

"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  
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|  
| Wage Determination No.: 2015-5102  
Daniel W. Simms Division of | Revision No.: 9  
Director Wage Determinations | Date Of Last Revision: 05/09/2019

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Note: Under Executive Order (EO) 13658 an hourly minimum wage of \$10.60 for  
calendar year 2019 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 \$10.60 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 2019. 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: Missouri

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

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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	
13.56	
01012 - Accounting Clerk II	
15.22	
01013 - Accounting Clerk III	
17.03	
01020 - Administrative Assistant	
23.25	
01035 - Court Reporter	
15.30	
01041 - Customer Service Representative I	
10.32	
01042 - Customer Service Representative II	
11.60	
01043 - Customer Service Representative III	
12.66	
01051 - Data Entry Operator I	
13.54	
01052 - Data Entry Operator II	
14.78	
01060 - Dispatcher Motor Vehicle	
17.39	
01070 - Document Preparation Clerk	
12.18	
01090 - Duplicating Machine Operator	
12.18	
01111 - General Clerk I	
12.18	

01112 - General Clerk II  
13.30  
01113 - General Clerk III  
14.92  
01120 - Housing Referral Assistant  
17.05  
01141 - Messenger Courier  
13.53  
01191 - Order Clerk I  
12.63  
01192 - Order Clerk II  
13.78  
01261 - Personnel Assistant (Employment) I  
15.33  
01262 - Personnel Assistant (Employment) II  
17.15  
01263 - Personnel Assistant (Employment) III  
19.61  
01270 - Production Control Clerk  
22.06  
01290 - Rental Clerk  
12.62  
01300 - Scheduler Maintenance  
13.67  
01311 - Secretary I  
13.67  
01312 - Secretary II  
15.30  
01313 - Secretary III  
17.05  
01320 - Service Order Dispatcher  
15.55  
01410 - Supply Technician  
23.25  
01420 - Survey Worker  
13.59  
01460 - Switchboard Operator/Receptionist

11.10

01531 - Travel Clerk I

12.98

01532 - Travel Clerk II

13.82

01533 - Travel Clerk III

14.88

01611 - Word Processor I

12.96

01612 - Word Processor II

14.54

01613 - Word Processor III

16.27

05000 - Automotive Service Occupations

05005 - Automobile Body Repairer Fiberglass

24.45

05010 - Automotive Electrician

16.87

05040 - Automotive Glass Installer

15.76

05070 - Automotive Worker

15.76

05110 - Mobile Equipment Servicer

14.19

05130 - Motor Equipment Metal Mechanic

17.31

05160 - Motor Equipment Metal Worker

15.76

05190 - Motor Vehicle Mechanic

17.31

05220 - Motor Vehicle Mechanic Helper

13.33

05250 - Motor Vehicle Upholstery Worker

15.36

05280 - Motor Vehicle Wrecker

15.76

05310 - Painter Automotive

16.62

05340 - Radiator Repair Specialist

15.76

05370 - Tire Repairer

13.27

05400 - Transmission Repair Specialist

17.31

07000 - Food Preparation And Service Occupations

07010 - Baker

12.02

07041 - Cook I

9.42

07042 - Cook II

10.92

07070 - Dishwasher

8.99

07130 - Food Service Worker

9.32

07210 - Meat Cutter

15.48

07260 - Waiter/Waitress

9.09

09000 - Furniture Maintenance And Repair Occupations

09010 - Electrostatic Spray Painter

16.31

09040 - Furniture Handler

10.52

09080 - Furniture Refinisher

16.31

09090 - Furniture Refinisher Helper

12.95

09110 - Furniture Repairer Minor

14.36

09130 - Upholsterer

16.31

11000 - General Services And Support Occupations

11030 - Cleaner Vehicles

11.21  
11060 - Elevator Operator

11.90  
11090 - Gardener

16.20  
11122 - Housekeeping Aide

11.24  
11150 - Janitor

11.24  
11210 - Laborer Grounds Maintenance

12.36  
11240 - Maid or Houseman

9.09  
11260 - Pruner

11.41  
11270 - Tractor Operator

15.05  
11330 - Trail Maintenance Worker

12.36  
11360 - Window Cleaner

12.67  
12000 - Health Occupations  
12010 - Ambulance Driver

16.46  
12011 - Breath Alcohol Technician

17.53  
12012 - Certified Occupational Therapist Assistant

27.34  
12015 - Certified Physical Therapist Assistant

26.18  
12020 - Dental Assistant

17.30  
12025 - Dental Hygienist

31.62  
12030 - EKG Technician

25.74  
12035 - Electroneurodiagnostic Technologist

25.74  
12040 - Emergency Medical Technician

16.46  
12071 - Licensed Practical Nurse I

15.67  
12072 - Licensed Practical Nurse II

17.53  
12073 - Licensed Practical Nurse III

19.54  
12100 - Medical Assistant

13.53  
12130 - Medical Laboratory Technician

19.32  
12160 - Medical Record Clerk

15.00  
12190 - Medical Record Technician

16.78  
12195 - Medical Transcriptionist

13.73  
12210 - Nuclear Medicine Technologist

38.52  
12221 - Nursing Assistant I

10.67  
12222 - Nursing Assistant II

12.00  
12223 - Nursing Assistant III

13.10  
12224 - Nursing Assistant IV

14.70  
12235 - Optical Dispenser

14.81  
12236 - Optical Technician

15.67  
12250 - Pharmacy Technician

13.60  
12280 - Phlebotomist

14.19

12305 - Radiologic Technologist  
24.86  
12311 - Registered Nurse I  
21.98  
12312 - Registered Nurse II  
26.88  
12313 - Registered Nurse II Specialist  
26.88  
12314 - Registered Nurse III  
32.53  
12315 - Registered Nurse III Anesthetist  
32.53  
12316 - Registered Nurse IV  
38.98  
12317 - Scheduler (Drug and Alcohol Testing)  
21.72  
12320 - Substance Abuse Treatment Counselor  
18.51  
13000 - Information And Arts Occupations  
13011 - Exhibits Specialist I  
18.13  
13012 - Exhibits Specialist II  
22.20  
13013 - Exhibits Specialist III  
24.73  
13041 - Illustrator I  
18.13  
13042 - Illustrator II  
22.20  
13043 - Illustrator III  
24.73  
13047 - Librarian  
21.91  
13050 - Library Aide/Clerk  
12.51  
13054 - Library Information Technology Systems  
19.78



Administrator  
13058 - Library Technician  
14.15  
13061 - Media Specialist I  
14.27  
13062 - Media Specialist II  
15.96  
13063 - Media Specialist III  
17.80  
13071 - Photographer I  
13.01  
13072 - Photographer II  
15.34  
13073 - Photographer III  
19.91  
13074 - Photographer IV  
24.34  
13075 - Photographer V  
30.59  
13090 - Technical Order Library Clerk  
15.84  
13110 - Video Teleconference Technician  
14.92  
14000 - Information Technology Occupations  
14041 - Computer Operator I  
14.31  
14042 - Computer Operator II  
16.01  
14043 - Computer Operator III  
17.85  
14044 - Computer Operator IV  
19.84  
14045 - Computer Operator V  
21.96  
14071 - Computer Programmer I (see 1)  
19.95  
14072 - Computer Programmer II (see 1)

24.71  
 14073 - Computer Programmer III (see  
 1)  
 14074 - Computer Programmer IV (see  
 1)  
 14101 - Computer Systems Analyst I (see  
 1)  
 14102 - Computer Systems Analyst II (see  
 1)  
 14103 - Computer Systems Analyst III (see  
 1)  
 14150 - Peripheral Equipment Operator  
 14.31  
 14160 - Personal Computer Support Technician  
 19.84  
 14170 - System Support Specialist  
 25.17  
 15000 - Instructional Occupations  
 15010 - Aircrew Training Devices Instructor (Non-Rated)  
 28.62  
 15020 - Aircrew Training Devices Instructor (Rated)  
 34.61  
 15030 - Air Crew Training Devices Instructor (Pilot)  
 39.95  
 15050 - Computer Based Training Specialist / Instructor  
 28.62  
 15060 - Educational Technologist  
 27.46  
 15070 - Flight Instructor (Pilot)  
 39.95  
 15080 - Graphic Artist  
 20.17  
 15085 - Maintenance Test Pilot Fixed Jet/Prop 37.05  
 15086 - Maintenance Test Pilot Rotary Wing  
 37.05  
 15088 - Non-Maintenance Test/Co-Pilot  
 37.05

15090 - Technical Instructor  
 17.04  
 15095 - Technical Instructor/Course Developer  
 20.84  
 15110 - Test Proctor  
 13.75  
 15120 - Tutor  
 13.75  
 16000 - Laundry Dry-Cleaning Pressing And Related Occupations  
 16010 - Assembler  
 10.20  
 16030 - Counter Attendant  
 10.20  
 16040 - Dry Cleaner  
 13.11  
 16070 - Finisher Flatwork Machine 10.20  
 16090 - Presser Hand  
 10.20  
 16110 - Presser Machine Drycleaning 10.20  
 16130 - Presser Machine Shirts 10.20  
 16160 - Presser Machine Wearing Apparel Laundry 10.20  
 16190 - Sewing Machine Operator  
 14.03  
 16220 - Tailor  
 14.95  
 16250 - Washer Machine  
 11.26  
 19000 - Machine Tool Operation And Repair Occupations  
 19010 - Machine-Tool Operator (Tool Room)  
 20.70  
 19040 - Tool And Die Maker  
 24.89  
 21000 - Materials Handling And Packing Occupations  
 21020 - Forklift Operator  
 13.31  
 21030 - Material Coordinator  
 20.98

21040 - Material Expediter  
20.98  
21050 - Material Handling Laborer  
12.93  
21071 - Order Filler  
11.62  
21080 - Production Line Worker (Food Processing)  
13.31  
21110 - Shipping Packer  
15.36  
21130 - Shipping/Receiving Clerk  
15.36  
21140 - Store Worker I  
12.02  
21150 - Stock Clerk  
17.26  
21210 - Tools And Parts Attendant  
13.31  
21410 - Warehouse Specialist  
13.31  
23000 - Mechanics And Maintenance And Repair Occupations  
23010 - Aerospace Structural Welder  
25.93  
23019 - Aircraft Logs and Records Technician  
20.71  
23021 - Aircraft Mechanic I  
24.75  
23022 - Aircraft Mechanic II  
25.93  
23023 - Aircraft Mechanic III  
27.14  
23040 - Aircraft Mechanic Helper  
17.55  
23050 - Aircraft Painter  
23.52  
23060 - Aircraft Servicer  
20.71

23070 - Aircraft Survival Flight Equipment Technician  
23.52

23080 - Aircraft Worker  
22.22

23091 - Aircrew Life Support Equipment (ALSE) Mechanic  
22.22

I

23092 - Aircrew Life Support Equipment (ALSE) Mechanic  
24.75

II

23110 - Appliance Mechanic  
21.39

23120 - Bicycle Repairer  
16.06

23125 - Cable Splicer  
33.97

23130 - Carpenter Maintenance  
20.99

23140 - Carpet Layer  
21.13

23160 - Electrician Maintenance  
24.89

23181 - Electronics Technician Maintenance I  
21.13

23182 - Electronics Technician Maintenance II  
22.37

23183 - Electronics Technician Maintenance III  
23.53

23260 - Fabric Worker  
19.69

23290 - Fire Alarm System Mechanic  
23.53

23310 - Fire Extinguisher Repairer  
18.23

23311 - Fuel Distribution System Mechanic  
23.53

23312 - Fuel Distribution System Operator

18.23  
23370 - General Maintenance Worker

16.37  
23380 - Ground Support Equipment Mechanic

24.75  
23381 - Ground Support Equipment Servicer

20.71  
23382 - Ground Support Equipment Worker

22.22  
23391 - Gunsmith I

18.23  
23392 - Gunsmith II

21.13  
23393 - Gunsmith III

23.53  
23410 - Heating Ventilation And Air-Conditioning

21.37  
Mechanic  
23411 - Heating Ventilation And Air Contidioning

22.39  
Mechanic (Research Facility)  
23430 - Heavy Equipment Mechanic

22.19  
23440 - Heavy Equipment Operator

19.96  
23460 - Instrument Mechanic

23.53  
23465 - Laboratory/Shelter Mechanic

22.37  
23470 - Laborer

13.72  
23510 - Locksmith

22.37  
23530 - Machinery Maintenance Mechanic

24.48  
23550 - Machinist Maintenance

17.41

23580 - Maintenance Trades Helper  
14.48

23591 - Metrology Technician I  
23.53

23592 - Metrology Technician II  
24.66

23593 - Metrology Technician III  
25.81

23640 - Millwright  
21.93

23710 - Office Appliance Repairer  
19.21

23760 - Painter Maintenance  
18.88

23790 - Pipefitter Maintenance  
26.04

23810 - Plumber Maintenance  
24.52

23820 - Pneudraulic Systems Mechanic  
23.53

23850 - Rigger  
23.53

23870 - Scale Mechanic  
21.13

23890 - Sheet-Metal Worker Maintenance  
23.53

23910 - Small Engine Mechanic  
21.13

23931 - Telecommunications Mechanic I  
27.39

23932 - Telecommunications Mechanic II  
28.70

23950 - Telephone Lineman  
26.96

23960 - Welder Combination Maintenance 16.94

23965 - Well Driller  
23.23

23970 - Woodcraft Worker  
23.53  
23980 - Woodworker  
18.23  
24000 - Personal Needs Occupations  
24550 - Case Manager  
12.70  
24570 - Child Care Attendant  
10.20  
24580 - Child Care Center Clerk  
13.26  
24610 - Chore Aide  
10.28  
24620 - Family Readiness And Support Services  
12.70  
Coordinator  
24630 - Homemaker  
15.27  
25000 - Plant And System Operations Occupations  
25010 - Boiler Tender  
21.88  
25040 - Sewage Plant Operator  
17.46  
25070 - Stationary Engineer  
21.88  
25190 - Ventilation Equipment Tender  
15.80  
25210 - Water Treatment Plant Operator  
17.46  
27000 - Protective Service Occupations  
27004 - Alarm Monitor  
15.33  
27007 - Baggage Inspector  
11.49  
27008 - Corrections Officer  
18.04  
27010 - Court Security Officer



17.21  
27030 - Detection Dog Handler

16.84  
27040 - Detention Officer

18.04  
27070 - Firefighter

17.21  
27101 - Guard I

11.49  
27102 - Guard II

16.84  
27131 - Police Officer I

18.60  
27132 - Police Officer II

20.68  
28000 - Recreation Occupations  
28041 - Carnival Equipment Operator

12.65  
28042 - Carnival Equipment Repairer

13.83  
28043 - Carnival Worker

9.35  
28210 - Gate Attendant/Gate Tender

14.09  
28310 - Lifeguard

10.83  
28350 - Park Attendant (Aide)

15.76  
28510 - Recreation Aide/Health Facility Attendant

11.50  
28515 - Recreation Specialist

19.52  
28630 - Sports Official

12.55  
28690 - Swimming Pool Operator

17.18  
29000 - Stevedoring/Longshoremen Occupational Services

29010 - Blocker And Bracer  
23.43  
29020 - Hatch Tender  
23.43  
29030 - Line Handler  
23.43  
29041 - Stevedore I  
22.88  
29042 - Stevedore II  
25.86  
30000 - Technical Occupations  
30010 - Air Traffic Control Specialist Center (HFO) (see 2)  
39.25  
30011 - Air Traffic Control Specialist Station (HFO) (see 2)  
27.06  
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)  
29.80  
30021 - Archeological Technician I  
15.49  
30022 - Archeological Technician II  
18.51  
30023 - Archeological Technician III  
22.93  
30030 - Cartographic Technician  
22.93  
30040 - Civil Engineering Technician  
21.47  
30051 - Cryogenic Technician I  
23.78  
30052 - Cryogenic Technician II  
26.26  
30061 - Drafter/CAD Operator I  
15.49  
30062 - Drafter/CAD Operator II  
18.51  
30063 - Drafter/CAD Operator III  
20.64

30064 - Drafter/CAD Operator IV  
25.40  
30081 - Engineering Technician I  
16.10  
30082 - Engineering Technician II  
17.40  
30083 - Engineering Technician III  
20.48  
30084 - Engineering Technician IV  
25.36  
30085 - Engineering Technician V  
31.02  
30086 - Engineering Technician VI  
37.54  
30090 - Environmental Technician  
22.93  
30095 - Evidence Control Specialist  
21.47  
30210 - Laboratory Technician  
20.64  
30221 - Latent Fingerprint Technician I  
23.78  
30222 - Latent Fingerprint Technician II  
26.26  
30240 - Mathematical Technician  
22.93  
30361 - Paralegal/Legal Assistant I  
17.51  
30362 - Paralegal/Legal Assistant II  
21.70  
30363 - Paralegal/Legal Assistant III  
26.54  
30364 - Paralegal/Legal Assistant IV  
32.10  
30375 - Petroleum Supply Specialist  
26.26  
30390 - Photo-Optics Technician

22.93

30395 - Radiation Control Technician

26.26

30461 - Technical Writer I

21.47

30462 - Technical Writer II

26.26

30463 - Technical Writer III

31.93

30491 - Unexploded Ordnance (UXO) Technician I

24.94

30492 - Unexploded Ordnance (UXO) Technician II

30.18

30493 - Unexploded Ordnance (UXO) Technician III

36.17

30494 - Unexploded (UXO) Safety Escort

24.94

30495 - Unexploded (UXO) Sweep Personnel

24.94

30501 - Weather Forecaster I

25.40

30502 - Weather Forecaster II

30.91

30620 - Weather Observer Combined Upper Air Or (see 2)

20.64

Surface Programs

30621 - Weather Observer Senior (see 2)

22.18

31000 - Transportation/Mobile Equipment Operation Occupations

31010 - Airplane Pilot

30.18

31020 - Bus Aide

12.10

31030 - Bus Driver

16.53

31043 - Driver Courier

15.57

31260 - Parking and Lot Attendant  
11.29  
31290 - Shuttle Bus Driver  
16.95  
31310 - Taxi Driver  
10.46  
31361 - Truckdriver Light  
16.95  
31362 - Truckdriver Medium  
18.36  
31363 - Truckdriver Heavy  
20.23  
31364 - Truckdriver Tractor-Trailer  
20.23  
99000 - Miscellaneous Occupations  
99020 - Cabin Safety Specialist  
14.71  
99030 - Cashier  
9.23  
99050 - Desk Clerk  
9.98  
99095 - Embalmer  
22.74  
99130 - Flight Follower  
24.94  
99251 - Laboratory Animal Caretaker I  
10.83  
99252 - Laboratory Animal Caretaker II  
11.83  
99260 - Marketing Analyst  
27.88  
99310 - Mortician  
22.02  
99410 - Pest Controller  
15.98  
99510 - Photofinishing Worker  
13.11

99710 - Recycling Laborer  
16.46  
99711 - Recycling Specialist  
20.12  
99730 - Refuse Collector  
14.78  
99810 - Sales Clerk  
12.63  
99820 - School Crossing Guard  
13.76  
99830 - Survey Party Chief  
20.26  
99831 - Surveying Aide  
11.73  
99832 - Surveying Technician  
19.40  
99840 - Vending Machine Attendant  
11.83  
99841 - Vending Machine Repairer  
14.96  
99842 - Vending Machine Repairer Helper  
12.06

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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: Life accident and health insurance plans sick leave pension plans civic and personal leave severance pay and savings and thrift plans. Minimum employer contributions costing an average of \$4.48 per hour computed on the basis of all hours worked by service employees employed on the contract.

HEALTH & WELFARE EO 13706: Minimum employer contributions costing an average of \$4.18 per hour computed on the basis of all hours worked by service employees employed on the covered contracts. \*

\*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))."