

WD 15-4035 (Rev.-6) was first posted on www.wdol.gov on 01/16/2018

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

Daniel W. Simms	Division of		Wage Determination No.: 2015-4035
Director	Wage Determinations		Revision No.: 6
			Date Of Revision: 01/10/2018

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.35 for calendar year 2018 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.35 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2018. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts)

This wage determination is applicable to the following cities and towns in MIDDLESEX COUNTY: Ashby, Ayer, Billerica, Chelmsford, Dracut, Groton, Littleton, Lowell, Shirley, Tewksbury, Townsend, Tyngsborough, Westford, Harvard

**Fringe Benefits Required Follow the Occupational Listing**		
OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.53
01012 - Accounting Clerk II		18.56
01013 - Accounting Clerk III		20.76
01020 - Administrative Assistant		27.87
01035 - Court Reporter		20.86
01041 - Customer Service Representative I		14.74
01042 - Customer Service Representative II		16.58
01043 - Customer Service Representative III		18.09
01051 - Data Entry Operator I		15.64
01052 - Data Entry Operator II		16.94
01060 - Dispatcher, Motor Vehicle		19.79
01070 - Document Preparation Clerk		15.03
01090 - Duplicating Machine Operator		15.03
01111 - General Clerk I		14.66
01112 - General Clerk II		16.00
01113 - General Clerk III		18.17
01120 - Housing Referral Assistant		23.44
01141 - Messenger Courier		12.98
01191 - Order Clerk I		17.17
01192 - Order Clerk II		18.73
01261 - Personnel Assistant (Employment) I		18.34
01262 - Personnel Assistant (Employment) II		20.51
01263 - Personnel Assistant (Employment) III		22.87
01270 - Production Control Clerk		27.41
01290 - Rental Clerk		17.19
01300 - Scheduler, Maintenance		18.80
01311 - Secretary I		18.80
01312 - Secretary II		21.03

01313 - Secretary III	23.44
01320 - Service Order Dispatcher	17.49
01410 - Supply Technician	27.87
01420 - Survey Worker	19.09
01460 - Switchboard Operator/Receptionist	14.31
01531 - Travel Clerk I	13.79
01532 - Travel Clerk II	14.92
01533 - Travel Clerk III	16.08
01611 - Word Processor I	16.11
01612 - Word Processor II	18.08
01613 - Word Processor III	20.22
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	24.65
05010 - Automotive Electrician	22.66
05040 - Automotive Glass Installer	21.67
05070 - Automotive Worker	21.67
05110 - Mobile Equipment Servicer	19.63
05130 - Motor Equipment Metal Mechanic	23.65
05160 - Motor Equipment Metal Worker	21.67
05190 - Motor Vehicle Mechanic	23.65
05220 - Motor Vehicle Mechanic Helper	18.30
05250 - Motor Vehicle Upholstery Worker	20.60
05280 - Motor Vehicle Wrecker	21.67
05310 - Painter, Automotive	22.66
05340 - Radiator Repair Specialist	21.67
05370 - Tire Repairer	17.20
05400 - Transmission Repair Specialist	23.65
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.80
07041 - Cook I	14.61
07042 - Cook II	16.13
07070 - Dishwasher	10.71
07130 - Food Service Worker	12.03
07210 - Meat Cutter	20.00
07260 - Waiter/Waitress	12.62
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.51
09040 - Furniture Handler	13.14
09080 - Furniture Refinisher	18.51
09090 - Furniture Refinisher Helper	14.00
09110 - Furniture Repairer, Minor	15.75
09130 - Upholsterer	18.51
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.75
11060 - Elevator Operator	14.11
11090 - Gardener	18.71
11122 - Housekeeping Aide	16.13
11150 - Janitor	16.13
11210 - Laborer, Grounds Maintenance	15.13
11240 - Maid or Houseman	11.80
11260 - Pruner	13.72
11270 - Tractor Operator	17.62
11330 - Trail Maintenance Worker	15.13
11360 - Window Cleaner	17.78
12000 - Health Occupations	
12010 - Ambulance Driver	22.45
12011 - Breath Alcohol Technician	22.45
12012 - Certified Occupational Therapist Assistant	24.54
12015 - Certified Physical Therapist Assistant	24.86
12020 - Dental Assistant	20.21
12025 - Dental Hygienist	42.15

12030 - EKG Technician	34.09
12035 - Electroneurodiagnostic Technologist	34.09
12040 - Emergency Medical Technician	22.45
12071 - Licensed Practical Nurse I	20.77
12072 - Licensed Practical Nurse II	23.24
12073 - Licensed Practical Nurse III	25.91
12100 - Medical Assistant	17.52
12130 - Medical Laboratory Technician	21.35
12160 - Medical Record Clerk	17.53
12190 - Medical Record Technician	29.06
12195 - Medical Transcriptionist	20.77
12210 - Nuclear Medicine Technologist	42.55
12221 - Nursing Assistant I	11.45
12222 - Nursing Assistant II	13.07
12223 - Nursing Assistant III	13.83
12224 - Nursing Assistant IV	16.29
12235 - Optical Dispenser	25.03
12236 - Optical Technician	19.18
12250 - Pharmacy Technician	20.80
12280 - Phlebotomist	16.29
12305 - Radiologic Technologist	35.30
12311 - Registered Nurse I	31.18
12312 - Registered Nurse II	40.19
12313 - Registered Nurse II, Specialist	40.19
12314 - Registered Nurse III	48.63
12315 - Registered Nurse III, Anesthetist	48.63
12316 - Registered Nurse IV	58.29
12317 - Scheduler (Drug and Alcohol Testing)	24.95
12320 - Substance Abuse Treatment Counselor	18.91
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	22.17
13012 - Exhibits Specialist II	27.46
13013 - Exhibits Specialist III	33.59
13041 - Illustrator I	21.90
13042 - Illustrator II	27.12
13043 - Illustrator III	33.18
13047 - Librarian	34.75
13050 - Library Aide/Clerk	15.72
13054 - Library Information Technology Systems Administrator	28.03
13058 - Library Technician	19.49
13061 - Media Specialist I	19.37
13062 - Media Specialist II	21.67
13063 - Media Specialist III	24.16
13071 - Photographer I	17.70
13072 - Photographer II	19.80
13073 - Photographer III	24.53
13074 - Photographer IV	30.00
13075 - Photographer V	36.30
13090 - Technical Order Library Clerk	18.20
13110 - Video Teleconference Technician	21.20
14000 - Information Technology Occupations	
14041 - Computer Operator I	19.71
14042 - Computer Operator II	22.05
14043 - Computer Operator III	24.58
14044 - Computer Operator IV	27.32
14045 - Computer Operator V	30.25
14071 - Computer Programmer I	(see 1) 24.68
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		19.71
14160 - Personal Computer Support Technician		27.32
14170 - System Support Specialist		41.51
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		35.72
15020 - Aircrew Training Devices Instructor (Rated)		43.22
15030 - Air Crew Training Devices Instructor (Pilot)		51.80
15050 - Computer Based Training Specialist / Instructor		35.72
15060 - Educational Technologist		35.38
15070 - Flight Instructor (Pilot)		51.80
15080 - Graphic Artist		31.54
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		44.86
15086 - Maintenance Test Pilot, Rotary Wing		44.86
15088 - Non-Maintenance Test/Co-Pilot		44.86
15090 - Technical Instructor		27.42
15095 - Technical Instructor/Course Developer		33.54
15110 - Test Proctor		22.13
15120 - Tutor		22.13
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		12.03
16030 - Counter Attendant		12.03
16040 - Dry Cleaner		15.08
16070 - Finisher, Flatwork, Machine		12.03
16090 - Presser, Hand		12.03
16110 - Presser, Machine, Drycleaning		12.03
16130 - Presser, Machine, Shirts		12.03
16160 - Presser, Machine, Wearing Apparel, Laundry		12.03
16190 - Sewing Machine Operator		15.99
16220 - Tailor		16.69
16250 - Washer, Machine		12.63
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		23.04
19040 - Tool And Die Maker		26.82
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		17.64
21030 - Material Coordinator		27.41
21040 - Material Expediter		27.41
21050 - Material Handling Laborer		14.26
21071 - Order Filler		15.51
21080 - Production Line Worker (Food Processing)		17.64
21110 - Shipping Packer		19.19
21130 - Shipping/Receiving Clerk		19.19
21140 - Store Worker I		13.41
21150 - Stock Clerk		18.14
21210 - Tools And Parts Attendant		17.64
21410 - Warehouse Specialist		17.64
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		30.32
23019 - Aircraft Logs and Records Technician		24.60
23021 - Aircraft Mechanic I		28.25
23022 - Aircraft Mechanic II		30.32
23023 - Aircraft Mechanic III		30.61
23040 - Aircraft Mechanic Helper		21.86
23050 - Aircraft, Painter		27.07
23060 - Aircraft Servicer		24.60
23070 - Aircraft Survival Flight Equipment Technician		27.07
23080 - Aircraft Worker		25.88
23091 - Aircrew Life Support Equipment (ALSE) Mechanic		25.88

I		
23092	- Aircrew Life Support Equipment (ALSE) Mechanic	28.25
II		
23110	- Appliance Mechanic	27.07
23120	- Bicycle Repairer	17.20
23125	- Cable Splicer	30.77
23130	- Carpenter, Maintenance	28.56
23140	- Carpet Layer	26.29
23160	- Electrician, Maintenance	32.18
23181	- Electronics Technician Maintenance I	26.39
23182	- Electronics Technician Maintenance II	27.59
23183	- Electronics Technician Maintenance III	28.80
23260	- Fabric Worker	24.60
23290	- Fire Alarm System Mechanic	29.76
23310	- Fire Extinguisher Repairer	23.44
23311	- Fuel Distribution System Mechanic	29.68
23312	- Fuel Distribution System Operator	24.64
23370	- General Maintenance Worker	23.18
23380	- Ground Support Equipment Mechanic	28.25
23381	- Ground Support Equipment Servicer	24.60
23382	- Ground Support Equipment Worker	25.88
23391	- Gunsmith I	23.44
23392	- Gunsmith II	25.88
23393	- Gunsmith III	28.25
23410	- Heating, Ventilation And Air-Conditioning Mechanic	29.84
23411	- Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	31.48
23430	- Heavy Equipment Mechanic	29.24
23440	- Heavy Equipment Operator	31.78
23460	- Instrument Mechanic	28.25
23465	- Laboratory/Shelter Mechanic	27.07
23470	- Laborer	15.05
23510	- Locksmith	27.07
23530	- Machinery Maintenance Mechanic	29.66
23550	- Machinist, Maintenance	25.71
23580	- Maintenance Trades Helper	21.55
23591	- Metrology Technician I	28.25
23592	- Metrology Technician II	29.31
23593	- Metrology Technician III	30.51
23640	- Millwright	28.25
23710	- Office Appliance Repairer	24.80
23760	- Painter, Maintenance	24.24
23790	- Pipefitter, Maintenance	28.03
23810	- Plumber, Maintenance	26.86
23820	- Pneudraulic Systems Mechanic	28.25
23850	- Rigger	28.25
23870	- Scale Mechanic	25.88
23890	- Sheet-Metal Worker, Maintenance	25.56
23910	- Small Engine Mechanic	25.50
23931	- Telecommunications Mechanic I	33.63
23932	- Telecommunications Mechanic II	35.94
23950	- Telephone Lineman	34.77
23960	- Welder, Combination, Maintenance	25.30
23965	- Well Driller	28.25
23970	- Woodcraft Worker	28.25
23980	- Woodworker	23.44
24000	- Personal Needs Occupations	
24550	- Case Manager	15.78
24570	- Child Care Attendant	14.11
24580	- Child Care Center Clerk	17.60

24610 - Chore Aide	13.47
24620 - Family Readiness And Support Services Coordinator	15.78
24630 - Homemaker	19.55
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	28.25
25040 - Sewage Plant Operator	26.43
25070 - Stationary Engineer	28.25
25190 - Ventilation Equipment Tender	21.86
25210 - Water Treatment Plant Operator	26.43
27000 - Protective Service Occupations	
27004 - Alarm Monitor	21.74
27007 - Baggage Inspector	15.85
27008 - Corrections Officer	28.77
27010 - Court Security Officer	29.99
27030 - Detection Dog Handler	18.95
27040 - Detention Officer	28.77
27070 - Firefighter	26.32
27101 - Guard I	15.85
27102 - Guard II	18.95
27131 - Police Officer I	27.30
27132 - Police Officer II	30.34
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.39
28042 - Carnival Equipment Repairer	14.36
28043 - Carnival Worker	10.92
28210 - Gate Attendant/Gate Tender	16.24
28310 - Lifeguard	13.45
28350 - Park Attendant (Aide)	17.74
28510 - Recreation Aide/Health Facility Attendant	13.58
28515 - Recreation Specialist	22.62
28630 - Sports Official	14.47
28690 - Swimming Pool Operator	19.44
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	25.88
29020 - Hatch Tender	25.88
29030 - Line Handler	25.88
29041 - Stevedore I	26.29
29042 - Stevedore II	29.25
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	41.33
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	28.50
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	31.38
30021 - Archeological Technician I	21.07
30022 - Archeological Technician II	23.57
30023 - Archeological Technician III	29.20
30030 - Cartographic Technician	29.20
30040 - Civil Engineering Technician	26.54
30051 - Cryogenic Technician I	30.43
30052 - Cryogenic Technician II	33.61
30061 - Drafter/CAD Operator I	21.07
30062 - Drafter/CAD Operator II	23.57
30063 - Drafter/CAD Operator III	26.27
30064 - Drafter/CAD Operator IV	32.34
30081 - Engineering Technician I	17.29
30082 - Engineering Technician II	19.42
30083 - Engineering Technician III	21.74
30084 - Engineering Technician IV	26.93
30085 - Engineering Technician V	32.93
30086 - Engineering Technician VI	38.49
30090 - Environmental Technician	28.55

30095 - Evidence Control Specialist	27.47
30210 - Laboratory Technician	23.40
30221 - Latent Fingerprint Technician I	30.43
30222 - Latent Fingerprint Technician II	33.61
30240 - Mathematical Technician	29.20
30361 - Paralegal/Legal Assistant I	20.44
30362 - Paralegal/Legal Assistant II	25.32
30363 - Paralegal/Legal Assistant III	30.97
30364 - Paralegal/Legal Assistant IV	37.46
30375 - Petroleum Supply Specialist	33.61
30390 - Photo-Optics Technician	29.20
30395 - Radiation Control Technician	33.61
30461 - Technical Writer I	31.99
30462 - Technical Writer II	39.13
30463 - Technical Writer III	47.34
30491 - Unexploded Ordnance (UXO) Technician I	26.26
30492 - Unexploded Ordnance (UXO) Technician II	31.78
30493 - Unexploded Ordnance (UXO) Technician III	38.09
30494 - Unexploded (UXO) Safety Escort	26.26
30495 - Unexploded (UXO) Sweep Personnel	26.26
30501 - Weather Forecaster I	32.34
30502 - Weather Forecaster II	39.33
30620 - Weather Observer, Combined Upper Air Or	(see 2) 26.27
Surface Programs	
30621 - Weather Observer, Senior	(see 2) 29.20
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	31.78
31020 - Bus Aide	14.52
31030 - Bus Driver	19.27
31043 - Driver Courier	17.37
31260 - Parking and Lot Attendant	12.94
31290 - Shuttle Bus Driver	18.62
31310 - Taxi Driver	12.95
31361 - Truckdriver, Light	18.62
31362 - Truckdriver, Medium	20.57
31363 - Truckdriver, Heavy	22.99
31364 - Truckdriver, Tractor-Trailer	22.99
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.49
99030 - Cashier	11.25
99050 - Desk Clerk	13.70
99095 - Embalmer	31.93
99130 - Flight Follower	26.26
99251 - Laboratory Animal Caretaker I	14.60
99252 - Laboratory Animal Caretaker II	15.66
99260 - Marketing Analyst	33.74
99310 - Mortician	36.23
99410 - Pest Controller	18.56
99510 - Photofinishing Worker	14.38
99710 - Recycling Laborer	19.74
99711 - Recycling Specialist	23.30
99730 - Refuse Collector	17.90
99810 - Sales Clerk	13.61
99820 - School Crossing Guard	15.08
99830 - Survey Party Chief	24.28
99831 - Surveying Aide	16.06
99832 - Surveying Technician	22.08
99840 - Vending Machine Attendant	18.57
99841 - Vending Machine Repairer	21.99
99842 - Vending Machine Repairer Helper	18.57

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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\*

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 5 years, 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 15-5227 (Rev.-5) was first posted on www.wdol.gov on 01/16/2018

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

		Wage Determination No.: 2015-5227
Daniel W. Simms	Division of	Revision No.: 5
Director	Wage Determinations	Date Of Revision: 01/10/2018

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Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.35 for calendar year 2018 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.35 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2018. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts)

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State: Texas

Area: Texas Counties of Collin, Dallas, Denton, Ellis, Hunt, Kaufman, Rockwall

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.66
01012 - Accounting Clerk II		17.58
01013 - Accounting Clerk III		19.67
01020 - Administrative Assistant		28.45
01035 - Court Reporter		18.67
01041 - Customer Service Representative I		13.39
01042 - Customer Service Representative II		15.06
01043 - Customer Service Representative III		16.43
01051 - Data Entry Operator I		13.20
01052 - Data Entry Operator II		14.41
01060 - Dispatcher, Motor Vehicle		21.36
01070 - Document Preparation Clerk		15.47
01090 - Duplicating Machine Operator		15.47
01111 - General Clerk I		13.15
01112 - General Clerk II		14.34
01113 - General Clerk III		16.10
01120 - Housing Referral Assistant		21.60
01141 - Messenger Courier		14.29
01191 - Order Clerk I		16.47
01192 - Order Clerk II		17.96
01261 - Personnel Assistant (Employment) I		16.75
01262 - Personnel Assistant (Employment) II		18.73
01263 - Personnel Assistant (Employment) III		20.88
01270 - Production Control Clerk		22.89
01290 - Rental Clerk		15.30
01300 - Scheduler, Maintenance		17.32
01311 - Secretary I		17.32
01312 - Secretary II		19.38
01313 - Secretary III		21.60

01320 - Service Order Dispatcher	17.47
01410 - Supply Technician	28.45
01420 - Survey Worker	17.29
01460 - Switchboard Operator/Receptionist	13.60
01531 - Travel Clerk I	13.92
01532 - Travel Clerk II	15.00
01533 - Travel Clerk III	16.05
01611 - Word Processor I	14.27
01612 - Word Processor II	16.03
01613 - Word Processor III	17.93
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	21.52
05010 - Automotive Electrician	23.04
05040 - Automotive Glass Installer	20.93
05070 - Automotive Worker	22.02
05110 - Mobile Equipment Servicer	18.52
05130 - Motor Equipment Metal Mechanic	22.16
05160 - Motor Equipment Metal Worker	20.93
05190 - Motor Vehicle Mechanic	22.99
05220 - Motor Vehicle Mechanic Helper	17.27
05250 - Motor Vehicle Upholstery Worker	19.82
05280 - Motor Vehicle Wrecker	20.93
05310 - Painter, Automotive	24.22
05340 - Radiator Repair Specialist	20.93
05370 - Tire Repairer	12.44
05400 - Transmission Repair Specialist	22.16
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.14
07041 - Cook I	11.54
07042 - Cook II	13.26
07070 - Dishwasher	9.27
07130 - Food Service Worker	9.70
07210 - Meat Cutter	13.34
07260 - Waiter/Waitress	9.53
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	15.32
09040 - Furniture Handler	10.24
09080 - Furniture Refinisher	15.32
09090 - Furniture Refinisher Helper	12.02
09110 - Furniture Repairer, Minor	13.78
09130 - Upholsterer	16.53
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.82
11060 - Elevator Operator	10.82
11090 - Gardener	16.21
11122 - Housekeeping Aide	10.00
11150 - Janitor	10.00
11210 - Laborer, Grounds Maintenance	12.06
11240 - Maid or Houseman	9.25
11260 - Pruner	11.58
11270 - Tractor Operator	14.83
11330 - Trail Maintenance Worker	12.06
11360 - Window Cleaner	11.31
12000 - Health Occupations	
12010 - Ambulance Driver	19.21
12011 - Breath Alcohol Technician	19.80
12012 - Certified Occupational Therapist Assistant	32.66
12015 - Certified Physical Therapist Assistant	33.10
12020 - Dental Assistant	19.08
12025 - Dental Hygienist	36.35
12030 - EKG Technician	30.40

12035 - Electroneurodiagnostic Technologist	30.40
12040 - Emergency Medical Technician	19.21
12071 - Licensed Practical Nurse I	18.42
12072 - Licensed Practical Nurse II	20.60
12073 - Licensed Practical Nurse III	22.96
12100 - Medical Assistant	15.47
12130 - Medical Laboratory Technician	19.22
12160 - Medical Record Clerk	18.40
12190 - Medical Record Technician	20.58
12195 - Medical Transcriptionist	19.66
12210 - Nuclear Medicine Technologist	37.62
12221 - Nursing Assistant I	11.61
12222 - Nursing Assistant II	13.06
12223 - Nursing Assistant III	14.25
12224 - Nursing Assistant IV	16.00
12235 - Optical Dispenser	16.40
12236 - Optical Technician	14.60
12250 - Pharmacy Technician	15.72
12280 - Phlebotomist	15.04
12305 - Radiologic Technologist	28.30
12311 - Registered Nurse I	25.82
12312 - Registered Nurse II	31.58
12313 - Registered Nurse II, Specialist	31.58
12314 - Registered Nurse III	38.19
12315 - Registered Nurse III, Anesthetist	38.19
12316 - Registered Nurse IV	45.78
12317 - Scheduler (Drug and Alcohol Testing)	24.53
12320 - Substance Abuse Treatment Counselor	21.01
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	20.65
13012 - Exhibits Specialist II	25.58
13013 - Exhibits Specialist III	31.28
13041 - Illustrator I	24.95
13042 - Illustrator II	30.91
13043 - Illustrator III	36.18
13047 - Librarian	31.56
13050 - Library Aide/Clerk	14.33
13054 - Library Information Technology Systems Administrator	27.42
13058 - Library Technician	16.29
13061 - Media Specialist I	19.78
13062 - Media Specialist II	22.13
13063 - Media Specialist III	24.67
13071 - Photographer I	16.50
13072 - Photographer II	18.46
13073 - Photographer III	22.87
13074 - Photographer IV	27.97
13075 - Photographer V	33.85
13090 - Technical Order Library Clerk	16.77
13110 - Video Teleconference Technician	21.59
14000 - Information Technology Occupations	
14041 - Computer Operator I	16.25
14042 - Computer Operator II	18.18
14043 - Computer Operator III	20.78
14044 - Computer Operator IV	24.67
14045 - Computer Operator V	27.31
14071 - Computer Programmer I	(see 1)
14072 - Computer Programmer II	(see 1)
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)

14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.25
14160 - Personal Computer Support Technician		24.67
14170 - System Support Specialist		38.57
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		35.04
15020 - Aircrew Training Devices Instructor (Rated)		41.90
15030 - Air Crew Training Devices Instructor (Pilot)		46.09
15050 - Computer Based Training Specialist / Instructor		35.04
15060 - Educational Technologist		32.52
15070 - Flight Instructor (Pilot)		46.09
15080 - Graphic Artist		25.28
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		43.10
15086 - Maintenance Test Pilot, Rotary Wing		43.10
15088 - Non-Maintenance Test/Co-Pilot		43.10
15090 - Technical Instructor		26.43
15095 - Technical Instructor/Course Developer		32.34
15110 - Test Proctor		21.34
15120 - Tutor		21.34
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.93
16030 - Counter Attendant		9.93
16040 - Dry Cleaner		12.75
16070 - Finisher, Flatwork, Machine		9.93
16090 - Presser, Hand		9.93
16110 - Presser, Machine, Drycleaning		9.93
16130 - Presser, Machine, Shirts		9.93
16160 - Presser, Machine, Wearing Apparel, Laundry		9.93
16190 - Sewing Machine Operator		13.52
16220 - Tailor		14.54
16250 - Washer, Machine		10.91
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		19.18
19040 - Tool And Die Maker		22.87
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		15.02
21030 - Material Coordinator		22.89
21040 - Material Expediter		22.89
21050 - Material Handling Laborer		12.80
21071 - Order Filler		13.57
21080 - Production Line Worker (Food Processing)		15.02
21110 - Shipping Packer		13.52
21130 - Shipping/Receiving Clerk		13.52
21140 - Store Worker I		11.85
21150 - Stock Clerk		16.89
21210 - Tools And Parts Attendant		15.02
21410 - Warehouse Specialist		15.02
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		33.52
23019 - Aircraft Logs and Records Technician		25.64
23021 - Aircraft Mechanic I		31.98
23022 - Aircraft Mechanic II		33.52
23023 - Aircraft Mechanic III		35.08
23040 - Aircraft Mechanic Helper		21.68
23050 - Aircraft, Painter		28.57
23060 - Aircraft Servicer		25.64
23070 - Aircraft Survival Flight Equipment Technician		28.57
23080 - Aircraft Worker		27.11
23091 - Aircrew Life Support Equipment (ALSE) Mechanic		27.11
I		

23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	31.98
23110 - Appliance Mechanic	18.33
23120 - Bicycle Repairer	15.05
23125 - Cable Splicer	23.72
23130 - Carpenter, Maintenance	17.38
23140 - Carpet Layer	18.87
23160 - Electrician, Maintenance	20.94
23181 - Electronics Technician Maintenance I	25.82
23182 - Electronics Technician Maintenance II	27.21
23183 - Electronics Technician Maintenance III	29.34
23260 - Fabric Worker	18.35
23290 - Fire Alarm System Mechanic	20.79
23310 - Fire Extinguisher Repairer	16.95
23311 - Fuel Distribution System Mechanic	21.32
23312 - Fuel Distribution System Operator	16.71
23370 - General Maintenance Worker	17.70
23380 - Ground Support Equipment Mechanic	31.98
23381 - Ground Support Equipment Servicer	25.64
23382 - Ground Support Equipment Worker	27.11
23391 - Gunsmith I	16.95
23392 - Gunsmith II	19.48
23393 - Gunsmith III	21.63
23410 - Heating, Ventilation And Air-Conditioning Mechanic	20.94
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	21.94
23430 - Heavy Equipment Mechanic	21.68
23440 - Heavy Equipment Operator	18.40
23460 - Instrument Mechanic	24.76
23465 - Laboratory/Shelter Mechanic	20.52
23470 - Laborer	12.41
23510 - Locksmith	20.42
23530 - Machinery Maintenance Mechanic	23.14
23550 - Machinist, Maintenance	17.89
23580 - Maintenance Trades Helper	14.01
23591 - Metrology Technician I	24.76
23592 - Metrology Technician II	25.94
23593 - Metrology Technician III	27.16
23640 - Millwright	23.06
23710 - Office Appliance Repairer	18.30
23760 - Painter, Maintenance	16.85
23790 - Pipefitter, Maintenance	22.46
23810 - Plumber, Maintenance	21.38
23820 - Pneudraulic Systems Mechanic	21.63
23850 - Rigger	21.28
23870 - Scale Mechanic	19.48
23890 - Sheet-Metal Worker, Maintenance	18.28
23910 - Small Engine Mechanic	17.84
23931 - Telecommunications Mechanic I	23.56
23932 - Telecommunications Mechanic II	24.66
23950 - Telephone Lineman	23.54
23960 - Welder, Combination, Maintenance	17.91
23965 - Well Driller	21.63
23970 - Woodcraft Worker	21.63
23980 - Woodworker	16.43
24000 - Personal Needs Occupations	
24550 - Case Manager	16.32
24570 - Child Care Attendant	10.73
24580 - Child Care Center Clerk	13.39
24610 - Chore Aide	8.83



24620 - Family Readiness And Support Services Coordinator	16.32
24630 - Homemaker	17.11
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	22.92
25040 - Sewage Plant Operator	18.96
25070 - Stationary Engineer	22.92
25190 - Ventilation Equipment Tender	15.57
25210 - Water Treatment Plant Operator	18.96
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.68
27007 - Baggage Inspector	14.10
27008 - Corrections Officer	19.31
27010 - Court Security Officer	23.50
27030 - Detection Dog Handler	16.92
27040 - Detention Officer	19.99
27070 - Firefighter	24.92
27101 - Guard I	14.10
27102 - Guard II	16.92
27131 - Police Officer I	27.85
27132 - Police Officer II	30.95
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.58
28042 - Carnival Equipment Repairer	13.75
28043 - Carnival Worker	9.50
28210 - Gate Attendant/Gate Tender	14.18
28310 - Lifeguard	11.19
28350 - Park Attendant (Aide)	15.86
28510 - Recreation Aide/Health Facility Attendant	11.57
28515 - Recreation Specialist	18.53
28630 - Sports Official	12.63
28690 - Swimming Pool Operator	21.99
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.78
29020 - Hatch Tender	22.78
29030 - Line Handler	22.78
29041 - Stevedore I	20.46
29042 - Stevedore II	22.74
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	39.98
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	27.57
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	30.37
30021 - Archeological Technician I	20.07
30022 - Archeological Technician II	22.40
30023 - Archeological Technician III	27.75
30030 - Cartographic Technician	27.75
30040 - Civil Engineering Technician	23.51
30051 - Cryogenic Technician I	25.48
30052 - Cryogenic Technician II	28.14
30061 - Drafter/CAD Operator I	20.07
30062 - Drafter/CAD Operator II	22.40
30063 - Drafter/CAD Operator III	24.97
30064 - Drafter/CAD Operator IV	30.73
30081 - Engineering Technician I	17.56
30082 - Engineering Technician II	19.70
30083 - Engineering Technician III	22.03
30084 - Engineering Technician IV	27.30
30085 - Engineering Technician V	33.40
30086 - Engineering Technician VI	40.41
30090 - Environmental Technician	24.73
30095 - Evidence Control Specialist	23.00

30210 - Laboratory Technician	22.28
30221 - Latent Fingerprint Technician I	23.85
30222 - Latent Fingerprint Technician II	26.34
30240 - Mathematical Technician	27.75
30361 - Paralegal/Legal Assistant I	18.92
30362 - Paralegal/Legal Assistant II	23.44
30363 - Paralegal/Legal Assistant III	28.67
30364 - Paralegal/Legal Assistant IV	34.70
30375 - Petroleum Supply Specialist	28.14
30390 - Photo-Optics Technician	27.75
30395 - Radiation Control Technician	28.14
30461 - Technical Writer I	25.09
30462 - Technical Writer II	30.68
30463 - Technical Writer III	37.13
30491 - Unexploded Ordnance (UXO) Technician I	25.41
30492 - Unexploded Ordnance (UXO) Technician II	30.74
30493 - Unexploded Ordnance (UXO) Technician III	36.85
30494 - Unexploded (UXO) Safety Escort	25.41
30495 - Unexploded (UXO) Sweep Personnel	25.41
30501 - Weather Forecaster I	25.48
30502 - Weather Forecaster II	30.98
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2) 24.97
30621 - Weather Observer, Senior	(see 2) 25.23
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	30.74
31020 - Bus Aide	12.32
31030 - Bus Driver	18.01
31043 - Driver Courier	16.55
31260 - Parking and Lot Attendant	10.01
31290 - Shuttle Bus Driver	18.09
31310 - Taxi Driver	11.81
31361 - Truckdriver, Light	18.09
31362 - Truckdriver, Medium	19.69
31363 - Truckdriver, Heavy	21.19
31364 - Truckdriver, Tractor-Trailer	21.19
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.99
99030 - Cashier	9.76
99050 - Desk Clerk	9.80
99095 - Embalmer	22.94
99130 - Flight Follower	25.41
99251 - Laboratory Animal Caretaker I	11.48
99252 - Laboratory Animal Caretaker II	12.55
99260 - Marketing Analyst	36.10
99310 - Mortician	22.94
99410 - Pest Controller	18.98
99510 - Photofinishing Worker	14.89
99710 - Recycling Laborer	17.47
99711 - Recycling Specialist	21.49
99730 - Refuse Collector	15.46
99810 - Sales Clerk	13.65
99820 - School Crossing Guard	10.62
99830 - Survey Party Chief	26.47
99831 - Surveying Aide	15.86
99832 - Surveying Technician	20.32
99840 - Vending Machine Attendant	15.50
99841 - Vending Machine Repairer	18.73
99842 - Vending Machine Repairer Helper	15.46

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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\*

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 5 years, 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 15-5105 (Rev.-5) was first posted on www.wdol.gov on 01/16/2018

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

Daniel W. Simms	Division of		Wage Determination No.: 2015-5105
Director	Wage Determinations		Revision No.: 5
			Date Of Revision: 01/10/2018

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Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.35 for calendar year 2018 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.35 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2018. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts)

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States: Kansas, Missouri

Area: Kansas Counties of Johnson, Leavenworth, Linn, Miami, Wyandotte  
Missouri Counties of Bates, Caldwell, Cass, Clay, Clinton, Jackson, Lafayette, Platte, Ray

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.87
01012 - Accounting Clerk II		16.69
01013 - Accounting Clerk III		18.67
01020 - Administrative Assistant		24.88
01035 - Court Reporter		20.15
01041 - Customer Service Representative I		13.43
01042 - Customer Service Representative II		15.11
01043 - Customer Service Representative III		16.48
01051 - Data Entry Operator I		13.59
01052 - Data Entry Operator II		14.83
01060 - Dispatcher, Motor Vehicle		19.97
01070 - Document Preparation Clerk		14.74
01090 - Duplicating Machine Operator		14.74
01111 - General Clerk I		12.95
01112 - General Clerk II		14.22
01113 - General Clerk III		15.96
01120 - Housing Referral Assistant		20.79
01141 - Messenger Courier		12.19
01191 - Order Clerk I		15.40
01192 - Order Clerk II		17.28
01261 - Personnel Assistant (Employment) I		16.17
01262 - Personnel Assistant (Employment) II		17.97
01263 - Personnel Assistant (Employment) III		20.54
01270 - Production Control Clerk		23.07
01290 - Rental Clerk		14.97
01300 - Scheduler, Maintenance		15.96
01311 - Secretary I		15.96

01312	- Secretary II	17.90
01313	- Secretary III	20.79
01320	- Service Order Dispatcher	21.18
01410	- Supply Technician	24.88
01420	- Survey Worker	17.02
01460	- Switchboard Operator/Receptionist	13.87
01531	- Travel Clerk I	12.96
01532	- Travel Clerk II	14.00
01533	- Travel Clerk III	15.03
01611	- Word Processor I	14.48
01612	- Word Processor II	16.25
01613	- Word Processor III	18.18
05000	- Automotive Service Occupations	
05005	- Automobile Body Repairer, Fiberglass	23.30
05010	- Automotive Electrician	19.32
05040	- Automotive Glass Installer	18.59
05070	- Automotive Worker	18.59
05110	- Mobile Equipment Servicer	16.51
05130	- Motor Equipment Metal Mechanic	20.03
05160	- Motor Equipment Metal Worker	18.59
05190	- Motor Vehicle Mechanic	21.70
05220	- Motor Vehicle Mechanic Helper	15.47
05250	- Motor Vehicle Upholstery Worker	17.54
05280	- Motor Vehicle Wrecker	18.59
05310	- Painter, Automotive	19.32
05340	- Radiator Repair Specialist	18.59
05370	- Tire Repairer	15.18
05400	- Transmission Repair Specialist	20.03
07000	- Food Preparation And Service Occupations	
07010	- Baker	14.52
07041	- Cook I	11.17
07042	- Cook II	12.88
07070	- Dishwasher	9.60
07130	- Food Service Worker	10.31
07210	- Meat Cutter	17.93
07260	- Waiter/Waitress	9.27
09000	- Furniture Maintenance And Repair Occupations	
09010	- Electrostatic Spray Painter	21.23
09040	- Furniture Handler	15.75
09080	- Furniture Refinisher	21.23
09090	- Furniture Refinisher Helper	17.01
09110	- Furniture Repairer, Minor	19.27
09130	- Upholsterer	14.47
11000	- General Services And Support Occupations	
11030	- Cleaner, Vehicles	11.24
11060	- Elevator Operator	12.93
11090	- Gardener	17.13
11122	- Housekeeping Aide	12.93
11150	- Janitor	12.93
11210	- Laborer, Grounds Maintenance	13.34
11240	- Maid or Houseman	10.52
11260	- Pruner	12.93
11270	- Tractor Operator	15.75
11330	- Trail Maintenance Worker	13.34
11360	- Window Cleaner	13.33
12000	- Health Occupations	
12010	- Ambulance Driver	17.67
12011	- Breath Alcohol Technician	18.63
12012	- Certified Occupational Therapist Assistant	25.80
12015	- Certified Physical Therapist Assistant	25.83
12020	- Dental Assistant	17.35



12025 - Dental Hygienist	34.36
12030 - EKG Technician	27.13
12035 - Electroneurodiagnostic Technologist	27.13
12040 - Emergency Medical Technician	17.67
12071 - Licensed Practical Nurse I	16.65
12072 - Licensed Practical Nurse II	18.63
12073 - Licensed Practical Nurse III	20.76
12100 - Medical Assistant	15.49
12130 - Medical Laboratory Technician	17.07
12160 - Medical Record Clerk	16.39
12190 - Medical Record Technician	18.34
12195 - Medical Transcriptionist	16.05
12210 - Nuclear Medicine Technologist	34.36
12221 - Nursing Assistant I	10.55
12222 - Nursing Assistant II	11.87
12223 - Nursing Assistant III	12.95
12224 - Nursing Assistant IV	14.53
12235 - Optical Dispenser	14.13
12236 - Optical Technician	14.95
12250 - Pharmacy Technician	14.84
12280 - Phlebotomist	16.26
12305 - Radiologic Technologist	26.98
12311 - Registered Nurse I	23.68
12312 - Registered Nurse II	27.27
12313 - Registered Nurse II, Specialist	27.27
12314 - Registered Nurse III	33.15
12315 - Registered Nurse III, Anesthetist	33.15
12316 - Registered Nurse IV	39.45
12317 - Scheduler (Drug and Alcohol Testing)	23.07
12320 - Substance Abuse Treatment Counselor	15.98
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	21.13
13012 - Exhibits Specialist II	27.35
13013 - Exhibits Specialist III	32.01
13041 - Illustrator I	19.30
13042 - Illustrator II	23.90
13043 - Illustrator III	29.24
13047 - Librarian	30.95
13050 - Library Aide/Clerk	11.15
13054 - Library Information Technology Systems Administrator	23.49
13058 - Library Technician	14.93
13061 - Media Specialist I	18.34
13062 - Media Specialist II	20.53
13063 - Media Specialist III	22.88
13071 - Photographer I	17.20
13072 - Photographer II	19.24
13073 - Photographer III	23.84
13074 - Photographer IV	29.17
13075 - Photographer V	35.29
13090 - Technical Order Library Clerk	15.81
13110 - Video Teleconference Technician	18.85
14000 - Information Technology Occupations	
14041 - Computer Operator I	16.03
14042 - Computer Operator II	17.93
14043 - Computer Operator III	19.99
14044 - Computer Operator IV	23.48
14045 - Computer Operator V	24.61
14071 - Computer Programmer I	(see 1) 22.38
14072 - Computer Programmer II	(see 1) 26.04
14073 - Computer Programmer III	(see 1)

14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.03
14160 - Personal Computer Support Technician		23.48
14170 - System Support Specialist		29.37
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.00
15020 - Aircrew Training Devices Instructor (Rated)		33.88
15030 - Air Crew Training Devices Instructor (Pilot)		40.61
15050 - Computer Based Training Specialist / Instructor		28.00
15060 - Educational Technologist		29.30
15070 - Flight Instructor (Pilot)		40.61
15080 - Graphic Artist		25.30
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		40.61
15086 - Maintenance Test Pilot, Rotary Wing		40.61
15088 - Non-Maintenance Test/Co-Pilot		40.61
15090 - Technical Instructor		23.82
15095 - Technical Instructor/Course Developer		29.14
15110 - Test Proctor		19.24
15120 - Tutor		19.24
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.72
16030 - Counter Attendant		9.72
16040 - Dry Cleaner		12.51
16070 - Finisher, Flatwork, Machine		9.72
16090 - Presser, Hand		9.72
16110 - Presser, Machine, Drycleaning		9.72
16130 - Presser, Machine, Shirts		9.72
16160 - Presser, Machine, Wearing Apparel, Laundry		9.72
16190 - Sewing Machine Operator		13.44
16220 - Tailor		14.37
16250 - Washer, Machine		10.69
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		25.15
19040 - Tool And Die Maker		29.94
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		19.24
21030 - Material Coordinator		23.07
21040 - Material Expediter		23.07
21050 - Material Handling Laborer		16.19
21071 - Order Filler		13.52
21080 - Production Line Worker (Food Processing)		19.24
21110 - Shipping Packer		15.57
21130 - Shipping/Receiving Clerk		15.57
21140 - Store Worker I		14.01
21150 - Stock Clerk		19.19
21210 - Tools And Parts Attendant		19.24
21410 - Warehouse Specialist		19.24
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		27.23
23019 - Aircraft Logs and Records Technician		22.12
23021 - Aircraft Mechanic I		26.19
23022 - Aircraft Mechanic II		27.23
23023 - Aircraft Mechanic III		28.27
23040 - Aircraft Mechanic Helper		19.23
23050 - Aircraft, Painter		25.08
23060 - Aircraft Servicer		22.12
23070 - Aircraft Survival Flight Equipment Technician		25.08
23080 - Aircraft Worker		23.67

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	23.67
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	26.19
23110 - Appliance Mechanic	21.23
23120 - Bicycle Repairer	18.37
23125 - Cable Splicer	33.91
23130 - Carpenter, Maintenance	23.94
23140 - Carpet Layer	25.78
23160 - Electrician, Maintenance	30.43
23181 - Electronics Technician Maintenance I	26.08
23182 - Electronics Technician Maintenance II	28.85
23183 - Electronics Technician Maintenance III	30.13
23260 - Fabric Worker	22.01
23290 - Fire Alarm System Mechanic	22.01
23310 - Fire Extinguisher Repairer	20.44
23311 - Fuel Distribution System Mechanic	30.06
23312 - Fuel Distribution System Operator	23.57
23370 - General Maintenance Worker	20.36
23380 - Ground Support Equipment Mechanic	26.19
23381 - Ground Support Equipment Servicer	22.12
23382 - Ground Support Equipment Worker	23.67
23391 - Gunsmith I	20.44
23392 - Gunsmith II	23.56
23393 - Gunsmith III	26.07
23410 - Heating, Ventilation And Air-Conditioning Mechanic	25.08
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	26.08
23430 - Heavy Equipment Mechanic	24.02
23440 - Heavy Equipment Operator	27.83
23460 - Instrument Mechanic	24.78
23465 - Laboratory/Shelter Mechanic	24.96
23470 - Laborer	13.44
23510 - Locksmith	21.75
23530 - Machinery Maintenance Mechanic	25.42
23550 - Machinist, Maintenance	22.01
23580 - Maintenance Trades Helper	16.31
23591 - Metrology Technician I	24.78
23592 - Metrology Technician II	25.76
23593 - Metrology Technician III	26.75
23640 - Millwright	31.19
23710 - Office Appliance Repairer	21.38
23760 - Painter, Maintenance	21.23
23790 - Pipefitter, Maintenance	28.96
23810 - Plumber, Maintenance	27.73
23820 - Pneudraulic Systems Mechanic	26.07
23850 - Rigger	24.78
23870 - Scale Mechanic	23.56
23890 - Sheet-Metal Worker, Maintenance	29.58
23910 - Small Engine Mechanic	21.10
23931 - Telecommunications Mechanic I	23.21
23932 - Telecommunications Mechanic II	24.05
23950 - Telephone Lineman	24.54
23960 - Welder, Combination, Maintenance	22.01
23965 - Well Driller	23.32
23970 - Woodcraft Worker	26.07
23980 - Woodworker	20.44
24000 - Personal Needs Occupations	
24550 - Case Manager	15.51
24570 - Child Care Attendant	10.63

24580 - Child Care Center Clerk	14.51
24610 - Chore Aide	10.54
24620 - Family Readiness And Support Services Coordinator	15.51
24630 - Homemaker	16.12
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	27.68
25040 - Sewage Plant Operator	21.74
25070 - Stationary Engineer	27.68
25190 - Ventilation Equipment Tender	19.89
25210 - Water Treatment Plant Operator	21.74
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.61
27007 - Baggage Inspector	13.45
27008 - Corrections Officer	18.89
27010 - Court Security Officer	20.41
27030 - Detection Dog Handler	16.62
27040 - Detention Officer	18.89
27070 - Firefighter	21.55
27101 - Guard I	13.45
27102 - Guard II	16.62
27131 - Police Officer I	22.49
27132 - Police Officer II	24.99
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.18
28042 - Carnival Equipment Repairer	13.24
28043 - Carnival Worker	9.16
28210 - Gate Attendant/Gate Tender	15.25
28310 - Lifeguard	12.47
28350 - Park Attendant (Aide)	17.05
28510 - Recreation Aide/Health Facility Attendant	12.45
28515 - Recreation Specialist	19.68
28630 - Sports Official	13.59
28690 - Swimming Pool Operator	19.20
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	28.18
29020 - Hatch Tender	28.18
29030 - Line Handler	28.18
29041 - Stevedore I	26.16
29042 - Stevedore II	29.68
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	37.70
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	25.99
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	28.62
30021 - Archeological Technician I	18.04
30022 - Archeological Technician II	20.18
30023 - Archeological Technician III	24.76
30030 - Cartographic Technician	25.01
30040 - Civil Engineering Technician	25.17
30051 - Cryogenic Technician I	23.35
30052 - Cryogenic Technician II	25.78
30061 - Drafter/CAD Operator I	18.04
30062 - Drafter/CAD Operator II	20.18
30063 - Drafter/CAD Operator III	22.51
30064 - Drafter/CAD Operator IV	27.69
30081 - Engineering Technician I	15.54
30082 - Engineering Technician II	19.08
30083 - Engineering Technician III	21.95
30084 - Engineering Technician IV	24.41
30085 - Engineering Technician V	29.54
30086 - Engineering Technician VI	36.00

30090 - Environmental Technician	20.59
30095 - Evidence Control Specialist	21.08
30210 - Laboratory Technician	20.07
30221 - Latent Fingerprint Technician I	20.45
30222 - Latent Fingerprint Technician II	22.58
30240 - Mathematical Technician	25.01
30361 - Paralegal/Legal Assistant I	19.19
30362 - Paralegal/Legal Assistant II	23.77
30363 - Paralegal/Legal Assistant III	29.08
30364 - Paralegal/Legal Assistant IV	35.18
30375 - Petroleum Supply Specialist	25.78
30390 - Photo-Optics Technician	25.01
30395 - Radiation Control Technician	25.78
30461 - Technical Writer I	22.96
30462 - Technical Writer II	28.09
30463 - Technical Writer III	33.99
30491 - Unexploded Ordnance (UXO) Technician I	23.95
30492 - Unexploded Ordnance (UXO) Technician II	28.98
30493 - Unexploded Ordnance (UXO) Technician III	34.74
30494 - Unexploded (UXO) Safety Escort	23.95
30495 - Unexploded (UXO) Sweep Personnel	23.95
30501 - Weather Forecaster I	27.69
30502 - Weather Forecaster II	33.68
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2) 22.51
30621 - Weather Observer, Senior	(see 2) 25.01
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	28.98
31020 - Bus Aide	12.37
31030 - Bus Driver	17.28
31043 - Driver Courier	14.80
31260 - Parking and Lot Attendant	12.07
31290 - Shuttle Bus Driver	16.09
31310 - Taxi Driver	11.26
31361 - Truckdriver, Light	16.09
31362 - Truckdriver, Medium	21.15
31363 - Truckdriver, Heavy	21.54
31364 - Truckdriver, Tractor-Trailer	21.54
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.13
99030 - Cashier	10.19
99050 - Desk Clerk	9.77
99095 - Embalmer	22.92
99130 - Flight Follower	23.95
99251 - Laboratory Animal Caretaker I	11.63
99252 - Laboratory Animal Caretaker II	12.64
99260 - Marketing Analyst	29.69
99310 - Mortician	30.24
99410 - Pest Controller	17.98
99510 - Photofinishing Worker	15.44
99710 - Recycling Laborer	15.92
99711 - Recycling Specialist	19.09
99730 - Refuse Collector	14.36
99810 - Sales Clerk	12.20
99820 - School Crossing Guard	10.90
99830 - Survey Party Chief	22.96
99831 - Surveying Aide	14.28
99832 - Surveying Technician	19.55
99840 - Vending Machine Attendant	14.74
99841 - Vending Machine Repairer	18.47
99842 - Vending Machine Repairer Helper	14.74

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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\*

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

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

HOLIDAYS: A minimum of 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 15-4647 (Rev.-8) was first posted on www.wdol.gov on 01/16/2018

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

		Wage Determination No.: 2015-4647
Daniel W. Simms	Division of	Revision No.: 8
Director	Wage Determinations	Date Of Revision: 01/10/2018

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Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.35 for calendar year 2018 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.35 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2018. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts)

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State: Tennessee

Area: Tennessee Counties of Cannon, Cheatham, Davidson, Dickson, Hickman, Macon, Maury, Robertson, Rutherford, Smith, Sumner, Trousdale, Williamson, Wilson

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.05
01012 - Accounting Clerk II		16.90
01013 - Accounting Clerk III		18.91
01020 - Administrative Assistant		21.86
01035 - Court Reporter		21.73
01041 - Customer Service Representative I		12.31
01042 - Customer Service Representative II		13.84
01043 - Customer Service Representative III		15.11
01051 - Data Entry Operator I		14.09
01052 - Data Entry Operator II		15.38
01060 - Dispatcher, Motor Vehicle		17.74
01070 - Document Preparation Clerk		14.18
01090 - Duplicating Machine Operator		14.18
01111 - General Clerk I		12.84
01112 - General Clerk II		14.02
01113 - General Clerk III		15.74
01120 - Housing Referral Assistant		18.72
01141 - Messenger Courier		13.79
01191 - Order Clerk I		14.42
01192 - Order Clerk II		15.74
01261 - Personnel Assistant (Employment) I		15.51
01262 - Personnel Assistant (Employment) II		17.35
01263 - Personnel Assistant (Employment) III		19.33
01270 - Production Control Clerk		22.25
01290 - Rental Clerk		11.81
01300 - Scheduler, Maintenance		15.00
01311 - Secretary I		15.00

01312	- Secretary II	17.06
01313	- Secretary III	18.72
01320	- Service Order Dispatcher	15.40
01410	- Supply Technician	21.86
01420	- Survey Worker	14.75
01460	- Switchboard Operator/Receptionist	14.25
01531	- Travel Clerk I	11.31
01532	- Travel Clerk II	11.96
01533	- Travel Clerk III	12.76
01611	- Word Processor I	12.77
01612	- Word Processor II	15.95
01613	- Word Processor III	16.29
05000	- Automotive Service Occupations	
05005	- Automobile Body Repairer, Fiberglass	21.51
05010	- Automotive Electrician	21.82
05040	- Automotive Glass Installer	20.01
05070	- Automotive Worker	20.67
05110	- Mobile Equipment Servicer	18.13
05130	- Motor Equipment Metal Mechanic	20.78
05160	- Motor Equipment Metal Worker	20.95
05190	- Motor Vehicle Mechanic	20.78
05220	- Motor Vehicle Mechanic Helper	16.86
05250	- Motor Vehicle Upholstery Worker	18.90
05280	- Motor Vehicle Wrecker	19.99
05310	- Painter, Automotive	20.26
05340	- Radiator Repair Specialist	19.99
05370	- Tire Repairer	14.50
05400	- Transmission Repair Specialist	20.78
07000	- Food Preparation And Service Occupations	
07010	- Baker	12.40
07041	- Cook I	11.58
07042	- Cook II	13.09
07070	- Dishwasher	9.96
07130	- Food Service Worker	10.00
07210	- Meat Cutter	14.73
07260	- Waiter/Waitress	8.78
09000	- Furniture Maintenance And Repair Occupations	
09010	- Electrostatic Spray Painter	16.28
09040	- Furniture Handler	12.18
09080	- Furniture Refinisher	17.51
09090	- Furniture Refinisher Helper	13.99
09110	- Furniture Repairer, Minor	15.63
09130	- Upholsterer	16.89
11000	- General Services And Support Occupations	
11030	- Cleaner, Vehicles	11.10
11060	- Elevator Operator	11.10
11090	- Gardener	15.80
11122	- Housekeeping Aide	11.31
11150	- Janitor	11.31
11210	- Laborer, Grounds Maintenance	12.52
11240	- Maid or Houseman	10.53
11260	- Pruner	11.35
11270	- Tractor Operator	14.81
11330	- Trail Maintenance Worker	12.52
11360	- Window Cleaner	12.54
12000	- Health Occupations	
12010	- Ambulance Driver	16.73
12011	- Breath Alcohol Technician	16.73
12012	- Certified Occupational Therapist Assistant	28.83
12015	- Certified Physical Therapist Assistant	27.99
12020	- Dental Assistant	17.01

12025 - Dental Hygienist	30.76
12030 - EKG Technician	24.71
12035 - Electroneurodiagnostic Technologist	24.71
12040 - Emergency Medical Technician	16.73
12071 - Licensed Practical Nurse I	15.06
12072 - Licensed Practical Nurse II	16.85
12073 - Licensed Practical Nurse III	18.78
12100 - Medical Assistant	15.40
12130 - Medical Laboratory Technician	17.48
12160 - Medical Record Clerk	15.38
12190 - Medical Record Technician	17.20
12195 - Medical Transcriptionist	16.66
12210 - Nuclear Medicine Technologist	32.55
12221 - Nursing Assistant I	10.76
12222 - Nursing Assistant II	12.11
12223 - Nursing Assistant III	13.21
12224 - Nursing Assistant IV	14.82
12235 - Optical Dispenser	18.18
12236 - Optical Technician	14.59
12250 - Pharmacy Technician	14.31
12280 - Phlebotomist	14.44
12305 - Radiologic Technologist	24.80
12311 - Registered Nurse I	24.32
12312 - Registered Nurse II	29.75
12313 - Registered Nurse II, Specialist	29.75
12314 - Registered Nurse III	35.99
12315 - Registered Nurse III, Anesthetist	35.99
12316 - Registered Nurse IV	43.13
12317 - Scheduler (Drug and Alcohol Testing)	20.31
12320 - Substance Abuse Treatment Counselor	18.68
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	19.16
13012 - Exhibits Specialist II	23.74
13013 - Exhibits Specialist III	29.03
13041 - Illustrator I	20.73
13042 - Illustrator II	25.68
13043 - Illustrator III	31.42
13047 - Librarian	26.50
13050 - Library Aide/Clerk	13.05
13054 - Library Information Technology Systems Administrator	23.92
13058 - Library Technician	16.21
13061 - Media Specialist I	17.27
13062 - Media Specialist II	19.32
13063 - Media Specialist III	21.53
13071 - Photographer I	15.25
13072 - Photographer II	17.06
13073 - Photographer III	21.14
13074 - Photographer IV	25.86
13075 - Photographer V	31.28
13090 - Technical Order Library Clerk	16.39
13110 - Video Teleconference Technician	19.03
14000 - Information Technology Occupations	
14041 - Computer Operator I	14.54
14042 - Computer Operator II	16.27
14043 - Computer Operator III	18.13
14044 - Computer Operator IV	20.15
14045 - Computer Operator V	22.35
14071 - Computer Programmer I	(see 1) 20.90
14072 - Computer Programmer II	(see 1) 24.85
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		14.54
14160 - Personal Computer Support Technician		21.34
14170 - System Support Specialist		26.93
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.75
15020 - Aircrew Training Devices Instructor (Rated)		35.78
15030 - Air Crew Training Devices Instructor (Pilot)		42.00
15050 - Computer Based Training Specialist / Instructor		30.75
15060 - Educational Technologist		30.05
15070 - Flight Instructor (Pilot)		42.00
15080 - Graphic Artist		22.25
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		35.06
15086 - Maintenance Test Pilot, Rotary Wing		35.06
15088 - Non-Maintenance Test/Co-Pilot		35.06
15090 - Technical Instructor		21.93
15095 - Technical Instructor/Course Developer		26.83
15110 - Test Proctor		17.71
15120 - Tutor		17.71
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.88
16030 - Counter Attendant		8.88
16040 - Dry Cleaner		11.15
16070 - Finisher, Flatwork, Machine		8.88
16090 - Presser, Hand		8.88
16110 - Presser, Machine, Drycleaning		8.88
16130 - Presser, Machine, Shirts		8.88
16160 - Presser, Machine, Wearing Apparel, Laundry		8.88
16190 - Sewing Machine Operator		11.85
16220 - Tailor		12.52
16250 - Washer, Machine		9.62
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		20.36
19040 - Tool And Die Maker		24.70
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		15.25
21030 - Material Coordinator		22.25
21040 - Material Expediter		22.25
21050 - Material Handling Laborer		12.87
21071 - Order Filler		11.72
21080 - Production Line Worker (Food Processing)		15.25
21110 - Shipping Packer		14.25
21130 - Shipping/Receiving Clerk		14.25
21140 - Store Worker I		12.44
21150 - Stock Clerk		16.83
21210 - Tools And Parts Attendant		15.25
21410 - Warehouse Specialist		15.25
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		27.02
23019 - Aircraft Logs and Records Technician		22.11
23021 - Aircraft Mechanic I		25.77
23022 - Aircraft Mechanic II		27.02
23023 - Aircraft Mechanic III		28.17
23040 - Aircraft Mechanic Helper		19.54
23050 - Aircraft, Painter		27.35
23060 - Aircraft Servicer		22.11
23070 - Aircraft Survival Flight Equipment Technician		27.35
23080 - Aircraft Worker		23.55

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	23.55
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	25.77
23110 - Appliance Mechanic	17.08
23120 - Bicycle Repairer	14.22
23125 - Cable Splicer	36.30
23130 - Carpenter, Maintenance	17.80
23140 - Carpet Layer	19.99
23160 - Electrician, Maintenance	22.22
23181 - Electronics Technician Maintenance I	23.03
23182 - Electronics Technician Maintenance II	24.22
23183 - Electronics Technician Maintenance III	25.52
23260 - Fabric Worker	18.77
23290 - Fire Alarm System Mechanic	22.33
23310 - Fire Extinguisher Repairer	17.69
23311 - Fuel Distribution System Mechanic	26.47
23312 - Fuel Distribution System Operator	21.14
23370 - General Maintenance Worker	17.98
23380 - Ground Support Equipment Mechanic	25.77
23381 - Ground Support Equipment Servicer	22.11
23382 - Ground Support Equipment Worker	23.55
23391 - Gunsmith I	17.69
23392 - Gunsmith II	19.99
23393 - Gunsmith III	22.16
23410 - Heating, Ventilation And Air-Conditioning Mechanic	21.31
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	22.43
23430 - Heavy Equipment Mechanic	22.03
23440 - Heavy Equipment Operator	18.02
23460 - Instrument Mechanic	22.16
23465 - Laboratory/Shelter Mechanic	20.11
23470 - Laborer	12.46
23510 - Locksmith	18.47
23530 - Machinery Maintenance Mechanic	23.17
23550 - Machinist, Maintenance	19.54
23580 - Maintenance Trades Helper	14.13
23591 - Metrology Technician I	22.16
23592 - Metrology Technician II	23.33
23593 - Metrology Technician III	24.42
23640 - Millwright	25.95
23710 - Office Appliance Repairer	18.89
23760 - Painter, Maintenance	15.86
23790 - Pipefitter, Maintenance	22.72
23810 - Plumber, Maintenance	22.28
23820 - Pneudraulic Systems Mechanic	22.16
23850 - Rigger	20.10
23870 - Scale Mechanic	19.99
23890 - Sheet-Metal Worker, Maintenance	21.69
23910 - Small Engine Mechanic	18.15
23931 - Telecommunications Mechanic I	25.78
23932 - Telecommunications Mechanic II	27.03
23950 - Telephone Lineman	21.91
23960 - Welder, Combination, Maintenance	18.61
23965 - Well Driller	20.71
23970 - Woodcraft Worker	22.16
23980 - Woodworker	17.69
24000 - Personal Needs Occupations	
24550 - Case Manager	15.64
24570 - Child Care Attendant	10.24

24580 - Child Care Center Clerk	12.84
24610 - Chore Aide	9.32
24620 - Family Readiness And Support Services Coordinator	15.64
24630 - Homemaker	15.64
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	29.04
25040 - Sewage Plant Operator	20.14
25070 - Stationary Engineer	29.04
25190 - Ventilation Equipment Tender	20.86
25210 - Water Treatment Plant Operator	20.14
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.19
27007 - Baggage Inspector	11.98
27008 - Corrections Officer	19.20
27010 - Court Security Officer	21.41
27030 - Detection Dog Handler	15.10
27040 - Detention Officer	19.20
27070 - Firefighter	22.20
27101 - Guard I	11.98
27102 - Guard II	15.10
27131 - Police Officer I	19.93
27132 - Police Officer II	22.15
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.75
28042 - Carnival Equipment Repairer	13.49
28043 - Carnival Worker	10.06
28210 - Gate Attendant/Gate Tender	14.61
28310 - Lifeguard	11.01
28350 - Park Attendant (Aide)	16.34
28510 - Recreation Aide/Health Facility Attendant	11.93
28515 - Recreation Specialist	16.15
28630 - Sports Official	13.02
28690 - Swimming Pool Operator	17.27
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	20.29
29020 - Hatch Tender	20.29
29030 - Line Handler	20.29
29041 - Stevedore I	18.84
29042 - Stevedore II	21.34
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	37.52
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	25.87
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	28.49
30021 - Archeological Technician I	17.35
30022 - Archeological Technician II	19.70
30023 - Archeological Technician III	23.94
30030 - Cartographic Technician	24.40
30040 - Civil Engineering Technician	24.58
30051 - Cryogenic Technician I	25.52
30052 - Cryogenic Technician II	28.17
30061 - Drafter/CAD Operator I	17.35
30062 - Drafter/CAD Operator II	19.70
30063 - Drafter/CAD Operator III	21.97
30064 - Drafter/CAD Operator IV	26.34
30081 - Engineering Technician I	15.25
30082 - Engineering Technician II	16.67
30083 - Engineering Technician III	21.48
30084 - Engineering Technician IV	25.20
30085 - Engineering Technician V	30.90
30086 - Engineering Technician VI	37.37

30090 - Environmental Technician	21.50
30095 - Evidence Control Specialist	21.43
30210 - Laboratory Technician	20.99
30221 - Latent Fingerprint Technician I	24.38
30222 - Latent Fingerprint Technician II	26.92
30240 - Mathematical Technician	24.40
30361 - Paralegal/Legal Assistant I	18.66
30362 - Paralegal/Legal Assistant II	23.11
30363 - Paralegal/Legal Assistant III	25.75
30364 - Paralegal/Legal Assistant IV	31.16
30375 - Petroleum Supply Specialist	26.23
30390 - Photo-Optics Technician	24.40
30395 - Radiation Control Technician	26.23
30461 - Technical Writer I	21.18
30462 - Technical Writer II	25.91
30463 - Technical Writer III	31.35
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	25.52
30502 - Weather Forecaster II	31.03
30620 - Weather Observer, Combined Upper Air Or	(see 2) 21.97
Surface Programs	
30621 - Weather Observer, Senior	(see 2) 23.57
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	28.85
31020 - Bus Aide	12.80
31030 - Bus Driver	17.14
31043 - Driver Courier	14.25
31260 - Parking and Lot Attendant	9.33
31290 - Shuttle Bus Driver	15.20
31310 - Taxi Driver	11.50
31361 - Truckdriver, Light	15.20
31362 - Truckdriver, Medium	19.71
31363 - Truckdriver, Heavy	19.62
31364 - Truckdriver, Tractor-Trailer	19.62
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.07
99030 - Cashier	9.23
99050 - Desk Clerk	10.28
99095 - Embalmer	26.38
99130 - Flight Follower	23.85
99251 - Laboratory Animal Caretaker I	11.43
99252 - Laboratory Animal Caretaker II	12.19
99260 - Marketing Analyst	26.53
99310 - Mortician	26.38
99410 - Pest Controller	17.16
99510 - Photofinishing Worker	14.51
99710 - Recycling Laborer	13.54
99711 - Recycling Specialist	16.01
99730 - Refuse Collector	12.39
99810 - Sales Clerk	11.53
99820 - School Crossing Guard	12.22
99830 - Survey Party Chief	22.72
99831 - Surveying Aide	15.33
99832 - Surveying Technician	20.37
99840 - Vending Machine Attendant	14.49
99841 - Vending Machine Repairer	17.47
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\*

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 10 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 15-4647 (Rev.-8) was first posted on www.wdol.gov on 01/16/2018

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

		Wage Determination No.: 2015-4647
Daniel W. Simms	Division of	Revision No.: 8
Director	Wage Determinations	Date Of Revision: 01/10/2018

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Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.35 for calendar year 2018 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.35 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2018. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts)

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State: Tennessee

Area: Tennessee Counties of Cannon, Cheatham, Davidson, Dickson, Hickman, Macon, Maury, Robertson, Rutherford, Smith, Sumner, Trousdale, Williamson, Wilson

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.05
01012 - Accounting Clerk II		16.90
01013 - Accounting Clerk III		18.91
01020 - Administrative Assistant		21.86
01035 - Court Reporter		21.73
01041 - Customer Service Representative I		12.31
01042 - Customer Service Representative II		13.84
01043 - Customer Service Representative III		15.11
01051 - Data Entry Operator I		14.09
01052 - Data Entry Operator II		15.38
01060 - Dispatcher, Motor Vehicle		17.74
01070 - Document Preparation Clerk		14.18
01090 - Duplicating Machine Operator		14.18
01111 - General Clerk I		12.84
01112 - General Clerk II		14.02
01113 - General Clerk III		15.74
01120 - Housing Referral Assistant		18.72
01141 - Messenger Courier		13.79
01191 - Order Clerk I		14.42
01192 - Order Clerk II		15.74
01261 - Personnel Assistant (Employment) I		15.51
01262 - Personnel Assistant (Employment) II		17.35
01263 - Personnel Assistant (Employment) III		19.33
01270 - Production Control Clerk		22.25
01290 - Rental Clerk		11.81
01300 - Scheduler, Maintenance		15.00
01311 - Secretary I		15.00

01312 - Secretary II	17.06
01313 - Secretary III	18.72
01320 - Service Order Dispatcher	15.40
01410 - Supply Technician	21.86
01420 - Survey Worker	14.75
01460 - Switchboard Operator/Receptionist	14.25
01531 - Travel Clerk I	11.31
01532 - Travel Clerk II	11.96
01533 - Travel Clerk III	12.76
01611 - Word Processor I	12.77
01612 - Word Processor II	15.95
01613 - Word Processor III	16.29
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	21.51
05010 - Automotive Electrician	21.82
05040 - Automotive Glass Installer	20.01
05070 - Automotive Worker	20.67
05110 - Mobile Equipment Servicer	18.13
05130 - Motor Equipment Metal Mechanic	20.78
05160 - Motor Equipment Metal Worker	20.95
05190 - Motor Vehicle Mechanic	20.78
05220 - Motor Vehicle Mechanic Helper	16.86
05250 - Motor Vehicle Upholstery Worker	18.90
05280 - Motor Vehicle Wrecker	19.99
05310 - Painter, Automotive	20.26
05340 - Radiator Repair Specialist	19.99
05370 - Tire Repairer	14.50
05400 - Transmission Repair Specialist	20.78
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.40
07041 - Cook I	11.58
07042 - Cook II	13.09
07070 - Dishwasher	9.96
07130 - Food Service Worker	10.00
07210 - Meat Cutter	14.73
07260 - Waiter/Waitress	8.78
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.28
09040 - Furniture Handler	12.18
09080 - Furniture Refinisher	17.51
09090 - Furniture Refinisher Helper	13.99
09110 - Furniture Repairer, Minor	15.63
09130 - Upholsterer	16.89
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.10
11060 - Elevator Operator	11.10
11090 - Gardener	15.80
11122 - Housekeeping Aide	11.31
11150 - Janitor	11.31
11210 - Laborer, Grounds Maintenance	12.52
11240 - Maid or Houseman	10.53
11260 - Pruner	11.35
11270 - Tractor Operator	14.81
11330 - Trail Maintenance Worker	12.52
11360 - Window Cleaner	12.54
12000 - Health Occupations	
12010 - Ambulance Driver	16.73
12011 - Breath Alcohol Technician	16.73
12012 - Certified Occupational Therapist Assistant	28.83
12015 - Certified Physical Therapist Assistant	27.99
12020 - Dental Assistant	17.01

12025 - Dental Hygienist	30.76
12030 - EKG Technician	24.71
12035 - Electroneurodiagnostic Technologist	24.71
12040 - Emergency Medical Technician	16.73
12071 - Licensed Practical Nurse I	15.06
12072 - Licensed Practical Nurse II	16.85
12073 - Licensed Practical Nurse III	18.78
12100 - Medical Assistant	15.40
12130 - Medical Laboratory Technician	17.48
12160 - Medical Record Clerk	15.38
12190 - Medical Record Technician	17.20
12195 - Medical Transcriptionist	16.66
12210 - Nuclear Medicine Technologist	32.55
12221 - Nursing Assistant I	10.76
12222 - Nursing Assistant II	12.11
12223 - Nursing Assistant III	13.21
12224 - Nursing Assistant IV	14.82
12235 - Optical Dispenser	18.18
12236 - Optical Technician	14.59
12250 - Pharmacy Technician	14.31
12280 - Phlebotomist	14.44
12305 - Radiologic Technologist	24.80
12311 - Registered Nurse I	24.32
12312 - Registered Nurse II	29.75
12313 - Registered Nurse II, Specialist	29.75
12314 - Registered Nurse III	35.99
12315 - Registered Nurse III, Anesthetist	35.99
12316 - Registered Nurse IV	43.13
12317 - Scheduler (Drug and Alcohol Testing)	20.31
12320 - Substance Abuse Treatment Counselor	18.68
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	19.16
13012 - Exhibits Specialist II	23.74
13013 - Exhibits Specialist III	29.03
13041 - Illustrator I	20.73
13042 - Illustrator II	25.68
13043 - Illustrator III	31.42
13047 - Librarian	26.50
13050 - Library Aide/Clerk	13.05
13054 - Library Information Technology Systems Administrator	23.92
13058 - Library Technician	16.21
13061 - Media Specialist I	17.27
13062 - Media Specialist II	19.32
13063 - Media Specialist III	21.53
13071 - Photographer I	15.25
13072 - Photographer II	17.06
13073 - Photographer III	21.14
13074 - Photographer IV	25.86
13075 - Photographer V	31.28
13090 - Technical Order Library Clerk	16.39
13110 - Video Teleconference Technician	19.03
14000 - Information Technology Occupations	
14041 - Computer Operator I	14.54
14042 - Computer Operator II	16.27
14043 - Computer Operator III	18.13
14044 - Computer Operator IV	20.15
14045 - Computer Operator V	22.35
14071 - Computer Programmer I	(see 1) 20.90
14072 - Computer Programmer II	(see 1) 24.85
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		14.54
14160 - Personal Computer Support Technician		21.34
14170 - System Support Specialist		26.93
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.75
15020 - Aircrew Training Devices Instructor (Rated)		35.78
15030 - Air Crew Training Devices Instructor (Pilot)		42.00
15050 - Computer Based Training Specialist / Instructor		30.75
15060 - Educational Technologist		30.05
15070 - Flight Instructor (Pilot)		42.00
15080 - Graphic Artist		22.25
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		35.06
15086 - Maintenance Test Pilot, Rotary Wing		35.06
15088 - Non-Maintenance Test/Co-Pilot		35.06
15090 - Technical Instructor		21.93
15095 - Technical Instructor/Course Developer		26.83
15110 - Test Proctor		17.71
15120 - Tutor		17.71
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		8.88
16030 - Counter Attendant		8.88
16040 - Dry Cleaner		11.15
16070 - Finisher, Flatwork, Machine		8.88
16090 - Presser, Hand		8.88
16110 - Presser, Machine, Drycleaning		8.88
16130 - Presser, Machine, Shirts		8.88
16160 - Presser, Machine, Wearing Apparel, Laundry		8.88
16190 - Sewing Machine Operator		11.85
16220 - Tailor		12.52
16250 - Washer, Machine		9.62
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		20.36
19040 - Tool And Die Maker		24.70
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		15.25
21030 - Material Coordinator		22.25
21040 - Material Expediter		22.25
21050 - Material Handling Laborer		12.87
21071 - Order Filler		11.72
21080 - Production Line Worker (Food Processing)		15.25
21110 - Shipping Packer		14.25
21130 - Shipping/Receiving Clerk		14.25
21140 - Store Worker I		12.44
21150 - Stock Clerk		16.83
21210 - Tools And Parts Attendant		15.25
21410 - Warehouse Specialist		15.25
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		27.02
23019 - Aircraft Logs and Records Technician		22.11
23021 - Aircraft Mechanic I		25.77
23022 - Aircraft Mechanic II		27.02
23023 - Aircraft Mechanic III		28.17
23040 - Aircraft Mechanic Helper		19.54
23050 - Aircraft, Painter		27.35
23060 - Aircraft Servicer		22.11
23070 - Aircraft Survival Flight Equipment Technician		27.35
23080 - Aircraft Worker		23.55



23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	23.55
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	25.77
23110 - Appliance Mechanic	17.08
23120 - Bicycle Repairer	14.22
23125 - Cable Splicer	36.30
23130 - Carpenter, Maintenance	17.80
23140 - Carpet Layer	19.99
23160 - Electrician, Maintenance	22.22
23181 - Electronics Technician Maintenance I	23.03
23182 - Electronics Technician Maintenance II	24.22
23183 - Electronics Technician Maintenance III	25.52
23260 - Fabric Worker	18.77
23290 - Fire Alarm System Mechanic	22.33
23310 - Fire Extinguisher Repairer	17.69
23311 - Fuel Distribution System Mechanic	26.47
23312 - Fuel Distribution System Operator	21.14
23370 - General Maintenance Worker	17.98
23380 - Ground Support Equipment Mechanic	25.77
23381 - Ground Support Equipment Servicer	22.11
23382 - Ground Support Equipment Worker	23.55
23391 - Gunsmith I	17.69
23392 - Gunsmith II	19.99
23393 - Gunsmith III	22.16
23410 - Heating, Ventilation And Air-Conditioning Mechanic	21.31
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	22.43
23430 - Heavy Equipment Mechanic	22.03
23440 - Heavy Equipment Operator	18.02
23460 - Instrument Mechanic	22.16
23465 - Laboratory/Shelter Mechanic	20.11
23470 - Laborer	12.46
23510 - Locksmith	18.47
23530 - Machinery Maintenance Mechanic	23.17
23550 - Machinist, Maintenance	19.54
23580 - Maintenance Trades Helper	14.13
23591 - Metrology Technician I	22.16
23592 - Metrology Technician II	23.33
23593 - Metrology Technician III	24.42
23640 - Millwright	25.95
23710 - Office Appliance Repairer	18.89
23760 - Painter, Maintenance	15.86
23790 - Pipefitter, Maintenance	22.72
23810 - Plumber, Maintenance	22.28
23820 - Pneudraulic Systems Mechanic	22.16
23850 - Rigger	20.10
23870 - Scale Mechanic	19.99
23890 - Sheet-Metal Worker, Maintenance	21.69
23910 - Small Engine Mechanic	18.15
23931 - Telecommunications Mechanic I	25.78
23932 - Telecommunications Mechanic II	27.03
23950 - Telephone Lineman	21.91
23960 - Welder, Combination, Maintenance	18.61
23965 - Well Driller	20.71
23970 - Woodcraft Worker	22.16
23980 - Woodworker	17.69
24000 - Personal Needs Occupations	
24550 - Case Manager	15.64
24570 - Child Care Attendant	10.24

24580 - Child Care Center Clerk	12.84
24610 - Chore Aide	9.32
24620 - Family Readiness And Support Services Coordinator	15.64
24630 - Homemaker	15.64
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	29.04
25040 - Sewage Plant Operator	20.14
25070 - Stationary Engineer	29.04
25190 - Ventilation Equipment Tender	20.86
25210 - Water Treatment Plant Operator	20.14
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.19
27007 - Baggage Inspector	11.98
27008 - Corrections Officer	19.20
27010 - Court Security Officer	21.41
27030 - Detection Dog Handler	15.10
27040 - Detention Officer	19.20
27070 - Firefighter	22.20
27101 - Guard I	11.98
27102 - Guard II	15.10
27131 - Police Officer I	19.93
27132 - Police Officer II	22.15
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.75
28042 - Carnival Equipment Repairer	13.49
28043 - Carnival Worker	10.06
28210 - Gate Attendant/Gate Tender	14.61
28310 - Lifeguard	11.01
28350 - Park Attendant (Aide)	16.34
28510 - Recreation Aide/Health Facility Attendant	11.93
28515 - Recreation Specialist	16.15
28630 - Sports Official	13.02
28690 - Swimming Pool Operator	17.27
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	20.29
29020 - Hatch Tender	20.29
29030 - Line Handler	20.29
29041 - Stevedore I	18.84
29042 - Stevedore II	21.34
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	37.52
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	25.87
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	28.49
30021 - Archeological Technician I	17.35
30022 - Archeological Technician II	19.70
30023 - Archeological Technician III	23.94
30030 - Cartographic Technician	24.40
30040 - Civil Engineering Technician	24.58
30051 - Cryogenic Technician I	25.52
30052 - Cryogenic Technician II	28.17
30061 - Drafter/CAD Operator I	17.35
30062 - Drafter/CAD Operator II	19.70
30063 - Drafter/CAD Operator III	21.97
30064 - Drafter/CAD Operator IV	26.34
30081 - Engineering Technician I	15.25
30082 - Engineering Technician II	16.67
30083 - Engineering Technician III	21.48
30084 - Engineering Technician IV	25.20
30085 - Engineering Technician V	30.90
30086 - Engineering Technician VI	37.37

30090 - Environmental Technician	21.50
30095 - Evidence Control Specialist	21.43
30210 - Laboratory Technician	20.99
30221 - Latent Fingerprint Technician I	24.38
30222 - Latent Fingerprint Technician II	26.92
30240 - Mathematical Technician	24.40
30361 - Paralegal/Legal Assistant I	18.66
30362 - Paralegal/Legal Assistant II	23.11
30363 - Paralegal/Legal Assistant III	25.75
30364 - Paralegal/Legal Assistant IV	31.16
30375 - Petroleum Supply Specialist	26.23
30390 - Photo-Optics Technician	24.40
30395 - Radiation Control Technician	26.23
30461 - Technical Writer I	21.18
30462 - Technical Writer II	25.91
30463 - Technical Writer III	31.35
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	25.52
30502 - Weather Forecaster II	31.03
30620 - Weather Observer, Combined Upper Air Or	(see 2) 21.97
Surface Programs	
30621 - Weather Observer, Senior	(see 2) 23.57
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	28.85
31020 - Bus Aide	12.80
31030 - Bus Driver	17.14
31043 - Driver Courier	14.25
31260 - Parking and Lot Attendant	9.33
31290 - Shuttle Bus Driver	15.20
31310 - Taxi Driver	11.50
31361 - Truckdriver, Light	15.20
31362 - Truckdriver, Medium	19.71
31363 - Truckdriver, Heavy	19.62
31364 - Truckdriver, Tractor-Trailer	19.62
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.07
99030 - Cashier	9.23
99050 - Desk Clerk	10.28
99095 - Embalmer	26.38
99130 - Flight Follower	23.85
99251 - Laboratory Animal Caretaker I	11.43
99252 - Laboratory Animal Caretaker II	12.19
99260 - Marketing Analyst	26.53
99310 - Mortician	26.38
99410 - Pest Controller	17.16
99510 - Photofinishing Worker	14.51
99710 - Recycling Laborer	13.54
99711 - Recycling Specialist	16.01
99730 - Refuse Collector	12.39
99810 - Sales Clerk	11.53
99820 - School Crossing Guard	12.22
99830 - Survey Party Chief	22.72
99831 - Surveying Aide	15.33
99832 - Surveying Technician	20.37
99840 - Vending Machine Attendant	14.49
99841 - Vending Machine Repairer	17.47
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\*

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

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor, 3 weeks after 10 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 15-5105 (Rev.-5) was first posted on www.wdol.gov on 01/16/2018

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

		Wage Determination No.: 2015-5105
Daniel W. Simms	Division of	Revision No.: 5
Director	Wage Determinations	Date Of Revision: 01/10/2018

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Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.35 for calendar year 2018 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.35 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2018. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts)

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States: Kansas, Missouri

Area: Kansas Counties of Johnson, Leavenworth, Linn, Miami, Wyandotte  
Missouri Counties of Bates, Caldwell, Cass, Clay, Clinton, Jackson, Lafayette, Platte, Ray

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.87
01012 - Accounting Clerk II		16.69
01013 - Accounting Clerk III		18.67
01020 - Administrative Assistant		24.88
01035 - Court Reporter		20.15
01041 - Customer Service Representative I		13.43
01042 - Customer Service Representative II		15.11
01043 - Customer Service Representative III		16.48
01051 - Data Entry Operator I		13.59
01052 - Data Entry Operator II		14.83
01060 - Dispatcher, Motor Vehicle		19.97
01070 - Document Preparation Clerk		14.74
01090 - Duplicating Machine Operator		14.74
01111 - General Clerk I		12.95
01112 - General Clerk II		14.22
01113 - General Clerk III		15.96
01120 - Housing Referral Assistant		20.79
01141 - Messenger Courier		12.19
01191 - Order Clerk I		15.40
01192 - Order Clerk II		17.28
01261 - Personnel Assistant (Employment) I		16.17
01262 - Personnel Assistant (Employment) II		17.97
01263 - Personnel Assistant (Employment) III		20.54
01270 - Production Control Clerk		23.07
01290 - Rental Clerk		14.97
01300 - Scheduler, Maintenance		15.96
01311 - Secretary I		15.96



01312 - Secretary II	17.90
01313 - Secretary III	20.79
01320 - Service Order Dispatcher	21.18
01410 - Supply Technician	24.88
01420 - Survey Worker	17.02
01460 - Switchboard Operator/Receptionist	13.87
01531 - Travel Clerk I	12.96
01532 - Travel Clerk II	14.00
01533 - Travel Clerk III	15.03
01611 - Word Processor I	14.48
01612 - Word Processor II	16.25
01613 - Word Processor III	18.18
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	23.30
05010 - Automotive Electrician	19.32
05040 - Automotive Glass Installer	18.59
05070 - Automotive Worker	18.59
05110 - Mobile Equipment Servicer	16.51
05130 - Motor Equipment Metal Mechanic	20.03
05160 - Motor Equipment Metal Worker	18.59
05190 - Motor Vehicle Mechanic	21.70
05220 - Motor Vehicle Mechanic Helper	15.47
05250 - Motor Vehicle Upholstery Worker	17.54
05280 - Motor Vehicle Wrecker	18.59
05310 - Painter, Automotive	19.32
05340 - Radiator Repair Specialist	18.59
05370 - Tire Repairer	15.18
05400 - Transmission Repair Specialist	20.03
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.52
07041 - Cook I	11.17
07042 - Cook II	12.88
07070 - Dishwasher	9.60
07130 - Food Service Worker	10.31
07210 - Meat Cutter	17.93
07260 - Waiter/Waitress	9.27
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.23
09040 - Furniture Handler	15.75
09080 - Furniture Refinisher	21.23
09090 - Furniture Refinisher Helper	17.01
09110 - Furniture Repairer, Minor	19.27
09130 - Upholsterer	14.47
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.24
11060 - Elevator Operator	12.93
11090 - Gardener	17.13
11122 - Housekeeping Aide	12.93
11150 - Janitor	12.93
11210 - Laborer, Grounds Maintenance	13.34
11240 - Maid or Houseman	10.52
11260 - Pruner	12.93
11270 - Tractor Operator	15.75
11330 - Trail Maintenance Worker	13.34
11360 - Window Cleaner	13.33
12000 - Health Occupations	
12010 - Ambulance Driver	17.67
12011 - Breath Alcohol Technician	18.63
12012 - Certified Occupational Therapist Assistant	25.80
12015 - Certified Physical Therapist Assistant	25.83
12020 - Dental Assistant	17.35

12025 - Dental Hygienist	34.36
12030 - EKG Technician	27.13
12035 - Electroneurodiagnostic Technologist	27.13
12040 - Emergency Medical Technician	17.67
12071 - Licensed Practical Nurse I	16.65
12072 - Licensed Practical Nurse II	18.63
12073 - Licensed Practical Nurse III	20.76
12100 - Medical Assistant	15.49
12130 - Medical Laboratory Technician	17.07
12160 - Medical Record Clerk	16.39
12190 - Medical Record Technician	18.34
12195 - Medical Transcriptionist	16.05
12210 - Nuclear Medicine Technologist	34.36
12221 - Nursing Assistant I	10.55
12222 - Nursing Assistant II	11.87
12223 - Nursing Assistant III	12.95
12224 - Nursing Assistant IV	14.53
12235 - Optical Dispenser	14.13
12236 - Optical Technician	14.95
12250 - Pharmacy Technician	14.84
12280 - Phlebotomist	16.26
12305 - Radiologic Technologist	26.98
12311 - Registered Nurse I	23.68
12312 - Registered Nurse II	27.27
12313 - Registered Nurse II, Specialist	27.27
12314 - Registered Nurse III	33.15
12315 - Registered Nurse III, Anesthetist	33.15
12316 - Registered Nurse IV	39.45
12317 - Scheduler (Drug and Alcohol Testing)	23.07
12320 - Substance Abuse Treatment Counselor	15.98
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	21.13
13012 - Exhibits Specialist II	27.35
13013 - Exhibits Specialist III	32.01
13041 - Illustrator I	19.30
13042 - Illustrator II	23.90
13043 - Illustrator III	29.24
13047 - Librarian	30.95
13050 - Library Aide/Clerk	11.15
13054 - Library Information Technology Systems Administrator	23.49
13058 - Library Technician	14.93
13061 - Media Specialist I	18.34
13062 - Media Specialist II	20.53
13063 - Media Specialist III	22.88
13071 - Photographer I	17.20
13072 - Photographer II	19.24
13073 - Photographer III	23.84
13074 - Photographer IV	29.17
13075 - Photographer V	35.29
13090 - Technical Order Library Clerk	15.81
13110 - Video Teleconference Technician	18.85
14000 - Information Technology Occupations	
14041 - Computer Operator I	16.03
14042 - Computer Operator II	17.93
14043 - Computer Operator III	19.99
14044 - Computer Operator IV	23.48
14045 - Computer Operator V	24.61
14071 - Computer Programmer I	(see 1) 22.38
14072 - Computer Programmer II	(see 1) 26.04
14073 - Computer Programmer III	(see 1)

14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.03
14160 - Personal Computer Support Technician		23.48
14170 - System Support Specialist		29.37
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		28.00
15020 - Aircrew Training Devices Instructor (Rated)		33.88
15030 - Air Crew Training Devices Instructor (Pilot)		40.61
15050 - Computer Based Training Specialist / Instructor		28.00
15060 - Educational Technologist		29.30
15070 - Flight Instructor (Pilot)		40.61
15080 - Graphic Artist		25.30
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		40.61
15086 - Maintenance Test Pilot, Rotary Wing		40.61
15088 - Non-Maintenance Test/Co-Pilot		40.61
15090 - Technical Instructor		23.82
15095 - Technical Instructor/Course Developer		29.14
15110 - Test Proctor		19.24
15120 - Tutor		19.24
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.72
16030 - Counter Attendant		9.72
16040 - Dry Cleaner		12.51
16070 - Finisher, Flatwork, Machine		9.72
16090 - Presser, Hand		9.72
16110 - Presser, Machine, Drycleaning		9.72
16130 - Presser, Machine, Shirts		9.72
16160 - Presser, Machine, Wearing Apparel, Laundry		9.72
16190 - Sewing Machine Operator		13.44
16220 - Tailor		14.37
16250 - Washer, Machine		10.69
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		25.15
19040 - Tool And Die Maker		29.94
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		19.24
21030 - Material Coordinator		23.07
21040 - Material Expediter		23.07
21050 - Material Handling Laborer		16.19
21071 - Order Filler		13.52
21080 - Production Line Worker (Food Processing)		19.24
21110 - Shipping Packer		15.57
21130 - Shipping/Receiving Clerk		15.57
21140 - Store Worker I		14.01
21150 - Stock Clerk		19.19
21210 - Tools And Parts Attendant		19.24
21410 - Warehouse Specialist		19.24
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		27.23
23019 - Aircraft Logs and Records Technician		22.12
23021 - Aircraft Mechanic I		26.19
23022 - Aircraft Mechanic II		27.23
23023 - Aircraft Mechanic III		28.27
23040 - Aircraft Mechanic Helper		19.23
23050 - Aircraft, Painter		25.08
23060 - Aircraft Servicer		22.12
23070 - Aircraft Survival Flight Equipment Technician		25.08
23080 - Aircraft Worker		23.67

23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	23.67
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	26.19
23110 - Appliance Mechanic	21.23
23120 - Bicycle Repairer	18.37
23125 - Cable Splicer	33.91
23130 - Carpenter, Maintenance	23.94
23140 - Carpet Layer	25.78
23160 - Electrician, Maintenance	30.43
23181 - Electronics Technician Maintenance I	26.08
23182 - Electronics Technician Maintenance II	28.85
23183 - Electronics Technician Maintenance III	30.13
23260 - Fabric Worker	22.01
23290 - Fire Alarm System Mechanic	22.01
23310 - Fire Extinguisher Repairer	20.44
23311 - Fuel Distribution System Mechanic	30.06
23312 - Fuel Distribution System Operator	23.57
23370 - General Maintenance Worker	20.36
23380 - Ground Support Equipment Mechanic	26.19
23381 - Ground Support Equipment Servicer	22.12
23382 - Ground Support Equipment Worker	23.67
23391 - Gunsmith I	20.44
23392 - Gunsmith II	23.56
23393 - Gunsmith III	26.07
23410 - Heating, Ventilation And Air-Conditioning Mechanic	25.08
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	26.08
23430 - Heavy Equipment Mechanic	24.02
23440 - Heavy Equipment Operator	27.83
23460 - Instrument Mechanic	24.78
23465 - Laboratory/Shelter Mechanic	24.96
23470 - Laborer	13.44
23510 - Locksmith	21.75
23530 - Machinery Maintenance Mechanic	25.42
23550 - Machinist, Maintenance	22.01
23580 - Maintenance Trades Helper	16.31
23591 - Metrology Technician I	24.78
23592 - Metrology Technician II	25.76
23593 - Metrology Technician III	26.75
23640 - Millwright	31.19
23710 - Office Appliance Repairer	21.38
23760 - Painter, Maintenance	21.23
23790 - Pipefitter, Maintenance	28.96
23810 - Plumber, Maintenance	27.73
23820 - Pneudraulic Systems Mechanic	26.07
23850 - Rigger	24.78
23870 - Scale Mechanic	23.56
23890 - Sheet-Metal Worker, Maintenance	29.58
23910 - Small Engine Mechanic	21.10
23931 - Telecommunications Mechanic I	23.21
23932 - Telecommunications Mechanic II	24.05
23950 - Telephone Lineman	24.54
23960 - Welder, Combination, Maintenance	22.01
23965 - Well Driller	23.32
23970 - Woodcraft Worker	26.07
23980 - Woodworker	20.44
24000 - Personal Needs Occupations	
24550 - Case Manager	15.51
24570 - Child Care Attendant	10.63

24580 - Child Care Center Clerk	14.51
24610 - Chore Aide	10.54
24620 - Family Readiness And Support Services Coordinator	15.51
24630 - Homemaker	16.12
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	27.68
25040 - Sewage Plant Operator	21.74
25070 - Stationary Engineer	27.68
25190 - Ventilation Equipment Tender	19.89
25210 - Water Treatment Plant Operator	21.74
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.61
27007 - Baggage Inspector	13.45
27008 - Corrections Officer	18.89
27010 - Court Security Officer	20.41
27030 - Detection Dog Handler	16.62
27040 - Detention Officer	18.89
27070 - Firefighter	21.55
27101 - Guard I	13.45
27102 - Guard II	16.62
27131 - Police Officer I	22.49
27132 - Police Officer II	24.99
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.18
28042 - Carnival Equipment Repairer	13.24
28043 - Carnival Worker	9.16
28210 - Gate Attendant/Gate Tender	15.25
28310 - Lifeguard	12.47
28350 - Park Attendant (Aide)	17.05
28510 - Recreation Aide/Health Facility Attendant	12.45
28515 - Recreation Specialist	19.68
28630 - Sports Official	13.59
28690 - Swimming Pool Operator	19.20
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	28.18
29020 - Hatch Tender	28.18
29030 - Line Handler	28.18
29041 - Stevedore I	26.16
29042 - Stevedore II	29.68
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	37.70
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	25.99
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	28.62
30021 - Archeological Technician I	18.04
30022 - Archeological Technician II	20.18
30023 - Archeological Technician III	24.76
30030 - Cartographic Technician	25.01
30040 - Civil Engineering Technician	25.17
30051 - Cryogenic Technician I	23.35
30052 - Cryogenic Technician II	25.78
30061 - Drafter/CAD Operator I	18.04
30062 - Drafter/CAD Operator II	20.18
30063 - Drafter/CAD Operator III	22.51
30064 - Drafter/CAD Operator IV	27.69
30081 - Engineering Technician I	15.54
30082 - Engineering Technician II	19.08
30083 - Engineering Technician III	21.95
30084 - Engineering Technician IV	24.41
30085 - Engineering Technician V	29.54
30086 - Engineering Technician VI	36.00

30090 - Environmental Technician	20.59
30095 - Evidence Control Specialist	21.08
30210 - Laboratory Technician	20.07
30221 - Latent Fingerprint Technician I	20.45
30222 - Latent Fingerprint Technician II	22.58
30240 - Mathematical Technician	25.01
30361 - Paralegal/Legal Assistant I	19.19
30362 - Paralegal/Legal Assistant II	23.77
30363 - Paralegal/Legal Assistant III	29.08
30364 - Paralegal/Legal Assistant IV	35.18
30375 - Petroleum Supply Specialist	25.78
30390 - Photo-Optics Technician	25.01
30395 - Radiation Control Technician	25.78
30461 - Technical Writer I	22.96
30462 - Technical Writer II	28.09
30463 - Technical Writer III	33.99
30491 - Unexploded Ordnance (UXO) Technician I	23.95
30492 - Unexploded Ordnance (UXO) Technician II	28.98
30493 - Unexploded Ordnance (UXO) Technician III	34.74
30494 - Unexploded (UXO) Safety Escort	23.95
30495 - Unexploded (UXO) Sweep Personnel	23.95
30501 - Weather Forecaster I	27.69
30502 - Weather Forecaster II	33.68
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2) 22.51
30621 - Weather Observer, Senior	(see 2) 25.01
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	28.98
31020 - Bus Aide	12.37
31030 - Bus Driver	17.28
31043 - Driver Courier	14.80
31260 - Parking and Lot Attendant	12.07
31290 - Shuttle Bus Driver	16.09
31310 - Taxi Driver	11.26
31361 - Truckdriver, Light	16.09
31362 - Truckdriver, Medium	21.15
31363 - Truckdriver, Heavy	21.54
31364 - Truckdriver, Tractor-Trailer	21.54
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.13
99030 - Cashier	10.19
99050 - Desk Clerk	9.77
99095 - Embalmer	22.92
99130 - Flight Follower	23.95
99251 - Laboratory Animal Caretaker I	11.63
99252 - Laboratory Animal Caretaker II	12.64
99260 - Marketing Analyst	29.69
99310 - Mortician	30.24
99410 - Pest Controller	17.98
99510 - Photofinishing Worker	15.44
99710 - Recycling Laborer	15.92
99711 - Recycling Specialist	19.09
99730 - Refuse Collector	14.36
99810 - Sales Clerk	12.20
99820 - School Crossing Guard	10.90
99830 - Survey Party Chief	22.96
99831 - Surveying Aide	14.28
99832 - Surveying Technician	19.55
99840 - Vending Machine Attendant	14.74
99841 - Vending Machine Repairer	18.47
99842 - Vending Machine Repairer Helper	14.74

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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\*

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

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

HOLIDAYS: A minimum of 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 15-5473 (Rev.-5) was first posted on www.wdol.gov on 01/16/2018

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

Daniel W. Simms	Division of	Wage Determination No.: 2015-5473
Director	Wage Determinations	Revision No.: 5
		Date Of Revision: 01/10/2018

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Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.35 for calendar year 2018 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.35 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2018. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts)

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State: Arizona

Area: Arizona County of Pima

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.75
01012 - Accounting Clerk II		15.43
01013 - Accounting Clerk III		17.26
01020 - Administrative Assistant		23.58
01035 - Court Reporter		21.75
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		12.58
01052 - Data Entry Operator II		13.74
01060 - Dispatcher, Motor Vehicle		17.31
01070 - Document Preparation Clerk		15.04
01090 - Duplicating Machine Operator		15.04
01111 - General Clerk I		12.46
01112 - General Clerk II		13.60
01113 - General Clerk III		15.26
01120 - Housing Referral Assistant		19.18
01141 - Messenger Courier		10.90
01191 - Order Clerk I		13.94
01192 - Order Clerk II		15.22
01261 - Personnel Assistant (Employment) I		15.47
01262 - Personnel Assistant (Employment) II		17.31
01263 - Personnel Assistant (Employment) III		19.29
01270 - Production Control Clerk		22.56
01290 - Rental Clerk		13.06
01300 - Scheduler, Maintenance		15.38
01311 - Secretary I		15.38
01312 - Secretary II		17.21
01313 - Secretary III		19.18

01320 - Service Order Dispatcher	15.15
01410 - Supply Technician	23.58
01420 - Survey Worker	12.73
01460 - Switchboard Operator/Receptionist	13.16
01531 - Travel Clerk I	12.42
01532 - Travel Clerk II	13.02
01533 - Travel Clerk III	13.68
01611 - Word Processor I	13.13
01612 - Word Processor II	15.62
01613 - Word Processor III	17.50
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	20.79
05010 - Automotive Electrician	19.27
05040 - Automotive Glass Installer	17.40
05070 - Automotive Worker	17.40
05110 - Mobile Equipment Servicer	15.55
05130 - Motor Equipment Metal Mechanic	19.27
05160 - Motor Equipment Metal Worker	17.40
05190 - Motor Vehicle Mechanic	19.27
05220 - Motor Vehicle Mechanic Helper	14.46
05250 - Motor Vehicle Upholstery Worker	16.51
05280 - Motor Vehicle Wrecker	17.40
05310 - Painter, Automotive	18.34
05340 - Radiator Repair Specialist	17.40
05370 - Tire Repairer	13.08
05400 - Transmission Repair Specialist	19.27
07000 - Food Preparation And Service Occupations	
07010 - Baker	13.11
07041 - Cook I	12.01
07042 - Cook II	13.52
07070 - Dishwasher	9.15
07130 - Food Service Worker	10.82
07210 - Meat Cutter	17.88
07260 - Waiter/Waitress	9.33
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	17.58
09040 - Furniture Handler	11.77
09080 - Furniture Refinisher	17.58
09090 - Furniture Refinisher Helper	13.86
09110 - Furniture Repairer, Minor	15.81
09130 - Upholsterer	17.58
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.89
11060 - Elevator Operator	10.66
11090 - Gardener	14.68
11122 - Housekeeping Aide	10.66
11150 - Janitor	10.66
11210 - Laborer, Grounds Maintenance	11.75
11240 - Maid or Houseman	9.37
11260 - Pruner	10.79
11270 - Tractor Operator	13.69
11330 - Trail Maintenance Worker	11.75
11360 - Window Cleaner	11.61
12000 - Health Occupations	
12010 - Ambulance Driver	20.72
12011 - Breath Alcohol Technician	20.72
12012 - Certified Occupational Therapist Assistant	26.36
12015 - Certified Physical Therapist Assistant	23.01
12020 - Dental Assistant	16.74
12025 - Dental Hygienist	41.14
12030 - EKG Technician	28.58

12035 - Electroneurodiagnostic Technologist	28.58
12040 - Emergency Medical Technician	20.72
12071 - Licensed Practical Nurse I	18.86
12072 - Licensed Practical Nurse II	21.10
12073 - Licensed Practical Nurse III	23.51
12100 - Medical Assistant	14.09
12130 - Medical Laboratory Technician	18.87
12160 - Medical Record Clerk	15.05
12190 - Medical Record Technician	17.69
12195 - Medical Transcriptionist	18.60
12210 - Nuclear Medicine Technologist	40.37
12221 - Nursing Assistant I	10.98
12222 - Nursing Assistant II	12.34
12223 - Nursing Assistant III	13.47
12224 - Nursing Assistant IV	15.12
12235 - Optical Dispenser	17.25
12236 - Optical Technician	18.86
12250 - Pharmacy Technician	16.30
12280 - Phlebotomist	15.48
12305 - Radiologic Technologist	27.20
12311 - Registered Nurse I	25.04
12312 - Registered Nurse II	30.63
12313 - Registered Nurse II, Specialist	30.63
12314 - Registered Nurse III	37.06
12315 - Registered Nurse III, Anesthetist	37.06
12316 - Registered Nurse IV	44.41
12317 - Scheduler (Drug and Alcohol Testing)	25.97
12320 - Substance Abuse Treatment Counselor	16.34
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	17.70
13012 - Exhibits Specialist II	21.76
13013 - Exhibits Specialist III	26.61
13041 - Illustrator I	18.56
13042 - Illustrator II	21.76
13043 - Illustrator III	26.61
13047 - Librarian	24.09
13050 - Library Aide/Clerk	12.42
13054 - Library Information Technology Systems Administrator	21.76
13058 - Library Technician	18.14
13061 - Media Specialist I	15.70
13062 - Media Specialist II	17.56
13063 - Media Specialist III	19.57
13071 - Photographer I	14.80
13072 - Photographer II	18.32
13073 - Photographer III	20.51
13074 - Photographer IV	25.09
13075 - Photographer V	30.35
13090 - Technical Order Library Clerk	15.51
13110 - Video Teleconference Technician	16.98
14000 - Information Technology Occupations	
14041 - Computer Operator I	15.46
14042 - Computer Operator II	17.29
14043 - Computer Operator III	19.29
14044 - Computer Operator IV	21.43
14045 - Computer Operator V	23.73
14071 - Computer Programmer I	(see 1) 20.44
14072 - Computer Programmer II	(see 1) 25.31
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1) 27.28

14102	- Computer Systems Analyst II	(see 1)	
14103	- Computer Systems Analyst III	(see 1)	
14150	- Peripheral Equipment Operator		15.46
14160	- Personal Computer Support Technician		21.43
14170	- System Support Specialist		25.10
15000	- Instructional Occupations		
15010	- Aircrew Training Devices Instructor (Non-Rated)		27.28
15020	- Aircrew Training Devices Instructor (Rated)		33.00
15030	- Air Crew Training Devices Instructor (Pilot)		39.55
15050	- Computer Based Training Specialist / Instructor		27.28
15060	- Educational Technologist		23.22
15070	- Flight Instructor (Pilot)		39.55
15080	- Graphic Artist		21.20
15085	- Maintenance Test Pilot, Fixed, Jet/Prop		35.74
15086	- Maintenance Test Pilot, Rotary Wing		35.74
15088	- Non-Maintenance Test/Co-Pilot		35.74
15090	- Technical Instructor		19.71
15095	- Technical Instructor/Course Developer		24.11
15110	- Test Proctor		15.92
15120	- Tutor		15.92
16000	- Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010	- Assembler		10.55
16030	- Counter Attendant		10.55
16040	- Dry Cleaner		12.50
16070	- Finisher, Flatwork, Machine		10.55
16090	- Presser, Hand		10.55
16110	- Presser, Machine, Drycleaning		10.55
16130	- Presser, Machine, Shirts		10.55
16160	- Presser, Machine, Wearing Apparel, Laundry		10.55
16190	- Sewing Machine Operator		13.02
16220	- Tailor		13.54
16250	- Washer, Machine		11.21
19000	- Machine Tool Operation And Repair Occupations		
19010	- Machine-Tool Operator (Tool Room)		20.28
19040	- Tool And Die Maker		24.77
21000	- Materials Handling And Packing Occupations		
21020	- Forklift Operator		17.01
21030	- Material Coordinator		22.56
21040	- Material Expediter		22.56
21050	- Material Handling Laborer		11.68
21071	- Order Filler		11.76
21080	- Production Line Worker (Food Processing)		17.01
21110	- Shipping Packer		14.65
21130	- Shipping/Receiving Clerk		14.65
21140	- Store Worker I		13.62
21150	- Stock Clerk		17.64
21210	- Tools And Parts Attendant		17.01
21410	- Warehouse Specialist		17.01
23000	- Mechanics And Maintenance And Repair Occupations		
23010	- Aerospace Structural Welder		28.43
23019	- Aircraft Logs and Records Technician		22.91
23021	- Aircraft Mechanic I		27.01
23022	- Aircraft Mechanic II		28.43
23023	- Aircraft Mechanic III		29.83
23040	- Aircraft Mechanic Helper		20.11
23050	- Aircraft, Painter		25.58
23060	- Aircraft Servicer		22.91
23070	- Aircraft Survival Flight Equipment Technician		25.58
23080	- Aircraft Worker		24.27
23091	- Aircrew Life Support Equipment (ALSE) Mechanic		24.27

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23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	27.01
23110 - Appliance Mechanic	21.47
23120 - Bicycle Repairer	15.47
23125 - Cable Splicer	28.32
23130 - Carpenter, Maintenance	18.32
23140 - Carpet Layer	16.69
23160 - Electrician, Maintenance	20.54
23181 - Electronics Technician Maintenance I	26.57
23182 - Electronics Technician Maintenance II	28.48
23183 - Electronics Technician Maintenance III	30.07
23260 - Fabric Worker	18.43
23290 - Fire Alarm System Mechanic	17.31
23310 - Fire Extinguisher Repairer	17.34
23311 - Fuel Distribution System Mechanic	24.06
23312 - Fuel Distribution System Operator	19.20
23370 - General Maintenance Worker	16.69
23380 - Ground Support Equipment Mechanic	27.01
23381 - Ground Support Equipment Servicer	22.91
23382 - Ground Support Equipment Worker	24.27
23391 - Gunsmith I	17.34
23392 - Gunsmith II	19.52
23393 - Gunsmith III	21.73
23410 - Heating, Ventilation And Air-Conditioning Mechanic	22.22
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	23.39
23430 - Heavy Equipment Mechanic	24.40
23440 - Heavy Equipment Operator	19.69
23460 - Instrument Mechanic	21.73
23465 - Laboratory/Shelter Mechanic	20.58
23470 - Laborer	11.68
23510 - Locksmith	19.31
23530 - Machinery Maintenance Mechanic	23.06
23550 - Machinist, Maintenance	19.40
23580 - Maintenance Trades Helper	14.29
23591 - Metrology Technician I	21.73
23592 - Metrology Technician II	22.87
23593 - Metrology Technician III	24.00
23640 - Millwright	21.73
23710 - Office Appliance Repairer	19.65
23760 - Painter, Maintenance	17.58
23790 - Pipefitter, Maintenance	21.15
23810 - Plumber, Maintenance	20.03
23820 - Pneudraulic Systems Mechanic	21.73
23850 - Rigger	21.73
23870 - Scale Mechanic	19.52
23890 - Sheet-Metal Worker, Maintenance	21.41
23910 - Small Engine Mechanic	18.24
23931 - Telecommunications Mechanic I	27.34
23932 - Telecommunications Mechanic II	30.54
23950 - Telephone Lineman	24.55
23960 - Welder, Combination, Maintenance	18.55
23965 - Well Driller	20.85
23970 - Woodcraft Worker	21.73
23980 - Woodworker	17.34
24000 - Personal Needs Occupations	
24550 - Case Manager	15.35
24570 - Child Care Attendant	9.55
24580 - Child Care Center Clerk	11.91
24610 - Chore Aide	12.06

24620 - Family Readiness And Support Services Coordinator	15.35
24630 - Homemaker	15.55
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.66
25040 - Sewage Plant Operator	21.20
25070 - Stationary Engineer	23.66
25190 - Ventilation Equipment Tender	17.20
25210 - Water Treatment Plant Operator	21.20
27000 - Protective Service Occupations	
27004 - Alarm Monitor	18.93
27007 - Baggage Inspector	10.92
27008 - Corrections Officer	20.11
27010 - Court Security Officer	22.42
27030 - Detection Dog Handler	12.53
27040 - Detention Officer	20.11
27070 - Firefighter	20.11
27101 - Guard I	10.92
27102 - Guard II	12.53
27131 - Police Officer I	24.73
27132 - Police Officer II	29.60
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	11.50
28042 - Carnival Equipment Repairer	12.34
28043 - Carnival Worker	9.27
28210 - Gate Attendant/Gate Tender	15.40
28310 - Lifeguard	13.72
28350 - Park Attendant (Aide)	17.23
28510 - Recreation Aide/Health Facility Attendant	13.08
28515 - Recreation Specialist	15.71
28630 - Sports Official	13.72
28690 - Swimming Pool Operator	16.28
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	19.52
29020 - Hatch Tender	19.52
29030 - Line Handler	19.52
29041 - Stevedore I	18.43
29042 - Stevedore II	21.60
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	37.72
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	26.01
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	28.64
30021 - Archeological Technician I	17.28
30022 - Archeological Technician II	19.33
30023 - Archeological Technician III	23.96
30030 - Cartographic Technician	23.96
30040 - Civil Engineering Technician	25.13
30051 - Cryogenic Technician I	23.88
30052 - Cryogenic Technician II	26.39
30061 - Drafter/CAD Operator I	17.28
30062 - Drafter/CAD Operator II	19.33
30063 - Drafter/CAD Operator III	21.56
30064 - Drafter/CAD Operator IV	26.52
30081 - Engineering Technician I	14.98
30082 - Engineering Technician II	16.21
30083 - Engineering Technician III	18.81
30084 - Engineering Technician IV	21.77
30085 - Engineering Technician V	26.63
30086 - Engineering Technician VI	32.22
30090 - Environmental Technician	21.80
30095 - Evidence Control Specialist	21.57



30210 - Laboratory Technician	20.21
30221 - Latent Fingerprint Technician I	22.64
30222 - Latent Fingerprint Technician II	25.01
30240 - Mathematical Technician	23.96
30361 - Paralegal/Legal Assistant I	21.49
30362 - Paralegal/Legal Assistant II	26.65
30363 - Paralegal/Legal Assistant III	28.53
30364 - Paralegal/Legal Assistant IV	34.52
30375 - Petroleum Supply Specialist	26.39
30390 - Photo-Optics Technician	23.96
30395 - Radiation Control Technician	26.39
30461 - Technical Writer I	21.90
30462 - Technical Writer II	26.79
30463 - Technical Writer III	32.41
30491 - Unexploded Ordnance (UXO) Technician I	23.97
30492 - Unexploded Ordnance (UXO) Technician II	29.00
30493 - Unexploded Ordnance (UXO) Technician III	34.76
30494 - Unexploded (UXO) Safety Escort	23.97
30495 - Unexploded (UXO) Sweep Personnel	23.97
30501 - Weather Forecaster I	26.52
30502 - Weather Forecaster II	32.26
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2) 21.56
30621 - Weather Observer, Senior	(see 2) 23.96
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	29.00
31020 - Bus Aide	14.25
31030 - Bus Driver	18.92
31043 - Driver Courier	13.85
31260 - Parking and Lot Attendant	12.41
31290 - Shuttle Bus Driver	14.85
31310 - Taxi Driver	11.40
31361 - Truckdriver, Light	14.85
31362 - Truckdriver, Medium	16.77
31363 - Truckdriver, Heavy	19.49
31364 - Truckdriver, Tractor-Trailer	19.49
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.14
99030 - Cashier	9.81
99050 - Desk Clerk	9.71
99095 - Embalmer	25.32
99130 - Flight Follower	23.97
99251 - Laboratory Animal Caretaker I	11.69
99252 - Laboratory Animal Caretaker II	12.53
99260 - Marketing Analyst	25.05
99310 - Mortician	25.32
99410 - Pest Controller	16.62
99510 - Photofinishing Worker	12.47
99710 - Recycling Laborer	16.80
99711 - Recycling Specialist	19.59
99730 - Refuse Collector	15.41
99810 - Sales Clerk	12.63
99820 - School Crossing Guard	9.07
99830 - Survey Party Chief	28.41
99831 - Surveying Aide	16.07
99832 - Surveying Technician	19.94
99840 - Vending Machine Attendant	12.59
99841 - Vending Machine Repairer	15.19
99842 - Vending Machine Repairer Helper	12.59

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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\*

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

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