- Instructional Occupations	
15010	- Aircrew Training Devices Instructor (Non-Rated)	26.29
15020	- Aircrew Training Devices Instructor (Rated)	31.81
15030	- Air Crew Training Devices Instructor (Pilot)	37.86
15050	- Computer Based Training Specialist / Instructor	27.62
15060	- Educational Technologist	29.84
15070	- Flight Instructor (Pilot)	37.86
15080	- Graphic Artist	22.62
15085	- Maintenance Test Pilot, Fixed, Jet/Prop	37.86
15086	- Maintenance Test Pilot, Rotary Wing	37.86
15088	- Non-Maintenance Test/Co-Pilot	37.86
15090	- Technical Instructor	20.46
15095	- Technical Instructor/Course Developer	25.03
15110	- Test Proctor	16.96
15120	- Tutor	16.96
16000	- Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010	- Assembler	9.71
16030	- Counter Attendant	9.71
16040	- Dry Cleaner	12.11
16070	- Finisher, Flatwork, Machine	9.71
16090	- Presser, Hand	9.71
16110	- Presser, Machine, Drycleaning	9.71
16130	- Presser, Machine, Shirts	9.71
16160	- Presser, Machine, Wearing Apparel, Laundry	9.71
16190	- Sewing Machine Operator	12.89
16220	- Tailor	13.69
16250	- Washer, Machine	11.04
19000	- Machine Tool Operation And Repair Occupations	
19010	- Machine-Tool Operator (Tool Room)	20.64
19040	- Tool And Die Maker	24.74
21000	- Materials Handling And Packing Occupations	
21020	- Forklift Operator	19.48
21030	- Material Coordinator	22.18
21040	- Material Expediter	22.18
21050	- Material Handling Laborer	18.10
21071	- Order Filler	13.89
21080	- Production Line Worker (Food Processing)	19.48
21110	- Shipping Packer	15.09
21130	- Shipping/Receiving Clerk	15.09
21140	- Store Worker I	14.44
21150	- Stock Clerk	18.33
21210	- Tools And Parts Attendant	19.48
21410	- Warehouse Specialist	19.48
23000	- Mechanics And Maintenance And Repair Occupations	
23010	- Aerospace Structural Welder	23.47
23019	- Aircraft Logs and Records Technician	19.78
23021	- Aircraft Mechanic I	22.54
23022	- Aircraft Mechanic II	23.47
23023	- Aircraft Mechanic III	24.59
23040	- Aircraft Mechanic Helper	17.82
23050	- Aircraft, Painter	22.09
23060	- Aircraft Servicer	19.78
23070	- Aircraft Survival Flight Equipment Technician	22.09
23080	- Aircraft Worker	20.91
23091	- Aircrew Life Support Equipment (ALSE) Mechanic	20.91

I		
23092	- Aircrew Life Support Equipment (ALSE) Mechanic	22.54
II		
23110	- Appliance Mechanic	21.01
23120	- Bicycle Repairer	16.90
23125	- Cable Splicer	26.97
23130	- Carpenter, Maintenance	24.45
23140	- Carpet Layer	19.73
23160	- Electrician, Maintenance	26.81
23181	- Electronics Technician Maintenance I	22.36
23182	- Electronics Technician Maintenance II	23.56
23183	- Electronics Technician Maintenance III	24.66
23260	- Fabric Worker	19.30
23290	- Fire Alarm System Mechanic	22.00
23310	- Fire Extinguisher Repairer	18.17
23311	- Fuel Distribution System Mechanic	22.44
23312	- Fuel Distribution System Operator	18.49
23370	- General Maintenance Worker	17.81
23380	- Ground Support Equipment Mechanic	22.54
23381	- Ground Support Equipment Servicer	19.78
23382	- Ground Support Equipment Worker	20.91
23391	- Gunsmith I	18.17
23392	- Gunsmith II	20.42
23393	- Gunsmith III	22.54
23410	- Heating, Ventilation And Air-Conditioning Mechanic	18.95
23411	- Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	19.69
23430	- Heavy Equipment Mechanic	22.00
23440	- Heavy Equipment Operator	22.45
23460	- Instrument Mechanic	23.17
23465	- Laboratory/Shelter Mechanic	21.55
23470	- Laborer	14.78
23510	- Locksmith	20.77
23530	- Machinery Maintenance Mechanic	23.00
23550	- Machinist, Maintenance	21.74
23580	- Maintenance Trades Helper	16.63
23591	- Metrology Technician I	23.17
23592	- Metrology Technician II	24.11
23593	- Metrology Technician III	25.19
23640	- Millwright	25.25
23710	- Office Appliance Repairer	21.01
23760	- Painter, Maintenance	21.01
23790	- Pipefitter, Maintenance	28.36
23810	- Plumber, Maintenance	27.10
23820	- Pneudraulic Systems Mechanic	22.54
23850	- Rigger	22.54
23870	- Scale Mechanic	20.42
23890	- Sheet-Metal Worker, Maintenance	25.78
23910	- Small Engine Mechanic	19.71
23931	- Telecommunications Mechanic I	26.10
23932	- Telecommunications Mechanic II	27.04
23950	- Telephone Lineman	23.55
23960	- Welder, Combination, Maintenance	20.56
23965	- Well Driller	22.00
23970	- Woodcraft Worker	22.54
23980	- Woodworker	17.51
24000	- Personal Needs Occupations	
24550	- Case Manager	14.38
24570	- Child Care Attendant	10.71
24580	- Child Care Center Clerk	12.98
24610	- Chore Aide	10.15
24620	- Family Readiness And Support Services Coordinator	14.38
24630	- Homemaker	14.38
25000	- Plant And System Operations Occupations	
25010	- Boiler Tender	24.99
25040	- Sewage Plant Operator	20.44
25070	- Stationary Engineer	24.99
25190	- Ventilation Equipment Tender	17.79
25210	- Water Treatment Plant Operator	20.44
27000	- Protective Service Occupations	
27004	- Alarm Monitor	14.84
27007	- Baggage Inspector	11.08
27008	- Corrections Officer	22.94
27010	- Court Security Officer	22.94
27030	- Detection Dog Handler	14.84
27040	- Detention Officer	22.94
27070	- Firefighter	22.94
27101	- Guard I	11.08
27102	- Guard II	14.84

27131	- Police Officer I	24.82
27132	- Police Officer II	26.93
28000	- Recreation Occupations	
28041	- Carnival Equipment Operator	12.13
28042	- Carnival Equipment Repairer	12.61
28043	- Carnival Worker	10.33
28210	- Gate Attendant/Gate Tender	13.83
28310	- Lifeguard	11.18
28350	- Park Attendant (Aide)	15.47
28510	- Recreation Aide/Health Facility Attendant	11.29
28515	- Recreation Specialist	17.41
28630	- Sports Official	12.32
28690	- Swimming Pool Operator	18.27
29000	- Stevedoring/Longshoremen Occupational Services	
29010	- Blocker And Bracer	23.66
29020	- Hatch Tender	23.66
29030	- Line Handler	23.66
29041	- Stevedore I	22.36
29042	- Stevedore II	24.76
30000	- Technical Occupations	
30010	- Air Traffic Control Specialist, Center (HFO) (see 2)	38.43
30011	- Air Traffic Control Specialist, Station (HFO) (see 2)	26.50
30012	- Air Traffic Control Specialist, Terminal (HFO) (see 2)	29.18
30021	- Archeological Technician I	18.25
30022	- Archeological Technician II	20.41
30023	- Archeological Technician III	24.87
30030	- Cartographic Technician	25.30
30040	- Civil Engineering Technician	24.09
30051	- Cryogenic Technician I	28.00
30052	- Cryogenic Technician II	30.92
30061	- Drafter/CAD Operator I	18.25
30062	- Drafter/CAD Operator II	20.41
30063	- Drafter/CAD Operator III	22.77
30064	- Drafter/CAD Operator IV	28.00
30081	- Engineering Technician I	16.06
30082	- Engineering Technician II	18.06
30083	- Engineering Technician III	20.98
30084	- Engineering Technician IV	24.78
30085	- Engineering Technician V	30.31
30086	- Engineering Technician VI	36.67
30090	- Environmental Technician	23.65
30095	- Evidence Control Specialist	24.78
30210	- Laboratory Technician	22.29
30221	- Latent Fingerprint Technician I	28.00
30222	- Latent Fingerprint Technician II	30.92
30240	- Mathematical Technician	25.30
30361	- Paralegal/Legal Assistant I	19.93
30362	- Paralegal/Legal Assistant II	24.70
30363	- Paralegal/Legal Assistant III	30.21
30364	- Paralegal/Legal Assistant IV	33.56
30375	- Petroleum Supply Specialist	30.31
30390	- Photo-Optics Technician	26.70
30395	- Radiation Control Technician	30.31
30461	- Technical Writer I	24.02
30462	- Technical Writer II	28.26
30463	- Technical Writer III	31.63
30491	- Unexploded Ordnance (UXO) Technician I	24.43
30492	- Unexploded Ordnance (UXO) Technician II	29.55
30493	- Unexploded Ordnance (UXO) Technician III	35.42
30494	- Unexploded (UXO) Safety Escort	24.43
30495	- Unexploded (UXO) Sweep Personnel	24.43
30501	- Weather Forecaster I	28.00
30502	- Weather Forecaster II	34.06
30620	- Weather Observer, Combined Upper Air Or (see 2)	22.77
Surface Programs		
30621	- Weather Observer, Senior (see 2)	25.30
31000	- Transportation/Mobile Equipment Operation Occupations	
31010	- Airplane Pilot	29.55
31020	- Bus Aide	14.71
31030	- Bus Driver	18.84
31043	- Driver Courier	13.74
31260	- Parking and Lot Attendant	11.54
31290	- Shuttle Bus Driver	14.65
31310	- Taxi Driver	10.92
31361	- Truckdriver, Light	14.65
31362	- Truckdriver, Medium	17.07
31363	- Truckdriver, Heavy	19.95
31364	- Truckdriver, Tractor-Trailer	19.95
99000	- Miscellaneous Occupations	
99020	- Cabin Safety Specialist	14.41
99030	- Cashier	9.14



99050 - Desk Clerk	10.19
99095 - Embalmer	27.76
99130 - Flight Follower	24.43
99251 - Laboratory Animal Caretaker I	14.78
99252 - Laboratory Animal Caretaker II	15.75
99260 - Marketing Analyst	24.67
99310 - Mortician	27.76
99410 - Pest Controller	20.61
99510 - Photofinishing Worker	13.23
99710 - Recycling Laborer	18.05
99711 - Recycling Specialist	20.80
99730 - Refuse Collector	16.68
99810 - Sales Clerk	12.12
99820 - School Crossing Guard	12.41
99830 - Survey Party Chief	20.49
99831 - Surveying Aide	11.23
99832 - Surveying Technician	17.13
99840 - Vending Machine Attendant	16.95
99841 - Vending Machine Repairer	20.31
99842 - Vending Machine Repairer Helper	16.95

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.41 per hour or \$176.40 per week or \$764.40 per month

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

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

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

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

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

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

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

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

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

#### \*\* HAZARDOUS PAY DIFFERENTIAL \*\*

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

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

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

#### \*\* UNIFORM ALLOWANCE \*\*

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

#### \*\* SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS \*\*

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

WD 15-4753 (Rev.-5) was first posted on www.wdol.gov on 08/01/2017

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

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

Daniel W. Simms                      Division of  
Director                      Wage Determinations

Wage Determination No.: 2015-4753  
Revision No.: 5  
Date Of Revision: 07/25/2017

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.20 for calendar year 2017 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2017. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Ohio

Area: Ohio Counties of Crawford, Holmes, Knox, Marion

**Fringe Benefits Required Follow the Occupational Listing**		
OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.14
01012 - Accounting Clerk II		15.87
01013 - Accounting Clerk III		17.87
01020 - Administrative Assistant		22.20
01035 - Court Reporter		17.96
01041 - Customer Service Representative I		11.27
01042 - Customer Service Representative II		12.67
01043 - Customer Service Representative III		13.82
01051 - Data Entry Operator I		12.44
01052 - Data Entry Operator II		13.63
01060 - Dispatcher, Motor Vehicle		20.29
01070 - Document Preparation Clerk		13.01
01090 - Duplicating Machine Operator		13.01
01111 - General Clerk I		13.02
01112 - General Clerk II		14.22
01113 - General Clerk III		16.77
01120 - Housing Referral Assistant		21.46
01141 - Messenger Courier		12.68
01191 - Order Clerk I		13.95
01192 - Order Clerk II		15.22
01261 - Personnel Assistant (Employment) I		16.56
01262 - Personnel Assistant (Employment) II		17.57
01263 - Personnel Assistant (Employment) III		19.60
01270 - Production Control Clerk		21.74
01290 - Rental Clerk		15.20
01300 - Scheduler, Maintenance		17.20
01311 - Secretary I		17.20
01312 - Secretary II		19.24
01313 - Secretary III		21.46
01320 - Service Order Dispatcher		17.38
01410 - Supply Technician		23.84
01420 - Survey Worker		16.70
01460 - Switchboard Operator/Receptionist		12.90
01531 - Travel Clerk I		12.86
01532 - Travel Clerk II		13.72
01533 - Travel Clerk III		14.55
01611 - Word Processor I		13.10
01612 - Word Processor II		15.20
01613 - Word Processor III		17.96
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		21.84
05010 - Automotive Electrician		19.56
05040 - Automotive Glass Installer		18.71
05070 - Automotive Worker		19.26
05110 - Mobile Equipment Servicer		17.02
05130 - Motor Equipment Metal Mechanic		22.25
05160 - Motor Equipment Metal Worker		18.89
05190 - Motor Vehicle Mechanic		20.39
05220 - Motor Vehicle Mechanic Helper		16.18

05250	- Motor Vehicle Upholstery Worker	18.39
05280	- Motor Vehicle Wrecker	19.26
05310	- Painter, Automotive	20.38
05340	- Radiator Repair Specialist	19.26
05370	- Tire Repairer	13.75
05400	- Transmission Repair Specialist	20.39
07000	- Food Preparation And Service Occupations	
07010	- Baker	12.50
07041	- Cook I	12.06
07042	- Cook II	13.35
07070	- Dishwasher	9.11
07130	- Food Service Worker	9.69
07210	- Meat Cutter	15.71
07260	- Waiter/Waitress	9.08
09000	- Furniture Maintenance And Repair Occupations	
09010	- Electrostatic Spray Painter	16.32
09040	- Furniture Handler	11.93
09080	- Furniture Refinisher	16.32
09090	- Furniture Refinisher Helper	13.49
09110	- Furniture Repairer, Minor	14.89
09130	- Upholsterer	16.32
11000	- General Services And Support Occupations	
11030	- Cleaner, Vehicles	11.33
11060	- Elevator Operator	12.33
11090	- Gardener	14.80
11122	- Housekeeping Aide	12.54
11150	- Janitor	12.54
11210	- Laborer, Grounds Maintenance	12.01
11240	- Maid or Houseman	10.19
11260	- Pruner	10.89
11270	- Tractor Operator	13.69
11330	- Trail Maintenance Worker	12.01
11360	- Window Cleaner	13.85
12000	- Health Occupations	
12010	- Ambulance Driver	16.59
12011	- Breath Alcohol Technician	18.95
12012	- Certified Occupational Therapist Assistant	27.45
12015	- Certified Physical Therapist Assistant	27.32
12020	- Dental Assistant	17.52
12025	- Dental Hygienist	33.29
12030	- EKG Technician	27.56
12035	- Electroneurodiagnostic Technologist	27.56
12040	- Emergency Medical Technician	16.59
12071	- Licensed Practical Nurse I	16.94
12072	- Licensed Practical Nurse II	18.95
12073	- Licensed Practical Nurse III	21.13
12100	- Medical Assistant	13.74
12130	- Medical Laboratory Technician	22.01
12160	- Medical Record Clerk	14.54
12190	- Medical Record Technician	16.27
12195	- Medical Transcriptionist	17.02
12210	- Nuclear Medicine Technologist	31.49
12221	- Nursing Assistant I	11.30
12222	- Nursing Assistant II	12.71
12223	- Nursing Assistant III	13.86
12224	- Nursing Assistant IV	15.56
12235	- Optical Dispenser	16.93
12236	- Optical Technician	15.11
12250	- Pharmacy Technician	16.49
12280	- Phlebotomist	14.93
12305	- Radiologic Technologist	25.02
12311	- Registered Nurse I	23.00
12312	- Registered Nurse II	28.14
12313	- Registered Nurse II, Specialist	28.14
12314	- Registered Nurse III	34.04
12315	- Registered Nurse III, Anesthetist	34.04
12316	- Registered Nurse IV	40.80
12317	- Scheduler (Drug and Alcohol Testing)	22.65
12320	- Substance Abuse Treatment Counselor	21.88
13000	- Information And Arts Occupations	
13011	- Exhibits Specialist I	19.60
13012	- Exhibits Specialist II	24.33
13013	- Exhibits Specialist III	29.76
13041	- Illustrator I	19.78
13042	- Illustrator II	24.52
13043	- Illustrator III	29.99
13047	- Librarian	29.19
13050	- Library Aide/Clerk	11.59
13054	- Library Information Technology Systems Administrator	24.84
13058	- Library Technician	18.05

13061	- Media Specialist I	17.91
13062	- Media Specialist II	20.02
13063	- Media Specialist III	22.33
13071	- Photographer I	15.60
13072	- Photographer II	18.10
13073	- Photographer III	26.06
13074	- Photographer IV	27.75
13075	- Photographer V	33.59
13090	- Technical Order Library Clerk	15.90
13110	- Video Teleconference Technician	19.00
14000	- Information Technology Occupations	
14041	- Computer Operator I	17.11
14042	- Computer Operator II	19.14
14043	- Computer Operator III	21.35
14044	- Computer Operator IV	23.71
14045	- Computer Operator V	26.27
14071	- Computer Programmer I	(see 1)
14072	- Computer Programmer II	(see 1)
14073	- Computer Programmer III	(see 1)
14074	- Computer Programmer IV	(see 1)
14101	- Computer Systems Analyst I	(see 1)
14102	- Computer Systems Analyst II	(see 1)
14103	- Computer Systems Analyst III	(see 1)
14150	- Peripheral Equipment Operator	17.11
14160	- Personal Computer Support Technician	23.71
14170	- System Support Specialist	20.21
15000	- Instructional Occupations	
15010	- Aircrew Training Devices Instructor (Non-Rated)	31.20
15020	- Aircrew Training Devices Instructor (Rated)	37.74
15030	- Air Crew Training Devices Instructor (Pilot)	45.23
15050	- Computer Based Training Specialist / Instructor	31.20
15060	- Educational Technologist	31.19
15070	- Flight Instructor (Pilot)	45.23
15080	- Graphic Artist	25.33
15085	- Maintenance Test Pilot, Fixed, Jet/Prop	39.85
15086	- Maintenance Test Pilot, Rotary Wing	39.85
15088	- Non-Maintenance Test/Co-Pilot	39.85
15090	- Technical Instructor	21.28
15095	- Technical Instructor/Course Developer	26.03
15110	- Test Proctor	17.17
15120	- Tutor	17.17
16000	- Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010	- Assembler	9.69
16030	- Counter Attendant	9.69
16040	- Dry Cleaner	11.96
16070	- Finisher, Flatwork, Machine	9.69
16090	- Presser, Hand	9.69
16110	- Presser, Machine, Drycleaning	9.69
16130	- Presser, Machine, Shirts	9.69
16160	- Presser, Machine, Wearing Apparel, Laundry	9.69
16190	- Sewing Machine Operator	12.80
16220	- Tailor	13.64
16250	- Washer, Machine	10.25
19000	- Machine Tool Operation And Repair Occupations	
19010	- Machine-Tool Operator (Tool Room)	19.84
19040	- Tool And Die Maker	23.27
21000	- Materials Handling And Packing Occupations	
21020	- Forklift Operator	16.62
21030	- Material Coordinator	21.74
21040	- Material Expediter	21.74
21050	- Material Handling Laborer	12.79
21071	- Order Filler	14.06
21080	- Production Line Worker (Food Processing)	16.62
21110	- Shipping Packer	15.90
21130	- Shipping/Receiving Clerk	15.90
21140	- Store Worker I	13.86
21150	- Stock Clerk	18.43
21210	- Tools And Parts Attendant	16.62
21410	- Warehouse Specialist	16.62
23000	- Mechanics And Maintenance And Repair Occupations	
23010	- Aerospace Structural Welder	24.09
23019	- Aircraft Logs and Records Technician	20.26
23021	- Aircraft Mechanic I	23.13
23022	- Aircraft Mechanic II	24.09
23023	- Aircraft Mechanic III	25.10
23040	- Aircraft Mechanic Helper	18.34
23050	- Aircraft, Painter	20.90
23060	- Aircraft Servicer	20.26
23070	- Aircraft Survival Flight Equipment Technician	20.90
23080	- Aircraft Worker	20.76
23091	- Aircrew Life Support Equipment (ALSE) Mechanic	20.76

I		
23092	- Aircrew Life Support Equipment (ALSE) Mechanic	23.13
II		
23110	- Appliance Mechanic	22.31
23120	- Bicycle Repairer	13.72
23125	- Cable Splicer	30.53
23130	- Carpenter, Maintenance	19.87
23140	- Carpet Layer	21.32
23160	- Electrician, Maintenance	23.56
23181	- Electronics Technician Maintenance I	23.81
23182	- Electronics Technician Maintenance II	25.16
23183	- Electronics Technician Maintenance III	26.25
23260	- Fabric Worker	18.27
23290	- Fire Alarm System Mechanic	17.76
23310	- Fire Extinguisher Repairer	17.08
23311	- Fuel Distribution System Mechanic	22.22
23312	- Fuel Distribution System Operator	17.35
23370	- General Maintenance Worker	18.49
23380	- Ground Support Equipment Mechanic	23.13
23381	- Ground Support Equipment Servicer	20.26
23382	- Ground Support Equipment Worker	20.76
23391	- Gunsmith I	17.08
23392	- Gunsmith II	19.57
23393	- Gunsmith III	21.79
23410	- Heating, Ventilation And Air-Conditioning Mechanic	21.29
23411	- Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	22.17
23430	- Heavy Equipment Mechanic	22.96
23440	- Heavy Equipment Operator	23.07
23460	- Instrument Mechanic	23.78
23465	- Laboratory/Shelter Mechanic	20.81
23470	- Laborer	12.79
23510	- Locksmith	19.28
23530	- Machinery Maintenance Mechanic	23.30
23550	- Machinist, Maintenance	18.71
23580	- Maintenance Trades Helper	14.94
23591	- Metrology Technician I	23.78
23592	- Metrology Technician II	24.77
23593	- Metrology Technician III	25.80
23640	- Millwright	28.80
23710	- Office Appliance Repairer	19.23
23760	- Painter, Maintenance	20.74
23790	- Pipefitter, Maintenance	25.32
23810	- Plumber, Maintenance	22.98
23820	- Pneudraulic Systems Mechanic	21.79
23850	- Rigger	21.79
23870	- Scale Mechanic	19.57
23890	- Sheet-Metal Worker, Maintenance	22.33
23910	- Small Engine Mechanic	15.61
23931	- Telecommunications Mechanic I	25.16
23932	- Telecommunications Mechanic II	26.21
23950	- Telephone Lineman	22.71
23960	- Welder, Combination, Maintenance	17.38
23965	- Well Driller	21.66
23970	- Woodcraft Worker	21.79
23980	- Woodworker	17.08
24000	- Personal Needs Occupations	
24550	- Case Manager	14.43
24570	- Child Care Attendant	11.85
24580	- Child Care Center Clerk	14.77
24610	- Chore Aide	10.34
24620	- Family Readiness And Support Services Coordinator	14.43
24630	- Homemaker	16.18
25000	- Plant And System Operations Occupations	
25010	- Boiler Tender	22.99
25040	- Sewage Plant Operator	22.67
25070	- Stationary Engineer	22.99
25190	- Ventilation Equipment Tender	16.63
25210	- Water Treatment Plant Operator	22.67
27000	- Protective Service Occupations	
27004	- Alarm Monitor	19.32
27007	- Baggage Inspector	14.15
27008	- Corrections Officer	21.89
27010	- Court Security Officer	22.95
27030	- Detection Dog Handler	16.94
27040	- Detention Officer	21.89
27070	- Firefighter	22.50
27101	- Guard I	14.15
27102	- Guard II	16.94

27131	- Police Officer I	24.41
27132	- Police Officer II	27.12
28000	- Recreation Occupations	
28041	- Carnival Equipment Operator	11.71
28042	- Carnival Equipment Repairer	12.59
28043	- Carnival Worker	9.02
28210	- Gate Attendant/Gate Tender	14.00
28310	- Lifeguard	10.82
28350	- Park Attendant (Aide)	15.66
28510	- Recreation Aide/Health Facility Attendant	11.36
28515	- Recreation Specialist	17.28
28630	- Sports Official	12.47
28690	- Swimming Pool Operator	17.08
29000	- Stevedoring/Longshoremen Occupational Services	
29010	- Blocker And Bracer	22.34
29020	- Hatch Tender	22.34
29030	- Line Handler	22.34
29041	- Stevedore I	20.34
29042	- Stevedore II	23.43
30000	- Technical Occupations	
30010	- Air Traffic Control Specialist, Center (HFO) (see 2)	38.64
30011	- Air Traffic Control Specialist, Station (HFO) (see 2)	26.64
30012	- Air Traffic Control Specialist, Terminal (HFO) (see 2)	29.34
30021	- Archeological Technician I	16.91
30022	- Archeological Technician II	18.92
30023	- Archeological Technician III	23.45
30030	- Cartographic Technician	23.45
30040	- Civil Engineering Technician	23.60
30051	- Cryogenic Technician I	25.96
30052	- Cryogenic Technician II	28.67
30061	- Drafter/CAD Operator I	16.91
30062	- Drafter/CAD Operator II	18.92
30063	- Drafter/CAD Operator III	21.09
30064	- Drafter/CAD Operator IV	25.96
30081	- Engineering Technician I	15.81
30082	- Engineering Technician II	17.74
30083	- Engineering Technician III	19.84
30084	- Engineering Technician IV	24.59
30085	- Engineering Technician V	30.08
30086	- Engineering Technician VI	36.39
30090	- Environmental Technician	19.81
30095	- Evidence Control Specialist	23.45
30210	- Laboratory Technician	21.38
30221	- Latent Fingerprint Technician I	25.96
30222	- Latent Fingerprint Technician II	28.67
30240	- Mathematical Technician	23.45
30361	- Paralegal/Legal Assistant I	18.44
30362	- Paralegal/Legal Assistant II	22.84
30363	- Paralegal/Legal Assistant III	27.94
30364	- Paralegal/Legal Assistant IV	33.80
30375	- Petroleum Supply Specialist	28.67
30390	- Photo-Optics Technician	23.15
30395	- Radiation Control Technician	28.67
30461	- Technical Writer I	23.45
30462	- Technical Writer II	28.67
30463	- Technical Writer III	34.69
30491	- Unexploded Ordnance (UXO) Technician I	24.56
30492	- Unexploded Ordnance (UXO) Technician II	29.71
30493	- Unexploded Ordnance (UXO) Technician III	35.61
30494	- Unexploded (UXO) Safety Escort	24.56
30495	- Unexploded (UXO) Sweep Personnel	24.56
30501	- Weather Forecaster I	25.96
30502	- Weather Forecaster II	31.58
30620	- Weather Observer, Combined Upper Air Or (see 2)	21.09
Surface Programs		
30621	- Weather Observer, Senior (see 2)	23.45
31000	- Transportation/Mobile Equipment Operation Occupations	
31010	- Airplane Pilot	29.71
31020	- Bus Aide	13.12
31030	- Bus Driver	19.70
31043	- Driver Courier	17.01
31260	- Parking and Lot Attendant	11.94
31290	- Shuttle Bus Driver	19.36
31310	- Taxi Driver	10.33
31361	- Truckdriver, Light	19.36
31362	- Truckdriver, Medium	19.70
31363	- Truckdriver, Heavy	21.84
31364	- Truckdriver, Tractor-Trailer	21.84
99000	- Miscellaneous Occupations	
99020	- Cabin Safety Specialist	14.49
99030	- Cashier	9.78



99050 - Desk Clerk	10.30
99095 - Embalmer	26.14
99130 - Flight Follower	24.56
99251 - Laboratory Animal Caretaker I	10.78
99252 - Laboratory Animal Caretaker II	11.61
99260 - Marketing Analyst	24.56
99310 - Mortician	26.14
99410 - Pest Controller	16.09
99510 - Photofinishing Worker	14.34
99710 - Recycling Laborer	20.57
99711 - Recycling Specialist	24.31
99730 - Refuse Collector	18.72
99810 - Sales Clerk	11.38
99820 - School Crossing Guard	12.88
99830 - Survey Party Chief	22.15
99831 - Surveying Aide	13.15
99832 - Surveying Technician	20.13
99840 - Vending Machine Attendant	13.70
99841 - Vending Machine Repairer	15.86
99842 - Vending Machine Repairer Helper	13.70

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.41 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 eleven 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, 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 15-5783 (Rev.-4) was first posted on www.wdol.gov on 08/01/2017

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

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

Daniel W. Simms                      Division of  
Director                      Wage Determinations

Wage Determination No.: 2015-5783  
Revision No.: 4  
Date Of Revision: 07/25/2017

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.20 for calendar year 2017 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2017. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

State: Indiana

Area: Indiana County of Franklin

**Fringe Benefits Required Follow the Occupational Listing**		
OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.68
01012 - Accounting Clerk II		15.35
01013 - Accounting Clerk III		17.17
01020 - Administrative Assistant		21.54
01035 - Court Reporter		17.63
01041 - Customer Service Representative I		11.70
01042 - Customer Service Representative II		13.16
01043 - Customer Service Representative III		14.36
01051 - Data Entry Operator I		13.39
01052 - Data Entry Operator II		14.61
01060 - Dispatcher, Motor Vehicle		19.24
01070 - Document Preparation Clerk		14.16
01090 - Duplicating Machine Operator		14.16
01111 - General Clerk I		12.59
01112 - General Clerk II		13.97
01113 - General Clerk III		15.42
01120 - Housing Referral Assistant		19.84
01141 - Messenger Courier		12.08
01191 - Order Clerk I		15.16
01192 - Order Clerk II		17.02
01261 - Personnel Assistant (Employment) I		15.67
01262 - Personnel Assistant (Employment) II		17.53
01263 - Personnel Assistant (Employment) III		19.55
01270 - Production Control Clerk		24.73
01290 - Rental Clerk		14.57
01300 - Scheduler, Maintenance		15.84
01311 - Secretary I		15.84
01312 - Secretary II		17.79
01313 - Secretary III		19.84
01320 - Service Order Dispatcher		16.43
01410 - Supply Technician		21.54
01420 - Survey Worker		17.63
01460 - Switchboard Operator/Receptionist		14.31
01531 - Travel Clerk I		12.86
01532 - Travel Clerk II		13.72
01533 - Travel Clerk III		14.55
01611 - Word Processor I		13.33
01612 - Word Processor II		14.96
01613 - Word Processor III		17.63
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		21.14
05010 - Automotive Electrician		23.12
05040 - Automotive Glass Installer		21.61
05070 - Automotive Worker		22.26
05110 - Mobile Equipment Servicer		20.65
05130 - Motor Equipment Metal Mechanic		24.59
05160 - Motor Equipment Metal Worker		22.26
05190 - Motor Vehicle Mechanic		23.03
05220 - Motor Vehicle Mechanic Helper		20.30

05250	- Motor Vehicle Upholstery Worker	21.42
05280	- Motor Vehicle Wrecker	22.26
05310	- Painter, Automotive	23.12
05340	- Radiator Repair Specialist	22.26
05370	- Tire Repairer	15.45
05400	- Transmission Repair Specialist	24.59
07000	- Food Preparation And Service Occupations	
07010	- Baker	12.32
07041	- Cook I	12.59
07042	- Cook II	13.52
07070	- Dishwasher	9.17
07130	- Food Service Worker	9.43
07210	- Meat Cutter	16.15
07260	- Waiter/Waitress	9.20
09000	- Furniture Maintenance And Repair Occupations	
09010	- Electrostatic Spray Painter	17.91
09040	- Furniture Handler	13.81
09080	- Furniture Refinisher	17.91
09090	- Furniture Refinisher Helper	15.31
09110	- Furniture Repairer, Minor	16.59
09130	- Upholsterer	17.91
11000	- General Services And Support Occupations	
11030	- Cleaner, Vehicles	11.03
11060	- Elevator Operator	11.03
11090	- Gardener	17.15
11122	- Housekeeping Aide	12.52
11150	- Janitor	12.52
11210	- Laborer, Grounds Maintenance	14.99
11240	- Maid or Houseman	9.78
11260	- Pruner	13.48
11270	- Tractor Operator	16.71
11330	- Trail Maintenance Worker	14.99
11360	- Window Cleaner	13.26
12000	- Health Occupations	
12010	- Ambulance Driver	17.31
12011	- Breath Alcohol Technician	17.92
12012	- Certified Occupational Therapist Assistant	26.57
12015	- Certified Physical Therapist Assistant	26.58
12020	- Dental Assistant	18.02
12025	- Dental Hygienist	32.57
12030	- EKG Technician	21.92
12035	- Electroneurodiagnostic Technologist	21.92
12040	- Emergency Medical Technician	17.31
12071	- Licensed Practical Nurse I	16.02
12072	- Licensed Practical Nurse II	17.92
12073	- Licensed Practical Nurse III	19.98
12100	- Medical Assistant	13.63
12130	- Medical Laboratory Technician	20.32
12160	- Medical Record Clerk	15.33
12190	- Medical Record Technician	16.20
12195	- Medical Transcriptionist	16.63
12210	- Nuclear Medicine Technologist	36.95
12221	- Nursing Assistant I	11.17
12222	- Nursing Assistant II	12.56
12223	- Nursing Assistant III	13.71
12224	- Nursing Assistant IV	15.38
12235	- Optical Dispenser	16.72
12236	- Optical Technician	15.44
12250	- Pharmacy Technician	15.22
12280	- Phlebotomist	15.39
12305	- Radiologic Technologist	24.59
12311	- Registered Nurse I	24.51
12312	- Registered Nurse II	29.20
12313	- Registered Nurse II, Specialist	29.20
12314	- Registered Nurse III	35.32
12315	- Registered Nurse III, Anesthetist	35.32
12316	- Registered Nurse IV	42.35
12317	- Scheduler (Drug and Alcohol Testing)	22.20
12320	- Substance Abuse Treatment Counselor	15.77
13000	- Information And Arts Occupations	
13011	- Exhibits Specialist I	19.76
13012	- Exhibits Specialist II	24.48
13013	- Exhibits Specialist III	29.93
13041	- Illustrator I	20.17
13042	- Illustrator II	24.99
13043	- Illustrator III	30.56
13047	- Librarian	27.38
13050	- Library Aide/Clerk	12.27
13054	- Library Information Technology Systems Administrator	24.96
13058	- Library Technician	15.33

13061	- Media Specialist I	17.68
13062	- Media Specialist II	19.76
13063	- Media Specialist III	22.38
13071	- Photographer I	13.98
13072	- Photographer II	17.85
13073	- Photographer III	21.52
13074	- Photographer IV	26.56
13075	- Photographer V	32.12
13090	- Technical Order Library Clerk	16.08
13110	- Video Teleconference Technician	19.61
14000	- Information Technology Occupations	
14041	- Computer Operator I	15.90
14042	- Computer Operator II	17.80
14043	- Computer Operator III	19.83
14044	- Computer Operator IV	22.04
14045	- Computer Operator V	24.40
14071	- Computer Programmer I	(see 1) 19.86
14072	- Computer Programmer II	(see 1) 24.53
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	15.90
14160	- Personal Computer Support Technician	22.04
14170	- System Support Specialist	25.58
15000	- Instructional Occupations	
15010	- Aircrew Training Devices Instructor (Non-Rated)	31.98
15020	- Aircrew Training Devices Instructor (Rated)	38.68
15030	- Air Crew Training Devices Instructor (Pilot)	42.71
15050	- Computer Based Training Specialist / Instructor	31.98
15060	- Educational Technologist	29.32
15070	- Flight Instructor (Pilot)	42.71
15080	- Graphic Artist	23.35
15085	- Maintenance Test Pilot, Fixed, Jet/Prop	37.39
15086	- Maintenance Test Pilot, Rotary Wing	37.39
15088	- Non-Maintenance Test/Co-Pilot	37.39
15090	- Technical Instructor	20.97
15095	- Technical Instructor/Course Developer	25.67
15110	- Test Proctor	16.94
15120	- Tutor	16.94
16000	- Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010	- Assembler	9.69
16030	- Counter Attendant	9.69
16040	- Dry Cleaner	11.89
16070	- Finisher, Flatwork, Machine	9.69
16090	- Presser, Hand	9.69
16110	- Presser, Machine, Drycleaning	9.69
16130	- Presser, Machine, Shirts	9.69
16160	- Presser, Machine, Wearing Apparel, Laundry	9.69
16190	- Sewing Machine Operator	12.72
16220	- Tailor	13.54
16250	- Washer, Machine	10.19
19000	- Machine Tool Operation And Repair Occupations	
19010	- Machine-Tool Operator (Tool Room)	25.18
19040	- Tool And Die Maker	27.35
21000	- Materials Handling And Packing Occupations	
21020	- Forklift Operator	16.13
21030	- Material Coordinator	23.73
21040	- Material Expediter	23.73
21050	- Material Handling Laborer	16.74
21071	- Order Filler	12.00
21080	- Production Line Worker (Food Processing)	17.33
21110	- Shipping Packer	14.79
21130	- Shipping/Receiving Clerk	14.79
21140	- Store Worker I	14.11
21150	- Stock Clerk	18.94
21210	- Tools And Parts Attendant	17.33
21410	- Warehouse Specialist	17.33
23000	- Mechanics And Maintenance And Repair Occupations	
23010	- Aerospace Structural Welder	26.12
23019	- Aircraft Logs and Records Technician	20.65
23021	- Aircraft Mechanic I	24.88
23022	- Aircraft Mechanic II	26.12
23023	- Aircraft Mechanic III	27.43
23040	- Aircraft Mechanic Helper	18.67
23050	- Aircraft, Painter	22.91
23060	- Aircraft Servicer	20.65
23070	- Aircraft Survival Flight Equipment Technician	22.91
23080	- Aircraft Worker	21.78
23091	- Aircrew Life Support Equipment (ALSE) Mechanic	21.78

I		
23092	- Aircrew Life Support Equipment (ALSE) Mechanic	24.88
II		
23110	- Appliance Mechanic	22.13
23120	- Bicycle Repairer	19.43
23125	- Cable Splicer	33.17
23130	- Carpenter, Maintenance	19.28
23140	- Carpet Layer	22.59
23160	- Electrician, Maintenance	26.39
23181	- Electronics Technician Maintenance I	24.49
23182	- Electronics Technician Maintenance II	26.21
23183	- Electronics Technician Maintenance III	27.17
23260	- Fabric Worker	20.65
23290	- Fire Alarm System Mechanic	22.46
23310	- Fire Extinguisher Repairer	19.43
23311	- Fuel Distribution System Mechanic	27.42
23312	- Fuel Distribution System Operator	22.57
23370	- General Maintenance Worker	20.86
23380	- Ground Support Equipment Mechanic	24.88
23381	- Ground Support Equipment Servicer	20.65
23382	- Ground Support Equipment Worker	21.78
23391	- Gunsmith I	19.43
23392	- Gunsmith II	21.78
23393	- Gunsmith III	23.94
23410	- Heating, Ventilation And Air-Conditioning Mechanic	20.17
23411	- Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	20.88
23430	- Heavy Equipment Mechanic	21.17
23440	- Heavy Equipment Operator	20.90
23460	- Instrument Mechanic	23.77
23465	- Laboratory/Shelter Mechanic	22.91
23470	- Laborer	13.44
23510	- Locksmith	22.91
23530	- Machinery Maintenance Mechanic	25.69
23550	- Machinist, Maintenance	22.22
23580	- Maintenance Trades Helper	15.35
23591	- Metrology Technician I	23.77
23592	- Metrology Technician II	24.61
23593	- Metrology Technician III	25.49
23640	- Millwright	27.90
23710	- Office Appliance Repairer	20.77
23760	- Painter, Maintenance	19.70
23790	- Pipefitter, Maintenance	27.43
23810	- Plumber, Maintenance	24.21
23820	- Pneudraulic Systems Mechanic	23.94
23850	- Rigger	23.77
23870	- Scale Mechanic	21.78
23890	- Sheet-Metal Worker, Maintenance	20.73
23910	- Small Engine Mechanic	21.78
23931	- Telecommunications Mechanic I	27.55
23932	- Telecommunications Mechanic II	28.53
23950	- Telephone Lineman	23.57
23960	- Welder, Combination, Maintenance	20.42
23965	- Well Driller	23.77
23970	- Woodcraft Worker	23.94
23980	- Woodworker	19.43
24000	- Personal Needs Occupations	
24550	- Case Manager	13.81
24570	- Child Care Attendant	11.04
24580	- Child Care Center Clerk	15.48
24610	- Chore Aide	10.38
24620	- Family Readiness And Support Services Coordinator	13.81
24630	- Homemaker	17.36
25000	- Plant And System Operations Occupations	
25010	- Boiler Tender	25.72
25040	- Sewage Plant Operator	20.45
25070	- Stationary Engineer	25.72
25190	- Ventilation Equipment Tender	19.56
25210	- Water Treatment Plant Operator	20.45
27000	- Protective Service Occupations	
27004	- Alarm Monitor	18.18
27007	- Baggage Inspector	13.85
27008	- Corrections Officer	24.65
27010	- Court Security Officer	24.65
27030	- Detection Dog Handler	18.00
27040	- Detention Officer	24.65
27070	- Firefighter	24.58
27101	- Guard I	13.85
27102	- Guard II	18.00

27131	- Police Officer I	24.89
27132	- Police Officer II	27.66
28000	- Recreation Occupations	
28041	- Carnival Equipment Operator	11.19
28042	- Carnival Equipment Repairer	11.85
28043	- Carnival Worker	8.56
28210	- Gate Attendant/Gate Tender	13.25
28310	- Lifeguard	11.25
28350	- Park Attendant (Aide)	14.82
28510	- Recreation Aide/Health Facility Attendant	10.82
28515	- Recreation Specialist	18.14
28630	- Sports Official	11.80
28690	- Swimming Pool Operator	17.89
29000	- Stevedoring/Longshoremen Occupational Services	
29010	- Blocker And Bracer	21.78
29020	- Hatch Tender	21.78
29030	- Line Handler	21.78
29041	- Stevedore I	20.65
29042	- Stevedore II	22.12
30000	- Technical Occupations	
30010	- Air Traffic Control Specialist, Center (HFO) (see 2)	38.98
30011	- Air Traffic Control Specialist, Station (HFO) (see 2)	26.88
30012	- Air Traffic Control Specialist, Terminal (HFO) (see 2)	29.60
30021	- Archeological Technician I	18.75
30022	- Archeological Technician II	18.73
30023	- Archeological Technician III	23.19
30030	- Cartographic Technician	23.19
30040	- Civil Engineering Technician	23.19
30051	- Cryogenic Technician I	24.46
30052	- Cryogenic Technician II	27.03
30061	- Drafter/CAD Operator I	16.73
30062	- Drafter/CAD Operator II	18.73
30063	- Drafter/CAD Operator III	20.87
30064	- Drafter/CAD Operator IV	25.69
30081	- Engineering Technician I	15.69
30082	- Engineering Technician II	17.62
30083	- Engineering Technician III	20.43
30084	- Engineering Technician IV	25.30
30085	- Engineering Technician V	30.94
30086	- Engineering Technician VI	35.32
30090	- Environmental Technician	22.78
30095	- Evidence Control Specialist	22.09
30210	- Laboratory Technician	20.87
30221	- Latent Fingerprint Technician I	24.46
30222	- Latent Fingerprint Technician II	27.03
30240	- Mathematical Technician	23.19
30361	- Paralegal/Legal Assistant I	16.56
30362	- Paralegal/Legal Assistant II	20.52
30363	- Paralegal/Legal Assistant III	25.90
30364	- Paralegal/Legal Assistant IV	30.76
30375	- Petroleum Supply Specialist	27.03
30390	- Photo-Optics Technician	23.19
30395	- Radiation Control Technician	27.03
30461	- Technical Writer I	23.19
30462	- Technical Writer II	28.37
30463	- Technical Writer III	34.33
30491	- Unexploded Ordnance (UXO) Technician I	24.77
30492	- Unexploded Ordnance (UXO) Technician II	29.97
30493	- Unexploded Ordnance (UXO) Technician III	35.92
30494	- Unexploded (UXO) Safety Escort	24.77
30495	- Unexploded (UXO) Sweep Personnel	24.77
30501	- Weather Forecaster I	25.69
30502	- Weather Forecaster II	31.24
30620	- Weather Observer, Combined Upper Air Or (see 2)	21.32
Surface Programs		
30621	- Weather Observer, Senior (see 2)	23.19
31000	- Transportation/Mobile Equipment Operation Occupations	
31010	- Airplane Pilot	29.97
31020	- Bus Aide	13.82
31030	- Bus Driver	19.04
31043	- Driver Courier	17.51
31260	- Parking and Lot Attendant	11.42
31290	- Shuttle Bus Driver	18.95
31310	- Taxi Driver	14.26
31361	- Truckdriver, Light	18.95
31362	- Truckdriver, Medium	20.07
31363	- Truckdriver, Heavy	22.08
31364	- Truckdriver, Tractor-Trailer	22.08
99000	- Miscellaneous Occupations	
99020	- Cabin Safety Specialist	14.61
99030	- Cashier	10.02



99050 - Desk Clerk	11.49
99095 - Embalmer	27.09
99130 - Flight Follower	24.77
99251 - Laboratory Animal Caretaker I	11.19
99252 - Laboratory Animal Caretaker II	12.01
99260 - Marketing Analyst	25.70
99310 - Mortician	29.07
99410 - Pest Controller	18.01
99510 - Photofinishing Worker	13.02
99710 - Recycling Laborer	18.07
99711 - Recycling Specialist	21.63
99730 - Refuse Collector	16.40
99810 - Sales Clerk	11.34
99820 - School Crossing Guard	10.20
99830 - Survey Party Chief	21.66
99831 - Surveying Aide	13.07
99832 - Surveying Technician	19.35
99840 - Vending Machine Attendant	19.45
99841 - Vending Machine Repairer	21.81
99842 - Vending Machine Repairer Helper	19.45

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.41 per hour or \$176.40 per week or \$764.40 per month

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, 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 15-4815 (Rev.-4) was first posted on www.wdol.gov on 08/01/2017

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

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

Daniel W. Simms                      Division of  
Director                      Wage Determinations

Wage Determination No.: 2015-4815  
Revision No.: 4  
Date Of Revision: 07/25/2017

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.20 for calendar year 2017 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2017. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Indiana

Area: Indiana Counties of Decatur, Fayette, Fountain, Henry, Montgomery, Parke, Rush, Warren

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.37
01012 - Accounting Clerk II		16.13
01013 - Accounting Clerk III		18.05
01020 - Administrative Assistant		22.88
01035 - Court Reporter		18.14
01041 - Customer Service Representative I		11.70
01042 - Customer Service Representative II		13.16
01043 - Customer Service Representative III		14.36
01051 - Data Entry Operator I		13.39
01052 - Data Entry Operator II		14.71
01060 - Dispatcher, Motor Vehicle		19.24
01070 - Document Preparation Clerk		14.05
01090 - Duplicating Machine Operator		14.05
01111 - General Clerk I		13.22
01112 - General Clerk II		14.45
01113 - General Clerk III		15.92
01120 - Housing Referral Assistant		20.59
01141 - Messenger Courier		11.99
01191 - Order Clerk I		15.16
01192 - Order Clerk II		16.73
01261 - Personnel Assistant (Employment) I		15.48
01262 - Personnel Assistant (Employment) II		17.32
01263 - Personnel Assistant (Employment) III		19.31
01270 - Production Control Clerk		24.73
01290 - Rental Clerk		15.07
01300 - Scheduler, Maintenance		16.51
01311 - Secretary I		16.51
01312 - Secretary II		18.47
01313 - Secretary III		20.59
01320 - Service Order Dispatcher		17.76
01410 - Supply Technician		22.88
01420 - Survey Worker		16.49
01460 - Switchboard Operator/Receptionist		13.61
01531 - Travel Clerk I		12.86
01532 - Travel Clerk II		13.72
01533 - Travel Clerk III		14.55
01611 - Word Processor I		13.70
01612 - Word Processor II		15.13
01613 - Word Processor III		16.65
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		21.67
05010 - Automotive Electrician		20.01
05040 - Automotive Glass Installer		19.42
05070 - Automotive Worker		19.39
05110 - Mobile Equipment Servicer		17.72
05130 - Motor Equipment Metal Mechanic		20.84
05160 - Motor Equipment Metal Worker		19.39
05190 - Motor Vehicle Mechanic		20.84

05220	- Motor Vehicle Mechanic Helper	17.09
05250	- Motor Vehicle Upholstery Worker	18.62
05280	- Motor Vehicle Wrecker	19.39
05310	- Painter, Automotive	21.87
05340	- Radiator Repair Specialist	19.39
05370	- Tire Repairer	14.84
05400	- Transmission Repair Specialist	20.84
07000	- Food Preparation And Service Occupations	
07010	- Baker	14.11
07041	- Cook I	11.84
07042	- Cook II	13.15
07070	- Dishwasher	9.31
07130	- Food Service Worker	9.31
07210	- Meat Cutter	16.15
07260	- Waiter/Waitress	9.15
09000	- Furniture Maintenance And Repair Occupations	
09010	- Electrostatic Spray Painter	20.52
09040	- Furniture Handler	15.60
09080	- Furniture Refinisher	20.52
09090	- Furniture Refinisher Helper	17.34
09110	- Furniture Repairer, Minor	19.02
09130	- Upholsterer	20.52
11000	- General Services And Support Occupations	
11030	- Cleaner, Vehicles	11.47
11060	- Elevator Operator	11.47
11090	- Gardener	13.93
11122	- Housekeeping Aide	11.83
11150	- Janitor	11.83
11210	- Laborer, Grounds Maintenance	11.37
11240	- Maid or Houseman	9.20
11260	- Pruner	11.94
11270	- Tractor Operator	13.49
11330	- Trail Maintenance Worker	11.39
11360	- Window Cleaner	13.03
12000	- Health Occupations	
12010	- Ambulance Driver	15.25
12011	- Breath Alcohol Technician	17.28
12012	- Certified Occupational Therapist Assistant	26.57
12015	- Certified Physical Therapist Assistant	26.58
12020	- Dental Assistant	18.02
12025	- Dental Hygienist	34.02
12030	- EKG Technician	24.30
12035	- Electroneurodiagnostic Technologist	24.30
12040	- Emergency Medical Technician	15.25
12071	- Licensed Practical Nurse I	15.44
12072	- Licensed Practical Nurse II	17.28
12073	- Licensed Practical Nurse III	19.26
12100	- Medical Assistant	14.10
12130	- Medical Laboratory Technician	21.22
12160	- Medical Record Clerk	14.72
12190	- Medical Record Technician	16.48
12195	- Medical Transcriptionist	16.63
12210	- Nuclear Medicine Technologist	37.97
12221	- Nursing Assistant I	11.17
12222	- Nursing Assistant II	12.56
12223	- Nursing Assistant III	13.71
12224	- Nursing Assistant IV	15.38
12235	- Optical Dispenser	14.98
12236	- Optical Technician	15.44
12250	- Pharmacy Technician	13.99
12280	- Phlebotomist	14.72
12305	- Radiologic Technologist	26.36
12311	- Registered Nurse I	23.99
12312	- Registered Nurse II	29.35
12313	- Registered Nurse II, Specialist	29.35
12314	- Registered Nurse III	35.51
12315	- Registered Nurse III, Anesthetist	35.51
12316	- Registered Nurse IV	42.56
12317	- Scheduler (Drug and Alcohol Testing)	21.41
12320	- Substance Abuse Treatment Counselor	15.77
13000	- Information And Arts Occupations	
13011	- Exhibits Specialist I	18.04
13012	- Exhibits Specialist II	22.35
13013	- Exhibits Specialist III	27.33
13041	- Illustrator I	19.93
13042	- Illustrator II	24.69
13043	- Illustrator III	30.20
13047	- Librarian	24.08
13050	- Library Aide/Clerk	13.82
13054	- Library Information Technology Systems Administrator	25.49

13058	- Library Technician	16.41
13061	- Media Specialist I	15.68
13062	- Media Specialist II	17.53
13063	- Media Specialist III	19.55
13071	- Photographer I	15.46
13072	- Photographer II	17.30
13073	- Photographer III	21.43
13074	- Photographer IV	26.21
13075	- Photographer V	31.71
13090	- Technical Order Library Clerk	16.08
13110	- Video Teleconference Technician	18.13
14000	- Information Technology Occupations	
14041	- Computer Operator I	17.19
14042	- Computer Operator II	19.23
14043	- Computer Operator III	21.44
14044	- Computer Operator IV	23.83
14045	- Computer Operator V	27.51
14071	- Computer Programmer I	(see 1) 21.92
14072	- Computer Programmer II	(see 1) 27.18
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	17.19
14160	- Personal Computer Support Technician	24.52
14170	- System Support Specialist	25.58
15000	- Instructional Occupations	
15010	- Aircrew Training Devices Instructor (Non-Rated)	29.63
15020	- Aircrew Training Devices Instructor (Rated)	35.84
15030	- Air Crew Training Devices Instructor (Pilot)	42.96
15050	- Computer Based Training Specialist / Instructor	29.63
15060	- Educational Technologist	30.94
15070	- Flight Instructor (Pilot)	42.96
15080	- Graphic Artist	21.39
15085	- Maintenance Test Pilot, Fixed, Jet/Prop	37.39
15086	- Maintenance Test Pilot, Rotary Wing	37.39
15088	- Non-Maintenance Test/Co-Pilot	37.39
15090	- Technical Instructor	21.01
15095	- Technical Instructor/Course Developer	25.70
15110	- Test Proctor	16.96
15120	- Tutor	16.96
16000	- Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010	- Assembler	9.69
16030	- Counter Attendant	9.69
16040	- Dry Cleaner	11.89
16070	- Finisher, Flatwork, Machine	9.69
16090	- Presser, Hand	9.69
16110	- Presser, Machine, Drycleaning	9.69
16130	- Presser, Machine, Shirts	9.69
16160	- Presser, Machine, Wearing Apparel, Laundry	9.69
16190	- Sewing Machine Operator	12.72
16220	- Tailor	13.54
16250	- Washer, Machine	10.19
19000	- Machine Tool Operation And Repair Occupations	
19010	- Machine-Tool Operator (Tool Room)	25.46
19040	- Tool And Die Maker	30.19
21000	- Materials Handling And Packing Occupations	
21020	- Forklift Operator	17.63
21030	- Material Coordinator	24.73
21040	- Material Expediter	24.73
21050	- Material Handling Laborer	15.55
21071	- Order Filler	13.04
21080	- Production Line Worker (Food Processing)	17.63
21110	- Shipping Packer	16.00
21130	- Shipping/Receiving Clerk	16.00
21140	- Store Worker I	14.11
21150	- Stock Clerk	18.94
21210	- Tools And Parts Attendant	17.63
21410	- Warehouse Specialist	17.63
23000	- Mechanics And Maintenance And Repair Occupations	
23010	- Aerospace Structural Welder	30.87
23019	- Aircraft Logs and Records Technician	26.52
23021	- Aircraft Mechanic I	29.80
23022	- Aircraft Mechanic II	30.87
23023	- Aircraft Mechanic III	32.03
23040	- Aircraft Mechanic Helper	24.43
23050	- Aircraft, Painter	29.05
23060	- Aircraft Servicer	26.52
23070	- Aircraft Survival Flight Equipment Technician	29.05
23080	- Aircraft Worker	27.71

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	27.71
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	29.80
23110 - Appliance Mechanic	22.57
23120 - Bicycle Repairer	19.31
23125 - Cable Splicer	30.26
23130 - Carpenter, Maintenance	20.00
23140 - Carpet Layer	21.78
23160 - Electrician, Maintenance	30.44
23181 - Electronics Technician Maintenance I	24.99
23182 - Electronics Technician Maintenance II	26.21
23183 - Electronics Technician Maintenance III	27.17
23260 - Fabric Worker	21.16
23290 - Fire Alarm System Mechanic	23.77
23310 - Fire Extinguisher Repairer	19.43
23311 - Fuel Distribution System Mechanic	27.39
23312 - Fuel Distribution System Operator	22.23
23370 - General Maintenance Worker	17.83
23380 - Ground Support Equipment Mechanic	29.80
23381 - Ground Support Equipment Servicer	26.52
23382 - Ground Support Equipment Worker	27.71
23391 - Gunsmith I	19.43
23392 - Gunsmith II	21.78
23393 - Gunsmith III	23.77
23410 - Heating, Ventilation And Air-Conditioning Mechanic	21.76
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	22.54
23430 - Heavy Equipment Mechanic	20.89
23440 - Heavy Equipment Operator	23.27
23460 - Instrument Mechanic	23.77
23465 - Laboratory/Shelter Mechanic	22.91
23470 - Laborer	12.96
23510 - Locksmith	22.91
23530 - Machinery Maintenance Mechanic	28.94
23550 - Machinist, Maintenance	19.55
23580 - Maintenance Trades Helper	17.34
23591 - Metrology Technician I	23.77
23592 - Metrology Technician II	24.61
23593 - Metrology Technician III	25.49
23640 - Millwright	28.58
23710 - Office Appliance Repairer	22.91
23760 - Painter, Maintenance	20.52
23790 - Pipefitter, Maintenance	27.43
23810 - Plumber, Maintenance	25.62
23820 - Pneudraulic Systems Mechanic	23.77
23850 - Rigger	23.77
23870 - Scale Mechanic	21.78
23890 - Sheet-Metal Worker, Maintenance	20.60
23910 - Small Engine Mechanic	21.78
23931 - Telecommunications Mechanic I	27.55
23932 - Telecommunications Mechanic II	28.53
23950 - Telephone Lineman	23.57
23960 - Welder, Combination, Maintenance	21.37
23965 - Well Driller	23.77
23970 - Woodcraft Worker	23.77
23980 - Woodworker	19.43
24000 - Personal Needs Occupations	
24550 - Case Manager	14.58
24570 - Child Care Attendant	10.76
24580 - Child Care Center Clerk	13.07
24610 - Chore Aide	11.33
24620 - Family Readiness And Support Services Coordinator	14.58
24630 - Homemaker	16.18
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	26.70
25040 - Sewage Plant Operator	21.65
25070 - Stationary Engineer	26.70
25190 - Ventilation Equipment Tender	20.45
25210 - Water Treatment Plant Operator	21.19
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.68
27007 - Baggage Inspector	13.85
27008 - Corrections Officer	18.80
27010 - Court Security Officer	19.65
27030 - Detection Dog Handler	17.22
27040 - Detention Officer	18.80
27070 - Firefighter	22.50
27101 - Guard I	13.85

27102	- Guard II	17.22
27131	- Police Officer I	23.19
27132	- Police Officer II	25.74
28000	- Recreation Occupations	
28041	- Carnival Equipment Operator	11.19
28042	- Carnival Equipment Repairer	12.01
28043	- Carnival Worker	8.56
28210	- Gate Attendant/Gate Tender	15.46
28310	- Lifeguard	12.16
28350	- Park Attendant (Aide)	17.28
28510	- Recreation Aide/Health Facility Attendant	12.35
28515	- Recreation Specialist	18.14
28630	- Sports Official	13.76
28690	- Swimming Pool Operator	18.29
29000	- Stevedoring/Longshoremen Occupational Services	
29010	- Blocker And Bracer	24.18
29020	- Hatch Tender	24.18
29030	- Line Handler	24.18
29041	- Stevedore I	21.14
29042	- Stevedore II	25.14
30000	- Technical Occupations	
30010	- Air Traffic Control Specialist, Center (HFO) (see 2)	38.98
30011	- Air Traffic Control Specialist, Station (HFO) (see 2)	26.88
30012	- Air Traffic Control Specialist, Terminal (HFO) (see 2)	29.60
30021	- Archeological Technician I	18.58
30022	- Archeological Technician II	21.49
30023	- Archeological Technician III	25.75
30030	- Cartographic Technician	25.75
30040	- Civil Engineering Technician	23.19
30051	- Cryogenic Technician I	24.46
30052	- Cryogenic Technician II	27.03
30061	- Drafter/CAD Operator I	18.58
30062	- Drafter/CAD Operator II	21.49
30063	- Drafter/CAD Operator III	23.17
30064	- Drafter/CAD Operator IV	28.52
30081	- Engineering Technician I	16.48
30082	- Engineering Technician II	18.50
30083	- Engineering Technician III	21.32
30084	- Engineering Technician IV	27.03
30085	- Engineering Technician V	31.36
30086	- Engineering Technician VI	37.94
30090	- Environmental Technician	23.19
30095	- Evidence Control Specialist	22.09
30210	- Laboratory Technician	20.87
30221	- Latent Fingerprint Technician I	24.46
30222	- Latent Fingerprint Technician II	27.03
30240	- Mathematical Technician	25.78
30361	- Paralegal/Legal Assistant I	17.14
30362	- Paralegal/Legal Assistant II	21.23
30363	- Paralegal/Legal Assistant III	25.97
30364	- Paralegal/Legal Assistant IV	31.42
30375	- Petroleum Supply Specialist	27.03
30390	- Photo-Optics Technician	25.75
30395	- Radiation Control Technician	27.03
30461	- Technical Writer I	23.19
30462	- Technical Writer II	28.37
30463	- Technical Writer III	34.33
30491	- Unexploded Ordnance (UXO) Technician I	24.77
30492	- Unexploded Ordnance (UXO) Technician II	29.97
30493	- Unexploded Ordnance (UXO) Technician III	35.92
30494	- Unexploded (UXO) Safety Escort	24.77
30495	- Unexploded (UXO) Sweep Personnel	24.77
30501	- Weather Forecaster I	28.52
30502	- Weather Forecaster II	34.70
30620	- Weather Observer, Combined Upper Air Or (see 2)	23.17
Surface Programs		
30621	- Weather Observer, Senior (see 2)	25.75
31000	- Transportation/Mobile Equipment Operation Occupations	
31010	- Airplane Pilot	29.97
31020	- Bus Aide	12.20
31030	- Bus Driver	18.45
31043	- Driver Courier	16.07
31260	- Parking and Lot Attendant	11.42
31290	- Shuttle Bus Driver	17.52
31310	- Taxi Driver	12.44
31361	- Truckdriver, Light	17.52
31362	- Truckdriver, Medium	22.44
31363	- Truckdriver, Heavy	22.50
31364	- Truckdriver, Tractor-Trailer	22.50
99000	- Miscellaneous Occupations	
99020	- Cabin Safety Specialist	14.61



99030 - Cashier	9.46
99050 - Desk Clerk	10.56
99095 - Embalmer	26.25
99130 - Flight Follower	24.77
99251 - Laboratory Animal Caretaker I	11.19
99252 - Laboratory Animal Caretaker II	12.01
99260 - Marketing Analyst	25.70
99310 - Mortician	26.25
99410 - Pest Controller	17.52
99510 - Photofinishing Worker	13.02
99710 - Recycling Laborer	18.07
99711 - Recycling Specialist	22.03
99730 - Refuse Collector	16.40
99810 - Sales Clerk	12.58
99820 - School Crossing Guard	11.61
99830 - Survey Party Chief	24.75
99831 - Surveying Aide	15.24
99832 - Surveying Technician	19.86
99840 - Vending Machine Attendant	17.83
99841 - Vending Machine Repairer	20.23
99842 - Vending Machine Repairer Helper	17.83

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.41 per hour or \$176.40 per week or \$764.40 per month

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, 4 weeks after 15 years, and 5 weeks after 30 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 15-4827 (Rev.-4) was first posted on www.wdol.gov on 08/01/2017

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

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

Daniel W. Simms                      Division of  
Director                      Wage Determinations

Wage Determination No.: 2015-4827  
Revision No.: 4  
Date Of Revision: 07/25/2017

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.20 for calendar year 2017 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2017. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

State: Indiana

Area: Indiana Counties of Ripley, Switzerland

**Fringe Benefits Required Follow the Occupational Listing**		
OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.68
01012 - Accounting Clerk II		15.35
01013 - Accounting Clerk III		17.17
01020 - Administrative Assistant		21.54
01035 - Court Reporter		17.63
01041 - Customer Service Representative I		12.26
01042 - Customer Service Representative II		13.78
01043 - Customer Service Representative III		15.04
01051 - Data Entry Operator I		13.64
01052 - Data Entry Operator II		15.11
01060 - Dispatcher, Motor Vehicle		20.75
01070 - Document Preparation Clerk		14.16
01090 - Duplicating Machine Operator		14.16
01111 - General Clerk I		11.98
01112 - General Clerk II		13.97
01113 - General Clerk III		15.41
01120 - Housing Referral Assistant		19.84
01141 - Messenger Courier		12.08
01191 - Order Clerk I		13.59
01192 - Order Clerk II		17.02
01261 - Personnel Assistant (Employment) I		15.67
01262 - Personnel Assistant (Employment) II		17.53
01263 - Personnel Assistant (Employment) III		19.55
01270 - Production Control Clerk		20.60
01290 - Rental Clerk		14.57
01300 - Scheduler, Maintenance		15.84
01311 - Secretary I		15.84
01312 - Secretary II		17.79
01313 - Secretary III		19.84
01320 - Service Order Dispatcher		17.86
01410 - Supply Technician		21.54
01420 - Survey Worker		17.63
01460 - Switchboard Operator/Receptionist		14.31
01531 - Travel Clerk I		13.02
01532 - Travel Clerk II		13.72
01533 - Travel Clerk III		14.55
01611 - Word Processor I		13.33
01612 - Word Processor II		14.96
01613 - Word Processor III		17.63
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		21.27
05010 - Automotive Electrician		23.12
05040 - Automotive Glass Installer		21.61
05070 - Automotive Worker		22.26
05110 - Mobile Equipment Servicer		20.65
05130 - Motor Equipment Metal Mechanic		24.59
05160 - Motor Equipment Metal Worker		22.26
05190 - Motor Vehicle Mechanic		23.03
05220 - Motor Vehicle Mechanic Helper		20.30

05250	- Motor Vehicle Upholstery Worker	21.42
05280	- Motor Vehicle Wrecker	22.26
05310	- Painter, Automotive	23.12
05340	- Radiator Repair Specialist	22.26
05370	- Tire Repairer	15.45
05400	- Transmission Repair Specialist	24.59
07000	- Food Preparation And Service Occupations	
07010	- Baker	12.32
07041	- Cook I	12.59
07042	- Cook II	13.52
07070	- Dishwasher	9.17
07130	- Food Service Worker	9.43
07210	- Meat Cutter	15.84
07260	- Waiter/Waitress	9.20
09000	- Furniture Maintenance And Repair Occupations	
09010	- Electrostatic Spray Painter	17.91
09040	- Furniture Handler	13.81
09080	- Furniture Refinisher	17.91
09090	- Furniture Refinisher Helper	15.31
09110	- Furniture Repairer, Minor	16.59
09130	- Upholsterer	17.91
11000	- General Services And Support Occupations	
11030	- Cleaner, Vehicles	11.03
11060	- Elevator Operator	11.03
11090	- Gardener	17.15
11122	- Housekeeping Aide	12.52
11150	- Janitor	12.52
11210	- Laborer, Grounds Maintenance	14.99
11240	- Maid or Houseman	9.78
11260	- Pruner	13.48
11270	- Tractor Operator	16.71
11330	- Trail Maintenance Worker	14.99
11360	- Window Cleaner	13.26
12000	- Health Occupations	
12010	- Ambulance Driver	17.31
12011	- Breath Alcohol Technician	17.92
12012	- Certified Occupational Therapist Assistant	25.68
12015	- Certified Physical Therapist Assistant	26.37
12020	- Dental Assistant	16.83
12025	- Dental Hygienist	34.46
12030	- EKG Technician	24.24
12035	- Electroneurodiagnostic Technologist	24.24
12040	- Emergency Medical Technician	17.31
12071	- Licensed Practical Nurse I	16.02
12072	- Licensed Practical Nurse II	17.92
12073	- Licensed Practical Nurse III	19.98
12100	- Medical Assistant	14.21
12130	- Medical Laboratory Technician	20.32
12160	- Medical Record Clerk	15.33
12190	- Medical Record Technician	15.75
12195	- Medical Transcriptionist	16.28
12210	- Nuclear Medicine Technologist	36.10
12221	- Nursing Assistant I	10.99
12222	- Nursing Assistant II	12.36
12223	- Nursing Assistant III	13.49
12224	- Nursing Assistant IV	15.14
12235	- Optical Dispenser	16.72
12236	- Optical Technician	15.02
12250	- Pharmacy Technician	15.22
12280	- Phlebotomist	15.39
12305	- Radiologic Technologist	24.52
12311	- Registered Nurse I	24.51
12312	- Registered Nurse II	29.20
12313	- Registered Nurse II, Specialist	29.20
12314	- Registered Nurse III	35.32
12315	- Registered Nurse III, Anesthetist	35.32
12316	- Registered Nurse IV	42.35
12317	- Scheduler (Drug and Alcohol Testing)	22.20
12320	- Substance Abuse Treatment Counselor	16.90
13000	- Information And Arts Occupations	
13011	- Exhibits Specialist I	19.76
13012	- Exhibits Specialist II	24.48
13013	- Exhibits Specialist III	29.93
13041	- Illustrator I	20.17
13042	- Illustrator II	24.99
13043	- Illustrator III	30.56
13047	- Librarian	27.38
13050	- Library Aide/Clerk	12.27
13054	- Library Information Technology Systems Administrator	24.96
13058	- Library Technician	15.33

13061	- Media Specialist I	17.68
13062	- Media Specialist II	19.76
13063	- Media Specialist III	22.38
13071	- Photographer I	13.98
13072	- Photographer II	17.85
13073	- Photographer III	21.52
13074	- Photographer IV	26.56
13075	- Photographer V	32.12
13090	- Technical Order Library Clerk	15.49
13110	- Video Teleconference Technician	19.61
14000	- Information Technology Occupations	
14041	- Computer Operator I	15.90
14042	- Computer Operator II	17.80
14043	- Computer Operator III	19.83
14044	- Computer Operator IV	22.04
14045	- Computer Operator V	24.40
14071	- Computer Programmer I (see 1)	19.86
14072	- Computer Programmer II (see 1)	24.53
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	15.90
14160	- Personal Computer Support Technician	22.04
14170	- System Support Specialist	26.03
15000	- Instructional Occupations	
15010	- Aircrew Training Devices Instructor (Non-Rated)	31.98
15020	- Aircrew Training Devices Instructor (Rated)	38.68
15030	- Air Crew Training Devices Instructor (Pilot)	42.71
15050	- Computer Based Training Specialist / Instructor	31.98
15060	- Educational Technologist	29.32
15070	- Flight Instructor (Pilot)	42.71
15080	- Graphic Artist	23.35
15085	- Maintenance Test Pilot, Fixed, Jet/Prop	34.79
15086	- Maintenance Test Pilot, Rotary Wing	34.79
15088	- Non-Maintenance Test/Co-Pilot	34.79
15090	- Technical Instructor	20.97
15095	- Technical Instructor/Course Developer	25.67
15110	- Test Proctor	16.94
15120	- Tutor	16.94
16000	- Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010	- Assembler	10.05
16030	- Counter Attendant	10.05
16040	- Dry Cleaner	12.80
16070	- Finisher, Flatwork, Machine	10.05
16090	- Presser, Hand	10.05
16110	- Presser, Machine, Drycleaning	10.05
16130	- Presser, Machine, Shirts	10.05
16160	- Presser, Machine, Wearing Apparel, Laundry	10.05
16190	- Sewing Machine Operator	13.58
16220	- Tailor	14.32
16250	- Washer, Machine	11.00
19000	- Machine Tool Operation And Repair Occupations	
19010	- Machine-Tool Operator (Tool Room)	25.18
19040	- Tool And Die Maker	27.35
21000	- Materials Handling And Packing Occupations	
21020	- Forklift Operator	17.17
21030	- Material Coordinator	20.60
21040	- Material Expediter	20.60
21050	- Material Handling Laborer	16.74
21071	- Order Filler	12.09
21080	- Production Line Worker (Food Processing)	17.33
21110	- Shipping Packer	15.23
21130	- Shipping/Receiving Clerk	15.23
21140	- Store Worker I	13.64
21150	- Stock Clerk	17.89
21210	- Tools And Parts Attendant	17.33
21410	- Warehouse Specialist	17.33
23000	- Mechanics And Maintenance And Repair Occupations	
23010	- Aerospace Structural Welder	26.12
23019	- Aircraft Logs and Records Technician	20.22
23021	- Aircraft Mechanic I	24.88
23022	- Aircraft Mechanic II	26.12
23023	- Aircraft Mechanic III	27.43
23040	- Aircraft Mechanic Helper	18.67
23050	- Aircraft, Painter	21.67
23060	- Aircraft Servicer	20.22
23070	- Aircraft Survival Flight Equipment Technician	21.67
23080	- Aircraft Worker	21.02
23091	- Aircrew Life Support Equipment (ALSE) Mechanic	21.02

I		
23092	- Aircrew Life Support Equipment (ALSE) Mechanic	24.88
II		
23110	- Appliance Mechanic	20.12
23120	- Bicycle Repairer	17.93
23125	- Cable Splicer	30.15
23130	- Carpenter, Maintenance	19.28
23140	- Carpet Layer	22.59
23160	- Electrician, Maintenance	23.39
23181	- Electronics Technician Maintenance I	22.60
23182	- Electronics Technician Maintenance II	24.10
23183	- Electronics Technician Maintenance III	26.90
23260	- Fabric Worker	19.11
23290	- Fire Alarm System Mechanic	20.42
23310	- Fire Extinguisher Repairer	17.95
23311	- Fuel Distribution System Mechanic	24.93
23312	- Fuel Distribution System Operator	20.52
23370	- General Maintenance Worker	20.86
23380	- Ground Support Equipment Mechanic	24.88
23381	- Ground Support Equipment Servicer	20.22
23382	- Ground Support Equipment Worker	21.02
23391	- Gunsmith I	17.95
23392	- Gunsmith II	20.24
23393	- Gunsmith III	23.94
23410	- Heating, Ventilation And Air-Conditioning Mechanic	20.17
23411	- Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	20.88
23430	- Heavy Equipment Mechanic	23.31
23440	- Heavy Equipment Operator	22.40
23460	- Instrument Mechanic	27.61
23465	- Laboratory/Shelter Mechanic	21.31
23470	- Laborer	14.59
23510	- Locksmith	21.44
23530	- Machinery Maintenance Mechanic	23.90
23550	- Machinist, Maintenance	22.22
23580	- Maintenance Trades Helper	15.35
23591	- Metrology Technician I	27.61
23592	- Metrology Technician II	28.58
23593	- Metrology Technician III	29.52
23640	- Millwright	27.90
23710	- Office Appliance Repairer	18.88
23760	- Painter, Maintenance	19.70
23790	- Pipefitter, Maintenance	25.62
23810	- Plumber, Maintenance	21.87
23820	- Pneudraulic Systems Mechanic	23.94
23850	- Rigger	22.75
23870	- Scale Mechanic	20.24
23890	- Sheet-Metal Worker, Maintenance	20.73
23910	- Small Engine Mechanic	18.96
23931	- Telecommunications Mechanic I	27.03
23932	- Telecommunications Mechanic II	28.23
23950	- Telephone Lineman	25.87
23960	- Welder, Combination, Maintenance	20.42
23965	- Well Driller	21.76
23970	- Woodcraft Worker	23.94
23980	- Woodworker	17.93
24000	- Personal Needs Occupations	
24550	- Case Manager	15.17
24570	- Child Care Attendant	11.04
24580	- Child Care Center Clerk	15.48
24610	- Chore Aide	10.38
24620	- Family Readiness And Support Services Coordinator	15.17
24630	- Homemaker	17.36
25000	- Plant And System Operations Occupations	
25010	- Boiler Tender	25.28
25040	- Sewage Plant Operator	19.48
25070	- Stationary Engineer	25.28
25190	- Ventilation Equipment Tender	18.95
25210	- Water Treatment Plant Operator	19.48
27000	- Protective Service Occupations	
27004	- Alarm Monitor	18.18
27007	- Baggage Inspector	12.02
27008	- Corrections Officer	24.65
27010	- Court Security Officer	24.65
27030	- Detection Dog Handler	18.00
27040	- Detention Officer	24.65
27070	- Firefighter	24.58
27101	- Guard I	12.02
27102	- Guard II	18.00

27131	- Police Officer I	24.89
27132	- Police Officer II	27.66
28000	- Recreation Occupations	
28041	- Carnival Equipment Operator	11.32
28042	- Carnival Equipment Repairer	11.85
28043	- Carnival Worker	8.83
28210	- Gate Attendant/Gate Tender	13.25
28310	- Lifeguard	11.25
28350	- Park Attendant (Aide)	14.82
28510	- Recreation Aide/Health Facility Attendant	10.82
28515	- Recreation Specialist	17.93
28630	- Sports Official	11.80
28690	- Swimming Pool Operator	17.89
29000	- Stevedoring/Longshoremen Occupational Services	
29010	- Blocker And Bracer	21.97
29020	- Hatch Tender	21.97
29030	- Line Handler	21.97
29041	- Stevedore I	20.65
29042	- Stevedore II	22.12
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	18.75
30022	- Archeological Technician II	18.73
30023	- Archeological Technician III	22.73
30030	- Cartographic Technician	22.73
30040	- Civil Engineering Technician	22.97
30051	- Cryogenic Technician I	22.93
30052	- Cryogenic Technician II	25.33
30061	- Drafter/CAD Operator I	16.39
30062	- Drafter/CAD Operator II	18.35
30063	- Drafter/CAD Operator III	20.46
30064	- Drafter/CAD Operator IV	25.17
30081	- Engineering Technician I	15.69
30082	- Engineering Technician II	17.62
30083	- Engineering Technician III	20.43
30084	- Engineering Technician IV	25.30
30085	- Engineering Technician V	30.94
30086	- Engineering Technician VI	35.99
30090	- Environmental Technician	20.71
30095	- Evidence Control Specialist	20.70
30210	- Laboratory Technician	19.49
30221	- Latent Fingerprint Technician I	22.93
30222	- Latent Fingerprint Technician II	25.33
30240	- Mathematical Technician	22.73
30361	- Paralegal/Legal Assistant I	18.22
30362	- Paralegal/Legal Assistant II	22.57
30363	- Paralegal/Legal Assistant III	28.49
30364	- Paralegal/Legal Assistant IV	33.84
30375	- Petroleum Supply Specialist	25.33
30390	- Photo-Optics Technician	22.73
30395	- Radiation Control Technician	25.33
30461	- Technical Writer I	21.73
30462	- Technical Writer II	26.60
30463	- Technical Writer III	32.19
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	25.17
30502	- Weather Forecaster II	30.62
30620	- Weather Observer, Combined Upper Air Or (see 2)	21.32
Surface Programs		
30621	- Weather Observer, Senior (see 2)	22.73
31000	- Transportation/Mobile Equipment Operation Occupations	
31010	- Airplane Pilot	28.85
31020	- Bus Aide	13.82
31030	- Bus Driver	19.04
31043	- Driver Courier	17.51
31260	- Parking and Lot Attendant	11.99
31290	- Shuttle Bus Driver	18.95
31310	- Taxi Driver	12.96
31361	- Truckdriver, Light	18.95
31362	- Truckdriver, Medium	20.07
31363	- Truckdriver, Heavy	22.08
31364	- Truckdriver, Tractor-Trailer	22.08
99000	- Miscellaneous Occupations	
99020	- Cabin Safety Specialist	14.07
99030	- Cashier	10.02



99050 - Desk Clerk	11.49
99095 - Embalmer	27.09
99130 - Flight Follower	23.85
99251 - Laboratory Animal Caretaker I	11.66
99252 - Laboratory Animal Caretaker II	12.54
99260 - Marketing Analyst	22.29
99310 - Mortician	29.07
99410 - Pest Controller	15.64
99510 - Photofinishing Worker	12.53
99710 - Recycling Laborer	18.01
99711 - Recycling Specialist	21.63
99730 - Refuse Collector	16.18
99810 - Sales Clerk	11.34
99820 - School Crossing Guard	12.34
99830 - Survey Party Chief	19.69
99831 - Surveying Aide	11.88
99832 - Surveying Technician	17.59
99840 - Vending Machine Attendant	16.07
99841 - Vending Machine Repairer	18.03
99842 - Vending Machine Repairer Helper	16.07

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.41 per hour or \$176.40 per week or \$764.40 per month

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, 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 eleven 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, 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 15-4825 (Rev.-4) was first posted on www.wdol.gov on 08/01/2017

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

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

Daniel W. Simms                      Division of  
Director                      Wage Determinations

Wage Determination No.: 2015-4825  
Revision No.: 4  
Date Of Revision: 07/25/2017

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.20 for calendar year 2017 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2017. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Indiana

Area: Indiana Counties of Jefferson, Jennings

**Fringe Benefits Required Follow the Occupational Listing**		
OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.99
01012 - Accounting Clerk II		15.70
01013 - Accounting Clerk III		17.56
01020 - Administrative Assistant		21.20
01035 - Court Reporter		17.22
01041 - Customer Service Representative I		12.26
01042 - Customer Service Representative II		13.78
01043 - Customer Service Representative III		15.04
01051 - Data Entry Operator I		13.35
01052 - Data Entry Operator II		14.99
01060 - Dispatcher, Motor Vehicle		20.75
01070 - Document Preparation Clerk		12.72
01090 - Duplicating Machine Operator		12.72
01111 - General Clerk I		12.25
01112 - General Clerk II		13.37
01113 - General Clerk III		15.01
01120 - Housing Referral Assistant		20.99
01141 - Messenger Courier		10.59
01191 - Order Clerk I		12.88
01192 - Order Clerk II		15.16
01261 - Personnel Assistant (Employment) I		15.81
01262 - Personnel Assistant (Employment) II		17.52
01263 - Personnel Assistant (Employment) III		20.96
01270 - Production Control Clerk		20.60
01290 - Rental Clerk		12.53
01300 - Scheduler, Maintenance		16.39
01311 - Secretary I		16.39
01312 - Secretary II		18.99
01313 - Secretary III		20.99
01320 - Service Order Dispatcher		18.55
01410 - Supply Technician		21.20
01420 - Survey Worker		15.50
01460 - Switchboard Operator/Receptionist		12.23
01531 - Travel Clerk I		13.02
01532 - Travel Clerk II		13.67
01533 - Travel Clerk III		14.29
01611 - Word Processor I		13.37
01612 - Word Processor II		15.01
01613 - Word Processor III		17.22
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		21.27
05010 - Automotive Electrician		20.33
05040 - Automotive Glass Installer		19.78
05070 - Automotive Worker		19.35
05110 - Mobile Equipment Servicer		17.20
05130 - Motor Equipment Metal Mechanic		21.11
05160 - Motor Equipment Metal Worker		19.35
05190 - Motor Vehicle Mechanic		21.11
05220 - Motor Vehicle Mechanic Helper		16.14

05250	- Motor Vehicle Upholstery Worker	18.36
05280	- Motor Vehicle Wrecker	19.35
05310	- Painter, Automotive	20.33
05340	- Radiator Repair Specialist	19.35
05370	- Tire Repairer	13.74
05400	- Transmission Repair Specialist	21.11
07000	- Food Preparation And Service Occupations	
07010	- Baker	11.62
07041	- Cook I	10.75
07042	- Cook II	12.14
07070	- Dishwasher	8.56
07130	- Food Service Worker	9.57
07210	- Meat Cutter	14.54
07260	- Waiter/Waitress	8.68
09000	- Furniture Maintenance And Repair Occupations	
09010	- Electrostatic Spray Painter	17.88
09040	- Furniture Handler	13.79
09080	- Furniture Refinisher	17.88
09090	- Furniture Refinisher Helper	14.20
09110	- Furniture Repairer, Minor	16.58
09130	- Upholsterer	17.88
11000	- General Services And Support Occupations	
11030	- Cleaner, Vehicles	12.02
11060	- Elevator Operator	10.86
11090	- Gardener	14.85
11122	- Housekeeping Aide	12.37
11150	- Janitor	12.37
11210	- Laborer, Grounds Maintenance	12.22
11240	- Maid or Houseman	9.48
11260	- Pruner	11.43
11270	- Tractor Operator	13.83
11330	- Trail Maintenance Worker	12.22
11360	- Window Cleaner	12.80
12000	- Health Occupations	
12010	- Ambulance Driver	14.79
12011	- Breath Alcohol Technician	16.78
12012	- Certified Occupational Therapist Assistant	25.68
12015	- Certified Physical Therapist Assistant	26.37
12020	- Dental Assistant	16.83
12025	- Dental Hygienist	34.33
12030	- EKG Technician	24.24
12035	- Electroneurodiagnostic Technologist	24.24
12040	- Emergency Medical Technician	14.79
12071	- Licensed Practical Nurse I	14.99
12072	- Licensed Practical Nurse II	16.78
12073	- Licensed Practical Nurse III	18.70
12100	- Medical Assistant	14.21
12130	- Medical Laboratory Technician	20.03
12160	- Medical Record Clerk	13.64
12190	- Medical Record Technician	15.12
12195	- Medical Transcriptionist	15.69
12210	- Nuclear Medicine Technologist	33.14
12221	- Nursing Assistant I	11.57
12222	- Nursing Assistant II	13.01
12223	- Nursing Assistant III	14.20
12224	- Nursing Assistant IV	15.94
12235	- Optical Dispenser	17.49
12236	- Optical Technician	14.99
12250	- Pharmacy Technician	13.81
12280	- Phlebotomist	15.94
12305	- Radiologic Technologist	24.52
12311	- Registered Nurse I	22.82
12312	- Registered Nurse II	27.91
12313	- Registered Nurse II, Specialist	27.91
12314	- Registered Nurse III	33.76
12315	- Registered Nurse III, Anesthetist	33.76
12316	- Registered Nurse IV	40.47
12317	- Scheduler (Drug and Alcohol Testing)	20.78
12320	- Substance Abuse Treatment Counselor	16.90
13000	- Information And Arts Occupations	
13011	- Exhibits Specialist I	17.47
13012	- Exhibits Specialist II	21.65
13013	- Exhibits Specialist III	26.48
13041	- Illustrator I	18.77
13042	- Illustrator II	23.26
13043	- Illustrator III	28.45
13047	- Librarian	25.75
13050	- Library Aide/Clerk	12.22
13054	- Library Information Technology Systems Administrator	23.26
13058	- Library Technician	14.11

13061	- Media Specialist I	15.36
13062	- Media Specialist II	16.84
13063	- Media Specialist III	18.78
13071	- Photographer I	14.79
13072	- Photographer II	16.55
13073	- Photographer III	18.63
13074	- Photographer IV	22.79
13075	- Photographer V	27.59
13090	- Technical Order Library Clerk	15.49
13110	- Video Teleconference Technician	19.23
14000	- Information Technology Occupations	
14041	- Computer Operator I	15.80
14042	- Computer Operator II	17.67
14043	- Computer Operator III	19.71
14044	- Computer Operator IV	21.90
14045	- Computer Operator V	24.24
14071	- Computer Programmer I (see 1)	21.18
14072	- Computer Programmer II (see 1)	26.25
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	15.80
14160	- Personal Computer Support Technician	21.90
14170	- System Support Specialist	26.03
15000	- Instructional Occupations	
15010	- Aircrew Training Devices Instructor (Non-Rated)	26.28
15020	- Aircrew Training Devices Instructor (Rated)	31.79
15030	- Air Crew Training Devices Instructor (Pilot)	38.10
15050	- Computer Based Training Specialist / Instructor	26.28
15060	- Educational Technologist	27.05
15070	- Flight Instructor (Pilot)	38.10
15080	- Graphic Artist	21.68
15085	- Maintenance Test Pilot, Fixed, Jet/Prop	34.79
15086	- Maintenance Test Pilot, Rotary Wing	34.79
15088	- Non-Maintenance Test/Co-Pilot	34.79
15090	- Technical Instructor	19.17
15095	- Technical Instructor/Course Developer	23.45
15110	- Test Proctor	15.71
15120	- Tutor	15.71
16000	- Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010	- Assembler	10.05
16030	- Counter Attendant	10.05
16040	- Dry Cleaner	12.80
16070	- Finisher, Flatwork, Machine	10.05
16090	- Presser, Hand	10.05
16110	- Presser, Machine, Drycleaning	10.05
16130	- Presser, Machine, Shirts	10.05
16160	- Presser, Machine, Wearing Apparel, Laundry	10.05
16190	- Sewing Machine Operator	13.58
16220	- Tailor	14.32
16250	- Washer, Machine	11.00
19000	- Machine Tool Operation And Repair Occupations	
19010	- Machine-Tool Operator (Tool Room)	21.12
19040	- Tool And Die Maker	24.43
21000	- Materials Handling And Packing Occupations	
21020	- Forklift Operator	17.17
21030	- Material Coordinator	20.60
21040	- Material Expediter	20.60
21050	- Material Handling Laborer	14.30
21071	- Order Filler	12.37
21080	- Production Line Worker (Food Processing)	17.17
21110	- Shipping Packer	15.23
21130	- Shipping/Receiving Clerk	15.23
21140	- Store Worker I	16.63
21150	- Stock Clerk	17.89
21210	- Tools And Parts Attendant	17.17
21410	- Warehouse Specialist	17.17
23000	- Mechanics And Maintenance And Repair Occupations	
23010	- Aerospace Structural Welder	25.70
23019	- Aircraft Logs and Records Technician	21.79
23021	- Aircraft Mechanic I	24.48
23022	- Aircraft Mechanic II	25.70
23023	- Aircraft Mechanic III	26.98
23040	- Aircraft Mechanic Helper	18.50
23050	- Aircraft, Painter	23.80
23060	- Aircraft Servicer	21.79
23070	- Aircraft Survival Flight Equipment Technician	23.80
23080	- Aircraft Worker	22.40
23091	- Aircrew Life Support Equipment (ALSE) Mechanic	22.40

I		
23092	- Aircrew Life Support Equipment (ALSE) Mechanic	24.48
II		
23110	- Appliance Mechanic	20.68
23120	- Bicycle Repairer	16.46
23125	- Cable Splicer	28.40
23130	- Carpenter, Maintenance	18.24
23140	- Carpet Layer	19.36
23160	- Electrician, Maintenance	22.83
23181	- Electronics Technician Maintenance I	22.60
23182	- Electronics Technician Maintenance II	23.79
23183	- Electronics Technician Maintenance III	24.88
23260	- Fabric Worker	19.11
23290	- Fire Alarm System Mechanic	22.29
23310	- Fire Extinguisher Repairer	17.93
23311	- Fuel Distribution System Mechanic	21.99
23312	- Fuel Distribution System Operator	17.62
23370	- General Maintenance Worker	18.39
23380	- Ground Support Equipment Mechanic	24.48
23381	- Ground Support Equipment Servicer	21.79
23382	- Ground Support Equipment Worker	22.40
23391	- Gunsmith I	17.93
23392	- Gunsmith II	20.24
23393	- Gunsmith III	22.29
23410	- Heating, Ventilation And Air-Conditioning Mechanic	18.63
23411	- Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	19.22
23430	- Heavy Equipment Mechanic	23.31
23440	- Heavy Equipment Operator	21.92
23460	- Instrument Mechanic	30.77
23465	- Laboratory/Shelter Mechanic	21.31
23470	- Laborer	14.30
23510	- Locksmith	21.12
23530	- Machinery Maintenance Mechanic	22.74
23550	- Machinist, Maintenance	18.63
23580	- Maintenance Trades Helper	15.49
23591	- Metrology Technician I	30.77
23592	- Metrology Technician II	31.94
23593	- Metrology Technician III	33.32
23640	- Millwright	24.90
23710	- Office Appliance Repairer	19.13
23760	- Painter, Maintenance	19.67
23790	- Pipefitter, Maintenance	27.89
23810	- Plumber, Maintenance	24.34
23820	- Pneudraulic Systems Mechanic	22.29
23850	- Rigger	22.29
23870	- Scale Mechanic	20.24
23890	- Sheet-Metal Worker, Maintenance	20.06
23910	- Small Engine Mechanic	17.33
23931	- Telecommunications Mechanic I	27.03
23932	- Telecommunications Mechanic II	28.23
23950	- Telephone Lineman	24.85
23960	- Welder, Combination, Maintenance	18.63
23965	- Well Driller	21.32
23970	- Woodcraft Worker	21.84
23980	- Woodworker	17.93
24000	- Personal Needs Occupations	
24550	- Case Manager	15.17
24570	- Child Care Attendant	9.94
24580	- Child Care Center Clerk	12.39
24610	- Chore Aide	9.15
24620	- Family Readiness And Support Services Coordinator	15.17
24630	- Homemaker	15.17
25000	- Plant And System Operations Occupations	
25010	- Boiler Tender	22.95
25040	- Sewage Plant Operator	19.57
25070	- Stationary Engineer	22.95
25190	- Ventilation Equipment Tender	18.33
25210	- Water Treatment Plant Operator	19.48
27000	- Protective Service Occupations	
27004	- Alarm Monitor	16.21
27007	- Baggage Inspector	12.83
27008	- Corrections Officer	17.26
27010	- Court Security Officer	18.13
27030	- Detection Dog Handler	16.01
27040	- Detention Officer	17.26
27070	- Firefighter	21.14
27101	- Guard I	12.83
27102	- Guard II	16.01

27131	- Police Officer I	19.87
27132	- Police Officer II	22.08
28000	- Recreation Occupations	
28041	- Carnival Equipment Operator	10.91
28042	- Carnival Equipment Repairer	11.06
28043	- Carnival Worker	8.83
28210	- Gate Attendant/Gate Tender	14.00
28310	- Lifeguard	11.05
28350	- Park Attendant (Aide)	15.66
28510	- Recreation Aide/Health Facility Attendant	12.21
28515	- Recreation Specialist	16.36
28630	- Sports Official	12.47
28690	- Swimming Pool Operator	15.35
29000	- Stevedoring/Longshoremen Occupational Services	
29010	- Blocker And Bracer	22.62
29020	- Hatch Tender	22.62
29030	- Line Handler	22.62
29041	- Stevedore I	21.92
29042	- Stevedore II	23.76
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	18.17
30022	- Archeological Technician II	20.32
30023	- Archeological Technician III	25.19
30030	- Cartographic Technician	25.19
30040	- Civil Engineering Technician	24.71
30051	- Cryogenic Technician I	22.93
30052	- Cryogenic Technician II	25.33
30061	- Drafter/CAD Operator I	18.17
30062	- Drafter/CAD Operator II	20.32
30063	- Drafter/CAD Operator III	22.67
30064	- Drafter/CAD Operator IV	27.88
30081	- Engineering Technician I	19.98
30082	- Engineering Technician II	22.43
30083	- Engineering Technician III	25.09
30084	- Engineering Technician IV	31.08
30085	- Engineering Technician V	38.03
30086	- Engineering Technician VI	46.01
30090	- Environmental Technician	21.05
30095	- Evidence Control Specialist	20.70
30210	- Laboratory Technician	21.00
30221	- Latent Fingerprint Technician I	22.93
30222	- Latent Fingerprint Technician II	25.33
30240	- Mathematical Technician	26.61
30361	- Paralegal/Legal Assistant I	19.75
30362	- Paralegal/Legal Assistant II	26.15
30363	- Paralegal/Legal Assistant III	29.48
30364	- Paralegal/Legal Assistant IV	35.63
30375	- Petroleum Supply Specialist	25.33
30390	- Photo-Optics Technician	25.19
30395	- Radiation Control Technician	25.33
30461	- Technical Writer I	20.70
30462	- Technical Writer II	25.33
30463	- Technical Writer III	30.64
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	25.17
30502	- Weather Forecaster II	30.62
30620	- Weather Observer, Combined Upper Air Or (see 2)	22.67
Surface Programs		
30621	- Weather Observer, Senior (see 2)	24.33
31000	- Transportation/Mobile Equipment Operation Occupations	
31010	- Airplane Pilot	28.85
31020	- Bus Aide	12.09
31030	- Bus Driver	16.48
31043	- Driver Courier	12.90
31260	- Parking and Lot Attendant	11.56
31290	- Shuttle Bus Driver	15.90
31310	- Taxi Driver	10.20
31361	- Truckdriver, Light	15.90
31362	- Truckdriver, Medium	16.56
31363	- Truckdriver, Heavy	19.42
31364	- Truckdriver, Tractor-Trailer	19.42
99000	- Miscellaneous Occupations	
99020	- Cabin Safety Specialist	14.07
99030	- Cashier	9.24



99050 - Desk Clerk	9.28
99095 - Embalmer	23.25
99130 - Flight Follower	23.85
99251 - Laboratory Animal Caretaker I	11.66
99252 - Laboratory Animal Caretaker II	12.54
99260 - Marketing Analyst	22.29
99310 - Mortician	23.25
99410 - Pest Controller	13.43
99510 - Photofinishing Worker	12.53
99710 - Recycling Laborer	16.11
99711 - Recycling Specialist	17.94
99730 - Refuse Collector	14.72
99810 - Sales Clerk	12.99
99820 - School Crossing Guard	12.98
99830 - Survey Party Chief	18.83
99831 - Surveying Aide	16.53
99832 - Surveying Technician	17.06
99840 - Vending Machine Attendant	13.87
99841 - Vending Machine Repairer	16.40
99842 - Vending Machine Repairer Helper	13.87

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.41 per hour or \$176.40 per week or \$764.40 per month

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, 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 eleven 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, 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 15-4353 (Rev.-3) was first posted on www.wdol.gov on 08/01/2017

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

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

Daniel W. Simms                      Division of  
Director                      Wage Determinations

Wage Determination No.: 2015-4353  
Revision No.: 3  
Date Of Revision: 07/25/2017

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.20 for calendar year 2017 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2017. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: West Virginia

Area: West Virginia Counties of Barbour, Braxton, Calhoun, Doddridge, Gilmer, Grant, Hardy, Harrison, Jackson, Lewis, Marion, Mason, Morgan, Pendleton, Pleasants, Randolph, Ritchie, Roane, Taylor, Tucker, Tyler, Upshur, Wetzel

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.63
01012 - Accounting Clerk II		18.04
01013 - Accounting Clerk III		20.19
01020 - Administrative Assistant		20.52
01035 - Court Reporter		21.39
01041 - Customer Service Representative I		11.37
01042 - Customer Service Representative II		12.78
01043 - Customer Service Representative III		13.94
01051 - Data Entry Operator I		11.73
01052 - Data Entry Operator II		12.69
01060 - Dispatcher, Motor Vehicle		14.59
01070 - Document Preparation Clerk		11.79
01090 - Duplicating Machine Operator		11.79
01111 - General Clerk I		11.67
01112 - General Clerk II		12.73
01113 - General Clerk III		14.29
01120 - Housing Referral Assistant		16.51
01141 - Messenger Courier		10.02
01191 - Order Clerk I		12.29
01192 - Order Clerk II		13.91
01261 - Personnel Assistant (Employment) I		16.55
01262 - Personnel Assistant (Employment) II		18.51
01263 - Personnel Assistant (Employment) III		20.65
01270 - Production Control Clerk		21.44
01290 - Rental Clerk		11.99
01300 - Scheduler, Maintenance		13.24
01311 - Secretary I		13.24
01312 - Secretary II		14.81
01313 - Secretary III		16.51
01320 - Service Order Dispatcher		13.19
01410 - Supply Technician		20.52
01420 - Survey Worker		13.41
01460 - Switchboard Operator/Receptionist		10.63
01531 - Travel Clerk I		12.77
01532 - Travel Clerk II		13.63
01533 - Travel Clerk III		14.53
01611 - Word Processor I		13.64
01612 - Word Processor II		15.31
01613 - Word Processor III		16.78
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		17.93
05010 - Automotive Electrician		14.89
05040 - Automotive Glass Installer		14.25
05070 - Automotive Worker		14.25
05110 - Mobile Equipment Servicer		13.17
05130 - Motor Equipment Metal Mechanic		15.47
05160 - Motor Equipment Metal Worker		14.25

05190	- Motor Vehicle Mechanic	15.47
05220	- Motor Vehicle Mechanic Helper	12.61
05250	- Motor Vehicle Upholstery Worker	13.72
05280	- Motor Vehicle Wrecker	14.25
05310	- Painter, Automotive	14.88
05340	- Radiator Repair Specialist	14.25
05370	- Tire Repairer	12.55
05400	- Transmission Repair Specialist	15.48
07000	- Food Preparation And Service Occupations	
07010	- Baker	10.16
07041	- Cook I	10.17
07042	- Cook II	11.18
07070	- Dishwasher	9.19
07130	- Food Service Worker	9.22
07210	- Meat Cutter	12.29
07260	- Waiter/Waitress	9.45
09000	- Furniture Maintenance And Repair Occupations	
09010	- Electrostatic Spray Painter	16.15
09040	- Furniture Handler	11.94
09080	- Furniture Refinisher	16.15
09090	- Furniture Refinisher Helper	13.35
09110	- Furniture Repairer, Minor	14.73
09130	- Upholsterer	16.15
11000	- General Services And Support Occupations	
11030	- Cleaner, Vehicles	9.56
11060	- Elevator Operator	9.56
11090	- Gardener	11.52
11122	- Housekeeping Aide	11.22
11150	- Janitor	11.35
11210	- Laborer, Grounds Maintenance	9.54
11240	- Maid or Houseman	9.36
11260	- Pruner	8.99
11270	- Tractor Operator	10.66
11330	- Trail Maintenance Worker	9.54
11360	- Window Cleaner	12.17
12000	- Health Occupations	
12010	- Ambulance Driver	12.66
12011	- Breath Alcohol Technician	15.92
12012	- Certified Occupational Therapist Assistant	23.88
12015	- Certified Physical Therapist Assistant	21.44
12020	- Dental Assistant	12.57
12025	- Dental Hygienist	26.16
12030	- EKG Technician	19.43
12035	- Electroneurodiagnostic Technologist	19.43
12040	- Emergency Medical Technician	12.66
12071	- Licensed Practical Nurse I	16.45
12072	- Licensed Practical Nurse II	18.39
12073	- Licensed Practical Nurse III	20.50
12100	- Medical Assistant	11.15
12130	- Medical Laboratory Technician	19.04
12160	- Medical Record Clerk	13.42
12190	- Medical Record Technician	15.01
12195	- Medical Transcriptionist	15.00
12210	- Nuclear Medicine Technologist	33.06
12221	- Nursing Assistant I	11.13
12222	- Nursing Assistant II	12.52
12223	- Nursing Assistant III	13.66
12224	- Nursing Assistant IV	15.33
12235	- Optical Dispenser	14.94
12236	- Optical Technician	13.33
12250	- Pharmacy Technician	13.41
12280	- Phlebotomist	14.13
12305	- Radiologic Technologist	22.52
12311	- Registered Nurse I	21.55
12312	- Registered Nurse II	26.37
12313	- Registered Nurse II, Specialist	26.37
12314	- Registered Nurse III	31.91
12315	- Registered Nurse III, Anesthetist	31.91
12316	- Registered Nurse IV	38.24
12317	- Scheduler (Drug and Alcohol Testing)	19.72
12320	- Substance Abuse Treatment Counselor	17.28
13000	- Information And Arts Occupations	
13011	- Exhibits Specialist I	14.85
13012	- Exhibits Specialist II	18.41
13013	- Exhibits Specialist III	22.52
13041	- Illustrator I	14.85
13042	- Illustrator II	18.41
13043	- Illustrator III	22.52
13047	- Librarian	20.38
13050	- Library Aide/Clerk	9.29
13054	- Library Information Technology Systems	18.41

Administrator	
13058 - Library Technician	14.75
13061 - Media Specialist I	13.28
13062 - Media Specialist II	14.85
13063 - Media Specialist III	16.57
13071 - Photographer I	13.62
13072 - Photographer II	15.23
13073 - Photographer III	18.87
13074 - Photographer IV	23.08
13075 - Photographer V	27.93
13090 - Technical Order Library Clerk	11.67
13110 - Video Teleconference Technician	13.50
14000 - Information Technology Occupations	
14041 - Computer Operator I	14.63
14042 - Computer Operator II	16.37
14043 - Computer Operator III	18.25
14044 - Computer Operator IV	20.28
14045 - Computer Operator V	22.45
14071 - Computer Programmer I	(see 1)
14072 - Computer Programmer II	(see 1)
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment Operator	14.63
14160 - Personal Computer Support Technician	20.61
14170 - System Support Specialist	19.72
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	28.47
15020 - Aircrew Training Devices Instructor (Rated)	34.45
15030 - Air Crew Training Devices Instructor (Pilot)	41.29
15050 - Computer Based Training Specialist / Instructor	28.47
15060 - Educational Technologist	25.76
15070 - Flight Instructor (Pilot)	41.29
15080 - Graphic Artist	18.11
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	41.28
15086 - Maintenance Test Pilot, Rotary Wing	41.28
15088 - Non-Maintenance Test/Co-Pilot	41.28
15090 - Technical Instructor	19.26
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	9.70
16030 - Counter Attendant	9.70
16040 - Dry Cleaner	11.96
16070 - Finisher, Flatwork, Machine	9.70
16090 - Presser, Hand	9.70
16110 - Presser, Machine, Drycleaning	9.70
16130 - Presser, Machine, Shirts	9.70
16160 - Presser, Machine, Wearing Apparel, Laundry	9.70
16190 - Sewing Machine Operator	12.76
16220 - Tailor	13.55
16250 - Washer, Machine	10.40
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	20.31
19040 - Tool And Die Maker	23.16
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	15.30
21030 - Material Coordinator	21.44
21040 - Material Expediter	21.44
21050 - Material Handling Laborer	11.30
21071 - Order Filler	10.82
21080 - Production Line Worker (Food Processing)	15.30
21110 - Shipping Packer	14.71
21130 - Shipping/Receiving Clerk	14.71
21140 - Store Worker I	14.45
21150 - Stock Clerk	18.29
21210 - Tools And Parts Attendant	15.30
21410 - Warehouse Specialist	15.30
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	25.64
23019 - Aircraft Logs and Records Technician	21.70
23021 - Aircraft Mechanic I	24.66
23022 - Aircraft Mechanic II	25.64
23023 - Aircraft Mechanic III	26.63
23040 - Aircraft Mechanic Helper	19.67
23050 - Aircraft, Painter	23.74
23060 - Aircraft Servicer	21.70
23070 - Aircraft Survival Flight Equipment Technician	23.74

23080	- Aircraft Worker	22.72
23091	- Aircrew Life Support Equipment (ALSE) Mechanic I	22.72
23092	- Aircrew Life Support Equipment (ALSE) Mechanic II	24.66
23110	- Appliance Mechanic	19.02
23120	- Bicycle Repairer	15.39
23125	- Cable Splicer	30.10
23130	- Carpenter, Maintenance	17.29
23140	- Carpet Layer	20.32
23160	- Electrician, Maintenance	26.83
23181	- Electronics Technician Maintenance I	18.79
23182	- Electronics Technician Maintenance II	26.58
23183	- Electronics Technician Maintenance III	27.87
23260	- Fabric Worker	18.66
23290	- Fire Alarm System Mechanic	21.93
23310	- Fire Extinguisher Repairer	18.33
23311	- Fuel Distribution System Mechanic	24.12
23312	- Fuel Distribution System Operator	18.76
23370	- General Maintenance Worker	16.23
23380	- Ground Support Equipment Mechanic	24.65
23381	- Ground Support Equipment Servicer	21.70
23382	- Ground Support Equipment Worker	22.72
23391	- Gunsmith I	18.15
23392	- Gunsmith II	20.80
23393	- Gunsmith III	22.89
23410	- Heating, Ventilation And Air-Conditioning Mechanic	18.13
23411	- Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	19.08
23430	- Heavy Equipment Mechanic	20.80
23440	- Heavy Equipment Operator	19.08
23460	- Instrument Mechanic	22.89
23465	- Laboratory/Shelter Mechanic	22.03
23470	- Laborer	11.30
23510	- Locksmith	20.92
23530	- Machinery Maintenance Mechanic	21.86
23550	- Machinist, Maintenance	18.48
23580	- Maintenance Trades Helper	13.94
23591	- Metrology Technician I	22.89
23592	- Metrology Technician II	23.79
23593	- Metrology Technician III	24.67
23640	- Millwright	21.97
23710	- Office Appliance Repairer	17.48
23760	- Painter, Maintenance	17.32
23790	- Pipefitter, Maintenance	23.89
23810	- Plumber, Maintenance	23.72
23820	- Pneudraulic Systems Mechanic	22.89
23850	- Rigger	22.89
23870	- Scale Mechanic	20.80
23890	- Sheet-Metal Worker, Maintenance	18.97
23910	- Small Engine Mechanic	16.23
23931	- Telecommunications Mechanic I	22.73
23932	- Telecommunications Mechanic II	23.93
23950	- Telephone Lineman	29.26
23960	- Welder, Combination, Maintenance	20.24
23965	- Well Driller	22.89
23970	- Woodcraft Worker	22.89
23980	- Woodworker	18.71
24000	- Personal Needs Occupations	
24550	- Case Manager	11.03
24570	- Child Care Attendant	9.13
24580	- Child Care Center Clerk	11.39
24610	- Chore Aide	9.19
24620	- Family Readiness And Support Services Coordinator	11.03
24630	- Homemaker	11.03
25000	- Plant And System Operations Occupations	
25010	- Boiler Tender	21.38
25040	- Sewage Plant Operator	16.85
25070	- Stationary Engineer	21.38
25190	- Ventilation Equipment Tender	16.71
25210	- Water Treatment Plant Operator	16.64
27000	- Protective Service Occupations	
27004	- Alarm Monitor	12.77
27007	- Baggage Inspector	12.09
27008	- Corrections Officer	15.11
27010	- Court Security Officer	15.70
27030	- Detection Dog Handler	13.68
27040	- Detention Officer	15.11
27070	- Firefighter	16.40

27101	- Guard I	12.09
27102	- Guard II	13.68
27131	- Police Officer I	18.48
27132	- Police Officer II	20.53
28000	- Recreation Occupations	
28041	- Carnival Equipment Operator	10.86
28042	- Carnival Equipment Repairer	11.41
28043	- Carnival Worker	9.09
28210	- Gate Attendant/Gate Tender	13.60
28310	- Lifeguard	11.34
28350	- Park Attendant (Aide)	15.03
28510	- Recreation Aide/Health Facility Attendant	11.10
28515	- Recreation Specialist	16.47
28630	- Sports Official	10.67
28690	- Swimming Pool Operator	14.70
29000	- Stevedoring/Longshoremen Occupational Services	
29010	- Blocker And Bracer	19.79
29020	- Hatch Tender	19.79
29030	- Line Handler	19.79
29041	- Stevedore I	18.55
29042	- Stevedore II	21.05
30000	- Technical Occupations	
30010	- Air Traffic Control Specialist, Center (HFO) (see 2)	41.44
30011	- Air Traffic Control Specialist, Station (HFO) (see 2)	28.58
30012	- Air Traffic Control Specialist, Terminal (HFO) (see 2)	31.47
30021	- Archeological Technician I	18.95
30022	- Archeological Technician II	21.20
30023	- Archeological Technician III	26.27
30030	- Cartographic Technician	26.27
30040	- Civil Engineering Technician	19.32
30051	- Cryogenic Technician I	26.84
30052	- Cryogenic Technician II	29.64
30061	- Drafter/CAD Operator I	18.95
30062	- Drafter/CAD Operator II	21.20
30063	- Drafter/CAD Operator III	23.64
30064	- Drafter/CAD Operator IV	27.30
30081	- Engineering Technician I	15.68
30082	- Engineering Technician II	17.59
30083	- Engineering Technician III	22.90
30084	- Engineering Technician IV	25.79
30085	- Engineering Technician V	31.55
30086	- Engineering Technician VI	38.17
30090	- Environmental Technician	20.12
30095	- Evidence Control Specialist	24.23
30210	- Laboratory Technician	25.69
30221	- Latent Fingerprint Technician I	26.84
30222	- Latent Fingerprint Technician II	29.64
30240	- Mathematical Technician	26.27
30361	- Paralegal/Legal Assistant I	17.61
30362	- Paralegal/Legal Assistant II	21.35
30363	- Paralegal/Legal Assistant III	26.14
30364	- Paralegal/Legal Assistant IV	31.63
30375	- Petroleum Supply Specialist	29.64
30390	- Photo-Optics Technician	26.27
30395	- Radiation Control Technician	29.64
30461	- Technical Writer I	24.23
30462	- Technical Writer II	29.64
30463	- Technical Writer III	35.87
30491	- Unexploded Ordnance (UXO) Technician I	26.34
30492	- Unexploded Ordnance (UXO) Technician II	31.87
30493	- Unexploded Ordnance (UXO) Technician III	38.20
30494	- Unexploded (UXO) Safety Escort	26.34
30495	- Unexploded (UXO) Sweep Personnel	26.34
30501	- Weather Forecaster I	26.84
30502	- Weather Forecaster II	32.65
30620	- Weather Observer, Combined Upper Air Or (see 2)	23.64
Surface Programs		
30621	- Weather Observer, Senior (see 2)	26.27
31000	- Transportation/Mobile Equipment Operation Occupations	
31010	- Airplane Pilot	31.87
31020	- Bus Aide	10.65
31030	- Bus Driver	14.63
31043	- Driver Courier	12.36
31260	- Parking and Lot Attendant	10.43
31290	- Shuttle Bus Driver	12.99
31310	- Taxi Driver	9.72
31361	- Truckdriver, Light	12.99
31362	- Truckdriver, Medium	13.64
31363	- Truckdriver, Heavy	17.65
31364	- Truckdriver, Tractor-Trailer	17.65
99000	- Miscellaneous Occupations	



99020 - Cabin Safety Specialist	15.54
99030 - Cashier	9.29
99050 - Desk Clerk	9.27
99095 - Embalmer	25.30
99130 - Flight Follower	26.34
99251 - Laboratory Animal Caretaker I	10.76
99252 - Laboratory Animal Caretaker II	11.31
99260 - Marketing Analyst	20.82
99310 - Mortician	30.90
99410 - Pest Controller	13.88
99510 - Photofinishing Worker	12.89
99710 - Recycling Laborer	11.68
99711 - Recycling Specialist	13.46
99730 - Refuse Collector	10.84
99810 - Sales Clerk	10.77
99820 - School Crossing Guard	12.27
99830 - Survey Party Chief	18.51
99831 - Surveying Aide	11.45
99832 - Surveying Technician	15.72
99840 - Vending Machine Attendant	13.79
99841 - Vending Machine Repairer	15.52
99842 - Vending Machine Repairer Helper	13.79

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.41 per hour or \$176.40 per week or \$764.40 per month

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

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

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

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

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

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

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

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

#### **\*\* HAZARDOUS PAY DIFFERENTIAL \*\***

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

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

#### **\*\* UNIFORM ALLOWANCE \*\***

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

#### **\*\* SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS \*\***

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

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

## Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

WD 15-4355 (Rev.-3) was first posted on www.wdol.gov on 08/01/2017

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

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

Daniel W. Simms                      Division of  
Director                      Wage Determinations

Wage Determination No.: 2015-4355  
Revision No.: 3  
Date Of Revision: 07/25/2017

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.20 for calendar year 2017 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2017. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

State: West Virginia

Area: West Virginia Counties of Wirt, Wood

**Fringe Benefits Required Follow the Occupational Listing**		
OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.78
01012 - Accounting Clerk II		18.04
01013 - Accounting Clerk III		20.19
01020 - Administrative Assistant		21.03
01035 - Court Reporter		21.39
01041 - Customer Service Representative I		10.30
01042 - Customer Service Representative II		11.58
01043 - Customer Service Representative III		12.64
01051 - Data Entry Operator I		11.63
01052 - Data Entry Operator II		12.69
01060 - Dispatcher, Motor Vehicle		16.23
01070 - Document Preparation Clerk		12.52
01090 - Duplicating Machine Operator		12.52
01111 - General Clerk I		11.33
01112 - General Clerk II		12.37
01113 - General Clerk III		13.88
01120 - Housing Referral Assistant		17.53
01141 - Messenger Courier		10.20
01191 - Order Clerk I		11.43
01192 - Order Clerk II		13.28
01261 - Personnel Assistant (Employment) I		16.55
01262 - Personnel Assistant (Employment) II		18.51
01263 - Personnel Assistant (Employment) III		20.65
01270 - Production Control Clerk		21.44
01290 - Rental Clerk		11.99
01300 - Scheduler, Maintenance		14.06
01311 - Secretary I		14.06
01312 - Secretary II		15.73
01313 - Secretary III		17.53
01320 - Service Order Dispatcher		14.51
01410 - Supply Technician		21.03
01420 - Survey Worker		14.75
01460 - Switchboard Operator/Receptionist		11.40
01531 - Travel Clerk I		12.86
01532 - Travel Clerk II		13.72
01533 - Travel Clerk III		14.55
01611 - Word Processor I		13.64
01612 - Word Processor II		15.31
01613 - Word Processor III		16.78
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		15.53
05010 - Automotive Electrician		14.72
05040 - Automotive Glass Installer		14.22
05070 - Automotive Worker		14.22
05110 - Mobile Equipment Servicer		13.17
05130 - Motor Equipment Metal Mechanic		15.24
05160 - Motor Equipment Metal Worker		14.22
05190 - Motor Vehicle Mechanic		15.24
05220 - Motor Vehicle Mechanic Helper		12.61

05250	- Motor Vehicle Upholstery Worker	13.72
05280	- Motor Vehicle Wrecker	14.22
05310	- Painter, Automotive	14.72
05340	- Radiator Repair Specialist	14.22
05370	- Tire Repairer	12.55
05400	- Transmission Repair Specialist	15.25
07000	- Food Preparation And Service Occupations	
07010	- Baker	12.30
07041	- Cook I	10.30
07042	- Cook II	11.81
07070	- Dishwasher	9.18
07130	- Food Service Worker	9.43
07210	- Meat Cutter	12.53
07260	- Waiter/Waitress	9.28
09000	- Furniture Maintenance And Repair Occupations	
09010	- Electrostatic Spray Painter	16.42
09040	- Furniture Handler	12.74
09080	- Furniture Refinisher	16.19
09090	- Furniture Refinisher Helper	15.07
09110	- Furniture Repairer, Minor	16.59
09130	- Upholsterer	16.19
11000	- General Services And Support Occupations	
11030	- Cleaner, Vehicles	9.29
11060	- Elevator Operator	9.29
11090	- Gardener	12.67
11122	- Housekeeping Aide	10.32
11150	- Janitor	10.32
11210	- Laborer, Grounds Maintenance	9.82
11240	- Maid or Houseman	9.36
11260	- Pruner	8.90
11270	- Tractor Operator	11.76
11330	- Trail Maintenance Worker	9.82
11360	- Window Cleaner	11.41
12000	- Health Occupations	
12010	- Ambulance Driver	14.54
12011	- Breath Alcohol Technician	15.92
12012	- Certified Occupational Therapist Assistant	23.61
12015	- Certified Physical Therapist Assistant	22.34
12020	- Dental Assistant	14.10
12025	- Dental Hygienist	26.96
12030	- EKG Technician	22.51
12035	- Electroneurodiagnostic Technologist	22.51
12040	- Emergency Medical Technician	14.54
12071	- Licensed Practical Nurse I	14.95
12072	- Licensed Practical Nurse II	16.72
12073	- Licensed Practical Nurse III	18.63
12100	- Medical Assistant	11.33
12130	- Medical Laboratory Technician	18.12
12160	- Medical Record Clerk	11.43
12190	- Medical Record Technician	18.15
12195	- Medical Transcriptionist	14.50
12210	- Nuclear Medicine Technologist	33.06
12221	- Nursing Assistant I	10.46
12222	- Nursing Assistant II	11.76
12223	- Nursing Assistant III	12.84
12224	- Nursing Assistant IV	14.41
12235	- Optical Dispenser	16.22
12236	- Optical Technician	13.33
12250	- Pharmacy Technician	13.41
12280	- Phlebotomist	13.90
12305	- Radiologic Technologist	22.28
12311	- Registered Nurse I	20.57
12312	- Registered Nurse II	25.16
12313	- Registered Nurse II, Specialist	25.16
12314	- Registered Nurse III	30.44
12315	- Registered Nurse III, Anesthetist	30.44
12316	- Registered Nurse IV	36.48
12317	- Scheduler (Drug and Alcohol Testing)	20.08
12320	- Substance Abuse Treatment Counselor	21.31
13000	- Information And Arts Occupations	
13011	- Exhibits Specialist I	15.81
13012	- Exhibits Specialist II	19.58
13013	- Exhibits Specialist III	23.96
13041	- Illustrator I	15.81
13042	- Illustrator II	19.58
13043	- Illustrator III	23.96
13047	- Librarian	21.69
13050	- Library Aide/Clerk	10.36
13054	- Library Information Technology Systems Administrator	19.58
13058	- Library Technician	15.81

13061	- Media Specialist I	14.14
13062	- Media Specialist II	15.81
13063	- Media Specialist III	17.62
13071	- Photographer I	14.14
13072	- Photographer II	15.81
13073	- Photographer III	19.58
13074	- Photographer IV	23.96
13075	- Photographer V	28.98
13090	- Technical Order Library Clerk	15.74
13110	- Video Teleconference Technician	14.14
14000	- Information Technology Occupations	
14041	- Computer Operator I	14.63
14042	- Computer Operator II	16.37
14043	- Computer Operator III	18.25
14044	- Computer Operator IV	20.28
14045	- Computer Operator V	22.45
14071	- Computer Programmer I (see 1)	18.27
14072	- Computer Programmer II (see 1)	22.64
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	14.63
14160	- Personal Computer Support Technician	20.61
14170	- System Support Specialist	22.45
15000	- Instructional Occupations	
15010	- Aircrew Training Devices Instructor (Non-Rated)	28.32
15020	- Aircrew Training Devices Instructor (Rated)	34.26
15030	- Air Crew Training Devices Instructor (Pilot)	41.00
15050	- Computer Based Training Specialist / Instructor	28.32
15060	- Educational Technologist	23.91
15070	- Flight Instructor (Pilot)	41.00
15080	- Graphic Artist	18.11
15085	- Maintenance Test Pilot, Fixed, Jet/Prop	38.14
15086	- Maintenance Test Pilot, Rotary Wing	38.14
15088	- Non-Maintenance Test/Co-Pilot	38.14
15090	- Technical Instructor	19.07
15095	- Technical Instructor/Course Developer	23.77
15110	- Test Proctor	16.92
15120	- Tutor	16.92
16000	- Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010	- Assembler	9.85
16030	- Counter Attendant	9.85
16040	- Dry Cleaner	12.13
16070	- Finisher, Flatwork, Machine	9.85
16090	- Presser, Hand	9.85
16110	- Presser, Machine, Drycleaning	9.85
16130	- Presser, Machine, Shirts	9.85
16160	- Presser, Machine, Wearing Apparel, Laundry	9.85
16190	- Sewing Machine Operator	13.00
16220	- Tailor	13.84
16250	- Washer, Machine	10.96
19000	- Machine Tool Operation And Repair Occupations	
19010	- Machine-Tool Operator (Tool Room)	19.80
19040	- Tool And Die Maker	23.16
21000	- Materials Handling And Packing Occupations	
21020	- Forklift Operator	15.30
21030	- Material Coordinator	21.44
21040	- Material Expediter	21.44
21050	- Material Handling Laborer	11.63
21071	- Order Filler	10.71
21080	- Production Line Worker (Food Processing)	15.30
21110	- Shipping Packer	15.25
21130	- Shipping/Receiving Clerk	15.25
21140	- Store Worker I	12.56
21150	- Stock Clerk	16.90
21210	- Tools And Parts Attendant	15.30
21410	- Warehouse Specialist	15.30
23000	- Mechanics And Maintenance And Repair Occupations	
23010	- Aerospace Structural Welder	25.26
23019	- Aircraft Logs and Records Technician	20.16
23021	- Aircraft Mechanic I	24.00
23022	- Aircraft Mechanic II	25.26
23023	- Aircraft Mechanic III	26.35
23040	- Aircraft Mechanic Helper	17.81
23050	- Aircraft, Painter	22.65
23060	- Aircraft Servicer	20.16
23070	- Aircraft Survival Flight Equipment Technician	22.65
23080	- Aircraft Worker	21.49
23091	- Aircrew Life Support Equipment (ALSE) Mechanic	21.49

I		
23092	- Aircrew Life Support Equipment (ALSE) Mechanic	24.00
II		
23110	- Appliance Mechanic	19.80
23120	- Bicycle Repairer	15.39
23125	- Cable Splicer	24.87
23130	- Carpenter, Maintenance	17.29
23140	- Carpet Layer	18.60
23160	- Electrician, Maintenance	22.73
23181	- Electronics Technician Maintenance I	18.60
23182	- Electronics Technician Maintenance II	21.96
23183	- Electronics Technician Maintenance III	23.04
23260	- Fabric Worker	17.45
23290	- Fire Alarm System Mechanic	20.77
23310	- Fire Extinguisher Repairer	16.67
23311	- Fuel Distribution System Mechanic	21.43
23312	- Fuel Distribution System Operator	16.74
23370	- General Maintenance Worker	16.23
23380	- Ground Support Equipment Mechanic	24.00
23381	- Ground Support Equipment Servicer	20.16
23382	- Ground Support Equipment Worker	21.49
23391	- Gunsmith I	16.50
23392	- Gunsmith II	18.91
23393	- Gunsmith III	21.11
23410	- Heating, Ventilation And Air-Conditioning Mechanic	18.13
23411	- Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	19.08
23430	- Heavy Equipment Mechanic	21.07
23440	- Heavy Equipment Operator	18.13
23460	- Instrument Mechanic	21.62
23465	- Laboratory/Shelter Mechanic	20.13
23470	- Laborer	11.63
23510	- Locksmith	19.80
23530	- Machinery Maintenance Mechanic	20.05
23550	- Machinist, Maintenance	20.77
23580	- Maintenance Trades Helper	13.15
23591	- Metrology Technician I	21.62
23592	- Metrology Technician II	22.59
23593	- Metrology Technician III	23.52
23640	- Millwright	21.43
23710	- Office Appliance Repairer	19.02
23760	- Painter, Maintenance	17.29
23790	- Pipefitter, Maintenance	21.47
23810	- Plumber, Maintenance	20.73
23820	- Pneudraulic Systems Mechanic	21.11
23850	- Rigger	21.43
23870	- Scale Mechanic	18.91
23890	- Sheet-Metal Worker, Maintenance	20.87
23910	- Small Engine Mechanic	18.60
23931	- Telecommunications Mechanic I	25.00
23932	- Telecommunications Mechanic II	26.32
23950	- Telephone Lineman	26.60
23960	- Welder, Combination, Maintenance	18.13
23965	- Well Driller	21.43
23970	- Woodcraft Worker	21.11
23980	- Woodworker	16.74
24000	- Personal Needs Occupations	
24550	- Case Manager	11.03
24570	- Child Care Attendant	9.29
24580	- Child Care Center Clerk	11.58
24610	- Chore Aide	9.32
24620	- Family Readiness And Support Services Coordinator	11.03
24630	- Homemaker	11.03
25000	- Plant And System Operations Occupations	
25010	- Boiler Tender	21.43
25040	- Sewage Plant Operator	19.96
25070	- Stationary Engineer	21.43
25190	- Ventilation Equipment Tender	15.43
25210	- Water Treatment Plant Operator	19.59
27000	- Protective Service Occupations	
27004	- Alarm Monitor	12.97
27007	- Baggage Inspector	9.99
27008	- Corrections Officer	15.11
27010	- Court Security Officer	15.70
27030	- Detection Dog Handler	11.31
27040	- Detention Officer	15.11
27070	- Firefighter	16.40
27101	- Guard I	9.99
27102	- Guard II	11.31

27131	- Police Officer I	18.17
27132	- Police Officer II	20.19
28000	- Recreation Occupations	
28041	- Carnival Equipment Operator	10.09
28042	- Carnival Equipment Repairer	10.57
28043	- Carnival Worker	8.26
28210	- Gate Attendant/Gate Tender	13.60
28310	- Lifeguard	12.02
28350	- Park Attendant (Aide)	15.10
28510	- Recreation Aide/Health Facility Attendant	11.10
28515	- Recreation Specialist	16.16
28630	- Sports Official	11.74
28690	- Swimming Pool Operator	16.17
29000	- Stevedoring/Longshoremen Occupational Services	
29010	- Blocker And Bracer	18.60
29020	- Hatch Tender	18.60
29030	- Line Handler	18.60
29041	- Stevedore I	17.45
29042	- Stevedore II	19.80
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	18.95
30022	- Archeological Technician II	21.20
30023	- Archeological Technician III	26.27
30030	- Cartographic Technician	26.27
30040	- Civil Engineering Technician	18.42
30051	- Cryogenic Technician I	21.59
30052	- Cryogenic Technician II	23.85
30061	- Drafter/CAD Operator I	18.95
30062	- Drafter/CAD Operator II	21.20
30063	- Drafter/CAD Operator III	23.64
30064	- Drafter/CAD Operator IV	27.30
30081	- Engineering Technician I	15.68
30082	- Engineering Technician II	17.59
30083	- Engineering Technician III	22.90
30084	- Engineering Technician IV	25.79
30085	- Engineering Technician V	31.55
30086	- Engineering Technician VI	38.17
30090	- Environmental Technician	17.30
30095	- Evidence Control Specialist	19.49
30210	- Laboratory Technician	25.55
30221	- Latent Fingerprint Technician I	21.59
30222	- Latent Fingerprint Technician II	23.85
30240	- Mathematical Technician	26.27
30361	- Paralegal/Legal Assistant I	18.43
30362	- Paralegal/Legal Assistant II	22.82
30363	- Paralegal/Legal Assistant III	27.92
30364	- Paralegal/Legal Assistant IV	33.78
30375	- Petroleum Supply Specialist	23.85
30390	- Photo-Optics Technician	26.27
30395	- Radiation Control Technician	23.85
30461	- Technical Writer I	20.51
30462	- Technical Writer II	25.09
30463	- Technical Writer III	30.35
30491	- Unexploded Ordnance (UXO) Technician I	23.85
30492	- Unexploded Ordnance (UXO) Technician II	28.85
30493	- Unexploded Ordnance (UXO) Technician III	34.58
30494	- Unexploded (UXO) Safety Escort	23.85
30495	- Unexploded (UXO) Sweep Personnel	23.85
30501	- Weather Forecaster I	27.30
30502	- Weather Forecaster II	33.21
30620	- Weather Observer, Combined Upper Air Or (see 2)	23.64
Surface Programs		
30621	- Weather Observer, Senior (see 2)	26.27
31000	- Transportation/Mobile Equipment Operation Occupations	
31010	- Airplane Pilot	28.85
31020	- Bus Aide	10.65
31030	- Bus Driver	14.63
31043	- Driver Courier	12.69
31260	- Parking and Lot Attendant	9.68
31290	- Shuttle Bus Driver	13.67
31310	- Taxi Driver	10.81
31361	- Truckdriver, Light	13.67
31362	- Truckdriver, Medium	14.70
31363	- Truckdriver, Heavy	15.02
31364	- Truckdriver, Tractor-Trailer	15.02
99000	- Miscellaneous Occupations	
99020	- Cabin Safety Specialist	14.07
99030	- Cashier	9.35



99050 - Desk Clerk	9.41
99095 - Embalmer	25.30
99130 - Flight Follower	23.85
99251 - Laboratory Animal Caretaker I	11.14
99252 - Laboratory Animal Caretaker II	12.00
99260 - Marketing Analyst	25.79
99310 - Mortician	30.90
99410 - Pest Controller	16.16
99510 - Photofinishing Worker	12.53
99710 - Recycling Laborer	12.85
99711 - Recycling Specialist	14.81
99730 - Refuse Collector	11.64
99810 - Sales Clerk	10.77
99820 - School Crossing Guard	10.14
99830 - Survey Party Chief	18.53
99831 - Surveying Aide	11.46
99832 - Surveying Technician	15.74
99840 - Vending Machine Attendant	13.79
99841 - Vending Machine Repairer	15.52
99842 - Vending Machine Repairer Helper	13.79

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.41 per hour or \$176.40 per week or \$764.40 per month

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

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

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

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

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

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

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

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

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

#### \*\* HAZARDOUS PAY DIFFERENTIAL \*\*

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

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

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

#### \*\* UNIFORM ALLOWANCE \*\*

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

#### \*\* SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS \*\*

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

WD 15-5825 (Rev.-4) was first posted on www.wdol.gov on 08/01/2017

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

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

Daniel W. Simms                      Division of  
Director                      Wage Determinations

Wage Determination No.: 2015-5825  
Revision No.: 4  
Date Of Revision: 07/25/2017

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.20 for calendar year 2017 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2017. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Indiana

Area: Indiana County of Union

**Fringe Benefits Required Follow the Occupational Listing**		
OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.37
01012 - Accounting Clerk II		16.12
01013 - Accounting Clerk III		18.04
01020 - Administrative Assistant		25.59
01035 - Court Reporter		23.40
01041 - Customer Service Representative I		12.13
01042 - Customer Service Representative II		13.63
01043 - Customer Service Representative III		14.88
01051 - Data Entry Operator I		13.32
01052 - Data Entry Operator II		14.19
01060 - Dispatcher, Motor Vehicle		18.09
01070 - Document Preparation Clerk		13.37
01090 - Duplicating Machine Operator		13.37
01111 - General Clerk I		13.16
01112 - General Clerk II		14.35
01113 - General Clerk III		16.11
01120 - Housing Referral Assistant		20.69
01141 - Messenger Courier		12.63
01191 - Order Clerk I		14.21
01192 - Order Clerk II		15.51
01261 - Personnel Assistant (Employment) I		15.68
01262 - Personnel Assistant (Employment) II		17.54
01263 - Personnel Assistant (Employment) III		19.56
01270 - Production Control Clerk		22.76
01290 - Rental Clerk		14.69
01300 - Scheduler, Maintenance		16.59
01311 - Secretary I		16.59
01312 - Secretary II		18.57
01313 - Secretary III		20.69
01320 - Service Order Dispatcher		16.58
01410 - Supply Technician		25.59
01420 - Survey Worker		17.54
01460 - Switchboard Operator/Receptionist		12.42
01531 - Travel Clerk I		12.86
01532 - Travel Clerk II		13.72
01533 - Travel Clerk III		14.55
01611 - Word Processor I		14.66
01612 - Word Processor II		16.45
01613 - Word Processor III		18.41
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		19.82
05010 - Automotive Electrician		18.81
05040 - Automotive Glass Installer		18.07
05070 - Automotive Worker		18.07
05110 - Mobile Equipment Servicer		16.64
05130 - Motor Equipment Metal Mechanic		19.53
05160 - Motor Equipment Metal Worker		18.07
05190 - Motor Vehicle Mechanic		18.56
05220 - Motor Vehicle Mechanic Helper		15.92

05250	- Motor Vehicle Upholstery Worker	17.36
05280	- Motor Vehicle Wrecker	18.07
05310	- Painter, Automotive	18.81
05340	- Radiator Repair Specialist	18.07
05370	- Tire Repairer	15.24
05400	- Transmission Repair Specialist	19.53
07000	- Food Preparation And Service Occupations	
07010	- Baker	12.54
07041	- Cook I	12.12
07042	- Cook II	13.56
07070	- Dishwasher	9.18
07130	- Food Service Worker	10.13
07210	- Meat Cutter	16.14
07260	- Waiter/Waitress	9.92
09000	- Furniture Maintenance And Repair Occupations	
09010	- Electrostatic Spray Painter	19.62
09040	- Furniture Handler	14.20
09080	- Furniture Refinisher	19.62
09090	- Furniture Refinisher Helper	16.28
09110	- Furniture Repairer, Minor	18.11
09130	- Upholsterer	20.23
11000	- General Services And Support Occupations	
11030	- Cleaner, Vehicles	11.36
11060	- Elevator Operator	14.74
11090	- Gardener	16.30
11122	- Housekeeping Aide	14.76
11150	- Janitor	14.76
11210	- Laborer, Grounds Maintenance	14.25
11240	- Maid or Houseman	10.08
11260	- Pruner	13.74
11270	- Tractor Operator	15.71
11330	- Trail Maintenance Worker	14.25
11360	- Window Cleaner	15.54
12000	- Health Occupations	
12010	- Ambulance Driver	15.36
12011	- Breath Alcohol Technician	18.72
12012	- Certified Occupational Therapist Assistant	27.62
12015	- Certified Physical Therapist Assistant	26.38
12020	- Dental Assistant	18.35
12025	- Dental Hygienist	34.49
12030	- EKG Technician	25.03
12035	- Electroneurodiagnostic Technologist	25.03
12040	- Emergency Medical Technician	15.36
12071	- Licensed Practical Nurse I	18.88
12072	- Licensed Practical Nurse II	21.13
12073	- Licensed Practical Nurse III	23.56
12100	- Medical Assistant	14.70
12130	- Medical Laboratory Technician	18.79
12160	- Medical Record Clerk	16.24
12190	- Medical Record Technician	18.17
12195	- Medical Transcriptionist	18.49
12210	- Nuclear Medicine Technologist	34.30
12221	- Nursing Assistant I	11.19
12222	- Nursing Assistant II	12.58
12223	- Nursing Assistant III	13.73
12224	- Nursing Assistant IV	15.41
12235	- Optical Dispenser	17.99
12236	- Optical Technician	16.26
12250	- Pharmacy Technician	13.78
12280	- Phlebotomist	15.22
12305	- Radiologic Technologist	25.79
12311	- Registered Nurse I	22.64
12312	- Registered Nurse II	27.68
12313	- Registered Nurse II, Specialist	27.68
12314	- Registered Nurse III	33.49
12315	- Registered Nurse III, Anesthetist	33.49
12316	- Registered Nurse IV	40.14
12317	- Scheduler (Drug and Alcohol Testing)	23.19
12320	- Substance Abuse Treatment Counselor	18.59
13000	- Information And Arts Occupations	
13011	- Exhibits Specialist I	20.15
13012	- Exhibits Specialist II	24.96
13013	- Exhibits Specialist III	30.53
13041	- Illustrator I	22.55
13042	- Illustrator II	27.93
13043	- Illustrator III	34.16
13047	- Librarian	28.17
13050	- Library Aide/Clerk	12.35
13054	- Library Information Technology Systems Administrator	24.18
13058	- Library Technician	16.02

13061	- Media Specialist I	17.84
13062	- Media Specialist II	19.97
13063	- Media Specialist III	22.25
13071	- Photographer I	15.95
13072	- Photographer II	17.84
13073	- Photographer III	22.11
13074	- Photographer IV	27.04
13075	- Photographer V	32.71
13090	- Technical Order Library Clerk	15.12
13110	- Video Teleconference Technician	18.20
14000	- Information Technology Occupations	
14041	- Computer Operator I	16.79
14042	- Computer Operator II	18.79
14043	- Computer Operator III	20.95
14044	- Computer Operator IV	23.28
14045	- Computer Operator V	25.78
14071	- Computer Programmer I	(see 1) 25.51
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	16.79
14160	- Personal Computer Support Technician	23.28
14170	- System Support Specialist	27.99
15000	- Instructional Occupations	
15010	- Aircrew Training Devices Instructor (Non-Rated)	30.08
15020	- Aircrew Training Devices Instructor (Rated)	36.39
15030	- Air Crew Training Devices Instructor (Pilot)	42.16
15050	- Computer Based Training Specialist / Instructor	30.08
15060	- Educational Technologist	30.27
15070	- Flight Instructor (Pilot)	42.16
15080	- Graphic Artist	22.90
15085	- Maintenance Test Pilot, Fixed, Jet/Prop	42.14
15086	- Maintenance Test Pilot, Rotary Wing	42.14
15088	- Non-Maintenance Test/Co-Pilot	42.14
15090	- Technical Instructor	22.99
15095	- Technical Instructor/Course Developer	28.12
15110	- Test Proctor	18.65
15120	- Tutor	18.65
16000	- Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010	- Assembler	9.85
16030	- Counter Attendant	9.85
16040	- Dry Cleaner	12.18
16070	- Finisher, Flatwork, Machine	9.85
16090	- Presser, Hand	9.85
16110	- Presser, Machine, Drycleaning	9.85
16130	- Presser, Machine, Shirts	9.85
16160	- Presser, Machine, Wearing Apparel, Laundry	9.85
16190	- Sewing Machine Operator	13.03
16220	- Tailor	13.89
16250	- Washer, Machine	10.44
19000	- Machine Tool Operation And Repair Occupations	
19010	- Machine-Tool Operator (Tool Room)	21.85
19040	- Tool And Die Maker	25.10
21000	- Materials Handling And Packing Occupations	
21020	- Forklift Operator	16.46
21030	- Material Coordinator	23.17
21040	- Material Expediter	23.17
21050	- Material Handling Laborer	17.65
21071	- Order Filler	13.18
21080	- Production Line Worker (Food Processing)	16.46
21110	- Shipping Packer	15.78
21130	- Shipping/Receiving Clerk	15.78
21140	- Store Worker I	14.85
21150	- Stock Clerk	18.72
21210	- Tools And Parts Attendant	16.46
21410	- Warehouse Specialist	16.46
23000	- Mechanics And Maintenance And Repair Occupations	
23010	- Aerospace Structural Welder	29.13
23019	- Aircraft Logs and Records Technician	25.05
23021	- Aircraft Mechanic I	28.11
23022	- Aircraft Mechanic II	29.13
23023	- Aircraft Mechanic III	30.58
23040	- Aircraft Mechanic Helper	22.53
23050	- Aircraft, Painter	28.40
23060	- Aircraft Servicer	25.05
23070	- Aircraft Survival Flight Equipment Technician	28.40
23080	- Aircraft Worker	26.08
23091	- Aircrew Life Support Equipment (ALSE) Mechanic	26.08

I		
23092	- Aircrew Life Support Equipment (ALSE) Mechanic	28.11
II		
23110	- Appliance Mechanic	19.13
23120	- Bicycle Repairer	18.44
23125	- Cable Splicer	30.64
23130	- Carpenter, Maintenance	20.58
23140	- Carpet Layer	22.66
23160	- Electrician, Maintenance	25.95
23181	- Electronics Technician Maintenance I	25.16
23182	- Electronics Technician Maintenance II	26.33
23183	- Electronics Technician Maintenance III	27.30
23260	- Fabric Worker	21.81
23290	- Fire Alarm System Mechanic	22.68
23310	- Fire Extinguisher Repairer	20.59
23311	- Fuel Distribution System Mechanic	29.32
23312	- Fuel Distribution System Operator	24.19
23370	- General Maintenance Worker	19.16
23380	- Ground Support Equipment Mechanic	28.11
23381	- Ground Support Equipment Servicer	25.05
23382	- Ground Support Equipment Worker	26.08
23391	- Gunsmith I	20.59
23392	- Gunsmith II	23.04
23393	- Gunsmith III	24.97
23410	- Heating, Ventilation And Air-Conditioning Mechanic	23.42
23411	- Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	24.25
23430	- Heavy Equipment Mechanic	21.91
23440	- Heavy Equipment Operator	25.31
23460	- Instrument Mechanic	26.59
23465	- Laboratory/Shelter Mechanic	24.08
23470	- Laborer	15.39
23510	- Locksmith	21.88
23530	- Machinery Maintenance Mechanic	24.82
23550	- Machinist, Maintenance	21.59
23580	- Maintenance Trades Helper	16.60
23591	- Metrology Technician I	26.59
23592	- Metrology Technician II	27.52
23593	- Metrology Technician III	28.48
23640	- Millwright	30.15
23710	- Office Appliance Repairer	20.23
23760	- Painter, Maintenance	20.42
23790	- Pipefitter, Maintenance	25.57
23810	- Plumber, Maintenance	24.66
23820	- Pneudraulic Systems Mechanic	24.97
23850	- Rigger	24.97
23870	- Scale Mechanic	23.04
23890	- Sheet-Metal Worker, Maintenance	22.08
23910	- Small Engine Mechanic	17.14
23931	- Telecommunications Mechanic I	25.05
23932	- Telecommunications Mechanic II	25.94
23950	- Telephone Lineman	24.99
23960	- Welder, Combination, Maintenance	18.58
23965	- Well Driller	22.74
23970	- Woodcraft Worker	20.97
23980	- Woodworker	20.59
24000	- Personal Needs Occupations	
24550	- Case Manager	15.92
24570	- Child Care Attendant	10.52
24580	- Child Care Center Clerk	14.92
24610	- Chore Aide	11.06
24620	- Family Readiness And Support Services Coordinator	15.92
24630	- Homemaker	15.92
25000	- Plant And System Operations Occupations	
25010	- Boiler Tender	26.88
25040	- Sewage Plant Operator	22.32
25070	- Stationary Engineer	26.88
25190	- Ventilation Equipment Tender	20.59
25210	- Water Treatment Plant Operator	22.32
27000	- Protective Service Occupations	
27004	- Alarm Monitor	20.93
27007	- Baggage Inspector	13.11
27008	- Corrections Officer	23.27
27010	- Court Security Officer	21.92
27030	- Detection Dog Handler	17.82
27040	- Detention Officer	23.27
27070	- Firefighter	22.55
27101	- Guard I	13.11
27102	- Guard II	17.82

27131	- Police Officer I	27.71
27132	- Police Officer II	30.79
28000	- Recreation Occupations	
28041	- Carnival Equipment Operator	12.98
28042	- Carnival Equipment Repairer	13.34
28043	- Carnival Worker	11.15
28210	- Gate Attendant/Gate Tender	13.81
28310	- Lifeguard	12.03
28350	- Park Attendant (Aide)	15.44
28510	- Recreation Aide/Health Facility Attendant	11.27
28515	- Recreation Specialist	19.14
28630	- Sports Official	12.30
28690	- Swimming Pool Operator	18.63
29000	- Stevedoring/Longshoremen Occupational Services	
29010	- Blocker And Bracer	23.36
29020	- Hatch Tender	23.36
29030	- Line Handler	23.36
29041	- Stevedore I	22.18
29042	- Stevedore II	24.41
30000	- Technical Occupations	
30010	- Air Traffic Control Specialist, Center (HFO) (see 2)	38.98
30011	- Air Traffic Control Specialist, Station (HFO) (see 2)	26.88
30012	- Air Traffic Control Specialist, Terminal (HFO) (see 2)	29.60
30021	- Archeological Technician I	18.39
30022	- Archeological Technician II	20.58
30023	- Archeological Technician III	25.49
30030	- Cartographic Technician	25.49
30040	- Civil Engineering Technician	24.35
30051	- Cryogenic Technician I	25.16
30052	- Cryogenic Technician II	27.78
30061	- Drafter/CAD Operator I	18.39
30062	- Drafter/CAD Operator II	20.58
30063	- Drafter/CAD Operator III	22.94
30064	- Drafter/CAD Operator IV	29.65
30081	- Engineering Technician I	15.68
30082	- Engineering Technician II	17.59
30083	- Engineering Technician III	20.55
30084	- Engineering Technician IV	24.39
30085	- Engineering Technician V	29.83
30086	- Engineering Technician VI	36.09
30090	- Environmental Technician	20.32
30095	- Evidence Control Specialist	22.71
30210	- Laboratory Technician	20.99
30221	- Latent Fingerprint Technician I	25.16
30222	- Latent Fingerprint Technician II	27.78
30240	- Mathematical Technician	25.49
30361	- Paralegal/Legal Assistant I	19.70
30362	- Paralegal/Legal Assistant II	24.40
30363	- Paralegal/Legal Assistant III	31.43
30364	- Paralegal/Legal Assistant IV	37.70
30375	- Petroleum Supply Specialist	27.78
30390	- Photo-Optics Technician	25.49
30395	- Radiation Control Technician	27.78
30461	- Technical Writer I	24.05
30462	- Technical Writer II	29.40
30463	- Technical Writer III	35.57
30491	- Unexploded Ordnance (UXO) Technician I	24.77
30492	- Unexploded Ordnance (UXO) Technician II	29.97
30493	- Unexploded Ordnance (UXO) Technician III	35.92
30494	- Unexploded (UXO) Safety Escort	24.77
30495	- Unexploded (UXO) Sweep Personnel	24.77
30501	- Weather Forecaster I	25.16
30502	- Weather Forecaster II	30.60
30620	- Weather Observer, Combined Upper Air Or (see 2)	22.94
Surface Programs		
30621	- Weather Observer, Senior (see 2)	23.88
31000	- Transportation/Mobile Equipment Operation Occupations	
31010	- Airplane Pilot	29.97
31020	- Bus Aide	13.67
31030	- Bus Driver	18.48
31043	- Driver Courier	17.02
31260	- Parking and Lot Attendant	9.40
31290	- Shuttle Bus Driver	18.11
31310	- Taxi Driver	11.56
31361	- Truckdriver, Light	18.11
31362	- Truckdriver, Medium	18.43
31363	- Truckdriver, Heavy	20.95
31364	- Truckdriver, Tractor-Trailer	20.95
99000	- Miscellaneous Occupations	
99020	- Cabin Safety Specialist	14.61
99030	- Cashier	9.87



99050 - Desk Clerk	10.05
99095 - Embalmer	34.47
99130 - Flight Follower	24.77
99251 - Laboratory Animal Caretaker I	13.03
99252 - Laboratory Animal Caretaker II	13.87
99260 - Marketing Analyst	28.53
99310 - Mortician	34.47
99410 - Pest Controller	16.18
99510 - Photofinishing Worker	13.48
99710 - Recycling Laborer	18.34
99711 - Recycling Specialist	21.52
99730 - Refuse Collector	16.76
99810 - Sales Clerk	12.05
99820 - School Crossing Guard	12.93
99830 - Survey Party Chief	26.04
99831 - Surveying Aide	13.38
99832 - Surveying Technician	20.48
99840 - Vending Machine Attendant	14.77
99841 - Vending Machine Repairer	16.64
99842 - Vending Machine Repairer Helper	14.77

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.41 per hour or \$176.40 per week or \$764.40 per month

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of eleven 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, 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 15-4733 (Rev.-2) was first posted on www.wdol.gov on 07/25/2017

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

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

Daniel W. Simms                      Division of  
Director                      Wage Determinations

Wage Determination No.: 2015-4733  
Revision No.: 2  
Date Of Revision: 07/20/2017

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.20 for calendar year 2017 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2017. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Ohio

Area: Ohio County of Allen

**Fringe Benefits Required Follow the Occupational Listing**		
OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.40
01012 - Accounting Clerk II		15.05
01013 - Accounting Clerk III		16.83
01020 - Administrative Assistant		20.71
01035 - Court Reporter		16.09
01041 - Customer Service Representative I		11.95
01042 - Customer Service Representative II		13.43
01043 - Customer Service Representative III		14.66
01051 - Data Entry Operator I		11.73
01052 - Data Entry Operator II		12.81
01060 - Dispatcher, Motor Vehicle		17.07
01070 - Document Preparation Clerk		12.81
01090 - Duplicating Machine Operator		12.81
01111 - General Clerk I		12.39
01112 - General Clerk II		13.52
01113 - General Clerk III		15.18
01120 - Housing Referral Assistant		18.35
01141 - Messenger Courier		13.05
01191 - Order Clerk I		11.73
01192 - Order Clerk II		12.22
01261 - Personnel Assistant (Employment) I		14.41
01262 - Personnel Assistant (Employment) II		16.12
01263 - Personnel Assistant (Employment) III		18.58
01270 - Production Control Clerk		21.22
01290 - Rental Clerk		12.58
01300 - Scheduler, Maintenance		14.38
01311 - Secretary I		14.38
01312 - Secretary II		16.09
01313 - Secretary III		18.35
01320 - Service Order Dispatcher		15.26
01410 - Supply Technician		20.71
01420 - Survey Worker		16.09
01460 - Switchboard Operator/Receptionist		12.45
01531 - Travel Clerk I		12.86
01532 - Travel Clerk II		13.72
01533 - Travel Clerk III		14.55
01611 - Word Processor I		12.81
01612 - Word Processor II		14.38
01613 - Word Processor III		16.09
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		21.85
05010 - Automotive Electrician		20.78
05040 - Automotive Glass Installer		20.09
05070 - Automotive Worker		20.09
05110 - Mobile Equipment Servicer		18.71
05130 - Motor Equipment Metal Mechanic		21.44
05160 - Motor Equipment Metal Worker		19.99
05190 - Motor Vehicle Mechanic		21.85
05220 - Motor Vehicle Mechanic Helper		17.98

05250	- Motor Vehicle Upholstery Worker	19.36
05280	- Motor Vehicle Wrecker	20.09
05310	- Painter, Automotive	20.78
05340	- Radiator Repair Specialist	20.09
05370	- Tire Repairer	16.74
05400	- Transmission Repair Specialist	21.44
07000	- Food Preparation And Service Occupations	
07010	- Baker	14.53
07041	- Cook I	12.18
07042	- Cook II	13.82
07070	- Dishwasher	9.17
07130	- Food Service Worker	10.24
07210	- Meat Cutter	15.46
07260	- Waiter/Waitress	9.85
09000	- Furniture Maintenance And Repair Occupations	
09010	- Electrostatic Spray Painter	21.18
09040	- Furniture Handler	14.71
09080	- Furniture Refinisher	21.18
09090	- Furniture Refinisher Helper	16.66
09110	- Furniture Repairer, Minor	19.20
09130	- Upholsterer	21.18
11000	- General Services And Support Occupations	
11030	- Cleaner, Vehicles	12.18
11060	- Elevator Operator	12.18
11090	- Gardener	16.40
11122	- Housekeeping Aide	12.07
11150	- Janitor	12.07
11210	- Laborer, Grounds Maintenance	12.88
11240	- Maid or Houseman	10.03
11260	- Pruner	11.72
11270	- Tractor Operator	15.21
11330	- Trail Maintenance Worker	12.88
11360	- Window Cleaner	12.98
12000	- Health Occupations	
12010	- Ambulance Driver	16.90
12011	- Breath Alcohol Technician	16.90
12012	- Certified Occupational Therapist Assistant	23.18
12015	- Certified Physical Therapist Assistant	24.59
12020	- Dental Assistant	16.16
12025	- Dental Hygienist	28.45
12030	- EKG Technician	25.60
12035	- Electroneurodiagnostic Technologist	25.60
12040	- Emergency Medical Technician	16.90
12071	- Licensed Practical Nurse I	15.10
12072	- Licensed Practical Nurse II	16.90
12073	- Licensed Practical Nurse III	18.83
12100	- Medical Assistant	13.75
12130	- Medical Laboratory Technician	18.10
12160	- Medical Record Clerk	15.44
12190	- Medical Record Technician	17.34
12195	- Medical Transcriptionist	15.17
12210	- Nuclear Medicine Technologist	37.12
12221	- Nursing Assistant I	11.12
12222	- Nursing Assistant II	12.50
12223	- Nursing Assistant III	13.64
12224	- Nursing Assistant IV	15.32
12235	- Optical Dispenser	18.05
12236	- Optical Technician	15.10
12250	- Pharmacy Technician	14.19
12280	- Phlebotomist	15.30
12305	- Radiologic Technologist	25.76
12311	- Registered Nurse I	21.78
12312	- Registered Nurse II	26.65
12313	- Registered Nurse II, Specialist	26.65
12314	- Registered Nurse III	32.24
12315	- Registered Nurse III, Anesthetist	32.24
12316	- Registered Nurse IV	38.63
12317	- Scheduler (Drug and Alcohol Testing)	20.92
12320	- Substance Abuse Treatment Counselor	20.92
13000	- Information And Arts Occupations	
13011	- Exhibits Specialist I	18.23
13012	- Exhibits Specialist II	22.58
13013	- Exhibits Specialist III	27.62
13041	- Illustrator I	18.23
13042	- Illustrator II	22.58
13043	- Illustrator III	27.62
13047	- Librarian	25.01
13050	- Library Aide/Clerk	13.86
13054	- Library Information Technology Systems Administrator	22.58
13058	- Library Technician	16.94

13061	- Media Specialist I	15.82
13062	- Media Specialist II	16.94
13063	- Media Specialist III	18.87
13071	- Photographer I	14.56
13072	- Photographer II	16.94
13073	- Photographer III	20.97
13074	- Photographer IV	24.79
13075	- Photographer V	30.10
13090	- Technical Order Library Clerk	15.74
13110	- Video Teleconference Technician	16.29
14000	- Information Technology Occupations	
14041	- Computer Operator I	14.70
14042	- Computer Operator II	16.45
14043	- Computer Operator III	18.32
14044	- Computer Operator IV	21.57
14045	- Computer Operator V	23.87
14071	- Computer Programmer I (see 1)	22.07
14072	- Computer Programmer II (see 1)	27.39
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	14.70
14160	- Personal Computer Support Technician	24.13
14170	- System Support Specialist	22.05
15000	- Instructional Occupations	
15010	- Aircrew Training Devices Instructor (Non-Rated)	26.04
15020	- Aircrew Training Devices Instructor (Rated)	33.34
15030	- Air Crew Training Devices Instructor (Pilot)	37.76
15050	- Computer Based Training Specialist / Instructor	27.62
15060	- Educational Technologist	30.44
15070	- Flight Instructor (Pilot)	37.76
15080	- Graphic Artist	25.74
15085	- Maintenance Test Pilot, Fixed, Jet/Prop	37.76
15086	- Maintenance Test Pilot, Rotary Wing	37.76
15088	- Non-Maintenance Test/Co-Pilot	37.76
15090	- Technical Instructor	21.63
15095	- Technical Instructor/Course Developer	26.47
15110	- Test Proctor	17.47
15120	- Tutor	17.47
16000	- Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010	- Assembler	9.85
16030	- Counter Attendant	9.85
16040	- Dry Cleaner	12.13
16070	- Finisher, Flatwork, Machine	9.85
16090	- Presser, Hand	9.85
16110	- Presser, Machine, Drycleaning	9.85
16130	- Presser, Machine, Shirts	9.85
16160	- Presser, Machine, Wearing Apparel, Laundry	9.85
16190	- Sewing Machine Operator	13.00
16220	- Tailor	13.84
16250	- Washer, Machine	10.42
19000	- Machine Tool Operation And Repair Occupations	
19010	- Machine-Tool Operator (Tool Room)	21.57
19040	- Tool And Die Maker	24.42
21000	- Materials Handling And Packing Occupations	
21020	- Forklift Operator	16.96
21030	- Material Coordinator	21.22
21040	- Material Expediter	21.22
21050	- Material Handling Laborer	12.20
21071	- Order Filler	11.49
21080	- Production Line Worker (Food Processing)	16.96
21110	- Shipping Packer	15.40
21130	- Shipping/Receiving Clerk	15.40
21140	- Store Worker I	13.71
21150	- Stock Clerk	18.26
21210	- Tools And Parts Attendant	16.96
21410	- Warehouse Specialist	16.96
23000	- Mechanics And Maintenance And Repair Occupations	
23010	- Aerospace Structural Welder	22.76
23019	- Aircraft Logs and Records Technician	19.26
23021	- Aircraft Mechanic I	22.00
23022	- Aircraft Mechanic II	22.76
23023	- Aircraft Mechanic III	23.60
23040	- Aircraft Mechanic Helper	17.89
23050	- Aircraft, Painter	21.32
23060	- Aircraft Servicer	19.26
23070	- Aircraft Survival Flight Equipment Technician	21.32
23080	- Aircraft Worker	20.25
23091	- Aircrew Life Support Equipment (ALSE) Mechanic	20.25

I		
23092	- Aircrew Life Support Equipment (ALSE) Mechanic	22.00
II		
23110	- Appliance Mechanic	21.30
23120	- Bicycle Repairer	17.74
23125	- Cable Splicer	22.00
23130	- Carpenter, Maintenance	19.25
23140	- Carpet Layer	24.51
23160	- Electrician, Maintenance	26.32
23181	- Electronics Technician Maintenance I	22.28
23182	- Electronics Technician Maintenance II	23.45
23183	- Electronics Technician Maintenance III	24.20
23260	- Fabric Worker	19.20
23290	- Fire Alarm System Mechanic	22.00
23310	- Fire Extinguisher Repairer	17.92
23311	- Fuel Distribution System Mechanic	22.09
23312	- Fuel Distribution System Operator	17.99
23370	- General Maintenance Worker	18.53
23380	- Ground Support Equipment Mechanic	22.00
23381	- Ground Support Equipment Servicer	19.26
23382	- Ground Support Equipment Worker	20.25
23391	- Gunsmith I	17.92
23392	- Gunsmith II	20.25
23393	- Gunsmith III	22.00
23410	- Heating, Ventilation And Air-Conditioning Mechanic	21.22
23411	- Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	21.95
23430	- Heavy Equipment Mechanic	26.62
23440	- Heavy Equipment Operator	25.19
23460	- Instrument Mechanic	22.00
23465	- Laboratory/Shelter Mechanic	21.32
23470	- Laborer	13.59
23510	- Locksmith	21.30
23530	- Machinery Maintenance Mechanic	28.00
23550	- Machinist, Maintenance	21.99
23580	- Maintenance Trades Helper	16.94
23591	- Metrology Technician I	22.00
23592	- Metrology Technician II	22.76
23593	- Metrology Technician III	23.60
23640	- Millwright	22.54
23710	- Office Appliance Repairer	21.30
23760	- Painter, Maintenance	21.18
23790	- Pipefitter, Maintenance	23.95
23810	- Plumber, Maintenance	23.20
23820	- Pneudraulic Systems Mechanic	22.00
23850	- Rigger	22.00
23870	- Scale Mechanic	20.13
23890	- Sheet-Metal Worker, Maintenance	24.04
23910	- Small Engine Mechanic	20.13
23931	- Telecommunications Mechanic I	22.00
23932	- Telecommunications Mechanic II	22.76
23950	- Telephone Lineman	21.99
23960	- Welder, Combination, Maintenance	19.86
23965	- Well Driller	22.00
23970	- Woodcraft Worker	22.00
23980	- Woodworker	17.92
24000	- Personal Needs Occupations	
24550	- Case Manager	15.10
24570	- Child Care Attendant	10.51
24580	- Child Care Center Clerk	13.12
24610	- Chore Aide	9.40
24620	- Family Readiness And Support Services Coordinator	15.10
24630	- Homemaker	15.10
25000	- Plant And System Operations Occupations	
25010	- Boiler Tender	22.00
25040	- Sewage Plant Operator	24.84
25070	- Stationary Engineer	22.00
25190	- Ventilation Equipment Tender	17.16
25210	- Water Treatment Plant Operator	24.84
27000	- Protective Service Occupations	
27004	- Alarm Monitor	18.85
27007	- Baggage Inspector	13.19
27008	- Corrections Officer	22.23
27010	- Court Security Officer	23.11
27030	- Detection Dog Handler	15.58
27040	- Detention Officer	22.23
27070	- Firefighter	20.56
27101	- Guard I	13.19
27102	- Guard II	15.58

27131	- Police Officer I	22.39
27132	- Police Officer II	24.88
28000	- Recreation Occupations	
28041	- Carnival Equipment Operator	11.95
28042	- Carnival Equipment Repairer	12.88
28043	- Carnival Worker	9.21
28210	- Gate Attendant/Gate Tender	14.61
28310	- Lifeguard	13.01
28350	- Park Attendant (Aide)	16.34
28510	- Recreation Aide/Health Facility Attendant	11.92
28515	- Recreation Specialist	17.61
28630	- Sports Official	13.01
28690	- Swimming Pool Operator	15.75
29000	- Stevedoring/Longshoremen Occupational Services	
29010	- Blocker And Bracer	22.28
29020	- Hatch Tender	22.28
29030	- Line Handler	22.28
29041	- Stevedore I	21.12
29042	- Stevedore II	24.20
30000	- Technical Occupations	
30010	- Air Traffic Control Specialist, Center (HFO) (see 2)	37.52
30011	- Air Traffic Control Specialist, Station (HFO) (see 2)	25.87
30012	- Air Traffic Control Specialist, Terminal (HFO) (see 2)	28.49
30021	- Archeological Technician I	15.16
30022	- Archeological Technician II	18.20
30023	- Archeological Technician III	22.48
30030	- Cartographic Technician	21.39
30040	- Civil Engineering Technician	22.33
30051	- Cryogenic Technician I	21.59
30052	- Cryogenic Technician II	23.85
30061	- Drafter/CAD Operator I	15.16
30062	- Drafter/CAD Operator II	17.80
30063	- Drafter/CAD Operator III	19.84
30064	- Drafter/CAD Operator IV	22.48
30081	- Engineering Technician I	13.81
30082	- Engineering Technician II	15.50
30083	- Engineering Technician III	18.47
30084	- Engineering Technician IV	23.08
30085	- Engineering Technician V	26.28
30086	- Engineering Technician VI	31.80
30090	- Environmental Technician	21.98
30095	- Evidence Control Specialist	19.49
30210	- Laboratory Technician	25.18
30221	- Latent Fingerprint Technician I	21.59
30222	- Latent Fingerprint Technician II	23.85
30240	- Mathematical Technician	22.61
30361	- Paralegal/Legal Assistant I	16.14
30362	- Paralegal/Legal Assistant II	19.99
30363	- Paralegal/Legal Assistant III	24.46
30364	- Paralegal/Legal Assistant IV	29.59
30375	- Petroleum Supply Specialist	23.85
30390	- Photo-Optics Technician	21.39
30395	- Radiation Control Technician	23.85
30461	- Technical Writer I	21.01
30462	- Technical Writer II	25.70
30463	- Technical Writer III	31.10
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	21.59
30502	- Weather Forecaster II	26.26
30620	- Weather Observer, Combined Upper Air Or (see 2)	19.84
Surface Programs		
30621	- Weather Observer, Senior (see 2)	20.94
31000	- Transportation/Mobile Equipment Operation Occupations	
31010	- Airplane Pilot	28.85
31020	- Bus Aide	13.04
31030	- Bus Driver	17.79
31043	- Driver Courier	12.24
31260	- Parking and Lot Attendant	11.40
31290	- Shuttle Bus Driver	13.19
31310	- Taxi Driver	12.62
31361	- Truckdriver, Light	13.19
31362	- Truckdriver, Medium	13.64
31363	- Truckdriver, Heavy	20.15
31364	- Truckdriver, Tractor-Trailer	20.15
99000	- Miscellaneous Occupations	
99020	- Cabin Safety Specialist	14.07
99030	- Cashier	9.25



99050 - Desk Clerk	9.56
99095 - Embalmer	23.85
99130 - Flight Follower	23.85
99251 - Laboratory Animal Caretaker I	19.74
99252 - Laboratory Animal Caretaker II	21.28
99260 - Marketing Analyst	26.18
99310 - Mortician	23.85
99410 - Pest Controller	22.76
99510 - Photofinishing Worker	12.53
99710 - Recycling Laborer	16.22
99711 - Recycling Specialist	19.16
99730 - Refuse Collector	14.77
99810 - Sales Clerk	11.22
99820 - School Crossing Guard	15.22
99830 - Survey Party Chief	21.78
99831 - Surveying Aide	11.48
99832 - Surveying Technician	15.74
99840 - Vending Machine Attendant	17.53
99841 - Vending Machine Repairer	23.52
99842 - Vending Machine Repairer Helper	17.53

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.27 per hour

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, 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 15-4745 (Rev.-4) was first posted on www.wdol.gov on 08/01/2017

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

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

Daniel W. Simms                      Division of  
Director                      Wage Determinations

Wage Determination No.: 2015-4745  
Revision No.: 4  
Date Of Revision: 07/25/2017

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.20 for calendar year 2017 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2017. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Ohio

Area: Ohio Counties of Champaign, Darke, Logan, Preble, Shelby

**Fringe Benefits Required Follow the Occupational Listing**		
OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.89
01012 - Accounting Clerk II		15.59
01013 - Accounting Clerk III		17.45
01020 - Administrative Assistant		21.19
01035 - Court Reporter		19.34
01041 - Customer Service Representative I		11.78
01042 - Customer Service Representative II		13.25
01043 - Customer Service Representative III		14.45
01051 - Data Entry Operator I		12.00
01052 - Data Entry Operator II		12.90
01060 - Dispatcher, Motor Vehicle		19.80
01070 - Document Preparation Clerk		13.67
01090 - Duplicating Machine Operator		13.67
01111 - General Clerk I		12.86
01112 - General Clerk II		14.03
01113 - General Clerk III		15.76
01120 - Housing Referral Assistant		20.69
01141 - Messenger Courier		11.12
01191 - Order Clerk I		15.56
01192 - Order Clerk II		16.97
01261 - Personnel Assistant (Employment) I		15.68
01262 - Personnel Assistant (Employment) II		17.54
01263 - Personnel Assistant (Employment) III		19.56
01270 - Production Control Clerk		22.76
01290 - Rental Clerk		14.69
01300 - Scheduler, Maintenance		16.59
01311 - Secretary I		16.59
01312 - Secretary II		18.57
01313 - Secretary III		20.69
01320 - Service Order Dispatcher		17.70
01410 - Supply Technician		21.21
01420 - Survey Worker		17.54
01460 - Switchboard Operator/Receptionist		12.06
01531 - Travel Clerk I		12.86
01532 - Travel Clerk II		13.72
01533 - Travel Clerk III		14.55
01611 - Word Processor I		13.96
01612 - Word Processor II		15.68
01613 - Word Processor III		17.54
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		19.82
05010 - Automotive Electrician		18.81
05040 - Automotive Glass Installer		18.07
05070 - Automotive Worker		18.07
05110 - Mobile Equipment Servicer		16.64
05130 - Motor Equipment Metal Mechanic		19.53
05160 - Motor Equipment Metal Worker		18.07
05190 - Motor Vehicle Mechanic		18.33
05220 - Motor Vehicle Mechanic Helper		15.92

05250	- Motor Vehicle Upholstery Worker	17.36
05280	- Motor Vehicle Wrecker	18.07
05310	- Painter, Automotive	18.81
05340	- Radiator Repair Specialist	18.07
05370	- Tire Repairer	15.24
05400	- Transmission Repair Specialist	19.53
07000	- Food Preparation And Service Occupations	
07010	- Baker	12.61
07041	- Cook I	11.73
07042	- Cook II	13.22
07070	- Dishwasher	8.94
07130	- Food Service Worker	9.71
07210	- Meat Cutter	15.75
07260	- Waiter/Waitress	9.92
09000	- Furniture Maintenance And Repair Occupations	
09010	- Electrostatic Spray Painter	19.62
09040	- Furniture Handler	14.20
09080	- Furniture Refinisher	19.62
09090	- Furniture Refinisher Helper	16.28
09110	- Furniture Repairer, Minor	18.11
09130	- Upholsterer	20.23
11000	- General Services And Support Occupations	
11030	- Cleaner, Vehicles	11.36
11060	- Elevator Operator	12.18
11090	- Gardener	16.30
11122	- Housekeeping Aide	14.76
11150	- Janitor	14.76
11210	- Laborer, Grounds Maintenance	14.25
11240	- Maid or Houseman	9.94
11260	- Pruner	13.74
11270	- Tractor Operator	15.71
11330	- Trail Maintenance Worker	14.25
11360	- Window Cleaner	15.54
12000	- Health Occupations	
12010	- Ambulance Driver	15.02
12011	- Breath Alcohol Technician	18.05
12012	- Certified Occupational Therapist Assistant	25.32
12015	- Certified Physical Therapist Assistant	23.98
12020	- Dental Assistant	15.29
12025	- Dental Hygienist	30.22
12030	- EKG Technician	25.97
12035	- Electroneurodiagnostic Technologist	25.97
12040	- Emergency Medical Technician	15.02
12071	- Licensed Practical Nurse I	18.88
12072	- Licensed Practical Nurse II	21.13
12073	- Licensed Practical Nurse III	23.56
12100	- Medical Assistant	12.88
12130	- Medical Laboratory Technician	19.34
12160	- Medical Record Clerk	14.46
12190	- Medical Record Technician	16.18
12195	- Medical Transcriptionist	15.28
12210	- Nuclear Medicine Technologist	36.47
12221	- Nursing Assistant I	11.25
12222	- Nursing Assistant II	12.65
12223	- Nursing Assistant III	13.80
12224	- Nursing Assistant IV	15.50
12235	- Optical Dispenser	16.51
12236	- Optical Technician	16.13
12250	- Pharmacy Technician	13.51
12280	- Phlebotomist	14.53
12305	- Radiologic Technologist	24.91
12311	- Registered Nurse I	22.64
12312	- Registered Nurse II	27.68
12313	- Registered Nurse II, Specialist	27.68
12314	- Registered Nurse III	33.49
12315	- Registered Nurse III, Anesthetist	33.49
12316	- Registered Nurse IV	40.14
12317	- Scheduler (Drug and Alcohol Testing)	22.65
12320	- Substance Abuse Treatment Counselor	19.67
13000	- Information And Arts Occupations	
13011	- Exhibits Specialist I	20.15
13012	- Exhibits Specialist II	24.96
13013	- Exhibits Specialist III	30.53
13041	- Illustrator I	22.55
13042	- Illustrator II	27.93
13043	- Illustrator III	34.16
13047	- Librarian	28.17
13050	- Library Aide/Clerk	12.72
13054	- Library Information Technology Systems Administrator	24.18
13058	- Library Technician	16.02

13061	- Media Specialist I	17.55
13062	- Media Specialist II	19.62
13063	- Media Specialist III	21.89
13071	- Photographer I	15.95
13072	- Photographer II	17.84
13073	- Photographer III	22.11
13074	- Photographer IV	27.04
13075	- Photographer V	32.71
13090	- Technical Order Library Clerk	15.98
13110	- Video Teleconference Technician	18.20
14000	- Information Technology Occupations	
14041	- Computer Operator I	16.79
14042	- Computer Operator II	18.79
14043	- Computer Operator III	20.95
14044	- Computer Operator IV	23.28
14045	- Computer Operator V	25.78
14071	- Computer Programmer I (see 1)	25.51
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	16.79
14160	- Personal Computer Support Technician	23.28
14170	- System Support Specialist	25.27
15000	- Instructional Occupations	
15010	- Aircrew Training Devices Instructor (Non-Rated)	30.08
15020	- Aircrew Training Devices Instructor (Rated)	36.39
15030	- Air Crew Training Devices Instructor (Pilot)	42.16
15050	- Computer Based Training Specialist / Instructor	30.08
15060	- Educational Technologist	27.59
15070	- Flight Instructor (Pilot)	42.16
15080	- Graphic Artist	22.43
15085	- Maintenance Test Pilot, Fixed, Jet/Prop	38.49
15086	- Maintenance Test Pilot, Rotary Wing	38.49
15088	- Non-Maintenance Test/Co-Pilot	38.49
15090	- Technical Instructor	21.94
15095	- Technical Instructor/Course Developer	26.84
15110	- Test Proctor	17.71
15120	- Tutor	17.71
16000	- Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010	- Assembler	9.69
16030	- Counter Attendant	9.69
16040	- Dry Cleaner	11.96
16070	- Finisher, Flatwork, Machine	9.69
16090	- Presser, Hand	9.69
16110	- Presser, Machine, Drycleaning	9.69
16130	- Presser, Machine, Shirts	9.69
16160	- Presser, Machine, Wearing Apparel, Laundry	9.69
16190	- Sewing Machine Operator	12.80
16220	- Tailor	13.64
16250	- Washer, Machine	10.25
19000	- Machine Tool Operation And Repair Occupations	
19010	- Machine-Tool Operator (Tool Room)	19.83
19040	- Tool And Die Maker	23.85
21000	- Materials Handling And Packing Occupations	
21020	- Forklift Operator	16.46
21030	- Material Coordinator	23.54
21040	- Material Expediter	23.54
21050	- Material Handling Laborer	17.65
21071	- Order Filler	13.18
21080	- Production Line Worker (Food Processing)	16.46
21110	- Shipping Packer	16.66
21130	- Shipping/Receiving Clerk	16.66
21140	- Store Worker I	14.85
21150	- Stock Clerk	18.83
21210	- Tools And Parts Attendant	16.46
21410	- Warehouse Specialist	16.46
23000	- Mechanics And Maintenance And Repair Occupations	
23010	- Aerospace Structural Welder	24.99
23019	- Aircraft Logs and Records Technician	20.81
23021	- Aircraft Mechanic I	24.08
23022	- Aircraft Mechanic II	24.99
23023	- Aircraft Mechanic III	25.92
23040	- Aircraft Mechanic Helper	18.62
23050	- Aircraft, Painter	23.47
23060	- Aircraft Servicer	20.81
23070	- Aircraft Survival Flight Equipment Technician	23.47
23080	- Aircraft Worker	22.04
23091	- Aircrew Life Support Equipment (ALSE) Mechanic	22.04

I		
23092	- Aircrew Life Support Equipment (ALSE) Mechanic	24.08
II		
23110	- Appliance Mechanic	18.83
23120	- Bicycle Repairer	18.44
23125	- Cable Splicer	30.37
23130	- Carpenter, Maintenance	20.58
23140	- Carpet Layer	22.04
23160	- Electrician, Maintenance	25.95
23181	- Electronics Technician Maintenance I	25.43
23182	- Electronics Technician Maintenance II	26.75
23183	- Electronics Technician Maintenance III	27.78
23260	- Fabric Worker	20.81
23290	- Fire Alarm System Mechanic	24.08
23310	- Fire Extinguisher Repairer	19.56
23311	- Fuel Distribution System Mechanic	24.28
23312	- Fuel Distribution System Operator	20.06
23370	- General Maintenance Worker	19.75
23380	- Ground Support Equipment Mechanic	24.08
23381	- Ground Support Equipment Servicer	20.81
23382	- Ground Support Equipment Worker	22.04
23391	- Gunsmith I	19.56
23392	- Gunsmith II	22.04
23393	- Gunsmith III	24.08
23410	- Heating, Ventilation And Air-Conditioning Mechanic	21.85
23411	- Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	22.88
23430	- Heavy Equipment Mechanic	22.89
23440	- Heavy Equipment Operator	25.31
23460	- Instrument Mechanic	24.08
23465	- Laboratory/Shelter Mechanic	23.19
23470	- Laborer	15.39
23510	- Locksmith	23.19
23530	- Machinery Maintenance Mechanic	25.22
23550	- Machinist, Maintenance	20.35
23580	- Maintenance Trades Helper	16.60
23591	- Metrology Technician I	24.08
23592	- Metrology Technician II	24.99
23593	- Metrology Technician III	25.92
23640	- Millwright	30.74
23710	- Office Appliance Repairer	20.32
23760	- Painter, Maintenance	19.91
23790	- Pipefitter, Maintenance	23.71
23810	- Plumber, Maintenance	22.38
23820	- Pneudraulic Systems Mechanic	24.08
23850	- Rigger	24.08
23870	- Scale Mechanic	22.04
23890	- Sheet-Metal Worker, Maintenance	23.52
23910	- Small Engine Mechanic	17.14
23931	- Telecommunications Mechanic I	26.22
23932	- Telecommunications Mechanic II	27.21
23950	- Telephone Lineman	25.78
23960	- Welder, Combination, Maintenance	18.72
23965	- Well Driller	24.08
23970	- Woodcraft Worker	20.97
23980	- Woodworker	19.56
24000	- Personal Needs Occupations	
24550	- Case Manager	13.67
24570	- Child Care Attendant	10.05
24580	- Child Care Center Clerk	14.92
24610	- Chore Aide	11.06
24620	- Family Readiness And Support Services Coordinator	13.67
24630	- Homemaker	15.80
25000	- Plant And System Operations Occupations	
25010	- Boiler Tender	25.87
25040	- Sewage Plant Operator	22.32
25070	- Stationary Engineer	25.87
25190	- Ventilation Equipment Tender	19.15
25210	- Water Treatment Plant Operator	22.32
27000	- Protective Service Occupations	
27004	- Alarm Monitor	18.39
27007	- Baggage Inspector	13.11
27008	- Corrections Officer	23.27
27010	- Court Security Officer	21.92
27030	- Detection Dog Handler	17.82
27040	- Detention Officer	23.27
27070	- Firefighter	22.55
27101	- Guard I	13.11
27102	- Guard II	17.82

27131	- Police Officer I	25.19
27132	- Police Officer II	27.99
28000	- Recreation Occupations	
28041	- Carnival Equipment Operator	12.98
28042	- Carnival Equipment Repairer	13.34
28043	- Carnival Worker	11.15
28210	- Gate Attendant/Gate Tender	13.88
28310	- Lifeguard	12.03
28350	- Park Attendant (Aide)	15.52
28510	- Recreation Aide/Health Facility Attendant	11.33
28515	- Recreation Specialist	19.23
28630	- Sports Official	12.35
28690	- Swimming Pool Operator	18.63
29000	- Stevedoring/Longshoremen Occupational Services	
29010	- Blocker And Bracer	23.30
29020	- Hatch Tender	23.30
29030	- Line Handler	23.30
29041	- Stevedore I	22.18
29042	- Stevedore II	24.40
30000	- Technical Occupations	
30010	- Air Traffic Control Specialist, Center (HFO) (see 2)	38.64
30011	- Air Traffic Control Specialist, Station (HFO) (see 2)	26.64
30012	- Air Traffic Control Specialist, Terminal (HFO) (see 2)	29.34
30021	- Archeological Technician I	18.39
30022	- Archeological Technician II	20.58
30023	- Archeological Technician III	25.49
30030	- Cartographic Technician	25.49
30040	- Civil Engineering Technician	25.19
30051	- Cryogenic Technician I	24.06
30052	- Cryogenic Technician II	26.58
30061	- Drafter/CAD Operator I	18.39
30062	- Drafter/CAD Operator II	20.58
30063	- Drafter/CAD Operator III	22.94
30064	- Drafter/CAD Operator IV	29.65
30081	- Engineering Technician I	15.26
30082	- Engineering Technician II	17.13
30083	- Engineering Technician III	20.55
30084	- Engineering Technician IV	23.74
30085	- Engineering Technician V	29.04
30086	- Engineering Technician VI	35.13
30090	- Environmental Technician	22.35
30095	- Evidence Control Specialist	21.73
30210	- Laboratory Technician	21.24
30221	- Latent Fingerprint Technician I	24.06
30222	- Latent Fingerprint Technician II	26.58
30240	- Mathematical Technician	25.49
30361	- Paralegal/Legal Assistant I	19.22
30362	- Paralegal/Legal Assistant II	23.81
30363	- Paralegal/Legal Assistant III	31.43
30364	- Paralegal/Legal Assistant IV	37.70
30375	- Petroleum Supply Specialist	26.58
30390	- Photo-Optics Technician	25.49
30395	- Radiation Control Technician	26.58
30461	- Technical Writer I	24.34
30462	- Technical Writer II	29.77
30463	- Technical Writer III	36.01
30491	- Unexploded Ordnance (UXO) Technician I	24.56
30492	- Unexploded Ordnance (UXO) Technician II	29.71
30493	- Unexploded Ordnance (UXO) Technician III	35.61
30494	- Unexploded (UXO) Safety Escort	24.56
30495	- Unexploded (UXO) Sweep Personnel	24.56
30501	- Weather Forecaster I	26.94
30502	- Weather Forecaster II	32.77
30620	- Weather Observer, Combined Upper Air Or (see 2)	22.94
Surface Programs		
30621	- Weather Observer, Senior (see 2)	24.34
31000	- Transportation/Mobile Equipment Operation Occupations	
31010	- Airplane Pilot	29.71
31020	- Bus Aide	12.33
31030	- Bus Driver	17.79
31043	- Driver Courier	17.02
31260	- Parking and Lot Attendant	10.32
31290	- Shuttle Bus Driver	18.11
31310	- Taxi Driver	11.56
31361	- Truckdriver, Light	18.11
31362	- Truckdriver, Medium	18.43
31363	- Truckdriver, Heavy	21.79
31364	- Truckdriver, Tractor-Trailer	21.79
99000	- Miscellaneous Occupations	
99020	- Cabin Safety Specialist	14.49
99030	- Cashier	9.87



99050 - Desk Clerk	10.05
99095 - Embalmer	34.47
99130 - Flight Follower	24.56
99251 - Laboratory Animal Caretaker I	11.85
99252 - Laboratory Animal Caretaker II	12.61
99260 - Marketing Analyst	28.08
99310 - Mortician	34.47
99410 - Pest Controller	16.51
99510 - Photofinishing Worker	13.48
99710 - Recycling Laborer	17.59
99711 - Recycling Specialist	20.18
99730 - Refuse Collector	16.30
99810 - Sales Clerk	12.05
99820 - School Crossing Guard	12.93
99830 - Survey Party Chief	26.04
99831 - Surveying Aide	13.38
99832 - Surveying Technician	20.48
99840 - Vending Machine Attendant	14.77
99841 - Vending Machine Repairer	16.64
99842 - Vending Machine Repairer Helper	14.77

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.41 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 eleven 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, 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 15-4739 (Rev.-3) was first posted on www.wdol.gov on 08/01/2017

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

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

Daniel W. Simms                      Division of  
Director                      Wage Determinations

Wage Determination No.: 2015-4739  
Revision No.: 3  
Date Of Revision: 07/25/2017

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.20 for calendar year 2017 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2017. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Ohio

Area: Ohio County of Clark

**Fringe Benefits Required Follow the Occupational Listing**		
OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.89
01012 - Accounting Clerk II		15.59
01013 - Accounting Clerk III		17.45
01020 - Administrative Assistant		23.87
01035 - Court Reporter		19.34
01041 - Customer Service Representative I		10.73
01042 - Customer Service Representative II		12.07
01043 - Customer Service Representative III		13.17
01051 - Data Entry Operator I		12.77
01052 - Data Entry Operator II		13.93
01060 - Dispatcher, Motor Vehicle		20.59
01070 - Document Preparation Clerk		13.17
01090 - Duplicating Machine Operator		13.17
01111 - General Clerk I		12.86
01112 - General Clerk II		14.03
01113 - General Clerk III		15.76
01120 - Housing Referral Assistant		20.69
01141 - Messenger Courier		11.12
01191 - Order Clerk I		16.14
01192 - Order Clerk II		17.85
01261 - Personnel Assistant (Employment) I		15.68
01262 - Personnel Assistant (Employment) II		17.54
01263 - Personnel Assistant (Employment) III		19.56
01270 - Production Control Clerk		20.37
01290 - Rental Clerk		14.69
01300 - Scheduler, Maintenance		16.59
01311 - Secretary I		16.59
01312 - Secretary II		18.57
01313 - Secretary III		20.69
01320 - Service Order Dispatcher		18.41
01410 - Supply Technician		23.87
01420 - Survey Worker		17.54
01460 - Switchboard Operator/Receptionist		12.06
01531 - Travel Clerk I		12.86
01532 - Travel Clerk II		13.72
01533 - Travel Clerk III		14.55
01611 - Word Processor I		13.96
01612 - Word Processor II		15.68
01613 - Word Processor III		17.54
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		19.82
05010 - Automotive Electrician		18.81
05040 - Automotive Glass Installer		18.07
05070 - Automotive Worker		18.07
05110 - Mobile Equipment Servicer		16.64
05130 - Motor Equipment Metal Mechanic		19.53
05160 - Motor Equipment Metal Worker		18.07
05190 - Motor Vehicle Mechanic		18.33
05220 - Motor Vehicle Mechanic Helper		15.92

05250	- Motor Vehicle Upholstery Worker	17.36
05280	- Motor Vehicle Wrecker	18.07
05310	- Painter, Automotive	18.81
05340	- Radiator Repair Specialist	18.07
05370	- Tire Repairer	15.24
05400	- Transmission Repair Specialist	19.53
07000	- Food Preparation And Service Occupations	
07010	- Baker	12.54
07041	- Cook I	11.90
07042	- Cook II	13.27
07070	- Dishwasher	9.27
07130	- Food Service Worker	10.13
07210	- Meat Cutter	16.07
07260	- Waiter/Waitress	9.92
09000	- Furniture Maintenance And Repair Occupations	
09010	- Electrostatic Spray Painter	19.62
09040	- Furniture Handler	14.20
09080	- Furniture Refinisher	19.62
09090	- Furniture Refinisher Helper	16.28
09110	- Furniture Repairer, Minor	18.11
09130	- Upholsterer	20.23
11000	- General Services And Support Occupations	
11030	- Cleaner, Vehicles	11.36
11060	- Elevator Operator	14.74
11090	- Gardener	16.30
11122	- Housekeeping Aide	14.76
11150	- Janitor	14.76
11210	- Laborer, Grounds Maintenance	14.25
11240	- Maid or Houseman	9.96
11260	- Pruner	13.74
11270	- Tractor Operator	15.71
11330	- Trail Maintenance Worker	14.25
11360	- Window Cleaner	15.54
12000	- Health Occupations	
12010	- Ambulance Driver	15.02
12011	- Breath Alcohol Technician	17.54
12012	- Certified Occupational Therapist Assistant	24.06
12015	- Certified Physical Therapist Assistant	26.38
12020	- Dental Assistant	18.37
12025	- Dental Hygienist	33.02
12030	- EKG Technician	25.97
12035	- Electroneurodiagnostic Technologist	25.97
12040	- Emergency Medical Technician	15.02
12071	- Licensed Practical Nurse I	18.88
12072	- Licensed Practical Nurse II	21.13
12073	- Licensed Practical Nurse III	23.56
12100	- Medical Assistant	13.75
12130	- Medical Laboratory Technician	15.98
12160	- Medical Record Clerk	14.76
12190	- Medical Record Technician	16.52
12195	- Medical Transcriptionist	15.69
12210	- Nuclear Medicine Technologist	36.47
12221	- Nursing Assistant I	11.62
12222	- Nursing Assistant II	13.07
12223	- Nursing Assistant III	14.26
12224	- Nursing Assistant IV	16.01
12235	- Optical Dispenser	16.97
12236	- Optical Technician	14.78
12250	- Pharmacy Technician	13.51
12280	- Phlebotomist	14.65
12305	- Radiologic Technologist	24.53
12311	- Registered Nurse I	23.25
12312	- Registered Nurse II	28.44
12313	- Registered Nurse II, Specialist	28.44
12314	- Registered Nurse III	34.41
12315	- Registered Nurse III, Anesthetist	34.41
12316	- Registered Nurse IV	41.25
12317	- Scheduler (Drug and Alcohol Testing)	22.65
12320	- Substance Abuse Treatment Counselor	21.73
13000	- Information And Arts Occupations	
13011	- Exhibits Specialist I	20.15
13012	- Exhibits Specialist II	24.96
13013	- Exhibits Specialist III	30.53
13041	- Illustrator I	22.55
13042	- Illustrator II	27.93
13043	- Illustrator III	34.16
13047	- Librarian	28.17
13050	- Library Aide/Clerk	13.70
13054	- Library Information Technology Systems Administrator	24.18
13058	- Library Technician	19.38

13061	- Media Specialist I	17.98
13062	- Media Specialist II	20.10
13063	- Media Specialist III	22.42
13071	- Photographer I	17.55
13072	- Photographer II	19.62
13073	- Photographer III	24.32
13074	- Photographer IV	29.74
13075	- Photographer V	35.98
13090	- Technical Order Library Clerk	17.20
13110	- Video Teleconference Technician	18.20
14000	- Information Technology Occupations	
14041	- Computer Operator I	16.79
14042	- Computer Operator II	18.79
14043	- Computer Operator III	20.95
14044	- Computer Operator IV	23.28
14045	- Computer Operator V	25.78
14071	- Computer Programmer I (see 1)	25.51
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	16.79
14160	- Personal Computer Support Technician	23.28
14170	- System Support Specialist	24.27
15000	- Instructional Occupations	
15010	- Aircrew Training Devices Instructor (Non-Rated)	30.08
15020	- Aircrew Training Devices Instructor (Rated)	36.39
15030	- Air Crew Training Devices Instructor (Pilot)	42.16
15050	- Computer Based Training Specialist / Instructor	30.08
15060	- Educational Technologist	27.59
15070	- Flight Instructor (Pilot)	42.16
15080	- Graphic Artist	22.43
15085	- Maintenance Test Pilot, Fixed, Jet/Prop	41.76
15086	- Maintenance Test Pilot, Rotary Wing	41.76
15088	- Non-Maintenance Test/Co-Pilot	41.76
15090	- Technical Instructor	21.19
15095	- Technical Instructor/Course Developer	25.92
15110	- Test Proctor	17.10
15120	- Tutor	17.10
16000	- Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010	- Assembler	9.88
16030	- Counter Attendant	9.88
16040	- Dry Cleaner	12.25
16070	- Finisher, Flatwork, Machine	9.88
16090	- Presser, Hand	9.88
16110	- Presser, Machine, Drycleaning	9.88
16130	- Presser, Machine, Shirts	9.88
16160	- Presser, Machine, Wearing Apparel, Laundry	9.88
16190	- Sewing Machine Operator	13.11
16220	- Tailor	13.97
16250	- Washer, Machine	10.49
19000	- Machine Tool Operation And Repair Occupations	
19010	- Machine-Tool Operator (Tool Room)	21.82
19040	- Tool And Die Maker	26.24
21000	- Materials Handling And Packing Occupations	
21020	- Forklift Operator	16.46
21030	- Material Coordinator	21.29
21040	- Material Expediter	21.29
21050	- Material Handling Laborer	17.65
21071	- Order Filler	13.18
21080	- Production Line Worker (Food Processing)	16.46
21110	- Shipping Packer	16.03
21130	- Shipping/Receiving Clerk	16.03
21140	- Store Worker I	15.64
21150	- Stock Clerk	19.71
21210	- Tools And Parts Attendant	16.46
21410	- Warehouse Specialist	16.46
23000	- Mechanics And Maintenance And Repair Occupations	
23010	- Aerospace Structural Welder	24.07
23019	- Aircraft Logs and Records Technician	20.70
23021	- Aircraft Mechanic I	23.23
23022	- Aircraft Mechanic II	24.07
23023	- Aircraft Mechanic III	25.27
23040	- Aircraft Mechanic Helper	18.62
23050	- Aircraft, Painter	23.47
23060	- Aircraft Servicer	20.70
23070	- Aircraft Survival Flight Equipment Technician	23.47
23080	- Aircraft Worker	21.55
23091	- Aircrew Life Support Equipment (ALSE) Mechanic	21.55

I		
23092	- Aircrew Life Support Equipment (ALSE) Mechanic	23.23
II		
23110	- Appliance Mechanic	22.10
23120	- Bicycle Repairer	18.44
23125	- Cable Splicer	25.32
23130	- Carpenter, Maintenance	21.00
23140	- Carpet Layer	21.10
23160	- Electrician, Maintenance	25.95
23181	- Electronics Technician Maintenance I	25.14
23182	- Electronics Technician Maintenance II	26.33
23183	- Electronics Technician Maintenance III	27.29
23260	- Fabric Worker	20.08
23290	- Fire Alarm System Mechanic	22.90
23310	- Fire Extinguisher Repairer	18.93
23311	- Fuel Distribution System Mechanic	24.28
23312	- Fuel Distribution System Operator	20.06
23370	- General Maintenance Worker	17.30
23380	- Ground Support Equipment Mechanic	23.23
23381	- Ground Support Equipment Servicer	20.70
23382	- Ground Support Equipment Worker	21.55
23391	- Gunsmith I	18.93
23392	- Gunsmith II	21.10
23393	- Gunsmith III	22.90
23410	- Heating, Ventilation And Air-Conditioning Mechanic	22.75
23411	- Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	23.89
23430	- Heavy Equipment Mechanic	24.21
23440	- Heavy Equipment Operator	25.31
23460	- Instrument Mechanic	22.90
23465	- Laboratory/Shelter Mechanic	22.10
23470	- Laborer	15.39
23510	- Locksmith	22.10
23530	- Machinery Maintenance Mechanic	24.82
23550	- Machinist, Maintenance	19.00
23580	- Maintenance Trades Helper	17.80
23591	- Metrology Technician I	22.90
23592	- Metrology Technician II	23.72
23593	- Metrology Technician III	24.58
23640	- Millwright	28.07
23710	- Office Appliance Repairer	20.23
23760	- Painter, Maintenance	21.90
23790	- Pipefitter, Maintenance	28.69
23810	- Plumber, Maintenance	26.10
23820	- Pneudraulic Systems Mechanic	22.90
23850	- Rigger	22.90
23870	- Scale Mechanic	21.10
23890	- Sheet-Metal Worker, Maintenance	23.77
23910	- Small Engine Mechanic	20.74
23931	- Telecommunications Mechanic I	25.05
23932	- Telecommunications Mechanic II	25.94
23950	- Telephone Lineman	24.99
23960	- Welder, Combination, Maintenance	18.58
23965	- Well Driller	22.90
23970	- Woodcraft Worker	20.97
23980	- Woodworker	18.93
24000	- Personal Needs Occupations	
24550	- Case Manager	13.67
24570	- Child Care Attendant	11.18
24580	- Child Care Center Clerk	14.92
24610	- Chore Aide	11.06
24620	- Family Readiness And Support Services Coordinator	13.67
24630	- Homemaker	15.80
25000	- Plant And System Operations Occupations	
25010	- Boiler Tender	25.87
25040	- Sewage Plant Operator	22.32
25070	- Stationary Engineer	25.87
25190	- Ventilation Equipment Tender	18.39
25210	- Water Treatment Plant Operator	22.32
27000	- Protective Service Occupations	
27004	- Alarm Monitor	19.38
27007	- Baggage Inspector	14.49
27008	- Corrections Officer	23.27
27010	- Court Security Officer	21.92
27030	- Detection Dog Handler	17.82
27040	- Detention Officer	23.27
27070	- Firefighter	22.55
27101	- Guard I	14.49
27102	- Guard II	17.82

27131	- Police Officer I	25.19
27132	- Police Officer II	27.99
28000	- Recreation Occupations	
28041	- Carnival Equipment Operator	12.98
28042	- Carnival Equipment Repairer	13.34
28043	- Carnival Worker	11.15
28210	- Gate Attendant/Gate Tender	13.81
28310	- Lifeguard	12.03
28350	- Park Attendant (Aide)	15.44
28510	- Recreation Aide/Health Facility Attendant	11.27
28515	- Recreation Specialist	19.14
28630	- Sports Official	12.30
28690	- Swimming Pool Operator	18.63
29000	- Stevedoring/Longshoremen Occupational Services	
29010	- Blocker And Bracer	23.30
29020	- Hatch Tender	23.30
29030	- Line Handler	23.30
29041	- Stevedore I	22.18
29042	- Stevedore II	24.40
30000	- Technical Occupations	
30010	- Air Traffic Control Specialist, Center (HFO) (see 2)	38.35
30011	- Air Traffic Control Specialist, Station (HFO) (see 2)	26.44
30012	- Air Traffic Control Specialist, Terminal (HFO) (see 2)	29.12
30021	- Archeological Technician I	18.39
30022	- Archeological Technician II	20.58
30023	- Archeological Technician III	25.49
30030	- Cartographic Technician	25.49
30040	- Civil Engineering Technician	22.23
30051	- Cryogenic Technician I	22.06
30052	- Cryogenic Technician II	24.37
30061	- Drafter/CAD Operator I	18.39
30062	- Drafter/CAD Operator II	20.58
30063	- Drafter/CAD Operator III	22.94
30064	- Drafter/CAD Operator IV	29.65
30081	- Engineering Technician I	15.26
30082	- Engineering Technician II	17.13
30083	- Engineering Technician III	20.55
30084	- Engineering Technician IV	23.74
30085	- Engineering Technician V	29.04
30086	- Engineering Technician VI	35.13
30090	- Environmental Technician	20.32
30095	- Evidence Control Specialist	19.92
30210	- Laboratory Technician	19.48
30221	- Latent Fingerprint Technician I	22.06
30222	- Latent Fingerprint Technician II	24.37
30240	- Mathematical Technician	25.49
30361	- Paralegal/Legal Assistant I	19.22
30362	- Paralegal/Legal Assistant II	23.81
30363	- Paralegal/Legal Assistant III	31.43
30364	- Paralegal/Legal Assistant IV	37.70
30375	- Petroleum Supply Specialist	24.37
30390	- Photo-Optics Technician	25.49
30395	- Radiation Control Technician	24.37
30461	- Technical Writer I	24.05
30462	- Technical Writer II	29.40
30463	- Technical Writer III	35.57
30491	- Unexploded Ordnance (UXO) Technician I	24.37
30492	- Unexploded Ordnance (UXO) Technician II	29.48
30493	- Unexploded Ordnance (UXO) Technician III	35.34
30494	- Unexploded (UXO) Safety Escort	24.37
30495	- Unexploded (UXO) Sweep Personnel	24.37
30501	- Weather Forecaster I	29.65
30502	- Weather Forecaster II	36.07
30620	- Weather Observer, Combined Upper Air Or (see 2)	22.94
Surface Programs		
30621	- Weather Observer, Senior (see 2)	23.88
31000	- Transportation/Mobile Equipment Operation Occupations	
31010	- Airplane Pilot	29.48
31020	- Bus Aide	14.92
31030	- Bus Driver	20.13
31043	- Driver Courier	17.02
31260	- Parking and Lot Attendant	10.32
31290	- Shuttle Bus Driver	18.11
31310	- Taxi Driver	13.99
31361	- Truckdriver, Light	18.11
31362	- Truckdriver, Medium	18.43
31363	- Truckdriver, Heavy	21.29
31364	- Truckdriver, Tractor-Trailer	21.29
99000	- Miscellaneous Occupations	
99020	- Cabin Safety Specialist	14.38
99030	- Cashier	9.87



99050 - Desk Clerk	10.05
99095 - Embalmer	34.47
99130 - Flight Follower	24.37
99251 - Laboratory Animal Caretaker I	13.04
99252 - Laboratory Animal Caretaker II	13.87
99260 - Marketing Analyst	28.13
99310 - Mortician	34.47
99410 - Pest Controller	19.58
99510 - Photofinishing Worker	13.48
99710 - Recycling Laborer	19.40
99711 - Recycling Specialist	22.26
99730 - Refuse Collector	18.00
99810 - Sales Clerk	12.05
99820 - School Crossing Guard	15.64
99830 - Survey Party Chief	26.04
99831 - Surveying Aide	13.38
99832 - Surveying Technician	20.48
99840 - Vending Machine Attendant	17.88
99841 - Vending Machine Repairer	20.13
99842 - Vending Machine Repairer Helper	17.88

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.41 per hour or \$176.40 per week or \$764.40 per month

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of eleven 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, 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 15-4731 (Rev.-3) was first posted on www.wdol.gov on 08/01/2017

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

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

Daniel W. Simms                      Division of  
Director                      Wage Determinations

Wage Determination No.: 2015-4731  
Revision No.: 3  
Date Of Revision: 07/25/2017

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.20 for calendar year 2017 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2017. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

State: Ohio

Area: Ohio Counties of Greene, Miami, Montgomery

**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		16.00
01013 - Accounting Clerk III		17.90
01020 - Administrative Assistant		24.34
01035 - Court Reporter		19.34
01041 - Customer Service Representative I		12.48
01042 - Customer Service Representative II		14.03
01043 - Customer Service Representative III		15.31
01051 - Data Entry Operator I		12.22
01052 - Data Entry Operator II		13.34
01060 - Dispatcher, Motor Vehicle		17.40
01070 - Document Preparation Clerk		13.37
01090 - Duplicating Machine Operator		13.37
01111 - General Clerk I		13.25
01112 - General Clerk II		14.46
01113 - General Clerk III		16.22
01120 - Housing Referral Assistant		20.69
01141 - Messenger Courier		11.82
01191 - Order Clerk I		16.06
01192 - Order Clerk II		17.53
01261 - Personnel Assistant (Employment) I		15.68
01262 - Personnel Assistant (Employment) II		17.54
01263 - Personnel Assistant (Employment) III		19.56
01270 - Production Control Clerk		21.35
01290 - Rental Clerk		14.69
01300 - Scheduler, Maintenance		16.59
01311 - Secretary I		16.59
01312 - Secretary II		18.57
01313 - Secretary III		20.69
01320 - Service Order Dispatcher		16.58
01410 - Supply Technician		24.34
01420 - Survey Worker		17.54
01460 - Switchboard Operator/Receptionist		12.06
01531 - Travel Clerk I		12.86
01532 - Travel Clerk II		13.72
01533 - Travel Clerk III		14.55
01611 - Word Processor I		16.63
01612 - Word Processor II		18.66
01613 - Word Processor III		20.88
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		20.43
05010 - Automotive Electrician		20.69
05040 - Automotive Glass Installer		19.88
05070 - Automotive Worker		19.88
05110 - Mobile Equipment Servicer		18.30
05130 - Motor Equipment Metal Mechanic		19.53
05160 - Motor Equipment Metal Worker		19.88
05190 - Motor Vehicle Mechanic		18.33
05220 - Motor Vehicle Mechanic Helper		17.51

05250	- Motor Vehicle Upholstery Worker	19.10
05280	- Motor Vehicle Wrecker	19.88
05310	- Painter, Automotive	20.69
05340	- Radiator Repair Specialist	19.88
05370	- Tire Repairer	15.24
05400	- Transmission Repair Specialist	19.53
07000	- Food Preparation And Service Occupations	
07010	- Baker	12.54
07041	- Cook I	12.58
07042	- Cook II	14.02
07070	- Dishwasher	9.08
07130	- Food Service Worker	9.71
07210	- Meat Cutter	16.25
07260	- Waiter/Waitress	9.92
09000	- Furniture Maintenance And Repair Occupations	
09010	- Electrostatic Spray Painter	19.62
09040	- Furniture Handler	14.20
09080	- Furniture Refinisher	19.62
09090	- Furniture Refinisher Helper	16.28
09110	- Furniture Repairer, Minor	18.11
09130	- Upholsterer	20.23
11000	- General Services And Support Occupations	
11030	- Cleaner, Vehicles	11.36
11060	- Elevator Operator	14.74
11090	- Gardener	16.30
11122	- Housekeeping Aide	14.76
11150	- Janitor	14.76
11210	- Laborer, Grounds Maintenance	14.25
11240	- Maid or Houseman	9.61
11260	- Pruner	13.74
11270	- Tractor Operator	15.71
11330	- Trail Maintenance Worker	14.25
11360	- Window Cleaner	15.54
12000	- Health Occupations	
12010	- Ambulance Driver	15.02
12011	- Breath Alcohol Technician	18.86
12012	- Certified Occupational Therapist Assistant	27.85
12015	- Certified Physical Therapist Assistant	26.38
12020	- Dental Assistant	18.50
12025	- Dental Hygienist	33.69
12030	- EKG Technician	25.97
12035	- Electroneurodiagnostic Technologist	25.97
12040	- Emergency Medical Technician	15.02
12071	- Licensed Practical Nurse I	18.88
12072	- Licensed Practical Nurse II	21.13
12073	- Licensed Practical Nurse III	23.56
12100	- Medical Assistant	14.39
12130	- Medical Laboratory Technician	19.02
12160	- Medical Record Clerk	13.92
12190	- Medical Record Technician	15.58
12195	- Medical Transcriptionist	16.81
12210	- Nuclear Medicine Technologist	35.17
12221	- Nursing Assistant I	11.53
12222	- Nursing Assistant II	12.96
12223	- Nursing Assistant III	14.14
12224	- Nursing Assistant IV	15.87
12235	- Optical Dispenser	16.80
12236	- Optical Technician	14.78
12250	- Pharmacy Technician	13.67
12280	- Phlebotomist	15.01
12305	- Radiologic Technologist	25.65
12311	- Registered Nurse I	23.52
12312	- Registered Nurse II	28.78
12313	- Registered Nurse II, Specialist	28.78
12314	- Registered Nurse III	34.81
12315	- Registered Nurse III, Anesthetist	34.81
12316	- Registered Nurse IV	41.74
12317	- Scheduler (Drug and Alcohol Testing)	23.37
12320	- Substance Abuse Treatment Counselor	21.64
13000	- Information And Arts Occupations	
13011	- Exhibits Specialist I	22.17
13012	- Exhibits Specialist II	27.46
13013	- Exhibits Specialist III	33.58
13041	- Illustrator I	22.55
13042	- Illustrator II	27.93
13043	- Illustrator III	34.16
13047	- Librarian	28.17
13050	- Library Aide/Clerk	12.35
13054	- Library Information Technology Systems Administrator	24.18
13058	- Library Technician	17.46

13061	- Media Specialist I	17.74
13062	- Media Specialist II	19.85
13063	- Media Specialist III	22.13
13071	- Photographer I	15.95
13072	- Photographer II	17.84
13073	- Photographer III	22.11
13074	- Photographer IV	27.04
13075	- Photographer V	32.71
13090	- Technical Order Library Clerk	16.08
13110	- Video Teleconference Technician	18.20
14000	- Information Technology Occupations	
14041	- Computer Operator I	16.79
14042	- Computer Operator II	18.79
14043	- Computer Operator III	20.95
14044	- Computer Operator IV	23.28
14045	- Computer Operator V	25.78
14071	- Computer Programmer I (see 1)	25.51
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	16.79
14160	- Personal Computer Support Technician	23.28
14170	- System Support Specialist	27.77
15000	- Instructional Occupations	
15010	- Aircrew Training Devices Instructor (Non-Rated)	30.08
15020	- Aircrew Training Devices Instructor (Rated)	36.39
15030	- Air Crew Training Devices Instructor (Pilot)	42.16
15050	- Computer Based Training Specialist / Instructor	30.08
15060	- Educational Technologist	31.28
15070	- Flight Instructor (Pilot)	42.16
15080	- Graphic Artist	22.43
15085	- Maintenance Test Pilot, Fixed, Jet/Prop	41.55
15086	- Maintenance Test Pilot, Rotary Wing	41.55
15088	- Non-Maintenance Test/Co-Pilot	41.55
15090	- Technical Instructor	20.75
15095	- Technical Instructor/Course Developer	25.39
15110	- Test Proctor	16.95
15120	- Tutor	16.95
16000	- Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010	- Assembler	9.88
16030	- Counter Attendant	9.88
16040	- Dry Cleaner	12.25
16070	- Finisher, Flatwork, Machine	9.88
16090	- Presser, Hand	9.88
16110	- Presser, Machine, Drycleaning	9.88
16130	- Presser, Machine, Shirts	9.88
16160	- Presser, Machine, Wearing Apparel, Laundry	9.88
16190	- Sewing Machine Operator	13.11
16220	- Tailor	13.97
16250	- Washer, Machine	10.49
19000	- Machine Tool Operation And Repair Occupations	
19010	- Machine-Tool Operator (Tool Room)	20.44
19040	- Tool And Die Maker	23.85
21000	- Materials Handling And Packing Occupations	
21020	- Forklift Operator	16.46
21030	- Material Coordinator	21.44
21040	- Material Expediter	21.44
21050	- Material Handling Laborer	17.65
21071	- Order Filler	13.18
21080	- Production Line Worker (Food Processing)	16.46
21110	- Shipping Packer	14.59
21130	- Shipping/Receiving Clerk	14.59
21140	- Store Worker I	15.64
21150	- Stock Clerk	19.71
21210	- Tools And Parts Attendant	16.46
21410	- Warehouse Specialist	16.46
23000	- Mechanics And Maintenance And Repair Occupations	
23010	- Aerospace Structural Welder	27.61
23019	- Aircraft Logs and Records Technician	23.37
23021	- Aircraft Mechanic I	26.66
23022	- Aircraft Mechanic II	27.61
23023	- Aircraft Mechanic III	28.62
23040	- Aircraft Mechanic Helper	20.72
23050	- Aircraft, Painter	25.82
23060	- Aircraft Servicer	23.37
23070	- Aircraft Survival Flight Equipment Technician	25.82
23080	- Aircraft Worker	24.56
23091	- Aircrew Life Support Equipment (ALSE) Mechanic	24.56

I		
23092	- Aircrew Life Support Equipment (ALSE) Mechanic	26.66
II		
23110	- Appliance Mechanic	18.83
23120	- Bicycle Repairer	18.44
23125	- Cable Splicer	30.64
23130	- Carpenter, Maintenance	22.43
23140	- Carpet Layer	21.18
23160	- Electrician, Maintenance	25.95
23181	- Electronics Technician Maintenance I	25.35
23182	- Electronics Technician Maintenance II	26.55
23183	- Electronics Technician Maintenance III	27.51
23260	- Fabric Worker	20.15
23290	- Fire Alarm System Mechanic	22.16
23310	- Fire Extinguisher Repairer	19.00
23311	- Fuel Distribution System Mechanic	24.56
23312	- Fuel Distribution System Operator	20.30
23370	- General Maintenance Worker	18.07
23380	- Ground Support Equipment Mechanic	26.66
23381	- Ground Support Equipment Servicer	23.37
23382	- Ground Support Equipment Worker	24.56
23391	- Gunsmith I	19.00
23392	- Gunsmith II	21.18
23393	- Gunsmith III	22.98
23410	- Heating, Ventilation And Air-Conditioning Mechanic	21.03
23411	- Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	21.78
23430	- Heavy Equipment Mechanic	22.76
23440	- Heavy Equipment Operator	25.31
23460	- Instrument Mechanic	22.98
23465	- Laboratory/Shelter Mechanic	22.18
23470	- Laborer	15.39
23510	- Locksmith	22.18
23530	- Machinery Maintenance Mechanic	24.82
23550	- Machinist, Maintenance	21.16
23580	- Maintenance Trades Helper	16.60
23591	- Metrology Technician I	22.98
23592	- Metrology Technician II	23.81
23593	- Metrology Technician III	24.67
23640	- Millwright	30.67
23710	- Office Appliance Repairer	20.23
23760	- Painter, Maintenance	18.10
23790	- Pipefitter, Maintenance	26.29
23810	- Plumber, Maintenance	25.37
23820	- Pneudraulic Systems Mechanic	22.98
23850	- Rigger	26.42
23870	- Scale Mechanic	21.18
23890	- Sheet-Metal Worker, Maintenance	24.75
23910	- Small Engine Mechanic	17.14
23931	- Telecommunications Mechanic I	25.05
23932	- Telecommunications Mechanic II	25.94
23950	- Telephone Lineman	24.99
23960	- Welder, Combination, Maintenance	18.86
23965	- Well Driller	22.98
23970	- Woodcraft Worker	20.97
23980	- Woodworker	19.00
24000	- Personal Needs Occupations	
24550	- Case Manager	14.04
24570	- Child Care Attendant	10.05
24580	- Child Care Center Clerk	14.92
24610	- Chore Aide	11.06
24620	- Family Readiness And Support Services Coordinator	14.04
24630	- Homemaker	15.80
25000	- Plant And System Operations Occupations	
25010	- Boiler Tender	27.58
25040	- Sewage Plant Operator	24.94
25070	- Stationary Engineer	27.58
25190	- Ventilation Equipment Tender	21.43
25210	- Water Treatment Plant Operator	24.94
27000	- Protective Service Occupations	
27004	- Alarm Monitor	22.25
27007	- Baggage Inspector	13.11
27008	- Corrections Officer	23.27
27010	- Court Security Officer	21.92
27030	- Detection Dog Handler	17.82
27040	- Detention Officer	23.27
27070	- Firefighter	22.55
27101	- Guard I	13.11
27102	- Guard II	17.82

27131	- Police Officer I	26.75
27132	- Police Officer II	29.73
28000	- Recreation Occupations	
28041	- Carnival Equipment Operator	12.98
28042	- Carnival Equipment Repairer	13.34
28043	- Carnival Worker	11.15
28210	- Gate Attendant/Gate Tender	14.72
28310	- Lifeguard	12.03
28350	- Park Attendant (Aide)	16.47
28510	- Recreation Aide/Health Facility Attendant	12.02
28515	- Recreation Specialist	20.40
28630	- Sports Official	13.12
28690	- Swimming Pool Operator	18.63
29000	- Stevedoring/Longshoremen Occupational Services	
29010	- Blocker And Bracer	23.30
29020	- Hatch Tender	23.30
29030	- Line Handler	23.30
29041	- Stevedore I	22.18
29042	- Stevedore II	24.40
30000	- Technical Occupations	
30010	- Air Traffic Control Specialist, Center (HFO) (see 2)	39.04
30011	- Air Traffic Control Specialist, Station (HFO) (see 2)	26.92
30012	- Air Traffic Control Specialist, Terminal (HFO) (see 2)	29.64
30021	- Archeological Technician I	18.39
30022	- Archeological Technician II	20.58
30023	- Archeological Technician III	25.49
30030	- Cartographic Technician	25.49
30040	- Civil Engineering Technician	22.93
30051	- Cryogenic Technician I	24.91
30052	- Cryogenic Technician II	27.52
30061	- Drafter/CAD Operator I	18.39
30062	- Drafter/CAD Operator II	20.58
30063	- Drafter/CAD Operator III	22.94
30064	- Drafter/CAD Operator IV	29.65
30081	- Engineering Technician I	15.77
30082	- Engineering Technician II	17.69
30083	- Engineering Technician III	20.55
30084	- Engineering Technician IV	24.52
30085	- Engineering Technician V	30.00
30086	- Engineering Technician VI	36.30
30090	- Environmental Technician	20.32
30095	- Evidence Control Specialist	22.49
30210	- Laboratory Technician	22.76
30221	- Latent Fingerprint Technician I	24.91
30222	- Latent Fingerprint Technician II	27.52
30240	- Mathematical Technician	25.49
30361	- Paralegal/Legal Assistant I	19.22
30362	- Paralegal/Legal Assistant II	23.81
30363	- Paralegal/Legal Assistant III	31.43
30364	- Paralegal/Legal Assistant IV	37.70
30375	- Petroleum Supply Specialist	27.52
30390	- Photo-Optics Technician	25.49
30395	- Radiation Control Technician	27.52
30461	- Technical Writer I	24.05
30462	- Technical Writer II	29.40
30463	- Technical Writer III	35.57
30491	- Unexploded Ordnance (UXO) Technician I	24.81
30492	- Unexploded Ordnance (UXO) Technician II	30.02
30493	- Unexploded Ordnance (UXO) Technician III	35.98
30494	- Unexploded (UXO) Safety Escort	24.81
30495	- Unexploded (UXO) Sweep Personnel	24.81
30501	- Weather Forecaster I	24.91
30502	- Weather Forecaster II	30.30
30620	- Weather Observer, Combined Upper Air Or (see 2)	22.94
Surface Programs		
30621	- Weather Observer, Senior (see 2)	23.88
31000	- Transportation/Mobile Equipment Operation Occupations	
31010	- Airplane Pilot	30.02
31020	- Bus Aide	14.92
31030	- Bus Driver	21.53
31043	- Driver Courier	17.02
31260	- Parking and Lot Attendant	9.51
31290	- Shuttle Bus Driver	18.11
31310	- Taxi Driver	11.56
31361	- Truckdriver, Light	18.11
31362	- Truckdriver, Medium	18.43
31363	- Truckdriver, Heavy	19.73
31364	- Truckdriver, Tractor-Trailer	19.73
99000	- Miscellaneous Occupations	
99020	- Cabin Safety Specialist	14.63
99030	- Cashier	9.87



99050 - Desk Clerk	10.05
99095 - Embalmer	34.47
99130 - Flight Follower	24.81
99251 - Laboratory Animal Caretaker I	11.85
99252 - Laboratory Animal Caretaker II	12.61
99260 - Marketing Analyst	28.37
99310 - Mortician	34.47
99410 - Pest Controller	16.18
99510 - Photofinishing Worker	13.48
99710 - Recycling Laborer	17.59
99711 - Recycling Specialist	20.18
99730 - Refuse Collector	16.30
99810 - Sales Clerk	12.05
99820 - School Crossing Guard	15.64
99830 - Survey Party Chief	28.64
99831 - Surveying Aide	14.72
99832 - Surveying Technician	22.53
99840 - Vending Machine Attendant	14.77
99841 - Vending Machine Repairer	16.64
99842 - Vending Machine Repairer Helper	14.77

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.41 per hour or \$176.40 per week or \$764.40 per month

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (See 29 CFR 4.173)

HOLIDAYS: A minimum of eleven 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, 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 15-4751 (Rev.-4) was first posted on www.wdol.gov on 08/01/2017

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

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

Daniel W. Simms                      Division of  
Director                      Wage Determinations

Wage Determination No.: 2015-4751  
Revision No.: 4  
Date Of Revision: 07/25/2017

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.20 for calendar year 2017 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2017. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

State: Ohio

Area: Ohio Counties of Ashland, Ashtabula, Erie, Huron, Wayne

**Fringe Benefits Required Follow the Occupational Listing**		
OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.21
01012 - Accounting Clerk II		15.90
01013 - Accounting Clerk III		17.72
01020 - Administrative Assistant		21.32
01035 - Court Reporter		16.99
01041 - Customer Service Representative I		11.27
01042 - Customer Service Representative II		12.67
01043 - Customer Service Representative III		13.82
01051 - Data Entry Operator I		13.42
01052 - Data Entry Operator II		15.43
01060 - Dispatcher, Motor Vehicle		20.76
01070 - Document Preparation Clerk		13.72
01090 - Duplicating Machine Operator		13.72
01111 - General Clerk I		13.46
01112 - General Clerk II		14.87
01113 - General Clerk III		16.65
01120 - Housing Referral Assistant		19.31
01141 - Messenger Courier		11.13
01191 - Order Clerk I		13.18
01192 - Order Clerk II		15.03
01261 - Personnel Assistant (Employment) I		16.00
01262 - Personnel Assistant (Employment) II		17.89
01263 - Personnel Assistant (Employment) III		19.95
01270 - Production Control Clerk		21.74
01290 - Rental Clerk		15.48
01300 - Scheduler, Maintenance		14.72
01311 - Secretary I		14.72
01312 - Secretary II		17.05
01313 - Secretary III		18.69
01320 - Service Order Dispatcher		18.84
01410 - Supply Technician		21.32
01420 - Survey Worker		15.10
01460 - Switchboard Operator/Receptionist		13.97
01531 - Travel Clerk I		12.86
01532 - Travel Clerk II		13.72
01533 - Travel Clerk III		14.55
01611 - Word Processor I		14.47
01612 - Word Processor II		16.25
01613 - Word Processor III		18.18
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		20.33
05010 - Automotive Electrician		19.67
05040 - Automotive Glass Installer		18.92
05070 - Automotive Worker		18.92
05110 - Mobile Equipment Servicer		17.27
05130 - Motor Equipment Metal Mechanic		20.33
05160 - Motor Equipment Metal Worker		18.92
05190 - Motor Vehicle Mechanic		20.33
05220 - Motor Vehicle Mechanic Helper		16.50

05250	- Motor Vehicle Upholstery Worker	18.07
05280	- Motor Vehicle Wrecker	18.92
05310	- Painter, Automotive	19.67
05340	- Radiator Repair Specialist	18.92
05370	- Tire Repairer	15.89
05400	- Transmission Repair Specialist	20.33
07000	- Food Preparation And Service Occupations	
07010	- Baker	12.08
07041	- Cook I	10.72
07042	- Cook II	12.08
07070	- Dishwasher	9.28
07130	- Food Service Worker	9.28
07210	- Meat Cutter	15.71
07260	- Waiter/Waitress	9.94
09000	- Furniture Maintenance And Repair Occupations	
09010	- Electrostatic Spray Painter	20.60
09040	- Furniture Handler	13.89
09080	- Furniture Refinisher	20.60
09090	- Furniture Refinisher Helper	15.71
09110	- Furniture Repairer, Minor	17.22
09130	- Upholsterer	20.60
11000	- General Services And Support Occupations	
11030	- Cleaner, Vehicles	11.78
11060	- Elevator Operator	12.06
11090	- Gardener	14.19
11122	- Housekeeping Aide	12.06
11150	- Janitor	12.06
11210	- Laborer, Grounds Maintenance	11.32
11240	- Maid or Houseman	9.56
11260	- Pruner	11.52
11270	- Tractor Operator	12.79
11330	- Trail Maintenance Worker	11.32
11360	- Window Cleaner	12.73
12000	- Health Occupations	
12010	- Ambulance Driver	15.99
12011	- Breath Alcohol Technician	16.87
12012	- Certified Occupational Therapist Assistant	27.78
12015	- Certified Physical Therapist Assistant	27.32
12020	- Dental Assistant	17.52
12025	- Dental Hygienist	33.67
12030	- EKG Technician	26.81
12035	- Electroneurodiagnostic Technologist	26.81
12040	- Emergency Medical Technician	15.99
12071	- Licensed Practical Nurse I	17.51
12072	- Licensed Practical Nurse II	19.68
12073	- Licensed Practical Nurse III	21.84
12100	- Medical Assistant	13.82
12130	- Medical Laboratory Technician	22.14
12160	- Medical Record Clerk	14.54
12190	- Medical Record Technician	16.27
12195	- Medical Transcriptionist	17.02
12210	- Nuclear Medicine Technologist	31.48
12221	- Nursing Assistant I	11.30
12222	- Nursing Assistant II	12.71
12223	- Nursing Assistant III	13.86
12224	- Nursing Assistant IV	15.56
12235	- Optical Dispenser	16.93
12236	- Optical Technician	14.97
12250	- Pharmacy Technician	14.65
12280	- Phlebotomist	14.93
12305	- Radiologic Technologist	25.11
12311	- Registered Nurse I	22.85
12312	- Registered Nurse II	27.85
12313	- Registered Nurse II, Specialist	27.85
12314	- Registered Nurse III	33.70
12315	- Registered Nurse III, Anesthetist	33.70
12316	- Registered Nurse IV	40.39
12317	- Scheduler (Drug and Alcohol Testing)	22.98
12320	- Substance Abuse Treatment Counselor	21.88
13000	- Information And Arts Occupations	
13011	- Exhibits Specialist I	20.58
13012	- Exhibits Specialist II	23.96
13013	- Exhibits Specialist III	28.55
13041	- Illustrator I	20.35
13042	- Illustrator II	25.21
13043	- Illustrator III	30.83
13047	- Librarian	29.41
13050	- Library Aide/Clerk	13.28
13054	- Library Information Technology Systems Administrator	22.30
13058	- Library Technician	17.17

13061	- Media Specialist I	16.09
13062	- Media Specialist II	18.01
13063	- Media Specialist III	20.07
13071	- Photographer I	15.90
13072	- Photographer II	18.01
13073	- Photographer III	22.30
13074	- Photographer IV	26.94
13075	- Photographer V	32.59
13090	- Technical Order Library Clerk	15.90
13110	- Video Teleconference Technician	17.41
14000	- Information Technology Occupations	
14041	- Computer Operator I	15.84
14042	- Computer Operator II	17.72
14043	- Computer Operator III	19.75
14044	- Computer Operator IV	22.64
14045	- Computer Operator V	25.06
14071	- Computer Programmer I	(see 1) 22.13
14072	- Computer Programmer II	(see 1) 27.20
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	15.84
14160	- Personal Computer Support Technician	22.64
14170	- System Support Specialist	20.21
15000	- Instructional Occupations	
15010	- Aircrew Training Devices Instructor (Non-Rated)	28.53
15020	- Aircrew Training Devices Instructor (Rated)	35.35
15030	- Air Crew Training Devices Instructor (Pilot)	41.38
15050	- Computer Based Training Specialist / Instructor	30.23
15060	- Educational Technologist	29.57
15070	- Flight Instructor (Pilot)	41.38
15080	- Graphic Artist	22.54
15085	- Maintenance Test Pilot, Fixed, Jet/Prop	39.85
15086	- Maintenance Test Pilot, Rotary Wing	39.85
15088	- Non-Maintenance Test/Co-Pilot	39.85
15090	- Technical Instructor	20.32
15095	- Technical Instructor/Course Developer	24.85
15110	- Test Proctor	16.98
15120	- Tutor	16.98
16000	- Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010	- Assembler	9.69
16030	- Counter Attendant	9.69
16040	- Dry Cleaner	11.96
16070	- Finisher, Flatwork, Machine	9.69
16090	- Presser, Hand	9.69
16110	- Presser, Machine, Drycleaning	9.69
16130	- Presser, Machine, Shirts	9.69
16160	- Presser, Machine, Wearing Apparel, Laundry	9.69
16190	- Sewing Machine Operator	12.80
16220	- Tailor	13.64
16250	- Washer, Machine	10.25
19000	- Machine Tool Operation And Repair Occupations	
19010	- Machine-Tool Operator (Tool Room)	22.02
19040	- Tool And Die Maker	26.69
21000	- Materials Handling And Packing Occupations	
21020	- Forklift Operator	16.71
21030	- Material Coordinator	21.74
21040	- Material Expediter	21.74
21050	- Material Handling Laborer	13.50
21071	- Order Filler	13.69
21080	- Production Line Worker (Food Processing)	16.71
21110	- Shipping Packer	16.72
21130	- Shipping/Receiving Clerk	16.72
21140	- Store Worker I	14.39
21150	- Stock Clerk	18.87
21210	- Tools And Parts Attendant	16.71
21410	- Warehouse Specialist	16.71
23000	- Mechanics And Maintenance And Repair Occupations	
23010	- Aerospace Structural Welder	24.00
23019	- Aircraft Logs and Records Technician	20.32
23021	- Aircraft Mechanic I	22.86
23022	- Aircraft Mechanic II	24.00
23023	- Aircraft Mechanic III	24.93
23040	- Aircraft Mechanic Helper	18.55
23050	- Aircraft, Painter	22.10
23060	- Aircraft Servicer	20.32
23070	- Aircraft Survival Flight Equipment Technician	22.10
23080	- Aircraft Worker	21.27
23091	- Aircrew Life Support Equipment (ALSE) Mechanic	21.27

I		
23092	- Aircrew Life Support Equipment (ALSE) Mechanic	22.86
II		
23110	- Appliance Mechanic	20.40
23120	- Bicycle Repairer	15.89
23125	- Cable Splicer	29.19
23130	- Carpenter, Maintenance	22.39
23140	- Carpet Layer	21.36
23160	- Electrician, Maintenance	28.34
23181	- Electronics Technician Maintenance I	23.81
23182	- Electronics Technician Maintenance II	25.16
23183	- Electronics Technician Maintenance III	26.65
23260	- Fabric Worker	18.97
23290	- Fire Alarm System Mechanic	21.77
23310	- Fire Extinguisher Repairer	17.84
23311	- Fuel Distribution System Mechanic	27.55
23312	- Fuel Distribution System Operator	22.57
23370	- General Maintenance Worker	18.49
23380	- Ground Support Equipment Mechanic	22.86
23381	- Ground Support Equipment Servicer	20.32
23382	- Ground Support Equipment Worker	21.27
23391	- Gunsmith I	17.84
23392	- Gunsmith II	20.09
23393	- Gunsmith III	21.77
23410	- Heating, Ventilation And Air-Conditioning Mechanic	20.68
23411	- Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	21.50
23430	- Heavy Equipment Mechanic	21.95
23440	- Heavy Equipment Operator	23.85
23460	- Instrument Mechanic	23.32
23465	- Laboratory/Shelter Mechanic	21.04
23470	- Laborer	13.23
23510	- Locksmith	20.60
23530	- Machinery Maintenance Mechanic	22.73
23550	- Machinist, Maintenance	21.77
23580	- Maintenance Trades Helper	16.05
23591	- Metrology Technician I	25.65
23592	- Metrology Technician II	26.67
23593	- Metrology Technician III	27.59
23640	- Millwright	31.34
23710	- Office Appliance Repairer	21.04
23760	- Painter, Maintenance	21.74
23790	- Pipefitter, Maintenance	26.96
23810	- Plumber, Maintenance	23.66
23820	- Pneudraulic Systems Mechanic	21.77
23850	- Rigger	21.78
23870	- Scale Mechanic	20.09
23890	- Sheet-Metal Worker, Maintenance	23.09
23910	- Small Engine Mechanic	19.82
23931	- Telecommunications Mechanic I	24.70
23932	- Telecommunications Mechanic II	25.58
23950	- Telephone Lineman	22.71
23960	- Welder, Combination, Maintenance	19.36
23965	- Well Driller	21.66
23970	- Woodcraft Worker	21.77
23980	- Woodworker	17.08
24000	- Personal Needs Occupations	
24550	- Case Manager	12.91
24570	- Child Care Attendant	12.25
24580	- Child Care Center Clerk	15.29
24610	- Chore Aide	9.96
24620	- Family Readiness And Support Services Coordinator	12.91
24630	- Homemaker	17.23
25000	- Plant And System Operations Occupations	
25010	- Boiler Tender	23.57
25040	- Sewage Plant Operator	22.67
25070	- Stationary Engineer	23.57
25190	- Ventilation Equipment Tender	18.06
25210	- Water Treatment Plant Operator	22.67
27000	- Protective Service Occupations	
27004	- Alarm Monitor	18.57
27007	- Baggage Inspector	13.65
27008	- Corrections Officer	21.89
27010	- Court Security Officer	23.11
27030	- Detection Dog Handler	16.31
27040	- Detention Officer	21.89
27070	- Firefighter	22.60
27101	- Guard I	13.65
27102	- Guard II	16.31

27131	- Police Officer I	25.03
27132	- Police Officer II	27.80
28000	- Recreation Occupations	
28041	- Carnival Equipment Operator	11.71
28042	- Carnival Equipment Repairer	12.59
28043	- Carnival Worker	9.17
28210	- Gate Attendant/Gate Tender	13.17
28310	- Lifeguard	11.34
28350	- Park Attendant (Aide)	14.74
28510	- Recreation Aide/Health Facility Attendant	10.75
28515	- Recreation Specialist	17.28
28630	- Sports Official	11.73
28690	- Swimming Pool Operator	18.62
29000	- Stevedoring/Longshoremen Occupational Services	
29010	- Blocker And Bracer	22.87
29020	- Hatch Tender	22.87
29030	- Line Handler	22.87
29041	- Stevedore I	21.44
29042	- Stevedore II	23.77
30000	- Technical Occupations	
30010	- Air Traffic Control Specialist, Center (HFO) (see 2)	38.64
30011	- Air Traffic Control Specialist, Station (HFO) (see 2)	26.64
30012	- Air Traffic Control Specialist, Terminal (HFO) (see 2)	29.34
30021	- Archeological Technician I	18.14
30022	- Archeological Technician II	18.18
30023	- Archeological Technician III	23.38
30030	- Cartographic Technician	25.34
30040	- Civil Engineering Technician	23.60
30051	- Cryogenic Technician I	25.96
30052	- Cryogenic Technician II	28.67
30061	- Drafter/CAD Operator I	18.14
30062	- Drafter/CAD Operator II	20.46
30063	- Drafter/CAD Operator III	22.81
30064	- Drafter/CAD Operator IV	28.07
30081	- Engineering Technician I	16.70
30082	- Engineering Technician II	18.75
30083	- Engineering Technician III	20.98
30084	- Engineering Technician IV	25.99
30085	- Engineering Technician V	31.78
30086	- Engineering Technician VI	38.46
30090	- Environmental Technician	23.34
30095	- Evidence Control Specialist	23.45
30210	- Laboratory Technician	22.81
30221	- Latent Fingerprint Technician I	25.96
30222	- Latent Fingerprint Technician II	28.67
30240	- Mathematical Technician	25.32
30361	- Paralegal/Legal Assistant I	18.72
30362	- Paralegal/Legal Assistant II	23.34
30363	- Paralegal/Legal Assistant III	30.33
30364	- Paralegal/Legal Assistant IV	36.70
30375	- Petroleum Supply Specialist	28.67
30390	- Photo-Optics Technician	25.34
30395	- Radiation Control Technician	28.67
30461	- Technical Writer I	25.12
30462	- Technical Writer II	29.25
30463	- Technical Writer III	34.59
30491	- Unexploded Ordnance (UXO) Technician I	24.56
30492	- Unexploded Ordnance (UXO) Technician II	29.71
30493	- Unexploded Ordnance (UXO) Technician III	35.61
30494	- Unexploded (UXO) Safety Escort	24.56
30495	- Unexploded (UXO) Sweep Personnel	24.56
30501	- Weather Forecaster I	25.96
30502	- Weather Forecaster II	31.58
30620	- Weather Observer, Combined Upper Air Or (see 2)	23.15
Surface Programs		
30621	- Weather Observer, Senior (see 2)	25.34
31000	- Transportation/Mobile Equipment Operation Occupations	
31010	- Airplane Pilot	29.71
31020	- Bus Aide	13.82
31030	- Bus Driver	18.42
31043	- Driver Courier	15.37
31260	- Parking and Lot Attendant	10.57
31290	- Shuttle Bus Driver	16.42
31310	- Taxi Driver	10.33
31361	- Truckdriver, Light	16.42
31362	- Truckdriver, Medium	19.05
31363	- Truckdriver, Heavy	23.70
31364	- Truckdriver, Tractor-Trailer	23.70
99000	- Miscellaneous Occupations	
99020	- Cabin Safety Specialist	14.49
99030	- Cashier	10.67



99050 - Desk Clerk	11.14
99095 - Embalmer	29.73
99130 - Flight Follower	24.56
99251 - Laboratory Animal Caretaker I	11.54
99252 - Laboratory Animal Caretaker II	12.33
99260 - Marketing Analyst	24.56
99310 - Mortician	33.31
99410 - Pest Controller	14.95
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	20.12
99711 - Recycling Specialist	22.51
99730 - Refuse Collector	18.41
99810 - Sales Clerk	12.24
99820 - School Crossing Guard	10.99
99830 - Survey Party Chief	23.50
99831 - Surveying Aide	13.41
99832 - Surveying Technician	20.13
99840 - Vending Machine Attendant	14.76
99841 - Vending Machine Repairer	16.93
99842 - Vending Machine Repairer Helper	14.76

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.41 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 eleven 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, 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 15-4725 (Rev.-4) was first posted on www.wdol.gov on 08/01/2017

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

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

Daniel W. Simms                      Division of  
Director                      Wage Determinations

Wage Determination No.: 2015-4725  
Revision No.: 4  
Date Of Revision: 07/25/2017

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.20 for calendar year 2017 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2017. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

State: Ohio

Area: Ohio County of Carroll

**Fringe Benefits Required Follow the Occupational Listing**		
OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.01
01012 - Accounting Clerk II		15.76
01013 - Accounting Clerk III		18.29
01020 - Administrative Assistant		23.66
01035 - Court Reporter		19.57
01041 - Customer Service Representative I		10.94
01042 - Customer Service Representative II		12.30
01043 - Customer Service Representative III		13.42
01051 - Data Entry Operator I		12.67
01052 - Data Entry Operator II		13.83
01060 - Dispatcher, Motor Vehicle		21.59
01070 - Document Preparation Clerk		13.68
01090 - Duplicating Machine Operator		13.68
01111 - General Clerk I		12.22
01112 - General Clerk II		13.41
01113 - General Clerk III		14.97
01120 - Housing Referral Assistant		19.94
01141 - Messenger Courier		11.15
01191 - Order Clerk I		14.63
01192 - Order Clerk II		15.96
01261 - Personnel Assistant (Employment) I		16.94
01262 - Personnel Assistant (Employment) II		19.16
01263 - Personnel Assistant (Employment) III		22.37
01270 - Production Control Clerk		20.67
01290 - Rental Clerk		14.54
01300 - Scheduler, Maintenance		15.66
01311 - Secretary I		15.66
01312 - Secretary II		17.51
01313 - Secretary III		19.46
01320 - Service Order Dispatcher		18.38
01410 - Supply Technician		23.66
01420 - Survey Worker		19.16
01460 - Switchboard Operator/Receptionist		11.30
01531 - Travel Clerk I		12.86
01532 - Travel Clerk II		13.72
01533 - Travel Clerk III		14.55
01611 - Word Processor I		14.38
01612 - Word Processor II		16.91
01613 - Word Processor III		19.16
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		20.33
05010 - Automotive Electrician		19.67
05040 - Automotive Glass Installer		18.92
05070 - Automotive Worker		18.92
05110 - Mobile Equipment Servicer		17.27
05130 - Motor Equipment Metal Mechanic		20.33
05160 - Motor Equipment Metal Worker		18.92
05190 - Motor Vehicle Mechanic		20.33
05220 - Motor Vehicle Mechanic Helper		16.50

05250	- Motor Vehicle Upholstery Worker	18.07
05280	- Motor Vehicle Wrecker	18.92
05310	- Painter, Automotive	19.67
05340	- Radiator Repair Specialist	18.92
05370	- Tire Repairer	15.89
05400	- Transmission Repair Specialist	20.33
07000	- Food Preparation And Service Occupations	
07010	- Baker	13.13
07041	- Cook I	11.57
07042	- Cook II	13.13
07070	- Dishwasher	9.08
07130	- Food Service Worker	9.31
07210	- Meat Cutter	14.99
07260	- Waiter/Waitress	9.72
09000	- Furniture Maintenance And Repair Occupations	
09010	- Electrostatic Spray Painter	18.73
09040	- Furniture Handler	13.89
09080	- Furniture Refinisher	18.73
09090	- Furniture Refinisher Helper	15.71
09110	- Furniture Repairer, Minor	17.22
09130	- Upholsterer	18.73
11000	- General Services And Support Occupations	
11030	- Cleaner, Vehicles	12.06
11060	- Elevator Operator	12.06
11090	- Gardener	16.01
11122	- Housekeeping Aide	11.46
11150	- Janitor	11.46
11210	- Laborer, Grounds Maintenance	12.76
11240	- Maid or Houseman	9.64
11260	- Pruner	11.88
11270	- Tractor Operator	14.97
11330	- Trail Maintenance Worker	12.76
11360	- Window Cleaner	12.55
12000	- Health Occupations	
12010	- Ambulance Driver	13.81
12011	- Breath Alcohol Technician	17.88
12012	- Certified Occupational Therapist Assistant	26.24
12015	- Certified Physical Therapist Assistant	27.78
12020	- Dental Assistant	16.21
12025	- Dental Hygienist	28.11
12030	- EKG Technician	26.35
12035	- Electroneurodiagnostic Technologist	26.35
12040	- Emergency Medical Technician	13.81
12071	- Licensed Practical Nurse I	15.98
12072	- Licensed Practical Nurse II	17.88
12073	- Licensed Practical Nurse III	19.93
12100	- Medical Assistant	14.31
12130	- Medical Laboratory Technician	19.75
12160	- Medical Record Clerk	14.51
12190	- Medical Record Technician	16.38
12195	- Medical Transcriptionist	15.07
12210	- Nuclear Medicine Technologist	30.52
12221	- Nursing Assistant I	10.71
12222	- Nursing Assistant II	12.05
12223	- Nursing Assistant III	13.15
12224	- Nursing Assistant IV	14.74
12235	- Optical Dispenser	16.68
12236	- Optical Technician	15.98
12250	- Pharmacy Technician	14.75
12280	- Phlebotomist	14.23
12305	- Radiologic Technologist	23.39
12311	- Registered Nurse I	22.76
12312	- Registered Nurse II	27.85
12313	- Registered Nurse II, Specialist	27.85
12314	- Registered Nurse III	33.70
12315	- Registered Nurse III, Anesthetist	33.70
12316	- Registered Nurse IV	40.39
12317	- Scheduler (Drug and Alcohol Testing)	22.15
12320	- Substance Abuse Treatment Counselor	20.46
13000	- Information And Arts Occupations	
13011	- Exhibits Specialist I	17.87
13012	- Exhibits Specialist II	22.15
13013	- Exhibits Specialist III	27.09
13041	- Illustrator I	17.87
13042	- Illustrator II	22.15
13043	- Illustrator III	27.09
13047	- Librarian	24.52
13050	- Library Aide/Clerk	12.65
13054	- Library Information Technology Systems Administrator	22.15
13058	- Library Technician	16.42

13061	- Media Specialist I	15.98
13062	- Media Specialist II	17.87
13063	- Media Specialist III	19.93
13071	- Photographer I	13.48
13072	- Photographer II	17.03
13073	- Photographer III	19.82
13074	- Photographer IV	22.84
13075	- Photographer V	26.61
13090	- Technical Order Library Clerk	13.28
13110	- Video Teleconference Technician	15.98
14000	- Information Technology Occupations	
14041	- Computer Operator I	15.96
14042	- Computer Operator II	17.84
14043	- Computer Operator III	19.90
14044	- Computer Operator IV	22.10
14045	- Computer Operator V	24.48
14071	- Computer Programmer I	(see 1) 22.56
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	15.96
14160	- Personal Computer Support Technician	22.10
14170	- System Support Specialist	25.56
15000	- Instructional Occupations	
15010	- Aircrew Training Devices Instructor (Non-Rated)	28.85
15020	- Aircrew Training Devices Instructor (Rated)	34.88
15030	- Air Crew Training Devices Instructor (Pilot)	41.83
15050	- Computer Based Training Specialist / Instructor	28.85
15060	- Educational Technologist	28.30
15070	- Flight Instructor (Pilot)	41.83
15080	- Graphic Artist	22.27
15085	- Maintenance Test Pilot, Fixed, Jet/Prop	40.75
15086	- Maintenance Test Pilot, Rotary Wing	40.75
15088	- Non-Maintenance Test/Co-Pilot	40.75
15090	- Technical Instructor	20.47
15095	- Technical Instructor/Course Developer	22.27
15110	- Test Proctor	17.57
15120	- Tutor	17.57
16000	- Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010	- Assembler	9.88
16030	- Counter Attendant	9.88
16040	- Dry Cleaner	12.25
16070	- Finisher, Flatwork, Machine	9.88
16090	- Presser, Hand	9.88
16110	- Presser, Machine, Drycleaning	9.88
16130	- Presser, Machine, Shirts	9.88
16160	- Presser, Machine, Wearing Apparel, Laundry	9.88
16190	- Sewing Machine Operator	13.11
16220	- Tailor	13.97
16250	- Washer, Machine	10.49
19000	- Machine Tool Operation And Repair Occupations	
19010	- Machine-Tool Operator (Tool Room)	22.51
19040	- Tool And Die Maker	25.76
21000	- Materials Handling And Packing Occupations	
21020	- Forklift Operator	19.21
21030	- Material Coordinator	19.93
21040	- Material Expediter	19.93
21050	- Material Handling Laborer	13.65
21071	- Order Filler	14.51
21080	- Production Line Worker (Food Processing)	19.21
21110	- Shipping Packer	14.72
21130	- Shipping/Receiving Clerk	14.72
21140	- Store Worker I	15.42
21150	- Stock Clerk	20.21
21210	- Tools And Parts Attendant	19.21
21410	- Warehouse Specialist	19.21
23000	- Mechanics And Maintenance And Repair Occupations	
23010	- Aerospace Structural Welder	26.84
23019	- Aircraft Logs and Records Technician	23.16
23021	- Aircraft Mechanic I	25.74
23022	- Aircraft Mechanic II	26.84
23023	- Aircraft Mechanic III	27.81
23040	- Aircraft Mechanic Helper	20.56
23050	- Aircraft, Painter	24.69
23060	- Aircraft Servicer	23.16
23070	- Aircraft Survival Flight Equipment Technician	24.69
23080	- Aircraft Worker	24.27
23091	- Aircrew Life Support Equipment (ALSE) Mechanic	24.27

I		
23092	- Aircrew Life Support Equipment (ALSE) Mechanic	25.74
II		
23110	- Appliance Mechanic	20.60
23120	- Bicycle Repairer	18.75
23125	- Cable Splicer	32.47
23130	- Carpenter, Maintenance	21.49
23140	- Carpet Layer	22.43
23160	- Electrician, Maintenance	24.84
23181	- Electronics Technician Maintenance I	22.61
23182	- Electronics Technician Maintenance II	23.80
23183	- Electronics Technician Maintenance III	29.45
23260	- Fabric Worker	19.92
23290	- Fire Alarm System Mechanic	21.56
23310	- Fire Extinguisher Repairer	18.75
23311	- Fuel Distribution System Mechanic	27.05
23312	- Fuel Distribution System Operator	21.91
23370	- General Maintenance Worker	19.52
23380	- Ground Support Equipment Mechanic	25.74
23381	- Ground Support Equipment Servicer	23.16
23382	- Ground Support Equipment Worker	24.27
23391	- Gunsmith I	18.75
23392	- Gunsmith II	21.12
23393	- Gunsmith III	23.07
23410	- Heating, Ventilation And Air-Conditioning Mechanic	22.36
23411	- Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	23.25
23430	- Heavy Equipment Mechanic	24.37
23440	- Heavy Equipment Operator	26.68
23460	- Instrument Mechanic	23.07
23465	- Laboratory/Shelter Mechanic	22.12
23470	- Laborer	13.29
23510	- Locksmith	21.44
23530	- Machinery Maintenance Mechanic	29.40
23550	- Machinist, Maintenance	21.37
23580	- Maintenance Trades Helper	16.49
23591	- Metrology Technician I	23.07
23592	- Metrology Technician II	23.99
23593	- Metrology Technician III	24.82
23640	- Millwright	27.53
23710	- Office Appliance Repairer	20.72
23760	- Painter, Maintenance	23.89
23790	- Pipefitter, Maintenance	27.15
23810	- Plumber, Maintenance	24.36
23820	- Pneudraulic Systems Mechanic	23.07
23850	- Rigger	23.07
23870	- Scale Mechanic	21.12
23890	- Sheet-Metal Worker, Maintenance	28.12
23910	- Small Engine Mechanic	19.52
23931	- Telecommunications Mechanic I	25.28
23932	- Telecommunications Mechanic II	26.36
23950	- Telephone Lineman	21.09
23960	- Welder, Combination, Maintenance	21.30
23965	- Well Driller	23.07
23970	- Woodcraft Worker	23.07
23980	- Woodworker	18.75
24000	- Personal Needs Occupations	
24550	- Case Manager	12.22
24570	- Child Care Attendant	10.13
24580	- Child Care Center Clerk	13.90
24610	- Chore Aide	10.07
24620	- Family Readiness And Support Services Coordinator	12.22
24630	- Homemaker	15.44
25000	- Plant And System Operations Occupations	
25010	- Boiler Tender	23.07
25040	- Sewage Plant Operator	21.73
25070	- Stationary Engineer	23.07
25190	- Ventilation Equipment Tender	17.53
25210	- Water Treatment Plant Operator	21.73
27000	- Protective Service Occupations	
27004	- Alarm Monitor	16.41
27007	- Baggage Inspector	13.04
27008	- Corrections Officer	21.49
27010	- Court Security Officer	21.00
27030	- Detection Dog Handler	17.48
27040	- Detention Officer	21.49
27070	- Firefighter	17.08
27101	- Guard I	13.04
27102	- Guard II	17.23

27131	- Police Officer I	21.01
27132	- Police Officer II	23.35
28000	- Recreation Occupations	
28041	- Carnival Equipment Operator	11.67
28042	- Carnival Equipment Repairer	12.48
28043	- Carnival Worker	9.12
28210	- Gate Attendant/Gate Tender	14.38
28310	- Lifeguard	10.92
28350	- Park Attendant (Aide)	16.08
28510	- Recreation Aide/Health Facility Attendant	11.74
28515	- Recreation Specialist	18.19
28630	- Sports Official	12.81
28690	- Swimming Pool Operator	16.22
29000	- Stevedoring/Longshoremen Occupational Services	
29010	- Blocker And Bracer	21.75
29020	- Hatch Tender	21.75
29030	- Line Handler	21.75
29041	- Stevedore I	20.25
29042	- Stevedore II	22.22
30000	- Technical Occupations	
30010	- Air Traffic Control Specialist, Center (HFO) (see 2)	39.04
30011	- Air Traffic Control Specialist, Station (HFO) (see 2)	26.92
30012	- Air Traffic Control Specialist, Terminal (HFO) (see 2)	29.64
30021	- Archeological Technician I	19.30
30022	- Archeological Technician II	21.59
30023	- Archeological Technician III	24.65
30030	- Cartographic Technician	26.76
30040	- Civil Engineering Technician	21.99
30051	- Cryogenic Technician I	29.62
30052	- Cryogenic Technician II	32.73
30061	- Drafter/CAD Operator I	19.30
30062	- Drafter/CAD Operator II	21.59
30063	- Drafter/CAD Operator III	24.08
30064	- Drafter/CAD Operator IV	29.62
30081	- Engineering Technician I	18.89
30082	- Engineering Technician II	21.20
30083	- Engineering Technician III	23.71
30084	- Engineering Technician IV	29.38
30085	- Engineering Technician V	35.94
30086	- Engineering Technician VI	43.48
30090	- Environmental Technician	21.73
30095	- Evidence Control Specialist	21.35
30210	- Laboratory Technician	22.18
30221	- Latent Fingerprint Technician I	29.62
30222	- Latent Fingerprint Technician II	32.73
30240	- Mathematical Technician	26.45
30361	- Paralegal/Legal Assistant I	16.94
30362	- Paralegal/Legal Assistant II	20.99
30363	- Paralegal/Legal Assistant III	25.68
30364	- Paralegal/Legal Assistant IV	31.07
30375	- Petroleum Supply Specialist	26.11
30390	- Photo-Optics Technician	26.27
30395	- Radiation Control Technician	26.11
30461	- Technical Writer I	23.87
30462	- Technical Writer II	29.21
30463	- Technical Writer III	35.36
30491	- Unexploded Ordnance (UXO) Technician I	24.81
30492	- Unexploded Ordnance (UXO) Technician II	30.02
30493	- Unexploded Ordnance (UXO) Technician III	35.98
30494	- Unexploded (UXO) Safety Escort	24.81
30495	- Unexploded (UXO) Sweep Personnel	24.81
30501	- Weather Forecaster I	29.62
30502	- Weather Forecaster II	36.03
30620	- Weather Observer, Combined Upper Air Or (see 2)	24.08
Surface Programs		
30621	- Weather Observer, Senior (see 2)	26.27
31000	- Transportation/Mobile Equipment Operation Occupations	
31010	- Airplane Pilot	30.02
31020	- Bus Aide	12.87
31030	- Bus Driver	17.89
31043	- Driver Courier	14.81
31260	- Parking and Lot Attendant	10.02
31290	- Shuttle Bus Driver	14.81
31310	- Taxi Driver	11.42
31361	- Truckdriver, Light	14.81
31362	- Truckdriver, Medium	17.78
31363	- Truckdriver, Heavy	18.97
31364	- Truckdriver, Tractor-Trailer	18.97
99000	- Miscellaneous Occupations	
99020	- Cabin Safety Specialist	14.63
99030	- Cashier	9.27



99050 - Desk Clerk	12.25
99095 - Embalmer	27.51
99130 - Flight Follower	24.81
99251 - Laboratory Animal Caretaker I	12.61
99252 - Laboratory Animal Caretaker II	13.46
99260 - Marketing Analyst	23.63
99310 - Mortician	29.78
99410 - Pest Controller	17.39
99510 - Photofinishing Worker	14.39
99710 - Recycling Laborer	16.31
99711 - Recycling Specialist	19.10
99730 - Refuse Collector	14.89
99810 - Sales Clerk	12.06
99820 - School Crossing Guard	10.14
99830 - Survey Party Chief	21.27
99831 - Surveying Aide	12.11
99832 - Surveying Technician	19.10
99840 - Vending Machine Attendant	11.76
99841 - Vending Machine Repairer	14.75
99842 - Vending Machine Repairer Helper	11.76

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.41 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, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (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 15-4759 (Rev.-4) was first posted on www.wdol.gov on 08/01/2017

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

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

Daniel W. Simms                      Division of  
Director                      Wage Determinations

Wage Determination No.: 2015-4759  
Revision No.: 4  
Date Of Revision: 07/25/2017

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.20 for calendar year 2017 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2017. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

State: Ohio

Area: Ohio County of Columbiana

**Fringe Benefits Required Follow the Occupational Listing**		
OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.01
01012 - Accounting Clerk II		15.76
01013 - Accounting Clerk III		18.29
01020 - Administrative Assistant		21.70
01035 - Court Reporter		19.57
01041 - Customer Service Representative I		11.27
01042 - Customer Service Representative II		12.67
01043 - Customer Service Representative III		13.82
01051 - Data Entry Operator I		12.19
01052 - Data Entry Operator II		13.67
01060 - Dispatcher, Motor Vehicle		20.29
01070 - Document Preparation Clerk		12.93
01090 - Duplicating Machine Operator		12.93
01111 - General Clerk I		12.22
01112 - General Clerk II		13.41
01113 - General Clerk III		14.97
01120 - Housing Referral Assistant		19.94
01141 - Messenger Courier		10.90
01191 - Order Clerk I		13.05
01192 - Order Clerk II		14.23
01261 - Personnel Assistant (Employment) I		16.94
01262 - Personnel Assistant (Employment) II		19.16
01263 - Personnel Assistant (Employment) III		22.37
01270 - Production Control Clerk		21.74
01290 - Rental Clerk		14.54
01300 - Scheduler, Maintenance		15.66
01311 - Secretary I		15.66
01312 - Secretary II		17.51
01313 - Secretary III		19.46
01320 - Service Order Dispatcher		18.14
01410 - Supply Technician		21.70
01420 - Survey Worker		19.16
01460 - Switchboard Operator/Receptionist		11.44
01531 - Travel Clerk I		12.86
01532 - Travel Clerk II		13.72
01533 - Travel Clerk III		14.55
01611 - Word Processor I		14.38
01612 - Word Processor II		16.91
01613 - Word Processor III		19.16
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		20.33
05010 - Automotive Electrician		19.67
05040 - Automotive Glass Installer		18.92
05070 - Automotive Worker		18.92
05110 - Mobile Equipment Servicer		17.27
05130 - Motor Equipment Metal Mechanic		20.33
05160 - Motor Equipment Metal Worker		18.92
05190 - Motor Vehicle Mechanic		20.33
05220 - Motor Vehicle Mechanic Helper		16.50

05250	- Motor Vehicle Upholstery Worker	18.07
05280	- Motor Vehicle Wrecker	18.92
05310	- Painter, Automotive	19.67
05340	- Radiator Repair Specialist	18.92
05370	- Tire Repairer	15.89
05400	- Transmission Repair Specialist	20.33
07000	- Food Preparation And Service Occupations	
07010	- Baker	13.13
07041	- Cook I	11.57
07042	- Cook II	13.13
07070	- Dishwasher	9.11
07130	- Food Service Worker	9.20
07210	- Meat Cutter	15.71
07260	- Waiter/Waitress	9.72
09000	- Furniture Maintenance And Repair Occupations	
09010	- Electrostatic Spray Painter	18.73
09040	- Furniture Handler	13.89
09080	- Furniture Refinisher	18.73
09090	- Furniture Refinisher Helper	15.71
09110	- Furniture Repairer, Minor	17.22
09130	- Upholsterer	18.73
11000	- General Services And Support Occupations	
11030	- Cleaner, Vehicles	12.06
11060	- Elevator Operator	11.46
11090	- Gardener	13.75
11122	- Housekeeping Aide	11.46
11150	- Janitor	11.46
11210	- Laborer, Grounds Maintenance	11.43
11240	- Maid or Houseman	9.30
11260	- Pruner	11.06
11270	- Tractor Operator	13.39
11330	- Trail Maintenance Worker	11.43
11360	- Window Cleaner	12.55
12000	- Health Occupations	
12010	- Ambulance Driver	13.89
12011	- Breath Alcohol Technician	16.46
12012	- Certified Occupational Therapist Assistant	27.78
12015	- Certified Physical Therapist Assistant	27.32
12020	- Dental Assistant	17.52
12025	- Dental Hygienist	29.86
12030	- EKG Technician	27.88
12035	- Electroneurodiagnostic Technologist	27.88
12040	- Emergency Medical Technician	13.89
12071	- Licensed Practical Nurse I	14.97
12072	- Licensed Practical Nurse II	16.74
12073	- Licensed Practical Nurse III	18.67
12100	- Medical Assistant	14.31
12130	- Medical Laboratory Technician	19.75
12160	- Medical Record Clerk	14.54
12190	- Medical Record Technician	16.38
12195	- Medical Transcriptionist	16.58
12210	- Nuclear Medicine Technologist	31.48
12221	- Nursing Assistant I	10.71
12222	- Nursing Assistant II	12.05
12223	- Nursing Assistant III	13.15
12224	- Nursing Assistant IV	14.74
12235	- Optical Dispenser	16.93
12236	- Optical Technician	14.71
12250	- Pharmacy Technician	14.75
12280	- Phlebotomist	14.93
12305	- Radiologic Technologist	24.45
12311	- Registered Nurse I	22.77
12312	- Registered Nurse II	27.85
12313	- Registered Nurse II, Specialist	27.85
12314	- Registered Nurse III	33.70
12315	- Registered Nurse III, Anesthetist	33.70
12316	- Registered Nurse IV	40.39
12317	- Scheduler (Drug and Alcohol Testing)	20.75
12320	- Substance Abuse Treatment Counselor	21.88
13000	- Information And Arts Occupations	
13011	- Exhibits Specialist I	17.87
13012	- Exhibits Specialist II	22.15
13013	- Exhibits Specialist III	27.09
13041	- Illustrator I	17.87
13042	- Illustrator II	22.15
13043	- Illustrator III	27.09
13047	- Librarian	24.52
13050	- Library Aide/Clerk	12.65
13054	- Library Information Technology Systems Administrator	22.15
13058	- Library Technician	16.42

13061	- Media Specialist I	15.98
13062	- Media Specialist II	17.87
13063	- Media Specialist III	19.93
13071	- Photographer I	13.48
13072	- Photographer II	17.03
13073	- Photographer III	19.82
13074	- Photographer IV	22.84
13075	- Photographer V	26.61
13090	- Technical Order Library Clerk	15.90
13110	- Video Teleconference Technician	15.98
14000	- Information Technology Occupations	
14041	- Computer Operator I	15.96
14042	- Computer Operator II	17.84
14043	- Computer Operator III	19.90
14044	- Computer Operator IV	22.10
14045	- Computer Operator V	24.48
14071	- Computer Programmer I (see 1)	22.56
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	15.96
14160	- Personal Computer Support Technician	22.10
14170	- System Support Specialist	20.21
15000	- Instructional Occupations	
15010	- Aircrew Training Devices Instructor (Non-Rated)	28.85
15020	- Aircrew Training Devices Instructor (Rated)	34.88
15030	- Air Crew Training Devices Instructor (Pilot)	41.83
15050	- Computer Based Training Specialist / Instructor	28.85
15060	- Educational Technologist	28.30
15070	- Flight Instructor (Pilot)	41.83
15080	- Graphic Artist	22.27
15085	- Maintenance Test Pilot, Fixed, Jet/Prop	39.85
15086	- Maintenance Test Pilot, Rotary Wing	39.85
15088	- Non-Maintenance Test/Co-Pilot	39.85
15090	- Technical Instructor	20.47
15095	- Technical Instructor/Course Developer	24.50
15110	- Test Proctor	17.57
15120	- Tutor	17.57
16000	- Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010	- Assembler	9.69
16030	- Counter Attendant	9.69
16040	- Dry Cleaner	11.96
16070	- Finisher, Flatwork, Machine	9.69
16090	- Presser, Hand	9.69
16110	- Presser, Machine, Drycleaning	9.69
16130	- Presser, Machine, Shirts	9.69
16160	- Presser, Machine, Wearing Apparel, Laundry	9.69
16190	- Sewing Machine Operator	12.80
16220	- Tailor	13.64
16250	- Washer, Machine	10.25
19000	- Machine Tool Operation And Repair Occupations	
19010	- Machine-Tool Operator (Tool Room)	22.51
19040	- Tool And Die Maker	25.76
21000	- Materials Handling And Packing Occupations	
21020	- Forklift Operator	19.21
21030	- Material Coordinator	21.74
21040	- Material Expediter	21.74
21050	- Material Handling Laborer	13.65
21071	- Order Filler	14.51
21080	- Production Line Worker (Food Processing)	19.21
21110	- Shipping Packer	15.90
21130	- Shipping/Receiving Clerk	15.90
21140	- Store Worker I	14.35
21150	- Stock Clerk	18.82
21210	- Tools And Parts Attendant	19.21
21410	- Warehouse Specialist	19.21
23000	- Mechanics And Maintenance And Repair Occupations	
23010	- Aerospace Structural Welder	26.84
23019	- Aircraft Logs and Records Technician	23.16
23021	- Aircraft Mechanic I	25.74
23022	- Aircraft Mechanic II	26.84
23023	- Aircraft Mechanic III	27.81
23040	- Aircraft Mechanic Helper	20.56
23050	- Aircraft, Painter	24.69
23060	- Aircraft Servicer	23.16
23070	- Aircraft Survival Flight Equipment Technician	24.69
23080	- Aircraft Worker	24.27
23091	- Aircrew Life Support Equipment (ALSE) Mechanic	24.27

I		
23092	- Aircrew Life Support Equipment (ALSE) Mechanic	25.74
II		
23110	- Appliance Mechanic	20.60
23120	- Bicycle Repairer	17.48
23125	- Cable Splicer	32.84
23130	- Carpenter, Maintenance	20.54
23140	- Carpet Layer	22.43
23160	- Electrician, Maintenance	24.84
23181	- Electronics Technician Maintenance I	23.81
23182	- Electronics Technician Maintenance II	25.16
23183	- Electronics Technician Maintenance III	29.45
23260	- Fabric Worker	18.85
23290	- Fire Alarm System Mechanic	21.56
23310	- Fire Extinguisher Repairer	17.73
23311	- Fuel Distribution System Mechanic	24.59
23312	- Fuel Distribution System Operator	19.92
23370	- General Maintenance Worker	19.52
23380	- Ground Support Equipment Mechanic	25.74
23381	- Ground Support Equipment Servicer	23.16
23382	- Ground Support Equipment Worker	24.27
23391	- Gunsmith I	17.73
23392	- Gunsmith II	20.12
23393	- Gunsmith III	21.89
23410	- Heating, Ventilation And Air-Conditioning Mechanic	21.37
23411	- Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	22.28
23430	- Heavy Equipment Mechanic	21.95
23440	- Heavy Equipment Operator	24.25
23460	- Instrument Mechanic	21.99
23465	- Laboratory/Shelter Mechanic	21.17
23470	- Laborer	13.07
23510	- Locksmith	20.56
23530	- Machinery Maintenance Mechanic	29.40
23550	- Machinist, Maintenance	21.37
23580	- Maintenance Trades Helper	16.09
23591	- Metrology Technician I	21.99
23592	- Metrology Technician II	22.79
23593	- Metrology Technician III	23.55
23640	- Millwright	30.28
23710	- Office Appliance Repairer	20.72
23760	- Painter, Maintenance	23.89
23790	- Pipefitter, Maintenance	27.15
23810	- Plumber, Maintenance	24.36
23820	- Pneudraulic Systems Mechanic	21.93
23850	- Rigger	21.89
23870	- Scale Mechanic	20.12
23890	- Sheet-Metal Worker, Maintenance	28.12
23910	- Small Engine Mechanic	19.52
23931	- Telecommunications Mechanic I	25.28
23932	- Telecommunications Mechanic II	26.36
23950	- Telephone Lineman	22.71
23960	- Welder, Combination, Maintenance	21.30
23965	- Well Driller	22.03
23970	- Woodcraft Worker	21.89
23980	- Woodworker	17.20
24000	- Personal Needs Occupations	
24550	- Case Manager	12.32
24570	- Child Care Attendant	10.13
24580	- Child Care Center Clerk	13.90
24610	- Chore Aide	9.96
24620	- Family Readiness And Support Services Coordinator	12.32
24630	- Homemaker	15.44
25000	- Plant And System Operations Occupations	
25010	- Boiler Tender	22.16
25040	- Sewage Plant Operator	22.67
25070	- Stationary Engineer	22.16
25190	- Ventilation Equipment Tender	16.59
25210	- Water Treatment Plant Operator	22.67
27000	- Protective Service Occupations	
27004	- Alarm Monitor	17.29
27007	- Baggage Inspector	14.06
27008	- Corrections Officer	21.89
27010	- Court Security Officer	20.76
27030	- Detection Dog Handler	17.48
27040	- Detention Officer	21.89
27070	- Firefighter	19.62
27101	- Guard I	14.06
27102	- Guard II	16.95

27131	- Police Officer I	20.76
27132	- Police Officer II	23.04
28000	- Recreation Occupations	
28041	- Carnival Equipment Operator	11.71
28042	- Carnival Equipment Repairer	12.59
28043	- Carnival Worker	9.02
28210	- Gate Attendant/Gate Tender	14.38
28310	- Lifeguard	10.92
28350	- Park Attendant (Aide)	16.08
28510	- Recreation Aide/Health Facility Attendant	11.74
28515	- Recreation Specialist	17.28
28630	- Sports Official	12.81
28690	- Swimming Pool Operator	16.22
29000	- Stevedoring/Longshoremen Occupational Services	
29010	- Blocker And Bracer	22.13
29020	- Hatch Tender	22.13
29030	- Line Handler	22.13
29041	- Stevedore I	20.25
29042	- Stevedore II	22.06
30000	- Technical Occupations	
30010	- Air Traffic Control Specialist, Center (HFO) (see 2)	38.64
30011	- Air Traffic Control Specialist, Station (HFO) (see 2)	26.64
30012	- Air Traffic Control Specialist, Terminal (HFO) (see 2)	29.34
30021	- Archeological Technician I	19.30
30022	- Archeological Technician II	21.59
30023	- Archeological Technician III	23.57
30030	- Cartographic Technician	26.76
30040	- Civil Engineering Technician	23.60
30051	- Cryogenic Technician I	25.96
30052	- Cryogenic Technician II	28.67
30061	- Drafter/CAD Operator I	19.30
30062	- Drafter/CAD Operator II	21.59
30063	- Drafter/CAD Operator III	24.08
30064	- Drafter/CAD Operator IV	29.62
30081	- Engineering Technician I	18.89
30082	- Engineering Technician II	21.20
30083	- Engineering Technician III	23.71
30084	- Engineering Technician IV	29.38
30085	- Engineering Technician V	35.94
30086	- Engineering Technician VI	43.48
30090	- Environmental Technician	21.73
30095	- Evidence Control Specialist	23.45
30210	- Laboratory Technician	20.61
30221	- Latent Fingerprint Technician I	25.96
30222	- Latent Fingerprint Technician II	28.67
30240	- Mathematical Technician	26.45
30361	- Paralegal/Legal Assistant I	18.44
30362	- Paralegal/Legal Assistant II	22.84
30363	- Paralegal/Legal Assistant III	27.94
30364	- Paralegal/Legal Assistant IV	33.80
30375	- Petroleum Supply Specialist	28.67
30390	- Photo-Optics Technician	26.27
30395	- Radiation Control Technician	28.67
30461	- Technical Writer I	23.87
30462	- Technical Writer II	29.21
30463	- Technical Writer III	35.36
30491	- Unexploded Ordnance (UXO) Technician I	24.56
30492	- Unexploded Ordnance (UXO) Technician II	29.71
30493	- Unexploded Ordnance (UXO) Technician III	35.61
30494	- Unexploded (UXO) Safety Escort	24.56
30495	- Unexploded (UXO) Sweep Personnel	24.56
30501	- Weather Forecaster I	28.56
30502	- Weather Forecaster II	34.74
30620	- Weather Observer, Combined Upper Air Or (see 2)	24.08
Surface Programs		
30621	- Weather Observer, Senior (see 2)	26.27
31000	- Transportation/Mobile Equipment Operation Occupations	
31010	- Airplane Pilot	29.71
31020	- Bus Aide	13.12
31030	- Bus Driver	17.80
31043	- Driver Courier	14.81
31260	- Parking and Lot Attendant	11.94
31290	- Shuttle Bus Driver	14.81
31310	- Taxi Driver	10.47
31361	- Truckdriver, Light	14.81
31362	- Truckdriver, Medium	17.78
31363	- Truckdriver, Heavy	18.99
31364	- Truckdriver, Tractor-Trailer	18.99
99000	- Miscellaneous Occupations	
99020	- Cabin Safety Specialist	14.49
99030	- Cashier	9.26



99050 - Desk Clerk	12.25
99095 - Embalmer	27.51
99130 - Flight Follower	24.56
99251 - Laboratory Animal Caretaker I	11.46
99252 - Laboratory Animal Caretaker II	12.24
99260 - Marketing Analyst	24.56
99310 - Mortician	29.78
99410 - Pest Controller	17.39
99510 - Photofinishing Worker	14.39
99710 - Recycling Laborer	19.73
99711 - Recycling Specialist	23.11
99730 - Refuse Collector	18.02
99810 - Sales Clerk	12.06
99820 - School Crossing Guard	10.14
99830 - Survey Party Chief	22.43
99831 - Surveying Aide	12.77
99832 - Surveying Technician	20.13
99840 - Vending Machine Attendant	12.94
99841 - Vending Machine Repairer	16.23
99842 - Vending Machine Repairer Helper	12.94

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.41 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 eleven 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, 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 15-4727 (Rev.-3) was first posted on www.wdol.gov on 08/01/2017

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

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

Daniel W. Simms                      Division of  
Director                      Wage Determinations

Wage Determination No.: 2015-4727  
Revision No.: 3  
Date Of Revision: 07/25/2017

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.20 for calendar year 2017 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2017. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

State: Ohio

Area: Ohio Counties of Cuyahoga, Geauga, Lake, Lorain, Medina

**Fringe Benefits Required Follow the Occupational Listing**		
OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.53
01012 - Accounting Clerk II		16.30
01013 - Accounting Clerk III		18.24
01020 - Administrative Assistant		25.38
01035 - Court Reporter		20.56
01041 - Customer Service Representative I		13.52
01042 - Customer Service Representative II		15.20
01043 - Customer Service Representative III		16.59
01051 - Data Entry Operator I		13.42
01052 - Data Entry Operator II		15.43
01060 - Dispatcher, Motor Vehicle		20.85
01070 - Document Preparation Clerk		14.50
01090 - Duplicating Machine Operator		14.50
01111 - General Clerk I		13.46
01112 - General Clerk II		14.87
01113 - General Clerk III		16.65
01120 - Housing Referral Assistant		20.31
01141 - Messenger Courier		13.46
01191 - Order Clerk I		15.11
01192 - Order Clerk II		16.49
01261 - Personnel Assistant (Employment) I		16.00
01262 - Personnel Assistant (Employment) II		17.89
01263 - Personnel Assistant (Employment) III		19.95
01270 - Production Control Clerk		21.93
01290 - Rental Clerk		15.48
01300 - Scheduler, Maintenance		16.19
01311 - Secretary I		16.19
01312 - Secretary II		18.22
01313 - Secretary III		20.31
01320 - Service Order Dispatcher		18.84
01410 - Supply Technician		25.38
01420 - Survey Worker		15.88
01460 - Switchboard Operator/Receptionist		13.97
01531 - Travel Clerk I		12.86
01532 - Travel Clerk II		13.72
01533 - Travel Clerk III		14.55
01611 - Word Processor I		14.47
01612 - Word Processor II		16.25
01613 - Word Processor III		18.18
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		20.43
05010 - Automotive Electrician		19.67
05040 - Automotive Glass Installer		18.92
05070 - Automotive Worker		18.92
05110 - Mobile Equipment Servicer		17.27
05130 - Motor Equipment Metal Mechanic		20.33
05160 - Motor Equipment Metal Worker		18.92
05190 - Motor Vehicle Mechanic		20.33
05220 - Motor Vehicle Mechanic Helper		16.50

05250	- Motor Vehicle Upholstery Worker	18.07
05280	- Motor Vehicle Wrecker	18.92
05310	- Painter, Automotive	19.67
05340	- Radiator Repair Specialist	18.92
05370	- Tire Repairer	15.89
05400	- Transmission Repair Specialist	20.33
07000	- Food Preparation And Service Occupations	
07010	- Baker	12.08
07041	- Cook I	12.05
07042	- Cook II	13.57
07070	- Dishwasher	9.28
07130	- Food Service Worker	10.64
07210	- Meat Cutter	17.35
07260	- Waiter/Waitress	9.94
09000	- Furniture Maintenance And Repair Occupations	
09010	- Electrostatic Spray Painter	20.60
09040	- Furniture Handler	13.89
09080	- Furniture Refinisher	20.60
09090	- Furniture Refinisher Helper	15.71
09110	- Furniture Repairer, Minor	17.22
09130	- Upholsterer	20.60
11000	- General Services And Support Occupations	
11030	- Cleaner, Vehicles	11.78
11060	- Elevator Operator	12.06
11090	- Gardener	14.76
11122	- Housekeeping Aide	12.06
11150	- Janitor	12.06
11210	- Laborer, Grounds Maintenance	11.77
11240	- Maid or Houseman	10.66
11260	- Pruner	11.52
11270	- Tractor Operator	13.80
11330	- Trail Maintenance Worker	11.77
11360	- Window Cleaner	12.73
12000	- Health Occupations	
12010	- Ambulance Driver	15.99
12011	- Breath Alcohol Technician	19.32
12012	- Certified Occupational Therapist Assistant	28.74
12015	- Certified Physical Therapist Assistant	27.95
12020	- Dental Assistant	17.24
12025	- Dental Hygienist	33.67
12030	- EKG Technician	26.81
12035	- Electroneurodiagnostic Technologist	26.81
12040	- Emergency Medical Technician	15.99
12071	- Licensed Practical Nurse I	17.51
12072	- Licensed Practical Nurse II	19.68
12073	- Licensed Practical Nurse III	21.84
12100	- Medical Assistant	14.33
12130	- Medical Laboratory Technician	21.18
12160	- Medical Record Clerk	15.93
12190	- Medical Record Technician	17.83
12195	- Medical Transcriptionist	17.83
12210	- Nuclear Medicine Technologist	34.48
12221	- Nursing Assistant I	11.18
12222	- Nursing Assistant II	12.57
12223	- Nursing Assistant III	13.72
12224	- Nursing Assistant IV	15.39
12235	- Optical Dispenser	18.99
12236	- Optical Technician	14.97
12250	- Pharmacy Technician	14.65
12280	- Phlebotomist	15.71
12305	- Radiologic Technologist	27.28
12311	- Registered Nurse I	22.85
12312	- Registered Nurse II	27.71
12313	- Registered Nurse II, Specialist	27.71
12314	- Registered Nurse III	33.52
12315	- Registered Nurse III, Anesthetist	33.52
12316	- Registered Nurse IV	40.18
12317	- Scheduler (Drug and Alcohol Testing)	23.94
12320	- Substance Abuse Treatment Counselor	20.54
13000	- Information And Arts Occupations	
13011	- Exhibits Specialist I	20.58
13012	- Exhibits Specialist II	24.76
13013	- Exhibits Specialist III	30.29
13041	- Illustrator I	20.35
13042	- Illustrator II	25.21
13043	- Illustrator III	30.83
13047	- Librarian	29.41
13050	- Library Aide/Clerk	13.28
13054	- Library Information Technology Systems Administrator	22.30
13058	- Library Technician	17.81

13061	- Media Specialist I	17.87
13062	- Media Specialist II	20.00
13063	- Media Specialist III	22.30
13071	- Photographer I	15.90
13072	- Photographer II	18.01
13073	- Photographer III	22.30
13074	- Photographer IV	26.94
13075	- Photographer V	32.59
13090	- Technical Order Library Clerk	16.37
13110	- Video Teleconference Technician	17.41
14000	- Information Technology Occupations	
14041	- Computer Operator I	15.48
14042	- Computer Operator II	17.32
14043	- Computer Operator III	19.31
14044	- Computer Operator IV	22.64
14045	- Computer Operator V	25.06
14071	- Computer Programmer I (see 1)	22.13
14072	- Computer Programmer II (see 1)	27.20
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	15.48
14160	- Personal Computer Support Technician	22.64
14170	- System Support Specialist	24.74
15000	- Instructional Occupations	
15010	- Aircrew Training Devices Instructor (Non-Rated)	28.53
15020	- Aircrew Training Devices Instructor (Rated)	35.35
15030	- Air Crew Training Devices Instructor (Pilot)	41.38
15050	- Computer Based Training Specialist / Instructor	30.23
15060	- Educational Technologist	32.85
15070	- Flight Instructor (Pilot)	41.38
15080	- Graphic Artist	22.54
15085	- Maintenance Test Pilot, Fixed, Jet/Prop	36.90
15086	- Maintenance Test Pilot, Rotary Wing	36.90
15088	- Non-Maintenance Test/Co-Pilot	36.90
15090	- Technical Instructor	22.07
15095	- Technical Instructor/Course Developer	27.00
15110	- Test Proctor	17.81
15120	- Tutor	17.81
16000	- Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010	- Assembler	9.88
16030	- Counter Attendant	9.88
16040	- Dry Cleaner	12.21
16070	- Finisher, Flatwork, Machine	9.88
16090	- Presser, Hand	9.88
16110	- Presser, Machine, Drycleaning	9.88
16130	- Presser, Machine, Shirts	9.88
16160	- Presser, Machine, Wearing Apparel, Laundry	9.88
16190	- Sewing Machine Operator	13.09
16220	- Tailor	13.95
16250	- Washer, Machine	10.47
19000	- Machine Tool Operation And Repair Occupations	
19010	- Machine-Tool Operator (Tool Room)	22.98
19040	- Tool And Die Maker	26.69
21000	- Materials Handling And Packing Occupations	
21020	- Forklift Operator	16.87
21030	- Material Coordinator	21.93
21040	- Material Expediter	21.93
21050	- Material Handling Laborer	13.50
21071	- Order Filler	13.69
21080	- Production Line Worker (Food Processing)	16.87
21110	- Shipping Packer	16.72
21130	- Shipping/Receiving Clerk	16.72
21140	- Store Worker I	15.42
21150	- Stock Clerk	20.21
21210	- Tools And Parts Attendant	16.87
21410	- Warehouse Specialist	16.87
23000	- Mechanics And Maintenance And Repair Occupations	
23010	- Aerospace Structural Welder	29.04
23019	- Aircraft Logs and Records Technician	24.13
23021	- Aircraft Mechanic I	27.67
23022	- Aircraft Mechanic II	29.04
23023	- Aircraft Mechanic III	30.05
23040	- Aircraft Mechanic Helper	21.23
23050	- Aircraft, Painter	26.74
23060	- Aircraft Servicer	24.13
23070	- Aircraft Survival Flight Equipment Technician	26.74
23080	- Aircraft Worker	25.58
23091	- Aircrew Life Support Equipment (ALSE) Mechanic	25.58

I		
23092	- Aircrew Life Support Equipment (ALSE) Mechanic	27.67
II		
23110	- Appliance Mechanic	20.40
23120	- Bicycle Repairer	19.23
23125	- Cable Splicer	29.19
23130	- Carpenter, Maintenance	26.83
23140	- Carpet Layer	25.85
23160	- Electrician, Maintenance	28.68
23181	- Electronics Technician Maintenance I	22.75
23182	- Electronics Technician Maintenance II	23.82
23183	- Electronics Technician Maintenance III	28.36
23260	- Fabric Worker	22.59
23290	- Fire Alarm System Mechanic	21.77
23310	- Fire Extinguisher Repairer	21.26
23311	- Fuel Distribution System Mechanic	31.68
23312	- Fuel Distribution System Operator	25.74
23370	- General Maintenance Worker	18.61
23380	- Ground Support Equipment Mechanic	27.67
23381	- Ground Support Equipment Servicer	24.13
23382	- Ground Support Equipment Worker	25.58
23391	- Gunsmith I	21.26
23392	- Gunsmith II	23.94
23393	- Gunsmith III	26.16
23410	- Heating, Ventilation And Air-Conditioning Mechanic	22.94
23411	- Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	23.85
23430	- Heavy Equipment Mechanic	24.66
23440	- Heavy Equipment Operator	28.86
23460	- Instrument Mechanic	27.35
23465	- Laboratory/Shelter Mechanic	25.07
23470	- Laborer	13.23
23510	- Locksmith	20.60
23530	- Machinery Maintenance Mechanic	22.73
23550	- Machinist, Maintenance	21.77
23580	- Maintenance Trades Helper	16.05
23591	- Metrology Technician I	27.35
23592	- Metrology Technician II	28.44
23593	- Metrology Technician III	29.42
23640	- Millwright	33.74
23710	- Office Appliance Repairer	21.04
23760	- Painter, Maintenance	21.74
23790	- Pipefitter, Maintenance	28.79
23810	- Plumber, Maintenance	27.60
23820	- Pneudraulic Systems Mechanic	26.16
23850	- Rigger	26.16
23870	- Scale Mechanic	23.94
23890	- Sheet-Metal Worker, Maintenance	23.74
23910	- Small Engine Mechanic	19.82
23931	- Telecommunications Mechanic I	27.17
23932	- Telecommunications Mechanic II	28.14
23950	- Telephone Lineman	21.91
23960	- Welder, Combination, Maintenance	19.36
23965	- Well Driller	25.77
23970	- Woodcraft Worker	26.16
23980	- Woodworker	19.91
24000	- Personal Needs Occupations	
24550	- Case Manager	15.15
24570	- Child Care Attendant	12.25
24580	- Child Care Center Clerk	15.29
24610	- Chore Aide	10.53
24620	- Family Readiness And Support Services Coordinator	15.15
24630	- Homemaker	17.23
25000	- Plant And System Operations Occupations	
25010	- Boiler Tender	28.44
25040	- Sewage Plant Operator	25.57
25070	- Stationary Engineer	28.44
25190	- Ventilation Equipment Tender	21.60
25210	- Water Treatment Plant Operator	25.57
27000	- Protective Service Occupations	
27004	- Alarm Monitor	19.55
27007	- Baggage Inspector	11.57
27008	- Corrections Officer	21.73
27010	- Court Security Officer	23.11
27030	- Detection Dog Handler	16.31
27040	- Detention Officer	21.73
27070	- Firefighter	24.59
27101	- Guard I	11.57
27102	- Guard II	16.31

27131	- Police Officer I	26.24
27132	- Police Officer II	29.16
28000	- Recreation Occupations	
28041	- Carnival Equipment Operator	11.99
28042	- Carnival Equipment Repairer	12.82
28043	- Carnival Worker	9.37
28210	- Gate Attendant/Gate Tender	13.82
28310	- Lifeguard	11.34
28350	- Park Attendant (Aide)	15.47
28510	- Recreation Aide/Health Facility Attendant	11.29
28515	- Recreation Specialist	19.16
28630	- Sports Official	12.32
28690	- Swimming Pool Operator	18.62
29000	- Stevedoring/Longshoremen Occupational Services	
29010	- Blocker And Bracer	21.04
29020	- Hatch Tender	21.04
29030	- Line Handler	21.04
29041	- Stevedore I	19.85
29042	- Stevedore II	21.96
30000	- Technical Occupations	
30010	- Air Traffic Control Specialist, Center (HFO) (see 2)	39.04
30011	- Air Traffic Control Specialist, Station (HFO) (see 2)	26.92
30012	- Air Traffic Control Specialist, Terminal (HFO) (see 2)	29.64
30021	- Archeological Technician I	18.14
30022	- Archeological Technician II	18.18
30023	- Archeological Technician III	23.49
30030	- Cartographic Technician	25.34
30040	- Civil Engineering Technician	24.77
30051	- Cryogenic Technician I	26.95
30052	- Cryogenic Technician II	29.77
30061	- Drafter/CAD Operator I	18.14
30062	- Drafter/CAD Operator II	20.46
30063	- Drafter/CAD Operator III	22.81
30064	- Drafter/CAD Operator IV	28.07
30081	- Engineering Technician I	16.70
30082	- Engineering Technician II	18.75
30083	- Engineering Technician III	20.98
30084	- Engineering Technician IV	25.99
30085	- Engineering Technician V	31.78
30086	- Engineering Technician VI	38.46
30090	- Environmental Technician	23.34
30095	- Evidence Control Specialist	24.34
30210	- Laboratory Technician	22.81
30221	- Latent Fingerprint Technician I	26.95
30222	- Latent Fingerprint Technician II	29.77
30240	- Mathematical Technician	25.32
30361	- Paralegal/Legal Assistant I	18.72
30362	- Paralegal/Legal Assistant II	23.34
30363	- Paralegal/Legal Assistant III	30.33
30364	- Paralegal/Legal Assistant IV	36.70
30375	- Petroleum Supply Specialist	29.77
30390	- Photo-Optics Technician	25.34
30395	- Radiation Control Technician	29.77
30461	- Technical Writer I	30.39
30462	- Technical Writer II	35.40
30463	- Technical Writer III	30.60
30491	- Unexploded Ordnance (UXO) Technician I	24.81
30492	- Unexploded Ordnance (UXO) Technician II	30.02
30493	- Unexploded Ordnance (UXO) Technician III	35.98
30494	- Unexploded (UXO) Safety Escort	24.81
30495	- Unexploded (UXO) Sweep Personnel	24.81
30501	- Weather Forecaster I	26.95
30502	- Weather Forecaster II	32.78
30620	- Weather Observer, Combined Upper Air Or (see 2)	23.15
Surface Programs		
30621	- Weather Observer, Senior (see 2)	25.34
31000	- Transportation/Mobile Equipment Operation Occupations	
31010	- Airplane Pilot	30.02
31020	- Bus Aide	15.20
31030	- Bus Driver	20.26
31043	- Driver Courier	15.37
31260	- Parking and Lot Attendant	9.80
31290	- Shuttle Bus Driver	16.42
31310	- Taxi Driver	10.32
31361	- Truckdriver, Light	16.42
31362	- Truckdriver, Medium	19.05
31363	- Truckdriver, Heavy	23.70
31364	- Truckdriver, Tractor-Trailer	23.70
99000	- Miscellaneous Occupations	
99020	- Cabin Safety Specialist	14.63
99030	- Cashier	10.67



99050 - Desk Clerk	11.14
99095 - Embalmer	29.73
99130 - Flight Follower	24.81
99251 - Laboratory Animal Caretaker I	12.18
99252 - Laboratory Animal Caretaker II	13.03
99260 - Marketing Analyst	30.16
99310 - Mortician	33.31
99410 - Pest Controller	16.03
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	20.12
99711 - Recycling Specialist	22.51
99730 - Refuse Collector	18.41
99810 - Sales Clerk	12.24
99820 - School Crossing Guard	13.30
99830 - Survey Party Chief	24.53
99831 - Surveying Aide	13.99
99832 - Surveying Technician	21.01
99840 - Vending Machine Attendant	13.42
99841 - Vending Machine Repairer	15.39
99842 - Vending Machine Repairer Helper	13.42

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.41 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, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (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 15-4763 (Rev.-4) was first posted on www.wdol.gov on 08/01/2017

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

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

Daniel W. Simms                      Division of  
Director                      Wage Determinations

Wage Determination No.: 2015-4763  
Revision No.: 4  
Date Of Revision: 07/25/2017

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.20 for calendar year 2017 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2017. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Ohio

Area: Ohio Counties of Harrison, Tuscarawas

**Fringe Benefits Required Follow the Occupational Listing**		
OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.66
01012 - Accounting Clerk II		16.92
01013 - Accounting Clerk III		20.33
01020 - Administrative Assistant		22.48
01035 - Court Reporter		17.78
01041 - Customer Service Representative I		11.05
01042 - Customer Service Representative II		12.42
01043 - Customer Service Representative III		13.55
01051 - Data Entry Operator I		12.17
01052 - Data Entry Operator II		13.81
01060 - Dispatcher, Motor Vehicle		19.18
01070 - Document Preparation Clerk		12.44
01090 - Duplicating Machine Operator		12.44
01111 - General Clerk I		12.41
01112 - General Clerk II		14.59
01113 - General Clerk III		16.37
01120 - Housing Referral Assistant		19.31
01141 - Messenger Courier		10.42
01191 - Order Clerk I		13.30
01192 - Order Clerk II		15.74
01261 - Personnel Assistant (Employment) I		16.18
01262 - Personnel Assistant (Employment) II		18.09
01263 - Personnel Assistant (Employment) III		20.18
01270 - Production Control Clerk		21.61
01290 - Rental Clerk		15.53
01300 - Scheduler, Maintenance		15.48
01311 - Secretary I		15.48
01312 - Secretary II		17.32
01313 - Secretary III		19.31
01320 - Service Order Dispatcher		17.45
01410 - Supply Technician		22.48
01420 - Survey Worker		15.04
01460 - Switchboard Operator/Receptionist		11.91
01531 - Travel Clerk I		12.86
01532 - Travel Clerk II		13.72
01533 - Travel Clerk III		14.55
01611 - Word Processor I		12.90
01612 - Word Processor II		15.53
01613 - Word Processor III		17.37
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		19.21
05010 - Automotive Electrician		17.78
05040 - Automotive Glass Installer		17.10
05070 - Automotive Worker		17.10
05110 - Mobile Equipment Servicer		15.85
05130 - Motor Equipment Metal Mechanic		18.41
05160 - Motor Equipment Metal Worker		17.10
05190 - Motor Vehicle Mechanic		18.70
05220 - Motor Vehicle Mechanic Helper		15.23

05250	- Motor Vehicle Upholstery Worker	16.47
05280	- Motor Vehicle Wrecker	17.10
05310	- Painter, Automotive	19.03
05340	- Radiator Repair Specialist	17.10
05370	- Tire Repairer	13.96
05400	- Transmission Repair Specialist	18.41
07000	- Food Preparation And Service Occupations	
07010	- Baker	12.08
07041	- Cook I	11.10
07042	- Cook II	12.61
07070	- Dishwasher	9.05
07130	- Food Service Worker	9.25
07210	- Meat Cutter	15.07
07260	- Waiter/Waitress	9.07
09000	- Furniture Maintenance And Repair Occupations	
09010	- Electrostatic Spray Painter	16.22
09040	- Furniture Handler	12.62
09080	- Furniture Refinisher	17.27
09090	- Furniture Refinisher Helper	13.89
09110	- Furniture Repairer, Minor	15.47
09130	- Upholsterer	16.22
11000	- General Services And Support Occupations	
11030	- Cleaner, Vehicles	11.23
11060	- Elevator Operator	11.08
11090	- Gardener	14.44
11122	- Housekeeping Aide	13.61
11150	- Janitor	13.61
11210	- Laborer, Grounds Maintenance	12.35
11240	- Maid or Houseman	11.50
11260	- Pruner	12.96
11270	- Tractor Operator	13.53
11330	- Trail Maintenance Worker	12.35
11360	- Window Cleaner	13.78
12000	- Health Occupations	
12010	- Ambulance Driver	15.44
12011	- Breath Alcohol Technician	17.51
12012	- Certified Occupational Therapist Assistant	25.16
12015	- Certified Physical Therapist Assistant	22.85
12020	- Dental Assistant	16.09
12025	- Dental Hygienist	27.84
12030	- EKG Technician	26.53
12035	- Electroneurodiagnostic Technologist	26.53
12040	- Emergency Medical Technician	15.44
12071	- Licensed Practical Nurse I	15.83
12072	- Licensed Practical Nurse II	17.71
12073	- Licensed Practical Nurse III	19.74
12100	- Medical Assistant	13.25
12130	- Medical Laboratory Technician	19.72
12160	- Medical Record Clerk	14.59
12190	- Medical Record Technician	16.42
12195	- Medical Transcriptionist	15.00
12210	- Nuclear Medicine Technologist	30.09
12221	- Nursing Assistant I	11.31
12222	- Nursing Assistant II	12.72
12223	- Nursing Assistant III	13.87
12224	- Nursing Assistant IV	15.58
12235	- Optical Dispenser	13.89
12236	- Optical Technician	15.16
12250	- Pharmacy Technician	12.39
12280	- Phlebotomist	15.10
12305	- Radiologic Technologist	23.00
12311	- Registered Nurse I	23.50
12312	- Registered Nurse II	28.75
12313	- Registered Nurse II, Specialist	28.75
12314	- Registered Nurse III	34.78
12315	- Registered Nurse III, Anesthetist	34.78
12316	- Registered Nurse IV	41.68
12317	- Scheduler (Drug and Alcohol Testing)	21.69
12320	- Substance Abuse Treatment Counselor	21.94
13000	- Information And Arts Occupations	
13011	- Exhibits Specialist I	21.25
13012	- Exhibits Specialist II	27.77
13013	- Exhibits Specialist III	29.81
13041	- Illustrator I	19.11
13042	- Illustrator II	24.36
13043	- Illustrator III	26.32
13047	- Librarian	24.59
13050	- Library Aide/Clerk	11.23
13054	- Library Information Technology Systems Administrator	20.34
13058	- Library Technician	16.06

13061	- Media Specialist I	16.02
13062	- Media Specialist II	17.92
13063	- Media Specialist III	19.99
13071	- Photographer I	14.36
13072	- Photographer II	18.25
13073	- Photographer III	21.51
13074	- Photographer IV	25.13
13075	- Photographer V	30.38
13090	- Technical Order Library Clerk	15.90
13110	- Video Teleconference Technician	16.58
14000	- Information Technology Occupations	
14041	- Computer Operator I	15.90
14042	- Computer Operator II	17.79
14043	- Computer Operator III	19.84
14044	- Computer Operator IV	22.05
14045	- Computer Operator V	24.41
14071	- Computer Programmer I (see 1)	22.35
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	15.90
14160	- Personal Computer Support Technician	22.05
14170	- System Support Specialist	23.16
15000	- Instructional Occupations	
15010	- Aircrew Training Devices Instructor (Non-Rated)	27.54
15020	- Aircrew Training Devices Instructor (Rated)	33.32
15030	- Air Crew Training Devices Instructor (Pilot)	39.94
15050	- Computer Based Training Specialist / Instructor	27.62
15060	- Educational Technologist	31.28
15070	- Flight Instructor (Pilot)	39.94
15080	- Graphic Artist	20.56
15085	- Maintenance Test Pilot, Fixed, Jet/Prop	39.94
15086	- Maintenance Test Pilot, Rotary Wing	39.94
15088	- Non-Maintenance Test/Co-Pilot	39.94
15090	- Technical Instructor	19.41
15095	- Technical Instructor/Course Developer	23.74
15110	- Test Proctor	16.96
15120	- Tutor	16.96
16000	- Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010	- Assembler	9.69
16030	- Counter Attendant	9.69
16040	- Dry Cleaner	11.96
16070	- Finisher, Flatwork, Machine	9.69
16090	- Presser, Hand	9.69
16110	- Presser, Machine, Drycleaning	9.69
16130	- Presser, Machine, Shirts	9.69
16160	- Presser, Machine, Wearing Apparel, Laundry	9.69
16190	- Sewing Machine Operator	12.80
16220	- Tailor	13.64
16250	- Washer, Machine	10.25
19000	- Machine Tool Operation And Repair Occupations	
19010	- Machine-Tool Operator (Tool Room)	18.17
19040	- Tool And Die Maker	22.76
21000	- Materials Handling And Packing Occupations	
21020	- Forklift Operator	16.10
21030	- Material Coordinator	21.61
21040	- Material Expediter	21.61
21050	- Material Handling Laborer	18.10
21071	- Order Filler	13.89
21080	- Production Line Worker (Food Processing)	16.10
21110	- Shipping Packer	14.15
21130	- Shipping/Receiving Clerk	14.15
21140	- Store Worker I	13.55
21150	- Stock Clerk	17.27
21210	- Tools And Parts Attendant	16.10
21410	- Warehouse Specialist	16.10
23000	- Mechanics And Maintenance And Repair Occupations	
23010	- Aerospace Structural Welder	23.86
23019	- Aircraft Logs and Records Technician	19.78
23021	- Aircraft Mechanic I	22.83
23022	- Aircraft Mechanic II	23.86
23023	- Aircraft Mechanic III	24.91
23040	- Aircraft Mechanic Helper	17.82
23050	- Aircraft, Painter	22.09
23060	- Aircraft Servicer	19.78
23070	- Aircraft Survival Flight Equipment Technician	22.09
23080	- Aircraft Worker	20.91
23091	- Aircrew Life Support Equipment (ALSE) Mechanic	20.91

I		
23092	- Aircrew Life Support Equipment (ALSE) Mechanic	22.83
II		
23110	- Appliance Mechanic	19.92
23120	- Bicycle Repairer	16.90
23125	- Cable Splicer	32.20
23130	- Carpenter, Maintenance	20.21
23140	- Carpet Layer	17.94
23160	- Electrician, Maintenance	24.24
23181	- Electronics Technician Maintenance I	23.29
23182	- Electronics Technician Maintenance II	24.71
23183	- Electronics Technician Maintenance III	25.91
23260	- Fabric Worker	19.30
23290	- Fire Alarm System Mechanic	22.83
23310	- Fire Extinguisher Repairer	18.17
23311	- Fuel Distribution System Mechanic	27.15
23312	- Fuel Distribution System Operator	22.37
23370	- General Maintenance Worker	17.81
23380	- Ground Support Equipment Mechanic	22.83
23381	- Ground Support Equipment Servicer	19.78
23382	- Ground Support Equipment Worker	20.91
23391	- Gunsmith I	18.17
23392	- Gunsmith II	20.54
23393	- Gunsmith III	22.83
23410	- Heating, Ventilation And Air-Conditioning Mechanic	18.95
23411	- Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	19.69
23430	- Heavy Equipment Mechanic	24.06
23440	- Heavy Equipment Operator	22.45
23460	- Instrument Mechanic	23.17
23465	- Laboratory/Shelter Mechanic	21.80
23470	- Laborer	14.78
23510	- Locksmith	20.75
23530	- Machinery Maintenance Mechanic	21.00
23550	- Machinist, Maintenance	20.25
23580	- Maintenance Trades Helper	16.43
23591	- Metrology Technician I	23.17
23592	- Metrology Technician II	24.11
23593	- Metrology Technician III	25.19
23640	- Millwright	25.25
23710	- Office Appliance Repairer	20.75
23760	- Painter, Maintenance	19.35
23790	- Pipefitter, Maintenance	27.98
23810	- Plumber, Maintenance	22.95
23820	- Pneudraulic Systems Mechanic	22.83
23850	- Rigger	22.83
23870	- Scale Mechanic	20.54
23890	- Sheet-Metal Worker, Maintenance	25.78
23910	- Small Engine Mechanic	18.82
23931	- Telecommunications Mechanic I	24.45
23932	- Telecommunications Mechanic II	25.32
23950	- Telephone Lineman	23.55
23960	- Welder, Combination, Maintenance	18.79
23965	- Well Driller	22.25
23970	- Woodcraft Worker	22.83
23980	- Woodworker	17.49
24000	- Personal Needs Occupations	
24550	- Case Manager	12.25
24570	- Child Care Attendant	10.71
24580	- Child Care Center Clerk	12.98
24610	- Chore Aide	10.15
24620	- Family Readiness And Support Services Coordinator	12.25
24630	- Homemaker	13.49
25000	- Plant And System Operations Occupations	
25010	- Boiler Tender	24.99
25040	- Sewage Plant Operator	20.44
25070	- Stationary Engineer	24.99
25190	- Ventilation Equipment Tender	17.79
25210	- Water Treatment Plant Operator	20.44
27000	- Protective Service Occupations	
27004	- Alarm Monitor	17.73
27007	- Baggage Inspector	11.79
27008	- Corrections Officer	21.65
27010	- Court Security Officer	22.91
27030	- Detection Dog Handler	16.05
27040	- Detention Officer	21.65
27070	- Firefighter	22.94
27101	- Guard I	11.79
27102	- Guard II	16.05

27131	- Police Officer I	24.82
27132	- Police Officer II	26.93
28000	- Recreation Occupations	
28041	- Carnival Equipment Operator	11.61
28042	- Carnival Equipment Repairer	12.51
28043	- Carnival Worker	8.98
28210	- Gate Attendant/Gate Tender	13.98
28310	- Lifeguard	10.94
28350	- Park Attendant (Aide)	15.63
28510	- Recreation Aide/Health Facility Attendant	11.41
28515	- Recreation Specialist	19.37
28630	- Sports Official	12.44
28690	- Swimming Pool Operator	18.27
29000	- Stevedoring/Longshoremen Occupational Services	
29010	- Blocker And Bracer	24.33
29020	- Hatch Tender	24.33
29030	- Line Handler	24.33
29041	- Stevedore I	22.84
29042	- Stevedore II	25.81
30000	- Technical Occupations	
30010	- Air Traffic Control Specialist, Center (HFO) (see 2)	38.64
30011	- Air Traffic Control Specialist, Station (HFO) (see 2)	26.64
30012	- Air Traffic Control Specialist, Terminal (HFO) (see 2)	29.34
30021	- Archeological Technician I	18.25
30022	- Archeological Technician II	20.41
30023	- Archeological Technician III	24.87
30030	- Cartographic Technician	25.30
30040	- Civil Engineering Technician	22.42
30051	- Cryogenic Technician I	24.83
30052	- Cryogenic Technician II	27.42
30061	- Drafter/CAD Operator I	18.25
30062	- Drafter/CAD Operator II	20.41
30063	- Drafter/CAD Operator III	22.77
30064	- Drafter/CAD Operator IV	28.00
30081	- Engineering Technician I	16.06
30082	- Engineering Technician II	18.06
30083	- Engineering Technician III	20.98
30084	- Engineering Technician IV	24.78
30085	- Engineering Technician V	30.31
30086	- Engineering Technician VI	36.67
30090	- Environmental Technician	21.50
30095	- Evidence Control Specialist	22.42
30210	- Laboratory Technician	20.79
30221	- Latent Fingerprint Technician I	24.83
30222	- Latent Fingerprint Technician II	27.42
30240	- Mathematical Technician	25.30
30361	- Paralegal/Legal Assistant I	19.93
30362	- Paralegal/Legal Assistant II	24.70
30363	- Paralegal/Legal Assistant III	30.21
30364	- Paralegal/Legal Assistant IV	33.56
30375	- Petroleum Supply Specialist	27.42
30390	- Photo-Optics Technician	26.70
30395	- Radiation Control Technician	27.42
30461	- Technical Writer I	22.42
30462	- Technical Writer II	27.42
30463	- Technical Writer III	31.65
30491	- Unexploded Ordnance (UXO) Technician I	24.56
30492	- Unexploded Ordnance (UXO) Technician II	29.71
30493	- Unexploded Ordnance (UXO) Technician III	35.61
30494	- Unexploded (UXO) Safety Escort	24.56
30495	- Unexploded (UXO) Sweep Personnel	24.56
30501	- Weather Forecaster I	27.31
30502	- Weather Forecaster II	33.22
30620	- Weather Observer, Combined Upper Air Or (see 2)	22.77
Surface Programs		
30621	- Weather Observer, Senior (see 2)	25.30
31000	- Transportation/Mobile Equipment Operation Occupations	
31010	- Airplane Pilot	29.71
31020	- Bus Aide	14.71
31030	- Bus Driver	18.40
31043	- Driver Courier	13.74
31260	- Parking and Lot Attendant	11.68
31290	- Shuttle Bus Driver	14.65
31310	- Taxi Driver	10.92
31361	- Truckdriver, Light	14.65
31362	- Truckdriver, Medium	17.07
31363	- Truckdriver, Heavy	18.96
31364	- Truckdriver, Tractor-Trailer	18.96
99000	- Miscellaneous Occupations	
99020	- Cabin Safety Specialist	14.49
99030	- Cashier	9.13



99050 - Desk Clerk	10.19
99095 - Embalmer	27.80
99130 - Flight Follower	24.56
99251 - Laboratory Animal Caretaker I	12.22
99252 - Laboratory Animal Caretaker II	13.02
99260 - Marketing Analyst	24.46
99310 - Mortician	27.80
99410 - Pest Controller	20.61
99510 - Photofinishing Worker	13.23
99710 - Recycling Laborer	18.05
99711 - Recycling Specialist	20.80
99730 - Refuse Collector	16.68
99810 - Sales Clerk	12.12
99820 - School Crossing Guard	12.41
99830 - Survey Party Chief	18.85
99831 - Surveying Aide	11.23
99832 - Surveying Technician	17.13
99840 - Vending Machine Attendant	14.01
99841 - Vending Machine Repairer	16.78
99842 - Vending Machine Repairer Helper	14.01

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.41 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, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (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 15-4263 (Rev.-3) was first posted on www.wdol.gov on 08/01/2017

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

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

Daniel W. Simms                      Division of  
Director                      Wage Determinations

Wage Determination No.: 2015-4263  
Revision No.: 3  
Date Of Revision: 07/25/2017

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.20 for calendar year 2017 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2017. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

State: Ohio

Area: Ohio Counties of Mahoning, Trumbull

**Fringe Benefits Required Follow the Occupational Listing**		
OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.17
01012 - Accounting Clerk II		15.91
01013 - Accounting Clerk III		18.29
01020 - Administrative Assistant		21.84
01035 - Court Reporter		23.48
01041 - Customer Service Representative I		11.64
01042 - Customer Service Representative II		13.09
01043 - Customer Service Representative III		14.28
01051 - Data Entry Operator I		12.63
01052 - Data Entry Operator II		13.98
01060 - Dispatcher, Motor Vehicle		19.57
01070 - Document Preparation Clerk		13.26
01090 - Duplicating Machine Operator		13.26
01111 - General Clerk I		12.55
01112 - General Clerk II		13.69
01113 - General Clerk III		15.37
01120 - Housing Referral Assistant		19.94
01141 - Messenger Courier		11.21
01191 - Order Clerk I		12.65
01192 - Order Clerk II		14.05
01261 - Personnel Assistant (Employment) I		16.94
01262 - Personnel Assistant (Employment) II		19.16
01263 - Personnel Assistant (Employment) III		22.37
01270 - Production Control Clerk		21.46
01290 - Rental Clerk		14.54
01300 - Scheduler, Maintenance		15.66
01311 - Secretary I		15.66
01312 - Secretary II		17.51
01313 - Secretary III		19.46
01320 - Service Order Dispatcher		17.42
01410 - Supply Technician		21.84
01420 - Survey Worker		19.16
01460 - Switchboard Operator/Receptionist		11.30
01531 - Travel Clerk I		12.61
01532 - Travel Clerk II		13.54
01533 - Travel Clerk III		14.52
01611 - Word Processor I		14.38
01612 - Word Processor II		16.91
01613 - Word Processor III		19.16
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		20.33
05010 - Automotive Electrician		19.67
05040 - Automotive Glass Installer		18.92
05070 - Automotive Worker		18.92
05110 - Mobile Equipment Servicer		17.27
05130 - Motor Equipment Metal Mechanic		20.33
05160 - Motor Equipment Metal Worker		18.92
05190 - Motor Vehicle Mechanic		20.33
05220 - Motor Vehicle Mechanic Helper		16.50

05250	- Motor Vehicle Upholstery Worker	18.07
05280	- Motor Vehicle Wrecker	18.92
05310	- Painter, Automotive	19.67
05340	- Radiator Repair Specialist	18.92
05370	- Tire Repairer	15.89
05400	- Transmission Repair Specialist	20.33
07000	- Food Preparation And Service Occupations	
07010	- Baker	13.13
07041	- Cook I	11.57
07042	- Cook II	13.13
07070	- Dishwasher	9.08
07130	- Food Service Worker	9.18
07210	- Meat Cutter	15.55
07260	- Waiter/Waitress	9.72
09000	- Furniture Maintenance And Repair Occupations	
09010	- Electrostatic Spray Painter	18.73
09040	- Furniture Handler	13.89
09080	- Furniture Refinisher	18.73
09090	- Furniture Refinisher Helper	15.71
09110	- Furniture Repairer, Minor	17.22
09130	- Upholsterer	18.73
11000	- General Services And Support Occupations	
11030	- Cleaner, Vehicles	12.06
11060	- Elevator Operator	12.04
11090	- Gardener	14.44
11122	- Housekeeping Aide	12.04
11150	- Janitor	12.04
11210	- Laborer, Grounds Maintenance	11.54
11240	- Maid or Houseman	9.30
11260	- Pruner	11.06
11270	- Tractor Operator	13.52
11330	- Trail Maintenance Worker	11.54
11360	- Window Cleaner	13.20
12000	- Health Occupations	
12010	- Ambulance Driver	13.81
12011	- Breath Alcohol Technician	17.48
12012	- Certified Occupational Therapist Assistant	26.54
12015	- Certified Physical Therapist Assistant	24.28
12020	- Dental Assistant	16.50
12025	- Dental Hygienist	27.91
12030	- EKG Technician	27.19
12035	- Electroneurodiagnostic Technologist	27.19
12040	- Emergency Medical Technician	13.81
12071	- Licensed Practical Nurse I	15.73
12072	- Licensed Practical Nurse II	17.61
12073	- Licensed Practical Nurse III	19.62
12100	- Medical Assistant	14.31
12130	- Medical Laboratory Technician	17.95
12160	- Medical Record Clerk	14.51
12190	- Medical Record Technician	16.69
12195	- Medical Transcriptionist	14.61
12210	- Nuclear Medicine Technologist	31.09
12221	- Nursing Assistant I	10.71
12222	- Nursing Assistant II	12.05
12223	- Nursing Assistant III	13.15
12224	- Nursing Assistant IV	14.74
12235	- Optical Dispenser	17.54
12236	- Optical Technician	14.38
12250	- Pharmacy Technician	14.75
12280	- Phlebotomist	14.46
12305	- Radiologic Technologist	23.39
12311	- Registered Nurse I	22.49
12312	- Registered Nurse II	27.52
12313	- Registered Nurse II, Specialist	27.52
12314	- Registered Nurse III	33.29
12315	- Registered Nurse III, Anesthetist	33.29
12316	- Registered Nurse IV	39.90
12317	- Scheduler (Drug and Alcohol Testing)	21.64
12320	- Substance Abuse Treatment Counselor	20.30
13000	- Information And Arts Occupations	
13011	- Exhibits Specialist I	17.87
13012	- Exhibits Specialist II	22.15
13013	- Exhibits Specialist III	27.09
13041	- Illustrator I	17.87
13042	- Illustrator II	22.15
13043	- Illustrator III	27.09
13047	- Librarian	24.52
13050	- Library Aide/Clerk	12.65
13054	- Library Information Technology Systems Administrator	22.15
13058	- Library Technician	16.42

13061	- Media Specialist I	15.98
13062	- Media Specialist II	17.87
13063	- Media Specialist III	19.93
13071	- Photographer I	13.48
13072	- Photographer II	17.03
13073	- Photographer III	19.82
13074	- Photographer IV	22.84
13075	- Photographer V	26.61
13090	- Technical Order Library Clerk	12.95
13110	- Video Teleconference Technician	15.98
14000	- Information Technology Occupations	
14041	- Computer Operator I	15.96
14042	- Computer Operator II	17.84
14043	- Computer Operator III	19.90
14044	- Computer Operator IV	22.10
14045	- Computer Operator V	24.48
14071	- Computer Programmer I	(see 1)
14072	- Computer Programmer II	(see 1)
14073	- Computer Programmer III	(see 1)
14074	- Computer Programmer IV	(see 1)
14101	- Computer Systems Analyst I	(see 1)
14102	- Computer Systems Analyst II	(see 1)
14103	- Computer Systems Analyst III	(see 1)
14150	- Peripheral Equipment Operator	15.96
14160	- Personal Computer Support Technician	22.10
14170	- System Support Specialist	23.99
15000	- Instructional Occupations	
15010	- Aircrew Training Devices Instructor (Non-Rated)	28.85
15020	- Aircrew Training Devices Instructor (Rated)	34.88
15030	- Air Crew Training Devices Instructor (Pilot)	41.83
15050	- Computer Based Training Specialist / Instructor	28.85
15060	- Educational Technologist	28.30
15070	- Flight Instructor (Pilot)	41.83
15080	- Graphic Artist	22.27
15085	- Maintenance Test Pilot, Fixed, Jet/Prop	39.11
15086	- Maintenance Test Pilot, Rotary Wing	39.11
15088	- Non-Maintenance Test/Co-Pilot	39.11
15090	- Technical Instructor	20.47
15095	- Technical Instructor/Course Developer	24.12
15110	- Test Proctor	17.57
15120	- Tutor	17.57
16000	- Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010	- Assembler	9.71
16030	- Counter Attendant	9.71
16040	- Dry Cleaner	11.96
16070	- Finisher, Flatwork, Machine	9.71
16090	- Presser, Hand	9.71
16110	- Presser, Machine, Drycleaning	9.71
16130	- Presser, Machine, Shirts	9.71
16160	- Presser, Machine, Wearing Apparel, Laundry	9.71
16190	- Sewing Machine Operator	12.76
16220	- Tailor	13.55
16250	- Washer, Machine	10.40
19000	- Machine Tool Operation And Repair Occupations	
19010	- Machine-Tool Operator (Tool Room)	24.76
19040	- Tool And Die Maker	28.34
21000	- Materials Handling And Packing Occupations	
21020	- Forklift Operator	19.21
21030	- Material Coordinator	21.46
21040	- Material Expediter	21.46
21050	- Material Handling Laborer	13.65
21071	- Order Filler	14.51
21080	- Production Line Worker (Food Processing)	19.21
21110	- Shipping Packer	14.68
21130	- Shipping/Receiving Clerk	14.68
21140	- Store Worker I	15.08
21150	- Stock Clerk	19.76
21210	- Tools And Parts Attendant	19.21
21410	- Warehouse Specialist	19.21
23000	- Mechanics And Maintenance And Repair Occupations	
23010	- Aerospace Structural Welder	32.47
23019	- Aircraft Logs and Records Technician	26.65
23021	- Aircraft Mechanic I	31.14
23022	- Aircraft Mechanic II	32.47
23023	- Aircraft Mechanic III	33.65
23040	- Aircraft Mechanic Helper	23.45
23050	- Aircraft, Painter	29.88
23060	- Aircraft Servicer	26.65
23070	- Aircraft Survival Flight Equipment Technician	29.88
23080	- Aircraft Worker	28.42
23091	- Aircrew Life Support Equipment (ALSE) Mechanic	28.42

I		
23092	- Aircrew Life Support Equipment (ALSE) Mechanic	31.14
II		
23110	- Appliance Mechanic	20.60
23120	- Bicycle Repairer	19.71
23125	- Cable Splicer	34.02
23130	- Carpenter, Maintenance	23.44
23140	- Carpet Layer	22.43
23160	- Electrician, Maintenance	30.05
23181	- Electronics Technician Maintenance I	22.61
23182	- Electronics Technician Maintenance II	23.80
23183	- Electronics Technician Maintenance III	29.45
23260	- Fabric Worker	20.98
23290	- Fire Alarm System Mechanic	21.56
23310	- Fire Extinguisher Repairer	19.71
23311	- Fuel Distribution System Mechanic	24.59
23312	- Fuel Distribution System Operator	19.92
23370	- General Maintenance Worker	19.52
23380	- Ground Support Equipment Mechanic	31.14
23381	- Ground Support Equipment Servicer	26.65
23382	- Ground Support Equipment Worker	28.42
23391	- Gunsmith I	19.71
23392	- Gunsmith II	22.37
23393	- Gunsmith III	24.71
23410	- Heating, Ventilation And Air-Conditioning Mechanic	22.31
23411	- Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	23.27
23430	- Heavy Equipment Mechanic	21.89
23440	- Heavy Equipment Operator	24.25
23460	- Instrument Mechanic	24.71
23465	- Laboratory/Shelter Mechanic	23.58
23470	- Laborer	13.07
23510	- Locksmith	22.59
23530	- Machinery Maintenance Mechanic	29.40
23550	- Machinist, Maintenance	21.37
23580	- Maintenance Trades Helper	16.09
23591	- Metrology Technician I	24.71
23592	- Metrology Technician II	25.78
23593	- Metrology Technician III	26.71
23640	- Millwright	32.70
23710	- Office Appliance Repairer	20.72
23760	- Painter, Maintenance	25.31
23790	- Pipefitter, Maintenance	27.58
23810	- Plumber, Maintenance	26.51
23820	- Pneudraulic Systems Mechanic	24.71
23850	- Rigger	24.71
23870	- Scale Mechanic	22.37
23890	- Sheet-Metal Worker, Maintenance	28.12
23910	- Small Engine Mechanic	19.52
23931	- Telecommunications Mechanic I	25.28
23932	- Telecommunications Mechanic II	26.36
23950	- Telephone Lineman	25.52
23960	- Welder, Combination, Maintenance	21.30
23965	- Well Driller	24.23
23970	- Woodcraft Worker	24.71
23980	- Woodworker	19.71
24000	- Personal Needs Occupations	
24550	- Case Manager	12.62
24570	- Child Care Attendant	10.13
24580	- Child Care Center Clerk	13.90
24610	- Chore Aide	9.73
24620	- Family Readiness And Support Services Coordinator	12.62
24630	- Homemaker	15.44
25000	- Plant And System Operations Occupations	
25010	- Boiler Tender	24.30
25040	- Sewage Plant Operator	23.94
25070	- Stationary Engineer	24.30
25190	- Ventilation Equipment Tender	18.15
25210	- Water Treatment Plant Operator	23.94
27000	- Protective Service Occupations	
27004	- Alarm Monitor	17.11
27007	- Baggage Inspector	11.62
27008	- Corrections Officer	19.54
27010	- Court Security Officer	19.09
27030	- Detection Dog Handler	17.48
27040	- Detention Officer	19.54
27070	- Firefighter	17.08
27101	- Guard I	11.62
27102	- Guard II	16.95

27131	- Police Officer I	21.33
27132	- Police Officer II	23.70
28000	- Recreation Occupations	
28041	- Carnival Equipment Operator	11.87
28042	- Carnival Equipment Repairer	12.60
28043	- Carnival Worker	9.63
28210	- Gate Attendant/Gate Tender	14.38
28310	- Lifeguard	10.92
28350	- Park Attendant (Aide)	16.08
28510	- Recreation Aide/Health Facility Attendant	11.74
28515	- Recreation Specialist	19.22
28630	- Sports Official	12.81
28690	- Swimming Pool Operator	16.22
29000	- Stevedoring/Longshoremen Occupational Services	
29010	- Blocker And Bracer	20.89
29020	- Hatch Tender	20.89
29030	- Line Handler	20.89
29041	- Stevedore I	19.59
29042	- Stevedore II	22.02
30000	- Technical Occupations	
30010	- Air Traffic Control Specialist, Center (HFO) (see 2)	37.52
30011	- Air Traffic Control Specialist, Station (HFO) (see 2)	25.87
30012	- Air Traffic Control Specialist, Terminal (HFO) (see 2)	28.49
30021	- Archeological Technician I	19.30
30022	- Archeological Technician II	21.59
30023	- Archeological Technician III	23.57
30030	- Cartographic Technician	26.76
30040	- Civil Engineering Technician	21.96
30051	- Cryogenic Technician I	23.26
30052	- Cryogenic Technician II	25.69
30061	- Drafter/CAD Operator I	19.30
30062	- Drafter/CAD Operator II	21.59
30063	- Drafter/CAD Operator III	24.08
30064	- Drafter/CAD Operator IV	29.62
30081	- Engineering Technician I	18.89
30082	- Engineering Technician II	21.20
30083	- Engineering Technician III	23.71
30084	- Engineering Technician IV	29.38
30085	- Engineering Technician V	35.94
30086	- Engineering Technician VI	43.48
30090	- Environmental Technician	21.73
30095	- Evidence Control Specialist	21.00
30210	- Laboratory Technician	20.61
30221	- Latent Fingerprint Technician I	23.26
30222	- Latent Fingerprint Technician II	25.69
30240	- Mathematical Technician	26.45
30361	- Paralegal/Legal Assistant I	17.18
30362	- Paralegal/Legal Assistant II	21.27
30363	- Paralegal/Legal Assistant III	26.03
30364	- Paralegal/Legal Assistant IV	31.49
30375	- Petroleum Supply Specialist	25.69
30390	- Photo-Optics Technician	26.27
30395	- Radiation Control Technician	25.69
30461	- Technical Writer I	23.87
30462	- Technical Writer II	29.21
30463	- Technical Writer III	35.36
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	25.04
30502	- Weather Forecaster II	30.46
30620	- Weather Observer, Combined Upper Air Or (see 2)	24.08
Surface Programs		
30621	- Weather Observer, Senior (see 2)	26.27
31000	- Transportation/Mobile Equipment Operation Occupations	
31010	- Airplane Pilot	28.85
31020	- Bus Aide	14.16
31030	- Bus Driver	18.87
31043	- Driver Courier	14.81
31260	- Parking and Lot Attendant	11.02
31290	- Shuttle Bus Driver	14.81
31310	- Taxi Driver	11.52
31361	- Truckdriver, Light	14.81
31362	- Truckdriver, Medium	17.78
31363	- Truckdriver, Heavy	20.76
31364	- Truckdriver, Tractor-Trailer	20.76
99000	- Miscellaneous Occupations	
99020	- Cabin Safety Specialist	14.07
99030	- Cashier	9.26



99050 - Desk Clerk	12.25
99095 - Embalmer	27.51
99130 - Flight Follower	23.85
99251 - Laboratory Animal Caretaker I	12.27
99252 - Laboratory Animal Caretaker II	13.10
99260 - Marketing Analyst	22.25
99310 - Mortician	29.78
99410 - Pest Controller	17.39
99510 - Photofinishing Worker	14.39
99710 - Recycling Laborer	16.31
99711 - Recycling Specialist	19.10
99730 - Refuse Collector	14.89
99810 - Sales Clerk	12.06
99820 - School Crossing Guard	11.15
99830 - Survey Party Chief	19.34
99831 - Surveying Aide	11.01
99832 - Surveying Technician	17.36
99840 - Vending Machine Attendant	14.23
99841 - Vending Machine Repairer	17.85
99842 - Vending Machine Repairer Helper	14.23

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.41 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, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (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 15-4757 (Rev.-4) was first posted on www.wdol.gov on 08/01/2017

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

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

Daniel W. Simms                      Division of  
Director                      Wage Determinations

Wage Determination No.: 2015-4757  
Revision No.: 4  
Date Of Revision: 07/25/2017

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.20 for calendar year 2017 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2017. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

State: Ohio

Area: Ohio Counties of Ottawa, Sandusky, Seneca

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		12.82
01012 - Accounting Clerk II		14.73
01013 - Accounting Clerk III		16.35
01020 - Administrative Assistant		21.32
01035 - Court Reporter		22.78
01041 - Customer Service Representative I		11.27
01042 - Customer Service Representative II		12.67
01043 - Customer Service Representative III		13.82
01051 - Data Entry Operator I		12.19
01052 - Data Entry Operator II		13.29
01060 - Dispatcher, Motor Vehicle		20.29
01070 - Document Preparation Clerk		14.34
01090 - Duplicating Machine Operator		14.34
01111 - General Clerk I		12.17
01112 - General Clerk II		13.27
01113 - General Clerk III		14.91
01120 - Housing Referral Assistant		19.41
01141 - Messenger Courier		12.61
01191 - Order Clerk I		13.05
01192 - Order Clerk II		14.23
01261 - Personnel Assistant (Employment) I		15.16
01262 - Personnel Assistant (Employment) II		16.96
01263 - Personnel Assistant (Employment) III		18.92
01270 - Production Control Clerk		21.74
01290 - Rental Clerk		10.82
01300 - Scheduler, Maintenance		14.72
01311 - Secretary I		14.72
01312 - Secretary II		16.47
01313 - Secretary III		19.41
01320 - Service Order Dispatcher		18.14
01410 - Supply Technician		21.32
01420 - Survey Worker		14.69
01460 - Switchboard Operator/Receptionist		12.17
01531 - Travel Clerk I		13.02
01532 - Travel Clerk II		14.14
01533 - Travel Clerk III		15.31
01611 - Word Processor I		13.17
01612 - Word Processor II		14.79
01613 - Word Processor III		16.54
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		19.15
05010 - Automotive Electrician		18.56
05040 - Automotive Glass Installer		17.96
05070 - Automotive Worker		17.96
05110 - Mobile Equipment Servicer		16.78
05130 - Motor Equipment Metal Mechanic		21.00
05160 - Motor Equipment Metal Worker		19.75
05190 - Motor Vehicle Mechanic		18.61
05220 - Motor Vehicle Mechanic Helper		16.19

05250	- Motor Vehicle Upholstery Worker	19.09
05280	- Motor Vehicle Wrecker	20.36
05310	- Painter, Automotive	18.56
05340	- Radiator Repair Specialist	19.75
05370	- Tire Repairer	15.44
05400	- Transmission Repair Specialist	19.15
07000	- Food Preparation And Service Occupations	
07010	- Baker	11.70
07041	- Cook I	10.66
07042	- Cook II	12.17
07070	- Dishwasher	9.11
07130	- Food Service Worker	9.32
07210	- Meat Cutter	15.71
07260	- Waiter/Waitress	9.08
09000	- Furniture Maintenance And Repair Occupations	
09010	- Electrostatic Spray Painter	19.45
09040	- Furniture Handler	15.55
09080	- Furniture Refinisher	19.45
09090	- Furniture Refinisher Helper	16.96
09110	- Furniture Repairer, Minor	18.18
09130	- Upholsterer	19.45
11000	- General Services And Support Occupations	
11030	- Cleaner, Vehicles	11.33
11060	- Elevator Operator	11.23
11090	- Gardener	13.75
11122	- Housekeeping Aide	11.23
11150	- Janitor	11.23
11210	- Laborer, Grounds Maintenance	11.05
11240	- Maid or Houseman	9.25
11260	- Pruner	12.00
11270	- Tractor Operator	12.96
11330	- Trail Maintenance Worker	11.05
11360	- Window Cleaner	12.34
12000	- Health Occupations	
12010	- Ambulance Driver	13.89
12011	- Breath Alcohol Technician	17.01
12012	- Certified Occupational Therapist Assistant	27.78
12015	- Certified Physical Therapist Assistant	27.32
12020	- Dental Assistant	17.52
12025	- Dental Hygienist	29.86
12030	- EKG Technician	27.88
12035	- Electroneurodiagnostic Technologist	27.88
12040	- Emergency Medical Technician	13.89
12071	- Licensed Practical Nurse I	15.20
12072	- Licensed Practical Nurse II	17.01
12073	- Licensed Practical Nurse III	18.97
12100	- Medical Assistant	13.67
12130	- Medical Laboratory Technician	22.03
12160	- Medical Record Clerk	14.54
12190	- Medical Record Technician	16.27
12195	- Medical Transcriptionist	17.02
12210	- Nuclear Medicine Technologist	31.48
12221	- Nursing Assistant I	11.30
12222	- Nursing Assistant II	12.71
12223	- Nursing Assistant III	13.86
12224	- Nursing Assistant IV	15.56
12235	- Optical Dispenser	16.98
12236	- Optical Technician	15.44
12250	- Pharmacy Technician	13.32
12280	- Phlebotomist	14.93
12305	- Radiologic Technologist	24.45
12311	- Registered Nurse I	22.77
12312	- Registered Nurse II	27.85
12313	- Registered Nurse II, Specialist	27.85
12314	- Registered Nurse III	33.70
12315	- Registered Nurse III, Anesthetist	33.70
12316	- Registered Nurse IV	40.39
12317	- Scheduler (Drug and Alcohol Testing)	21.08
12320	- Substance Abuse Treatment Counselor	21.88
13000	- Information And Arts Occupations	
13011	- Exhibits Specialist I	19.52
13012	- Exhibits Specialist II	24.20
13013	- Exhibits Specialist III	29.60
13041	- Illustrator I	19.52
13042	- Illustrator II	24.20
13043	- Illustrator III	29.60
13047	- Librarian	26.79
13050	- Library Aide/Clerk	10.69
13054	- Library Information Technology Systems Administrator	24.20
13058	- Library Technician	16.32

13061	- Media Specialist I	17.46
13062	- Media Specialist II	19.52
13063	- Media Specialist III	21.78
13071	- Photographer I	13.95
13072	- Photographer II	17.39
13073	- Photographer III	22.08
13074	- Photographer IV	23.71
13075	- Photographer V	28.67
13090	- Technical Order Library Clerk	15.90
13110	- Video Teleconference Technician	19.85
14000	- Information Technology Occupations	
14041	- Computer Operator I	15.84
14042	- Computer Operator II	17.72
14043	- Computer Operator III	19.75
14044	- Computer Operator IV	21.95
14045	- Computer Operator V	24.30
14071	- Computer Programmer I (see 1)	19.94
14072	- Computer Programmer II (see 1)	26.06
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	15.84
14160	- Personal Computer Support Technician	27.66
14170	- System Support Specialist	20.21
15000	- Instructional Occupations	
15010	- Aircrew Training Devices Instructor (Non-Rated)	27.48
15020	- Aircrew Training Devices Instructor (Rated)	33.25
15030	- Air Crew Training Devices Instructor (Pilot)	39.85
15050	- Computer Based Training Specialist / Instructor	27.48
15060	- Educational Technologist	26.78
15070	- Flight Instructor (Pilot)	39.85
15080	- Graphic Artist	21.19
15085	- Maintenance Test Pilot, Fixed, Jet/Prop	39.85
15086	- Maintenance Test Pilot, Rotary Wing	39.85
15088	- Non-Maintenance Test/Co-Pilot	39.85
15090	- Technical Instructor	20.32
15095	- Technical Instructor/Course Developer	25.62
15110	- Test Proctor	16.91
15120	- Tutor	16.91
16000	- Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010	- Assembler	10.07
16030	- Counter Attendant	10.07
16040	- Dry Cleaner	13.60
16070	- Finisher, Flatwork, Machine	10.07
16090	- Presser, Hand	10.07
16110	- Presser, Machine, Drycleaning	10.07
16130	- Presser, Machine, Shirts	10.07
16160	- Presser, Machine, Wearing Apparel, Laundry	10.07
16190	- Sewing Machine Operator	14.81
16220	- Tailor	15.96
16250	- Washer, Machine	11.23
19000	- Machine Tool Operation And Repair Occupations	
19010	- Machine-Tool Operator (Tool Room)	21.85
19040	- Tool And Die Maker	25.12
21000	- Materials Handling And Packing Occupations	
21020	- Forklift Operator	17.45
21030	- Material Coordinator	21.74
21040	- Material Expediter	21.74
21050	- Material Handling Laborer	17.63
21071	- Order Filler	12.60
21080	- Production Line Worker (Food Processing)	17.45
21110	- Shipping Packer	15.90
21130	- Shipping/Receiving Clerk	15.90
21140	- Store Worker I	13.86
21150	- Stock Clerk	18.43
21210	- Tools And Parts Attendant	17.45
21410	- Warehouse Specialist	17.45
23000	- Mechanics And Maintenance And Repair Occupations	
23010	- Aerospace Structural Welder	26.33
23019	- Aircraft Logs and Records Technician	22.24
23021	- Aircraft Mechanic I	25.28
23022	- Aircraft Mechanic II	26.33
23023	- Aircraft Mechanic III	27.42
23040	- Aircraft Mechanic Helper	20.78
23050	- Aircraft, Painter	23.74
23060	- Aircraft Servicer	22.24
23070	- Aircraft Survival Flight Equipment Technician	23.74
23080	- Aircraft Worker	23.02
23091	- Aircrew Life Support Equipment (ALSE) Mechanic	23.02

I		
23092	- Aircrew Life Support Equipment (ALSE) Mechanic	25.28
II		
23110	- Appliance Mechanic	18.68
23120	- Bicycle Repairer	15.44
23125	- Cable Splicer	29.73
23130	- Carpenter, Maintenance	21.82
23140	- Carpet Layer	22.14
23160	- Electrician, Maintenance	26.11
23181	- Electronics Technician Maintenance I	24.27
23182	- Electronics Technician Maintenance II	25.83
23183	- Electronics Technician Maintenance III	27.04
23260	- Fabric Worker	20.63
23290	- Fire Alarm System Mechanic	23.61
23310	- Fire Extinguisher Repairer	19.38
23311	- Fuel Distribution System Mechanic	24.57
23312	- Fuel Distribution System Operator	21.38
23370	- General Maintenance Worker	18.49
23380	- Ground Support Equipment Mechanic	25.28
23381	- Ground Support Equipment Servicer	22.24
23382	- Ground Support Equipment Worker	23.02
23391	- Gunsmith I	19.90
23392	- Gunsmith II	22.42
23393	- Gunsmith III	24.23
23410	- Heating, Ventilation And Air-Conditioning Mechanic	22.67
23411	- Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	23.61
23430	- Heavy Equipment Mechanic	25.65
23440	- Heavy Equipment Operator	25.96
23460	- Instrument Mechanic	23.61
23465	- Laboratory/Shelter Mechanic	23.43
23470	- Laborer	18.30
23510	- Locksmith	22.83
23530	- Machinery Maintenance Mechanic	24.12
23550	- Machinist, Maintenance	20.55
23580	- Maintenance Trades Helper	16.96
23591	- Metrology Technician I	23.61
23592	- Metrology Technician II	24.47
23593	- Metrology Technician III	25.28
23640	- Millwright	31.34
23710	- Office Appliance Repairer	21.65
23760	- Painter, Maintenance	22.17
23790	- Pipefitter, Maintenance	28.90
23810	- Plumber, Maintenance	23.62
23820	- Pneudraulic Systems Mechanic	23.61
23850	- Rigger	23.61
23870	- Scale Mechanic	21.85
23890	- Sheet-Metal Worker, Maintenance	26.68
23910	- Small Engine Mechanic	18.81
23931	- Telecommunications Mechanic I	23.78
23932	- Telecommunications Mechanic II	24.65
23950	- Telephone Lineman	24.18
23960	- Welder, Combination, Maintenance	18.49
23965	- Well Driller	23.11
23970	- Woodcraft Worker	23.61
23980	- Woodworker	18.42
24000	- Personal Needs Occupations	
24550	- Case Manager	14.64
24570	- Child Care Attendant	10.16
24580	- Child Care Center Clerk	12.68
24610	- Chore Aide	10.22
24620	- Family Readiness And Support Services Coordinator	14.64
24630	- Homemaker	15.64
25000	- Plant And System Operations Occupations	
25010	- Boiler Tender	24.11
25040	- Sewage Plant Operator	22.67
25070	- Stationary Engineer	24.11
25190	- Ventilation Equipment Tender	18.08
25210	- Water Treatment Plant Operator	22.67
27000	- Protective Service Occupations	
27004	- Alarm Monitor	18.97
27007	- Baggage Inspector	13.63
27008	- Corrections Officer	21.27
27010	- Court Security Officer	20.76
27030	- Detection Dog Handler	16.09
27040	- Detention Officer	21.27
27070	- Firefighter	19.62
27101	- Guard I	13.63
27102	- Guard II	15.83

27131	- Police Officer I	21.66
27132	- Police Officer II	23.93
28000	- Recreation Occupations	
28041	- Carnival Equipment Operator	11.71
28042	- Carnival Equipment Repairer	12.59
28043	- Carnival Worker	10.08
28210	- Gate Attendant/Gate Tender	13.49
28310	- Lifeguard	11.90
28350	- Park Attendant (Aide)	15.15
28510	- Recreation Aide/Health Facility Attendant	11.06
28515	- Recreation Specialist	18.21
28630	- Sports Official	12.07
28690	- Swimming Pool Operator	16.62
29000	- Stevedoring/Longshoremen Occupational Services	
29010	- Blocker And Bracer	22.87
29020	- Hatch Tender	22.87
29030	- Line Handler	22.87
29041	- Stevedore I	21.44
29042	- Stevedore II	24.17
30000	- Technical Occupations	
30010	- Air Traffic Control Specialist, Center (HFO) (see 2)	38.64
30011	- Air Traffic Control Specialist, Station (HFO) (see 2)	26.64
30012	- Air Traffic Control Specialist, Terminal (HFO) (see 2)	29.34
30021	- Archeological Technician I	16.91
30022	- Archeological Technician II	18.93
30023	- Archeological Technician III	23.77
30030	- Cartographic Technician	23.77
30040	- Civil Engineering Technician	23.60
30051	- Cryogenic Technician I	25.96
30052	- Cryogenic Technician II	28.67
30061	- Drafter/CAD Operator I	16.91
30062	- Drafter/CAD Operator II	17.88
30063	- Drafter/CAD Operator III	21.40
30064	- Drafter/CAD Operator IV	26.33
30081	- Engineering Technician I	16.55
30082	- Engineering Technician II	18.58
30083	- Engineering Technician III	20.79
30084	- Engineering Technician IV	25.75
30085	- Engineering Technician V	31.50
30086	- Engineering Technician VI	38.12
30090	- Environmental Technician	17.32
30095	- Evidence Control Specialist	23.45
30210	- Laboratory Technician	21.38
30221	- Latent Fingerprint Technician I	25.96
30222	- Latent Fingerprint Technician II	28.67
30240	- Mathematical Technician	23.77
30361	- Paralegal/Legal Assistant I	18.44
30362	- Paralegal/Legal Assistant II	22.84
30363	- Paralegal/Legal Assistant III	27.94
30364	- Paralegal/Legal Assistant IV	33.80
30375	- Petroleum Supply Specialist	28.67
30390	- Photo-Optics Technician	23.77
30395	- Radiation Control Technician	28.67
30461	- Technical Writer I	23.45
30462	- Technical Writer II	28.67
30463	- Technical Writer III	34.69
30491	- Unexploded Ordnance (UXO) Technician I	24.56
30492	- Unexploded Ordnance (UXO) Technician II	29.71
30493	- Unexploded Ordnance (UXO) Technician III	35.61
30494	- Unexploded (UXO) Safety Escort	24.56
30495	- Unexploded (UXO) Sweep Personnel	24.56
30501	- Weather Forecaster I	25.96
30502	- Weather Forecaster II	31.58
30620	- Weather Observer, Combined Upper Air Or (see 2)	21.40
Surface Programs		
30621	- Weather Observer, Senior (see 2)	23.77
31000	- Transportation/Mobile Equipment Operation Occupations	
31010	- Airplane Pilot	29.71
31020	- Bus Aide	13.12
31030	- Bus Driver	17.80
31043	- Driver Courier	13.63
31260	- Parking and Lot Attendant	10.65
31290	- Shuttle Bus Driver	14.73
31310	- Taxi Driver	10.33
31361	- Truckdriver, Light	14.73
31362	- Truckdriver, Medium	18.98
31363	- Truckdriver, Heavy	19.35
31364	- Truckdriver, Tractor-Trailer	19.35
99000	- Miscellaneous Occupations	
99020	- Cabin Safety Specialist	14.49
99030	- Cashier	9.20



99050 - Desk Clerk	9.87
99095 - Embalmer	28.49
99130 - Flight Follower	24.56
99251 - Laboratory Animal Caretaker I	10.78
99252 - Laboratory Animal Caretaker II	11.59
99260 - Marketing Analyst	24.56
99310 - Mortician	28.49
99410 - Pest Controller	16.02
99510 - Photofinishing Worker	13.77
99710 - Recycling Laborer	19.44
99711 - Recycling Specialist	23.11
99730 - Refuse Collector	17.42
99810 - Sales Clerk	12.75
99820 - School Crossing Guard	10.21
99830 - Survey Party Chief	20.61
99831 - Surveying Aide	14.00
99832 - Surveying Technician	20.13
99840 - Vending Machine Attendant	16.49
99841 - Vending Machine Repairer	18.28
99842 - Vending Machine Repairer Helper	16.49

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.41 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 eleven 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, 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 15-4721 (Rev.-3) was first posted on www.wdol.gov on 08/01/2017

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

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

Daniel W. Simms                      Division of  
Director                      Wage Determinations

Wage Determination No.: 2015-4721  
Revision No.: 3  
Date Of Revision: 07/25/2017

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.20 for calendar year 2017 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2017. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

State: Ohio

Area: Ohio Counties of Portage, Summit

**Fringe Benefits Required Follow the Occupational Listing**		
OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.21
01012 - Accounting Clerk II		15.90
01013 - Accounting Clerk III		17.72
01020 - Administrative Assistant		23.75
01035 - Court Reporter		18.69
01041 - Customer Service Representative I		12.56
01042 - Customer Service Representative II		14.12
01043 - Customer Service Representative III		15.41
01051 - Data Entry Operator I		13.42
01052 - Data Entry Operator II		15.43
01060 - Dispatcher, Motor Vehicle		20.76
01070 - Document Preparation Clerk		14.77
01090 - Duplicating Machine Operator		14.77
01111 - General Clerk I		13.46
01112 - General Clerk II		14.87
01113 - General Clerk III		16.65
01120 - Housing Referral Assistant		19.31
01141 - Messenger Courier		11.25
01191 - Order Clerk I		15.80
01192 - Order Clerk II		17.24
01261 - Personnel Assistant (Employment) I		16.00
01262 - Personnel Assistant (Employment) II		17.89
01263 - Personnel Assistant (Employment) III		19.95
01270 - Production Control Clerk		20.34
01290 - Rental Clerk		15.48
01300 - Scheduler, Maintenance		14.84
01311 - Secretary I		14.84
01312 - Secretary II		17.05
01313 - Secretary III		18.69
01320 - Service Order Dispatcher		18.84
01410 - Supply Technician		23.75
01420 - Survey Worker		15.10
01460 - Switchboard Operator/Receptionist		13.97
01531 - Travel Clerk I		12.86
01532 - Travel Clerk II		13.72
01533 - Travel Clerk III		14.55
01611 - Word Processor I		14.47
01612 - Word Processor II		16.25
01613 - Word Processor III		18.18
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		20.33
05010 - Automotive Electrician		19.67
05040 - Automotive Glass Installer		18.92
05070 - Automotive Worker		18.92
05110 - Mobile Equipment Servicer		17.27
05130 - Motor Equipment Metal Mechanic		20.33
05160 - Motor Equipment Metal Worker		18.92
05190 - Motor Vehicle Mechanic		20.33
05220 - Motor Vehicle Mechanic Helper		16.50

05250	- Motor Vehicle Upholstery Worker	18.07
05280	- Motor Vehicle Wrecker	18.92
05310	- Painter, Automotive	19.67
05340	- Radiator Repair Specialist	18.92
05370	- Tire Repairer	15.89
05400	- Transmission Repair Specialist	20.33
07000	- Food Preparation And Service Occupations	
07010	- Baker	12.63
07041	- Cook I	12.23
07042	- Cook II	13.78
07070	- Dishwasher	9.28
07130	- Food Service Worker	11.05
07210	- Meat Cutter	17.35
07260	- Waiter/Waitress	9.94
09000	- Furniture Maintenance And Repair Occupations	
09010	- Electrostatic Spray Painter	20.60
09040	- Furniture Handler	13.89
09080	- Furniture Refinisher	20.60
09090	- Furniture Refinisher Helper	15.71
09110	- Furniture Repairer, Minor	17.22
09130	- Upholsterer	20.60
11000	- General Services And Support Occupations	
11030	- Cleaner, Vehicles	11.78
11060	- Elevator Operator	12.11
11090	- Gardener	15.47
11122	- Housekeeping Aide	12.11
11150	- Janitor	12.11
11210	- Laborer, Grounds Maintenance	12.33
11240	- Maid or Houseman	10.52
11260	- Pruner	11.52
11270	- Tractor Operator	14.36
11330	- Trail Maintenance Worker	12.33
11360	- Window Cleaner	13.21
12000	- Health Occupations	
12010	- Ambulance Driver	15.99
12011	- Breath Alcohol Technician	16.87
12012	- Certified Occupational Therapist Assistant	28.71
12015	- Certified Physical Therapist Assistant	27.95
12020	- Dental Assistant	17.87
12025	- Dental Hygienist	33.67
12030	- EKG Technician	25.73
12035	- Electroneurodiagnostic Technologist	25.73
12040	- Emergency Medical Technician	15.99
12071	- Licensed Practical Nurse I	17.51
12072	- Licensed Practical Nurse II	19.68
12073	- Licensed Practical Nurse III	21.84
12100	- Medical Assistant	13.82
12130	- Medical Laboratory Technician	20.94
12160	- Medical Record Clerk	14.96
12190	- Medical Record Technician	16.74
12195	- Medical Transcriptionist	16.87
12210	- Nuclear Medicine Technologist	34.47
12221	- Nursing Assistant I	11.81
12222	- Nursing Assistant II	13.17
12223	- Nursing Assistant III	14.49
12224	- Nursing Assistant IV	16.25
12235	- Optical Dispenser	18.36
12236	- Optical Technician	15.03
12250	- Pharmacy Technician	14.65
12280	- Phlebotomist	15.38
12305	- Radiologic Technologist	25.58
12311	- Registered Nurse I	22.85
12312	- Registered Nurse II	27.71
12313	- Registered Nurse II, Specialist	27.71
12314	- Registered Nurse III	33.52
12315	- Registered Nurse III, Anesthetist	33.52
12316	- Registered Nurse IV	40.18
12317	- Scheduler (Drug and Alcohol Testing)	22.98
12320	- Substance Abuse Treatment Counselor	20.11
13000	- Information And Arts Occupations	
13011	- Exhibits Specialist I	20.58
13012	- Exhibits Specialist II	23.96
13013	- Exhibits Specialist III	28.55
13041	- Illustrator I	20.35
13042	- Illustrator II	25.21
13043	- Illustrator III	30.83
13047	- Librarian	29.41
13050	- Library Aide/Clerk	13.28
13054	- Library Information Technology Systems Administrator	22.30
13058	- Library Technician	17.17

13061	- Media Specialist I	16.09
13062	- Media Specialist II	18.01
13063	- Media Specialist III	20.07
13071	- Photographer I	15.90
13072	- Photographer II	18.01
13073	- Photographer III	22.30
13074	- Photographer IV	26.94
13075	- Photographer V	32.59
13090	- Technical Order Library Clerk	16.37
13110	- Video Teleconference Technician	21.07
14000	- Information Technology Occupations	
14041	- Computer Operator I	16.19
14042	- Computer Operator II	18.11
14043	- Computer Operator III	20.19
14044	- Computer Operator IV	22.64
14045	- Computer Operator V	25.06
14071	- Computer Programmer I (see 1)	22.13
14072	- Computer Programmer II (see 1)	27.20
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	16.19
14160	- Personal Computer Support Technician	22.64
14170	- System Support Specialist	25.89
15000	- Instructional Occupations	
15010	- Aircrew Training Devices Instructor (Non-Rated)	28.53
15020	- Aircrew Training Devices Instructor (Rated)	35.35
15030	- Air Crew Training Devices Instructor (Pilot)	41.38
15050	- Computer Based Training Specialist / Instructor	30.23
15060	- Educational Technologist	29.57
15070	- Flight Instructor (Pilot)	41.38
15080	- Graphic Artist	22.54
15085	- Maintenance Test Pilot, Fixed, Jet/Prop	40.52
15086	- Maintenance Test Pilot, Rotary Wing	40.52
15088	- Non-Maintenance Test/Co-Pilot	40.52
15090	- Technical Instructor	22.96
15095	- Technical Instructor/Course Developer	28.09
15110	- Test Proctor	18.53
15120	- Tutor	18.53
16000	- Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010	- Assembler	9.88
16030	- Counter Attendant	9.88
16040	- Dry Cleaner	12.21
16070	- Finisher, Flatwork, Machine	9.88
16090	- Presser, Hand	9.88
16110	- Presser, Machine, Drycleaning	9.88
16130	- Presser, Machine, Shirts	9.88
16160	- Presser, Machine, Wearing Apparel, Laundry	9.88
16190	- Sewing Machine Operator	13.09
16220	- Tailor	13.95
16250	- Washer, Machine	10.47
19000	- Machine Tool Operation And Repair Occupations	
19010	- Machine-Tool Operator (Tool Room)	22.02
19040	- Tool And Die Maker	26.69
21000	- Materials Handling And Packing Occupations	
21020	- Forklift Operator	16.71
21030	- Material Coordinator	20.34
21040	- Material Expediter	20.34
21050	- Material Handling Laborer	13.50
21071	- Order Filler	13.69
21080	- Production Line Worker (Food Processing)	16.71
21110	- Shipping Packer	16.72
21130	- Shipping/Receiving Clerk	16.72
21140	- Store Worker I	15.42
21150	- Stock Clerk	20.21
21210	- Tools And Parts Attendant	16.71
21410	- Warehouse Specialist	16.71
23000	- Mechanics And Maintenance And Repair Occupations	
23010	- Aerospace Structural Welder	25.08
23019	- Aircraft Logs and Records Technician	20.83
23021	- Aircraft Mechanic I	24.12
23022	- Aircraft Mechanic II	25.08
23023	- Aircraft Mechanic III	25.94
23040	- Aircraft Mechanic Helper	18.55
23050	- Aircraft, Painter	23.12
23060	- Aircraft Servicer	20.83
23070	- Aircraft Survival Flight Equipment Technician	23.12
23080	- Aircraft Worker	22.08
23091	- Aircrew Life Support Equipment (ALSE) Mechanic	22.08

I		
23092	- Aircrew Life Support Equipment (ALSE) Mechanic	24.12
II		
23110	- Appliance Mechanic	20.40
23120	- Bicycle Repairer	19.23
23125	- Cable Splicer	29.19
23130	- Carpenter, Maintenance	22.39
23140	- Carpet Layer	21.76
23160	- Electrician, Maintenance	28.34
23181	- Electronics Technician Maintenance I	24.51
23182	- Electronics Technician Maintenance II	25.66
23183	- Electronics Technician Maintenance III	28.02
23260	- Fabric Worker	20.53
23290	- Fire Alarm System Mechanic	23.14
23310	- Fire Extinguisher Repairer	19.32
23311	- Fuel Distribution System Mechanic	27.55
23312	- Fuel Distribution System Operator	22.57
23370	- General Maintenance Worker	19.18
23380	- Ground Support Equipment Mechanic	24.12
23381	- Ground Support Equipment Servicer	20.83
23382	- Ground Support Equipment Worker	22.08
23391	- Gunsmith I	19.32
23392	- Gunsmith II	21.76
23393	- Gunsmith III	23.78
23410	- Heating, Ventilation And Air-Conditioning Mechanic	20.79
23411	- Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	21.62
23430	- Heavy Equipment Mechanic	23.66
23440	- Heavy Equipment Operator	23.85
23460	- Instrument Mechanic	23.78
23465	- Laboratory/Shelter Mechanic	22.79
23470	- Laborer	13.23
23510	- Locksmith	20.60
23530	- Machinery Maintenance Mechanic	22.73
23550	- Machinist, Maintenance	21.77
23580	- Maintenance Trades Helper	16.05
23591	- Metrology Technician I	25.65
23592	- Metrology Technician II	26.67
23593	- Metrology Technician III	27.59
23640	- Millwright	30.78
23710	- Office Appliance Repairer	21.04
23760	- Painter, Maintenance	21.74
23790	- Pipefitter, Maintenance	28.22
23810	- Plumber, Maintenance	26.03
23820	- Pneudraulic Systems Mechanic	23.78
23850	- Rigger	23.78
23870	- Scale Mechanic	21.76
23890	- Sheet-Metal Worker, Maintenance	23.09
23910	- Small Engine Mechanic	19.82
23931	- Telecommunications Mechanic I	25.96
23932	- Telecommunications Mechanic II	27.00
23950	- Telephone Lineman	20.83
23960	- Welder, Combination, Maintenance	19.36
23965	- Well Driller	23.78
23970	- Woodcraft Worker	23.78
23980	- Woodworker	19.32
24000	- Personal Needs Occupations	
24550	- Case Manager	15.14
24570	- Child Care Attendant	12.25
24580	- Child Care Center Clerk	15.29
24610	- Chore Aide	10.42
24620	- Family Readiness And Support Services Coordinator	15.14
24630	- Homemaker	17.23
25000	- Plant And System Operations Occupations	
25010	- Boiler Tender	23.57
25040	- Sewage Plant Operator	22.83
25070	- Stationary Engineer	23.57
25190	- Ventilation Equipment Tender	18.06
25210	- Water Treatment Plant Operator	22.83
27000	- Protective Service Occupations	
27004	- Alarm Monitor	19.55
27007	- Baggage Inspector	13.65
27008	- Corrections Officer	21.73
27010	- Court Security Officer	23.11
27030	- Detection Dog Handler	16.31
27040	- Detention Officer	21.73
27070	- Firefighter	22.60
27101	- Guard I	13.65
27102	- Guard II	16.31

27131	- Police Officer I	25.62
27132	- Police Officer II	28.47
28000	- Recreation Occupations	
28041	- Carnival Equipment Operator	11.78
28042	- Carnival Equipment Repairer	12.60
28043	- Carnival Worker	9.21
28210	- Gate Attendant/Gate Tender	13.17
28310	- Lifeguard	11.34
28350	- Park Attendant (Aide)	14.74
28510	- Recreation Aide/Health Facility Attendant	10.75
28515	- Recreation Specialist	17.19
28630	- Sports Official	11.73
28690	- Swimming Pool Operator	18.62
29000	- Stevedoring/Longshoremen Occupational Services	
29010	- Blocker And Bracer	23.14
29020	- Hatch Tender	23.14
29030	- Line Handler	23.14
29041	- Stevedore I	21.84
29042	- Stevedore II	23.77
30000	- Technical Occupations	
30010	- Air Traffic Control Specialist, Center (HFO) (see 2)	39.04
30011	- Air Traffic Control Specialist, Station (HFO) (see 2)	26.92
30012	- Air Traffic Control Specialist, Terminal (HFO) (see 2)	29.64
30021	- Archeological Technician I	18.14
30022	- Archeological Technician II	18.18
30023	- Archeological Technician III	24.89
30030	- Cartographic Technician	25.34
30040	- Civil Engineering Technician	25.85
30051	- Cryogenic Technician I	27.57
30052	- Cryogenic Technician II	30.45
30061	- Drafter/CAD Operator I	18.14
30062	- Drafter/CAD Operator II	20.46
30063	- Drafter/CAD Operator III	22.81
30064	- Drafter/CAD Operator IV	28.07
30081	- Engineering Technician I	16.70
30082	- Engineering Technician II	18.75
30083	- Engineering Technician III	20.98
30084	- Engineering Technician IV	25.99
30085	- Engineering Technician V	31.78
30086	- Engineering Technician VI	38.46
30090	- Environmental Technician	23.34
30095	- Evidence Control Specialist	24.89
30210	- Laboratory Technician	22.81
30221	- Latent Fingerprint Technician I	26.60
30222	- Latent Fingerprint Technician II	29.38
30240	- Mathematical Technician	25.32
30361	- Paralegal/Legal Assistant I	20.07
30362	- Paralegal/Legal Assistant II	24.86
30363	- Paralegal/Legal Assistant III	30.42
30364	- Paralegal/Legal Assistant IV	36.81
30375	- Petroleum Supply Specialist	30.45
30390	- Photo-Optics Technician	25.34
30395	- Radiation Control Technician	30.45
30461	- Technical Writer I	26.09
30462	- Technical Writer II	29.59
30463	- Technical Writer III	33.22
30491	- Unexploded Ordnance (UXO) Technician I	24.81
30492	- Unexploded Ordnance (UXO) Technician II	30.02
30493	- Unexploded Ordnance (UXO) Technician III	35.98
30494	- Unexploded (UXO) Safety Escort	24.81
30495	- Unexploded (UXO) Sweep Personnel	24.81
30501	- Weather Forecaster I	27.57
30502	- Weather Forecaster II	33.53
30620	- Weather Observer, Combined Upper Air Or (see 2)	23.15
Surface Programs		
30621	- Weather Observer, Senior (see 2)	25.34
31000	- Transportation/Mobile Equipment Operation Occupations	
31010	- Airplane Pilot	30.02
31020	- Bus Aide	16.72
31030	- Bus Driver	22.29
31043	- Driver Courier	15.37
31260	- Parking and Lot Attendant	10.38
31290	- Shuttle Bus Driver	16.42
31310	- Taxi Driver	10.63
31361	- Truckdriver, Light	16.42
31362	- Truckdriver, Medium	19.05
31363	- Truckdriver, Heavy	23.70
31364	- Truckdriver, Tractor-Trailer	23.70
99000	- Miscellaneous Occupations	
99020	- Cabin Safety Specialist	14.63
99030	- Cashier	10.67



99050 - Desk Clerk	11.14
99095 - Embalmer	29.73
99130 - Flight Follower	24.81
99251 - Laboratory Animal Caretaker I	11.65
99252 - Laboratory Animal Caretaker II	12.46
99260 - Marketing Analyst	28.73
99310 - Mortician	33.31
99410 - Pest Controller	14.95
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	18.29
99711 - Recycling Specialist	20.46
99730 - Refuse Collector	16.74
99810 - Sales Clerk	12.24
99820 - School Crossing Guard	13.30
99830 - Survey Party Chief	24.53
99831 - Surveying Aide	13.99
99832 - Surveying Technician	21.01
99840 - Vending Machine Attendant	13.42
99841 - Vending Machine Repairer	15.99
99842 - Vending Machine Repairer Helper	13.42

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.41 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, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (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 15-4735 (Rev.-3) was first posted on www.wdol.gov on 08/01/2017

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

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

Daniel W. Simms                      Division of  
Director                      Wage Determinations

Wage Determination No.: 2015-4735  
Revision No.: 3  
Date Of Revision: 07/25/2017

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.20 for calendar year 2017 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2017. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

State: Ohio

Area: Ohio County of Richland

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.21
01012 - Accounting Clerk II		15.90
01013 - Accounting Clerk III		17.72
01020 - Administrative Assistant		23.06
01035 - Court Reporter		16.99
01041 - Customer Service Representative I		11.42
01042 - Customer Service Representative II		12.84
01043 - Customer Service Representative III		14.01
01051 - Data Entry Operator I		13.42
01052 - Data Entry Operator II		15.43
01060 - Dispatcher, Motor Vehicle		20.76
01070 - Document Preparation Clerk		13.72
01090 - Duplicating Machine Operator		13.72
01111 - General Clerk I		13.46
01112 - General Clerk II		14.87
01113 - General Clerk III		16.65
01120 - Housing Referral Assistant		19.31
01141 - Messenger Courier		11.13
01191 - Order Clerk I		13.18
01192 - Order Clerk II		15.03
01261 - Personnel Assistant (Employment) I		16.00
01262 - Personnel Assistant (Employment) II		17.89
01263 - Personnel Assistant (Employment) III		19.95
01270 - Production Control Clerk		20.86
01290 - Rental Clerk		15.48
01300 - Scheduler, Maintenance		14.72
01311 - Secretary I		14.72
01312 - Secretary II		17.05
01313 - Secretary III		18.69
01320 - Service Order Dispatcher		18.84
01410 - Supply Technician		23.06
01420 - Survey Worker		16.00
01460 - Switchboard Operator/Receptionist		13.97
01531 - Travel Clerk I		12.86
01532 - Travel Clerk II		13.72
01533 - Travel Clerk III		14.55
01611 - Word Processor I		14.47
01612 - Word Processor II		16.25
01613 - Word Processor III		18.18
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		20.33
05010 - Automotive Electrician		19.67
05040 - Automotive Glass Installer		18.92
05070 - Automotive Worker		18.92
05110 - Mobile Equipment Servicer		17.27
05130 - Motor Equipment Metal Mechanic		20.33
05160 - Motor Equipment Metal Worker		18.92
05190 - Motor Vehicle Mechanic		20.33
05220 - Motor Vehicle Mechanic Helper		16.50

05250	- Motor Vehicle Upholstery Worker	18.07
05280	- Motor Vehicle Wrecker	18.92
05310	- Painter, Automotive	19.67
05340	- Radiator Repair Specialist	18.92
05370	- Tire Repairer	15.89
05400	- Transmission Repair Specialist	20.33
07000	- Food Preparation And Service Occupations	
07010	- Baker	13.29
07041	- Cook I	12.18
07042	- Cook II	13.99
07070	- Dishwasher	9.28
07130	- Food Service Worker	10.38
07210	- Meat Cutter	16.32
07260	- Waiter/Waitress	9.94
09000	- Furniture Maintenance And Repair Occupations	
09010	- Electrostatic Spray Painter	20.60
09040	- Furniture Handler	13.89
09080	- Furniture Refinisher	20.60
09090	- Furniture Refinisher Helper	15.71
09110	- Furniture Repairer, Minor	17.22
09130	- Upholsterer	20.60
11000	- General Services And Support Occupations	
11030	- Cleaner, Vehicles	12.96
11060	- Elevator Operator	12.43
11090	- Gardener	14.19
11122	- Housekeeping Aide	12.43
11150	- Janitor	12.43
11210	- Laborer, Grounds Maintenance	11.32
11240	- Maid or Houseman	9.73
11260	- Pruner	11.52
11270	- Tractor Operator	12.65
11330	- Trail Maintenance Worker	11.32
11360	- Window Cleaner	13.77
12000	- Health Occupations	
12010	- Ambulance Driver	15.99
12011	- Breath Alcohol Technician	16.87
12012	- Certified Occupational Therapist Assistant	26.28
12015	- Certified Physical Therapist Assistant	26.98
12020	- Dental Assistant	17.44
12025	- Dental Hygienist	33.67
12030	- EKG Technician	24.41
12035	- Electroneurodiagnostic Technologist	25.64
12040	- Emergency Medical Technician	15.99
12071	- Licensed Practical Nurse I	17.51
12072	- Licensed Practical Nurse II	19.68
12073	- Licensed Practical Nurse III	21.84
12100	- Medical Assistant	13.82
12130	- Medical Laboratory Technician	18.30
12160	- Medical Record Clerk	14.36
12190	- Medical Record Technician	16.06
12195	- Medical Transcriptionist	16.35
12210	- Nuclear Medicine Technologist	35.39
12221	- Nursing Assistant I	10.67
12222	- Nursing Assistant II	11.97
12223	- Nursing Assistant III	13.09
12224	- Nursing Assistant IV	14.70
12235	- Optical Dispenser	18.40
12236	- Optical Technician	14.97
12250	- Pharmacy Technician	14.65
12280	- Phlebotomist	14.70
12305	- Radiologic Technologist	25.11
12311	- Registered Nurse I	23.39
12312	- Registered Nurse II	28.62
12313	- Registered Nurse II, Specialist	28.62
12314	- Registered Nurse III	34.62
12315	- Registered Nurse III, Anesthetist	34.62
12316	- Registered Nurse IV	41.50
12317	- Scheduler (Drug and Alcohol Testing)	22.98
12320	- Substance Abuse Treatment Counselor	20.10
13000	- Information And Arts Occupations	
13011	- Exhibits Specialist I	20.58
13012	- Exhibits Specialist II	23.96
13013	- Exhibits Specialist III	28.55
13041	- Illustrator I	20.35
13042	- Illustrator II	25.21
13043	- Illustrator III	30.83
13047	- Librarian	29.41
13050	- Library Aide/Clerk	13.28
13054	- Library Information Technology Systems Administrator	22.30
13058	- Library Technician	17.17

13061	- Media Specialist I	16.09
13062	- Media Specialist II	18.01
13063	- Media Specialist III	20.07
13071	- Photographer I	15.90
13072	- Photographer II	18.01
13073	- Photographer III	22.30
13074	- Photographer IV	26.94
13075	- Photographer V	32.59
13090	- Technical Order Library Clerk	15.74
13110	- Video Teleconference Technician	17.41
14000	- Information Technology Occupations	
14041	- Computer Operator I	15.12
14042	- Computer Operator II	16.92
14043	- Computer Operator III	18.89
14044	- Computer Operator IV	22.64
14045	- Computer Operator V	25.06
14071	- Computer Programmer I (see 1)	22.13
14072	- Computer Programmer II (see 1)	27.20
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	15.12
14160	- Personal Computer Support Technician	22.64
14170	- System Support Specialist	17.17
15000	- Instructional Occupations	
15010	- Aircrew Training Devices Instructor (Non-Rated)	28.53
15020	- Aircrew Training Devices Instructor (Rated)	35.35
15030	- Air Crew Training Devices Instructor (Pilot)	41.38
15050	- Computer Based Training Specialist / Instructor	30.23
15060	- Educational Technologist	29.57
15070	- Flight Instructor (Pilot)	41.38
15080	- Graphic Artist	22.54
15085	- Maintenance Test Pilot, Fixed, Jet/Prop	40.27
15086	- Maintenance Test Pilot, Rotary Wing	40.27
15088	- Non-Maintenance Test/Co-Pilot	40.27
15090	- Technical Instructor	19.91
15095	- Technical Instructor/Course Developer	24.36
15110	- Test Proctor	16.98
15120	- Tutor	16.98
16000	- Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010	- Assembler	9.88
16030	- Counter Attendant	9.88
16040	- Dry Cleaner	12.21
16070	- Finisher, Flatwork, Machine	9.88
16090	- Presser, Hand	9.88
16110	- Presser, Machine, Drycleaning	9.88
16130	- Presser, Machine, Shirts	9.88
16160	- Presser, Machine, Wearing Apparel, Laundry	9.88
16190	- Sewing Machine Operator	13.09
16220	- Tailor	13.95
16250	- Washer, Machine	10.47
19000	- Machine Tool Operation And Repair Occupations	
19010	- Machine-Tool Operator (Tool Room)	22.02
19040	- Tool And Die Maker	26.69
21000	- Materials Handling And Packing Occupations	
21020	- Forklift Operator	16.71
21030	- Material Coordinator	20.86
21040	- Material Expediter	20.86
21050	- Material Handling Laborer	13.50
21071	- Order Filler	13.69
21080	- Production Line Worker (Food Processing)	16.71
21110	- Shipping Packer	16.72
21130	- Shipping/Receiving Clerk	16.72
21140	- Store Worker I	14.39
21150	- Stock Clerk	18.87
21210	- Tools And Parts Attendant	16.71
21410	- Warehouse Specialist	16.71
23000	- Mechanics And Maintenance And Repair Occupations	
23010	- Aerospace Structural Welder	24.00
23019	- Aircraft Logs and Records Technician	20.32
23021	- Aircraft Mechanic I	22.86
23022	- Aircraft Mechanic II	24.00
23023	- Aircraft Mechanic III	24.93
23040	- Aircraft Mechanic Helper	18.55
23050	- Aircraft, Painter	22.10
23060	- Aircraft Servicer	20.32
23070	- Aircraft Survival Flight Equipment Technician	22.10
23080	- Aircraft Worker	21.27
23091	- Aircrew Life Support Equipment (ALSE) Mechanic	21.27

I		
23092	- Aircrew Life Support Equipment (ALSE) Mechanic	22.86
II		
23110	- Appliance Mechanic	20.40
23120	- Bicycle Repairer	16.03
23125	- Cable Splicer	24.13
23130	- Carpenter, Maintenance	22.65
23140	- Carpet Layer	21.36
23160	- Electrician, Maintenance	28.34
23181	- Electronics Technician Maintenance I	20.25
23182	- Electronics Technician Maintenance II	21.21
23183	- Electronics Technician Maintenance III	26.65
23260	- Fabric Worker	18.97
23290	- Fire Alarm System Mechanic	21.77
23310	- Fire Extinguisher Repairer	17.84
23311	- Fuel Distribution System Mechanic	27.55
23312	- Fuel Distribution System Operator	22.57
23370	- General Maintenance Worker	18.13
23380	- Ground Support Equipment Mechanic	22.86
23381	- Ground Support Equipment Servicer	20.32
23382	- Ground Support Equipment Worker	21.27
23391	- Gunsmith I	17.84
23392	- Gunsmith II	20.09
23393	- Gunsmith III	21.77
23410	- Heating, Ventilation And Air-Conditioning Mechanic	22.38
23411	- Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	23.41
23430	- Heavy Equipment Mechanic	24.05
23440	- Heavy Equipment Operator	23.85
23460	- Instrument Mechanic	23.32
23465	- Laboratory/Shelter Mechanic	21.04
23470	- Laborer	13.23
23510	- Locksmith	20.60
23530	- Machinery Maintenance Mechanic	22.73
23550	- Machinist, Maintenance	21.77
23580	- Maintenance Trades Helper	16.05
23591	- Metrology Technician I	25.65
23592	- Metrology Technician II	26.67
23593	- Metrology Technician III	27.59
23640	- Millwright	28.82
23710	- Office Appliance Repairer	21.04
23760	- Painter, Maintenance	21.74
23790	- Pipefitter, Maintenance	28.21
23810	- Plumber, Maintenance	26.86
23820	- Pneudraulic Systems Mechanic	21.77
23850	- Rigger	21.78
23870	- Scale Mechanic	20.09
23890	- Sheet-Metal Worker, Maintenance	25.40
23910	- Small Engine Mechanic	19.82
23931	- Telecommunications Mechanic I	24.70
23932	- Telecommunications Mechanic II	25.58
23950	- Telephone Lineman	20.83
23960	- Welder, Combination, Maintenance	19.36
23965	- Well Driller	21.30
23970	- Woodcraft Worker	21.77
23980	- Woodworker	16.45
24000	- Personal Needs Occupations	
24550	- Case Manager	13.21
24570	- Child Care Attendant	12.25
24580	- Child Care Center Clerk	15.29
24610	- Chore Aide	10.37
24620	- Family Readiness And Support Services Coordinator	13.21
24630	- Homemaker	17.23
25000	- Plant And System Operations Occupations	
25010	- Boiler Tender	23.57
25040	- Sewage Plant Operator	21.29
25070	- Stationary Engineer	23.57
25190	- Ventilation Equipment Tender	18.06
25210	- Water Treatment Plant Operator	21.29
27000	- Protective Service Occupations	
27004	- Alarm Monitor	16.58
27007	- Baggage Inspector	11.28
27008	- Corrections Officer	21.73
27010	- Court Security Officer	23.11
27030	- Detection Dog Handler	16.31
27040	- Detention Officer	21.73
27070	- Firefighter	22.60
27101	- Guard I	11.28
27102	- Guard II	16.31

27131	- Police Officer I	25.03
27132	- Police Officer II	27.80
28000	- Recreation Occupations	
28041	- Carnival Equipment Operator	12.30
28042	- Carnival Equipment Repairer	13.31
28043	- Carnival Worker	9.31
28210	- Gate Attendant/Gate Tender	14.41
28310	- Lifeguard	12.47
28350	- Park Attendant (Aide)	16.12
28510	- Recreation Aide/Health Facility Attendant	11.76
28515	- Recreation Specialist	19.03
28630	- Sports Official	12.84
28690	- Swimming Pool Operator	18.62
29000	- Stevedoring/Longshoremen Occupational Services	
29010	- Blocker And Bracer	21.04
29020	- Hatch Tender	21.04
29030	- Line Handler	21.04
29041	- Stevedore I	19.85
29042	- Stevedore II	21.61
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	18.14
30022	- Archeological Technician II	18.18
30023	- Archeological Technician III	22.16
30030	- Cartographic Technician	25.34
30040	- Civil Engineering Technician	22.16
30051	- Cryogenic Technician I	23.75
30052	- Cryogenic Technician II	26.24
30061	- Drafter/CAD Operator I	18.14
30062	- Drafter/CAD Operator II	20.46
30063	- Drafter/CAD Operator III	22.81
30064	- Drafter/CAD Operator IV	28.07
30081	- Engineering Technician I	16.70
30082	- Engineering Technician II	18.75
30083	- Engineering Technician III	20.98
30084	- Engineering Technician IV	25.99
30085	- Engineering Technician V	31.78
30086	- Engineering Technician VI	38.46
30090	- Environmental Technician	23.34
30095	- Evidence Control Specialist	21.44
30210	- Laboratory Technician	22.81
30221	- Latent Fingerprint Technician I	23.75
30222	- Latent Fingerprint Technician II	26.24
30240	- Mathematical Technician	25.32
30361	- Paralegal/Legal Assistant I	18.72
30362	- Paralegal/Legal Assistant II	23.34
30363	- Paralegal/Legal Assistant III	30.33
30364	- Paralegal/Legal Assistant IV	36.70
30375	- Petroleum Supply Specialist	26.24
30390	- Photo-Optics Technician	25.34
30395	- Radiation Control Technician	26.24
30461	- Technical Writer I	25.12
30462	- Technical Writer II	29.25
30463	- Technical Writer III	32.81
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	28.07
30502	- Weather Forecaster II	34.14
30620	- Weather Observer, Combined Upper Air Or (see 2)	23.15
Surface Programs		
30621	- Weather Observer, Senior (see 2)	25.34
31000	- Transportation/Mobile Equipment Operation Occupations	
31010	- Airplane Pilot	28.85
31020	- Bus Aide	14.31
31030	- Bus Driver	19.80
31043	- Driver Courier	16.91
31260	- Parking and Lot Attendant	10.57
31290	- Shuttle Bus Driver	18.06
31310	- Taxi Driver	10.32
31361	- Truckdriver, Light	18.06
31362	- Truckdriver, Medium	20.00
31363	- Truckdriver, Heavy	23.70
31364	- Truckdriver, Tractor-Trailer	23.70
99000	- Miscellaneous Occupations	
99020	- Cabin Safety Specialist	14.07
99030	- Cashier	10.67



99050 - Desk Clerk	11.14
99095 - Embalmer	29.73
99130 - Flight Follower	23.85
99251 - Laboratory Animal Caretaker I	13.96
99252 - Laboratory Animal Caretaker II	14.92
99260 - Marketing Analyst	23.18
99310 - Mortician	33.31
99410 - Pest Controller	18.10
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	16.63
99711 - Recycling Specialist	18.65
99730 - Refuse Collector	15.22
99810 - Sales Clerk	12.24
99820 - School Crossing Guard	13.30
99830 - Survey Party Chief	20.27
99831 - Surveying Aide	11.56
99832 - Surveying Technician	17.36
99840 - Vending Machine Attendant	14.76
99841 - Vending Machine Repairer	18.23
99842 - Vending Machine Repairer Helper	14.76

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.41 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, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (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 15-4723 (Rev.-4) was first posted on www.wdol.gov on 08/01/2017

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

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

Daniel W. Simms                      Division of  
Director                      Wage Determinations

Wage Determination No.: 2015-4723  
Revision No.: 4  
Date Of Revision: 07/25/2017

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.20 for calendar year 2017 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2017. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

State: Ohio

Area: Ohio County of Stark

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.21
01012 - Accounting Clerk II		15.90
01013 - Accounting Clerk III		17.72
01020 - Administrative Assistant		23.34
01035 - Court Reporter		17.05
01041 - Customer Service Representative I		10.94
01042 - Customer Service Representative II		12.30
01043 - Customer Service Representative III		13.42
01051 - Data Entry Operator I		13.42
01052 - Data Entry Operator II		15.43
01060 - Dispatcher, Motor Vehicle		21.59
01070 - Document Preparation Clerk		13.83
01090 - Duplicating Machine Operator		13.83
01111 - General Clerk I		13.46
01112 - General Clerk II		14.87
01113 - General Clerk III		16.65
01120 - Housing Referral Assistant		19.31
01141 - Messenger Courier		11.15
01191 - Order Clerk I		14.63
01192 - Order Clerk II		15.96
01261 - Personnel Assistant (Employment) I		16.00
01262 - Personnel Assistant (Employment) II		17.89
01263 - Personnel Assistant (Employment) III		19.95
01270 - Production Control Clerk		19.03
01290 - Rental Clerk		15.48
01300 - Scheduler, Maintenance		15.22
01311 - Secretary I		15.22
01312 - Secretary II		17.05
01313 - Secretary III		18.99
01320 - Service Order Dispatcher		19.30
01410 - Supply Technician		23.34
01420 - Survey Worker		15.10
01460 - Switchboard Operator/Receptionist		13.97
01531 - Travel Clerk I		12.86
01532 - Travel Clerk II		13.72
01533 - Travel Clerk III		14.55
01611 - Word Processor I		14.47
01612 - Word Processor II		16.25
01613 - Word Processor III		18.18
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		20.33
05010 - Automotive Electrician		19.67
05040 - Automotive Glass Installer		18.92
05070 - Automotive Worker		18.92
05110 - Mobile Equipment Servicer		17.27
05130 - Motor Equipment Metal Mechanic		20.33
05160 - Motor Equipment Metal Worker		18.92
05190 - Motor Vehicle Mechanic		20.33
05220 - Motor Vehicle Mechanic Helper		16.50

05250	- Motor Vehicle Upholstery Worker	18.07
05280	- Motor Vehicle Wrecker	18.92
05310	- Painter, Automotive	19.67
05340	- Radiator Repair Specialist	18.92
05370	- Tire Repairer	15.89
05400	- Transmission Repair Specialist	20.33
07000	- Food Preparation And Service Occupations	
07010	- Baker	12.08
07041	- Cook I	10.72
07042	- Cook II	12.08
07070	- Dishwasher	9.28
07130	- Food Service Worker	9.31
07210	- Meat Cutter	15.77
07260	- Waiter/Waitress	9.94
09000	- Furniture Maintenance And Repair Occupations	
09010	- Electrostatic Spray Painter	20.60
09040	- Furniture Handler	13.89
09080	- Furniture Refinisher	20.60
09090	- Furniture Refinisher Helper	15.71
09110	- Furniture Repairer, Minor	17.22
09130	- Upholsterer	20.60
11000	- General Services And Support Occupations	
11030	- Cleaner, Vehicles	11.78
11060	- Elevator Operator	12.06
11090	- Gardener	16.01
11122	- Housekeeping Aide	12.06
11150	- Janitor	12.06
11210	- Laborer, Grounds Maintenance	12.76
11240	- Maid or Houseman	9.64
11260	- Pruner	11.88
11270	- Tractor Operator	14.97
11330	- Trail Maintenance Worker	12.76
11360	- Window Cleaner	12.73
12000	- Health Occupations	
12010	- Ambulance Driver	15.99
12011	- Breath Alcohol Technician	18.56
12012	- Certified Occupational Therapist Assistant	26.28
12015	- Certified Physical Therapist Assistant	27.95
12020	- Dental Assistant	15.49
12025	- Dental Hygienist	33.67
12030	- EKG Technician	26.35
12035	- Electroneurodiagnostic Technologist	26.35
12040	- Emergency Medical Technician	15.99
12071	- Licensed Practical Nurse I	17.51
12072	- Licensed Practical Nurse II	19.68
12073	- Licensed Practical Nurse III	21.84
12100	- Medical Assistant	13.82
12130	- Medical Laboratory Technician	20.13
12160	- Medical Record Clerk	14.61
12190	- Medical Record Technician	16.35
12195	- Medical Transcriptionist	15.16
12210	- Nuclear Medicine Technologist	31.29
12221	- Nursing Assistant I	11.07
12222	- Nursing Assistant II	12.44
12223	- Nursing Assistant III	13.57
12224	- Nursing Assistant IV	15.24
12235	- Optical Dispenser	16.68
12236	- Optical Technician	16.47
12250	- Pharmacy Technician	14.65
12280	- Phlebotomist	14.23
12305	- Radiologic Technologist	25.11
12311	- Registered Nurse I	22.85
12312	- Registered Nurse II	27.85
12313	- Registered Nurse II, Specialist	27.85
12314	- Registered Nurse III	33.70
12315	- Registered Nurse III, Anesthetist	33.70
12316	- Registered Nurse IV	40.39
12317	- Scheduler (Drug and Alcohol Testing)	22.98
12320	- Substance Abuse Treatment Counselor	20.46
13000	- Information And Arts Occupations	
13011	- Exhibits Specialist I	20.58
13012	- Exhibits Specialist II	23.96
13013	- Exhibits Specialist III	28.55
13041	- Illustrator I	20.35
13042	- Illustrator II	25.21
13043	- Illustrator III	30.83
13047	- Librarian	29.41
13050	- Library Aide/Clerk	13.28
13054	- Library Information Technology Systems Administrator	22.30
13058	- Library Technician	17.17

13061	- Media Specialist I	16.09
13062	- Media Specialist II	18.01
13063	- Media Specialist III	20.07
13071	- Photographer I	15.90
13072	- Photographer II	18.01
13073	- Photographer III	22.30
13074	- Photographer IV	26.94
13075	- Photographer V	32.59
13090	- Technical Order Library Clerk	13.28
13110	- Video Teleconference Technician	17.41
14000	- Information Technology Occupations	
14041	- Computer Operator I	15.12
14042	- Computer Operator II	16.92
14043	- Computer Operator III	18.89
14044	- Computer Operator IV	22.64
14045	- Computer Operator V	25.06
14071	- Computer Programmer I (see 1)	22.13
14072	- Computer Programmer II (see 1)	27.20
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	15.12
14160	- Personal Computer Support Technician	22.64
14170	- System Support Specialist	25.56
15000	- Instructional Occupations	
15010	- Aircrew Training Devices Instructor (Non-Rated)	28.53
15020	- Aircrew Training Devices Instructor (Rated)	35.35
15030	- Air Crew Training Devices Instructor (Pilot)	41.38
15050	- Computer Based Training Specialist / Instructor	30.23
15060	- Educational Technologist	29.57
15070	- Flight Instructor (Pilot)	41.38
15080	- Graphic Artist	22.54
15085	- Maintenance Test Pilot, Fixed, Jet/Prop	40.75
15086	- Maintenance Test Pilot, Rotary Wing	40.75
15088	- Non-Maintenance Test/Co-Pilot	40.75
15090	- Technical Instructor	19.91
15095	- Technical Instructor/Course Developer	24.36
15110	- Test Proctor	16.98
15120	- Tutor	16.98
16000	- Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010	- Assembler	9.88
16030	- Counter Attendant	9.88
16040	- Dry Cleaner	12.25
16070	- Finisher, Flatwork, Machine	9.88
16090	- Presser, Hand	9.88
16110	- Presser, Machine, Drycleaning	9.88
16130	- Presser, Machine, Shirts	9.88
16160	- Presser, Machine, Wearing Apparel, Laundry	9.88
16190	- Sewing Machine Operator	13.11
16220	- Tailor	13.97
16250	- Washer, Machine	10.49
19000	- Machine Tool Operation And Repair Occupations	
19010	- Machine-Tool Operator (Tool Room)	22.02
19040	- Tool And Die Maker	26.69
21000	- Materials Handling And Packing Occupations	
21020	- Forklift Operator	16.71
21030	- Material Coordinator	19.03
21040	- Material Expediter	19.03
21050	- Material Handling Laborer	13.50
21071	- Order Filler	13.69
21080	- Production Line Worker (Food Processing)	16.71
21110	- Shipping Packer	16.72
21130	- Shipping/Receiving Clerk	16.72
21140	- Store Worker I	15.42
21150	- Stock Clerk	20.21
21210	- Tools And Parts Attendant	16.71
21410	- Warehouse Specialist	16.71
23000	- Mechanics And Maintenance And Repair Occupations	
23010	- Aerospace Structural Welder	24.00
23019	- Aircraft Logs and Records Technician	20.32
23021	- Aircraft Mechanic I	23.07
23022	- Aircraft Mechanic II	24.00
23023	- Aircraft Mechanic III	24.93
23040	- Aircraft Mechanic Helper	18.55
23050	- Aircraft, Painter	22.12
23060	- Aircraft Servicer	20.32
23070	- Aircraft Survival Flight Equipment Technician	22.12
23080	- Aircraft Worker	21.27
23091	- Aircrew Life Support Equipment (ALSE) Mechanic	21.27

I		
23092	- Aircrew Life Support Equipment (ALSE) Mechanic	23.07
II		
23110	- Appliance Mechanic	20.40
23120	- Bicycle Repairer	18.75
23125	- Cable Splicer	29.19
23130	- Carpenter, Maintenance	22.39
23140	- Carpet Layer	21.36
23160	- Electrician, Maintenance	28.34
23181	- Electronics Technician Maintenance I	22.32
23182	- Electronics Technician Maintenance II	23.37
23183	- Electronics Technician Maintenance III	26.65
23260	- Fabric Worker	19.92
23290	- Fire Alarm System Mechanic	21.77
23310	- Fire Extinguisher Repairer	18.75
23311	- Fuel Distribution System Mechanic	30.31
23312	- Fuel Distribution System Operator	24.83
23370	- General Maintenance Worker	18.13
23380	- Ground Support Equipment Mechanic	23.07
23381	- Ground Support Equipment Servicer	20.32
23382	- Ground Support Equipment Worker	21.27
23391	- Gunsmith I	18.75
23392	- Gunsmith II	21.12
23393	- Gunsmith III	23.07
23410	- Heating, Ventilation And Air-Conditioning Mechanic	22.36
23411	- Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	23.25
23430	- Heavy Equipment Mechanic	24.66
23440	- Heavy Equipment Operator	26.24
23460	- Instrument Mechanic	23.32
23465	- Laboratory/Shelter Mechanic	22.12
23470	- Laborer	13.29
23510	- Locksmith	21.44
23530	- Machinery Maintenance Mechanic	22.73
23550	- Machinist, Maintenance	21.77
23580	- Maintenance Trades Helper	16.49
23591	- Metrology Technician I	25.65
23592	- Metrology Technician II	26.67
23593	- Metrology Technician III	27.59
23640	- Millwright	28.82
23710	- Office Appliance Repairer	21.04
23760	- Painter, Maintenance	21.74
23790	- Pipefitter, Maintenance	26.96
23810	- Plumber, Maintenance	23.66
23820	- Pneudraulic Systems Mechanic	23.07
23850	- Rigger	23.07
23870	- Scale Mechanic	21.12
23890	- Sheet-Metal Worker, Maintenance	25.40
23910	- Small Engine Mechanic	19.82
23931	- Telecommunications Mechanic I	24.70
23932	- Telecommunications Mechanic II	25.58
23950	- Telephone Lineman	20.83
23960	- Welder, Combination, Maintenance	19.36
23965	- Well Driller	23.07
23970	- Woodcraft Worker	23.07
23980	- Woodworker	18.75
24000	- Personal Needs Occupations	
24550	- Case Manager	12.91
24570	- Child Care Attendant	12.25
24580	- Child Care Center Clerk	15.29
24610	- Chore Aide	10.07
24620	- Family Readiness And Support Services Coordinator	12.91
24630	- Homemaker	17.23
25000	- Plant And System Operations Occupations	
25010	- Boiler Tender	23.57
25040	- Sewage Plant Operator	21.73
25070	- Stationary Engineer	23.57
25190	- Ventilation Equipment Tender	18.06
25210	- Water Treatment Plant Operator	21.73
27000	- Protective Service Occupations	
27004	- Alarm Monitor	16.41
27007	- Baggage Inspector	13.04
27008	- Corrections Officer	22.60
27010	- Court Security Officer	23.11
27030	- Detection Dog Handler	17.23
27040	- Detention Officer	22.60
27070	- Firefighter	22.60
27101	- Guard I	13.04
27102	- Guard II	17.23

27131	- Police Officer I	25.03
27132	- Police Officer II	27.80
28000	- Recreation Occupations	
28041	- Carnival Equipment Operator	11.67
28042	- Carnival Equipment Repairer	12.48
28043	- Carnival Worker	9.17
28210	- Gate Attendant/Gate Tender	13.17
28310	- Lifeguard	11.34
28350	- Park Attendant (Aide)	14.74
28510	- Recreation Aide/Health Facility Attendant	10.75
28515	- Recreation Specialist	18.19
28630	- Sports Official	11.73
28690	- Swimming Pool Operator	18.62
29000	- Stevedoring/Longshoremen Occupational Services	
29010	- Blocker And Bracer	21.75
29020	- Hatch Tender	21.75
29030	- Line Handler	21.75
29041	- Stevedore I	20.52
29042	- Stevedore II	22.78
30000	- Technical Occupations	
30010	- Air Traffic Control Specialist, Center (HFO) (see 2)	39.04
30011	- Air Traffic Control Specialist, Station (HFO) (see 2)	26.92
30012	- Air Traffic Control Specialist, Terminal (HFO) (see 2)	29.64
30021	- Archeological Technician I	18.14
30022	- Archeological Technician II	18.18
30023	- Archeological Technician III	22.94
30030	- Cartographic Technician	25.34
30040	- Civil Engineering Technician	23.50
30051	- Cryogenic Technician I	28.07
30052	- Cryogenic Technician II	31.01
30061	- Drafter/CAD Operator I	18.14
30062	- Drafter/CAD Operator II	20.46
30063	- Drafter/CAD Operator III	22.81
30064	- Drafter/CAD Operator IV	28.07
30081	- Engineering Technician I	16.70
30082	- Engineering Technician II	18.75
30083	- Engineering Technician III	20.98
30084	- Engineering Technician IV	25.99
30085	- Engineering Technician V	31.78
30086	- Engineering Technician VI	38.46
30090	- Environmental Technician	23.34
30095	- Evidence Control Specialist	21.35
30210	- Laboratory Technician	22.81
30221	- Latent Fingerprint Technician I	28.07
30222	- Latent Fingerprint Technician II	31.01
30240	- Mathematical Technician	25.32
30361	- Paralegal/Legal Assistant I	18.72
30362	- Paralegal/Legal Assistant II	23.34
30363	- Paralegal/Legal Assistant III	30.33
30364	- Paralegal/Legal Assistant IV	36.70
30375	- Petroleum Supply Specialist	26.11
30390	- Photo-Optics Technician	25.34
30395	- Radiation Control Technician	26.11
30461	- Technical Writer I	27.63
30462	- Technical Writer II	31.13
30463	- Technical Writer III	33.22
30491	- Unexploded Ordnance (UXO) Technician I	24.81
30492	- Unexploded Ordnance (UXO) Technician II	30.02
30493	- Unexploded Ordnance (UXO) Technician III	35.98
30494	- Unexploded (UXO) Safety Escort	24.81
30495	- Unexploded (UXO) Sweep Personnel	24.81
30501	- Weather Forecaster I	28.07
30502	- Weather Forecaster II	34.15
30620	- Weather Observer, Combined Upper Air Or (see 2)	23.15
Surface Programs		
30621	- Weather Observer, Senior (see 2)	25.34
31000	- Transportation/Mobile Equipment Operation Occupations	
31010	- Airplane Pilot	30.02
31020	- Bus Aide	13.82
31030	- Bus Driver	18.42
31043	- Driver Courier	15.37
31260	- Parking and Lot Attendant	9.67
31290	- Shuttle Bus Driver	16.42
31310	- Taxi Driver	11.35
31361	- Truckdriver, Light	16.42
31362	- Truckdriver, Medium	19.05
31363	- Truckdriver, Heavy	23.70
31364	- Truckdriver, Tractor-Trailer	23.70
99000	- Miscellaneous Occupations	
99020	- Cabin Safety Specialist	14.63
99030	- Cashier	10.67



99050 - Desk Clerk	11.14
99095 - Embalmer	29.73
99130 - Flight Follower	24.81
99251 - Laboratory Animal Caretaker I	12.69
99252 - Laboratory Animal Caretaker II	13.56
99260 - Marketing Analyst	23.63
99310 - Mortician	33.31
99410 - Pest Controller	15.12
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	16.63
99711 - Recycling Specialist	18.60
99730 - Refuse Collector	16.74
99810 - Sales Clerk	12.24
99820 - School Crossing Guard	10.99
99830 - Survey Party Chief	22.30
99831 - Surveying Aide	12.72
99832 - Surveying Technician	19.10
99840 - Vending Machine Attendant	13.42
99841 - Vending Machine Repairer	15.39
99842 - Vending Machine Repairer Helper	13.42

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.41 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, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (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)).