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

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

Daniel W. Simms
Director

Division of Wage Determinations

Wage Determination No.: 2015-5101
Revision No.: 29
Date Of Last Revision: 5/13/2026

State: Missouri

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

**Fringe Benefits Required Follow the Occupational Listing**

| OCCUPATION CODE - TITLE | FOOTNOTE | RATE |
|---|---|---|
| 01000 - Administrative Support And Clerical Occupations | | |
| 01011 - Accounting Clerk I | | 16.46 |
| 01012 - Accounting Clerk II | | 18.47 |
| 01013 - Accounting Clerk III | | 20.66 |
| 01020 - Administrative Assistant | | 25.23 |
| 01035 - Court Reporter | | 19.38 |
| 01041 - Customer Service Representative I | | 15.66 |
| 01042 - Customer Service Representative II | | 17.09 |
| 01043 - Customer Service Representative III | | 19.18 |
| 01051 - Data Entry Operator I | | 15.61 |
| 01052 - Data Entry Operator II | | 17.03 |
| 01060 - Dispatcher, Motor Vehicle | | 23.14 |
| 01070 - Document Preparation Clerk | | 15.44 |
| 01090 - Duplicating Machine Operator | | 15.44 |
| 01111 - General Clerk I | | 16.19 |
| 01112 - General Clerk II | | 17.67 |
| 01113 - General Clerk III | | 19.83 |
| 01120 - Housing Referral Assistant | | 21.60 |
| 01141 - Messenger Courier | | 17.93 |
| 01191 - Order Clerk I | | 16.84 |
| 01192 - Order Clerk II | | 18.37 |
| 01261 - Personnel Assistant (Employment) I | | 18.43 |
| 01262 - Personnel Assistant (Employment) II | | 20.62 |
| 01263 - Personnel Assistant (Employment) III | | 22.98 |
| 01270 - Production Control Clerk | | 23.86 |
| 01290 - Rental Clerk | | 15.64 |
| 01300 - Scheduler, Maintenance | | 17.33 |
| 01311 - Secretary I | | 17.33 |
| 01312 - Secretary II | | 19.38 |
| 01313 - Secretary III | | 21.60 |
| 01320 - Service Order Dispatcher | | 20.69 |
| 01410 - Supply Technician | | 25.23 |
| 01420 - Survey Worker | | 17.23 |
| 01460 - Switchboard Operator/Receptionist | | 15.18 |
| 01531 - Travel Clerk I | | 15.44 |
| 01532 - Travel Clerk II | | 17.33 |
| 01533 - Travel Clerk III | | 19.38 |
| 01611 - Word Processor I | | 15.44 |
| 01612 - Word Processor II | | 17.33 |
| 01613 - Word Processor III | | 19.38 |
| 05000 - Automotive Service Occupations | | |
| 05005 - Automobile Body Repairer, Fiberglass | | 24.46 |
| 05010 - Automotive Electrician | | 19.34 |
| 05040 - Automotive Glass Installer | | 18.28 |
| 05070 - Automotive Worker | | 18.28 |
| 05110 - Mobile Equipment Servicer | | 15.78 |
| 05130 - Motor Equipment Metal Mechanic | | 20.36 |
| 05160 - Motor Equipment Metal Worker | | 18.28 |
| 05190 - Motor Vehicle Mechanic | | 20.36 |
| 05220 - Motor Vehicle Mechanic Helper | | 14.44 |
| 05250 - Motor Vehicle Upholstery Worker | | 17.04 |
| 05280 - Motor Vehicle Wrecker | | 18.28 |
| 05310 - Painter, Automotive | | 19.34 |
| 05340 - Radiator Repair Specialist | | 18.28 |
| 05370 - Tire Repairer | | 17.20 |
| 05400 - Transmission Repair Specialist | | 20.36 |

07000 - Food Preparation And Service Occupations
07010 - Baker 14.59
07041 - Cook I 13.71
07042 - Cook II 15.88
07070 - Dishwasher 13.47
07130 - Food Service Worker 13.61
07210 - Meat Cutter 18.44
07260 - Waiter/Waitress 12.46

09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 20.85
09040 - Furniture Handler 11.57
09080 - Furniture Refinisher 18.95
09090 - Furniture Refinisher Helper 14.25
09110 - Furniture Repairer, Minor 16.70
09130 - Upholsterer 19.26

11000 - General Services And Support Occupations
11030 - Cleaner, Vehicles 14.03
11060 - Elevator Operator 14.45
11090 - Gardener 23.21
11122 - Housekeeping Aide 14.45
11150 - Janitor 14.45
11210 - Laborer, Grounds Maintenance 17.30
11240 - Maid or Houseman 13.81
11260 - Pruner 15.36
11270 - Tractor Operator 21.24
11330 - Trail Maintenance Worker 17.30
11360 - Window Cleaner 16.27

12000 - Health Occupations
12010 - Ambulance Driver 17.67
12011 - Breath Alcohol Technician 23.90
12012 - Certified Occupational Therapist Assistant 30.08
12015 - Certified Physical Therapist Assistant 28.90
12020 - Dental Assistant 18.60
12025 - Dental Hygienist 39.25
12030 - EKG Technician 36.22
12035 - Electroneurodiagnostic Technologist 36.22
12040 - Emergency Medical Technician 17.67
12071 - Licensed Practical Nurse I 21.36
12072 - Licensed Practical Nurse II 23.90
12073 - Licensed Practical Nurse III 26.65
12100 - Medical Assistant 17.51
12130 - Medical Laboratory Technician 27.80
12160 - Medical Record Clerk 19.24
12190 - Medical Record Technician 21.52
12195 - Medical Transcriptionist 18.73
12210 - Nuclear Medicine Technologist 52.53
12221 - Nursing Assistant I 13.95
12222 - Nursing Assistant II 15.70
12223 - Nursing Assistant III 17.13
12224 - Nursing Assistant IV 19.23
12235 - Optical Dispenser 17.26
12236 - Optical Technician 21.36
12250 - Pharmacy Technician 17.38
12280 - Phlebotomist 18.48
12305 - Radiologic Technologist 29.73
12311 - Registered Nurse I 29.61
12312 - Registered Nurse II 36.20
12313 - Registered Nurse II, Specialist 36.20
12314 - Registered Nurse III 43.80
12315 - Registered Nurse III, Anesthetist 43.80
12316 - Registered Nurse IV 52.51
12317 - Scheduler (Drug and Alcohol Testing) 29.61
12320 - Substance Abuse Treatment Counselor 22.00

13000 - Information And Arts Occupations
13011 - Exhibits Specialist I 18.13
13012 - Exhibits Specialist II 22.20
13013 - Exhibits Specialist III 24.88
13041 - Illustrator I 18.13
13042 - Illustrator II 22.20
13043 - Illustrator III 24.88
13047 - Librarian 22.52
13050 - Library Aide/Clerk 13.11
13054 - Library Information Technology Systems Administrator 20.34
13058 - Library Technician 17.20
13061 - Media Specialist I 14.67
13062 - Media Specialist II 16.41
13063 - Media Specialist III 18.30
13071 - Photographer I 14.67
13072 - Photographer II 16.87
13073 - Photographer III 21.03
13074 - Photographer IV 25.72
13075 - Photographer V 31.12
13090 - Technical Order Library Clerk 16.46
13110 - Video Teleconference Technician 14.92

14000 - Information Technology Occupations
14041 - Computer Operator I 15.51
14042 - Computer Operator II 17.35
14043 - Computer Operator III 19.33
14044 - Computer Operator IV 21.49
14045 - Computer Operator V 23.80
14071 - Computer Programmer I (see 1) 21.95

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|---|---|---|
| 14072 - Computer Programmer II | (see 1) | |
| 14073 - Computer Programmer III | (see 1) | |
| 14074 - Computer Programmer IV | (see 1) | |
| 14101 - Computer Systems Analyst I | (see 1) | |
| 14102 - Computer Systems Analyst II | (see 1) | |
| 14103 - Computer Systems Analyst III | (see 1) | |
| 14150 - Peripheral Equipment Operator | | 15.51 |
| 14160 - Personal Computer Support Technician | | 21.49 |
| 14170 - System Support Specialist | | 25.17 |
| | | |
| 15000 - Instructional Occupations | | |
| 15010 - Aircrew Training Devices Instructor (Non-Rated) | | 35.11 |
| 15020 - Aircrew Training Devices Instructor (Rated) | | 42.48 |
| 15030 - Air Crew Training Devices Instructor (Pilot) | | 50.93 |
| 15050 - Computer Based Training Specialist / Instructor | | 35.11 |
| 15060 - Educational Technologist | | 28.32 |
| 15070 - Flight Instructor (Pilot) | | 50.93 |
| 15080 - Graphic Artist | | 20.17 |
| 15085 - Maintenance Test Pilot, Fixed, Jet/Prop | | 50.93 |
| 15086 - Maintenance Test Pilot, Rotary Wing | | 50.93 |
| 15088 - Non-Maintenance Test/Co-Pilot | | 50.93 |
| 15090 - Technical Instructor | | 19.82 |
| 15095 - Technical Instructor/Course Developer | | 24.24 |
| 15110 - Test Proctor | | 16.01 |
| 15120 - Tutor | | 16.01 |
| | | |
| 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations | | |
| 16010 - Assembler | | 15.04 |
| 16030 - Counter Attendant | | 15.04 |
| 16040 - Dry Cleaner | | 17.20 |
| 16070 - Finisher, Flatwork, Machine | | 15.04 |
| 16090 - Presser, Hand | | 15.04 |
| 16110 - Presser, Machine, Drycleaning | | 15.04 |
| 16130 - Presser, Machine, Shirts | | 15.04 |
| 16160 - Presser, Machine, Wearing Apparel, Laundry | | 15.04 |
| 16190 - Sewing Machine Operator | | 17.92 |
| 16220 - Tailor | | 18.64 |
| 16250 - Washer, Machine | | 15.76 |
| | | |
| 19000 - Machine Tool Operation And Repair Occupations | | |
| 19010 - Machine-Tool Operator (Tool Room) | | 23.48 |
| 19040 - Tool And Die Maker | | 28.22 |
| | | |
| 21000 - Materials Handling And Packing Occupations | | |
| 21020 - Forklift Operator | | 18.78 |
| 21030 - Material Coordinator | | 23.86 |
| 21040 - Material Expediter | | 23.86 |
| 21050 - Material Handling Laborer | | 17.19 |
| 21071 - Order Filler | | 16.65 |
| 21080 - Production Line Worker (Food Processing) | | 18.78 |
| 21110 - Shipping Packer | | 18.15 |
| 21130 - Shipping/Receiving Clerk | | 18.15 |
| 21140 - Store Worker I | | 14.98 |
| 21150 - Stock Clerk | | 20.60 |
| 21210 - Tools And Parts Attendant | | 18.78 |
| 21410 - Warehouse Specialist | | 18.78 |
| | | |
| 23000 - Mechanics And Maintenance And Repair Occupations | | |
| 23010 - Aerospace Structural Welder | | 37.96 |
| 23019 - Aircraft Logs and Records Technician | | 30.33 |
| 23021 - Aircraft Mechanic I | | 36.25 |
| 23022 - Aircraft Mechanic II | | 37.96 |
| 23023 - Aircraft Mechanic III | | 39.73 |
| 23040 - Aircraft Mechanic Helper | | 25.70 |
| 23050 - Aircraft, Painter | | 34.44 |
| 23060 - Aircraft Servicer | | 30.33 |
| 23070 - Aircraft Survival Flight Equipment Technician | | 34.44 |
| 23080 - Aircraft Worker | | 32.53 |
| 23091 - Aircrew Life Support Equipment (ALSE) Mechanic I | | 32.53 |
| 23092 - Aircrew Life Support Equipment (ALSE) Mechanic II | | 36.25 |
| 23110 - Appliance Mechanic | | 26.70 |
| 23120 - Bicycle Repairer | | 21.79 |
| 23125 - Cable Splicer | | 45.43 |
| 23130 - Carpenter, Maintenance | | 23.33 |
| 23140 - Carpet Layer | | 25.23 |
| 23160 - Electrician, Maintenance | | 29.03 |
| 23181 - Electronics Technician Maintenance I | | 24.43 |
| 23182 - Electronics Technician Maintenance II | | 25.85 |
| 23183 - Electronics Technician Maintenance III | | 27.22 |
| 23260 - Fabric Worker | | 23.52 |
| 23290 - Fire Alarm System Mechanic | | 27.22 |
| 23310 - Fire Extinguisher Repairer | | 21.79 |
| 23311 - Fuel Distribution System Mechanic | | 28.11 |
| 23312 - Fuel Distribution System Operator | | 21.79 |
| 23370 - General Maintenance Worker | | 21.28 |
| 23380 - Ground Support Equipment Mechanic | | 36.25 |
| 23381 - Ground Support Equipment Servicer | | 30.33 |
| 23382 - Ground Support Equipment Worker | | 32.53 |
| 23391 - Gunsmith I | | 21.79 |
| 23392 - Gunsmith II | | 25.23 |
| 23393 - Gunsmith III | | 28.11 |
| 23410 - Heating, Ventilation And Air-Conditioning | | |

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|---|---|---|
| Mechanic | | 25.22 |
| 23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility) | | 26.43 |
| 23430 - Heavy Equipment Mechanic | | 29.22 |
| 23440 - Heavy Equipment Operator | | 27.22 |
| 23460 - Instrument Mechanic | | 28.11 |
| 23465 - Laboratory/Shelter Mechanic | | 26.70 |
| 23470 - Laborer | | 17.19 |
| 23510 - Locksmith | | 26.70 |
| 23530 - Machinery Maintenance Mechanic | | 27.68 |
| 23550 - Machinist, Maintenance | | 22.81 |
| 23580 - Maintenance Trades Helper | | 19.94 |
| 23591 - Metrology Technician I | | 28.11 |
| 23592 - Metrology Technician II | | 29.45 |
| 23593 - Metrology Technician III | | 30.82 |
| 23640 - Millwright | | 28.11 |
| 23710 - Office Appliance Repairer | | 26.70 |
| 23760 - Painter, Maintenance | | 22.68 |
| 23790 - Pipefitter, Maintenance | | 28.66 |
| 23810 - Plumber, Maintenance | | 27.21 |
| 23820 - Pneudraulic Systems Mechanic | | 28.11 |
| 23850 - Rigger | | 28.11 |
| 23870 - Scale Mechanic | | 25.23 |
| 23890 - Sheet-Metal Worker, Maintenance | | 24.44 |
| 23910 - Small Engine Mechanic | | 23.68 |
| 23931 - Telecommunications Mechanic I | | 32.11 |
| 23932 - Telecommunications Mechanic II | | 33.64 |
| 23950 - Telephone Lineman | | 32.63 |
| 23960 - Welder, Combination, Maintenance | | 22.45 |
| 23965 - Well Driller | | 23.69 |
| 23970 - Woodcraft Worker | | 28.11 |
| 23980 - Woodworker | | 21.79 |
| | | |
| 24000 - Personal Needs Occupations | | |
| 24550 - Case Manager | | 17.57 |
| 24570 - Child Care Attendant | | 13.43 |
| 24580 - Child Care Center Clerk | | 16.74 |
| 24610 - Chore Aide | | 14.13 |
| 24620 - Family Readiness And Support Services Coordinator | | 17.57 |
| 24630 - Homemaker | | 17.57 |
| | | |
| 25000 - Plant And System Operations Occupations | | |
| 25010 - Boiler Tender | | 24.04 |
| 25040 - Sewage Plant Operator | | 21.77 |
| 25070 - Stationary Engineer | | 24.04 |
| 25190 - Ventilation Equipment Tender | | 17.04 |
| 25210 - Water Treatment Plant Operator | | 21.77 |
| | | |
| 27000 - Protective Service Occupations | | |
| 27004 - Alarm Monitor | | 16.85 |
| 27007 - Baggage Inspector | | 17.01 |
| 27008 - Corrections Officer | | 19.86 |
| 27010 - Court Security Officer | | 19.31 |
| 27030 - Detection Dog Handler | | 20.12 |
| 27040 - Detention Officer | | 19.86 |
| 27070 - Firefighter | | 19.63 |
| 27101 - Guard I | | 17.01 |
| 27102 - Guard II | | 20.12 |
| 27131 - Police Officer I | | 21.56 |
| 27132 - Police Officer II | | 23.96 |
| | | |
| 28000 - Recreation Occupations | | |
| 28041 - Carnival Equipment Operator | | 17.81 |
| 28042 - Carnival Equipment Repairer | | 19.46 |
| 28043 - Carnival Worker | | 12.88 |
| 28210 - Gate Attendant/Gate Tender | | 17.58 |
| 28310 - Lifeguard | | 13.01 |
| 28350 - Park Attendant (Aide) | | 19.66 |
| 28510 - Recreation Aide/Health Facility Attendant | | 14.35 |
| 28515 - Recreation Specialist | | 24.35 |
| 28630 - Sports Official | | 15.66 |
| 28690 - Swimming Pool Operator | | 22.54 |
| | | |
| 29000 - Stevedoring/Longshoremen Occupational Services | | |
| 29010 - Blocker And Bracer | | 31.86 |
| 29020 - Hatch Tender | | 31.86 |
| 29030 - Line Handler | | 31.86 |
| 29041 - Stevedore I | | 29.70 |
| 29042 - Stevedore II | | 33.71 |
| | | |
| 30000 - Technical Occupations | | |
| 30010 - Air Traffic Control Specialist, Center (HFO) | (see 2) | 47.24 |
| 30011 - Air Traffic Control Specialist, Station (HFO) | (see 2) | 32.58 |
| 30012 - Air Traffic Control Specialist, Terminal (HFO) | (see 2) | 35.88 |
| 30021 - Archeological Technician I | | 20.03 |
| 30022 - Archeological Technician II | | 22.41 |
| 30023 - Archeological Technician III | | 27.76 |
| 30030 - Cartographic Technician | | 27.76 |
| 30040 - Civil Engineering Technician | | 27.76 |
| 30051 - Cryogenic Technician I | | 30.75 |
| 30052 - Cryogenic Technician II | | 33.97 |
| 30061 - Drafter/CAD Operator I | | 20.03 |
| 30062 - Drafter/CAD Operator II | | 22.41 |
| 30063 - Drafter/CAD Operator III | | 24.98 |

| | | |
|---|---|---|
| 30064 - Drafter/CAD Operator IV | | 30.75 |
| 30081 - Engineering Technician I | | 17.85 |
| 30082 - Engineering Technician II | | 20.03 |
| 30083 - Engineering Technician III | | 22.53 |
| 30084 - Engineering Technician IV | | 27.90 |
| 30085 - Engineering Technician V | | 34.12 |
| 30086 - Engineering Technician VI | | 41.29 |
| 30090 - Environmental Technician | | 27.76 |
| 30095 - Evidence Control Specialist | | 27.76 |
| 30210 - Laboratory Technician | | 24.98 |
| 30221 - Latent Fingerprint Technician I | | 30.75 |
| 30222 - Latent Fingerprint Technician II | | 33.97 |
| 30240 - Mathematical Technician | | 27.76 |
| 30361 - Paralegal/Legal Assistant I | | 19.20 |
| 30362 - Paralegal/Legal Assistant II | | 23.80 |
| 30363 - Paralegal/Legal Assistant III | | 29.10 |
| 30364 - Paralegal/Legal Assistant IV | | 35.20 |
| 30375 - Petroleum Supply Specialist | | 33.97 |
| 30390 - Photo-Optics Technician | | 27.76 |
| 30395 - Radiation Control Technician | | 33.97 |
| 30461 - Technical Writer I | | 27.76 |
| 30462 - Technical Writer II | | 33.97 |
| 30463 - Technical Writer III | | 41.09 |
| 30491 - Unexploded Ordnance (UXO) Technician I | | 30.02 |
| 30492 - Unexploded Ordnance (UXO) Technician II | | 36.33 |
| 30493 - Unexploded Ordnance (UXO) Technician III | | 43.54 |
| 30494 - Unexploded (UXO) Safety Escort | | 30.02 |
| 30495 - Unexploded (UXO) Sweep Personnel | | 30.02 |
| 30501 - Weather Forecaster I | | 30.75 |
| 30502 - Weather Forecaster II | | 37.40 |
| 30620 - Weather Observer, Combined Upper Air Or Surface Programs | (see 2) | 24.98 |
| 30621 - Weather Observer, Senior | (see 2) | 27.76 |
| | | |
| 31000 - Transportation/Mobile Equipment Operation Occupations | | |
| 31010 - Airplane Pilot | | 36.33 |
| 31020 - Bus Aide | | 12.72 |
| 31030 - Bus Driver | | 18.18 |
| 31043 - Driver Courier | | 17.74 |
| 31260 - Parking and Lot Attendant | | 12.83 |
| 31290 - Shuttle Bus Driver | | 16.95 |
| 31310 - Taxi Driver | | 11.51 |
| 31361 - Truckdriver, Light | | 19.39 |
| 31362 - Truckdriver, Medium | | 20.93 |
| 31363 - Truckdriver, Heavy | | 23.30 |
| 31364 - Truckdriver, Tractor-Trailer | | 23.30 |
| | | |
| 99000 - Miscellaneous Occupations | | |
| 99020 - Cabin Safety Specialist | | 17.71 |
| 99030 - Cashier | | 13.13 |
| 99050 - Desk Clerk | | 13.63 |
| 99095 - Embalmer | | 23.13 |
| 99130 - Flight Follower | | 30.02 |
| 99251 - Laboratory Animal Caretaker I | | 14.80 |
| 99252 - Laboratory Animal Caretaker II | | 16.17 |
| 99260 - Marketing Analyst | | 27.88 |
| 99310 - Mortician | | 23.13 |
| 99410 - Pest Controller | | 18.73 |
| 99510 - Photofinishing Worker | | 15.78 |
| 99710 - Recycling Laborer | | 20.17 |
| 99711 - Recycling Specialist | | 24.77 |
| 99730 - Refuse Collector | | 17.91 |
| 99810 - Sales Clerk | | 14.46 |
| 99820 - School Crossing Guard | | 16.43 |
| 99830 - Survey Party Chief | | 24.51 |
| 99831 - Surveying Aide | | 14.19 |
| 99832 - Surveying Technician | | 23.47 |
| 99840 - Vending Machine Attendant | | 15.74 |
| 99841 - Vending Machine Repairer | | 19.92 |
| 99842 - Vending Machine Repairer Helper | | 16.06 |

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.

Note: Executive Order 13658 generally applies to contracts subject to the Service Contract Act that were awarded on or between January 1, 2015 and January 29, 2022, and that have not been renewed or extended on or after January 30, 2022. If a contract is subject to Executive Order 13658, the contractor must pay all covered workers at least $13.65 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the cor
Additional information on contractor requirements and worker protections under Executive Order 13658 is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $5.55 per hour, up to 40 hours per week, or $222.00 per week or $962.00 per month

HEALTH & WELFARE EO 13706: $5.09 per hour, up to 40 hours per week, or $203.60 per week, or $882.27 per month*

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

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

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

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least $27.63 per hour (or at least $684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract.

Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that 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).

Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or

local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

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

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

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