Standard Wage Determinants

From 2015-5021 to 2015-5111

March 24, 2022

Standard	Wage	Determinants.			. 1
Standard	Wage	Determination	No.:	2015-5021	. 3
Standard	Wage	Determination	No.:	2015-5023	17
Standard	Wage	Determination	No.:	2015-5025	31
Standard	Wage	Determination	No.:	2015-5027	45
Standard	Wage	Determination	No.:	2015-5029	59
Standard	Wage	Determination	No.:	2015-5031	73
Standard	Wage	Determination	No.:	2015-5033	87
Standard	Wage	Determination	No.:	2015-5035	101
Standard	Wage	Determination	No.:	2015-5037	115
Standard	Wage	Determination	No.:	2015-5039	129
Standard	Wage	Determination	No.:	2015-5041	143
Standard	Wage	Determination	No.:	2015-5045	157
Standard	Wage	Determination	No.:	2015-5047	171
Standard	Wage	Determination	No.:	2015-5049	185
Standard	Wage	Determination	No.:	2015-5051	199
Standard	Wage	Determination	No.:	2015-5053	213
Standard	Wage	Determination	No.:	2015-5055	227
Standard	Wage	Determination	No.:	2015-5057	241
Standard	Wage	Determination	No.:	2015-5059	255
Standard	Wage	Determination	No.:	2015-5061	269
Standard	Wage	Determination	No.:	2015-5063	283
Standard	Wage	Determination	No.:	2015-5065	297
Standard	Wage	Determination	No.:	2015-5067	311
Standard	Wage	Determination	No.:	2015-5069	325
Standard	Wage	Determination	No.:	2015-5071	339
Standard	Wage	Determination	No.:	2015-5073	353
Standard	Wage	Determination	No.:	2015-5075	367
Standard	Wage	Determination	No.:	2015-5079	382
Standard	Wage	Determination	No.:	2015-5081	396
Standard	Wage	Determination	No.:	2015-5083	410
Standard	Wage	Determination	No.:	2015-5085	424

Standard	Wage	Determination	No.:	2015-5087	438
Standard	Wage	Determination	No.:	2015-5089	452
Standard	Wage	Determination	No.:	2015-5091	466
Standard	Wage	Determination	No.:	2015-5093	480
Standard	Wage	Determination	No.:	2015-5095	494
Standard	Wage	Determination	No.:	2015-5097	509
Standard	Wage	Determination	No.:	2015-5099	523
Standard	Wage	Determination	No.:	2015-5101	537
Standard	Wage	Determination	No.:	2015-5103	552
Standard	Wage	Determination	No.:	2015-5105	566
Standard	Wage	Determination	No.:	2015-5107	581
Standard	Wage	Determination	No.:	2015-5109	596
Standard	Wage	Determination	No.:	2015-5111	610

REGISTER OF WAGE DETERMINATIONS UNDER	U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT	EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor	r WAGE AND HOUR DIVISION
	WASHINGTON D.C. 20210
	Wage Determination No.: 2015-5021
Daniel W. Simms Division of	Revision No.: 16
Director Wage Determination	ns Date Of Last Revision: 12/27/2021

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022 Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022 Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Illinois

Area: Illinois County of Vermilion

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		14.64
01012 - Accounting Clerk II		16.44
01013 - Accounting Clerk III		18.38
01020 - Administrative Assistant		21.36
01035 - Court Reporter		18.25
01041 - Customer Service		12.84
Representative I		
01042 - Customer Service		14.01
Representative II		

01043 - Customer Service Representative III		15.74
01051 - Data Entry Operator I		13.24
01052 - Data Entry Operator II		14.45
01060 - Dispatcher Motor Vehicle		17.36
01070 - Document Preparation Clerk		14.53
01090 - Duplicating Machine Operator		14.53
01111 - General Clerk I		11.85
01112 - General Clerk II		12.94
01113 - General Clerk III		14.52
01120 - Housing Referral Assistant		20.34
01141 - Messenger Courier		11.85
01191 - Order Clerk I		13.31
01192 - Order Clerk II		14.53
01261 - Personnel Assistant		16.32
(Employment) I		
01262 - Personnel Assistant		18.25
(Employment) II		
01263 - Personnel Assistant		20.34
(Employment) III		
01270 - Production Control Clerk		23.29
01290 - Rental Clerk		17.15
01300 - Scheduler Maintenance		16.32
01311 - Secretary I		16.32
01312 - Secretary II		18.25
01313 - Secretary III		20.34
01320 - Service Order Dispatcher		15.51
01410 - Supply Technician		21.36
01420 - Survey Worker		15.84
01460 - Switchboard		13.43
Operator/Receptionist		
01531 - Travel Clerk I		13.41
01532 - Travel Clerk II		14.50
01533 - Travel Clerk III		15.69
01611 - Word Processor I		14.53
01612 - Word Processor II		16.32
01613 - Word Processor III		18.25
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer		19.18
Fiberglass		
05010 - Automotive	Electrician	17.36
05040 - Automotive Glass Installer		16.62
05070 - Automotive Worker		16.62
05110 - Mobile Equipment Servicer		15.23
05130 - Motor Equipment Metal		18.03
Mechanic		
05160 - Motor Equipment Metal Worker		16.62
05190 - Motor Vehicle Mechanic		18.03
05220 - Motor Vehicle Mechanic		14.59
Helper		

4

05250 - Motor Vehicle Upholstery	15.96
Worker	4.6.60
05280 - Motor Vehicle Wrecker	16.62
05310 - Painter Automotive	17.36
05340 - Radiator Repair Specialist	16.62
05370 - Tire Repairer	13.43
05400 - Transmission Repair	18.03
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	13.66
07041 - Cook I	11.61
07042 - Cook II	12.97
07070 - Dishwasher	10.26
07130 - Food Service Worker	10.57
07210 - Meat Cutter	15.32
07260 - Waiter/Waitress	9.02
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	21.78
09040 - Furniture Handler	15.18
09080 - Furniture Refinisher	21.78
09090 - Furniture Refinisher Helper	17.84
09110 - Furniture Repairer Minor	20.58
09130 - Upholsterer	21.78
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	11.63
11060 - Elevator Operator	11.63
11090 - Gardener	17.24
11122 - Housekeeping Aide	11.55
11150 - Janitor	11.55
11210 - Laborer Grounds Maintenance	13.46
11240 - Maid or Houseman	11.22
	12.23
11260 - Pruner	
11270 - Tractor Operator	16.05
11270 - Tractor Operator 11330 - Trail Maintenance Worker	13.46
11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner	
11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations	13.46 12.72
11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver	13.46 12.72 16.38
<pre>11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician</pre>	13.46 12.72 16.38 19.59
<pre>11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational</pre>	13.46 12.72 16.38
<pre>11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant</pre>	13.46 12.72 16.38 19.59 26.88
<pre>11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist</pre>	13.46 12.72 16.38 19.59
<pre>11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant</pre>	13.46 12.72 16.38 19.59 26.88 26.88
<pre>11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant 12020 - Dental Assistant</pre>	13.46 12.72 16.38 19.59 26.88 26.88 19.30
<pre>11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant 12020 - Dental Assistant 12025 - Dental Hygienist</pre>	13.46 12.72 16.38 19.59 26.88 26.88 19.30 35.32
<pre>11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant 12020 - Dental Assistant 12025 - Dental Hygienist 12030 - EKG Technician</pre>	13.46 12.72 16.38 19.59 26.88 26.88 19.30 35.32 29.69
<pre>11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant 12020 - Dental Assistant 12025 - Dental Hygienist</pre>	13.46 12.72 16.38 19.59 26.88 26.88 19.30 35.32

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12040 - Emergency Medical Technician	16.38
12071 - Licensed Practical Nurse I	17.52
12072 - Licensed Practical Nurse II	19.59
12073 - Licensed Practical Nurse III	21.84
12100 - Medical Assistant	14.33
12130 - Medical Laboratory	22.35
Technician	
12160 - Medical Record Clerk	17.04
12190 - Medical Record Technician	19.06
12195 - Medical Transcriptionist	17.52
12210 - Nuclear Medicine	43.06
Technologist	
12221 - Nursing Assistant I	12.16
12222 - Nursing Assistant II	13.67
12223 - Nursing Assistant III	14.91
12224 - Nursing Assistant IV	16.74
12235 - Optical Dispenser	19.59
12236 - Optical Technician	17.52
12250 - Pharmacy Technician	14.85
12280 - Phlebotomist	17.18
12305 - Radiologic Technologist	26.29
12311 - Registered Nurse I	23.96
12312 - Registered Nurse II	29.29
12313 - Registered Nurse II	29.29
Specialist	
12314 - Registered Nurse III	35.44
12315 - Registered Nurse III	35.44
Anesthetist	
12316 - Registered Nurse IV	42.47
12317 - Scheduler (Drug and Alcohol	24.27
Testing)	
12320 - Substance Abuse Treatment	22.12
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	18.03
13012 - Exhibits Specialist II	22.33
13013 - Exhibits Specialist III	27.34
13041 - Illustrator I	18.03
13042 - Illustrator II	22.33
13043 - Illustrator III	27.34
13047 - Librarian	24.76
13050 - Library Aide/Clerk	12.61
13054 - Library Information	22.33
Technology Systems	
Administrator	
13058 - Library Technician	15.31
13061 - Media Specialist I	16.12
13062 - Media Specialist II	18.03
13063 - Media Specialist III	20.11

13071 - Photographer I		14.95
13072 - Photographer II		16.73
13073 - Photographer III		20.72
13074 - Photographer IV		25.35
13075 - Photographer V		30.67
13090 - Technical Order Library		15.84
Clerk		
13110 - Video Teleconference		14.99
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		14.86
14042 - Computer Operator II		16.86
14043 - Computer Operator III		18.53
14044 - Computer Operator IV		20.59
14045 - Computer Operator V		22.81
14071 - Computer Programmer I	(see 1)	22.89
14072 - Computer Programmer II	(see 1)	22.09
14072 - 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)	14 00
14150 - Peripheral Equipment		14.86
Operator		00 50
14160 - Personal Computer Support		20.59
Technician		
14170 - System Support Specialist		22.81
15000 - Instructional Occupations		
15010 - Aircrew Training Devices		30.25
Instructor (Non-Rated)		
15020 - Aircrew Training Devices		36.60
Instructor (Rated)		
15030 - Air Crew Training Devices		43.87
Instructor (Pilot)		
15050 - Computer Based Training		30.25
Specialist / Instructor		
15060 - Educational Technologist		30.70
15070 - Flight Instructor (Pilot)		43.87
15080 - Graphic Artist		21.89
15085 - Maintenance Test Pilot Fixed		43.87
Jet/Prop		
15086 - Maintenance Test Pilot		43.87
Rotary Wing		
15088 - Non-Maintenance Test/Co-		43.87
Pilot		
15090 - Technical Instructor		21.55
15095 - Technical Instructor/Course		26.38
Developer		20.00
15110 - Test Proctor		17.38
		II.JU

15120 - Tutor	17.38
	17.30
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations 16010 - Assembler	10.06
16010 - Assembler 16030 - Counter Attendant	10.06
16040 - Dry Cleaner 16070 - Finisher Flatwork Machine	12.71
	10.06
16090 - Presser Hand	10.06
16110 - Presser Machine Drycleaning	10.06
16130 - Presser Machine Shirts	10.06
16160 - Presser Machine Wearing	10.06
Apparel Laundry	10 51
16190 - Sewing Machine Operator	13.51
16220 - Tailor	14.32
16250 - Washer Machine	10.94
19000 - Machine Tool Operation And	
Repair Occupations	
19010 - Machine-Tool Operator (Tool	25.05
Room)	
19040 - Tool And Die Maker	29.47
21000 - Materials Handling And Packing	
Occupations	
21020 - Forklift Operator	16.93
21030 - Material Coordinator	23.29
21040 - Material Expediter	23.29
21050 - Material Handling Laborer	13.78
21071 - Order Filler	13.16
21080 - Production Line Worker (Food	16.93
Processing)	
21110 - Shipping Packer	15.40
21130 - Shipping/Receiving Clerk	15.40
21140 - Store Worker I	13.84
21150 - Stock Clerk	18.57
21210 - Tools And Parts Attendant	16.93
21410 - Warehouse Specialist	16.93
23000 - Mechanics And Maintenance And	
Repair Occupations	
23010 - Aerospace Structural Welder	27.45
23019 - Aircraft Logs and Records	22.35
Technician	
23021 - Aircraft Mechanic I	26.27
23022 - Aircraft Mechanic II	27.45
23023 - Aircraft Mechanic III	28.36
23040 - Aircraft Mechanic Helper	19.36
23050 - Aircraft Painter	25.05
23060 - Aircraft Servicer	22.35
23070 - Aircraft Survival Flight	25.05
Equipment Technician	
23080 - Aircraft Worker	23.67

23091 - Aircrew Life Support	23.67
Equipment (ALSE) Mechanic	23.07
T	
23092 - Aircrew Life Support	26.27
	20.27
Equipment (ALSE) Mechanic	
	25.05
23110 - Appliance Mechanic	
23120 - Bicycle Repairer	20.80
23125 - Cable Splicer	35.48
23130 - Carpenter Maintenance	21.27
23140 - Carpet Layer	23.67
23160 - Electrician Maintenance	28.47
23181 - Electronics Technician	23.67
Maintenance I	
23182 - Electronics Technician	25.05
Maintenance II	
23183 - Electronics Technician	26.27
Maintenance III	
23260 - Fabric Worker	22.35
23290 - Fire Alarm System Mechanic	26.27
23310 - Fire Extinguisher Repairer	20.80
23311 - Fuel Distribution System	26.27
Mechanic	
23312 - Fuel Distribution System	20.80
Operator	
23370 - General Maintenance Worker	17.73
23380 - Ground Support Equipment	26.27
Mechanic	
23381 - Ground Support Equipment	22.35
Servicer	
23382 - Ground Support Equipment	23.67
Worker	
23391 - Gunsmith I	20.80
23392 - Gunsmith II	23.67
23393 - Gunsmith III	26.27
23410 - Heating Ventilation And Air-	24.81
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	25.93
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	23.90
23440 - Heavy Equipment Operator	19.31
23460 - Instrument Mechanic	26.27
23465 - Laboratory/Shelter Mechanic	25.05
23470 - Laborer	13.78
23510 - Locksmith	25.05
23530 - Machinery Maintenance	30.13
Mechanic	00.10
23550 - Machinist Maintenance	25.22
	20.22

23580 - Maintenance Trades Helper	19.36
23591 - Metrology Technician I	26.27
23592 - Metrology Technician II	27.45
23593 - Metrology Technician III	28.36
23640 - Millwright	26.27
23710 - Office Appliance Repairer	22.27
23760 - Painter Maintenance	19.02
23790 - Pipefitter Maintenance	25.50
23810 - Plumber Maintenance	24.55
23820 - Pneudraulic Systems Mechanic	26.27
23850 - Rigger	26.27
23870 - Scale Mechanic	23.67
23890 - Sheet-Metal Worker	26.27
Maintenance	
23910 - Small Engine Mechanic	23.67
23931 - Telecommunications Mechanic	25.36
	27.20
23932 - Telecommunications Mechanic	27.20
II 22050 Malanhana Linaman	
23950 - Telephone Lineman 23960 - Welder Combination	26.63
	21.12
Maintenance 23965 - Well Driller	26.27
23965 - Well Driller 23970 - Woodcraft Worker	26.27
23970 - Woodcraft Worker 23980 - Woodworker	20.27
	20.00
24000 - Personal Needs Occupations	15.47
24550 - Case Manager 24570 - Child Care Attendant	10.42
24580 - Child Care Center Clerk	15.05
24510 - Chore Aide	12.03
24620 - Family Readiness And Support	15.47
Services	10.17
Coordinator	
24630 - Homemaker	17.66
25000 - Plant And System Operations	11.00
Occupations	
25010 - Boiler Tender	26.27
25040 - Sewage Plant Operator	24.52
25070 - Stationary Engineer	26.27
25190 - Ventilation Equipment Tender	19.36
25210 - Water Treatment Plant	24.52
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.03
27007 - Baggage Inspector	13.06
27008 - Corrections Officer	20.62
27010 - Court Security Officer	20.53
27030 - Detection Dog Handler	14.61
27040 - Detention Officer	20.62
27070 - Firefighter	20.62
5	

	10.00
27101 - Guard I	13.06
27102 - Guard II	14.61
27131 - Police Officer I	23.00
27132 - Police Officer II	25.55
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.91
28042 - Carnival Equipment Repairer	14.95
28043 - Carnival Worker	10.60
28210 - Gate Attendant/Gate Tender	14.00
28310 - Lifeguard	12.47
28350 - Park Attendant (Aide)	15.66
28510 - Recreation Aide/Health	11.96
Facility Attendant	
28515 - Recreation Specialist	15.76
28630 - Sports Official	13.06
28690 - Swimming Pool Operator	17.01
29000 - Stevedoring/Longshoremen	
Occupational Services	
29010 - Blocker And Bracer	23.67
29020 - Hatch Tender	23.67
29030 - Line Handler	23.67
29041 - Stevedore I	22.35
29042 - Stevedore II	25.05
30000 - Technical Occupations	
30010 - Air Traffic Control (see 2)	40.29
Specialist Center (HFO)	
30011 - Air Traffic Control (see 2)	27.78
Specialist Station (HFO)	
30012 - Air Traffic Control	30.59
Specialist Terminal (HFO) (see 2)	
30021 - Archeological Technician I	17.12
30022 - Archeological Technician II	19.48
30023 - Archeological Technician III	22.96
30030 - Cartographic Technician	23.01
30040 - Civil Engineering Technician	22.44
30051 - Cryogenic Technician I	21.59
30052 - Cryogenic Technician II	23.85
30061 - Drafter/CAD Operator I	16.60
30062 - Drafter/CAD Operator II	18.57
30063 - Drafter/CAD Operator III	20.73
30064 - Drafter/CAD Operator IV	25.50
30081 - Engineering Technician I	16.89
30082 - Engineering Technician II	17.92
30083 - Engineering Technician III	20.05
30084 - Engineering Technician IV	24.85
30085 - Engineering Technician V	30.39
30086 - Engineering Technician VI	36.79
30090 - Environmental Technician	23.01
30095 - Evidence Control Specialist	19.49
30210 - Laboratory Technician	23.53

30221 - Latent Fingerprint	21.59
Technician I	
30222 - Latent Fingerprint	23.85
Technician II	
30240 - Mathematical Technician	23.01
30361 - Paralegal/Legal Assistant I	18.97
30362 - Paralegal/Legal Assistant II	23.52
30363 - Paralegal/Legal Assistant	28.76
III	
30364 - Paralegal/Legal Assistant IV	34.79
30375 - Petroleum Supply Specialist	23.85
30390 - Photo-Optics Technician	24.16
30395 - Radiation Control Technician	23.85
30461 - Technical Writer I	23.01
30462 - Technical Writer II	28.14
30463 - Technical Writer III	34.05
30491 - Unexploded Ordnance (UXO)	25.60
Technician I	2.2
30492 - Unexploded Ordnance (UXO)	30.98
Technician II	
30493 - Unexploded Ordnance (UXO)	37.13
Technician III	
30494 - Unexploded (UXO) Safety	25.60
Escort	
30495 - Unexploded (UXO) Sweep	25.60
Personnel	
30501 - Weather Forecaster I	25.50
30502 - Weather Forecaster II	31.06
30620 - Weather Observer Combined (see 2)	21.74
Upper Air Or	
Surface Programs	
30621 - Weather Observer Senior (see 2)	23.01
31000 - Transportation/Mobile	
Equipment Operation Occupations	
31010 - Airplane Pilot	30.98
31020 - Bus Aide	14.05
31030 - Bus Driver	19.27
31043 - Driver Courier	14.75
SIV43 = Uriver Courter	- · · / J
	12 75
31260 - Parking and Lot Attendant	12.75
31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver	16.23
31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver	16.23 16.23
 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 	16.23 16.23 15.82
 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 	16.23 16.23 15.82 16.58
<pre>31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy</pre>	16.23 16.23 15.82 16.58 20.09
<pre>31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer</pre>	16.23 16.23 15.82 16.58
<pre>31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations</pre>	16.23 16.23 15.82 16.58 20.09 20.09
<pre>31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist</pre>	16.23 16.23 15.82 16.58 20.09 20.09 15.10
<pre>31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist 99030 - Cashier</pre>	16.23 16.23 15.82 16.58 20.09 20.09 15.10 9.96
<pre>31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist</pre>	16.23 16.23 15.82 16.58 20.09 20.09 15.10

99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	13.74
I	
99252 - Laboratory Animal Caretaker	14.75
II	
99260 - Marketing Analyst	23.74
99310 - Mortician	25.60
99410 - Pest Controller	22.36
99510 - Photofinishing Worker	14.29
99710 - Recycling Laborer	16.94
99711 - Recycling Specialist	20.20
99730 - Refuse Collector	15.39
99810 - Sales Clerk	11.92
99820 - School Crossing Guard	15.39
99830 - Survey Party Chief	21.63
99831 - Surveying Aide	13.54
99832 - Surveying Technician	16.90
99840 - Vending Machine Attendant	20.20
99841 - Vending Machine Repairer	24.69
99842 - Vending Machine Repairer	20.20
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 per month*

*This rate is to be used only when compensating employees for performance on an SCAcovered 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: 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:

 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)).

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.: 2015-5023
Daniel W. Simms Division of	Revision No.: 16
Director Wage Determination	s Date Of Last Revision: 12/27/2021

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022 Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022 Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Illinois

Area: Illinois County of Macon

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		14.70
01012 - Accounting Clerk II		16.51
01013 - Accounting Clerk III		19.48
01020 - Administrative Assistant		22.90
01035 - Court Reporter		17.30
01041 - Customer Service		12.82
Representative I		
01042 - Customer Service		13.99
Representative II		

01043 - Customer Service Representative III		15.71
01051 - Data Entry Operator I		13.10
01052 - Data Entry Operator II		14.29
01060 - Dispatcher Motor Vehicle		23.14
01070 - Document Preparation Clerk		13.77
01090 - Duplicating Machine Operator		13.77
01111 - General Clerk I		13.57
01112 - General Clerk II		14.80
01113 - General Clerk III		16.63
01120 - Housing Referral Assistant		19.28
01141 - Messenger Courier		11.23
01191 - Order Clerk I		13.99
01192 - Order Clerk II		15.26
01261 - Personnel Assistant		18.47
(Employment) I		
01262 - Personnel Assistant		20.66
(Employment) II		
01263 - Personnel Assistant		23.03
(Employment) III		
01270 - Production Control Clerk		22.39
01290 - Rental Clerk		12.14
01300 - Scheduler Maintenance		15.47
01311 - Secretary I		15.47
01312 - Secretary II		17.30
01313 - Secretary III		19.28
01320 - Service Order Dispatcher		20.68
01410 - Supply Technician		22.90
01420 - Survey Worker		16.43
01460 - Switchboard		13.03
Operator/Receptionist		
01531 - Travel Clerk I		14.48
01532 - Travel Clerk II		15.67
01533 - Travel Clerk III		16.97
01611 - Word Processor I		13.77
01612 - Word Processor II		15.47
01613 - Word Processor III		17.30
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer		21.21
Fiberglass		
05010 - Automotive	Electrician	19.76
05040 - Automotive Glass Installer		18.48
05070 - Automotive Worker		18.48
05110 - Mobile Equipment Servicer		16.31
05130 - Motor Equipment Metal		19.76
Mechanic		
05160 - Motor Equipment Metal Worker		18.48
05190 - Motor Vehicle Mechanic		19.53
05220 - Motor Vehicle Mechanic		15.42
Helper		

05250 - Motor Vehicle Upholstery Worker	18.48
	10 10
05280 - Motor Vehicle Wrecker	18.48
05310 - Painter Automotive	18.41
05340 - Radiator Repair Specialist	18.48
05370 - Tire Repairer	15.20
05400 - Transmission Repair	19.48
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	18.95
07041 - Cook I	11.99
07042 - Cook II	13.74
07070 - Dishwasher	12.09
07130 - Food Service Worker	12.23
07210 - Meat Cutter	16.01
07260 - Waiter/Waitress	9.85
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	25.89
09040 - Furniture Handler	17.19
09080 - Furniture Refinisher	25.89
09090 - Furniture Refinisher Helper	19.96
09110 - Furniture Repairer Minor	22.94
09130 - Upholsterer	25.89
11000 - General Services And Support	23.09
Occupations	
11030 - Cleaner Vehicles	12.01
11050 - Cleaner Venicles 11060 - Elevator Operator	12.01
11090 - Gardener	16.23
11122 - Housekeeping Aide	12.43
11122 - Housekeeping Aide 11150 - Janitor	12.43
11210 - Laborer Grounds Maintenance	
	13.05
11240 - Maid or Houseman	10.63
11260 - Pruner	12.00
11270 - Tractor Operator	15.16
11330 - Trail Maintenance Worker	13.05
11360 - Window Cleaner	13.51
12000 - Health Occupations	00 00
12010 - Ambulance Driver	20.09
12011 - Breath Alcohol Technician	20.09
12012 - Certified Occupational	27.82
Therapist Assistant	0.0 51
12015 - Certified Physical Therapist	30.71
Assistant	10
12020 - Dental Assistant	18.64
12025 - Dental Hygienist	36.85
12030 - EKG Technician	30.44
12035 - Electroneurodiagnostic	30.44
Technologist	

12040 - Emergency Medical Technician	20.09
12071 - Licensed Practical Nurse I	17.96
12072 - Licensed Practical Nurse II	20.09
12073 - Licensed Practical Nurse III	22.24
12100 - Medical Assistant	16.56
12130 - Medical Laboratory	24.12
Technician	
12160 - Medical Record Clerk	15.93
12190 - Medical Record Technician	17.89
12195 - Medical Transcriptionist	17.65
12210 - Nuclear Medicine	43.85
Technologist	
12221 - Nursing Assistant I	12.16
12222 - Nursing Assistant II	13.67
12223 - Nursing Assistant III	14.91
12224 - Nursing Assistant IV	16.74
12235 - Optical Dispenser	19.27
12236 - Optical Technician	17.96
12250 - Pharmacy Technician	14.97
12280 - Phlebotomist	16.65
12305 - Radiologic Technologist	29.88
12311 - Registered Nurse I	23.99
12312 - Registered Nurse II	29.35
12313 - Registered Nurse II	29.35
Specialist	
12314 - Registered Nurse III	35.51
12315 - Registered Nurse III	35.51
Anesthetist	
12316 - Registered Nurse IV	42.56
12317 - Scheduler (Drug and Alcohol	24.89
Testing)	
12320 - Substance Abuse Treatment	25.11
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	16.46
13012 - Exhibits Specialist II	20.15
13013 - Exhibits Specialist III	23.48
13041 - Illustrator I	18.38
13042 - Illustrator II	22.49
13043 - Illustrator III	24.63
13047 - Librarian	22.30
13050 - Library Aide/Clerk	14.19
13054 - Library Information	21.45
Technology Systems	
Administrator	
13058 - Library Technician	16.26
13061 - Media Specialist I	14.53
13062 - Media Specialist II	16.26
13063 - Media Specialist III	18.12

13071 - Photographer I		15.26
13072 - Photographer II		16.39
13073 - Photographer III		20.13
13074 - Photographer IV		23.48
13075 - Photographer V		26.18
13090 - Technical Order Library		17.52
Clerk		
13110 - Video Teleconference		14.53
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		16.25
14042 - Computer Operator II		18.89
14043 - Computer Operator III		22.34
14044 - Computer Operator IV		24.76
14045 - Computer Operator V		27.41
14071 - Computer Programmer I	(see 1)	23.84
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	(/	16.25
Operator		
14160 - Personal Computer Support		24.76
Technician		
14170 - System Support Specialist		27.41
15000 - Instructional Occupations		U , • 1 I
15010 - Aircrew Training Devices		33.28
Instructor (Non-Rated)		00.20
15020 - Aircrew Training Devices		40.24
Instructor (Rated)		10.21
15030 - Air Crew Training Devices		44.26
Instructor (Pilot)		11.20
15050 - Computer Based Training		33.28
Specialist / Instructor		00.20
15060 - Educational Technologist		25.83
15070 - Flight Instructor (Pilot)		44.26
15080 - Graphic Artist		23.86
15085 - Maintenance Test Pilot Fixed		44.26
Jet/Prop		11.20
15086 - Maintenance Test Pilot		44.26
Rotary Wing		11.20
15088 - Non-Maintenance Test/Co-		44.26
Pilot		17.20
15090 - Technical Instructor		24.94
15095 - Technical Instructor/Course		30.63
Developer		50.05
15110 - Test Proctor		20.13
IJIIV - IESC FIUCLUL		20.13

	00.10
15120 - Tutor	20.13
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations	1 5 0 4
16010 - Assembler	15.94
16030 - Counter Attendant	15.94
16040 - Dry Cleaner	18.40
16070 - Finisher Flatwork Machine	15.94
16090 - Presser Hand	15.94
16110 - Presser Machine Drycleaning	15.94
16130 - Presser Machine Shirts	15.94
16160 - Presser Machine Wearing	15.94
Apparel Laundry	10 17
16190 - Sewing Machine Operator	19.17
16220 - Tailor	19.94
16250 - Washer Machine	16.86
19000 - Machine Tool Operation And	
Repair Occupations	05.00
19010 - Machine-Tool Operator (Tool	25.89
Room)	21 50
19040 - Tool And Die Maker	31.59
21000 - Materials Handling And Packing	
Occupations	10.04
21020 - Forklift Operator	18.94
21030 - Material Coordinator	22.63
21040 - Material Expediter	22.63
21050 - Material Handling Laborer	15.06
21071 - Order Filler	13.49
21080 - Production Line Worker (Food	18.94
Processing)	1 5 0 0
21110 - Shipping Packer	15.20
21130 - Shipping/Receiving Clerk	15.20
21140 - Store Worker I	14.11
21150 - Stock Clerk	18.21
21210 - Tools And Parts Attendant	18.94
21410 - Warehouse Specialist	18.94
23000 - Mechanics And Maintenance And	
Repair Occupations	30.97
23010 - Aerospace Structural Welder	
23019 - Aircraft Logs and Records Technician	24.74
23021 - Aircraft Mechanic I	29.45
23022 - Aircraft Mechanic II	30.97
23022 - Aircraft Mechanic II 23023 - Aircraft Mechanic III	30.97
23040 - Aircraft Mechanic Helper	21.53
23040 - Aircraft Mechanic Heiper 23050 - Aircraft Painter	21.55
23060 - Aircraft Servicer	24.74
23070 - Aircraft Survival Flight	27.93
Equipment Technician	21.33
23080 - Aircraft Worker	26.42
20000 ATTOLATC MOLACT	20.42

23091 - Aircrew Life Support	26.42
Equipment (ALSE) Mechanic	
I	0.0 4 5
23092 - Aircrew Life Support	29.45
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	25.89
23120 - Bicycle Repairer	21.36
23125 - Cable Splicer	27.39
23130 - Carpenter Maintenance	23.20
23140 - Carpet Layer	24.49
23160 - Electrician Maintenance	35.96
23181 - Electronics Technician	24.49
Maintenance I	
23182 - Electronics Technician	25.89
Maintenance II	
23183 - Electronics Technician	27.39
Maintenance III	
23260 - Fabric Worker	22.94
23290 - Fire Alarm System Mechanic	27.39
23310 - Fire Extinguisher Repairer	21.36
23311 - Fuel Distribution System	27.39
Mechanic	21.59
	21.36
23312 - Fuel Distribution System	21.30
Operator	10.00
23370 - General Maintenance Worker	19.08
23380 - Ground Support Equipment	29.45
Mechanic	
23381 - Ground Support Equipment	24.74
Servicer	
23382 - Ground Support Equipment	26.42
Worker	
23391 - Gunsmith I	21.36
23392 - Gunsmith II	24.49
23393 - Gunsmith III	27.39
23410 - Heating Ventilation And Air-	29.04
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	30.53
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	30.50
23440 - Heavy Equipment Operator	36.76
23460 - Instrument Mechanic	27.39
23465 - Laboratory/Shelter Mechanic	25.89
23470 - Laborer	15.06
23510 - Locksmith	25.89
23530 - Machinery Maintenance	26.51
Mechanic	20.01
23550 - Machinist Maintenance	25.48
25550 - Machinist Maintenance	20.40

23580 - Maintenance Trades Helper	19.95
23591 - Metrology Technician I	27.39
23592 - Metrology Technician II	28.80
23593 - Metrology Technician III	30.20
23640 - Millwright	26.84
23710 - Office Appliance Repairer	25.89
23760 - Painter Maintenance	26.27
23790 - Pipefitter Maintenance	31.72
23810 - Plumber Maintenance	29.06
23820 - Pneudraulic Systems Mechanic	27.39
23850 - Rigger	27.39
23870 - Scale Mechanic	24.49
23890 - Sheet-Metal Worker	30.63
Maintenance	
23910 - Small Engine Mechanic	24.49
23931 - Telecommunications Mechanic	30.57
I	
23932 - Telecommunications Mechanic	32.15
II	
23950 - Telephone Lineman	27.39
23960 - Welder Combination	21.47
Maintenance	
23965 - Well Driller	27.39
23970 - Woodcraft Worker	27.39
23980 - Woodworker	21.36
24000 - Personal Needs Occupations	
24550 - Case Manager	18.11
24570 - Child Care Attendant	10.46
24580 - Child Care Center Clerk	14.13
24610 - Chore Aide	11.86
24620 - Family Readiness And Support	18.11
Services	
Coordinator	
24630 - Homemaker	18.55
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	27.39
25040 - Sewage Plant Operator	28.85
25070 - Stationary Engineer	27.39
25190 - Ventilation Equipment Tender	19.96
25210 - Water Treatment Plant	28.85
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.01
27007 - Baggage Inspector	17.20
27008 - Corrections Officer	28.17
27010 - Court Security Officer	28.17
27030 - Detection Dog Handler	19.25
27040 - Detention Officer	28.17
27070 - Firefighter	26.70
-	

27101 - Guard I		17.20
27102 - Guard II		19.25
27131 - Police Officer I		31.32
27132 - Police Officer II		34.81
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		12.49
28042 - Carnival Equipment Repairer		13.38
28043 - Carnival Worker		10.12
28210 - Gate Attendant/Gate Tender		14.59
28310 - Lifeguard		12.99
28350 - Park Attendant (Aide)		16.31
28510 - Recreation Aide/Health		11.90
Facility Attendant		
28515 - Recreation Specialist		20.21
28630 - Sports Official		12.99
28690 - Swimming Pool Operator		23.09
29000 - Stevedoring/Longshoremen		20100
Occupational Services		
29010 - Blocker And Bracer		24.49
29020 - Hatch Tender		24.49
29030 - Line Handler		24.49
29041 - Stevedore I		22.94
29042 - Stevedore II		25.89
30000 - Technical Occupations		20.09
30010 - Air Traffic Control	(see 2)	40.29
Specialist Center (HFO)	(500 2)	10.29
30011 - Air Traffic Control	(see 2)	27.78
Specialist Station (HFO)	(500 2)	21.10
30012 - Air Traffic Control		30.59
Specialist Terminal (HFO) (see 2)		00.00
30021 - Archeological Technician I		16.74
30022 - Archeological Technician II		19.23
30023 - Archeological Technician III		23.82
30030 - Cartographic Technician		25.49
30040 - Civil Engineering Technician		26.98
30051 - Cryogenic Technician I		23.96
30052 - Cryogenic Technician II		26.47
30061 - Drafter/CAD Operator I		15.61
30062 - Drafter/CAD Operator II		19.23
30063 - Drafter/CAD Operator III		21.44
30064 - Drafter/CAD Operator IV		26.38
30081 - Engineering Technician I		14.36
30082 - Engineering Technician II		19.88
30083 - Engineering Technician III		22.26
30084 - Engineering Technician IV		27.58
30085 - Engineering Technician V		29.70
30086 - Engineering Technician VI		32.71
30090 - Environmental Technician		25.49
30095 - Evidence Control Specialist		21.63
30210 - Laboratory Technician		23.82
JASTA - HEDOLECOLÀ LECHUITCIEU		LJ.0L

30221 - Latent Fingerprint			23.96
Technician I			
30222 - Latent Fingerprint			26.47
Technician II			
30240 - Mathematical Technician			25.49
30361 - Paralegal/Legal Assistant I			18.78
30362 - Paralegal/Legal Assistant II			23.27
30363 - Paralegal/Legal Assistant			28.46
III			
30364 - Paralegal/Legal Assistant IV			34.43
30375 - Petroleum Supply Specialist			26.47
30390 - Photo-Optics Technician			25.49
30395 - Radiation Control Technician			26.47
30461 - Technical Writer I			23.60
30462 - Technical Writer II			23.00
30463 - Technical Writer III			33.92
30491 - Unexploded Ordnance (UXO)			25.60
Technician I			
30492 - Unexploded Ordnance (UXO)			30.98
Technician II			
30493 - Unexploded Ordnance (UXO)			37.13
Technician III			
30494 - Unexploded (UXO) Safety			25.60
Escort			
30495 - Unexploded (UXO) Sweep			25.60
Personnel			
30501 - Weather Forecaster I			23.96
30502 - Weather Forecaster II			29.14
30620 - Weather Observer Combined (see	2)	21.44
Upper Air Or		,	-
Surface Programs			
_	see	2)	23.82
31000 - Transportation/Mobile	000	2,	20.02
Equipment Operation Occupations			
31010 - Airplane Pilot			30.98
31020 - Bus Aide			14.12
31030 - Bus Driver			18.66
31043 - Driver Courier			15.06
31260 - Parking and Lot Attendant			12.98
31290 - Shuttle Bus Driver			17.73
31310 - Taxi Driver			17.73
31361 - Truckdriver Light			16.12
31362 - Truckdriver Medium			17.14
31363 - Truckdriver Heavy			19.89
31364 - Truckdriver Tractor-Trailer			19.89
99000 - Miscellaneous Occupations			
99020 - Cabin Safety Specialist			15.10
99030 - Cashier			11.07
99050 - Desk Clerk			10.83
99095 - Embalmer			25.60

99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	16.30
I	
99252 - Laboratory Animal Caretaker	17.11
II	
99260 - Marketing Analyst	25.45
99310 - Mortician	25.60
99410 - Pest Controller	22.47
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	16.88
99711 - Recycling Specialist	19.61
99730 - Refuse Collector	15.52
99810 - Sales Clerk	12.31
99820 - School Crossing Guard	15.49
99830 - Survey Party Chief	19.36
99831 - Surveying Aide	12.09
99832 - Surveying Technician	17.55
99840 - Vending Machine Attendant	19.55
99841 - Vending Machine Repairer	23.99
99842 - Vending Machine Repairer	19.55
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 per month*

*This rate is to be used only when compensating employees for performance on an SCAcovered 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: 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:

 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)).

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT	U.S. DEPARTMENT OF LABOR
By direction of the Secretary of Labor	WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Daniel W. Simms Division of Director Wage Determinations	Wage Determination No.: 2015-5025 Revision No.: 16 Date Of Last Revision: 12/27/2021

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022 Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022 Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Illinois

Area: Illinois County of Kankakee

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		17.38
01012 - Accounting Clerk II		19.52
01013 - Accounting Clerk III		21.83
01020 - Administrative Assistant		28.01
01035 - Court Reporter		20.25
01041 - Customer Service		14.63
Representative I		
01042 - Customer Service		15.97
Representative II		

01043 - Customer Service Representative III		17.94
01051 - Data Entry Operator I		14.81
01052 - Data Entry Operator II		16.15
01060 - Dispatcher Motor Vehicle		22.93
01070 - Document Preparation Clerk		15.16
01090 - Duplicating Machine Operator		15.16
01111 - General Clerk I		14.64
01112 - General Clerk II		15.98
01113 - General Clerk III		17.94
01120 - Housing Referral Assistant		22.12
01141 - Messenger Courier		12.36
01191 - Order Clerk I		15.99
01192 - Order Clerk II		17.58
01261 - Personnel Assistant		17.84
(Employment) I		
01262 - Personnel Assistant		19.95
(Employment) II		
01263 - Personnel Assistant		22.24
(Employment) III		
01270 - Production Control Clerk		24.90
01290 - Rental Clerk		17.41
01300 - Scheduler Maintenance		18.36
01311 - Secretary I		18.36
01312 - Secretary II		19.84
01313 - Secretary III		22.12
01320 - Service Order Dispatcher		21.04
01410 - Supply Technician		28.01
01420 - Survey Worker		19.19
01460 - Switchboard		13.53
Operator/Receptionist		
01531 - Travel Clerk I		14.48
01532 - Travel Clerk II		15.67
01533 - Travel Clerk III		16.97
01611 - Word Processor I		15.50
01612 - Word Processor II		17.41
01613 - Word Processor III		19.47
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer		27.83
Fiberglass		
05010 - Automotive	Electrician	24.51
05040 - Automotive Glass Installer		23.47
05070 - Automotive Worker		23.47
05110 - Mobile Equipment Servicer		21.37
05130 - Motor Equipment Metal		28.12
Mechanic		
05160 - Motor Equipment Metal Worker		
		23.47
05190 - Motor Vehicle Mechanic		23.47

05250 - Motor Vehicle Upholstery	22.45
Worker	
05280 - Motor Vehicle Wrecker	23.47
05310 - Painter Automotive	23.47
05340 - Radiator Repair Specialist	23.47
05370 - Tire Repairer	17.01
05400 - Transmission Repair	28.12
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	17.90
07041 - Cook I	14.43
07042 - Cook II	15.77
07070 - Dishwasher	11.36
07130 - Food Service Worker	11.54
07210 - Meat Cutter	15.79
07260 - Waiter/Waitress	12.02
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	31.01
09040 - Furniture Handler	20.69
09080 - Furniture Refinisher	31.01
09090 - Furniture Refinisher Helper	24.30
09110 - Furniture Repairer Minor	27.71
09130 - Upholsterer	31.01
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	13.52
11060 - Elevator Operator	14.10
11090 - Gardener	16.87
11122 - Housekeeping Aide	14.10
11150 - Janitor	14.10
11210 - Laborer Grounds Maintenance	13.50
11240 - Maid or Houseman	13.40
11260 - Pruner	12.35
11270 - Tractor Operator	15.80
11330 - Trail Maintenance Worker	13.50
11360 - Window Cleaner	15.40
12000 - Health Occupations	
12010 - Ambulance Driver	23.01
12011 - Breath Alcohol Technician	23.01
12012 - Certified Occupational	31.57
Therapist Assistant	
12015 - Certified Physical Therapist	30.94
Assistant	
12020 - Dental Assistant	18.94
12025 - Dental Hygienist	35.17
12030 - EKG Technician	34.87
12035 - Electroneurodiagnostic	34.87
Technologist	

12040 - Emergency Medical Technician	23.01
12071 - Licensed Practical Nurse I	20.58
12072 - Licensed Practical Nurse II	23.01
12073 - Licensed Practical Nurse III	25.65
12100 - Medical Assistant	16.51
12130 - Medical Laboratory	23.18
Technician	
12160 - Medical Record Clerk	20.88
12190 - Medical Record Technician	23.35
12195 - Medical Transcriptionist	20.58
12210 - Nuclear Medicine	50.57
Technologist	
12221 - Nursing Assistant I	12.83
12222 - Nursing Assistant II	14.43
12223 - Nursing Assistant III	15.74
12224 - Nursing Assistant IV	17.67
12235 - Optical Dispenser	22.28
12236 - Optical Technician	20.58
12250 - Pharmacy Technician	15.58
12280 - Phlebotomist	20.58
12305 - Radiologic Technologist	32.01
12311 - Registered Nurse I	29.17
12312 - Registered Nurse II	32.81
12313 - Registered Nurse II	32.81
Specialist	
12314 - Registered Nurse III	39.70
12315 - Registered Nurse III	39.70
Anesthetist	
12316 - Registered Nurse IV	47.59
12317 - Scheduler (Drug and Alcohol	28.51
Testing)	
12320 - Substance Abuse Treatment	25.89
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	21.51
13012 - Exhibits Specialist II	26.65
13013 - Exhibits Specialist III	32.46
13041 - Illustrator I	22.03
13042 - Illustrator II	27.53
13043 - Illustrator III	32.62
13047 - Librarian	33.74
13050 - Library Aide/Clerk	14.14
13054 - Library Information	29.74
Technology Systems	
Administrator	
13058 - Library Technician	18.22
13061 - Media Specialist I	21.16
13062 - Media Specialist II	23.66
13063 - Media Specialist III	26.39
-	

13071 - Photographer I		19.24
13072 - Photographer II		21.51
13073 - Photographer III		26.65
13074 - Photographer IV		32.46
13075 - Photographer V		35.76
13090 - Technical Order Library		17.35
Clerk		
13110 - Video Teleconference		17.89
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		18.68
14042 - Computer Operator II		20.89
14043 - Computer Operator III		23.28
14044 - Computer Operator IV		25.88
14045 - Computer Operator V		28.66
14071 - Computer Programmer I	(see 1)	25.49
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	()	18.68
Operator		
14160 - Personal Computer Support		25.88
Technician		
14170 - System Support Specialist		28.71
15000 - Instructional Occupations		20.12
15010 - Aircrew Training Devices		36.22
Instructor (Non-Rated)		00.22
15020 - Aircrew Training Devices		41.82
Instructor (Rated)		11.02
15030 - Air Crew Training Devices		46.94
Instructor (Pilot)		10.91
15050 - Computer Based Training		36.22
Specialist / Instructor		50.22
15060 - Educational Technologist		28.49
15070 - Flight Instructor (Pilot)		46.94
15080 - Graphic Artist		30.44
15085 - Maintenance Test Pilot Fixed		46.94
Jet/Prop		-U.J.
15086 - Maintenance Test Pilot		46.94
Rotary Wing		10.71
15088 - Non-Maintenance Test/Co-		46.94
Pilot		70.94
15090 - Technical Instructor		28.62
15090 - Technical Instructor 15095 - Technical Instructor/Course		33.96
Developer		22.20
15110 - Test Proctor		22.41
IJIIV - Test Proctor		∠∠.4⊥

15120 - Tutor	22.41
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations	1 6 0 0
16010 - Assembler	16.09
16030 - Counter Attendant	16.09
16040 - Dry Cleaner	18.40
16070 - Finisher Flatwork Machine	16.09
16090 - Presser Hand	16.09
16110 - Presser Machine Drycleaning	16.09
16130 - Presser Machine Shirts	16.09
16160 - Presser Machine Wearing	16.09
Apparel Laundry	
16190 - Sewing Machine Operator	19.17
16220 - Tailor	19.94
16250 - Washer Machine	16.86
19000 - Machine Tool Operation And	
Repair Occupations	
19010 - Machine-Tool Operator (Tool	32.48
Room)	
19040 - Tool And Die Maker	38.90
21000 - Materials Handling And Packing	
Occupations	
21020 - Forklift Operator	16.93
21030 - Material Coordinator	24.90
21040 - Material Expediter	24.90
21050 - Material Handling Laborer	17.45
21071 - Order Filler	13.80
21080 - Production Line Worker (Food	16.93
Processing)	
21110 - Shipping Packer	17.20
21130 - Shipping/Receiving Clerk	17.20
21140 - Store Worker I	15.84
21150 - Stock Clerk	20.76
21210 - Tools And Parts Attendant	16.93
21410 - Warehouse Specialist	16.93
23000 - Mechanics And Maintenance And	
Repair Occupations	
23010 - Aerospace Structural Welder	35.96
23019 - Aircraft Logs and Records	29.03
Technician	
23021 - Aircraft Mechanic I	34.21
23022 - Aircraft Mechanic II	35.96
23023 - Aircraft Mechanic III	37.38
23040 - Aircraft Mechanic Helper	25.46
23050 - Aircraft Painter	32.48
23060 - Aircraft Servicer	29.03
23070 - Aircraft Survival Flight	32.48
Equipment Technician	
23080 - Aircraft Worker	30.76

23091 - Aircrew Life Support	30.76
Equipment (ALSE) Mechanic	
23092 - Aircrew Life Support	34.21
Equipment (ALSE) Mechanic	34.21
II	
23110 - Appliance Mechanic	32.48
23120 - Bicycle Repairer	27.25
23125 - Cable Splicer	34.21
23125 - Cable Spilcer 23130 - Carpenter Maintenance	35.49
23140 - Carpet Layer	30.76
23160 - Electrician Maintenance	44.85
23181 - Electronics Technician	30.76
Maintenance I	
23182 - Electronics Technician	32.48
Maintenance II	
23183 - Electronics Technician	34.21
Maintenance III	
23260 - Fabric Worker	29.03
23290 - Fire Alarm System Mechanic	34.21
23310 - Fire Extinguisher Repairer	27.25
23311 - Fuel Distribution System	34.21
Mechanic	
23312 - Fuel Distribution System	27.25
Operator	
23370 - General Maintenance Worker	23.74
23380 - Ground Support Equipment	34.21
Mechanic	
23381 - Ground Support Equipment	29.03
Servicer	
23382 - Ground Support Equipment	30.76
Worker	
23391 - Gunsmith I	27.25
23392 - Gunsmith II	30.76
23393 - Gunsmith III	34.21
23410 - Heating Ventilation And Air-	28.61
-	20.01
Conditioning	
Mechanic	20 07
23411 - Heating Ventilation And Air	30.07
Contidioning	
Mechanic (Research Facility)	24 01
23430 - Heavy Equipment Mechanic	34.21
23440 - Heavy Equipment Operator	42.37
23460 - Instrument Mechanic	34.21
23465 - Laboratory/Shelter Mechanic	32.48
23470 - Laborer	15.03
23510 - Locksmith	32.48
23530 - Machinery Maintenance	35.31
Mechanic	
23550 - Machinist Maintenance	27.64

23580 - Maintenance Trades Helper	25.46
23591 - Metrology Technician I	34.21
23592 - Metrology Technician II	35.96
23593 - Metrology Technician III	37.38
23640 - Millwright	34.21
23710 - Office Appliance Repairer	32.48
23760 - Painter Maintenance	25.00
23790 - Pipefitter Maintenance	46.41
23810 - Plumber Maintenance	44.04
23820 - Pneudraulic Systems Mechanic	34.21
23850 - Rigger	34.21
23870 - Scale Mechanic	30.76
23890 - Sheet-Metal Worker	35.97
Maintenance	
23910 - Small Engine Mechanic	30.76
23931 - Telecommunications Mechanic	30.34
I	21 00
23932 - Telecommunications Mechanic	31.89
	24 01
23950 - Telephone Lineman	34.21
23960 - Welder Combination	21.62
Maintenance	24 01
23965 - Well Driller	34.21
23970 - Woodcraft Worker	34.21
23980 - Woodworker	27.25
24000 - Personal Needs Occupations	
24550 - Case Manager	23.28
24570 - Child Care Attendant 24580 - Child Care Center Clerk	12.33
24500 - Child Care Center Clerk 24610 - Chore Aide	17.79 14.01
24610 - Chore Alde 24620 - Family Readiness And Support	23.28
Services	23.20
Coordinator	
24630 - Homemaker	23.28
25000 - Plant And System Operations	23.20
Occupations	
25010 - Boiler Tender	41.57
25040 - Sewage Plant Operator	33.44
25040 - Sewage Flant Operator 25070 - Stationary Engineer	41.57
25190 - Ventilation Equipment Tender	30.66
25210 - Water Treatment Plant	33.44
Operator	55.11
27000 - Protective Service Occupations	
27004 - Alarm Monitor	27.10
27007 - Baggage Inspector	14.64
27008 - Corrections Officer	29.55
27010 - Court Security Officer	29.55
27030 - Detection Dog Handler	16.37
27040 - Detention Officer	29.55
27070 - Firefighter	29.55
	27.55

27101 - Guard I		14.64
27102 - Guard II		16.37
27131 - Police Officer I		31.95
27132 - Police Officer II		35.50
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		13.71
28042 - Carnival Equipment Repairer		14.43
28043 - Carnival Worker		11.17
28210 - Gate Attendant/Gate Tender		18.08
28310 - Lifeguard		14.41
28350 - Park Attendant (Aide)		20.21
28510 - Recreation Aide/Health		12.96
Facility Attendant		
28515 - Recreation Specialist		22.00
28630 - Sports Official		16.10
28690 - Swimming Pool Operator		26.81
29000 - Stevedoring/Longshoremen		20002
Occupational Services		
29010 - Blocker And Bracer		30.76
29020 - Hatch Tender		30.76
29030 - Line Handler		30.76
29041 - Stevedore I		29.03
29041 Stevedore I 29042 - Stevedore II		32.48
30000 - Technical Occupations		52.40
30010 - Air Traffic Control	(see 2)	44.68
Specialist Center (HFO)	(366 2)	44.00
30011 - Air Traffic Control	(see 2)	30.81
Specialist Station (HFO)	(366 2)	JU.01
30012 - Air Traffic Control		33.93
Specialist Terminal (HFO) (see 2)		55.55
30021 - Archeological Technician I		17.64
30022 - Archeological Technician II		19.76
30023 - Archeological Technician III		26.59
30030 - Cartographic Technician		26.33
30040 - Civil Engineering Technician		25.64
30051 - Cryogenic Technician I		23.80
30052 - Cryogenic Technician II		26.29
30061 - Drafter/CAD Operator I		17.64
30062 - Drafter/CAD Operator II		19.76
30063 - Drafter/CAD Operator III		21.99
30064 - Drafter/CAD Operator IV		28.96
30081 - Engineering Technician I		17.38
30082 - Engineering Technician II		20.39
30082 - Engineering Technician II 30083 - Engineering Technician III		20.39
30084 - Engineering Technician IV		28.26
30085 - Engineering Technician V		34.56
30086 - Engineering Technician VI		40.57
30090 - Environmental Technician		24.28
30090 - Environmental Technician 30095 - Evidence Control Specialist		24.28
30210 - Laboratory Technician		26.77

30221 - Latent Fingerprint Technician I		23.80
30222 - Latent Fingerprint		26.29
Technician II		
30240 - Mathematical Technician		26.13
30361 - Paralegal/Legal Assistant I		20.55
30362 - Paralegal/Legal Assistant II		25.43
30363 - Paralegal/Legal Assistant		31.14
III		
30364 - Paralegal/Legal Assistant IV		37.63
30375 - Petroleum Supply Specialist		26.29
30390 - Photo-Optics Technician		26.33
30395 - Radiation Control Technician		26.29
30461 - Technical Writer I		25.16
30462 - Technical Writer II		30.77
30463 - Technical Writer III		37.23
30491 - Unexploded Ordnance (UXO)		28.39
Technician I		
30492 - Unexploded Ordnance (UXO)		34.35
Technician II		
30493 - Unexploded Ordnance (UXO)		41.18
Technician III		
30494 - Unexploded (UXO) Safety		28.39
Escort		
30495 - Unexploded (UXO) Sweep		28.39
Personnel		
30501 - Weather Forecaster I		28.96
30502 - Weather Forecaster II		35.23
30620 - Weather Observer Combined (see		21.99
Upper Air Or	2)	21.55
Surface Programs		
30621 - Weather Observer Senior (see	21	24.44
•	۷)	24.44
31000 - Transportation/Mobile		
Equipment Operation Occupations		
31010 - Airplane Pilot		34.35
31020 - Bus Aide		18.18
31030 - Bus Driver		24.36
31043 - Driver Courier		19.14
31260 - Parking and Lot Attendant		16.40
31290 - Shuttle Bus Driver		18.60
31310 - Taxi Driver		15.41
31361 - Truckdriver Light		18.60
31362 - Truckdriver Medium		22.78
31363 - Truckdriver Heavy		28.17
31364 - Truckdriver Tractor-Trailer		28.17
99000 - Miscellaneous Occupations		
-		
99020 - Cabin Safety Specialist		16 75
99020 - Cabin Safety Specialist		16.75
99030 - Cashier		11.36

99130 - Flight Follower	28.39
99251 - Laboratory Animal Caretaker	22.41
I	
99252 - Laboratory Animal Caretaker	23.99
II	
99260 - Marketing Analyst	26.29
99310 - Mortician	30.13
99410 - Pest Controller	25.55
99510 - Photofinishing Worker	14.92
99710 - Recycling Laborer	19.07
99711 - Recycling Specialist	22.41
99730 - Refuse Collector	17.46
99810 - Sales Clerk	12.95
99820 - School Crossing Guard	17.46
99830 - Survey Party Chief	23.80
99831 - Surveying Aide	14.52
99832 - Surveying Technician	18.74
99840 - Vending Machine Attendant	22.41
99841 - Vending Machine Repairer	27.08
99842 - Vending Machine Repairer	22.41
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 per month*

*This rate is to be used only when compensating employees for performance on an SCAcovered 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 twelve paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday 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: 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:

 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)).

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor	WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Daniel W. Simms Division of Director Wage Determinations	Wage Determination No.: 2015-5027 Revision No.: 16 Date Of Last Revision: 12/27/2021

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022 Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022 Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Illinois

Area: Illinois Counties of Marshall Peoria Stark Tazewell Woodford

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		14.67
01012 - Accounting Clerk II		16.47
01013 - Accounting Clerk III		18.42
01020 - Administrative Assistant		23.40
01035 - Court Reporter		18.17
01041 - Customer Service		12.63
Representative I		
01042 - Customer Service		14.20
Representative II		

01043 - Customer Service Representative III		15.49
01051 - Data Entry Operator I		15.49
01052 - Data Entry Operator II		16.90
01060 - Dispatcher Motor Vehicle		23.31
01070 - Document Preparation Clerk		14.47
01090 - Duplicating Machine Operator		14.47
01111 - General Clerk I		13.74
01112 - General Clerk II		14.99
01113 - General Clerk III		16.84
01120 - Housing Referral Assistant		20.25
01141 - Messenger Courier		13.80
01191 - Order Clerk I		13.84
01192 - Order Clerk II		15.73
01261 - Personnel Assistant		16.47
(Employment) I		
01262 - Personnel Assistant		18.42
(Employment) II		
01263 - Personnel Assistant		20.53
(Employment) III		
01270 - Production Control Clerk		21.82
01290 - Rental Clerk		11.98
01300 - Scheduler Maintenance		16.25
01311 - Secretary I		16.25
01312 - Secretary II		18.17
01313 - Secretary III		20.25
01320 - Service Order Dispatcher		20.85
01410 - Supply Technician		23.40
01420 - Survey Worker		16.92
01460 - Switchboard		13.45
Operator/Receptionist		
01531 - Travel Clerk I		16.56
01532 - Travel Clerk II		17.90
01533 - Travel Clerk III		19.37
01611 - Word Processor I		14.47
01612 - Word Processor II		16.25
01613 - Word Processor III		18.17
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer		23.10
Fiberglass		
05010 - Automotive	Electrician	20.68
		20.00
05040 - Automotive Glass Installer		
05040 - Automotive Glass Installer 05070 - Automotive Worker		20.00
05070 - Automotive Worker 05110 - Mobile Equipment Servicer		20.00 18.69
05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal		20.00
05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic		20.00 18.69 21.34
05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic 05160 - Motor Equipment Metal Worker		20.00 18.69 21.34 20.00
05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic 05160 - Motor Equipment Metal Worker 05190 - Motor Vehicle Mechanic		20.00 18.69 21.34 20.00 21.34
05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic 05160 - Motor Equipment Metal Worker		20.00 18.69 21.34 20.00

05250 - Motor Vehicle Upholstery Worker	19.36
05280 - Motor Vehicle Wrecker	20.00
05280 - Motor Venicle Wrecker 05310 - Painter Automotive	20.00
05340 - Radiator Repair Specialist	20.00
05370 - Tire Repairer 05400 - Transmission Repair	21.34
Specialist	21.34
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	13.43
07041 - Cook I	12.68
07042 - Cook II	13.96
07070 - Dishwasher	10.82
07130 - Food Service Worker	10.02
07210 - Meat Cutter	14.40
07260 - Waiter/Waitress	10.42
09000 - Furniture Maintenance And	10111
Repair Occupations	
09010 - Electrostatic Spray Painter	19.50
09040 - Furniture Handler	15.38
09080 - Furniture Refinisher	19.50
09090 - Furniture Refinisher Helper	16.60
09110 - Furniture Repairer Minor	17.82
09130 - Upholsterer	19.50
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	12.50
11060 - Elevator Operator	12.73
11090 - Gardener	15.50
11122 - Housekeeping Aide	12.73
11150 - Janitor	12.73
11210 - Laborer Grounds Maintenance	13.62
11240 - Maid or Houseman	11.68
11260 - Pruner	13.01
	14.83
11270 - Tractor Operator	
11330 - Trail Maintenance Worker	13.62
11330 - Trail Maintenance Worker 11360 - Window Cleaner	
11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations	13.62 13.32
11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver	13.62 13.32 15.48
11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician	13.62 13.32 15.48 20.19
<pre>11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational</pre>	13.62 13.32 15.48
<pre>11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant</pre>	13.62 13.32 15.48 20.19 27.21
<pre>11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist</pre>	13.62 13.32 15.48 20.19
<pre>11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant</pre>	13.62 13.32 15.48 20.19 27.21 27.76
<pre>11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant 12020 - Dental Assistant</pre>	13.62 13.32 15.48 20.19 27.21 27.76 21.24
<pre>11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant 12020 - Dental Assistant 12025 - Dental Hygienist</pre>	13.62 13.32 15.48 20.19 27.21 27.76 21.24 32.80
<pre>11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant 12020 - Dental Assistant 12025 - Dental Hygienist 12030 - EKG Technician</pre>	13.62 13.32 15.48 20.19 27.21 27.76 21.24 32.80 27.85
<pre>11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant 12020 - Dental Assistant 12025 - Dental Hygienist</pre>	13.62 13.32 15.48 20.19 27.21 27.76 21.24 32.80

	1 - 4 0
12040 - Emergency Medical Technician	15.48
12071 - Licensed Practical Nurse I	18.05
12072 - Licensed Practical Nurse II	20.19
12073 - Licensed Practical Nurse III	22.50
12100 - Medical Assistant	15.74
12130 - Medical Laboratory	24.82
Technician	
12160 - Medical Record Clerk	17.67
12190 - Medical Record Technician	20.13
12195 - Medical Transcriptionist	18.80
12210 - Nuclear Medicine	44.36
Technologist	
12221 - Nursing Assistant I	11.67
12222 - Nursing Assistant II	13.13
12223 - Nursing Assistant III	14.32
12224 - Nursing Assistant IV	16.08
12235 - Optical Dispenser	17.38
12236 - Optical Technician	18.05
12250 - Pharmacy Technician	16.94
12280 - Phlebotomist	16.79
12305 - Radiologic Technologist	27.42
12311 - Registered Nurse I	23.49
12312 - Registered Nurse II	28.74
12313 - Registered Nurse II	28.74
Specialist	
12314 - Registered Nurse III	34.77
12315 - Registered Nurse III	34.77
Anesthetist	01.,,,
12316 - Registered Nurse IV	41.67
12317 - Scheduler (Drug and Alcohol	25.01
Testing)	20.01
12320 - Substance Abuse Treatment	20.14
Counselor	20.11
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	17.25
13012 - Exhibits Specialist II	19.20
13012 - Exhibits Specialist II 13013 - Exhibits Specialist III	22.52
13041 - Illustrator I	16.28
13042 - Illustrator II	18.64
13042 - Illustrator III	22.81
13047 - Librarian	20.65
13050 - Library Aide/Clerk	12.17
13054 - Library Information	12.17
—	19.70
Technology Systems Administrator	
	10 00
13058 - Library Technician	13.32
13061 - Media Specialist I 12062 - Media Specialist II	13.46
13062 - Media Specialist II	15.05
13063 - Media Specialist III	16.78

13071 - Photographer I		15.71
13072 - Photographer II		17.57
13073 - Photographer III		20.52
13074 - Photographer IV		23.20
13075 - Photographer V		26.06
13090 - Technical Order Library		15.74
Clerk		
13110 - Video Teleconference		15.48
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		17.69
14042 - Computer Operator II		19.80
14043 - Computer Operator III		22.07
14044 - Computer Operator IV		24.52
14045 - Computer Operator V		27.16
14071 - Computer Programmer I	(see 1)	21.32
14072 - Computer Programmer II	(see 1)	25.25
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment	x y	17.69
Operator		
14160 - Personal Computer Support		24.52
Technician		
14170 - System Support Specialist		29.87
15000 - Instructional Occupations		
15010 - Aircrew Training Devices		30.40
Instructor (Non-Rated)		
15020 - Aircrew Training Devices		36.78
Instructor (Rated)		
15030 - Air Crew Training Devices		44.08
Instructor (Pilot)		
15050 - Computer Based Training		30.40
Specialist / Instructor		
15060 - Educational Technologist		30.77
15070 - Flight Instructor (Pilot)		44.08
15080 - Graphic Artist		23.76
15085 - Maintenance Test Pilot Fixed		44.08
Jet/Prop		
15086 - Maintenance Test Pilot		44.08
Rotary Wing		
15088 - Non-Maintenance Test/Co-		44.08
Pilot		
15090 - Technical Instructor		28.23
15095 - Technical Instructor/Course		34.54
Developer		· · · · · ·
15110 - Test Proctor		22.80
		22.00

15120 - Tutor	22.80
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations	
16010 - Assembler	15.55
16030 - Counter Attendant	15.55
16040 - Dry Cleaner	18.22
16070 - Finisher Flatwork Machine	15.55
16090 - Presser Hand	15.55
16110 - Presser Machine Drycleaning	15.55
16130 - Presser Machine Shirts	15.55
16160 - Presser Machine Wearing	15.55
Apparel Laundry	10.04
16190 - Sewing Machine Operator	19.04
16220 - Tailor	19.81
16250 - Washer Machine	16.29
19000 - Machine Tool Operation And	
Repair Occupations	
19010 - Machine-Tool Operator (Tool	25.53
Room)	
19040 - Tool And Die Maker	29.91
21000 - Materials Handling And Packing	
Occupations	
21020 - Forklift Operator	18.90
21030 - Material Coordinator	21.82
21040 - Material Expediter	21.82
21050 - Material Handling Laborer	17.28
21071 - Order Filler	13.32
21080 - Production Line Worker (Food	18.90
Processing)	
21110 - Shipping Packer	17.08
21130 - Shipping/Receiving Clerk	17.08
21140 - Store Worker I	19.14
21150 - Stock Clerk	21.89
21210 - Tools And Parts Attendant	18.90
21410 - Warehouse Specialist	18.90
23000 - Mechanics And Maintenance And	
Repair Occupations	
23010 - Aerospace Structural Welder	29.86
23019 - Aircraft Logs and Records	25.10
Technician	
23021 - Aircraft Mechanic I	28.69
23022 - Aircraft Mechanic II	29.86
23023 - Aircraft Mechanic III	31.10
23040 - Aircraft Mechanic Helper	23.03
23050 - Aircraft Painter	27.51
23060 - Aircraft Servicer	25.10
23070 - Aircraft Survival Flight	27.51
Equipment Technician	0 0 1
23080 - Aircraft Worker	26.31

23091 - Aircrew Life Support	26.31
Equipment (ALSE) Mechanic	20.51
-	28.69
23092 - Aircrew Life Support	28.69
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	29.13
23120 - Bicycle Repairer	25.31
23125 - Cable Splicer	30.37
23130 - Carpenter Maintenance	31.81
23140 - Carpet Layer	27.81
23160 - Electrician Maintenance	34.84
23181 - Electronics Technician	30.36
Maintenance I	
23182 - Electronics Technician	32.28
Maintenance II	
23183 - Electronics Technician	33.66
Maintenance III	
23260 - Fabric Worker	26.57
23290 - Fire Alarm System Mechanic	29.50
23310 - Fire Extinguisher Repairer	25.31
	30.37
23311 - Fuel Distribution System Mechanic	50.57
	25 21
23312 - Fuel Distribution System	25.31
Operator	0.0.01
23370 - General Maintenance Worker	20.21
23380 - Ground Support Equipment	28.69
Mechanic	
23381 - Ground Support Equipment	25.10
Servicer	
23382 - Ground Support Equipment	26.31
Worker	
23391 - Gunsmith I	25.31
23392 - Gunsmith II	27.87
23393 - Gunsmith III	30.37
23410 - Heating Ventilation And Air-	34.47
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	35.87
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	29.80
23440 - Heavy Equipment Operator	34.41
23460 - Instrument Mechanic	30.37
23465 - Laboratory/Shelter Mechanic	29.13
23470 - Laborer	15.62
23510 - Locksmith	29.13
23530 - Machinery Maintenance	29.00
Mechanic	23.00
23550 - Machinist Maintenance	23.13
	23.13

23580 - Maintenance Trades Helper	24.21
23591 - Metrology Technician I	30.37
23592 - Metrology Technician II	31.60
23593 - Metrology Technician III	32.85
23640 - Millwright	32.77
23710 - Office Appliance Repairer	20.29
23760 - Painter Maintenance	32.33
23790 - Pipefitter Maintenance	39.09
23810 - Plumber Maintenance	37.49
23820 - Pneudraulic Systems Mechanic	30.37
23850 - Rigger	30.37
23870 - Scale Mechanic	27.87
23890 - Sheet-Metal Worker	34.65
Maintenance	0.0 1.0
23910 - Small Engine Mechanic	22.18
23931 - Telecommunications Mechanic	38.57
I	40 14
23932 - Telecommunications Mechanic	40.14
II	
23950 - Telephone Lineman	32.37
23960 - Welder Combination	21.63
Maintenance	20 27
23965 - Well Driller	30.37
23970 - Woodcraft Worker	30.37
23980 - Woodworker	25.31
24000 - Personal Needs Occupations	1 5 0 0
24550 - Case Manager	15.98
24570 - Child Care Attendant	10.65
24580 - Child Care Center Clerk 24610 - Chore Aide	13.27
	12.18
24620 - Family Readiness And Support	15.98
Services Coordinator	
24630 - Homemaker	15.98
24050 - Homemaker 25000 - Plant And System Operations	13.90
Occupations 25010 - Boiler Tender	34.83
25010 - Boller Tender 25040 - Sewage Plant Operator	24.80
25040 - Sewage Flant Operator 25070 - Stationary Engineer	34.83
25070 - Stationary Engineer 25190 - Ventilation Equipment Tender	27.85
25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant	24.80
Operator	24.00
27000 - Protective Service Occupations	
27000 - Fiotective Service Occupations	20.33
27004 - Alarm Monitor 27007 - Baggage Inspector	15.32
27007 - Baggage Inspector 27008 - Corrections Officer	24.82
27008 - Corrections Officer 27010 - Court Security Officer	24.82
27010 - Court Security Officer 27030 - Detection Dog Handler	17.14
27030 - Detection Dog Handler 27040 - Detention Officer	24.82
27040 - Decention Officer 27070 - Firefighter	24.82
ZIVIV - FILELIGIICEL	21.00

27101 - Guard I		
		15.32
27102 - Guard II		17.14
27131 - Police Officer I		24.71
27132 - Police Officer II		27.46
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		12.94
28042 - Carnival Equipment Repairer		13.41
28043 - Carnival Worker		12.63
28210 - Gate Attendant/Gate Tender		13.43
28310 - Lifeguard		11.01
28350 - Park Attendant (Aide)		15.03
28510 - Recreation Aide/Health		10.97
Facility Attendant		
28515 - Recreation Specialist		18.20
28630 - Sports Official		11.97
28690 - Swimming Pool Operator		18.07
29000 - Stevedoring/Longshoremen		10.07
Occupational Services		
29010 - Blocker And Bracer		24.78
29020 - Hatch Tender		
		24.78
29030 - Line Handler		24.78
29041 - Stevedore I		23.62
29042 - Stevedore II		25.90
30000 - Technical Occupations		
30010 - Air Traffic Control	(see 2)	40.29
Specialist Center (HFO)		
30011 - Air Traffic Control	(see 2)	27.78
Specialist Station (HFO)		
30012 - Air Traffic Control		30.59
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)		30.59
30012 - Air Traffic Control		30.59 20.47
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)		
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician I		20.47
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician I 30022 - Archeological Technician II		20.47 22.90
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III		20.47 22.90 28.37
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician		20.47 22.90 28.37 28.37
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician		20.47 22.90 28.37 28.37 29.30
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II		20.47 22.90 28.37 28.37 29.30 31.42
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I		20.47 22.90 28.37 28.37 29.30 31.42 34.71 20.47
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II		20.47 22.90 28.37 28.37 29.30 31.42 34.71 20.47 22.90
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30063 - Drafter/CAD Operator III		20.47 22.90 28.37 28.37 29.30 31.42 34.71 20.47 22.90 25.53
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV		20.47 22.90 28.37 28.37 29.30 31.42 34.71 20.47 22.90 25.53 31.42
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician I		20.47 22.90 28.37 28.37 29.30 31.42 34.71 20.47 22.90 25.53 31.42 15.20
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician I		20.47 22.90 28.37 28.37 29.30 31.42 34.71 20.47 22.90 25.53 31.42 15.20 17.33
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician I 30082 - Engineering Technician II		20.47 22.90 28.37 28.37 29.30 31.42 34.71 20.47 22.90 25.53 31.42 15.20 17.33 20.78
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator III 30081 - Engineering Technician I 30082 - Engineering Technician II 30083 - Engineering Technician II		20.47 22.90 28.37 28.37 29.30 31.42 34.71 20.47 22.90 25.53 31.42 15.20 17.33 20.78 25.15
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30062 - Drafter/CAD Operator I 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator III 30084 - Engineering Technician I 30083 - Engineering Technician II 30084 - Engineering Technician IV 30085 - Engineering Technician V		20.47 22.90 28.37 28.37 29.30 31.42 34.71 20.47 22.90 25.53 31.42 15.20 17.33 20.78 25.15 28.94
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator III 30081 - Engineering Technician I 30082 - Engineering Technician II 30083 - Engineering Technician II 30084 - Engineering Technician IV 30085 - Engineering Technician V		20.47 22.90 28.37 28.37 29.30 31.42 34.71 20.47 22.90 25.53 31.42 15.20 17.33 20.78 25.15 28.94 35.01
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30062 - Drafter/CAD Operator I 30063 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator III 30081 - Engineering Technician I 30082 - Engineering Technician II 30083 - Engineering Technician II 30084 - Engineering Technician IV 30085 - Engineering Technician V 30086 - Engineering Technician V 30090 - Environmental Technician		20.47 22.90 28.37 28.37 29.30 31.42 34.71 20.47 22.90 25.53 31.42 15.20 17.33 20.78 25.15 28.94 35.01 28.37
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator III 30081 - Engineering Technician I 30082 - Engineering Technician II 30083 - Engineering Technician II 30084 - Engineering Technician IV 30085 - Engineering Technician V		20.47 22.90 28.37 28.37 29.30 31.42 34.71 20.47 22.90 25.53 31.42 15.20 17.33 20.78 25.15 28.94 35.01

30221 - Latent Fingerprint	31.42
Technician I	
30222 - Latent Fingerprint	34.71
Technician II	
30240 - Mathematical Technician	33.85
30361 - Paralegal/Legal Assistant I	19.81
30362 - Paralegal/Legal Assistant II	24.54
30363 - Paralegal/Legal Assistant	30.02
III	
30364 - Paralegal/Legal Assistant IV	36.32
30375 - Petroleum Supply Specialist	34.71
30390 - Photo-Optics Technician	28.37
30395 - Radiation Control Technician	34.71
30461 - Technical Writer I	25.74
30462 - Technical Writer II	31.48
30463 - Technical Writer III	38.10
30491 - Unexploded Ordnance (UXO)	25.60
Technician I	20.00
30492 - Unexploded Ordnance (UXO)	30.98
Technician II	50.50
30493 - Unexploded Ordnance (UXO)	37.13
Technician III	57.15
30494 - Unexploded (UXO) Safety	25.60
Escort	23.00
30495 - Unexploded (UXO) Sweep	25.60
Personnel	
30501 - Weather Forecaster I	31.42
30502 - Weather Forecaster II	38.22
30620 - Weather Observer Combined (see 2)	25.53
Upper Air Or	
Surface Programs	
30621 - Weather Observer Senior (see 2)	28.37
31000 - Transportation/Mobile	
Equipment Operation Occupations	
31010 - Airplane Pilot	30.98
31020 - Bus Aide	17.50
31030 - Bus Driver	20.76
31043 - Driver Courier	16.23
31260 - Parking and Lot Attendant	13.09
31290 - Shuttle Bus Driver	17.53
31310 - Taxi Driver	15.93
31361 - Truckdriver Light	16.97
31362 - Truckdriver Medium	17.82
31363 - Truckdriver Heavy	21.63
31364 - Truckdriver Tractor-Trailer	21.63
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	10.58
99050 - Desk Clerk	12.32
99095 - Embalmer	35.40
	00.10

99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	15.96
I	
99252 - Laboratory Animal Caretaker	16.69
II	
99260 - Marketing Analyst	39.95
99310 - Mortician	35.40
99410 - Pest Controller	18.37
99510 - Photofinishing Worker	13.95
99710 - Recycling Laborer	21.72
99711 - Recycling Specialist	23.65
99730 - Refuse Collector	20.75
99810 - Sales Clerk	11.90
99820 - School Crossing Guard	13.20
99830 - Survey Party Chief	19.19
99831 - Surveying Aide	12.75
99832 - Surveying Technician	17.45
99840 - Vending Machine Attendant	22.67
99841 - Vending Machine Repairer	26.30
99842 - Vending Machine Repairer	22.67
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 per month*

*This rate is to be used only when compensating employees for performance on an SCAcovered 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 after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

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

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

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

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

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

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

overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

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

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

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

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

REGISTER OF WAGE DETERMINATIONS UNDER	U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT	EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor	C WAGE AND HOUR DIVISION
	WASHINGTON D.C. 20210
	Wage Determination No.: 2015-5029
Daniel W. Simms Division of	Revision No.: 16
Director Wage Determination	ns Date Of Last Revision: 12/27/2021

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022 Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022 Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Illinois

Area: Illinois Counties of Boone Winnebago

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		15.64
01012 - Accounting Clerk II		17.57
01013 - Accounting Clerk III		19.65
01020 - Administrative Assistant		22.42
01035 - Court Reporter		18.67
01041 - Customer Service		14.50
Representative I		
01042 - Customer Service		16.20
Representative II		

01043 - Customer Service	17.78
Representative III	1 1 1 0
01051 - Data Entry Operator I	14.19
01052 - Data Entry Operator II	15.49
01060 - Dispatcher Motor Vehicle	18.92
01070 - Document Preparation Clerk	14.87
01090 - Duplicating Machine Operator	14.87
01111 - General Clerk I	13.47
01112 - General Clerk II	14.70
01113 - General Clerk III	16.85
01120 - Housing Referral Assistant	20.81
01141 - Messenger Courier	13.53
01191 - Order Clerk I	15.14
01192 - Order Clerk II	17.83
01261 - Personnel Assistant	16.09
(Employment) I	
01262 - Personnel Assistant	18.63
(Employment) II	
01263 - Personnel Assistant	20.16
(Employment) III	
01270 - Production Control Clerk	24.48
01290 - Rental Clerk	13.56
01300 - Scheduler Maintenance	16.70
01311 - Secretary I	16.70
01312 - Secretary II	18.67
01313 - Secretary III	20.81
01320 - Service Order Dispatcher	16.91
01410 - Supply Technician	22.42
01420 - Survey Worker	18.52
01460 - Switchboard	14.90
Operator/Receptionist	
01531 - Travel Clerk I	14.02
01532 - Travel Clerk II	15.16
01533 - Travel Clerk III	16.43
01611 - Word Processor I	14.87
01612 - Word Processor II	16.70
01613 - Word Processor III	18.67
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	25.66
Fiberglass	
05010 - Automotive Electrician	23.36
05040 - Automotive Glass Installer	21.99
05070 - Automotive Worker	21.99
05110 - Mobile Equipment Servicer	19.32
05130 - Motor Equipment Metal	
· · · · · · · · · · · · · · · · · · ·	24.76
Mechanic	24.76
	24.76 21.99
05160 - Motor Equipment Metal Worker	21.99

05250 - Motor Vehicle Upholstery	20.65
Worker	01 00
05280 - Motor Vehicle Wrecker	21.99
05310 - Painter Automotive	23.36
05340 - Radiator Repair Specialist	21.99
05370 - Tire Repairer	15.92
05400 - Transmission Repair	24.76
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	13.12
07041 - Cook I	12.47
07042 - Cook II	14.19
07070 - Dishwasher	11.14
07130 - Food Service Worker	11.67
07210 - Meat Cutter	14.81
07260 - Waiter/Waitress	9.96
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	19.10
09040 - Furniture Handler	15.38
09080 - Furniture Refinisher	21.24
09090 - Furniture Refinisher Helper	17.34
09110 - Furniture Repairer Minor	19.31
09130 - Upholsterer	21.24
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	12.57
11060 - Elevator Operator	12.57
11090 - Gardener	18.23
11122 - Housekeeping Aide	12.49
11150 - Janitor	12.49
11210 - Laborer Grounds Maintenance	14.70
11240 - Maid or Houseman	11.18
11260 - Pruner	13.37
11270 - Tractor Operator	17.02
11330 - Trail Maintenance Worker	14.70
11360 - Window Cleaner	13.73
12000 - Health Occupations	
12010 - Ambulance Driver	16.48
12011 - Breath Alcohol Technician	22.55
12012 - Certified Occupational	30.95
Therapist Assistant	
12015 - Certified Physical Therapist	28.06
Assistant	
12020 - Dental Assistant	19.00
12025 - Dental Hygienist	37.00
12030 - EKG Technician	29.87
12035 - Electroneurodiagnostic	29.87
Technologist	
TECHNOTOGISC	

12040 - Emergency Medical Technician	16.48
12071 - Licensed Practical Nurse I	20.17
12072 - Licensed Practical Nurse II	22.55
12073 - Licensed Practical Nurse III	25.14
12100 - Medical Assistant	17.55
12130 - Medical Laboratory	23.62
Technician	
12160 - Medical Record Clerk	19.07
12190 - Medical Record Technician	21.32
12195 - Medical Transcriptionist	20.17
12210 - Nuclear Medicine	49.57
Technologist	
12221 - Nursing Assistant I	11.66
12222 - Nursing Assistant II	13.10
12223 - Nursing Assistant III	14.30
12224 - Nursing Assistant IV	16.06
12235 - Optical Dispenser	16.42
12236 - Optical Technician	20.17
12250 - Pharmacy Technician	14.04
12280 - Phlebotomist	17.14
12305 - Radiologic Technologist	28.55
12311 - Registered Nurse I	23.32
12312 - Registered Nurse II	28.56
12313 - Registered Nurse II	28.56
Specialist	
12314 - Registered Nurse III	34.55
12315 - Registered Nurse III	34.55
Anesthetist	
12316 - Registered Nurse IV	41.41
12317 - Scheduler (Drug and Alcohol	27.94
Testing)	
12320 - Substance Abuse Treatment	26.47
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	19.99
13012 - Exhibits Specialist II	24.75
13013 - Exhibits Specialist III	29.36
13041 - Illustrator I	19.93
13042 - Illustrator II	24.68
13043 - Illustrator III	29.36
13047 - Librarian	26.58
13050 - Library Aide/Clerk	13.90
13054 - Library Information	24.00
Technology Systems	
Administrator	
13058 - Library Technician	16.42
13061 - Media Specialist I	17.33
13062 - Media Specialist II	19.37
13063 - Media Specialist III	21.59

13071 - Photographer I		15.62
13072 - Photographer II		17.47
13073 - Photographer III		21.64
13074 - Photographer IV		26.47
13075 - Photographer V		32.04
13090 - Technical Order Library		17.31
Clerk		
13110 - Video Teleconference		20.26
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		17.87
14042 - Computer Operator II		19.98
14043 - Computer Operator III		22.27
14044 - Computer Operator IV		24.75
14045 - Computer Operator V		27.41
14071 - Computer Programmer I	(see 1)	23.07
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	(200 1)	17.87
Operator		1,.0,
14160 - Personal Computer Support		24.75
Technician		21.75
14170 - System Support Specialist		28.57
15000 - Instructional Occupations		20.07
15010 - Aircrew Training Devices		30.38
Instructor (Non-Rated)		50.50
15020 - Aircrew Training Devices		36.73
Instructor (Rated)		50.75
15030 - Air Crew Training Devices		44.01
Instructor (Pilot)		44.01
• •		30.38
15050 - Computer Based Training		30.30
Specialist / Instructor		20 72
15060 - Educational Technologist 15070 - Flight Instructor (Pilot)		29.73 44.01
15080 - Graphic Artist 15085 - Maintenance Test Pilot Fixed		21.84
Jet/Prop		44.01
		11 01
15086 - Maintenance Test Pilot		44.01
Rotary Wing		44 01
15088 - Non-Maintenance Test/Co-		44.01
Pilot		
15090 - Technical Instructor		20.36
15095 - Technical Instructor/Course		25.20
Developer 15110 - Test Proctor		18.82

	10.00
15120 - Tutor	18.82
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations 16010 - Assembler	16.09
16030 - Counter Attendant	16.09
16040 - Dry Cleaner 16070 - Finisher Flatwork Machine	18.40
	16.09
16090 - Presser Hand	16.09
16110 - Presser Machine Drycleaning	16.09
16130 - Presser Machine Shirts	16.09
16160 - Presser Machine Wearing	16.09
Apparel Laundry	19.17
16190 - Sewing Machine Operator	
16220 - Tailor 16250 - Washer Machine	19.94 16.86
	10.00
19000 - Machine Tool Operation And	
Repair Occupations	10 50
19010 - Machine-Tool Operator (Tool	19.53
Room) 19040 - Tool And Die Maker	
	23.56
21000 - Materials Handling And Packing	
Occupations	17 07
21020 - Forklift Operator 21030 - Material Coordinator	17.07
21040 - Material Expediter	24.97
21050 - Material Handling Laborer 21071 - Order Filler	14.68
	12.48
21080 - Production Line Worker (Food	17.07
Processing)	15.91
21110 - Shipping Packer 21120 - Shipping (Pacaiwing Clark	15.91
21130 - Shipping/Receiving Clerk 21140 - Store Worker I	15.91
21150 - Stock Clerk 21210 - Tools And Parts Attendant	20.07 17.07
21210 - Horis And Parts Attendant 21410 - Warehouse Specialist	17.07
23000 - Mechanics And Maintenance And	1/.0/
Repair Occupations	
23010 - Aerospace Structural Welder	29.34
23019 - Aircraft Logs and Records	23.68
Technician	23.00
23021 - Aircraft Mechanic I	27.92
23022 - Aircraft Mechanic II	29.34
23022 - Aircraft Mechanic II	30.50
23040 - Aircraft Mechanic Helper	20.83
23050 - Aircraft Painter	26.49
23060 - Aircraft Servicer	23.68
23070 - Aircraft Survival Flight	26.49
Equipment Technician	20.17
23080 - Aircraft Worker	25.10

	05 10
23091 - Aircrew Life Support	25.10
Equipment (ALSE) Mechanic	
I	07.00
23092 - Aircrew Life Support	27.92
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	27.06
23120 - Bicycle Repairer	24.59
23125 - Cable Splicer	31.50
23130 - Carpenter Maintenance	32.01
23140 - Carpet Layer	27.98
23160 - Electrician Maintenance	39.77
23181 - Electronics Technician	27.98
Maintenance I	
23182 - Electronics Technician	29.72
Maintenance II	
23183 - Electronics Technician	31.50
Maintenance III	
23260 - Fabric Worker	26.27
23290 - Fire Alarm System Mechanic	29.11
23310 - Fire Extinguisher Repairer	24.59
23311 - Fuel Distribution System	31.50
Mechanic	
23312 - Fuel Distribution System	24.59
Operator	
23370 - General Maintenance Worker	21.04
23380 - Ground Support Equipment	27.92
Mechanic	
23381 - Ground Support Equipment	23.68
Servicer	
23382 - Ground Support Equipment	25.10
Worker	
23391 - Gunsmith I	24.59
23392 - Gunsmith II	27.98
23393 - Gunsmith III	31.50
23410 - Heating Ventilation And Air-	28.81
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	30.27
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	33.98
23440 - Heavy Equipment Operator	38.72
23460 - Instrument Mechanic	31.50
23465 - Laboratory/Shelter Mechanic	29.72
23470 - Laborer	14.68
23510 - Locksmith	29.72
23530 - Machinery Maintenance	26.06
Mechanic	20.00
23550 - Machinist Maintenance	21.27
	<u> </u>

23580 - Maintenance Trades Helper	18.67
23591 - Metrology Technician I	31.50
23592 - Metrology Technician II	33.08
23593 - Metrology Technician III	34.51
23640 - Millwright	36.97
23710 - Office Appliance Repairer	23.69
23760 - Painter Maintenance	24.17
23790 - Pipefitter Maintenance	42.85
23810 - Plumber Maintenance	40.44
23820 - Pneudraulic Systems Mechanic	31.50
23850 - Rigger	31.50
23870 - Scale Mechanic	27.98
23890 - Sheet-Metal Worker	35.79
Maintenance	
23910 - Small Engine Mechanic	27.98
23931 - Telecommunications Mechanic	30.22
I	
23932 - Telecommunications Mechanic	31.73
II	
23950 - Telephone Lineman	33.67
23960 - Welder Combination	21.13
Maintenance	
23965 - Well Driller	31.50
23970 - Woodcraft Worker	31.50
23980 - Woodworker	24.59
24000 - Personal Needs Occupations	
24550 - Case Manager	15.22
24570 - Child Care Attendant	11.99
24580 - Child Care Center Clerk	14.96
24610 - Chore Aide	12.46
24620 - Family Readiness And Support	15.22
Services	
Coordinator	
24630 - Homemaker	16.60
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	31.50
25040 - Sewage Plant Operator	30.73
25070 - Stationary Engineer	31.50
25190 - Ventilation Equipment Tender	22.87
25210 - Water Treatment Plant	30.73
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	24.30
27007 - Baggage Inspector	15.39
27008 - Corrections Officer	26.09
27010 - Court Security Officer	22.95
27030 - Detection Dog Handler	18.32
27040 - Detention Officer	26.09
27070 - Firefighter	22.95

27101 - Guard I 15.39 27102 - Guard II 15.39 27131 - Police Officer I 32.13 27132 - Police Officer II 35.71 28000 - Recreation Occupations 28041 28041 - Carnival Equipment Operator 15.52 28042 - Carnival Equipment Repairer 16.62 28010 - Gate Attendant/Gate Tender 13.45 28310 - Lifeguard 11.90 28350 - Park Attendant (Aide) 15.04 28515 - Recreation Aide/Health 10.97 726000 - Swimming Pool Operator 19.07 29000 - Stevedoring/Longshoremen 0 Occupational Services 27.98 29010 - Blocker And Bracer 27.98 29030 - Line Handler 27.98 29041 - Stevedore I 26.27 29042 - Stevedore II 29.72 30010 - Air Traffic Control (see 2) 30010 - Air Traffic Control (see 2) 30011 - Air Traffic Control (see 2) 30021 - Archeological Technician II 28.62 30030 - Cartographic Technician II 28.62 30040 - Civil Engineering Technician II 28.38 30052 - Cryogenic Tec				
27131 - Police Officer I 32.13 27132 - Police Officer II 32.13 28000 - Recreation Occupations 28041 - Carnival Equipment Operator 15.52 28041 - Carnival Equipment Repairer 16.62 28043 - Carnival Worker 11.90 28210 - Gate Attendant/Gate Tender 13.45 28310 - Lifeguard 11.90 28350 - Park Attendant (Aide) 15.04 28515 - Recreation Aide/Health 10.97 Facility Attendant 11.90 28503 - Sports Official 11.97 28690 - Swimming Pool Operator 19.07 29010 - Blocker And Bracer 27.98 29010 - Blocker And Bracer 27.98 29020 - Hatch Tender 27.98 29041 - Stevedore I 26.27 29042 - Stevedore II 29.72 30010 - Air Traffic Control (see 2) 40.29 Specialist Station (HFO) 30.59 30012 - Air Traffic Control (see 2) 40.29 30012 - Air Traffic Control (see 2) 40.29 30012 - Air Traffic Control (see 2) 40.29 30012 - Archeological Technician II 18.49 <tr< th=""><th></th><th></th><th></th><th></th></tr<>				
27132 - Police Officer II 35.71 28000 - Recreation Occupations 28041 - Carnival Equipment Operator 15.52 28042 - Carnival Equipment Repairer 16.62 28043 - Carnival Worker 11.20 2810 - Gate Attendant/Gate Tender 13.45 28310 - Lifeguard 11.90 28350 - Park Attendant (Aide) 15.04 28515 - Recreation Aide/Health 10.97 Pfacility Attendant 11.97 28630 - Sports Official 11.97 28600 - Stevedoring/Longshoremen 27.98 29000 - Stevedoring/Longshoremen 27.98 29020 - Hatch Tender 27.98 29030 - Line Handler 27.98 29041 - Stevedore I 26.27 29040 - Stevedore II 29.72 30010 - Air Traffic Control (see 2) 27.78 30010 - Air Traffic Control (see 2) 27.78 30021 - Archeological Technician I 18.49 30022 - Archeological Technician II 26.62 30030 - Cartographic Technician II 26.62 30030 - Cartographic Technician II 28.62 30040 - Civil Engineering Technician II 28.62				
28000 - Recreation Occupations 15.52 28041 - Carnival Equipment Operator 15.52 28042 - Carnival Worker 11.20 28210 - Gate Attendant/Gate Tender 13.45 28310 - Lifeguard 11.90 28350 - Park Attendant (Aide) 15.04 28510 - Recreation Aide/Health 10.97 Facility Attendant 11.91 28515 - Recreation Specialist 18.63 28630 - Sports Official 11.97 28690 - Swimming Pool Operator 19.07 29010 - Blocker And Bracer 27.98 29020 - Hatch Tender 27.98 29020 - Hatch Tender 27.98 29020 - Hatch Tender 29.72 30010 - Air Traffic Control (see 2) 27.78 29042 - Stevedore II 29.72 30011 - Air Traffic Control (see 2) 27.78 Specialist Center (HFO) 30012 - Air Traffic Control 30.59 30021 - Archeological Technician I 28.49 30022 - Archeological Technician III 20.69 30023 - Archeological Technician III 25.62 30030 - Cartographic Technician I 28.38 30051 - Cryogenic				
28041 - Carnival Equipment Operator 15.52 28042 - Carnival Equipment Repairer 16.62 28043 - Carnival Worker 11.20 28210 - Gate Attendant/Gate Tender 13.45 28310 - Lifeguard 11.90 2850 - Park Attendant (Aide) 15.04 28515 - Recreation Aide/Health 10.97 Facility Attendant 11.97 28630 - Sports Official 11.97 28690 - Swimming Pool Operator 19.07 29000 - Stevedoring/Longshoremen 0ccupational Services 29010 - Blocker And Bracer 27.98 29020 - Hatch Tender 27.98 29030 - Line Handler 29.72 30010 - Air Traffic Control (see 2) 27.78 30010 - Air Traffic Control (see 2) 27.78 30011 - Air Traffic Control (see 2) 27.78 30021 - Archeological Technician I 18.49 30022 - Archeological Technician I 28.62 30030 - Cartographic Technician I 28.62 30030 - Cartographic Technician I 28.63 30021 - Archeological Technician II 28.62				35.71
28042 - Carnival Equipment Repairer 16.62 28043 - Carnival Worker 11.20 28210 - Gate Attendant/Gate Tender 13.45 28310 - Lifeguard 11.90 28350 - Park Attendant (Aide) 15.04 28510 - Recreation Aide/Health 10.97 Facility Attendant 11.97 28515 - Recreation Specialist 18.63 28630 - Sports Official 11.97 28690 - Swimming Pool Operator 19.07 29000 - Stevedoring/Longshoremen 27.98 29010 - Blocker And Bracer 27.98 29020 - Hatch Tender 27.98 29030 - Line Handler 27.98 29041 - Stevedore I 26.27 29042 - Stevedore II 29.72 30010 - Air Traffic Control (see 2) 30011 - Air Traffic Control (see 2) 30012 - Air Traffic Control 30.59 Specialist Station (HFO) 30.59 30022 - Archeological Technician II 20.63 30022 - Archeological Technician II 28.38 30052 - Cartographic Technician II 28.38 30052 - Cartographic Tech	-			
28043 - Carnival Worker 11.20 28210 - Gate Attendant/Gate Tender 13.45 28310 - Lifeguard 11.90 28350 - Park Attendant (Aide) 15.04 28510 - Recreation Aide/Health 10.97 Facility Attendant 11.97 28515 - Recreation Specialist 18.63 28630 - Sports Official 11.97 28690 - Swimming Pool Operator 19.07 29000 - Stevedoring/Longshoremen 27.98 29010 - Blocker And Bracer 27.98 29020 - Hatch Tender 27.98 29030 - Line Handler 29.72 30010 - Air Traffic Control (see 2) 40.29 Specialist Center (HFO) 30011 - Air Traffic Control (see 2) 27.78 30012 - Air Traffic Control (see 2) 27.78 30021 - Archeological Technician III 20.69 30022 - Archeological Technician III 20.69 30021 - Archeological Technician III 26.27 30022 - Archeological Technician III 26.62 30030 - Cartographic Technician III 20.69 30022 - Archeological Technician III 26	28041 - Carnival Equipment Operator			
28210 - Gate Attendant/Gate Tender 13.45 28310 - Lifeguard 11.90 28350 - Park Attendant (Aide) 15.04 28515 - Recreation Aide/Health 10.97 Facility Attendant 11.97 28515 - Recreation Specialist 18.63 28630 - Sports Official 11.97 28690 - Swimming Pool Operator 19.07 29000 - Stevedoring/Longshoremen 27.98 29010 - Blocker And Bracer 27.98 29030 - Line Handler 27.98 29041 - Stevedore I 29.72 30000 - Technical Occupations 30010 - Air Traffic Control (see 2) 40.29 Specialist Center (HFO) 30011 - Air Traffic Control (see 2) 27.78 30012 - Air Traffic Control (see 2) 30.59 30.59 Specialist Terminal (HFO) (see 2) 30.59 30.59 30022 - Archeological Technician I 28.38 30.52.62 30030 - Cartographic Technician III 20.69 30.59 30051 - Cryogenic Technician II 28.38 30.652 30052 - Cryogenic Technician II 28.38 30.652 30052 - Cryogenic Technician II 28.38 30.662				16.62
28310 - Lifeguard 11.90 28350 - Park Attendant (Aide) 15.04 28510 - Recreation Aide/Health 10.97 Facility Attendant 11.97 28515 - Recreation Specialist 18.63 28630 - Sports Official 11.97 28690 - Swimming Pool Operator 19.07 29000 - Stevedoring/Longshoremen 0ccupational Services 29010 - Blocker And Bracer 27.98 29020 - Hatch Tender 27.98 29041 - Stevedore I 26.27 29042 - Stevedore II 29.72 30010 - Air Traffic Control (see 2) 40.29 Specialist Center (HFO) 30011 - Air Traffic Control (see 2) 27.78 Specialist Station (HFO) 30.59 Specialist Station (HFO) 30.59 30021 - Archeological Technician I 18.49 30022 - Archeological Technician II 25.62 30303 - Cartographic Technician II 28.38 30052 - Cryogenic Technician I 18.49 30052 - Cryogenic Technician I 28.38 30051 - Drafter/CAD Operator II 18.49 30062 - Drafter/CAD Operator II 28.38 30061 - Drafter/CAD Operator III <th>28043 - Carnival Worker</th> <th></th> <th></th> <th>11.20</th>	28043 - Carnival Worker			11.20
28350 - Park Attendant (Aide) 15.04 28510 - Recreation Aide/Health 10.97 Facility Attendant 10.97 28515 - Recreation Specialist 18.63 28690 - Swimming Pool Operator 19.07 28690 - Stevedoring/Longshoremen 2000 Occupational Services 27.98 29010 - Blocker And Bracer 27.98 29020 - Hatch Tender 27.98 29030 - Line Handler 27.98 29041 - Stevedore I 29.72 30000 - Technical Occupations 30010 - Air Traffic Control (see 2) 30010 - Air Traffic Control (see 2) 27.78 Specialist Center (HFO) 30.59 Specialist Terminal (HFO) (see 2) 30.59 30021 - Art Traffic Control (see 2) 30.59 Specialist Terminal (HFO) (see 2) 30.023 - Archeological Technician II 30022 - Archeological Technician III 25.62 30030 - Cartographic Technician I 28.38 30051 - Cryogenic Technician II 28.38 30052 - Cryogenic Technician II 31.35 30061 - Drafter/CAD Operator II 28.38 30061 - Drafter/CAD Operator III 20.69 30062 - Dra	28210 - Gate Attendant/Gate Tender			13.45
28510 - Recreation Aide/Health 10.97 Facility Attendant 11.97 28515 - Recreation Specialist 18.63 28630 - Sports Official 11.97 28690 - Swimming Pool Operator 19.07 29000 - Stevedoring/Longshoremen 27.98 Occupational Services 27.98 29020 - Hatch Tender 27.98 29030 - Line Handler 27.98 29041 - Stevedore I 26.27 30000 - Technical Occupations 30010 - Air Traffic Control (see 2) 40.29 Specialist Center (HFO) 30011 - Air Traffic Control (see 2) 27.78 Specialist Station (HFO) 30.59 30.59 Specialist Terminal (HFO) (see 2) 30.59 30.59 Specialist Terminal (HFO) (see 2) 30.01 30.59 30022 - Archeological Technician II 25.62 30030 - Cartographic Technician III 25.62 30030 - Cartographic Technician II 28.38 30052 - Cryogenic Technician II 28.38 30052 - Cryogenic Technician II 31.35 30.61 - Drafter/CAD Operator II 8.49 30052 - Cryogenic Technician II 28.38	28310 - Lifeguard			11.90
Facility Attendant 18.63 28515 - Recreation Specialist 18.63 28630 - Sports Official 11.97 28690 - Swimming Pool Operator 19.07 29000 - Stevedoring/Longshoremen 27.98 29010 - Blocker And Bracer 27.98 29030 - Line Handler 27.98 29041 - Stevedore I 26.27 29042 - Stevedore II 29.72 30000 - Technical Occupations 30010 - Air Traffic Control (see 2) 30011 - Air Traffic Control (see 2) 27.78 Specialist Center (HFO) 30012 - Air Traffic Control (see 2) 27.78 30021 - Archeological Technician I 18.49 30.59 Specialist Station (HFO) 30.59 30.59 30022 - Archeological Technician II 20.62 30030 - Cartographic Technician III 25.62 30040 - Civil Engineering Technician 25.62 30051 - Cryogenic Technician II 31.35 30061 - Drafter/CAD Operator I 18.49 30062 - Drafter/CAD Operator II 28.38 30061 - Drafter/CAD Operator III 20.69 30062 - Drafter/CAD Operator III 28.38	28350 - Park Attendant (Aide)			15.04
28515 - Recreation Specialist 18.63 28630 - Sports Official 11.97 28690 - Swimming Pool Operator 19.07 29000 - Stevedoring/Longshoremen 0 Occupational Services 27.98 29010 - Blocker And Bracer 27.98 29020 - Hatch Tender 27.98 29030 - Line Handler 27.98 29041 - Stevedore I 29.72 30010 - Air Traffic Control (see 2) 40.29 Specialist Center (HFO) 30011 - Air Traffic Control (see 2) 27.78 Specialist Station (HFO) 30.59 30.59 Specialist Terminal (HFO) (see 2) 30.59 30.59 30022 - Archeological Technician II 29.62 30030 - Cartographic Technician III 20.62 30040 - Civil Engineering Technician 25.62 300301 - Cartographic Technician II 28.38 30051 - Cryogenic Technician II 31.35 30061 - Drafter/CAD Operator II 18.49 30062 - Drafter/CAD Operator III 20.69 30063 - Drafter/CAD Operator III 28.38 30061 - Drafter/CAD Operator III 28.38 30082 - Engineering Technician	28510 - Recreation Aide/Health			10.97
28630 - Sports Official 11.97 28690 - Swimming Pool Operator 19.07 29000 - Stevedoring/Longshoremen 0 Occupational Services 29010 - Blocker And Bracer 27.98 29010 - Blocker And Bracer 27.98 29030 - Line Handler 27.98 29041 - Stevedore I 26.27 29042 - Stevedore II 29.72 30000 - Technical Occupations 30010 - Air Traffic Control (see 2) 40.29 Specialist Center (HFO) 30011 - Air Traffic Control (see 2) 27.78 Specialist Station (HFO) 30021 - Archeological Technician I 18.49 30022 - Archeological Technician II 20.69 30030 - Cartographic Technician III 25.62 30040 - Civil Engineering Technician 25.62 30030 - Cartographic Technician II 28.38 30052 - Cryogenic Technician II 31.35 30061 - Drafter/CAD Operator I 18.49 30062 - Drafter/CAD Operator III 20.69 30063 - Drafter/CAD Operator III 20.69 30064 - Drafter/CAD Operator II 28.38 30081 - Engineering Technician II 15.93 30082 - Engineering Technician III 17.	Facility Attendant			
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30062 - Drafter/CAD Operator II20.6930063 - Drafter/CAD Operator III23.0630064 - Drafter/CAD Operator IV28.3830081 - Engineering Technician I15.9330082 - Engineering Technician II17.8830083 - Engineering Technician III20.0030084 - Engineering Technician IV24.7730085 - Engineering Technician V30.3130086 - Engineering Technician VI36.67				
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30090 - Environmental Technician 25.62	, , , , , , , , , , , , , , , , , , ,			
	30090 - Environmental Technician			25.62
30095 - Evidence Control Specialist 25.62	-			25.62
30210 - Laboratory Technician 27.85	30210 - Laboratory Technician			27.85

	28.38
Technician I	
J 1	31.35
Technician II	
30240 - Mathematical Technician	25.62
30361 - Paralegal/Legal Assistant I	20.12
30362 - Paralegal/Legal Assistant II	24.92
30363 - Paralegal/Legal Assistant	30.48
III	
30364 - Paralegal/Legal Assistant IV	36.89
	31.35
	25.62
	31.35
	25.18
	30.80
	37.26
• · · ·	25.60
Technician I	
± , ,	30.98
Technician II	
30493 - Unexploded Ordnance (UXO)	37.13
Technician III	
30494 - Unexploded (UXO) Safety	25.60
Escort	
30495 - Unexploded (UXO) Sweep	25.60
Personnel	
30501 - Weather Forecaster I	28.38
30502 - Weather Forecaster II	34.52
30620 - Weather Observer Combined (see 2)	23.06
Upper Air Or	
Surface Programs	
30621 - Weather Observer Senior (see 2)	25.62
31000 - Transportation/Mobile	
Equipment Operation Occupations	
	30.98
	17.18
	22.95
	18.08
	13.85
5	18.08
	16.70
5	18.77
	20.06
-	22.78
	22.78
99000 - Miscellaneous Occupations	
	15.10
	10.90
99050 - Desk Clerk	11.06
	25.60

99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	14.20
I	
99252 - Laboratory Animal Caretaker	14.92
II	
99260 - Marketing Analyst	25.18
99310 - Mortician	25.60
99410 - Pest Controller	18.35
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	19.64
99711 - Recycling Specialist	21.74
99730 - Refuse Collector	18.71
99810 - Sales Clerk	11.56
99820 - School Crossing Guard	16.68
99830 - Survey Party Chief	22.57
99831 - Surveying Aide	13.31
99832 - Surveying Technician	18.25
99840 - Vending Machine Attendant	21.74
99841 - Vending Machine Repairer	26.60
99842 - Vending Machine Repairer	21.74
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 per month*

*This rate is to be used only when compensating employees for performance on an SCAcovered 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 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: 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:

 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)).

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor	WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Daniel W. Simms Division of Director Wage Determinations	Wage Determination No.: 2015-5031 Revision No.: 16 Date Of Last Revision: 12/27/2021

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022 Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022 Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Illinois

Area: Illinois Counties of Menard Sangamon

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		16.16
01012 - Accounting Clerk II		18.15
01013 - Accounting Clerk III		20.30
01020 - Administrative Assistant		29.15
01035 - Court Reporter		18.52
01041 - Customer Service		14.06
Representative I		
01042 - Customer Service		15.34
Representative II		

01043 - Customer Service		17.23
Representative III		
01051 - Data Entry Operator I		16.44
01052 - Data Entry Operator II		17.94
01060 - Dispatcher Motor Vehicle		21.32
01070 - Document Preparation Clerk		20.08
01090 - Duplicating Machine Operator		20.08
01111 - General Clerk I		15.04
01112 - General Clerk II		16.42
01113 - General Clerk III		18.44
01120 - Housing Referral Assistant		20.66
01141 - Messenger Courier		13.22
01191 - Order Clerk I		13.52
01192 - Order Clerk II		14.75
01261 - Personnel Assistant		17.31
(Employment) I		
01262 - Personnel Assistant		19.36
(Employment) II		
01263 - Personnel Assistant		21.58
(Employment) III		
01270 - Production Control Clerk		25.72
01290 - Rental Clerk		12.38
01300 - Scheduler Maintenance		16.56
01311 - Secretary I		16.56
01312 - Secretary II		18.52
01313 - Secretary III		20.66
01320 - Service Order Dispatcher		19.05
01410 - Supply Technician		29.15
01420 - Survey Worker		18.52
01460 - Switchboard		12.96
Operator/Receptionist		12.90
01531 - Travel Clerk I		14.48
01532 - Travel Clerk II		15.67
01532 - Travel Clerk III		16.97
01611 - Word Processor I		14.75
01612 - Word Processor II		16.56
01612 - Word Processor II 01613 - Word Processor III		18.52
		10.JZ
05000 - Automotive Service Occupations 05005 - Automobile Body Repairer		22.56
Fiberglass		22.30
05010 - Automotive	Electrician	20.16
05040 - Automotive Glass Installer	Electrician	19.07
05040 - Automotive Glass Installer 05070 - Automotive Worker		
		19.07
05110 - Mobile Equipment Servicer		16.64
05130 - Motor Equipment Metal		21.33
Mechanic		10 07
05160 - Motor Equipment Metal Worker		19.07
05190 - Motor Vehicle Mechanic		21.33
05220 - Motor Vehicle Mechanic		15.54
Helper		

05250 - Motor Vehicle Upholstery Worker	17.86
	10 07
05280 - Motor Vehicle Wrecker	19.07
05310 - Painter Automotive	20.16
05340 - Radiator Repair Specialist	19.07
05370 - Tire Repairer	14.81
05400 - Transmission Repair	21.33
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	12.65
07041 - Cook I	11.72
07042 - Cook II	13.43
07070 - Dishwasher	10.20
07130 - Food Service Worker	10.99
07210 - Meat Cutter	14.59
07260 - Waiter/Waitress	9.66
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	22.88
09040 - Furniture Handler	19.04
09080 - Furniture Refinisher	22.88
09090 - Furniture Refinisher Helper	20.28
09110 - Furniture Repairer Minor	22.43
09130 - Upholsterer	22.88
11000 - General Services And Support	22.00
Occupations	
11030 - Cleaner Vehicles	11.78
11050 - Cleaner Venicles 11060 - Elevator Operator	13.75
11090 - Gardener	19.21
11090 - Gardener 11122 - Housekeeping Aide	13.75
11122 - Housekeeping Aide 11150 - Janitor	
	13.75
11210 - Laborer Grounds Maintenance	15.46
11240 - Maid or Houseman	11.48
11260 - Pruner	14.22
11270 - Tractor Operator	17.95
11330 - Trail Maintenance Worker	15.46
11360 - Window Cleaner	14.95
12000 - Health Occupations	1 - 0 0
12010 - Ambulance Driver	15.99
12011 - Breath Alcohol Technician	19.89
12012 - Certified Occupational	25.78
Therapist Assistant	
12015 - Certified Physical Therapist	27.30
Assistant	
12020 - Dental Assistant	20.62
12025 - Dental Hygienist	36.06
12030 - EKG Technician	28.90
12035 - Electroneurodiagnostic	~ ~ ~ ~
12055 - Electioneurodiagnostic	28.90

	5.99
	7.79
	9.89
	2.17
12100 - Medical Assistant	5.61
-	3.47
Technician	
	9.26
	1.54
-	7.76
	3.71
Technologist	
5	2.57
5	4.14
	5.42
2	7.31
	3.54
	7.79
	5.88
12280 - Phlebotomist 17	7.48
12305 - Radiologic Technologist 27	7.84
12311 - Registered Nurse I 23	3.67
12312 - Registered Nurse II 28	3.95
12313 - Registered Nurse II 28	3.95
Specialist	
12314 - Registered Nurse III 35	5.02
12315 - Registered Nurse III 35	5.02
Anesthetist	
12316 - Registered Nurse IV 41	L.97
12317 - Scheduler (Drug and Alcohol 24	4.64
Testing)	
12320 - Substance Abuse Treatment 23	3.08
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I 20	0.84
13012 - Exhibits Specialist II 25	5.82
13013 - Exhibits Specialist III 31	L.58
13041 - Illustrator I 20	0.84
	5.82
13043 - Illustrator III 31	L.58
	3.59
13050 - Library Aide/Clerk 16	5.08
13054 - Library Information 25	5.82
Technology Systems	
Administrator	
	5.37
13061 - Media Specialist I 18	3.64
13062 - Media Specialist II 20).84
13063 - Media Specialist III 23	3.23

13071 - Photographer I		18.19
13072 - Photographer II		20.36
13073 - Photographer III		25.22
13074 - Photographer IV		30.85
13075 - Photographer V		37.33
13090 - Technical Order Library		19.04
Clerk		
13110 - Video Teleconference		20.27
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		17.83
14042 - Computer Operator II		19.95
14043 - Computer Operator III		22.25
14044 - Computer Operator IV		24.72
14045 - Computer Operator V		27.37
14071 - Computer Programmer I	(see 1)	25.94
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	(000 1)	17.83
Operator		17.00
14160 - Personal Computer Support		24.72
Technician		21.72
14170 - System Support Specialist		30.42
15000 - Instructional Occupations		50.42
15010 - Aircrew Training Devices		32.03
Instructor (Non-Rated)		52.05
15020 - Aircrew Training Devices		38.76
Instructor (Rated)		50.70
15030 - Air Crew Training Devices		46.45
Instructor (Pilot)		40.45
· · ·		22 02
15050 - Computer Based Training		32.03
Specialist / Instructor 15060 - Educational Technologist		20 E1
		30.51 46.45
15070 - Flight Instructor (Pilot)		
15080 - Graphic Artist		22.90
15085 - Maintenance Test Pilot Fixed		49.77
Jet/Prop		10 77
15086 - Maintenance Test Pilot		49.77
Rotary Wing		10 77
15088 - Non-Maintenance Test/Co-		49.77
Pilot		
15090 - Technical Instructor		26.39
15095 - Technical Instructor/Course		32.29
15095 - Technical Instructor/Course Developer 15110 - Test Proctor		32.29

15120 - Tutor	21.31
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations	1 6 0 0
16010 - Assembler	16.09
16030 - Counter Attendant	16.09
16040 - Dry Cleaner	18.40
16070 - Finisher Flatwork Machine	16.09
16090 - Presser Hand	16.09
16110 - Presser Machine Drycleaning	16.09
16130 - Presser Machine Shirts	16.09
16160 - Presser Machine Wearing	16.09
Apparel Laundry	
16190 - Sewing Machine Operator	19.17
16220 - Tailor	19.94
16250 - Washer Machine	16.86
19000 - Machine Tool Operation And	
Repair Occupations	
19010 - Machine-Tool Operator (Tool	28.82
Room)	
19040 - Tool And Die Maker	34.24
21000 - Materials Handling And Packing	
Occupations	
21020 - Forklift Operator	17.34
21030 - Material Coordinator	25.72
21040 - Material Expediter	25.72
21050 - Material Handling Laborer	14.10
21071 - Order Filler	12.62
21080 - Production Line Worker (Food	17.34
Processing)	
21110 - Shipping Packer	15.42
21130 - Shipping/Receiving Clerk	15.42
21140 - Store Worker I	17.14
21150 - Stock Clerk	19.65
21210 - Tools And Parts Attendant	17.34
21410 - Warehouse Specialist	17.34
23000 - Mechanics And Maintenance And	
Repair Occupations	
23010 - Aerospace Structural Welder	34.36
23019 - Aircraft Logs and Records	27.37
Technician	
23021 - Aircraft Mechanic I	32.68
23022 - Aircraft Mechanic II	34.36
23023 - Aircraft Mechanic III	36.04
23040 - Aircraft Mechanic Helper	23.81
23050 - Aircraft Painter	30.89
23060 - Aircraft Servicer	27.37
23070 - Aircraft Survival Flight	30.89
Equipment Technician	
23080 - Aircraft Worker	29.22

	00.00
23091 - Aircrew Life Support	29.22
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	32.68
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	28.87
23120 - Bicycle Repairer	18.40
23125 - Cable Splicer	47.25
23130 - Carpenter Maintenance	29.17
23140 - Carpet Layer	27.33
23160 - Electrician Maintenance	35.70
23181 - Electronics Technician	27.98
Maintenance I	
23182 - Electronics Technician	28.96
Maintenance II	
23183 - Electronics Technician	30.54
Maintenance III	
23260 - Fabric Worker	25.81
23290 - Fire Alarm System Mechanic	30.54
23310 - Fire Extinguisher Repairer	24.09
23311 - Fuel Distribution System	30.54
Mechanic	
23312 - Fuel Distribution System	24.09
Operator	
23370 - General Maintenance Worker	19.55
23380 - Ground Support Equipment	32.68
Mechanic	
23381 - Ground Support Equipment	27.37
Servicer	
23382 - Ground Support Equipment	29.22
Worker	
23391 - Gunsmith I	24.09
23392 - Gunsmith II	27.40
23393 - Gunsmith III	30.54
23410 - Heating Ventilation And Air-	34.38
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	35.84
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	30.16
23440 - Heavy Equipment Operator	39.25
23460 - Instrument Mechanic	30.54
23465 - Laboratory/Shelter Mechanic	28.96
23470 - Laborer	13.97
23510 - Locksmith	24.04
23530 - Machinery Maintenance	29.22
Mechanic	
23550 - Machinist Maintenance	24.02
	21.02

23580 - Maintenance Trades Helper	19.04
23591 - Metrology Technician I	30.54
23592 - Metrology Technician II	31.92
23593 - Metrology Technician III	33.25
23640 - Millwright	30.54
23710 - Office Appliance Repairer	26.18
23760 - Painter Maintenance	28.34
23790 - Pipefitter Maintenance	43.53
23810 - Plumber Maintenance	41.14
23820 - Pneudraulic Systems Mechanic	30.54
23850 - Rigger	30.54
23870 - Scale Mechanic	27.40
23890 - Sheet-Metal Worker	33.37
Maintenance	
23910 - Small Engine Mechanic	27.33
23931 - Telecommunications Mechanic	30.73
I	
23932 - Telecommunications Mechanic	31.90
II	
23950 - Telephone Lineman	30.54
23960 - Welder Combination	20.29
Maintenance	
23965 - Well Driller	30.54
23970 - Woodcraft Worker	30.54
23980 - Woodworker	24.09
24000 - Personal Needs Occupations	
24550 - Case Manager	20.00
24570 - Child Care Attendant	11.57
24580 - Child Care Center Clerk	15.08
24610 - Chore Aide	11.85
24620 - Family Readiness And Support	20.00
Services	
Coordinator	
24630 - Homemaker	20.00
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	50.23
25040 - Sewage Plant Operator	36.53
25070 - Stationary Engineer	50.23
25190 - Ventilation Equipment Tender	35.85
25210 - Water Treatment Plant	36.53
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	26.79
27007 - Baggage Inspector	20.82
27008 - Corrections Officer	27.40
27010 - Court Security Officer	27.40
27030 - Detection Dog Handler	23.73
27040 - Detention Officer	27.40
27070 - Firefighter	27.40

27101 - Guard I			20.82
27102 - Guard II			23.73
27131 - Police Officer I			31.96
27132 - Police Officer II			35.52
28000 - Recreation Occupations			
28041 - Carnival Equipment Operator			13.67
28042 - Carnival Equipment Repairer			14.40
28043 - Carnival Worker			10.97
28210 - Gate Attendant/Gate Tender			14.31
28310 - Lifeguard			12.56
28350 - Park Attendant (Aide)			16.01
28510 - Recreation Aide/Health			11.69
Facility Attendant			
28515 - Recreation Specialist			19.83
28630 - Sports Official			12.75
28690 - Swimming Pool Operator			16.50
29000 - Stevedoring/Longshoremen			
Occupational Services			
29010 - Blocker And Bracer			27.40
29020 - Hatch Tender			27.40
29030 - Line Handler			27.40
29041 - Stevedore I			25.81
29042 - Stevedore II			28.96
30000 - Technical Occupations			
30010 - Air Traffic Control	(see	2)	40.29
Specialist Center (HFO)			
30011 - Air Traffic Control	(see	2)	27.78
Specialist Station (HFO)			
30012 - Air Traffic Control			30.59
Specialist Terminal (HFO) (see 2)			
30021 - Archeological Technician I			18.07
30022 - Archeological Technician II			20.21
30023 - Archeological Technician III			25.05
30030 - Cartographic Technician			25.05
30040 - Civil Engineering Technician			30.69
30051 - Cryogenic Technician I			24.98
30052 - Cryogenic Technician II			27.59
30061 - Drafter/CAD Operator I			18.07
30062 - Drafter/CAD Operator II			20.21
30063 - Drafter/CAD Operator III			22.54
30064 - Drafter/CAD Operator IV			27.72
30081 - Engineering Technician I			15.70
30082 - Engineering Technician II			18.66
30083 - Engineering Technician III			21.49
30084 - Engineering Technician IV			26.30
30085 - Engineering Technician V			29.88
30086 - Engineering Technician VI			36.15
30090 - Environmental Technician			22.56
30095 - Evidence Control Specialist			22.56
30210 - Laboratory Technician			22.54
<u>-</u>			

30221 - Latent Fingerprint	40.66
Technician I	
30222 - Latent Fingerprint	44.95
Technician II	
30240 - Mathematical Technician	25.05
30361 - Paralegal/Legal Assistant I	18.58
30362 - Paralegal/Legal Assistant II	22.64
30363 - Paralegal/Legal Assistant	27.69
III	
30364 - Paralegal/Legal Assistant IV	33.51
30375 - Petroleum Supply Specialist	27.59
30390 - Photo-Optics Technician	25.05
30395 - Radiation Control Technician	27.59
30461 - Technical Writer I	24.43
30462 - Technical Writer II	29.88
30463 - Technical Writer III	36.15
30491 - Unexploded Ordnance (UXO)	25.60
Technician I	20.00
30492 - Unexploded Ordnance (UXO)	30.98
Technician II	50.50
30493 - Unexploded Ordnance (UXO)	37.13
Technician III	57.15
30494 - Unexploded (UXO) Safety	25.60
Escort	23.00
30495 - Unexploded (UXO) Sweep	25.60
Personnel	07 70
30501 - Weather Forecaster I	27.72
30502 - Weather Forecaster II	33.72
30620 - Weather Observer Combined (see 2)	22.54
Upper Air Or	
Surface Programs	
30621 - Weather Observer Senior (see 2)	25.05
31000 - Transportation/Mobile	
Equipment Operation Occupations	
31010 - Airplane Pilot	30.98
31020 - Bus Aide	18.13
31030 - Bus Driver	23.10
31043 - Driver Courier	15.63
31260 - Parking and Lot Attendant	13.28
31290 - Shuttle Bus Driver	16.60
31310 - Taxi Driver	18.71
31361 - Truckdriver Light	16.60
31362 - Truckdriver Medium	17.82
31363 - Truckdriver Heavy	23.29
31364 - Truckdriver Tractor-Trailer	23.29
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	10.62
99050 - Desk Clerk	12.06
99095 - Embalmer	25.60

99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	12.86
I	
99252 - Laboratory Animal Caretaker	14.06
II	
99260 - Marketing Analyst	30.03
99310 - Mortician	25.60
99410 - Pest Controller	18.78
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	16.84
99711 - Recycling Specialist	19.55
99730 - Refuse Collector	15.49
99810 - Sales Clerk	12.22
99820 - School Crossing Guard	15.49
99830 - Survey Party Chief	18.67
99831 - Surveying Aide	11.66
99832 - Surveying Technician	16.90
99840 - Vending Machine Attendant	18.47
99841 - Vending Machine Repairer	19.91
99842 - Vending Machine Repairer	18.47
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 per month*

*This rate is to be used only when compensating employees for performance on an SCAcovered 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 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: 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:

 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)).

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.: 2015-5033
Daniel W. Simms Division of	Revision No.: 19
Director Wage Determination	ns Date Of Last Revision: 12/27/2021

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022 Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022 Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Illinois

Area: Illinois County of Lee

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		17.25
01012 - Accounting Clerk II		19.37
01013 - Accounting Clerk III		21.66
01020 - Administrative Assistant		28.01
01035 - Court Reporter		22.28
01041 - Customer Service		13.95
Representative I		
01042 - Customer Service		15.69
Representative II		

01043 - Customer Service Representative III		17.12
01051 - Data Entry Operator I		16.29
01052 - Data Entry Operator II		17.77
01060 - Dispatcher Motor Vehicle		22.93
01070 - Document Preparation Clerk		13.67
01090 - Duplicating Machine Operator		13.67
01111 - General Clerk I		14.18
01112 - General Clerk II		15.47
01113 - General Clerk III		17.38
01120 - Housing Referral Assistant		22.12
01141 - Messenger Courier		14.63
01191 - Order Clerk I		16.00
01192 - Order Clerk II		17.58
01261 - Personnel Assistant		17.84
(Employment) I		1/.04
01262 - Personnel Assistant		19.95
(Employment) II		IJ.JJ
01263 - Personnel Assistant		22.24
(Employment) III		22.24
01270 - Production Control Clerk		21.43
01290 - Rental Clerk		17.41
01300 - Scheduler Maintenance		18.36
01311 - Secretary I		18.36
01312 - Secretary II		19.84
—		22.12
01313 - Secretary III 01320 Service Order Dispetcher		22.12
01320 - Service Order Dispatcher		21.04
01410 - Supply Technician		
01420 - Survey Worker 01460 - Switchboard		19.19
		13.82
Operator/Receptionist		1 - 07
01531 - Travel Clerk I		15.97
01532 - Travel Clerk II		17.27
01533 - Travel Clerk III		18.68
01611 - Word Processor I		15.50
01612 - Word Processor II		17.41
01613 - Word Processor III		19.47
05000 - Automotive Service Occupations		01 00
05005 - Automobile Body Repairer		21.89
Fiberglass		04 1 0
05010 - Automotive	Electrician	
05040 - Automotive Glass Installer		23.05
05070 - Automotive Worker		23.05
05110 - Mobile Equipment Servicer		20.85
05130 - Motor Equipment Metal		27.79
Mechanic		0.0 0.5
05160 - Motor Equipment Metal Worker		23.05
05190 - Motor Vehicle Mechanic		07 50
		27.79
05220 - Motor Vehicle Mechanic Helper		27.79 19.73

05250 - Motor Vehicle Upholstery	21.96
Worker	00.00
05280 - Motor Vehicle Wrecker	23.09
05310 - Painter Automotive	24.16
05340 - Radiator Repair Specialist	23.05
05370 - Tire Repairer	15.92
05400 - Transmission Repair	27.79
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	13.71
07041 - Cook I	13.34
07042 - Cook II	15.03
07070 - Dishwasher	10.19
07130 - Food Service Worker	11.25
07210 - Meat Cutter	16.36
07260 - Waiter/Waitress	9.96
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	22.07
09040 - Furniture Handler	15.97
09080 - Furniture Refinisher	22.07
09090 - Furniture Refinisher Helper	18.01
09110 - Furniture Repairer Minor	20.05
09130 - Upholsterer	22.06
11000 - General Services And Support	22.00
Occupations	
11030 - Cleaner Vehicles	12.96
11060 - Elevator Operator	12.90
11090 - Gardener	16.87
11122 - Housekeeping Aide	13.11
11122 - Housekeeping Aide 11150 - Janitor	13.11
11210 - Laborer Grounds Maintenance	13.50
11240 - Maid or Houseman 11260 - Pruner	12.11
	12.35
11270 - Tractor Operator 11330 - Trail Maintenance Worker	15.81
11350 - Trail Maintenance Worker 11360 - Window Cleaner	13.50
	14.03
12000 - Health Occupations	10 10
12010 - Ambulance Driver	19.13
12011 - Breath Alcohol Technician	21.08
12012 - Certified Occupational	28.93
Therapist Assistant	00 74
12015 - Certified Physical Therapist	29.74
Assistant	10.00
12020 - Dental Assistant	18.99
12025 - Dental Hygienist	35.31
12030 - EKG Technician	26.94
12035 - Electroneurodiagnostic	26.94
Technologist	

	10 10
12040 - Emergency Medical Technician	19.13
12071 - Licensed Practical Nurse I	18.85
12072 - Licensed Practical Nurse II	21.08
12073 - Licensed Practical Nurse III	23.50
12100 - Medical Assistant	15.83
12130 - Medical Laboratory	26.93
Technician	
12160 - Medical Record Clerk	17.63
12190 - Medical Record Technician	20.89
12195 - Medical Transcriptionist	18.67
12210 - Nuclear Medicine	46.33
Technologist	
12221 - Nursing Assistant I	13.64
12222 - Nursing Assistant II	15.33
12223 - Nursing Assistant III	16.73
12224 - Nursing Assistant IV	18.79
12235 - Optical Dispenser	17.72
12236 - Optical Technician	18.85
12250 - Pharmacy Technician	15.58
12280 - Phlebotomist	16.46
12305 - Radiologic Technologist	31.44
12311 - Registered Nurse I	29.17
12312 - Registered Nurse II	32.57
12313 - Registered Nurse II	32.57
Specialist	
12314 - Registered Nurse III	38.43
12315 - Registered Nurse III	38.43
Anesthetist	
12316 - Registered Nurse IV	46.07
12317 - Scheduler (Drug and Alcohol	26.12
Testing)	
12320 - Substance Abuse Treatment	23.58
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	21.92
13012 - Exhibits Specialist II	27.16
13013 - Exhibits Specialist III	33.22
13041 - Illustrator I	21.63
13042 - Illustrator II	26.80
13043 - Illustrator III	32.77
13047 - Librarian	35.08
13050 - Library Aide/Clerk	14.14
13054 - Library Information	29.01
Technology Systems	
Administrator	
13058 - Library Technician	17.38
13061 - Media Specialist I	21.16
13062 - Media Specialist II	23.66
13063 - Media Specialist III	26.39
_	

13071 - Photographer I		18.50
13072 - Photographer II		20.70
13073 - Photographer III		25.64
13074 - Photographer IV		31.35
13075 - Photographer V		37.94
13090 - Technical Order Library		17.02
Clerk		
13110 - Video Teleconference		17.89
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		18.11
14042 - Computer Operator II		20.25
14043 - Computer Operator III		22.58
14044 - Computer Operator IV		25.09
14045 - Computer Operator V		27.79
14071 - Computer Programmer I	(see 1)	25.49
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	(/	18.11
Operator		
14160 - Personal Computer Support		25.09
Technician		
14170 - System Support Specialist		28.62
15000 - Instructional Occupations		20.02
15010 - Aircrew Training Devices		36.22
Instructor (Non-Rated)		00.22
15020 - Aircrew Training Devices		41.82
Instructor (Rated)		11.02
15030 - Air Crew Training Devices		46.94
Instructor (Pilot)		10.91
15050 - Computer Based Training		36.22
Specialist / Instructor		00.22
15060 - Educational Technologist		31.82
15070 - Flight Instructor (Pilot)		46.94
15080 - Graphic Artist		26.41
15085 - Maintenance Test Pilot Fixed		46.25
Jet/Prop		10.20
15086 - Maintenance Test Pilot		46.25
Rotary Wing		10.20
15088 - Non-Maintenance Test/Co-		46.25
Pilot		10.20
15090 - Technical Instructor		27.45
15095 - Technical Instructor/Course		27.43
Developer		41.13
15110 - Test Proctor		18.30
IJIIV - IEST FLOCIOL		10.30

	10 20
15120 - Tutor	18.30
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations 16010 - Assembler	10.48
16030 - Counter Attendant	10.48
16040 - Dry Cleaner	13.66
16070 - Finisher Flatwork Machine	10.48
16090 - Presser Hand	10.48
16110 - Presser Machine Drycleaning	10.48
16130 - Presser Machine Shirts	10.48
16160 - Presser Machine Wearing	10.48
Apparel Laundry	10.10
16190 - Sewing Machine Operator	14.71
16220 - Tailor	15.74
16250 - Washer Machine	11.59
19000 - Machine Tool Operation And	11.00
Repair Occupations	
19010 - Machine-Tool Operator (Tool	23.40
Room)	20.10
19040 - Tool And Die Maker	28.57
21000 - Materials Handling And Packing	
Occupations	
21020 - Forklift Operator	20.71
21030 - Material Coordinator	21.74
21040 - Material Expediter	21.74
21050 - Material Handling Laborer	18.12
21071 - Order Filler	15.75
21080 - Production Line Worker (Food	20.71
Processing)	
21110 - Shipping Packer	19.15
21130 - Shipping/Receiving Clerk	19.15
21140 - Store Worker I	17.14
21150 - Stock Clerk	20.98
21210 - Tools And Parts Attendant	20.71
21410 - Warehouse Specialist	20.71
23000 - Mechanics And Maintenance And	
Repair Occupations	
23010 - Aerospace Structural Welder	30.43
23019 - Aircraft Logs and Records	24.86
Technician	
23021 - Aircraft Mechanic I	29.11
23022 - Aircraft Mechanic II	30.43
23023 - Aircraft Mechanic III	31.69
23040 - Aircraft Mechanic Helper	22.15
23050 - Aircraft Painter	27.69
23060 - Aircraft Servicer	24.86
23070 - Aircraft Survival Flight	27.69
Equipment Technician	
23080 - Aircraft Worker	26.28

23091 - Aircrew Life Support	26.28
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	29.11
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	27.69
23120 - Bicycle Repairer	23.47
23125 - Cable Splicer	36.86
23130 - Carpenter Maintenance	31.86
23140 - Carpet Layer	29.49
23160 - Electrician Maintenance	39.79
23181 - Electronics Technician	26.77
Maintenance I	
23182 - Electronics Technician	28.21
Maintenance II	
23183 - Electronics Technician	29.66
Maintenance III	
23260 - Fabric Worker	24.86
23290 - Fire Alarm System Mechanic	29.11
23310 - Fire Extinguisher Repairer	23.47
23311 - Fuel Distribution System	29.11
Mechanic	
23312 - Fuel Distribution System	23.47
Operator	
23370 - General Maintenance Worker	23.74
23380 - Ground Support Equipment	29.11
Mechanic	
23381 - Ground Support Equipment	24.86
Servicer	
23382 - Ground Support Equipment	26.28
Worker	
23391 - Gunsmith I	23.47
23392 - Gunsmith II	26.28
23393 - Gunsmith III	29.11
23410 - Heating Ventilation And Air-	25.18
Conditioning	20120
Mechanic	
23411 - Heating Ventilation And Air	26.46
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	30.98
23440 - Heavy Equipment Operator	37.68
23460 - Instrument Mechanic	29.11
23465 - Laboratory/Shelter Mechanic	27.69
23470 - Laborer	15.64
23510 - Locksmith	27.69
23530 - Machinery Maintenance	26.93
Mechanic	20.90
23550 - Machinist Maintenance	27.46
	27.10

23580 - Maintenance Trades Helper	19.53
23591 - Metrology Technician I	29.11
23592 - Metrology Technician II	30.43
23593 - Metrology Technician III	31.69
23640 - Millwright	31.19
23710 - Office Appliance Repairer	27.69
23760 - Painter Maintenance	23.57
23790 - Pipefitter Maintenance	34.10
23810 - Plumber Maintenance	32.36
23820 - Pneudraulic Systems Mechanic	29.11
23850 - Rigger	29.11
23870 - Scale Mechanic	26.28
23890 - Sheet-Metal Worker	33.36
Maintenance	
23910 - Small Engine Mechanic	26.28
23931 - Telecommunications Mechanic	29.11
I	
23932 - Telecommunications Mechanic	30.43
II	
23950 - Telephone Lineman	29.11
23960 - Welder Combination	20.97
Maintenance	
23965 - Well Driller	29.11
23970 - Woodcraft Worker	29.11
23980 - Woodworker	23.47
24000 - Personal Needs Occupations	
24550 - Case Manager	17.39
24570 - Child Care Attendant	11.46
24580 - Child Care Center Clerk	14.29
24610 - Chore Aide	12.05
24620 - Family Readiness And Support	17.39
Services	
Coordinator	
24630 - Homemaker	17.63
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	30.89
25040 - Sewage Plant Operator	27.09
25070 - Stationary Engineer	30.89
25190 - Ventilation Equipment Tender	23.04
25210 - Water Treatment Plant	27.09
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	22.28
27007 - Baggage Inspector	12.10
27008 - Corrections Officer	30.32
27010 - Court Security Officer	28.69
27030 - Detection Dog Handler	16.66
27040 - Detention Officer	30.32
27070 - Firefighter	27.04

27101 - Guard I			
			12.10
27102 - Guard II			16.66
27131 - Police Officer I			30.33
27132 - Police Officer II			33.11
28000 - Recreation Occupations			
28041 - Carnival Equipment Operator			13.37
28042 - Carnival Equipment Repairer			14.31
28043 - Carnival Worker			10.38
28210 - Gate Attendant/Gate Tender			16.44
28310 - Lifeguard			13.10
28350 - Park Attendant (Aide)			18.37
28510 - Recreation Aide/Health			11.97
Facility Attendant			
28515 - Recreation Specialist			20.33
28630 - Sports Official			14.64
28690 - Swimming Pool Operator			20.03
29000 - Stevedoring/Longshoremen			
Occupational Services			
29010 - Blocker And Bracer			27.15
29020 - Hatch Tender			27.15
29030 - Line Handler			27.15
29041 - Stevedore I			25.71
29042 - Stevedore II			28.66
30000 - Technical Occupations			20100
30010 - Air Traffic Control	(see	2)	44.68
Specialist Center (HFO)	(500	2,	11.00
30011 - Air Traffic Control	(see	2)	30.81
Specialist Station (HFO)	(500	<i>4</i> /	00.01
30012 - Air Traffic Control			33.93
Specialist Terminal (HFO) (see 2)			
Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician I			17.84
Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician I 30022 - Archeological Technician II			17.84 19.96
Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III			17.84 19.96 25.81
Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician			17.84 19.96 25.81 26.98
Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician			17.84 19.96 25.81 26.98 28.48
Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I			17.84 19.96 25.81 26.98 28.48 27.38
Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II			17.84 19.96 25.81 26.98 28.48 27.38 30.25
Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I			17.84 19.96 25.81 26.98 28.48 27.38 30.25 17.84
Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II			17.84 19.96 25.81 26.98 28.48 27.38 30.25 17.84 19.96
Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator III			17.84 19.96 25.81 26.98 28.48 27.38 30.25 17.84 19.96 22.25
Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator III 30063 - Drafter/CAD Operator IV			17.84 19.96 25.81 26.98 28.48 27.38 30.25 17.84 19.96 22.25 28.96
Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator III 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician I			17.84 19.96 25.81 26.98 28.48 27.38 30.25 17.84 19.96 22.25 28.96 18.16
Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician II 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator III 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician I			17.84 19.96 25.81 26.98 28.48 27.38 30.25 17.84 19.96 22.25 28.96 18.16 20.39
Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator III 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician I 30082 - Engineering Technician II			17.84 19.96 25.81 26.98 28.48 27.38 30.25 17.84 19.96 22.25 28.96 18.16 20.39 22.81
<pre>Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician I 30082 - Engineering Technician II 30083 - Engineering Technician III 30084 - Engineering Technician IV</pre>			17.84 19.96 25.81 26.98 28.48 27.38 30.25 17.84 19.96 22.25 28.96 18.16 20.39 22.81 28.26
<pre>Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician I 30082 - Engineering Technician II 30083 - Engineering Technician III 30084 - Engineering Technician IV 30085 - Engineering Technician V</pre>			17.84 19.96 25.81 26.98 28.48 27.38 30.25 17.84 19.96 22.25 28.96 18.16 20.39 22.81 28.26 34.56
Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator III 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician I 30082 - Engineering Technician II 30083 - Engineering Technician III 30084 - Engineering Technician IV 30085 - Engineering Technician V			17.84 19.96 25.81 26.98 28.48 27.38 30.25 17.84 19.96 22.25 28.96 18.16 20.39 22.81 28.26 34.56
Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician II 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator III 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician I 30082 - Engineering Technician II 30083 - Engineering Technician III 30084 - Engineering Technician IV 30085 - Engineering Technician V 30086 - Engineering Technician V 30090 - Environmental Technician			17.84 19.96 25.81 26.98 28.48 27.38 30.25 17.84 19.96 22.25 28.96 18.16 20.39 22.81 28.26 34.56 45.66 24.73
Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator III 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician I 30082 - Engineering Technician II 30083 - Engineering Technician III 30084 - Engineering Technician IV 30085 - Engineering Technician V			17.84 19.96 25.81 26.98 28.48 27.38 30.25 17.84 19.96 22.25 28.96 18.16 20.39 22.81 28.26 34.56

30221 - Latent Fingerprint Technician I			27.38
			20.05
30222 - Latent Fingerprint			30.25
Technician II			
30240 - Mathematical Technician			25.18
30361 - Paralegal/Legal Assistant I			21.05
30362 - Paralegal/Legal Assistant II			26.08
30363 - Paralegal/Legal Assistant			31.89
III			
30364 - Paralegal/Legal Assistant IV			38.59
30375 - Petroleum Supply Specialist			30.25
30390 - Photo-Optics Technician			26.33
30395 - Radiation Control Technician			30.25
30461 - Technical Writer I			26.76
30462 - Technical Writer II			32.65
30463 - Technical Writer III			39.34
30491 - Unexploded Ordnance (UXO)			28.39
Technician I			
30492 - Unexploded Ordnance (UXO)			34.35
Technician II			
30493 - Unexploded Ordnance (UXO)			41.18
Technician III			
30494 - Unexploded (UXO) Safety			28.39
Escort			
30495 - Unexploded (UXO) Sweep			28.39
Personnel			
30501 - Weather Forecaster I			27.38
30502 - Weather Forecaster II			33.31
30620 - Weather Observer Combined	(see	2)	22.25
Upper Air Or	(000	_ /	
Surface Programs			
30621 - Weather Observer Senior	(see	2)	24.73
31000 - Transportation/Mobile	(266	2)	24.13
Equipment Operation Occupations			
			21 25
31010 - Airplane Pilot			34.35
31020 - Bus Aide			18.06
31030 - Bus Driver			22.99
31043 - Driver Courier			19.14
31260 - Parking and Lot Attendant			12.59
31290 - Shuttle Bus Driver			21.43
31310 - Taxi Driver			17.27
31361 - Truckdriver Light			21.43
31362 - Truckdriver Medium			22.78
31363 - Truckdriver Heavy			25.04
31364 - Truckdriver Tractor-Trailer			25.04
99000 - Miscellaneous Occupations			
99020 - Cabin Safety Specialist			16.75
99030 - Cashier			11.23
99050 - Desk Clerk			11.94
JUGA DEGA GLELA			エエ・ノコ
99095 - Embalmer			35.46

99130 - Flight Follower	28.39
99251 - Laboratory Animal Caretaker	14.03
I	
99252 - Laboratory Animal Caretaker	15.43
II	
99260 - Marketing Analyst	23.69
99310 - Mortician	35.46
99410 - Pest Controller	23.36
99510 - Photofinishing Worker	15.92
99710 - Recycling Laborer	22.41
99711 - Recycling Specialist	26.24
99730 - Refuse Collector	20.49
99810 - Sales Clerk	13.81
99820 - School Crossing Guard	17.67
99830 - Survey Party Chief	24.14
99831 - Surveying Aide	15.15
99832 - Surveying Technician	20.76
99840 - Vending Machine Attendant	22.29
99841 - Vending Machine Repairer	26.45
99842 - Vending Machine Repairer	22.29
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 per month*

*This rate is to be used only when compensating employees for performance on an SCAcovered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706. VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 15 years and 5 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

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

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

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

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

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

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

overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

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

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

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

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

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.: 2015-5035
Daniel W. Simms Division of	Revision No.: 19
Director Wage Determination	ns Date Of Last Revision: 12/27/2021

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022 Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022 Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Illinois

Area: Illinois County of La Salle

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		17.25
01012 - Accounting Clerk II		19.37
01013 - Accounting Clerk III		21.66
01020 - Administrative Assistant		28.01
01035 - Court Reporter		22.28
01041 - Customer Service		13.95
Representative I		
01042 - Customer Service		15.69
Representative II		

01043 - Customer Service		17.12
Representative III		16.29
01051 - Data Entry Operator I 01052 - Data Entry Operator II		
01052 - Data Entry Operator II		17.77
01060 - Dispatcher Motor Vehicle		22.93
01070 - Document Preparation Clerk		13.67
01090 - Duplicating Machine Operator		13.67
01111 - General Clerk I		14.18
01112 - General Clerk II		15.47
01113 - General Clerk III		17.38
01120 - Housing Referral Assistant		22.12
01141 - Messenger Courier		14.63
01191 - Order Clerk I		15.99
01192 - Order Clerk II		17.58
01261 - Personnel Assistant		17.84
(Employment) I		
01262 - Personnel Assistant		19.95
(Employment) II		
01263 - Personnel Assistant		22.24
(Employment) III		
01270 - Production Control Clerk		21.43
01290 - Rental Clerk		17.41
01300 - Scheduler Maintenance		18.36
01311 - Secretary I		18.36
01312 - Secretary II		19.84
01313 - Secretary III		22.12
01320 - Service Order Dispatcher		21.04
01410 - Supply Technician		28.01
01420 - Survey Worker		19.19
01460 - Switchboard		13.82
Operator/Receptionist		
01531 - Travel Clerk I		15.97
01532 - Travel Clerk II		17.27
01533 - Travel Clerk III		18.68
01611 - Word Processor I		15.50
01612 - Word Processor II		17.41
01613 - Word Processor III		19.47
05000 - Automotive Service Occupations		17.11
05005 - Automobile Body Repairer		22.34
Fiberglass		22.01
05010 - Automotive	Electrician	24.51
05040 - Automotive Glass Installer	LICCULICIAII	23.47
05070 - Automotive Glass Installer		23.47
05110 - Mobile Equipment Servicer		23.47
		28.12
05130 - Motor Equipment Metal Mechanic		20.12
		23.47
05160 - Motor Equipment Metal Worker		
$(h_1)(h_2) = Moton Vohrele Mechanic$		
05190 - Motor Vehicle Mechanic		28.63
05190 - Motor Vehicle Mechanic 05220 - Motor Vehicle Mechanic Helper		

05250 - Motor Vehicle Upholstery	22.45
Worker	
05280 - Motor Vehicle Wrecker	23.47
05310 - Painter Automotive	23.47
05340 - Radiator Repair Specialist	23.47
05370 - Tire Repairer	16.41
05400 - Transmission Repair	28.12
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	15.77
07041 - Cook I	14.43
07042 - Cook II	15.77
07070 - Dishwasher	11.17
07130 - Food Service Worker	11.25
07210 - Meat Cutter	16.36
07260 - Waiter/Waitress	12.02
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	21.77
09040 - Furniture Handler	17.39
09080 - Furniture Refinisher	23.95
09090 - Furniture Refinisher Helper	19.82
09110 - Furniture Repairer Minor	21.93
09130 - Upholsterer	23.95
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	12.96
11060 - Elevator Operator	13.11
11090 - Gardener	16.87
11122 - Housekeeping Aide	13.11
11150 - Janitor	13.11
11210 - Laborer Grounds Maintenance	13.50
11240 - Maid or Houseman	12.11
11260 - Pruner	12.35
11270 - Tractor Operator	15.80
11330 - Trail Maintenance Worker	13.50
11360 - Window Cleaner	14.03
12000 - Health Occupations	
12010 - Ambulance Driver	20.24
12011 - Breath Alcohol Technician	21.08
12012 - Certified Occupational	28.93
Therapist Assistant	
12015 - Certified Physical Therapist	29.74
Assistant	
12020 - Dental Assistant	18.99
12025 - Dental Hygienist	35.31
12030 - EKG Technician	26.94
12035 - Electroneurodiagnostic	26.94
Technologist	

12040 - Emergency Medical Technician	20.24
12071 - Licensed Practical Nurse I	18.85
12072 - Licensed Practical Nurse II	21.08
12073 - Licensed Practical Nurse III	23.50
12100 - Medical Assistant	15.77
12130 - Medical Laboratory	26.93
Technician	
12160 - Medical Record Clerk	17.63
12190 - Medical Record Technician	20.89
12195 - Medical Transcriptionist	18.67
12210 - Nuclear Medicine	46.33
Technologist	10 64
12221 - Nursing Assistant I	13.64
12222 - Nursing Assistant II	15.33
12223 - Nursing Assistant III	16.73
12224 - Nursing Assistant IV	18.79
12235 - Optical Dispenser	17.72
12236 - Optical Technician	18.85
12250 - Pharmacy Technician	15.58
12280 - Phlebotomist	16.46
12305 - Radiologic Technologist	31.44
12311 - Registered Nurse I	29.17
12312 - Registered Nurse II	32.57
12313 - Registered Nurse II	32.57
Specialist	
12314 - Registered Nurse III	38.43
12315 - Registered Nurse III	38.43
Anesthetist	
12316 - Registered Nurse IV	46.07
12317 - Scheduler (Drug and Alcohol	26.12
Testing)	
12320 - Substance Abuse Treatment	23.58
Counselor	
13000 - Information And Arts	
Occupations	04 54
13011 - Exhibits Specialist I	21.51
13012 - Exhibits Specialist II	26.65
13013 - Exhibits Specialist III	32.46
13041 - Illustrator I	22.03
13042 - Illustrator II	27.53
13043 - Illustrator III	32.62
13047 - Librarian	33.74
13050 - Library Aide/Clerk	14.14
13054 - Library Information	29.74
Technology Systems	
Administrator	10 00
13058 - Library Technician	17.76
13061 - Media Specialist I	21.16
13062 - Media Specialist II	23.66
13063 - Media Specialist III	26.39

13071 - Photographer I		19.24
13072 - Photographer II		21.51
13073 - Photographer III		26.65
13074 - Photographer IV		32.46
13075 - Photographer V		35.76
13090 - Technical Order Library		17.02
Clerk		
13110 - Video Teleconference		17.89
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		18.11
14042 - Computer Operator II		20.25
14043 - Computer Operator III		22.58
14044 - Computer Operator IV		25.09
14045 - Computer Operator V		27.79
14071 - Computer Programmer I	(see 1)	25.49
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)	
14102 Computer Systems Analyst II 14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment	(500 1)	18.11
Operator		10.11
14160 - Personal Computer Support		25.09
Technician		23.09
14170 - System Support Specialist		28.62
14170 - System Support Specialist 15000 - Instructional Occupations		20.02
15010 - Aircrew Training Devices		36.22
Instructor (Non-Rated)		50.22
		41 0 0
15020 - Aircrew Training Devices		41.82
Instructor (Rated)		10 01
15030 - Air Crew Training Devices		46.94
Instructor (Pilot)		
15050 - Computer Based Training		36.22
Specialist / Instructor		01 00
15060 - Educational Technologist		31.82
15070 - Flight Instructor (Pilot)		46.94
15080 - Graphic Artist		26.41
15085 - Maintenance Test Pilot Fixed		46.25
Jet/Prop		
15086 - Maintenance Test Pilot		46.25
Rotary Wing		
15088 - Non-Maintenance Test/Co-		46.25
Pilot		
15090 - Technical Instructor		27.45
15095 - Technical Instructor/Course		28.07
Developer		
15110 - Test Proctor		18.53

	10 50
15120 - Tutor	18.53
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations	10 10
16010 - Assembler	10.48
16030 - Counter Attendant	10.48
16040 - Dry Cleaner	13.66
16070 - Finisher Flatwork Machine	10.48
16090 - Presser Hand	10.48
16110 - Presser Machine Drycleaning	10.48
16130 - Presser Machine Shirts	10.48
16160 - Presser Machine Wearing	10.48
Apparel Laundry	1 4 5 1
16190 - Sewing Machine Operator	14.71
16220 - Tailor	15.74
16250 - Washer Machine	11.59
19000 - Machine Tool Operation And	
Repair Occupations	00.05
19010 - Machine-Tool Operator (Tool	23.85
Room)	
19040 - Tool And Die Maker	28.57
21000 - Materials Handling And Packing	
Occupations	00 71
21020 - Forklift Operator	20.71
21030 - Material Coordinator	21.74
21040 - Material Expediter	21.74
21050 - Material Handling Laborer	17.45
21071 - Order Filler	15.75
21080 - Production Line Worker (Food	20.71
Processing)	10 15
21110 - Shipping Packer	19.15
21130 - Shipping/Receiving Clerk	19.15
21140 - Store Worker I	17.14
21150 - Stock Clerk	20.98
21210 - Tools And Parts Attendant	20.71
21410 - Warehouse Specialist	20.71
23000 - Mechanics And Maintenance And	
Repair Occupations	20 12
23010 - Aerospace Structural Welder	30.43 24.86
23019 - Aircraft Logs and Records Technician	24.00
23021 - Aircraft Mechanic I	29.11
23022 - Aircraft Mechanic II	30.43
23022 - Aircraft Mechanic II 23023 - Aircraft Mechanic III	30.43
23040 - Aircraft Mechanic Helper	22.15
23040 - Aircraft Mechanic Heiper 23050 - Aircraft Painter	27.69
23060 - Aircraft Servicer	24.86
23070 - Aircraft Survival Flight	24.80
Equipment Technician	21.09
23080 - Aircraft Worker	26.28
20000 AILCLAIC MOINCE	20.20

23091 - Aircrew Life Support	26.28
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	29.11
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	27.69
23120 - Bicycle Repairer	23.47
23125 - Cable Splicer	38.34
23130 - Carpenter Maintenance	31.86
23140 - Carpet Layer	26.28
23160 - Electrician Maintenance	39.79
23181 - Electronics Technician	26.77
Maintenance I	
23182 - Electronics Technician	28.21
Maintenance II	
23183 - Electronics Technician	29.66
Maintenance III	
23260 - Fabric Worker	24.86
23290 - Fire Alarm System Mechanic	29.11
23310 - Fire Extinguisher Repairer	23.47
23311 - Fuel Distribution System	29.11
Mechanic	
23312 - Fuel Distribution System	23.47
Operator	
23370 - General Maintenance Worker	23.74
23380 - Ground Support Equipment	29.11
Mechanic	
23381 - Ground Support Equipment	24.86
Servicer	
23382 - Ground Support Equipment	26.28
Worker	
23391 - Gunsmith I	23.47
23392 - Gunsmith II	26.28
23393 - Gunsmith III	29.11
23410 - Heating Ventilation And Air-	25.69
Conditioning	20.00
Mechanic	
23411 - Heating Ventilation And Air	28.95
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	30.98
23440 - Heavy Equipment Operator	37.68
23460 - Instrument Mechanic	29.11
23465 - Laboratory/Shelter Mechanic	27.69
23470 - Laborer	15.64
23510 - Locksmith	27.69
23530 - Machinery Maintenance	26.93
Mechanic	20.55
23550 - Machinist Maintenance	27.64
	27.04

23580 - Maintenance Trades Helper	22.15
23591 - Metrology Technician I	29.11
23592 - Metrology Technician II	30.43
23593 - Metrology Technician III	31.69
23640 - Millwright	31.19
23710 - Office Appliance Repairer	27.69
23760 - Painter Maintenance	24.38
23790 - Pipefitter Maintenance	34.10
23810 - Plumber Maintenance	32.36
23820 - Pneudraulic Systems Mechanic	29.11
23850 - Rigger	29.11
23870 - Scale Mechanic	26.28
23890 - Sheet-Metal Worker	33.36
Maintenance	
23910 - Small Engine Mechanic	26.28
23931 - Telecommunications Mechanic	29.11
I	
23932 - Telecommunications Mechanic	30.43
II	
23950 - Telephone Lineman	29.11
23960 - Welder Combination	21.33
Maintenance	
23965 - Well Driller	29.11
23970 - Woodcraft Worker	29.11
23980 - Woodworker	23.47
24000 - Personal Needs Occupations	
24550 - Case Manager	17.39
24570 - Child Care Attendant	11.46
24580 - Child Care Center Clerk	16.17
24610 - Chore Aide	14.01
24620 - Family Readiness And Support	17.39
Services	
Coordinator	1 - 0 0
24630 - Homemaker	17.39
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	31.66
25040 - Sewage Plant Operator	26.93
25070 - Stationary Engineer	31.66
25190 - Ventilation Equipment Tender	23.04
25210 - Water Treatment Plant	26.93
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	22.28
27007 - Baggage Inspector	12.10
27008 - Corrections Officer	30.32
27010 - Court Security Officer	28.69
27030 - Detection Dog Handler	14.73
27040 - Detention Officer	30.32
27070 - Firefighter	27.04

27101 - Guard I	12.10
27102 - Guard II	14.73
27131 - Police Officer I	30.33
27132 - Police Officer II	33.11
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.71
28042 - Carnival Equipment Repairer	14.43
28043 - Carnival Worker	11.17
28210 - Gate Attendant/Gate Tender	16.44
28310 - Lifeguard	13.10
28350 - Park Attendant (Aide)	18.37
28510 - Recreation Aide/Health	11.97
Facility Attendant	
28515 - Recreation Specialist	20.33
28630 - Sports Official	14.64
28690 - Swimming Pool Operator	22.03
29000 - Stevedoring/Longshoremen	
Occupational Services	
29010 - Blocker And Bracer	26.13
29020 - Hatch Tender	26.13
29030 - Line Handler	26.13
29041 - Stevedore I	24.64
29042 - Stevedore II	27.58
30000 - Technical Occupations	
30010 - Air Traffic Control (see 2)	44.68
Specialist Center (HFO)	20.01
30011 - Air Traffic Control (see 2)	30.81
Specialist Station (HFO) 30012 - Air Traffic Control	33.93
Specialist Terminal (HFO) (see 2)	55.95
30021 - Archeological Technician I	17.84
30022 - Archeological Technician II	19.96
30023 - Archeological Technician III	26.59
30030 - Cartographic Technician	26.33
30040 - Civil Engineering Technician	28.48
30051 - Cryogenic Technician I	27.38
30052 - Cryogenic Technician II	30.25
30061 - Drafter/CAD Operator I	17.84
30062 - Drafter/CAD Operator II	19.96
30063 - Drafter/CAD Operator III	22.25
30064 - Drafter/CAD Operator IV	28.96
30081 - Engineering Technician I	17.47
30082 - Engineering Technician II	20.39
30083 - Engineering Technician III	22.81
30084 - Engineering Technician IV	28.26
30085 - Engineering Technician V	34.56
30086 - Engineering Technician VI	40.57
30090 - Environmental Technician	24.73
30095 - Evidence Control Specialist	24.73
30210 - Laboratory Technician	32.78

30221 - Latent Fingerprint	27.38
Technician I	
30222 - Latent Fingerprint	30.25
Technician II	
30240 - Mathematical Technician	26.13
30361 - Paralegal/Legal Assistant I	20.55
30362 - Paralegal/Legal Assistant II	25.43
30363 - Paralegal/Legal Assistant	31.14
III	
30364 - Paralegal/Legal Assistant IV	37.63
30375 - Petroleum Supply Specialist	30.25
30390 - Photo-Optics Technician	26.33
30395 - Radiation Control Technician	30.25
30461 - Technical Writer I	25.16
30462 - Technical Writer II	30.77
30463 - Technical Writer III	37.23
30491 - Unexploded Ordnance (UXO)	28.39
Technician I	
30492 - Unexploded Ordnance (UXO)	34.35
Technician II	
30493 - Unexploded Ordnance (UXO)	41.18
Technician III	
30494 - Unexploded (UXO) Safety	28.39
Escort	
30495 - Unexploded (UXO) Sweep	28.39
Personnel	20.00
30501 - Weather Forecaster I	27.38
30502 - Weather Forecaster II	33.31
30620 - Weather Observer Combined (see 2)	22.25
Upper Air Or	
Surface Programs	
30621 - Weather Observer Senior (see 2)	24.73
31000 - Transportation/Mobile	21.75
Equipment Operation Occupations	
31010 - Airplane Pilot	34.35
31020 - Bus Aide	18.06
31030 - Bus Driver	22.99
31043 - Driver Courier	19.14
31260 - Parking and Lot Attendant	19.14
31290 - Shuttle Bus Driver	19.03
21230 - SHULLE DUS DIIVEL	19.03
31310 - Tavi Drivor	LJ.4L
31310 - Taxi Driver	10 00
31361 - Truckdriver Light	19.03
31361 - Truckdriver Light 31362 - Truckdriver Medium	22.78
31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy	22.78 25.04
31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer	22.78
<pre>31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations</pre>	22.78 25.04 25.04
<pre>31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist</pre>	22.78 25.04 25.04 16.75
<pre>31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist 99030 - Cashier</pre>	22.78 25.04 25.04 16.75 11.23
<pre>31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist</pre>	22.78 25.04 25.04 16.75

99130 - Flight Follower	28.39
99251 - Laboratory Animal Caretaker	19.18
I	
99252 - Laboratory Animal Caretaker	20.46
II	
99260 - Marketing Analyst	23.69
99310 - Mortician	30.13
99410 - Pest Controller	25.02
99510 - Photofinishing Worker	14.92
99710 - Recycling Laborer	21.54
99711 - Recycling Specialist	24.43
99730 - Refuse Collector	20.12
99810 - Sales Clerk	12.95
99820 - School Crossing Guard	17.67
99830 - Survey Party Chief	23.80
99831 - Surveying Aide	14.52
99832 - Surveying Technician	18.74
99840 - Vending Machine Attendant	22.29
99841 - Vending Machine Repairer	26.45
99842 - Vending Machine Repairer	22.29
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 per month*

*This rate is to be used only when compensating employees for performance on an SCAcovered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706. VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 15 years and 5 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

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

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

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

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

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

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

overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

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

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

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

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

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT	U.S. DEPARTMENT OF LABOR
By direction of the Secretary of Labor	WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Daniel W. Simms Division of Director Wage Determinations	Wage Determination No.: 2015-5037 Wage Determination No.: 2015-5037 Dete Of Last Revision: 12/27/2021

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022 Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022 Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Illinois

Area: Illinois County of Putnam

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		15.53
01012 - Accounting Clerk II		17.45
01013 - Accounting Clerk III		19.51
01020 - Administrative Assistant		23.69
01035 - Court Reporter		17.11
01041 - Customer Service		13.95
Representative I		
01042 - Customer Service		15.69
Representative II		

01043 - Customer Service		17.12
Representative III		
01051 - Data Entry Operator I		15.87
01052 - Data Entry Operator II		17.31
01060 - Dispatcher Motor Vehicle		21.64
01070 - Document Preparation Clerk		14.00
01090 - Duplicating Machine Operator		14.00
01111 - General Clerk I		14.18
01112 - General Clerk II		15.47
01113 - General Clerk III		17.38
01120 - Housing Referral Assistant		19.07
01141 - Messenger Courier		14.63
01191 - Order Clerk I		15.74
01192 - Order Clerk II		17.25
01261 - Personnel Assistant		16.80
(Employment) I		
01262 - Personnel Assistant		18.78
(Employment) II		
01263 - Personnel Assistant		20.93
(Employment) III		
01270 - Production Control Clerk		20.93
01290 - Rental Clerk		10.96
01300 - Scheduler Maintenance		15.30
01311 - Secretary I		15.30
01312 - Secretary II		17.11
01313 - Secretary III		19.07
01320 - Service Order Dispatcher		19.05
01410 - Supply Technician		23.69
01420 - Survey Worker		16.54
01460 - Switchboard		13.48
Operator/Receptionist		
01531 - Travel Clerk I		15.55
01532 - Travel Clerk II		16.89
01533 - Travel Clerk III		18.23
01611 - Word Processor I		13.62
01612 - Word Processor II		15.30
01613 - Word Processor III		17.11
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer		21.83
Fiberglass		
05010 - Automotive	Electrician	
05040 - Automotive Glass Installer		20.00
05070 - Automotive Worker		20.00
05110 - Mobile Equipment Servicer		18.69
05130 - Motor Equipment Metal		21.34
Mechanic		
05160 - Motor Equipment Metal Worker		20.00
05190 - Motor Vehicle Mechanic		21.34
05220 - Motor Vehicle Mechanic		18.04
Helper		

05250 - Motor Vehicle Upholstery	19.36
Worker	
05280 - Motor Vehicle Wrecker	20.00
05310 - Painter Automotive	20.68
05340 - Radiator Repair Specialist	20.00
05370 - Tire Repairer	16.62
05400 - Transmission Repair	21.34
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	12.45
07041 - Cook I	12.46
07042 - Cook II	13.95
07070 - Dishwasher	10.06
07130 - Food Service Worker	11.07
07210 - Meat Cutter	16.36
07260 - Waiter/Waitress	10.42
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	20.93
09040 - Furniture Handler	16.92
09080 - Furniture Refinisher	21.22
09090 - Furniture Refinisher Helper	18.26
09110 - Furniture Repairer Minor	19.60
09130 - Upholsterer	20.93
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	12.75
11060 - Elevator Operator	13.11
11090 - Gardener	15.41
11122 - Housekeeping Aide	13.11
11150 - Janitor	13.11
11210 - Laborer Grounds Maintenance	12.75
11240 - Maid or Houseman	11.35
11260 - Pruner	11.81
11270 - Tractor Operator	14.34
11330 - Trail Maintenance Worker	12.75
11360 - Window Cleaner	14.03
12000 - Health Occupations	
12010 - Ambulance Driver	18.47
12011 - Breath Alcohol Technician	21.08
12012 - Certified Occupational	27.85
Therapist Assistant	
12015 - Certified Physical Therapist	29.74
Assistant	
12020 - Dental Assistant	18.99
12025 - Dental Hygienist	35.31
12030 - EKG Technician	27.85
12035 - Electroneurodiagnostic	30.13
Technologist	
-	

12040 - Emergency Medical Technician	18.47
12071 - Licensed Practical Nurse I	18.85
12072 - Licensed Practical Nurse II	21.08
12073 - Licensed Practical Nurse III	23.50
12100 - Medical Assistant	15.17
12130 - Medical Laboratory	26.93
Technician	
12160 - Medical Record Clerk	17.27
12190 - Medical Record Technician	20.89
12195 - Medical Transcriptionist	18.67
12210 - Nuclear Medicine	46.33
Technologist	10 64
12221 - Nursing Assistant I	13.64
12222 - Nursing Assistant II	15.33
12223 - Nursing Assistant III	16.73
12224 - Nursing Assistant IV	18.79
12235 - Optical Dispenser	16.96
12236 - Optical Technician	18.85
12250 - Pharmacy Technician	14.67
12280 - Phlebotomist	14.76
12305 - Radiologic Technologist	29.39
12311 - Registered Nurse I	24.46
12312 - Registered Nurse II	29.92
12313 - Registered Nurse II	29.92
Specialist	
12314 - Registered Nurse III	36.21
12315 - Registered Nurse III	36.21
Anesthetist	
12316 - Registered Nurse IV	43.39
12317 - Scheduler (Drug and Alcohol	26.12
Testing)	
12320 - Substance Abuse Treatment	23.58
Counselor	
13000 - Information And Arts	
Occupations	1 - 0 -
13011 - Exhibits Specialist I	17.25
13012 - Exhibits Specialist II	19.20
13013 - Exhibits Specialist III	23.39
13041 - Illustrator I	16.28
13042 - Illustrator II	19.12
13043 - Illustrator III	23.39
13047 - Librarian	21.18
13050 - Library Aide/Clerk	13.55
13054 - Library Information	19.76
Technology Systems	
Administrator	10 50
13058 - Library Technician	12.79
13061 - Media Specialist I	13.81
13062 - Media Specialist II	15.44
13063 - Media Specialist III	17.21

13071 - Photographer I		16.58
13072 - Photographer II		18.55
13073 - Photographer III		20.86
13074 - Photographer IV		25.51
13075 - Photographer V		28.92
13090 - Technical Order Library		17.02
Clerk		
13110 - Video Teleconference		13.81
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		16.91
14042 - Computer Operator II		18.89
14043 - Computer Operator III		21.04
14044 - Computer Operator IV		23.42
14045 - Computer Operator V		25.94
14071 - Computer Programmer I	(see 1)	21.49
14072 - Computer Programmer II	(see 1)	26.63
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	()	16.91
Operator		
14160 - Personal Computer Support		23.42
Technician		
14170 - System Support Specialist		28.62
15000 - Instructional Occupations		20102
15010 - Aircrew Training Devices		31.89
Instructor (Non-Rated)		01100
15020 - Aircrew Training Devices		38.59
Instructor (Rated)		00.00
15030 - Air Crew Training Devices		46.25
Instructor (Pilot)		10.20
15050 - Computer Based Training		31.89
Specialist / Instructor		51.05
15060 - Educational Technologist		31.82
15070 - Flight Instructor (Pilot)		46.25
15080 - Graphic Artist		21.60
15085 - Maintenance Test Pilot Fixed		46.25
Jet/Prop		10.20
15086 - Maintenance Test Pilot		46.25
Rotary Wing		10.20
15088 - Non-Maintenance Test/Co-		46.25
Pilot		10.20
15090 - Technical Instructor		23.53
15095 - Technical Instructor/Course		27.73
Developer		LI.IJ
15110 - Test Proctor		18.30
IJIIO - IESC FIOGLOI		10.30

15120 - Tutor	18.30
16000 - Laundry Dry-Cleaning Pressing	10.30
And Related Occupations	
16010 - Assembler	10.10
16030 - Counter Attendant	10.10
16040 - Dry Cleaner	12.44
16070 - Finisher Flatwork Machine	10.10
16090 - Presser Hand	10.10
16110 - Presser Machine Drycleaning	10.10
16130 - Presser Machine Shirts	10.10
16160 - Presser Machine Wearing	10.10
Apparel Laundry	10.10
16190 - Sewing Machine Operator	13.14
16220 - Tailor	13.89
16250 - Washer Machine	10.95
19000 - Machine Tool Operation And	10.95
Repair Occupations	
19010 - Machine-Tool Operator (Tool	21.57
Room)	21.07
19040 - Tool And Die Maker	24.32
21000 - Materials Handling And Packing	24.52
Occupations	
21020 - Forklift Operator	20.71
21020 - Material Coordinator	20.71
21040 - Material Expediter	20.93
21040 - Material Handling Laborer	17.28
21030 - Material Handring Laborer 21071 - Order Filler	15.22
21071 - Older Filler 21080 - Production Line Worker (Food	20.71
Processing)	20.71
21110 - Shipping Packer	19.15
21130 - Shipping/Receiving Clerk	19.15
21140 - Store Worker I	17.14
21150 - Stock Clerk	20.98
21210 - Tools And Parts Attendant	20.71
21410 - Warehouse Specialist	20.71
23000 - Mechanics And Maintenance And	20.71
Repair Occupations	
23010 - Aerospace Structural Welder	30.43
23019 - Aircraft Logs and Records	24.86
Technician	
23021 - Aircraft Mechanic I	29.11
23022 - Aircraft Mechanic II	30.43
23023 - Aircraft Mechanic III	31.69
23040 - Aircraft Mechanic Helper	22.15
23050 - Aircraft Painter	27.69
23060 - Aircraft Servicer	24.86
23070 - Aircraft Survival Flight	27.69
Equipment Technician	
23080 - Aircraft Worker	26.28

23091 - Aircrew Life Support	26.28
Equipment (ALSE) Mechanic	
I	00.11
23092 - Aircrew Life Support	29.11
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	27.69
23120 - Bicycle Repairer	23.47
23125 - Cable Splicer	36.69
23130 - Carpenter Maintenance	24.93
23140 - Carpet Layer	26.28
23160 - Electrician Maintenance	35.89
23181 - Electronics Technician	26.77
Maintenance I	
23182 - Electronics Technician	28.21
Maintenance II	
23183 - Electronics Technician	29.66
Maintenance III	
23260 - Fabric Worker	24.86
23290 - Fire Alarm System Mechanic	29.11
23310 - Fire Extinguisher Repairer	23.47
23311 - Fuel Distribution System	29.11
Mechanic	
23312 - Fuel Distribution System	23.47
Operator	
23370 - General Maintenance Worker	20.15
23380 - Ground Support Equipment	29.11
Mechanic	
23381 - Ground Support Equipment	24.86
Servicer	
23382 - Ground Support Equipment	26.28
Worker	
23391 - Gunsmith I	23.47
23392 - Gunsmith II	26.28
23393 - Gunsmith III	29.11
23410 - Heating Ventilation And Air-	24.35
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	25.46
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	30.24
23440 - Heavy Equipment Operator	36.50
23460 - Instrument Mechanic	29.11
23465 - Laboratory/Shelter Mechanic	27.69
23470 - Laborer	15.64
23510 - Locksmith	27.69
23530 - Machinery Maintenance	27.54
Mechanic	27.01
23550 - Machinist Maintenance	19.64
	10.01

23580 - Maintenance Trades Helper	22.10
23591 - Metrology Technician I	29.11
23592 - Metrology Technician II	30.43
23593 - Metrology Technician III	31.69
23640 - Millwright	30.53
23710 - Office Appliance Repairer	27.69
23760 - Painter Maintenance	26.72
23790 - Pipefitter Maintenance	34.35
23810 - Plumber Maintenance	28.89
23820 - Pneudraulic Systems Mechanic	29.11
23850 - Rigger	29.11
23870 - Scale Mechanic	26.28
23890 - Sheet-Metal Worker	33.32
Maintenance	
23910 - Small Engine Mechanic	26.28
23931 - Telecommunications Mechanic	29.11
I	2.2.4.2
23932 - Telecommunications Mechanic	30.43
II	00 11
23950 - Telephone Lineman	29.11
23960 - Welder Combination	19.64
Maintenance	00 11
23965 - Well Driller	29.11
23970 - Woodcraft Worker 23980 - Woodworker	29.11
	23.47
24000 - Personal Needs Occupations	17 20
24550 - Case Manager 24570 - Child Care Attendant	17.39
24570 - Child Care Attendant 24580 - Child Care Center Clerk	11.46 14.29
24500 - Child Care Center Clerk 24610 - Chore Aide	14.29
24610 - Chore Alde 24620 - Family Readiness And Support	17.39
Services	11.59
Coordinator	
24630 - Homemaker	17.39
25000 - Plant And System Operations	11.55
Occupations	
25010 - Boiler Tender	30.80
25040 - Sewage Plant Operator	24.02
25070 - Stationary Engineer	30.80
25190 - Ventilation Equipment Tender	22.15
25210 - Water Treatment Plant	24.02
Operator	21.02
27000 - Protective Service Occupations	
27004 - Alarm Monitor	22.28
27007 - Baggage Inspector	14.46
27008 - Corrections Officer	26.50
27010 - Court Security Officer	25.63
27030 - Detection Dog Handler	16.17
27040 - Detention Officer	26.50
27070 - Firefighter	26.26

			1 4 4 6
27101 - Guard I			14.46
27102 - Guard II			16.17
27131 - Police Officer I			25.00
27132 - Police Officer II			27.78
28000 - Recreation Occupations			
28041 - Carnival Equipment Operator			12.60
28042 - Carnival Equipment Repairer			13.36
28043 - Carnival Worker			10.44
28210 - Gate Attendant/Gate Tender			14.67
28310 - Lifeguard			11.01
28350 - Park Attendant (Aide)			16.41
28510 - Recreation Aide/Health			11.97
Facility Attendant			
28515 - Recreation Specialist			20.33
28630 - Sports Official			13.06
28690 - Swimming Pool Operator			19.88
29000 - Stevedoring/Longshoremen			
Occupational Services			
29010 - Blocker And Bracer			21.14
29020 - Hatch Tender			21.14
29030 - Line Handler			21.14
29041 - Stevedore I			19.92
29042 - Stevedore II			22.34
30000 - Technical Occupations			
30010 - Air Traffic Control	(see	2)	44.68
Specialist Center (HFO)	(_ /	
30011 - Air Traffic Control	(see	2)	30.81
Specialist Station (HFO)	(200	- /	00001
30012 - Air Traffic Control			33.93
Specialist Terminal (HFO) (see 2)			
30021 - Archeological Technician I			17.84
30022 - Archeological Technician II			19.96
30023 - Archeological Technician III			24.73
30030 - Cartographic Technician			24.73
30040 - Civil Engineering Technician			
30040 - CIVII ENGINEELING IECHNICIAN			28.48
			28.48
30051 - Cryogenic Technician I			27.38
30051 - Cryogenic Technician I 30052 - Cryogenic Technician II			27.38 30.25
30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I			27.38 30.25 17.84
30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II			27.38 30.25 17.84 19.96
30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator III			27.38 30.25 17.84 19.96 22.25
30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV			27.38 30.25 17.84 19.96 22.25 27.38
30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator III 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician I			27.38 30.25 17.84 19.96 22.25 27.38 17.47
30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician I 30082 - Engineering Technician II			27.38 30.25 17.84 19.96 22.25 27.38 17.47 19.62
30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician I 30082 - Engineering Technician II 30083 - Engineering Technician III			27.38 30.25 17.84 19.96 22.25 27.38 17.47 19.62 21.94
30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator III 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician I 30082 - Engineering Technician II 30083 - Engineering Technician III 30084 - Engineering Technician IV			27.38 30.25 17.84 19.96 22.25 27.38 17.47 19.62 21.94 27.18
30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator III 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician I 30082 - Engineering Technician II 30083 - Engineering Technician III 30084 - Engineering Technician IV 30085 - Engineering Technician V			27.38 30.25 17.84 19.96 22.25 27.38 17.47 19.62 21.94 27.18 33.25
30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician I 30082 - Engineering Technician II 30083 - Engineering Technician III 30084 - Engineering Technician IV 30085 - Engineering Technician V			27.38 30.25 17.84 19.96 22.25 27.38 17.47 19.62 21.94 27.18 33.25 40.24
30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator III 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician I 30082 - Engineering Technician III 30083 - Engineering Technician III 30084 - Engineering Technician IV 30085 - Engineering Technician V 30086 - Engineering Technician V 30090 - Environmental Technician			27.38 30.25 17.84 19.96 22.25 27.38 17.47 19.62 21.94 27.18 33.25 40.24 24.73
30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician I 30082 - Engineering Technician II 30083 - Engineering Technician III 30084 - Engineering Technician IV 30085 - Engineering Technician V			27.38 30.25 17.84 19.96 22.25 27.38 17.47 19.62 21.94 27.18 33.25 40.24

30221 - Latent Fingerprint	27.38
Technician I	20.05
30222 - Latent Fingerprint	30.25
Technician II	
30240 - Mathematical Technician	24.73
30361 - Paralegal/Legal Assistant I	19.97
30362 - Paralegal/Legal Assistant II	24.74
30363 - Paralegal/Legal Assistant	30.26
III	
30364 - Paralegal/Legal Assistant IV	36.62
30375 - Petroleum Supply Specialist	30.25
30390 - Photo-Optics Technician	23.30
30395 - Radiation Control Technician	30.25
30461 - Technical Writer I	24.73
30462 - Technical Writer II	30.25
30463 - Technical Writer III	36.60
30491 - Unexploded Ordnance (UXO)	28.39
Technician I	20.39
30492 - Unexploded Ordnance (UXO)	34.35
-	54.55
Technician II	41 10
30493 - Unexploded Ordnance (UXO)	41.18
Technician III	
30494 - Unexploded (UXO) Safety	28.39
Escort	
30495 - Unexploded (UXO) Sweep	28.39
Personnel	
30501 - Weather Forecaster I	27.38
30502 - Weather Forecaster II	33.31
30620 - Weather Observer Combined (see 2)	22.25
Upper Air Or	
Surface Programs	
30621 - Weather Observer Senior (see 2)	24.73
31000 - Transportation/Mobile	
Equipment Operation Occupations	
31010 - Airplane Pilot	34.35
31020 - Bus Aide	17.86
31030 - Bus Driver	22.99
31043 - Driver Courier	16.88
31260 - Parking and Lot Attendant	11.98
31290 - Shuttle Bus Driver	17.66
31310 - Taxi Driver	14.48
31361 - Truckdriver Light	17.89
5	18.95
31362 - Truckdrivor Modium	25.04
31362 - Truckdriver Medium	
31363 - Truckdriver Heavy	
31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer	25.04
31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations	25.04
 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist 	25.04 16.75
<pre>31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist 99030 - Cashier</pre>	25.04 16.75 11.23
 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist 	25.04 16.75

99130 - Flight Follower	28.39
99251 - Laboratory Animal Caretaker	13.68
I	
99252 - Laboratory Animal Caretaker	15.81
II	
99260 - Marketing Analyst	23.69
99310 - Mortician	35.40
99410 - Pest Controller	23.14
99510 - Photofinishing Worker	14.92
99710 - Recycling Laborer	21.54
99711 - Recycling Specialist	24.43
99730 - Refuse Collector	20.12
99810 - Sales Clerk	12.66
99820 - School Crossing Guard	17.67
99830 - Survey Party Chief	20.60
99831 - Surveying Aide	13.69
99832 - Surveying Technician	18.74
99840 - Vending Machine Attendant	22.29
99841 - Vending Machine Repairer	26.45
99842 - Vending Machine Repairer	22.29
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 per month*

*This rate is to be used only when compensating employees for performance on an SCAcovered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706. VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 15 years and 5 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

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

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

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

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

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

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

overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

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

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

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

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

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.: 2015-5039
Daniel W. Simms Division of	Revision No.: 19
Director Wage Determination	ns Date Of Last Revision: 12/27/2021

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022 Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022 Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Illinois

Area: Illinois Counties of Bureau Carroll Jo Daviess Whiteside

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		15.53
01012 - Accounting Clerk II		17.85
01013 - Accounting Clerk III		21.24
01020 - Administrative Assistant		23.69
01035 - Court Reporter		21.04
01041 - Customer Service		13.95
Representative I		
01042 - Customer Service		15.69
Representative II		

01043 - Customer Service Representative III		17.12
01051 - Data Entry Operator I		15.87
01052 - Data Entry Operator II		18.38
01060 - Dispatcher Motor Vehicle		21.32
01070 - Document Preparation Clerk		13.62
01090 - Duplicating Machine Operator		13.62
01111 - General Clerk I		14.18
01112 - General Clerk II		15.47
01113 - General Clerk III		17.38
01120 - Housing Referral Assistant		19.07
01141 - Messenger Courier		14.63
01191 - Order Clerk I		15.74
01192 - Order Clerk II		17.25
01261 - Personnel Assistant		16.80
(Employment) I		10.00
01262 - Personnel Assistant		18.78
		10./0
(Employment) II 01263 - Personnel Assistant		20.93
		20.93
(Employment) III		20 47
01270 - Production Control Clerk		20.47
01290 - Rental Clerk		10.96
01300 - Scheduler Maintenance		15.30
01311 - Secretary I		15.30
01312 - Secretary II		17.11
01313 - Secretary III		19.07
01320 - Service Order Dispatcher		19.35
01410 - Supply Technician		23.69
01420 - Survey Worker		16.54
01460 - Switchboard		13.48
Operator/Receptionist		
01531 - Travel Clerk I		15.55
01532 - Travel Clerk II		16.89
01533 - Travel Clerk III		18.23
01611 - Word Processor I		18.23 13.62
01611 - Word Processor I 01612 - Word Processor II		18.23 13.62 15.30
01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III		18.23 13.62
01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations		18.23 13.62 15.30 17.11
01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer		18.23 13.62 15.30
01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass		18.23 13.62 15.30 17.11 21.83
01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass 05010 - Automotive	Electrician	18.23 13.62 15.30 17.11 21.83 18.42
01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotile Body Repairer Fiberglass 05010 - Automotive 05040 - Automotive Glass Installer	Electrician	18.23 13.62 15.30 17.11 21.83 18.42 17.62
01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotile Body Repairer Fiberglass 05010 - Automotive 05040 - Automotive Glass Installer 05070 - Automotive Worker	Electrician	18.23 13.62 15.30 17.11 21.83 18.42 17.62 17.62
01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotile Body Repairer Fiberglass 05010 - Automotive 05040 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer	Electrician	18.23 13.62 15.30 17.11 21.83 18.42 17.62 17.62 16.17
01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotile Body Repairer Fiberglass 05010 - Automotive 05040 - Automotive Glass Installer 05070 - Automotive Worker	Electrician	18.23 13.62 15.30 17.11 21.83 18.42 17.62 17.62
01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotile Body Repairer Fiberglass 05010 - Automotive 05040 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer	Electrician	18.23 13.62 15.30 17.11 21.83 18.42 17.62 17.62 16.17 19.36
<pre>01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotile Body Repairer Fiberglass 05010 - Automotive 05010 - Automotive Glass Installer 05070 - Automotive Glass Installer 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic 05160 - Motor Equipment Metal Worker</pre>	Electrician	18.23 13.62 15.30 17.11 21.83 18.42 17.62 17.62 16.17
01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass 05010 - Automotive 05040 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic	Electrician	18.23 13.62 15.30 17.11 21.83 18.42 17.62 17.62 16.17 19.36
<pre>01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotile Body Repairer Fiberglass 05010 - Automotive 05010 - Automotive Glass Installer 05070 - Automotive Glass Installer 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic 05160 - Motor Equipment Metal Worker</pre>	Electrician	18.23 13.62 15.30 17.11 21.83 18.42 17.62 17.62 16.17 19.36 17.62

05250 - Motor Vehicle Upholstery	16.98
Worker	1 7 60
05280 - Motor Vehicle Wrecker	17.62
05310 - Painter Automotive	18.42
05340 - Radiator Repair Specialist	17.62
05370 - Tire Repairer	14.88
05400 - Transmission Repair	19.36
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	12.48
07041 - Cook I	12.46
07042 - Cook II	13.95
07070 - Dishwasher	10.06
07130 - Food Service Worker	11.07
07210 - Meat Cutter	16.36
07260 - Waiter/Waitress	10.43
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	19.69
09040 - Furniture Handler	15.92
09080 - Furniture Refinisher	20.10
09090 - Furniture Refinisher Helper	17.51
09110 - Furniture Repairer Minor	18.83
09130 - Upholsterer	20.10
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	12.80
11060 - Elevator Operator	13.11
11090 - Gardener	15.20
11122 - Housekeeping Aide	13.11
11150 - Janitor	13.11
11210 - Laborer Grounds Maintenance	12.65
11240 - Maid or Houseman	11.35
11260 - Pruner	11.81
11270 - Tractor Operator	14.34
11330 - Trail Maintenance Worker	12.65
11360 - Window Cleaner	14.03
12000 - Health Occupations	
12010 - Ambulance Driver	18.47
12011 - Breath Alcohol Technician	21.08
12012 - Certified Occupational	28.93
Therapist Assistant	
12015 - Certified Physical Therapist	29.74
Assistant	
12020 - Dental Assistant	18.99
12025 - Dental Hygienist	35.31
12030 - EKG Technician	25.96
12035 - Electroneurodiagnostic	25.96
Technologist	

12040 - Emergency Medical Technician	18.47
12071 - Licensed Practical Nurse I	18.85
12072 - Licensed Practical Nurse II	21.08
12073 - Licensed Practical Nurse III	23.50
12100 - Medical Assistant	15.17
12130 - Medical Laboratory	26.93
Technician	
12160 - Medical Record Clerk	17.27
12190 - Medical Record Technician	20.81
12195 - Medical Transcriptionist	18.67
12210 - Nuclear Medicine	46.33
Technologist	
12221 - Nursing Assistant I	13.64
12222 - Nursing Assistant II	15.33
12223 - Nursing Assistant III	16.73
12224 - Nursing Assistant IV	18.79
12235 - Optical Dispenser	17.30
12236 - Optical Technician	18.85
12250 - Pharmacy Technician	14.67
12280 - Phlebotomist	14.87
12305 - Radiologic Technologist	28.40
12311 - Registered Nurse I	24.52
12312 - Registered Nurse II	30.00
12313 - Registered Nurse II	29.92
Specialist	
12314 - Registered Nurse III	36.29
12315 - Registered Nurse III	36.21
Anesthetist	
12316 - Registered Nurse IV	43.48
12317 - Scheduler (Drug and Alcohol	26.12
Testing)	
12320 - Substance Abuse Treatment	23.58
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	18.48
13012 - Exhibits Specialist II	23.58
13013 - Exhibits Specialist III	27.60
13041 - Illustrator I	18.21
13042 - Illustrator II	22.91
13043 - Illustrator III	27.60
13047 - Librarian	24.98
13050 - Library Aide/Clerk	13.55
13054 - Library Information	22.56
Technology Systems	
Administrator	
13058 - Library Technician	13.29
13061 - Media Specialist I	16.28
13062 - Media Specialist II	18.21
13063 - Media Specialist III	20.31
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13071 - Photographer I		15.43
13072 - Photographer II		18.55
13073 - Photographer III		22.98
13074 - Photographer IV		28.11
13075 - Photographer V		30.89
13090 - Technical Order Library		17.02
Clerk		
13110 - Video Teleconference		13.81
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		16.91
14042 - Computer Operator II		18.93
14043 - Computer Operator III		21.18
14044 - Computer Operator IV		24.24
14045 - Computer Operator V		26.85
14071 - Computer Programmer I	(see 1)	21.49
14072 - Computer Programmer II	(see 1)	26.66
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment	(/	16.91
Operator		
14160 - Personal Computer Support		24.24
Technician		
14170 - System Support Specialist		28.62
15000 - Instructional Occupations		
15010 - Aircrew Training Devices		31.89
Instructor (Non-Rated)		
15020 - Aircrew Training Devices		38.59
Instructor (Rated)		
15030 - Air Crew Training Devices		46.25
Instructor (Pilot)		
15050 - Computer Based Training		31.89
Specialist / Instructor		01.00
15060 - Educational Technologist		31.70
15070 - Flight Instructor (Pilot)		46.25
15080 - Graphic Artist		20.42
15085 - Maintenance Test Pilot Fixed		46.25
Jet/Prop		10120
15086 - Maintenance Test Pilot		46.25
Rotary Wing		
15088 - Non-Maintenance Test/Co-		46.25
Pilot		10.20
15090 - Technical Instructor		22.21
15095 - Technical Instructor/Course		27.17
Developer		<i>∟</i> / • ⊥ /
15110 - Test Proctor		17.93
		±/•/)

	1 7 0 0
15120 - Tutor	17.93
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations	9.83
16010 - Assembler	
16030 - Counter Attendant	9.83
16040 - Dry Cleaner 16070 - Finisher Flatwork Machine	12.77
	9.83
16090 - Presser Hand	9.83
16110 - Presser Machine Drycleaning	9.83
16130 - Presser Machine Shirts	9.83
16160 - Presser Machine Wearing	9.83
Apparel Laundry	10 71
16190 - Sewing Machine Operator	13.71
16220 - Tailor	14.66
16250 - Washer Machine	10.86
19000 - Machine Tool Operation And	
Repair Occupations	00.00
19010 - Machine-Tool Operator (Tool	20.29
Room)	04 07
19040 - Tool And Die Maker	24.07
21000 - Materials Handling And Packing	
Occupations	00 71
21020 - Forklift Operator	20.71
21030 - Material Coordinator	20.47
21040 - Material Expediter	20.47
21050 - Material Handling Laborer	15.64
21071 - Order Filler	15.22
21080 - Production Line Worker (Food	20.71
Processing)	10 15
21110 - Shipping Packer	19.15
21130 - Shipping/Receiving Clerk	19.15
21140 - Store Worker I	17.14
21150 - Stock Clerk	20.98
21210 - Tools And Parts Attendant	20.71
21410 - Warehouse Specialist	20.71
23000 - Mechanics And Maintenance And	
Repair Occupations	20 42
23010 - Aerospace Structural Welder	30.43
23019 - Aircraft Logs and Records	24.86
Technician	00 11
23021 - Aircraft Mechanic I	29.11
23022 - Aircraft Mechanic II	30.43
23023 - Aircraft Mechanic III	31.69
23040 - Aircraft Mechanic Helper	22.15
23050 - Aircraft Painter	27.69
23060 - Aircraft Servicer	24.86
23070 - Aircraft Survival Flight	27.69
Equipment Technician	
23080 - Aircraft Worker	26.28

23091 - Aircrew Life Support	26.28
Equipment (ALSE) Mechanic	
I	00.11
23092 - Aircrew Life Support	29.11
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	27.47
23120 - Bicycle Repairer	23.47
23125 - Cable Splicer	37.83
23130 - Carpenter Maintenance	22.02
23140 - Carpet Layer	26.28
23160 - Electrician Maintenance	35.31
23181 - Electronics Technician	26.77
Maintenance I	
23182 - Electronics Technician	28.21
Maintenance II	
23183 - Electronics Technician	29.66
Maintenance III	
23260 - Fabric Worker	24.86
23290 - Fire Alarm System Mechanic	29.11
23310 - Fire Extinguisher Repairer	23.47
23311 - Fuel Distribution System	29.11
Mechanic	
23312 - Fuel Distribution System	23.47
Operator	
23370 - General Maintenance Worker	20.15
23380 - Ground Support Equipment	29.11
Mechanic	
23381 - Ground Support Equipment	24.86
Servicer	
23382 - Ground Support Equipment	26.28
Worker	
23391 - Gunsmith I	23.47
23392 - Gunsmith II	26.28
23393 - Gunsmith III	29.11
23410 - Heating Ventilation And Air-	23.56
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	24.63
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	29.72
23440 - Heavy Equipment Operator	37.50
23460 - Instrument Mechanic	29.11
23465 - Laboratory/Shelter Mechanic	27.69
23470 - Laborer	15.64
23510 - Locksmith	27.69
23530 - Machinery Maintenance	26.93
Mechanic	20.95
23550 - Machinist Maintenance	19.46
	19.40

23580 - Maintenance Trades Helper	19.79
23591 - Metrology Technician I	29.11
23592 - Metrology Technician II	30.43
23593 - Metrology Technician III	31.69
23640 - Millwright	30.53
23710 - Office Appliance Repairer	27.69
23760 - Painter Maintenance	21.52
23790 - Pipefitter Maintenance	29.84
23810 - Plumber Maintenance	28.05
23820 - Pneudraulic Systems Mechanic	29.11
23850 - Rigger	29.11
23870 - Scale Mechanic	26.28
23890 - Sheet-Metal Worker	30.70
Maintenance	
23910 - Small Engine Mechanic	26.28
23931 - Telecommunications Mechanic	29.11
I	
23932 - Telecommunications Mechanic	30.43
II	00 11
23950 - Telephone Lineman	29.11
23960 - Welder Combination	19.47
Maintenance	00 11
23965 - Well Driller	29.11
23970 - Woodcraft Worker	29.11
23980 - Woodworker	23.47
24000 - Personal Needs Occupations	
24550 - Case Manager	16.45
24570 - Child Care Attendant	11.46
24580 - Child Care Center Clerk	14.29
24610 - Chore Aide	12.05
24620 - Family Readiness And Support	16.45
Services	
Coordinator	10 45
24630 - Homemaker	16.45
25000 - Plant And System Operations	
Occupations	00 11
25010 - Boiler Tender	29.11
25040 - Sewage Plant Operator	22.37
25070 - Stationary Engineer	29.11
25190 - Ventilation Equipment Tender	22.15
25210 - Water Treatment Plant	22.37
Operator	
27000 - Protective Service Occupations 27004 - Alarm Monitor	22.20
	22.28
27007 - Baggage Inspector 27008 - Corrections Officer	12.00
	28.90 25.61
27010 - Court Security Officer	15.08
27030 - Detection Dog Handler 27040 - Detention Officer	28.90
27070 - Firefighter	22.53

27101 - Guard I			12.00
27102 - Guard II			15.08
27131 - Police Officer I			25.00
27132 - Police Officer II			27.78
28000 - Recreation Occupations			
28041 - Carnival Equipment Operator			12.60
28042 - Carnival Equipment Repairer			13.36
28043 - Carnival Worker			10.38
28210 - Gate Attendant/Gate Tender			14.67
28310 - Lifeguard			11.01
28350 - Park Attendant (Aide)			16.41
28510 - Recreation Aide/Health			11.97
Facility Attendant			
28515 - Recreation Specialist			20.33
28630 - Sports Official			13.06
28690 - Swimming Pool Operator			14.98
29000 - Stevedoring/Longshoremen			
Occupational Services			
29010 - Blocker And Bracer			25.67
29020 - Hatch Tender			25.67
29030 - Line Handler			24.34
29041 - Stevedore I			24.50
29042 - Stevedore II			26.84
30000 - Technical Occupations			
30010 - Air Traffic Control	(see	2)	44.68
Specialist Center (HFO)			
30011 - Air Traffic Control	(see	2)	30.81
Specialist Station (HFO)			
30012 - Air Traffic Control			33.93
Specialist Terminal (HFO) (see 2)			
30021 - Archeological Technician I			18.88
30022 - Archeological Technician II			21.11
30023 - Archeological Technician III			26.16
30030 - Cartographic Technician			25.49
30040 - Civil Engineering Technician			28.48
30051 - Cryogenic Technician I			27.38
30052 - Cryogenic Technician II			30.25
30061 - Drafter/CAD Operator I			17.84
30062 - Drafter/CAD Operator II			20.58
30063 - Drafter/CAD Operator III			22.95
30064 - Drafter/CAD Operator IV			28.25
30081 - Engineering Technician I			18.52
30082 - Engineering Technician II			20.79
30083 - Engineering Technician III			23.25
30084 - Engineering Technician IV			28.85
30085 - Engineering Technician V			35.57
30086 - Engineering Technician VI			42.64
30090 - Environmental Technician			24.73
30095 - Evidence Control Specialist			24.73
30210 - Laboratory Technician			32.78

30221 - Latent Fingerprint	27.38
Technician I	
30222 - Latent Fingerprint	30.25
Technician II	
30240 - Mathematical Technician	25.49
30361 - Paralegal/Legal Assistant I	19.97
30362 - Paralegal/Legal Assistant II	24.74
30363 - Paralegal/Legal Assistant	30.26
III	
30364 - Paralegal/Legal Assistant IV	36.62
30375 - Petroleum Supply Specialist	30.25
30390 - Photo-Optics Technician	25.49
30395 - Radiation Control Technician	30.25
30461 - Technical Writer I	24.73
30462 - Technical Writer II	30.25
30463 - Technical Writer III	36.60
30491 - Unexploded Ordnance (UXO)	28.39
Technician I	
30492 - Unexploded Ordnance (UXO)	34.35
Technician II	
30493 - Unexploded Ordnance (UXO)	41.18
Technician III	
30494 - Unexploded (UXO) Safety	28.39
Escort	
30495 - Unexploded (UXO) Sweep	28.39
Personnel	
30501 - Weather Forecaster I	27.38
30502 - Weather Forecaster II	33.31
30620 - Weather Observer Combined (see 2)	
Upper Air Or	
Surface Programs	
30621 - Weather Observer Senior (see 2)	25.49
31000 - Transportation/Mobile	20.15
Equipment Operation Occupations	
31010 - Airplane Pilot	34.35
31020 - Bus Aide	15.85
31030 - Bus Driver	19.99
31043 - Driver Courier	16.88
31260 - Parking and Lot Attendant	11.66
31290 - Shuttle Bus Driver	17.41
31310 - Taxi Driver	13.89
31361 - Truckdriver Light	17.89
31362 - Truckdriver Medium	18.95
31363 - Truckdriver Heavy	25.04
31364 - Truckdriver Tractor-Trailer	25.04
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.75
99030 - Cashier	11.23
99050 - Desk Clerk	10.90
99095 - Embalmer	31.54
	01.01

99130 - Flight Follower	28.39
99251 - Laboratory Animal Caretaker	11.90
I	
99252 - Laboratory Animal Caretaker	12.61
II	
99260 - Marketing Analyst	23.69
99310 - Mortician	31.54
99410 - Pest Controller	19.49
99510 - Photofinishing Worker	14.92
99710 - Recycling Laborer	21.54
99711 - Recycling Specialist	24.43
99730 - Refuse Collector	20.12
99810 - Sales Clerk	12.66
99820 - School Crossing Guard	16.74
99830 - Survey Party Chief	28.51
99831 - Surveying Aide	14.77
99832 - Surveying Technician	20.48
99840 - Vending Machine Attendant	20.78
99841 - Vending Machine Repairer	23.54
99842 - Vending Machine Repairer	20.93
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 per month*

*This rate is to be used only when compensating employees for performance on an SCAcovered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706. VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 15 years and 5 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

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

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

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

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

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

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

overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

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

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

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

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

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor	WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Daniel W. Simms Division of Director Wage Determinations	Wage Determination No.: 2015-5041 Revision No.: 19 Date Of Last Revision: 12/27/2021

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022 Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022 Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Illinois

Area: Illinois Counties of Ogle Stephenson

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		15.53
01012 - Accounting Clerk II		17.45
01013 - Accounting Clerk III		19.51
01020 - Administrative Assistant		23.69
01035 - Court Reporter		19.89
01041 - Customer Service		13.95
Representative I		
01042 - Customer Service		15.69
Representative II		

01043 - Customer Service		17.12
Representative III		15.87
01051 - Data Entry Operator I 01052 - Data Entry Operator II		
01052 - Data Entry Operator II		17.31 21.64
01060 - Dispatcher Motor Vehicle		
01070 - Document Preparation Clerk		13.62
01090 - Duplicating Machine Operator		13.62
01111 - General Clerk I		14.18
01112 - General Clerk II		15.47
01113 - General Clerk III		17.38
01120 - Housing Referral Assistant		20.17
01141 - Messenger Courier		14.63
01191 - Order Clerk I		15.81
01192 - Order Clerk II		17.25
01261 - Personnel Assistant		16.80
(Employment) I		
01262 - Personnel Assistant		18.78
(Employment) II		
01263 - Personnel Assistant		20.93
(Employment) III		
01270 - Production Control Clerk		20.47
01290 - Rental Clerk		13.56
01300 - Scheduler Maintenance		16.17
01311 - Secretary I		16.17
01312 - Secretary II		18.11
01313 - Secretary III		20.17
01320 - Service Order Dispatcher		19.35
01410 - Supply Technician		23.69
01420 - Survey Worker		18.11
01460 - Switchboard		13.82
Operator/Receptionist		
01531 - Travel Clerk I		15.90
01532 - Travel Clerk II		17.18
01533 - Travel Clerk III		18.60
01611 - Word Processor I		13.62
01612 - Word Processor II		15.30
01613 - Word Processor III		17.73
05000 - Automotive Service Occupations		11.15
05005 - Automobile Body Repairer		22.08
Fiberglass		22.00
05010 - Automotive	Electrician	19.74
05040 - Automotive Glass Installer	DICCCLICIAII	20.14
05070 - Automotive Glass Installer		20.14
05110 - Mobile Equipment Servicer		18.22
		22.08
05130 - Motor Equipment Metal Mechanic		22.00
		20.14
05160 - Motor Equipment Metal Worker 05190 - Motor Vehicle Mechanic		20.14
05220 - Motor Vehicle Mechanic Helper		17.23

05250 - Motor Vehicle Upholstery	19.19
Worker	00.14
05280 - Motor Vehicle Wrecker	20.14
05310 - Painter Automotive	21.12
05340 - Radiator Repair Specialist	20.14
05370 - Tire Repairer	15.92
05400 - Transmission Repair	22.08
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	13.06
07041 - Cook I	12.46
07042 - Cook II	13.95
07070 - Dishwasher	10.06
07130 - Food Service Worker	11.07
07210 - Meat Cutter	16.36
07260 - Waiter/Waitress	9.96
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	21.01
09040 - Furniture Handler	16.92
09080 - Furniture Refinisher	23.36
09090 - Furniture Refinisher Helper	19.07
09110 - Furniture Repairer Minor	21.24
09130 - Upholsterer	23.36
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	12.80
11060 - Elevator Operator	13.11
11090 - Gardener	15.20
11122 - Housekeeping Aide	13.11
11150 - Janitor	13.11
11210 - Laborer Grounds Maintenance	12.65
11240 - Maid or Houseman	11.35
11260 - Pruner	11.81
11270 - Tractor Operator	14.34
11330 - Trail Maintenance Worker	12.65
11360 - Window Cleaner	14.03
12000 - Health Occupations	
12010 - Ambulance Driver	18.47
12011 - Breath Alcohol Technician	21.08
12012 - Certified Occupational	28.93
Therapist Assistant	
12015 - Certified Physical Therapist	29.74
Assistant	
12020 - Dental Assistant	18.99
12025 - Dental Hygienist	35.31
12030 - EKG Technician	27.15
12035 - Electroneurodiagnostic	27.15
Technologist	
-	

12040 - Emergency Medical Technician	18.47
12071 - Licensed Practical Nurse I	18.85
12072 - Licensed Practical Nurse II	21.08
12073 - Licensed Practical Nurse III	23.50
12100 - Medical Assistant	15.17
12130 - Medical Laboratory	26.93
Technician	
12160 - Medical Record Clerk	17.27
12190 - Medical Record Technician	20.89
12195 - Medical Transcriptionist	18.67
12210 - Nuclear Medicine	46.33
Technologist	
12221 - Nursing Assistant I	13.64
12222 - Nursing Assistant II	15.33
12223 - Nursing Assistant III	16.73
12224 - Nursing Assistant IV	18.79
12235 - Optical Dispenser	17.72
12236 - Optical Technician	18.85
12250 - Pharmacy Technician	14.67
12280 - Phlebotomist	16.14
12305 - Radiologic Technologist	28.40
12311 - Registered Nurse I	24.46
12312 - Registered Nurse II	30.80
12313 - Registered Nurse II	30.80
Specialist	
12314 - Registered Nurse III	37.42
12315 - Registered Nurse III	37.42
Anesthetist	
12316 - Registered Nurse IV	44.29
12317 - Scheduler (Drug and Alcohol	26.12
Testing)	
12320 - Substance Abuse Treatment	23.58
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	19.99
13012 - Exhibits Specialist II	24.75
13013 - Exhibits Specialist III	27.52
13041 - Illustrator I	19.93
13042 - Illustrator II	24.68
13043 - Illustrator III	27.45
13047 - Librarian	26.36
13050 - Library Aide/Clerk	13.55
13054 - Library Information	23.77
Technology Systems	
Administrator	
13058 - Library Technician	15.87
13061 - Media Specialist I	17.16
13062 - Media Specialist II	19.21
13063 - Media Specialist III	21.40

13071 - Photographer I		16.58
13072 - Photographer II		18.55
13073 - Photographer III		22.98
13074 - Photographer IV		28.11
13075 - Photographer V		34.01
13090 - Technical Order Library		17.02
Clerk		
13110 - Video Teleconference		17.17
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		16.84
14042 - Computer Operator II		18.93
14043 - Computer Operator III		21.10
14044 - Computer Operator IV		23.44
14045 - Computer Operator V		25.96
14071 - Computer Programmer I	(see 1)	21.49
14072 - Computer Programmer II	(see 1)	26.63
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	(/	16.84
Operator		
14160 - Personal Computer Support		23.44
Technician		
14170 - System Support Specialist		28.62
15000 - Instructional Occupations		20.02
15010 - Aircrew Training Devices		31.89
Instructor (Non-Rated)		01000
15020 - Aircrew Training Devices		38.59
Instructor (Rated)		
15030 - Air Crew Training Devices		46.25
Instructor (Pilot)		10.20
15050 - Computer Based Training		31.89
Specialist / Instructor		01.00
15060 - Educational Technologist		30.49
15070 - Flight Instructor (Pilot)		46.25
15080 - Graphic Artist		21.84
15085 - Maintenance Test Pilot Fixed		46.25
Jet/Prop		10.20
15086 - Maintenance Test Pilot		46.25
Rotary Wing		10.20
15088 - Non-Maintenance Test/Co-		46.25
Pilot		10.20
15090 - Technical Instructor		22.40
15095 - Technical Instructor/Course		27.72
Developer		<u> </u>
15110 - Test Proctor		18.82
IJIIO - IESC FIOGLOI		10.02

15100	10 00
15120 - Tutor	18.82
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations 16010 - Assembler	10.09
16030 - Counter Attendant	10.09
	10.09
16040 - Dry Cleaner 16070 - Finisher Flatwork Machine	10.09
16090 - Presser Hand	10.09
	10.09
16110 - Presser Machine Drycleaning 16130 - Presser Machine Shirts	10.09
16160 - Presser Machine Shirts 16160 - Presser Machine Wearing	10.09
Apparel Laundry	10.09
16190 - Sewing Machine Operator	13.97
16220 - Tailor	14.96
16250 - Washer Machine	11.09
19000 - Machine Tool Operation And	11.09
Repair Occupations	
19010 - Machine-Tool Operator (Tool	20.17
Room)	20.17
19040 - Tool And Die Maker	24.07
21000 - Materials Handling And Packing	24.07
Occupations	
21020 - Forklift Operator	20.71
21020 - Material Coordinator	20.71
21030 - Material Expediter	22.70
21040 - Material Handling Laborer	15.64
21030 - Material Handring Laborer 21071 - Order Filler	15.22
21080 - Production Line Worker (Food	20.71
Processing)	20.71
21110 - Shipping Packer	19.15
21130 - Shipping/Receiving Clerk	19.15
21140 - Store Worker I	17.14
21150 - Stock Clerk	20.98
21210 - Tools And Parts Attendant	20.71
21410 - Warehouse Specialist	20.71
23000 - Mechanics And Maintenance And	20.71
Repair Occupations	
23010 - Aerospace Structural Welder	30.43
23019 - Aircraft Logs and Records	24.86
Technician	
23021 - Aircraft Mechanic I	29.11
23022 - Aircraft Mechanic II	30.43
23023 - Aircraft Mechanic III	31.69
23040 - Aircraft Mechanic Helper	22.15
23050 - Aircraft Painter	27.69
23060 - Aircraft Servicer	24.86
23070 - Aircraft Survival Flight	27.69
Equipment Technician	
23080 - Aircraft Worker	26.28

23091 - Aircrew Life Support	26.28
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	29.11
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	27.69
23120 - Bicycle Repairer	23.47
23125 - Cable Splicer	37.59
23130 - Carpenter Maintenance	23.47
23140 - Carpet Layer	26.28
23160 - Electrician Maintenance	35.31
23181 - Electronics Technician	26.77
Maintenance I	
23182 - Electronics Technician	28.21
Maintenance II	
23183 - Electronics Technician	29.66
Maintenance III	
23260 - Fabric Worker	24.86
23290 - Fire Alarm System Mechanic	29.11
23310 - Fire Extinguisher Repairer	23.47
23311 - Fuel Distribution System	29.11
Mechanic	
23312 - Fuel Distribution System	23.47
Operator	
23370 - General Maintenance Worker	20.15
23380 - Ground Support Equipment	29.11
Mechanic	
23381 - Ground Support Equipment	24.86
Servicer	
23382 - Ground Support Equipment	26.28
Worker	
23391 - Gunsmith I	23.47
23392 - Gunsmith II	26.28
23393 - Gunsmith III	29.11
23410 - Heating Ventilation And Air-	24.81
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	26.06
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	30.07
23440 - Heavy Equipment Operator	37.68
23460 - Instrument Mechanic	29.11
23465 - Laboratory/Shelter Mechanic	27.69
23470 - Laborer	15.64
23510 - Locksmith	27.69
23530 - Machinery Maintenance	26.93
Mechanic	20.95
23550 - Machinist Maintenance	20.57
	20.01

23580 - Maintenance Trades Helper	16.91
23591 - Metrology Technician I	29.11
23592 - Metrology Technician II	30.43
23593 - Metrology Technician III	31.69
23640 - Millwright	30.53
23710 - Office Appliance Repairer	27.69
23760 - Painter Maintenance	24.17
23790 - Pipefitter Maintenance	34.67
23810 - Plumber Maintenance	32.07
23820 - Pneudraulic Systems Mechanic	29.11
23850 - Rigger	29.11
23870 - Scale Mechanic	26.28
23890 - Sheet-Metal Worker	32.66
Maintenance	
23910 - Small Engine Mechanic	26.28
23931 - Telecommunications Mechanic	29.11
I	
23932 - Telecommunications Mechanic	30.43
II	
23950 - Telephone Lineman	29.11
23960 - Welder Combination	20.35
Maintenance	
23965 - Well Driller	29.11
23970 - Woodcraft Worker	29.11
23980 - Woodworker	23.47
24000 - Personal Needs Occupations	
24550 - Case Manager	16.45
24570 - Child Care Attendant	11.99
24580 - Child Care Center Clerk	14.96
24610 - Chore Aide	12.05
24620 - Family Readiness And Support	16.45
Services	
Coordinator	
24630 - Homemaker	17.73
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	29.11
25040 - Sewage Plant Operator	23.11
25070 - Stationary Engineer	29.11
25190 - Ventilation Equipment Tender	22.15
25210 - Water Treatment Plant	23.11
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	22.28
27007 - Baggage Inspector	12.81
27008 - Corrections Officer	26.50
27010 - Court Security Officer	25.19
27030 - Detection Dog Handler	17.86
27040 - Detention Officer	26.50
27070 - Firefighter	26.26

27101 - Guard I			12.81
27102 - Guard II			17.86
27131 - Police Officer I			25.00
27132 - Police Officer II			27.78
28000 - Recreation Occupations			
28041 - Carnival Equipment Operator			14.11
28042 - Carnival Equipment Repairer			15.11
28043 - Carnival Worker			10.38
28210 - Gate Attendant/Gate Tender			14.67
28310 - Lifeguard			10.82
28350 - Park Attendant (Aide)			16.41
28510 - Recreation Aide/Health			11.97
Facility Attendant			
28515 - Recreation Specialist			20.33
28630 - Sports Official			13.06
28690 - Swimming Pool Operator			19.13
29000 - Stevedoring/Longshoremen			
Occupational Services			
29010 - Blocker And Bracer			23.64
29020 - Hatch Tender			23.64
29030 - Line Handler			23.64
29041 - Stevedore I			20.78
29042 - Stevedore II			25.14
30000 - Technical Occupations			
30010 - Air Traffic Control	(see	2)	44.68
Specialist Center (HFO)	(/	
30011 - Air Traffic Control	(see	2)	30.81
Specialist Station (HFO)	,	,	
30012 - Air Traffic Control			33.93
Specialist Terminal (HFO) (see 2)			
30021 - Archeological Technician I			17.84
30022 - Archeological Technician II			19.96
30023 - Archeological Technician III			24.73
30030 - Cartographic Technician			25.05
30040 - Civil Engineering Technician			28.48
30051 - Cryogenic Technician I			27.38
30052 - Cryogenic Technician II			30.25
30061 - Drafter/CAD Operator I			17.84
30062 - Drafter/CAD Operator II			19.96
30063 - Drafter/CAD Operator III			22.25
30064 - Drafter/CAD Operator IV			27.38
30081 - Engineering Technician I			17.47
30082 - Engineering Technician II			19.62
30083 - Engineering Technician III			21.94
30084 - Engineering Technician IV			27.18
30085 - Engineering Technician V			33.25
30086 - Engineering Technician VI			40.24
30090 - Environmental Technician			24.73
30095 - Evidence Control Specialist			24.73
-			
30210 - Laboratory Technician			32.78

30221 - Latent Fingerprint			27.38
Technician I			
30222 - Latent Fingerprint			30.25
Technician II			
30240 - Mathematical Technician			24.73
30361 - Paralegal/Legal Assistant I			19.97
30362 - Paralegal/Legal Assistant II			24.74
30363 - Paralegal/Legal Assistant			30.26
III			
30364 - Paralegal/Legal Assistant IV			36.62
30375 - Petroleum Supply Specialist			30.25
30390 - Photo-Optics Technician			23.46
30395 - Radiation Control Technician			30.25
30461 - Technical Writer I			24.73
30462 - Technical Writer II			30.25
30463 - Technical Writer III			36.60
30491 - Unexploded Ordnance (UXO)			28.39
Technician I			
30492 - Unexploded Ordnance (UXO)			34.35
Technician II			
30493 - Unexploded Ordnance (UXO)			41.18
Technician III			
30494 - Unexploded (UXO) Safety			28.39
Escort			
30495 - Unexploded (UXO) Sweep			28.39
Personnel			
30501 - Weather Forecaster I			27.38
30502 - Weather Forecaster II			33.31
30620 - Weather Observer Combined	(see	2)	22.25
Upper Air Or	、	,	
Surface Programs			
30621 - Weather Observer Senior	(see	2)	24.73
31000 - Transportation/Mobile	(500	2,	21.0
Equipment Operation Occupations			
31010 - Airplane Pilot			34.35
31020 - Bus Aide			18.06
31030 - Bus Driver			
			22.99
31043 - Driver Courier			18.24
31260 - Parking and Lot Attendant			12.59
31290 - Shuttle Bus Driver			19.27
31310 - Taxi Driver			18.37
31361 - Truckdriver Light			19.27
31362 - Truckdriver Medium			20.41
31363 - Truckdriver Heavy			25.04
31364 - Truckdriver Tractor-Trailer			25.04
99000 - Miscellaneous Occupations			
99020 - Cabin Safety Specialist			16.75
99030 - Cashier			11.23
99050 - Desk Clerk			10.90
99095 - Embalmer			29.43
-			

99130 - Flight Follower	28.39
99251 - Laboratory Animal Caretaker	11.90
I	
99252 - Laboratory Animal Caretaker	12.61
II	
99260 - Marketing Analyst	23.69
99310 - Mortician	29.43
99410 - Pest Controller	22.21
99510 - Photofinishing Worker	14.92
99710 - Recycling Laborer	21.54
99711 - Recycling Specialist	24.43
99730 - Refuse Collector	20.12
99810 - Sales Clerk	12.66
99820 - School Crossing Guard	17.67
99830 - Survey Party Chief	23.17
99831 - Surveying Aide	13.67
99832 - Surveying Technician	18.74
99840 - Vending Machine Attendant	22.29
99841 - Vending Machine Repairer	26.45
99842 - Vending Machine Repairer	22.29
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 per month*

*This rate is to be used only when compensating employees for performance on an SCAcovered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706. VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 15 years and 5 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

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

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

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

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

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

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

overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

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

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

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

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

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT	U.S. DEPARTMENT OF LABOR
By direction of the Secretary of Labor	WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Daniel W. Simms Division of Director Wage Determinations	Wage Determination No.: 2015-5045 Revision No.: 19 Date Of Last Revision: 12/27/2021

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022 Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022 Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Illinois

Area: Illinois Counties of Christian Moultrie Shelby

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		14.55
01012 - Accounting Clerk II		16.34
01013 - Accounting Clerk III		19.48
01020 - Administrative Assistant		24.68
01035 - Court Reporter		21.02
01041 - Customer Service		13.52
Representative I		
01042 - Customer Service		14.75
Representative II		

01043 - Customer Service Representative III		16.57
01051 - Data Entry Operator I		15.95
01052 - Data Entry Operator II		17.40
01060 - Dispatcher Motor Vehicle		17.92
01070 - Document Preparation Clerk		13.89
01090 - Duplicating Machine Operator		13.89
01111 - General Clerk I		13.11
01112 - General Clerk II		14.30
01113 - General Clerk III		16.06
01120 - Housing Referral Assistant		19.44
01141 - Messenger Courier		15.99
01191 - Order Clerk I		16.50
01192 - Order Clerk II		18.00
01261 - Personnel Assistant		18.47
(Employment) I		10.1/
01262 - Personnel Assistant		20.66
(Employment) II		20.00
01263 - Personnel Assistant		23.03
(Employment) III		23.05
01270 - Production Control Clerk		22.28
01290 - Rental Clerk		12.18
01300 - Scheduler Maintenance		15.60
01311 - Secretary I		15.60
01312 - Secretary II		17.44
—		17.44
01313 - Secretary III 01320 Service Order Dispetcher		19.44
01320 - Service Order Dispatcher		24.68
01410 - Supply Technician		
01420 - Survey Worker 01460 - Switchboard		15.98
		12.20
Operator/Receptionist 01531 - Travel Clerk I		12 //
		13.44
01532 - Travel Clerk II		14.43
01533 - Travel Clerk III		
01611 - Word Processor I		13.89
01612 - Word Processor II		15.60
01613 - Word Processor III		17.44
05000 - Automotive Service Occupations		01 00
05005 - Automobile Body Repairer		21.98
Fiberglass		10 70
05010 - Automotive	Electrician	
05040 - Automotive Glass Installer		18.48
05070 - Automotive Worker		18.48
05110 - Mobile Equipment Servicer		16.31
05130 - Motor Equipment Metal		19.76
Mechanic		10 40
05160 - Motor Equipment Metal Worker		18.48
05190 - Motor Vehicle Mechanic		19.53
05220 - Motor Vehicle Mechanic		15.42
Helper		

05250 - Motor Vehicle Upholstery Worker	18.48
	10 10
05280 - Motor Vehicle Wrecker	18.48
05310 - Painter Automotive	18.02
05340 - Radiator Repair Specialist	18.48
05370 - Tire Repairer	16.91
05400 - Transmission Repair	18.67
Specialist	
07000 - Food Preparation And Service	
Occupations	10.00
07010 - Baker	13.88
07041 - Cook I	11.30
07042 - Cook II	12.84
07070 - Dishwasher	10.24
07130 - Food Service Worker	10.46
07210 - Meat Cutter	14.55
07260 - Waiter/Waitress	9.85
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	22.30
09040 - Furniture Handler	14.93
09080 - Furniture Refinisher	22.30
09090 - Furniture Refinisher Helper	17.41
09110 - Furniture Repairer Minor	19.90
09130 - Upholsterer	22.30
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	11.01
11060 - Elevator Operator	13.80
11090 - Gardener	17.11
11122 - Housekeeping Aide	13.80
11150 - Janitor	13.80
11210 - Laborer Grounds Maintenance	13.76
11240 - Maid or Houseman	10.40
11260 - Pruner	12.62
11270 - Tractor Operator	16.01
11330 - Trail Maintenance Worker	13.76
11360 - Window Cleaner	15.04
12000 - Health Occupations	
12010 - Ambulance Driver	19.30
12011 - Breath Alcohol Technician	19.52
12012 - Certified Occupational	27.33
Therapist Assistant	
12015 - Certified Physical Therapist	27.30
Assistant	
12020 - Dental Assistant	16.86
12025 - Dental Hygienist	36.85
12030 - EKG Technician	27.67
12035 - Electroneurodiagnostic	27.67
Technologist	

12040 - Emergency Medical Technician	19.30
12071 - Licensed Practical Nurse I	17.46
12072 - Licensed Practical Nurse II	19.52
12073 - Licensed Practical Nurse III	21.76
12100 - Medical Assistant	15.65
12130 - Medical Laboratory	25.44
Technician	
12160 - Medical Record Clerk	16.63
12190 - Medical Record Technician	19.30
12195 - Medical Transcriptionist	18.63
12210 - Nuclear Medicine	42.90
Technologist	11 00
12221 - Nursing Assistant I	11.90
12222 - Nursing Assistant II	13.37
12223 - Nursing Assistant III	14.59
12224 - Nursing Assistant IV	16.39
12235 - Optical Dispenser	14.88
12236 - Optical Technician	17.46
12250 - Pharmacy Technician	17.00
12280 - Phlebotomist	16.02
12305 - Radiologic Technologist	26.89
12311 - Registered Nurse I	23.91
12312 - Registered Nurse II	29.25
12313 - Registered Nurse II	29.25
Specialist	
12314 - Registered Nurse III	35.40
12315 - Registered Nurse III	35.40
Anesthetist	
12316 - Registered Nurse IV	42.42
12317 - Scheduler (Drug and Alcohol	24.19
Testing)	
12320 - Substance Abuse Treatment	18.72
Counselor	
13000 - Information And Arts	
Occupations	1.6 1.6
13011 - Exhibits Specialist I	16.46
13012 - Exhibits Specialist II	20.15
13013 - Exhibits Specialist III	22.34
13041 - Illustrator I	18.38
13042 - Illustrator II	22.49
13043 - Illustrator III	23.56
13047 - Librarian	22.21
13050 - Library Aide/Clerk	12.90
13054 - Library Information	21.45
Technology Systems	
Administrator	1 5 6 4
13058 - Library Technician	15.64
13061 - Media Specialist I	13.98
13062 - Media Specialist II	15.64
13063 - Media Specialist III	17.43

13071 - Photographer I		15.26
13072 - Photographer II		16.73
13073 - Photographer III		20.72
13074 - Photographer IV		23.11
13075 - Photographer V		26.18
13090 - Technical Order Library		15.49
Clerk		
13110 - Video Teleconference		14.11
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		15.87
14042 - Computer Operator II		17.29
14043 - Computer Operator III		20.90
14044 - Computer Operator IV		22.51
14045 - Computer Operator V		24.92
14071 - Computer Programmer I	(see 1)	23.84
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	. ,	15.87
Operator		
14160 - Personal Computer Support		22.51
Technician		
14170 - System Support Specialist		26.16
15000 - Instructional Occupations		
15010 - Aircrew Training Devices		33.28
Instructor (Non-Rated)		
15020 - Aircrew Training Devices		40.24
Instructor (Rated)		
15030 - Air Crew Training Devices		44.26
Instructor (Pilot)		
15050 - Computer Based Training		33.28
Specialist / Instructor		
15060 - Educational Technologist		25.83
15070 - Flight Instructor (Pilot)		44.26
15080 - Graphic Artist		21.69
15085 - Maintenance Test Pilot Fixed		43.75
Jet/Prop		
15086 - Maintenance Test Pilot		43.75
Rotary Wing		
15088 - Non-Maintenance Test/Co-		43.75
Pilot		
15090 - Technical Instructor		20.82
15095 - Technical Instructor/Course		25.47
Developer		
15110 - Test Proctor		16.81

15120 - Tutor	16.81
16000 - Laundry Dry-Cleaning Pressing	10.01
And Related Occupations	
16010 - Assembler	11.50
16030 - Counter Attendant	11.50
16040 - Dry Cleaner	13.74
16070 - Finisher Flatwork Machine	11.50
16090 - Presser Hand	11.50
16110 - Presser Machine Drycleaning	11.50
16130 - Presser Machine Shirts	11.50
16160 - Presser Machine Wearing	11.50
Apparel Laundry	11.00
16190 - Sewing Machine Operator	14.31
16220 - Tailor	14.88
16250 - Washer Machine	12.45
19000 - Machine Tool Operation And	
Repair Occupations	
19010 - Machine-Tool Operator (Tool	22.72
Room)	,_
19040 - Tool And Die Maker	28.31
21000 - Materials Handling And Packing	20.01
Occupations	
21020 - Forklift Operator	17.93
21030 - Material Coordinator	22.28
21040 - Material Expediter	22.28
21050 - Material Handling Laborer	17.02
21071 - Order Filler	14.63
21080 - Production Line Worker (Food	17.93
Processing)	
21110 - Shipping Packer	16.69
21130 - Shipping/Receiving Clerk	16.69
21140 - Store Worker I	15.36
21150 - Stock Clerk	19.93
21210 - Tools And Parts Attendant	17.93
21410 - Warehouse Specialist	17.93
23000 - Mechanics And Maintenance And	
Repair Occupations	
23010 - Aerospace Structural Welder	28.74
23019 - Aircraft Logs and Records	23.36
Technician	
23021 - Aircraft Mechanic I	27.51
23022 - Aircraft Mechanic II	28.74
23023 - Aircraft Mechanic III	29.96
23040 - Aircraft Mechanic Helper	20.41
23050 - Aircraft Painter	25.99
23060 - Aircraft Servicer	23.36
23070 - Aircraft Survival Flight	25.99
Equipment Technician	
23080 - Aircraft Worker	24.85

22001 - Dingnow Life Support	24.85
23091 - Aircrew Life Support	24.85
Equipment (ALSE) Mechanic	
I 22000 Dimension Life Comparent	
23092 - Aircrew Life Support	27.51
Equipment (ALSE) Mechanic	
II	05.40
23110 - Appliance Mechanic	25.40
23120 - Bicycle Repairer	21.87
23125 - Cable Splicer	40.60
23130 - Carpenter Maintenance	20.61
23140 - Carpet Layer	24.85
23160 - Electrician Maintenance	29.27
23181 - Electronics Technician	24.85
Maintenance I	
23182 - Electronics Technician	26.18
Maintenance II	
23183 - Electronics Technician	27.51
Maintenance III	
23260 - Fabric Worker	23.36
23290 - Fire Alarm System Mechanic	27.51
23310 - Fire Extinguisher Repairer	21.87
23311 - Fuel Distribution System	27.51
Mechanic	
23312 - Fuel Distribution System	21.87
Operator	
23370 - General Maintenance Worker	18.92
23380 - Ground Support Equipment	27.51
Mechanic	
23381 - Ground Support Equipment	23.36
Servicer	
23382 - Ground Support Equipment	24.85
Worker	
23391 - Gunsmith I	21.87
23392 - Gunsmith II	24.85
23393 - Gunsmith III	27.51
23410 - Heating Ventilation And Air-	25.71
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	26.85
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	25.21
23440 - Heavy Equipment Operator	31.74
23460 - Instrument Mechanic	27.51
23465 - Laboratory/Shelter Mechanic	26.18
23470 - Laborer	17.02
23510 - Locksmith	32.49
23530 - Machinery Maintenance	23.89
Mechanic	20.05
23550 - Machinist Maintenance	19.14
	1J.14

23580 - Maintenance Trades Helper	19.80
23591 - Metrology Technician I	27.51
23592 - Metrology Technician II	28.74
23593 - Metrology Technician III	29.96
23640 - Millwright	34.96
23710 - Office Appliance Repairer	25.40
23760 - Painter Maintenance	23.57
23790 - Pipefitter Maintenance	41.45
23810 - Plumber Maintenance	39.46
23820 - Pneudraulic Systems Mechanic	27.51
23850 - Rigger	27.51
23870 - Scale Mechanic	24.85
23890 - Sheet-Metal Worker	30.35
Maintenance	
23910 - Small Engine Mechanic	22.62
23931 - Telecommunications Mechanic	26.32
I	
23932 - Telecommunications Mechanic	27.43
II	
23950 - Telephone Lineman	27.10
23960 - Welder Combination	18.77
Maintenance	
23965 - Well Driller	27.51
23970 - Woodcraft Worker	27.51
23980 - Woodworker	21.87
24000 - Personal Needs Occupations	
24550 - Case Manager	21.22
24570 - Child Care Attendant	10.95
24580 - Child Care Center Clerk	14.13
24610 - Chore Aide	11.86
24620 - Family Readiness And Support	21.22
Services	
Coordinator	
24630 - Homemaker	21.22
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	39.66
25040 - Sewage Plant Operator	21.73
25070 - Stationary Engineer	39.66
25190 - Ventilation Equipment Tender	29.43
25210 - Water Treatment Plant	21.73
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.46
27007 - Baggage Inspector	17.95
27008 - Corrections Officer	26.87
27010 - Court Security Officer	24.43
27030 - Detection Dog Handler	20.07
27040 - Detention Officer	26.87
27070 - Firefighter	24.27

			1 - 0 -
27101 - Guard I			17.95
27102 - Guard II			20.07
27131 - Police Officer I			26.11
27132 - Police Officer II			29.02
28000 - Recreation Occupations			
28041 - Carnival Equipment Operator			13.38
28042 - Carnival Equipment Repairer			14.34
28043 - Carnival Worker			10.52
28210 - Gate Attendant/Gate Tender			14.57
28310 - Lifeguard			12.97
28350 - Park Attendant (Aide)			16.29
28510 - Recreation Aide/Health			11.89
Facility Attendant			
28515 - Recreation Specialist			18.70
28630 - Sports Official			12.97
28690 - Swimming Pool Operator			17.84
29000 - Stevedoring/Longshoremen			
Occupational Services			
29010 - Blocker And Bracer			24.85
29020 - Hatch Tender			24.85
29030 - Line Handler			24.85
29041 - Stevedore I			23.36
29042 - Stevedore II			26.18
30000 - Technical Occupations			
30010 - Air Traffic Control	(see	2)	40.29
Specialist Center (HFO)	(_ /	
30011 - Air Traffic Control	(see	2)	27.78
Specialist Station (HFO)	(000	_ /	
30012 - Air Traffic Control			30.59
Specialist Terminal (HFO) (see 2)			
30021 - Archeological Technician I			17.50
30022 - Archeological Technician II			20.38
30023 - Archeological Technician III			25.24
30030 - Cartographic Technician			25.49
30040 - Civil Engineering Technician			28.88
30051 - Cryogenic Technician I			26.85
30052 - Cryogenic Technician II			29.66
30061 - Drafter/CAD Operator I			17.50
30062 - Drafter/CAD Operator II			20.38
30063 - Drafter/CAD Operator III			22.72
30064 - Drafter/CAD Operator IV			27.96
30081 - Engineering Technician I			15.58
30082 - Engineering Technician II			19.88
30083 - Engineering Technician III			22.26
30084 - Engineering Technician IV			27.58
30085 - Engineering Technician V			29.70
30086 - Engineering Technician VI			35.89
30090 - Environmental Technician			
JUUJU - ENVITONMENLAI TECNNICIAN			25 10
			25.49
30095 - Evidence Control Specialist 30210 - Laboratory Technician			25.49 24.25 25.22

30221 - Latent Fingerprint Technician I			26.85
30222 - Latent Fingerprint			29.66
Technician II			29.00
30240 - Mathematical Technician			25.49
30361 - Paralegal/Legal Assistant I			20.04
30362 - Paralegal/Legal Assistant II			24.83
30363 - Paralegal/Legal Assistant			30.37
III			00.07
30364 - Paralegal/Legal Assistant IV			36.76
			29.66
30375 - Petroleum Supply Specialist			
30390 - Photo-Optics Technician			25.49
30395 - Radiation Control Technician			29.66
30461 - Technical Writer I			25.24
30462 - Technical Writer II			30.87
30463 - Technical Writer III			37.31
30491 - Unexploded Ordnance (UXO)			25.60
Technician I			
30492 - Unexploded Ordnance (UXO)			30.98
Technician II			
30493 - Unexploded Ordnance (UXO)			37.13
Technician III			0 / 1 20
30494 - Unexploded (UXO) Safety			25.60
Escort			23.00
30495 - Unexploded (UXO) Sweep			25.60
Personnel			06.05
30501 - Weather Forecaster I			26.85
30502 - Weather Forecaster II			32.67
30620 - Weather Observer Combined	(see	2)	22.72
Upper Air Or			
Surface Programs			
30621 - Weather Observer Senior	(see	2)	25.24
31000 - Transportation/Mobile			
Equipment Operation Occupations			
31010 - Airplane Pilot			30.98
31020 - Bus Aide			15.53
31030 - Bus Driver			20.53
31043 - Driver Courier			15.08
31260 - Parking and Lot Attendant			12.98
-			12.90
31290 - Shuttle Bus Driver			
31310 - Taxi Driver			15.74
31361 - Truckdriver Light			16.16
31362 - Truckdriver Medium			17.25
31363 - Truckdriver Heavy			19.80
31364 - Truckdriver Tractor-Trailer			19.80
99000 - Miscellaneous Occupations			
99020 - Cabin Safety Specialist			15.10
99030 - Cashier			10.43
99050 - Desk Clerk			10.36
99095 - Embalmer			24.42
			• • • •

99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	14.82
I	
99252 - Laboratory Animal Caretaker	15.55
II	
99260 - Marketing Analyst	24.82
99310 - Mortician	24.42
99410 - Pest Controller	19.34
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	20.46
99711 - Recycling Specialist	23.87
99730 - Refuse Collector	18.77
99810 - Sales Clerk	11.46
99820 - School Crossing Guard	15.08
99830 - Survey Party Chief	23.43
99831 - Surveying Aide	14.63
99832 - Surveying Technician	21.24
99840 - Vending Machine Attendant	21.46
99841 - Vending Machine Repairer	26.12
99842 - Vending Machine Repairer	21.46
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 per month*

*This rate is to be used only when compensating employees for performance on an SCAcovered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706. VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 15 years and 5 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

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

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

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

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

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

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

overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

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

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

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

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

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT	U.S. DEPARTMENT OF LABOR
By direction of the Secretary of Labor	WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Daniel W. Simms Division of Director Wage Determinations	Wage Determination No.: 2015-5047 Revision No.: 19 Date Of Last Revision: 12/27/2021

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022 Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022 Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Illinois

Area: Illinois County of Livingston

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		17.25
01012 - Accounting Clerk II		19.37
01013 - Accounting Clerk III		21.66
01020 - Administrative Assistant		28.01
01035 - Court Reporter		29.66
01041 - Customer Service		13.52
Representative I		
01042 - Customer Service		14.75
Representative II		

01043 - Customer Service Representative III		16.57
01051 - Data Entry Operator I		15.95
01052 - Data Entry Operator II		17.40
01060 - Dispatcher Motor Vehicle		22.93
01070 - Document Preparation Clerk		13.89
01090 - Duplicating Machine Operator		13.89
01111 - General Clerk I		13.14
01112 - General Clerk II		14.34
01113 - General Clerk III		16.34
01120 - Housing Referral Assistant		22.12
01141 - Messenger Courier		16.75
01191 - Order Clerk I		16.50
01192 - Order Clerk II		18.00
01261 - Personnel Assistant		17.84
(Employment) I		1/.04
01262 - Personnel Assistant		19.95
(Employment) II		19.95
01263 - Personnel Assistant		22.24
		22.24
(Employment) III		22.20
01270 - Production Control Clerk		22.28
01290 - Rental Clerk		17.41
01300 - Scheduler Maintenance		18.36
01311 - Secretary I		18.36
(1) (1)		19.84
01312 - Secretary II		
01313 - Secretary III		22.12
01313 - Secretary III 01320 - Service Order Dispatcher		22.12 21.04
01313 - Secretary III 01320 - Service Order Dispatcher 01410 - Supply Technician		22.12 21.04 28.01
01313 - Secretary III 01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker		22.12 21.04 28.01 19.19
01313 - Secretary III 01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard		22.12 21.04 28.01
01313 - Secretary III 01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist		22.12 21.04 28.01 19.19 13.53
01313 - Secretary III 01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I		22.12 21.04 28.01 19.19 13.53 13.49
01313 - Secretary III 01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II		22.12 21.04 28.01 19.19 13.53 13.49 14.43
01313 - Secretary III 01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III		22.12 21.04 28.01 19.19 13.53 13.49 14.43 15.44
01313 - Secretary III 01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I		22.12 21.04 28.01 19.19 13.53 13.49 14.43 15.44 15.50
01313 - Secretary III 01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01513 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II		22.12 21.04 28.01 19.19 13.53 13.49 14.43 15.44 15.50 17.41
01313 - Secretary III 01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III		22.12 21.04 28.01 19.19 13.53 13.49 14.43 15.44 15.50
01313 - Secretary III 01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III		22.12 21.04 28.01 19.19 13.53 13.49 14.43 15.44 15.50 17.41 19.47
01313 - Secretary III 01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III		22.12 21.04 28.01 19.19 13.53 13.49 14.43 15.44 15.50 17.41
01313 - Secretary III 01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass		22.12 21.04 28.01 19.19 13.53 13.49 14.43 15.44 15.50 17.41 19.47 22.34
01313 - Secretary III 01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass 05010 - Automotive	Electrician	22.12 21.04 28.01 19.19 13.53 13.49 14.43 15.44 15.50 17.41 19.47 22.34 24.51
01313 - Secretary III 01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass 05010 - Automotive Glass Installer	Electrician	22.12 21.04 28.01 19.19 13.53 13.49 14.43 15.44 15.50 17.41 19.47 22.34 24.51 23.47
01313 - Secretary III 01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotive Body Repairer Fiberglass 05010 - Automotive Glass Installer 05070 - Automotive Worker	Electrician	22.12 21.04 28.01 19.19 13.53 13.49 14.43 15.44 15.50 17.41 19.47 22.34 24.51 23.47 23.47
01313 - Secretary III 01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass 05010 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer	Electrician	22.12 21.04 28.01 19.19 13.53 13.49 14.43 15.44 15.50 17.41 19.47 22.34 24.51 23.47 23.47 21.37
01313 - Secretary III 01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotive Body Repairer Fiberglass 05010 - Automotive Glass Installer 05070 - Automotive Worker	Electrician	22.12 21.04 28.01 19.19 13.53 13.49 14.43 15.44 15.50 17.41 19.47 22.34 24.51 23.47 23.47
01313 - Secretary III 01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass 05010 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer	Electrician	22.12 21.04 28.01 19.19 13.53 13.49 14.43 15.44 15.50 17.41 19.47 22.34 24.51 23.47 23.47 23.47 23.12
01313 - Secretary III 01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass 05010 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic 05160 - Motor Equipment Metal Worker	Electrician	22.12 21.04 28.01 19.19 13.53 13.49 14.43 15.44 15.50 17.41 19.47 22.34 24.51 23.47 23.47 21.37
01313 - Secretary III 01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass 05010 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic	Electrician	22.12 21.04 28.01 19.19 13.53 13.49 14.43 15.44 15.50 17.41 19.47 22.34 24.51 23.47 23.47 23.47 23.12
01313 - Secretary III 01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass 05010 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic 05160 - Motor Equipment Metal Worker	Electrician	22.12 21.04 28.01 19.19 13.53 13.49 14.43 15.44 15.50 17.41 19.47 22.34 24.51 23.47 23.47 23.47 23.47 23.47

05250 - Motor Vehicle Upholstery	22.45
Worker	00 47
05280 - Motor Vehicle Wrecker	23.47
05310 - Painter Automotive	23.47
05340 - Radiator Repair Specialist	23.47
05370 - Tire Repairer	16.91
05400 - Transmission Repair	28.12
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	15.77
07041 - Cook I	14.43
07042 - Cook II	15.77
07070 - Dishwasher	11.17
07130 - Food Service Worker	11.17
07210 - Meat Cutter	15.77
07260 - Waiter/Waitress	12.02
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	22.30
09040 - Furniture Handler	15.81
09080 - Furniture Refinisher	22.30
09090 - Furniture Refinisher Helper	18.02
09110 - Furniture Repairer Minor	19.94
09130 - Upholsterer	22.30
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	12.29
11060 - Elevator Operator	13.80
11090 - Gardener	17.79
11122 - Housekeeping Aide	13.80
11150 - Janitor	13.80
11210 - Laborer Grounds Maintenance	14.23
11240 - Maid or Houseman	12.11
11260 - Pruner	13.06
11270 - Tractor Operator	16.60
11330 - Trail Maintenance Worker	14.23
11360 - Window Cleaner	15.04
12000 - Health Occupations	
12010 - Ambulance Driver	19.30
12011 - Breath Alcohol Technician	19.52
12012 - Certified Occupational	27.33
Therapist Assistant	
12015 - Certified Physical Therapist	27.30
Assistant	
12020 - Dental Assistant	16.86
12025 - Dental Hygienist	31.96
12030 - EKG Technician	27.27
12035 - Electroneurodiagnostic	27.27
Technologist	

	10 20
12040 - Emergency Medical Technician	19.30
12071 - Licensed Practical Nurse I	18.53
12072 - Licensed Practical Nurse II	20.72
12073 - Licensed Practical Nurse III	23.10
12100 - Medical Assistant	16.06
12130 - Medical Laboratory	25.44
Technician	
12160 - Medical Record Clerk	17.54
12190 - Medical Record Technician	19.63
12195 - Medical Transcriptionist	18.63
12210 - Nuclear Medicine	42.90
Technologist	
12221 - Nursing Assistant I	11.90
12222 - Nursing Assistant II	13.37
12223 - Nursing Assistant III	14.59
12224 - Nursing Assistant IV	16.39
12235 - Optical Dispenser	17.70
12236 - Optical Technician	17.48
12250 - Pharmacy Technician	17.00
12280 - Phlebotomist	16.02
12305 - Radiologic Technologist	31.10
12311 - Registered Nurse I	29.17
12312 - Registered Nurse II	32.57
12313 - Registered Nurse II	32.57
Specialist	
12314 - Registered Nurse III	38.43
12315 - Registered Nurse III	38.43
Anesthetist	
12316 - Registered Nurse IV	46.07
12317 - Scheduler (Drug and Alcohol	24.19
Testing)	
12320 - Substance Abuse Treatment	18.72
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	21.51
13012 - Exhibits Specialist II	26.65
13013 - Exhibits Specialist III	32.46
13041 - Illustrator I	22.03
13042 - Illustrator II	27.53
13043 - Illustrator III	32.62
13047 - Librarian	33.74
13050 - Library Aide/Clerk	14.14
13054 - Library Information	29.74
Technology Systems	
Administrator	
13058 - Library Technician	17.76
13061 - Media Specialist I	21.16
13062 - Media Specialist II	23.66
13063 - Media Specialist III	26.39

13071 - Photographer I		19.24
13072 - Photographer II		21.51
13073 - Photographer III		26.65
13074 - Photographer IV		32.46
13075 - Photographer V		35.76
13090 - Technical Order Library		15.49
Clerk		
13110 - Video Teleconference		17.89
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		18.11
14042 - Computer Operator II		20.25
14043 - Computer Operator III		22.58
14044 - Computer Operator IV		25.09
14045 - Computer Operator V		27.79
14071 - Computer Programmer I	(see 1)	25.49
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	(888 1)	18.11
Operator		10.11
14160 - Personal Computer Support		25.09
Technician		20.09
14170 - System Support Specialist		27.79
15000 - Instructional Occupations		21.19
15010 - Aircrew Training Devices		36.22
Instructor (Non-Rated)		50.22
15020 - Aircrew Training Devices		41.82
Instructor (Rated)		41.02
15030 - Air Crew Training Devices		46.94
Instructor (Pilot)		40.94
		26.22
15050 - Computer Based Training		36.22
Specialist / Instructor		
15060 - Educational Technologist		28.07
15070 - Flight Instructor (Pilot)		46.94
15080 - Graphic Artist		26.41
15085 - Maintenance Test Pilot Fixed		43.75
Jet/Prop		
15086 - Maintenance Test Pilot		43.75
Rotary Wing		
15088 - Non-Maintenance Test/Co-		43.75
Pilot		0
15090 - Technical Instructor		27.45
15095 - Technical Instructor/Course		28.07
Developer		
15110 - Test Proctor		18.53

	10 50
15120 - Tutor	18.53
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations 16010 - Assembler	11 E O
	11.53
16030 - Counter Attendant	11.53
16040 - Dry Cleaner	13.74
16070 - Finisher Flatwork Machine	11.53
16090 - Presser Hand	11.53
16110 - Presser Machine Drycleaning	11.53
16130 - Presser Machine Shirts	11.53
16160 - Presser Machine Wearing	11.53
Apparel Laundry	14 01
16190 - Sewing Machine Operator	14.31
16220 - Tailor	14.88
16250 - Washer Machine	12.60
19000 - Machine Tool Operation And	
Repair Occupations	
19010 - Machine-Tool Operator (Tool	23.85
Room)	
19040 - Tool And Die Maker	28.57
21000 - Materials Handling And Packing	
Occupations	
21020 - Forklift Operator	17.93
21030 - Material Coordinator	22.28
21040 - Material Expediter	22.28
21050 - Material Handling Laborer	17.45
21071 - Order Filler	15.18
21080 - Production Line Worker (Food	17.93
Processing)	
21110 - Shipping Packer	17.20
21130 - Shipping/Receiving Clerk	17.20
21140 - Store Worker I	15.36
21150 - Stock Clerk	19.93
21210 - Tools And Parts Attendant	17.93
21410 - Warehouse Specialist	17.93
23000 - Mechanics And Maintenance And	
Repair Occupations	
23010 - Aerospace Structural Welder	29.96
23019 - Aircraft Logs and Records	23.85
Technician	
23021 - Aircraft Mechanic I	28.13
23022 - Aircraft Mechanic II	29.96
23023 - Aircraft Mechanic III	31.40
23040 - Aircraft Mechanic Helper	20.41
23050 - Aircraft Painter	26.18
23060 - Aircraft Servicer	23.85
23070 - Aircraft Survival Flight	26.18
Equipment Technician	
23080 - Aircraft Worker	25.02

23.02 23.02 Equipment (ALSE) Mechanic 28.13 Equipment (ALSE) Mechanic 28.13 IT 23100 - Appliance Mechanic 25.40 23120 - Bicycle Repairer 21.87 23120 - Bicycle Repairer 21.87 23120 - Carpenter Maintenance 31.86 23140 - Carpet Layer 25.28 23160 - Electrician Maintenance 34.00 23181 - Electronics Technician 27.75 Maintenance II 23.36 23200 - Fire Alarm System Mechanic 27.51 2310 - Fire Extinguisher Repairer 21.87 23110 - Fuel Distribution System 27.51 Mechanic 23.74 23312 - Fuel Distribution System 21.87 2312 - Fuel Distribution System 21.87 Operator 23.38 23381 - Ground Support Equipment 23.85 Servicer 23.39 23381 - Ground Support Equipment 23.85 Servicer 23.39 23391 - Gunsmith I 21.87 23392 - Gunsmith II 21.87 23393 - Gunsmith II 24.85 23393 - Gunsmith III	22001 Dimension Tife Command	
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23092 - Aircrew Life Support 28.13 Equipment (ALSE) Mechanic 11 23110 - Appliance Mechanic 25.40 23120 - Bicycle Repairer 21.87 23120 - Caphele Splicer 45.32 23130 - Carpenter Maintenance 31.86 23140 - Carpet Layer 25.28 23160 - Electrician Maintenance 34.00 23181 - Electronics Technician 27.75 Maintenance II 23183 - Electronics Technician 29.24 Maintenance II 23183 - Electronics Technician 29.24 Maintenance III 23100 - Fire Alarm System Mechanic 27.51 2310 - Fire Extinguisher Repairer 21.87 23311 - Fuel Distribution System 21.87 23312 - Fuel Distribution System 21.87 23312 - Fuel Distribution System 21.87 23380 - Ground Support Equipment 23.85 Servicer 23.382 23391 - Guund Support Equipment 23.85 Servicer 23.392 23391 - Guund Support Equipment 23.85 Servicer 23.45 23392 - Guund Support Equipmen		
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Mechanic		
	-	26.11
23550 - Machinist Maintenance 27.64		
	23550 - Machinist Maintenance	27.64

23580 - Maintenance Trades Helper	20.41
23591 - Metrology Technician I	27.51
23592 - Metrology Technician II	28.74
23593 - Metrology Technician III	29.96
23640 - Millwright	34.96
23710 - Office Appliance Repairer	25.40
23760 - Painter Maintenance	26.82
23790 - Pipefitter Maintenance	41.45
23810 - Plumber Maintenance	39.46
23820 - Pneudraulic Systems Mechanic	27.51
23850 - Rigger	28.80
23870 - Scale Mechanic	24.85
23890 - Sheet-Metal Worker	34.13
Maintenance	
23910 - Small Engine Mechanic	23.54
23931 - Telecommunications Mechanic	27.25
I	
23932 - Telecommunications Mechanic	28.30
II	
23950 - Telephone Lineman	27.51
23960 - Welder Combination	21.33
Maintenance	
23965 - Well Driller	27.51
23970 - Woodcraft Worker	27.51
23980 - Woodworker	21.87
24000 - Personal Needs Occupations	
24550 - Case Manager	21.22
24570 - Child Care Attendant	11.11
24580 - Child Care Center Clerk	16.17
24610 - Chore Aide	14.01
24620 - Family Readiness And Support	21.22
Services	
Coordinator	01 00
24630 - Homemaker	21.22
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	45.14
25040 - Sewage Plant Operator	26.93
25070 - Stationary Engineer	45.14
25190 - Ventilation Equipment Tender	33.55
25210 - Water Treatment Plant	26.93
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.76
27007 - Baggage Inspector	17.71
27008 - Corrections Officer	29.88
27010 - Court Security Officer	28.69
27030 - Detection Dog Handler	20.07
27040 - Detention Officer 27070 - Firefighter	29.88
1/11/11 = 1/1707100707	27.04

27101 - Guard I	17.71
27102 - Guard II	20.07
27131 - Police Officer I	30.33
27132 - Police Officer II	33.11
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.71
28042 - Carnival Equipment Repairer	14.43
28043 - Carnival Worker	11.17
28210 - Gate Attendant/Gate Tender	16.44
28310 - Lifeguard	13.10
28350 - Park Attendant (Aide)	18.37
28510 - Recreation Aide/Health	11.40
Facility Attendant	
28515 - Recreation Specialist	18.70
28630 - Sports Official	14.64
28690 - Swimming Pool Operator	20.03
29000 - Stevedoring/Longshoremen	
Occupational Services	
29010 - Blocker And Bracer	24.85
29020 - Hatch Tender	24.85
29030 - Line Handler	24.85
29041 - Stevedore I	23.36
29042 - Stevedore II	26.18
30000 - Technical Occupations	
30010 - Air Traffic Control (see 2)	40.29
Specialist Center (HFO)	
30011 - Air Traffic Control (see 2)	27.78
Specialist Station (HFO)	
30012 - Air Traffic Control	30.59
Specialist Terminal (HFO) (see 2)	
30021 - Archeological Technician I	18.22
30022 - Archeological Technician II	19.76
30023 - Archeological Technician III	26.59
30030 - Cartographic Technician	26.33
30040 - Civil Engineering Technician	28.88
30051 - Cryogenic Technician I	26.85
30052 - Cryogenic Technician II	29.66
30061 - Drafter/CAD Operator I	18.22
30062 - Drafter/CAD Operator II	19.76
30063 - Drafter/CAD Operator III	21.99
30064 - Drafter/CAD Operator IV	28.96
30081 - Engineering Technician I	17.38
30082 - Engineering Technician II	20.39
	22.81
30083 - Engineering Technician III	
30083 - Engineering Technician III 30084 - Engineering Technician IV	28.26
	28.26 34.56
30084 - Engineering Technician IV	
30084 - Engineering Technician IV 30085 - Engineering Technician V	34.56
30084 - Engineering Technician IV 30085 - Engineering Technician V 30086 - Engineering Technician VI	34.56 40.57

5 1	26.85
Technician I	
5 1	29.66
Technician II	
30240 - Mathematical Technician	26.13
30361 - Paralegal/Legal Assistant I	20.55
30362 - Paralegal/Legal Assistant II	25.43
30363 - Paralegal/Legal Assistant	31.14
III	
30364 - Paralegal/Legal Assistant IV	37.63
	29.66
	26.33
-	29.66
	25.24
	30.89
	37.36
• · · ·	25.60
Technician I	
± , , , ,	30.98
Technician II	
30493 - Unexploded Ordnance (UXO)	37.13
Technician III	
30494 - Unexploded (UXO) Safety	25.60
Escort	
30495 - Unexploded (UXO) Sweep	25.60
Personnel	
30501 - Weather Forecaster I	26.85
30502 - Weather Forecaster II	32.67
30620 - Weather Observer Combined (see 2)	21.99
Upper Air Or	
Surface Programs	
30621 - Weather Observer Senior (see 2)	25.24
31000 - Transportation/Mobile	
Equipment Operation Occupations	
	30.98
-	17.27
	22.93
	19.14
	12.37
-	17.30
	14.52
5	17.30
	22.78
-	24.15
	24.15
99000 - Miscellaneous Occupations	
	15.10
	10.43
99050 - Desk Clerk	11.94
	30.13

99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	19.18
I	
99252 - Laboratory Animal Caretaker	20.46
II	
99260 - Marketing Analyst	24.82
99310 - Mortician	30.13
99410 - Pest Controller	19.25
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	20.46
99711 - Recycling Specialist	23.87
99730 - Refuse Collector	18.77
99810 - Sales Clerk	12.95
99820 - School Crossing Guard	16.70
99830 - Survey Party Chief	27.24
99831 - Surveying Aide	16.61
99832 - Surveying Technician	21.45
99840 - Vending Machine Attendant	21.46
99841 - Vending Machine Repairer	26.12
99842 - Vending Machine Repairer	21.46
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 per month*

*This rate is to be used only when compensating employees for performance on an SCAcovered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706. VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 15 years and 5 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

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

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

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

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

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

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

overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

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

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

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

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

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT	U.S. DEPARTMENT OF LABOR
By direction of the Secretary of Labor	WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Daniel W. Simms Division of Director Wage Determinations	Wage Determination No.: 2015-5049 Revision No.: 19 Date Of Last Revision: 12/27/2021

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022 Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022 Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Illinois

Area: Illinois Counties of Fulton Hancock Knox Mason McDonough Schuyler

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		14.55
01012 - Accounting Clerk II		16.34
01013 - Accounting Clerk III		18.27
01020 - Administrative Assistant		24.68
01035 - Court Reporter		22.70
01041 - Customer Service		13.52
Representative I		
01042 - Customer Service		14.75
Representative II		

01043 - Customer Service Representative III		16.57
01051 - Data Entry Operator I		15.95
01052 - Data Entry Operator II		17.40
01060 - Dispatcher Motor Vehicle		18.13
01070 - Document Preparation Clerk		14.00
01090 - Duplicating Machine Operator		14.00
01111 - General Clerk I		13.11
01112 - General Clerk II		14.30
01113 - General Clerk III		16.06
01120 - Housing Referral Assistant		19.44
01141 - Messenger Courier		16.75
01191 - Order Clerk I		16.50
01192 - Order Clerk II		18.00
01261 - Personnel Assistant		16.94
(Employment) I		10.91
01262 - Personnel Assistant		18.94
(Employment) II		10.91
01263 - Personnel Assistant		21.11
(Employment) III		
01270 - Production Control Clerk		22.28
01290 - Rental Clerk		11.16
01300 - Scheduler Maintenance		15.60
01311 - Secretary I		15.60
01312 - Secretary II		17.44
01313 - Secretary III		19.44
01320 - Service Order Dispatcher		16.01
01410 - Supply Technician		24.68
01420 - Survey Worker		15.15
01460 - Switchboard		12.28
Operator/Receptionist		
01531 - Travel Clerk I		12 11
VISSI - IFAVEL CLEFK I		13.44
		13.44
01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III		13.44 14.43 15.38
01532 - Travel Clerk II		14.43
01532 - Travel Clerk II 01533 - Travel Clerk III		14.43 15.38 13.89
01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I		14.43 15.38
01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II		14.43 15.38 13.89 15.60
01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III		14.43 15.38 13.89 15.60
01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations		14.43 15.38 13.89 15.60 17.44
01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer	Electrician	14.43 15.38 13.89 15.60 17.44 21.98
01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass	Electrician	14.43 15.38 13.89 15.60 17.44 21.98
01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass 05010 - Automotive	Electrician	14.43 15.38 13.89 15.60 17.44 21.98 20.68
01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotive Body Repairer Fiberglass 05010 - Automotive 05040 - Automotive Glass Installer	Electrician	14.43 15.38 13.89 15.60 17.44 21.98 20.68 20.00
01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotive Body Repairer Fiberglass 05010 - Automotive 05040 - Automotive Glass Installer 05070 - Automotive Worker	Electrician	14.43 15.38 13.89 15.60 17.44 21.98 20.68 20.00 20.00
01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotive Body Repairer Fiberglass 05010 - Automotive 05040 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer	Electrician	14.43 15.38 13.89 15.60 17.44 21.98 20.68 20.00 20.00 18.69
01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotile Body Repairer Fiberglass 05010 - Automotive Glass Installer 05040 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal	Electrician	14.43 15.38 13.89 15.60 17.44 21.98 20.68 20.00 20.00 18.69
01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotive Service Occupations 05010 - Automotive Body Repairer Fiberglass 05010 - Automotive Glass Installer 05040 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic	Electrician	14.43 15.38 13.89 15.60 17.44 21.98 20.68 20.00 20.00 18.69 21.34
01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass 05010 - Automotive Glass Installer 05040 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic 05160 - Motor Equipment Metal Worker	Electrician	14.43 15.38 13.89 15.60 17.44 21.98 20.68 20.00 20.00 18.69 21.34 20.00

05250 - Motor Vehicle Upholstery	19.36
Worker	20.00
05280 - Motor Vehicle Wrecker 05310 - Painter Automotive	20.00
	20.68
05340 - Radiator Repair Specialist	20.00
05370 - Tire Repairer	16.91
05400 - Transmission Repair	21.34
Specialist	
07000 - Food Preparation And Service	
Occupations 07010 - Baker	13.88
07010 - Baker 07041 - Cook I	11.63
07041 - Cook I 07042 - Cook II	12.84
07042 - Cook 11 07070 - Dishwasher	12.04
07070 - Dishwasher 07130 - Food Service Worker	10.24
07130 - Food Service worker 07210 - Meat Cutter	14.32
	14.32
07260 - Waiter/Waitress 09000 - Furniture Maintenance And	10.42
Repair Occupations	22.30
09010 - Electrostatic Spray Painter 09040 - Furniture Handler	15.38
09080 - Furniture Refinisher	22.30
09090 - Furniture Refinisher Helper	17.41 19.90
09110 - Furniture Repairer Minor	22.30
09130 - Upholsterer 11000 - General Services And Support	22.30
Occupations	
11030 - Cleaner Vehicles	11.01
11050 - Cleaner Venicles 11060 - Elevator Operator	13.80
11090 - Gardener	17.22
11122 - Housekeeping Aide	13.80
11150 - Janitor	13.80
11210 - Laborer Grounds Maintenance	14.03
11240 - Maid or Houseman	10.40
11240 Mard of houseman 11260 - Pruner	12.89
11270 - Tractor Operator	16.06
11330 - Trail Maintenance Worker	14.03
11360 - Window Cleaner	15.04
12000 - Health Occupations	10.01
12010 - Ambulance Driver	17.03
12010 - Breath Alcohol Technician	19.52
12012 - Certified Occupational	24.40
Therapist Assistant	21.10
12015 - Certified Physical Therapist	27.30
Assistant	27.00
12020 - Dental Assistant	16.86
12025 - Dental Hygienist	31.98
12020 - EKG Technician	27.85
12035 - Electroneurodiagnostic	30.13
Technologist	

12040 - Emergency Medical Technician	17.03
12071 - Licensed Practical Nurse I	17.46
12072 - Licensed Practical Nurse II	19.52
12073 - Licensed Practical Nurse III	21.76
12100 - Medical Assistant	15.65
12130 - Medical Laboratory	25.44
Technician	
12160 - Medical Record Clerk	16.63
12190 - Medical Record Technician	19.63
12195 - Medical Transcriptionist	18.63
12210 - Nuclear Medicine	42.90
Technologist	11 00
12221 - Nursing Assistant I	11.90
12222 - Nursing Assistant II	13.37
12223 - Nursing Assistant III	14.59
12224 - Nursing Assistant IV	16.39
12235 - Optical Dispenser	14.47
12236 - Optical Technician	17.46
12250 - Pharmacy Technician	17.00
12280 - Phlebotomist	16.02
12305 - Radiologic Technologist	26.89
12311 - Registered Nurse I	23.91
12312 - Registered Nurse II	29.25
12313 - Registered Nurse II	29.25
Specialist	
12314 - Registered Nurse III	35.40
12315 - Registered Nurse III	35.40
Anesthetist	
12316 - Registered Nurse IV	42.42
12317 - Scheduler (Drug and Alcohol	24.19
Testing)	
12320 - Substance Abuse Treatment	18.72
Counselor	
13000 - Information And Arts	
Occupations	1 - 0 -
13011 - Exhibits Specialist I	17.25
13012 - Exhibits Specialist II	19.20
13013 - Exhibits Specialist III	22.34
13041 - Illustrator I	16.28
13042 - Illustrator II	18.25
13043 - Illustrator III	22.34
13047 - Librarian	20.22
13050 - Library Aide/Clerk	11.58
13054 - Library Information	19.76
Technology Systems	
Administrator	1 4 0 7
13058 - Library Technician	14.07
13061 - Media Specialist I	13.18
13062 - Media Specialist II	14.74
13063 - Media Specialist III	16.43

13071 - Photographer I		15.68
13072 - Photographer II		17.45
13073 - Photographer III		20.52
13074 - Photographer IV		23.20
13075 - Photographer V		26.29
13090 - Technical Order Library		15.49
Clerk		
13110 - Video Teleconference		13.79
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		15.87
14042 - Computer Operator II		17.29
14043 - Computer Operator III		19.27
14044 - Computer Operator IV		21.42
14045 - Computer Operator V		23.72
14071 - Computer Programmer I	(see 1)	21.32
14072 - Computer Programmer II	(see 1)	24.43
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment	(15.87
Operator		
14160 - Personal Computer Support		21.42
Technician		<u> </u>
14170 - System Support Specialist		26.16
15000 - Instructional Occupations		20.10
15010 - Aircrew Training Devices		30.16
Instructor (Non-Rated)		00.10
15020 - Aircrew Training Devices		36.50
Instructor (Rated)		00.00
15030 - Air Crew Training Devices		43.75
Instructor (Pilot)		-3.75
15050 - Computer Based Training		30.16
Specialist / Instructor		30.10
15060 - Educational Technologist		27.97
15060 - Educational Technologist 15070 - Flight Instructor (Pilot)		43.75
15080 - Graphic Artist 15085 - Maintenance Test Pilot Fixed		21.60 43.75
Jet/Prop		43.13
15086 - Maintenance Test Pilot		10 75
		43.75
Rotary Wing		12 75
15088 - Non-Maintenance Test/Co-		43.75
Pilot		
15090 - Technical Instructor		23.53
15095 - Technical Instructor/Course		26.16
15095 - Technical Instructor/Course Developer 15110 - Test Proctor		

	1 7 0 7
15120 - Tutor	17.27
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations	11 50
16010 - Assembler	11.50
16030 - Counter Attendant	11.50
16040 - Dry Cleaner	13.74
16070 - Finisher Flatwork Machine	11.50
16090 - Presser Hand	11.50
16110 - Presser Machine Drycleaning	11.50
16130 - Presser Machine Shirts	11.50
16160 - Presser Machine Wearing	11.50
Apparel Laundry	1 4 0 4
16190 - Sewing Machine Operator	14.31
16220 - Tailor	14.88
16250 - Washer Machine	12.45
19000 - Machine Tool Operation And	
Repair Occupations	
19010 - Machine-Tool Operator (Tool	21.57
Room)	
19040 - Tool And Die Maker	25.59
21000 - Materials Handling And Packing	
Occupations	
21020 - Forklift Operator	17.93
21030 - Material Coordinator	22.28
21040 - Material Expediter	22.28
21050 - Material Handling Laborer	17.28
21071 - Order Filler	13.65
21080 - Production Line Worker (Food	17.93
Processing)	
21110 - Shipping Packer	16.69
21130 - Shipping/Receiving Clerk	16.69
21140 - Store Worker I	15.36
21150 - Stock Clerk	19.93
21210 - Tools And Parts Attendant	17.93
21410 - Warehouse Specialist	17.93
23000 - Mechanics And Maintenance And	
Repair Occupations	
23010 - Aerospace Structural Welder	28.74
23019 - Aircraft Logs and Records	23.36
Technician	
23021 - Aircraft Mechanic I	27.51
23022 - Aircraft Mechanic II	28.74
23023 - Aircraft Mechanic III	29.96
23040 - Aircraft Mechanic Helper	20.41
23050 - Aircraft Painter	26.18
23060 - Aircraft Servicer	23.36
23070 - Aircraft Survival Flight	26.18
Equipment Technician	
23080 - Aircraft Worker	24.85

23091 - Aircrew Life Support	24.85
Equipment (ALSE) Mechanic	24.00
T	
23092 - Aircrew Life Support	27.51
	27.JI
Equipment (ALSE) Mechanic	
	25.40
23110 - Appliance Mechanic	
23120 - Bicycle Repairer	21.87
23125 - Cable Splicer	45.32
23130 - Carpenter Maintenance	24.93
23140 - Carpet Layer	24.85
23160 - Electrician Maintenance	28.90
23181 - Electronics Technician	24.85
Maintenance I	
23182 - Electronics Technician	26.18
Maintenance II	
23183 - Electronics Technician	27.51
Maintenance III	
23260 - Fabric Worker	23.36
23290 - Fire Alarm System Mechanic	27.51
23310 - Fire Extinguisher Repairer	21.87
23311 - Fuel Distribution System	27.51
Mechanic	
23312 - Fuel Distribution System	21.87
Operator	
23370 - General Maintenance Worker	18.92
23380 - Ground Support Equipment	27.51
Mechanic	
23381 - Ground Support Equipment	23.36
Servicer	
23382 - Ground Support Equipment	24.85
Worker	
23391 - Gunsmith I	21.87
23392 - Gunsmith II	24.85
23393 - Gunsmith III	27.51
23410 - Heating Ventilation And Air-	26.20
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	27.30
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	24.99
23440 - Heavy Equipment Operator	30.16
23460 - Instrument Mechanic	27.51
23465 - Laboratory/Shelter Mechanic	26.18
23470 - Laborer	17.02
23510 - Locksmith	32.49
23530 - Machinery Maintenance	27.54
Mechanic	_ , . 0 1
23550 - Machinist Maintenance	19.64
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23580 - Maintenance Trades Helper	20.41
23591 - Metrology Technician I	27.51
23592 - Metrology Technician II	28.74
23593 - Metrology Technician III	29.96
23640 - Millwright	33.98
23710 - Office Appliance Repairer	24.55
23760 - Painter Maintenance	29.39
23790 - Pipefitter Maintenance	41.45
23810 - Plumber Maintenance	35.97
23820 - Pneudraulic Systems Mechanic	27.51
23850 - Rigger	27.51
23870 - Scale Mechanic	24.85
23890 - Sheet-Metal Worker	33.65
Maintenance	
23910 - Small Engine Mechanic	22.54
23931 - Telecommunications Mechanic	27.84
I	
23932 - Telecommunications Mechanic	28.73
II	
23950 - Telephone Lineman	27.51
23960 - Welder Combination	19.64
Maintenance	
23965 - Well Driller	27.51
23970 - Woodcraft Worker	27.51
23980 - Woodworker	21.87
24000 - Personal Needs Occupations	
24550 - Case Manager	21.22
24570 - Child Care Attendant	10.77
24580 - Child Care Center Clerk	13.85
24610 - Chore Aide	11.50
24620 - Family Readiness And Support	21.22
Services	
Coordinator	
24630 - Homemaker	21.22
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	45.10
25040 - Sewage Plant Operator	21.84
25070 - Stationary Engineer	45.10
25190 - Ventilation Equipment Tender	30.47
25210 - Water Treatment Plant	21.84
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.99
27007 - Baggage Inspector	17.95
27008 - Corrections Officer	26.26
27010 - Court Security Officer	23.30
27030 - Detection Dog Handler	20.07
27040 - Detention Officer	26.26
27070 - Firefighter	26.24

			1 - 0 -
27101 - Guard I			17.95
27102 - Guard II			20.07
27131 - Police Officer I			23.72
27132 - Police Officer II			26.36
28000 - Recreation Occupations			
28041 - Carnival Equipment Operator			13.38
28042 - Carnival Equipment Repairer			14.34
28043 - Carnival Worker			10.52
28210 - Gate Attendant/Gate Tender			13.50
28310 - Lifeguard			11.01
28350 - Park Attendant (Aide)			15.09
28510 - Recreation Aide/Health			11.01
Facility Attendant			
28515 - Recreation Specialist			18.70
28630 - Sports Official			12.01
28690 - Swimming Pool Operator			18.07
29000 - Stevedoring/Longshoremen			
Occupational Services			
29010 - Blocker And Bracer			24.85
29020 - Hatch Tender			24.85
29030 - Line Handler			24.85
29041 - Stevedore I			23.36
29042 - Stevedore II			26.18
30000 - Technical Occupations			
30010 - Air Traffic Control	(see	2)	40.29
Specialist Center (HFO)			
30011 - Air Traffic Control	(see	2)	27.78
Specialist Station (HFO)			
30012 - Air Traffic Control			30.59
Specialist Terminal (HFO) (see 2)			
30021 - Archeological Technician I			17.50
30022 - Archeological Technician II			20.38
30023 - Archeological Technician III			25.24
30030 - Cartographic Technician			25.24
30040 - Civil Engineering Technician			28.88
30051 - Cryogenic Technician I			26.85
30052 - Cryogenic Technician II			29.66
30061 - Drafter/CAD Operator I			17.50
30062 - Drafter/CAD Operator II			20.38
30063 - Drafter/CAD Operator III			22.72
30064 - Drafter/CAD Operator IV			27.96
30081 - Engineering Technician I			15.58
30082 - Engineering Technician II			17.50
30083 - Engineering Technician III			19.80
30084 - Engineering Technician IV			24.25
30085 - Engineering Technician V			29.66
30086 - Engineering Technician VI			35.89
30090 - Environmental Technician			24.25
30095 - Evidence Control Specialist			24.25
30210 - Laboratory Technician			24.99
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30221 - Latent Fingerprint Technician I			26.85
30222 - Latent Fingerprint			29.66
Technician II			23.00
30240 - Mathematical Technician			25.24
30361 - Paralegal/Legal Assistant I			20.04
30362 - Paralegal/Legal Assistant II			24.83
30363 - Paralegal/Legal Assistant			30.37
III			
30364 - Paralegal/Legal Assistant IV			36.76
30375 - Petroleum Supply Specialist			29.66
30390 - Photo-Optics Technician			25.24
30395 - Radiation Control Technician			29.66
30461 - Technical Writer I			25.24
30462 - Technical Writer II			30.89
30463 - Technical Writer III			36.83
30491 - Unexploded Ordnance (UXO)			25.60
Technician I			20.00
30492 - Unexploded Ordnance (UXO)			30.98
Technician II			00.00
30493 - Unexploded Ordnance (UXO)			37.13
Technician III			57.15
30494 - Unexploded (UXO) Safety			25.60
Escort			
30495 - Unexploded (UXO) Sweep			25.60
Personnel			
30501 - Weather Forecaster I			26.85
30502 - Weather Forecaster II			32.67
30620 - Weather Observer Combined	(see	2)	22.72
Upper Air Or			
Surface Programs			
30621 - Weather Observer Senior	(see	2)	25.24
31000 - Transportation/Mobile			
Equipment Operation Occupations			
31010 - Airplane Pilot			30.98
31020 - Bus Aide			14.76
31030 - Bus Driver			19.53
31043 - Driver Courier			15.08
31260 - Parking and Lot Attendant			12.37
31290 - Shuttle Bus Driver			12.37
31290 - Shuttle Bus Driver 31310 - Taxi Driver			
			14.48
31361 - Truckdriver Light			16.16
31362 - Truckdriver Medium			17.25
31363 - Truckdriver Heavy			19.16
31364 - Truckdriver Tractor-Trailer			19.16
99000 - Miscellaneous Occupations			
99020 - Cabin Safety Specialist			15.10
99030 - Cashier			10.43
99050 - Desk Clerk			10.62
99095 - Embalmer			35.40

99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	13.68
I	
99252 - Laboratory Animal Caretaker	15.81
II	
99260 - Marketing Analyst	24.82
99310 - Mortician	35.40
99410 - Pest Controller	17.39
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	20.46
99711 - Recycling Specialist	23.87
99730 - Refuse Collector	18.77
99810 - Sales Clerk	11.32
99820 - School Crossing Guard	14.43
99830 - Survey Party Chief	23.22
99831 - Surveying Aide	15.43
99832 - Surveying Technician	21.12
99840 - Vending Machine Attendant	21.46
99841 - Vending Machine Repairer	26.12
99842 - Vending Machine Repairer	21.46
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 per month*

*This rate is to be used only when compensating employees for performance on an SCAcovered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706. VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 15 years and 5 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

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

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

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

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

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

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

overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

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

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

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

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

REGISTER OF WAGE DETERMINATIONS UNDEF	U.S. DEPARTMENT OF LABOR
By direction of the Secretary of Labo	or WAGE AND HOUR DIVISION
	WASHINGTON D.C. 20210
	Wage Determination No.: 2015-5051
Daniel W. Simms Division of	Revision No.: 19
Director Wage Determination	ons Date Of Last Revision: 12/27/2021

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022 Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022 Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Illinois

Area: Illinois Counties of Henderson Warren

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		14.55
01012 - Accounting Clerk II		17.85
01013 - Accounting Clerk III		21.24
01020 - Administrative Assistant		24.68
01035 - Court Reporter		28.00
01041 - Customer Service		13.52
Representative I		
01042 - Customer Service		14.75
Representative II		

01043 - Customer Service Representative III		16.57
01051 - Data Entry Operator I		15.95
01052 - Data Entry Operator II		17.40
01060 - Dispatcher Motor Vehicle		17.92
01070 - Document Preparation Clerk		13.89
01090 - Duplicating Machine Operator		13.89
01111 - General Clerk I		13.11
01112 - General Clerk II		14.30
01113 - General Clerk III		16.06
01120 - Housing Referral Assistant		19.44
01141 - Messenger Courier		16.75
01191 - Order Clerk I		16.50
01192 - Order Clerk II		18.00
01261 - Personnel Assistant		16.83
(Employment) I		
01262 - Personnel Assistant		18.83
(Employment) II		
01263 - Personnel Assistant		21.00
(Employment) III		
01270 - Production Control Clerk		22.28
01290 - Rental Clerk		11.16
01300 - Scheduler Maintenance		15.60
01311 - Secretary I		15.60
01312 - Secretary II		17.44
01313 - Secretary III		19.44
01320 - Service Order Dispatcher		16.01
01410 - Supply Technician		24.68
01420 - Survey Worker		15.84
01460 - Switchboard		12.28
Operator/Receptionist		
01531 - Travel Clerk I		13.49
01532 - Travel Clerk II		14.43
01533 - Travel Clerk III		15.38
01611 - Word Processor I		13.89
01612 - Word Processor II		15.60
01613 - Word Processor III		17.44
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer		21.98
Fiberglass		
05010 - Automotive	Electrician	18.27
05040 - Automotive Glass Installer		17.62
05070 - Automotive Worker		17.62
05110 - Mobile Equipment Servicer		16.17
05130 - Motor Equipment Metal		18.91
Mechanic		
05160 - Motor Equipment Metal Worker		17.62
05190 - Motor Vehicle Mechanic		18.83
05220 - Motor Vehicle Mechanic		15.60

05250 - Motor Vehicle Upholstery Worker	16.98
	1 7 60
05280 - Motor Vehicle Wrecker	17.62
05310 - Painter Automotive	17.90
05340 - Radiator Repair Specialist	17.62
05370 - Tire Repairer	16.91
05400 - Transmission Repair	18.48
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	13.88
07041 - Cook I	11.67
07042 - Cook II	12.84
07070 - Dishwasher	10.24
07130 - Food Service Worker	10.54
07210 - Meat Cutter	15.36
07260 - Waiter/Waitress	10.43
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	22.30
09040 - Furniture Handler	14.93
09080 - Furniture Refinisher	22.30
09090 - Furniture Refinisher Helper	17.41
09110 - Furniture Repairer Minor	19.90
09130 - Upholsterer	22.30
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	11.01
11060 - Elevator Operator	13.80
11090 - Gardener	17.11
11122 - Housekeeping Aide	13.80
11150 - Janitor	13.80
11210 - Laborer Grounds Maintenance	13.76
11240 - Maid or Houseman	10.40
11260 - Pruner	12.83
11270 - Tractor Operator	16.01
11330 - Trail Maintenance Worker	13.76
11360 - Window Cleaner	15.04
12000 - Health Occupations	
12010 - Ambulance Driver	17.23
12011 - Breath Alcohol Technician	19.52
12012 - Certified Occupational	27.33
Therapist Assistant	
12015 - Certified Physical Therapist	27.30
Assistant	
12020 - Dental Assistant	16.86
12025 - Dental Hygienist	31.66
12030 - EKG Technician	27.27
12035 - Electroneurodiagnostic	27.27
Technologist	

12040 - Emergency Medical Technician 17.23 12071 - Licensed Practical Nurse II 17.43 12072 - Licensed Practical Nurse III 19.52 12073 - Licensed Practical Nurse III 21.76 12100 - Medical Assistant 15.65 12130 - Medical Record Clerk 16.63 12160 - Medical Record Technician 19.30 12195 - Medical Record Technician 19.30 12210 - Nuclear Medicine 42.90 Technologist 11 12221 - Nursing Assistant I 11.397 12223 - Nursing Assistant IV 16.39 12224 - Nursing Assistant IV 16.39 12235 - Optical Dispenser 14.47 12250 - Pharmacy Technician 17.00 12230 - Phaleotomist 16.00 12305 - Radiologic Technologist 26.89 12311 - Registered Nurse II 29.25 Specialist 29.25 12313 - Registered Nurse III 35.40 12314 - Registered Nurse III 35.40 12315 - Registered Nurse III 29.25 Specialist 11 12315 - Registered Nurse III 24.19 12317 - Scheduler (Drug and Alcoh		
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-	13061 - Media Specialist I	16.28
13063 - Media Specialist III 20.31	13062 - Media Specialist II	18.21
-	13063 - Media Specialist III	20.31

13071 - Photographer I		14.67
13072 - Photographer II		17.10
13073 - Photographer III		21.83
13074 - Photographer IV		26.69
13075 - Photographer V		30.67
13090 - Technical Order Library		15.49
Clerk		
13110 - Video Teleconference		13.18
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		16.48
14042 - Computer Operator II		18.43
14043 - Computer Operator III		21.18
14044 - Computer Operator IV		24.24
14045 - Computer Operator V		26.85
14071 - Computer Programmer I	(see 1)	20.59
14072 - Computer Programmer II	(see 1)	26.66
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment		16.48
Operator		
14160 - Personal Computer Support		24.24
Technician		
14170 - System Support Specialist		26.85
15000 - Instructional Occupations		
15010 - Aircrew Training Devices		29.86
Instructor (Non-Rated)		
15020 - Aircrew Training Devices		36.50
Instructor (Rated)		
15030 - Air Crew Training Devices		43.31
Instructor (Pilot)		
15050 - Computer Based Training		29.86
Specialist / Instructor		
15060 - Educational Technologist		26.08
15070 - Flight Instructor (Pilot)		43.31
15080 - Graphic Artist		20.42
15085 - Maintenance Test Pilot Fixed		43.75
Jet/Prop		
15086 - Maintenance Test Pilot		43.75
Rotary Wing		
15088 - Non-Maintenance Test/Co-		43.75
Pilot		
15090 - Technical Instructor		20.82
15095 - Technical Instructor/Course		25.47
Developer		1
15110 - Test Proctor		16.81

15120 - Tutor	16.81
16000 - Laundry Dry-Cleaning Pressing	10.01
And Related Occupations	
16010 - Assembler	11.50
16030 - Counter Attendant	11.50
16040 - Dry Cleaner	13.74
16070 - Finisher Flatwork Machine	11.50
16090 - Presser Hand	11.50
16110 - Presser Machine Drycleaning	11.50
16130 - Presser Machine Shirts	11.50
16160 - Presser Machine Wearing	11.50
Apparel Laundry	11.00
16190 - Sewing Machine Operator	14.31
16220 - Tailor	14.88
16250 - Washer Machine	12.45
19000 - Machine Tool Operation And	12.10
Repair Occupations	
19010 - Machine-Tool Operator (Tool	21.48
Room)	21.40
19040 - Tool And Die Maker	25.59
21000 - Materials Handling And Packing	23.33
Occupations	
21020 - Forklift Operator	17.93
21020 - Material Coordinator	22.28
21040 - Material Expediter	22.28
21040 - Material Handling Laborer	17.02
21071 - Order Filler	12.86
21080 - Production Line Worker (Food	17.93
Processing)	11.55
21110 - Shipping Packer	16.69
21130 - Shipping/Receiving Clerk	16.69
21140 - Store Worker I	16.96
21150 - Stock Clerk	19.93
21210 - Tools And Parts Attendant	17.93
21410 - Warehouse Specialist	17.93
23000 - Mechanics And Maintenance And	11.33
Repair Occupations	
23010 - Aerospace Structural Welder	27.78
23019 - Aircraft Logs and Records	23.36
Technician	20000
23021 - Aircraft Mechanic I	26.63
23022 - Aircraft Mechanic II	27.78
23023 - Aircraft Mechanic III	28.93
23040 - Aircraft Mechanic Helper	20.41
23050 - Aircraft Painter	26.18
23060 - Aircraft Servicer	23.36
23070 - Aircraft Survival Flight	26.18
Equipment Technician	-
23080 - Aircraft Worker	24.82

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23091 - Aircrew Life Support	24.82
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	26.63
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	25.40
23120 - Bicycle Repairer	21.87
23125 - Cable Splicer	45.32
23130 - Carpenter Maintenance	21.59
23140 - Carpet Layer	24.85
23160 - Electrician Maintenance	28.90
23181 - Electronics Technician	24.85
Maintenance I	
23182 - Electronics Technician	26.18
Maintenance II	
23183 - Electronics Technician	27.51
Maintenance III	
23260 - Fabric Worker	23.36
23290 - Fire Alarm System Mechanic	27.51
23310 - Fire Extinguisher Repairer	21.87
23311 - Fuel Distribution System	27.51
Mechanic	
23312 - Fuel Distribution System	21.87
Operator	
23370 - General Maintenance Worker	18.92
23380 - Ground Support Equipment	26.63
Mechanic	
23381 - Ground Support Equipment	23.36
Servicer	
23382 - Ground Support Equipment	24.82
Worker	
23391 - Gunsmith I	21.87
23392 - Gunsmith II	24.85
23393 - Gunsmith III	27.51
23410 - Heating Ventilation And Air-	25.71
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	26.85
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	23.58
23440 - Heavy Equipment Operator	30.99
23460 - Instrument Mechanic	27.51
23465 - Laboratory/Shelter Mechanic	26.18
23470 - Laborer	17.02
23510 - Locksmith	32.49
23530 - Machinery Maintenance	23.89
Mechanic	
23550 - Machinist Maintenance	18.72
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23580 - Maintenance Trades Helper 19.80 23591 - Metrology Technician II 27.51 23592 - Metrology Technician III 28.74 23593 - Metrology Technician III 29.96 23640 - Millwright 33.98 23710 - Office Appliance Repairer 23.74 23760 - Painter Maintenance 22.32 23790 - Pipefitter Maintenance 37.80 23810 - Plumber Maintenance 37.97 23820 - Pneudraulic Systems Mechanic 27.51 23870 - Scale Mechanic 27.51 23890 - Sheet-Metal Worker 30.70 Maintenance 21.97 23931 - Telecommunications Mechanic 29.00 II 23950 - Telephone Lineman 27.64 23960 - Welder Combination 18.91 Maintenance 27.51 23930 - Telephone Lineman 27.64 23960 - Welder Combination 18.91 Maintenance 27.51 23980 - Woodworker 21.87 24550 - Case Manager 20.93 24550 - Case Manager 20.93 24550 - Child Care Center Clerk 13.85 24610 - Chore Aide 11.50
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25190 - Ventilation Equipment Tender30.5925210 - Water Treatment Plant21.29
25210 - Water Treatment Plant 21.29
Operator
27000 - Protective Service Occupations
27004 - Alarm Monitor 19.99
27007 - Baggage Inspector 17.42
27008 - Corrections Officer 28.16
27008 - Corrections Officer 28.16 27010 - Court Security Officer 23.28
27008 - Corrections Officer 28.16 27010 - Court Security Officer 23.28 27030 - Detection Dog Handler 20.07
27008 - Corrections Officer 28.16 27010 - Court Security Officer 23.28

	1 7 4 0
27101 - Guard I	17.42
27102 - Guard II	20.07
27131 - Police Officer I	22.74
27132 - Police Officer II	25.27
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.38
28042 - Carnival Equipment Repairer	14.34
28043 - Carnival Worker	10.52
28210 - Gate Attendant/Gate Tender	13.69
28310 - Lifeguard	11.01
28350 - Park Attendant (Aide)	15.32
28510 - Recreation Aide/Health	11.10
Facility Attendant	
28515 - Recreation Specialist	18.70
28630 - Sports Official	12.20
28690 - Swimming Pool Operator	16.28
29000 - Stevedoring/Longshoremen	
Occupational Services	
29010 - Blocker And Bracer	24.85
29020 - Hatch Tender	24.85
29030 - Line Handler	24.85
29041 - Stevedore I	23.36
29042 - Stevedore II	26.18
30000 - Technical Occupations	
30010 - Air Traffic Control	40.29
Specialist Center (HFO)	
30011 - Air Traffic Control	27.78
Specialist Station (HFO)	
30012 - Air Traffic Control	30.59
Specialist Terminal (HFO)	
30021 - Archeological Technician I	18.88
30022 - Archeological Technician II	21.11
30023 - Archeological Technician III	26.16
30030 - Cartographic Technician	25.49
30040 - Civil Engineering Technician	28.88
30051 - Cryogenic Technician I	26.85
30052 - Cryogenic Technician II	29.66
30061 - Drafter/CAD Operator I	18.22
30062 - Drafter/CAD Operator II	20.58
30063 - Drafter/CAD Operator III	22.95
30064 - Drafter/CAD Operator IV	28.25
30081 - Engineering Technician I	18.52
30082 - Engineering Technician II	20.79
30083 - Engineering Technician III	23.25
30084 - Engineering Technician IV	28.85
30085 - Engineering Technician V	35.57
30086 - Engineering Technician VI	42.64
30090 - Environmental Technician	25.24
30095 - Evidence Control Specialist	24.25
30210 - Laboratory Technician	24.99
-	

30221 - Latent Fingerprint Technician I	26.85
30222 - Latent Fingerprint Technician II	29.66
30240 - Mathematical Technician	25.49
30361 - Paralegal/Legal Assistant I	20.04
30362 - Paralegal/Legal Assistant II	24.83
30363 - Paralegal/Legal Assistant	30.37
30364 - Paralegal/Legal Assistant IV	36.76
30375 - Petroleum Supply Specialist	29.66
30390 - Photo-Optics Technician	25.49
30395 - Radiation Control Technician	29.66
30461 - Technical Writer I	24.78
30462 - Technical Writer II	30.32
30463 - Technical Writer III	36.68
30491 - Unexploded Ordnance (UXO)	25.60
Technician I	
30492 - Unexploded Ordnance (UXO)	30.98
Technician II	
30493 - Unexploded Ordnance (UXO)	37.13
Technician III	
30494 - Unexploded (UXO) Safety	25.60
Escort	
30495 - Unexploded (UXO) Sweep	25.60
Personnel	
30501 - Weather Forecaster I	26.85
30502 - Weather Forecaster II	32.67
30620 - Weather Observer Combined	22.95
Upper Air Or	
Surface Programs	
30621 - Weather Observer Senior	25.49
31000 - Transportation/Mobile	
Equipment Operation Occupations	
31010 - Airplane Pilot	30.98
31020 - Bus Aide	13.87
31030 - Bus Driver	18.44
31043 - Driver Courier	15.08
31260 - Parking and Lot Attendant	12.37
31290 - Shuttle Bus Driver	15.03
31310 - Taxi Driver	12.95
31361 - Truckdriver Light	16.16
31362 - Truckdriver Medium	17.25
31363 - Truckdriver Heavy	19.16
31364 - Truckdriver Tractor-Trailer	19.16
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.10
99030 - Cashier	10.43
99050 - Desk Clerk	10.36
99095 - Embalmer	31.54

99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	12.22
I	
99252 - Laboratory Animal Caretaker	12.72
II	
99260 - Marketing Analyst	24.82
99310 - Mortician	31.54
99410 - Pest Controller	16.42
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	20.46
99711 - Recycling Specialist	23.86
99730 - Refuse Collector	18.77
99810 - Sales Clerk	11.36
99820 - School Crossing Guard	14.43
99830 - Survey Party Chief	31.36
99831 - Surveying Aide	16.25
99832 - Surveying Technician	22.53
99840 - Vending Machine Attendant	21.46
99841 - Vending Machine Repairer	25.89
99842 - Vending Machine Repairer	21.46
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 per month*

*This rate is to be used only when compensating employees for performance on an SCAcovered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706. VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 15 years and 5 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

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

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

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

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

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

** 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)).

REGISTER OF WAGE DETERMINATIONS UNDER	U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT	EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor	r WAGE AND HOUR DIVISION
	WASHINGTON D.C. 20210
	Wage Determination No.: 2015-5053
Daniel W. Simms Division of	Revision No.: 19
Director Wage Determination	ns Date Of Last Revision: 12/27/2021

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022 Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022 Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Illinois

Area:	Illinois	Counties	of	Adams	Brown	Cass	Greene	Logan	Montgomery
Morgar	n Pike Sco	ott							

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		14.42
01012 - Accounting Clerk II		16.34
01013 - Accounting Clerk III		18.27
01020 - Administrative Assistant		24.68
01035 - Court Reporter		26.26
01041 - Customer Service		13.52
Representative I		
01042 - Customer Service		14.75
Representative II		

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05220 - Motor Vehicle Mechanic 15.23	= =		

05250 - Motor Vehicle Upholstery	17.79
Worker	1 8 8 0
05280 - Motor Vehicle Wrecker	17.79
05310 - Painter Automotive	18.37
05340 - Radiator Repair Specialist	17.79
05370 - Tire Repairer	16.91
05400 - Transmission Repair	19.09
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	13.88
07041 - Cook I	11.30
07042 - Cook II	12.84
07070 - Dishwasher	10.24
07130 - Food Service Worker	10.46
07210 - Meat Cutter	14.11
07260 - Waiter/Waitress	9.66
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	22.30
09040 - Furniture Handler	15.74
09080 - Furniture Refinisher	22.30
09090 - Furniture Refinisher Helper	17.41
09110 - Furniture Repairer Minor	19.90
09130 - Upholsterer	22.30
11000 - General Services And Support	22.30
Occupations	
11030 - Cleaner Vehicles	11.01
11050 - Cleaner Venicles 11060 - Elevator Operator	13.80
11090 - Gardener	17.22
11122 - Housekeeping Aide	13.80
11150 - Janitor	13.80
11210 - Laborer Grounds Maintenance	14.23
11240 - Maid or Houseman	10.40
11260 - Pruner	13.06
11270 - Tractor Operator	16.28
11330 - Trail Maintenance Worker	14.23
11360 - Window Cleaner	15.04
12000 - Health Occupations	
12010 - Ambulance Driver	16.21
12011 - Breath Alcohol Technician	19.52
12012 - Certified Occupational	27.33
Therapist Assistant	
12015 - Certified Physical Therapist	27.30
Assistant	
12020 - Dental Assistant	16.86
12025 - Dental Hygienist	30.73
12030 - EKG Technician	27.27
12035 - Electroneurodiagnostic	27.27
Technologist	

12040 - Emergency Medical Technician	16.21
12071 - Licensed Practical Nurse I	17.46
12072 - Licensed Practical Nurse II	19.52
12073 - Licensed Practical Nurse III	21.76
12100 - Medical Assistant	16.02
12130 - Medical Laboratory	25.44
Technician	
12160 - Medical Record Clerk	16.63
12190 - Medical Record Technician	19.30
12195 - Medical Transcriptionist	18.63
12210 - Nuclear Medicine	42.90
Technologist	11 00
12221 - Nursing Assistant I	11.90
12222 - Nursing Assistant II	13.37
12223 - Nursing Assistant III	14.59
12224 - Nursing Assistant IV	16.39
12235 - Optical Dispenser	16.78
12236 - Optical Technician	17.46
12250 - Pharmacy Technician	17.00
12280 - Phlebotomist	16.02
12305 - Radiologic Technologist	26.89
12311 - Registered Nurse I	23.91
12312 - Registered Nurse II	29.25
12313 - Registered Nurse II	29.25
Specialist	
12314 - Registered Nurse III	35.40
12315 - Registered Nurse III	35.40
Anesthetist	
12316 - Registered Nurse IV	42.42
12317 - Scheduler (Drug and Alcohol	24.19
Testing)	
12320 - Substance Abuse Treatment	18.72
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	17.16
13012 - Exhibits Specialist II	21.26
13013 - Exhibits Specialist III	25.07
13041 - Illustrator I	17.16
13042 - Illustrator II	21.26
13043 - Illustrator III	25.07
13047 - Librarian	23.55
13050 - Library Aide/Clerk	13.29
13054 - Library Information	21.78
Technology Systems	
Administrator	1 5 0 0
13058 - Library Technician	15.03
13061 - Media Specialist I	14.42
13062 - Media Specialist II	16.13
13063 - Media Specialist III	17.99

13071 - Photographer I		15.67
13072 - Photographer II		17.53
13073 - Photographer III		21.72
13074 - Photographer IV		26.22
13075 - Photographer V		30.87
13090 - Technical Order Library		15.49
Clerk		
13110 - Video Teleconference		16.41
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		15.87
14042 - Computer Operator II		17.29
14043 - Computer Operator III		19.27
14044 - Computer Operator IV		21.42
14045 - Computer Operator V		23.72
14071 - Computer Programmer I	(see 1)	22.94
14072 - Computer Programmer II	(see 1)	25.86
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment	(200 2)	15.87
Operator		2010/
14160 - Personal Computer Support		22.10
Technician		22.10
14170 - System Support Specialist		26.16
15000 - Instructional Occupations		20.10
15010 - Aircrew Training Devices		29.86
Instructor (Non-Rated)		23.00
15020 - Aircrew Training Devices		36.14
Instructor (Rated)		50.14
15030 - Air Crew Training Devices		43.31
Instructor (Pilot)		40.01
		29.86
15050 - Computer Based Training		29.00
Specialist / Instructor		0E 10
15060 - Educational Technologist		25.13
15070 - Flight Instructor (Pilot)		43.31
15080 - Graphic Artist		20.82
15085 - Maintenance Test Pilot Fixed Jet/Prop		43.75
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15086 - Maintenance Test Pilot		43.75
Rotary Wing		
15088 - Non-Maintenance Test/Co-		43.75
Pilot		
15090 - Technical Instructor		20.82
15095 - Technical Instructor/Course		25.47
Developer		1 0 0 1
15110 - Test Proctor		16.81

15120 - Tutor	16.81
16000 - Laundry Dry-Cleaning Pressing	10.01
And Related Occupations	
16010 - Assembler	11.50
16030 - Counter Attendant	11.50
16040 - Dry Cleaner	13.74
16070 - Finisher Flatwork Machine	11.50
16090 - Presser Hand	11.50
16110 - Presser Machine Drycleaning	11.50
16130 - Presser Machine Shirts	11.50
16160 - Presser Machine Wearing	11.50
Apparel Laundry	11.00
16190 - Sewing Machine Operator	14.31
16220 - Tailor	14.88
16250 - Washer Machine	12.50
19000 - Machine Tool Operation And	
Repair Occupations	
19010 - Machine-Tool Operator (Tool	21.77
Room)	
19040 - Tool And Die Maker	25.73
21000 - Materials Handling And Packing	
Occupations	
21020 - Forklift Operator	17.93
21030 - Material Coordinator	23.12
21040 - Material Expediter	23.12
21050 - Material Handling Laborer	17.02
21071 - Order Filler	13.57
21080 - Production Line Worker (Food	17.93
Processing)	
21110 - Shipping Packer	16.69
21130 - Shipping/Receiving Clerk	16.69
21140 - Store Worker I	17.14
21150 - Stock Clerk	19.93
21210 - Tools And Parts Attendant	17.93
21410 - Warehouse Specialist	17.93
23000 - Mechanics And Maintenance And	
Repair Occupations	
23010 - Aerospace Structural Welder	28.74
23019 - Aircraft Logs and Records	23.71
Technician	
23021 - Aircraft Mechanic I	27.51
23022 - Aircraft Mechanic II	28.74
23023 - Aircraft Mechanic III	29.96
23040 - Aircraft Mechanic Helper	21.74
23050 - Aircraft Painter	26.18
23060 - Aircraft Servicer	23.71
23070 - Aircraft Survival Flight	26.18
Equipment Technician	
23080 - Aircraft Worker	24.85

23091 - Aircrew Life Support 24.85 Equipment (ALSE) Mechanic 27.51 Equipment (ALSE) Mechanic 27.51 Equipment (ALSE) Mechanic 25.40 11 23100 - Bicycle Repairer 21.22 23125 - Cable Splicer 45.32 23130 - Carpenter Maintenance 20.93 23140 - Carpet Layer 24.85 23160 - Electrician Maintenance 30.48 23181 - Electronics Technician 28.92 Maintenance I 23.36 23260 - Fabric Worker 23.36 23290 - Fire Alarm System Mechanic 27.51 2310 - Fire Extinguisher Repairer 21.87 2311 - Fuel Distribution System 21.87 23312 - Fuel Distribution System 21.87 23380 - Ground Support Equipment 23.71 Servicer 23391 - Gunsmith I 21.87 23391 - Gunsmith I 21.87 23392 - Gunsmith II 21.87 23393 - Gunsmith II 21.87 23391 - Gunsmith I 21.87	22001 - Dimensu Life Support	24.85
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23260 - Fabric Worker23.3623290 - Fire Alarm System Mechanic27.5123310 - Fire Extinguisher Repairer21.8723311 - Fuel Distribution System27.51Mechanic23312 - Fuel Distribution System21.87Operator23370 - General Maintenance Worker18.9223380 - Ground Support Equipment27.51Mechanic23381 - Ground Support Equipment23.71Servicer23392 - Ground Support Equipment24.85Worker23393 - Gunsmith I21.8723393 - Gunsmith II24.8523393 - Gunsmith II24.8523410 - Heating Ventilation And Air-26.20Conditioning24.30Mechanic27.5123410 - Heating Ventilation And Air-27.30Contidioning24.9323440 - Heavy Equipment Mechanic24.9323440 - Heavy Equipment Mechanic27.5123465 - Laboratory/Shelter Mechanic26.1823470 - Laborer17.0223510 - Locksmith32.4923510 - Locksmith32.492350 - Machinery Maintenance26.42Mechanic26.42	23183 - Electronics Technician	30.01
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Mechanic23312 - Fuel Distribution System21.87Operator23370 - General Maintenance Worker18.9223380 - Ground Support Equipment27.51Mechanic23.71Servicer23381 - Ground Support Equipment23.7123382 - Ground Support Equipment24.8523391 - Gunsmith I21.8723392 - Gunsmith II24.8523393 - Gunsmith III27.5123410 - Heating Ventilation And Air-26.20Conditioning24.81Mechanic27.30Contidioning24.932340 - Heavy Equipment Mechanic24.932340 - Heavy Equipment Mechanic24.9323465 - Laboratory/Shelter Mechanic27.5123465 - Laboratory/Shelter Mechanic27.5123470 - Laborer17.0223510 - Locksmith32.4923530 - Machinery Maintenance26.42Mechanic27.51	23310 - Fire Extinguisher Repairer	21.87
23312 - Fuel Distribution System21.87Operator23370 - General Maintenance Worker18.9223380 - Ground Support Equipment27.51Mechanic23.7123381 - Ground Support Equipment23.71Servicer23382 - Ground Support Equipment24.8523391 - Gunsmith I24.8523392 - Gunsmith II24.8523393 - Gunsmith II27.5123410 - Heating Ventilation And Air-26.20Conditioning27.30Mechanic27.3023410 - Heating Ventilation And Air27.30Conditioning31.742340 - Heavy Equipment Mechanic24.9323440 - Heavy Equipment Mechanic27.5123465 - Laboratory/Shelter Mechanic26.1823470 - Laborer17.0223510 - Locksmith32.4923530 - Machinery Maintenance26.42Mechanic26.42	23311 - Fuel Distribution System	27.51
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23370 - General Maintenance Worker 18.92 23380 - Ground Support Equipment 27.51 Mechanic 23381 - Ground Support Equipment 23.71 Servicer 23382 - Ground Support Equipment 24.85 Worker 24.85 Worker 21.87 23391 - Gunsmith I 21.87 23392 - Gunsmith III 24.85 23393 - Gunsmith III 24.85 23393 - Gunsmith III 27.51 2410 - Heating Ventilation And Air- 26.20 Conditioning 27.30 Conditioning 27.30 Contidioning 27.30 Contidioning 27.30 Contidioning 27.30 Contidioning 32440 - Heavy Equipment Mechanic 24.93 23440 - Heavy Equipment Mechanic 24.93 23440 - Heavy Equipment Mechanic 27.51 23465 - Laboratory/Shelter Mechanic 26.18 23470 - Laborer 17.02 23510 - Locksmith 32.49 23530 - Machinery Maintenance 26.42 Mechanic	—	
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23382 - Ground Support Equipment 24.85 Worker 23391 - Gunsmith I 21.87 23392 - Gunsmith II 24.85 23393 - Gunsmith III 24.85 23393 - Gunsmith III 27.51 23410 - Heating Ventilation And Air- 26.20 Conditioning Mechanic 26.20 Conditioning 27.30 Contidioning 27.30 Contidioning 27.30 Contidioning 31.74 23430 - Heavy Equipment Mechanic 24.93 23440 - Heavy Equipment Operator 31.74 23460 - Instrument Mechanic 27.51 23465 - Laboratory/Shelter Mechanic 26.18 23470 - Laborer 17.02 23510 - Locksmith 32.49 23530 - Machinery Maintenance 26.42 Mechanic		
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23393 - Gunsmith III27.5123410 - Heating Ventilation And Air-26.20Conditioning		
23410 - Heating Ventilation And Air-26.20ConditioningMechanic23411 - Heating Ventilation And Air27.30Contidioning27.30Mechanic (Research Facility)23430 - Heavy Equipment Mechanic23440 - Heavy Equipment Operator31.7423460 - Instrument Mechanic27.5123465 - Laboratory/Shelter Mechanic26.1823470 - Laborer17.0223510 - Locksmith32.492530 - Machinery Maintenance26.42Mechanic26.42		
Conditioning Mechanic 23411 - Heating Ventilation And Air 27.30 Contidioning Mechanic (Research Facility) 23430 - Heavy Equipment Mechanic 24.93 23440 - Heavy Equipment Operator 31.74 23460 - Instrument Mechanic 27.51 23465 - Laboratory/Shelter Mechanic 26.18 23470 - Laborer 17.02 23510 - Locksmith 32.49 23530 - Machinery Maintenance 26.42 Mechanic		
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23411 - Heating Ventilation And Air27.30Contidioning	-	
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Mechanic (Research Facility)23430 - Heavy Equipment Mechanic24.9323440 - Heavy Equipment Operator31.7423460 - Instrument Mechanic27.5123465 - Laboratory/Shelter Mechanic26.1823470 - Laborer17.0223510 - Locksmith32.4923530 - Machinery Maintenance26.42Mechanic26.42	-	27.30
23430 - Heavy Equipment Mechanic 24.93 23440 - Heavy Equipment Operator 31.74 23460 - Instrument Mechanic 27.51 23465 - Laboratory/Shelter Mechanic 26.18 23470 - Laborer 17.02 23510 - Locksmith 32.49 23530 - Machinery Maintenance 26.42 Mechanic 26.42	5	
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23470 - Laborer 17.02 23510 - Locksmith 32.49 23530 - Machinery Maintenance 26.42 Mechanic 26.42		
23510 - Locksmith 32.49 23530 - Machinery Maintenance 26.42 Mechanic	_	
23530 - Machinery Maintenance 26.42 Mechanic		
Mechanic		
	-	26.42
23550 - Machinist Maintenance24.02		0.4.5.5
	23550 - Machinist Maintenance	24.02

23580 - Maintenance Trades Helper	19.04
23591 - Metrology Technician I	27.51
23592 - Metrology Technician II	28.74
23593 - Metrology Technician III	29.96
23640 - Millwright	33.98
23710 - Office Appliance Repairer	25.40
23760 - Painter Maintenance	25.67
23790 - Pipefitter Maintenance	41.45
23810 - Plumber Maintenance	39.36
23820 - Pneudraulic Systems Mechanic	27.51
23850 - Rigger	27.51
23870 - Scale Mechanic	24.85
23890 - Sheet-Metal Worker	30.32
Maintenance	0.0 1.0
23910 - Small Engine Mechanic	23.13
23931 - Telecommunications Mechanic	30.73
I	01 00
23932 - Telecommunications Mechanic	31.90
II	
23950 - Telephone Lineman	27.51
23960 - Welder Combination	20.29
Maintenance	
23965 - Well Driller	27.51
23970 - Woodcraft Worker	27.51
23980 - Woodworker	21.87
24000 - Personal Needs Occupations	01 00
24550 - Case Manager	21.30
24570 - Child Care Attendant 24580 - Child Care Center Clerk	11.57
24580 - Child Care Center Clerk 24610 - Chore Aide	15.08 11.50
24610 - Chore Arde 24620 - Family Readiness And Support	21.30
Services	21.30
Coordinator	
24630 - Homemaker	21.30
25000 - Plant And System Operations	21.50
Occupations	
25010 - Boiler Tender	45.14
25040 - Sewage Plant Operator	23.19
25070 - Stationary Engineer	45.14
25190 - Ventilation Equipment Tender	33.55
25210 - Water Treatment Plant	23.19
Operator	20.19
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.46
27007 - Baggage Inspector	17.95
27008 - Corrections Officer	26.24
27010 - Court Security Officer	22.90
27030 - Detection Dog Handler	20.07
27040 - Detention Officer	26.24
27070 - Firefighter	21.13

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27101 - Guard I			17.95
27102 - Guard II			20.07
27131 - Police Officer I			22.90
27132 - Police Officer II			25.44
28000 - Recreation Occupations			
28041 - Carnival Equipment Operator			13.67
28042 - Carnival Equipment Repairer			14.34
28043 - Carnival Worker			10.97
28210 - Gate Attendant/Gate Tender			13.50
28310 - Lifeguard			11.97
28350 - Park Attendant (Aide)			15.09
28510 - Recreation Aide/Health			11.01
Facility Attendant			
28515 - Recreation Specialist			18.70
28630 - Sports Official			12.01
28690 - Swimming Pool Operator			16.28
29000 - Stevedoring/Longshoremen			
Occupational Services			
29010 - Blocker And Bracer			24.85
29020 - Hatch Tender			24.85
29030 - Line Handler			24.85
29041 - Stevedore I			23.36
29042 - Stevedore II			26.18
30000 - Technical Occupations			
30010 - Air Traffic Control	(see	2)	40.29
Specialist Center (HFO)			
30011 - Air Traffic Control	(see	2)	27.78
Specialist Station (HFO)			
30012 - Air Traffic Control			30.59
Specialist Terminal (HFO) (see 2)			
30021 - Archeological Technician I			18.22
30022 - Archeological Technician II			20.38
30023 - Archeological Technician III			25.24
30030 - Cartographic Technician			25.24
30040 - Civil Engineering Technician			28.88
30051 - Cryogenic Technician I			26.85
30052 - Cryogenic Technician II			29.66
30061 - Drafter/CAD Operator I			18.22
30062 - Drafter/CAD Operator II			20.38
30063 - Drafter/CAD Operator III			22.72
30064 - Drafter/CAD Operator IV			27.96
30081 - Engineering Technician I			15.58
30082 - Engineering Technician II			18.66
30083 - Engineering Technician III			21.49
30084 - Engineering Technician IV			26.30
30085 - Engineering Technician V			29.66
30086 - Engineering Technician VI			35.89
30090 - Environmental Technician			24.25
30095 - Evidence Control Specialist			24.25
30210 - Laboratory Technician			24.99

30221 - Latent Fingerprint Technician I		26.85
30222 - Latent Fingerprint		29.66
Technician II		05 04
30240 - Mathematical Technician		25.24
30361 - Paralegal/Legal Assistant I		20.04
30362 - Paralegal/Legal Assistant II		24.83
30363 - Paralegal/Legal Assistant		30.37
III		
30364 - Paralegal/Legal Assistant IV		36.76
30375 - Petroleum Supply Specialist		29.66
30390 - Photo-Optics Technician		25.24
30395 - Radiation Control Technician		29.66
30461 - Technical Writer I		25.24
30462 - Technical Writer II		30.89
30463 - Technical Writer III		37.36
30491 - Unexploded Ordnance (UXO)		25.60
Technician I		
30492 - Unexploded Ordnance (UXO)		30.98
Technician II		
30493 - Unexploded Ordnance (UXO)		37.13
Technician III		
30494 - Unexploded (UXO) Safety		25.60
Escort		
30495 - Unexploded (UXO) Sweep		25.60
Personnel		
30501 - Weather Forecaster I		26.85
30502 - Weather Forecaster II		32.67
	e 2)	22.72
Upper Air Or	2 2)	~~ • • • ~
Surface Dreamand		
Surface Programs	2)	25 24
30621 - Weather Observer Senior (see	e 2)	25.24
30621 - Weather Observer Senior(see31000 - Transportation/Mobile	e 2)	25.24
30621 - Weather Observer Senior(see31000 - Transportation/MobileEquipment Operation Occupations	e 2)	
30621 - Weather Observer Senior(Sec31000 - Transportation/MobileEquipment Operation Occupations31010 - Airplane Pilot	e 2)	30.98
30621 - Weather Observer Senior (see 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide	e 2)	30.98 14.37
30621 - Weather Observer Senior (Sec 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver	e 2)	30.98 14.37 18.44
30621 - Weather Observer Senior (see 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide	e 2)	30.98 14.37 18.44 15.40
30621 - Weather Observer Senior (Sec 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver	e 2)	30.98 14.37 18.44
30621 - Weather Observer Senior (Sec 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier	e 2)	30.98 14.37 18.44 15.40
30621 - Weather Observer Senior (see 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant	e 2)	30.98 14.37 18.44 15.40 12.48
30621 - Weather Observer Senior (Sec 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver	e 2)	30.98 14.37 18.44 15.40 12.48 16.26
30621 - Weather Observer Senior (see 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver	e 2)	30.98 14.37 18.44 15.40 12.48 16.26 15.63
30621 - Weather Observer Senior (see 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium	e 2)	30.98 14.37 18.44 15.40 12.48 16.26 15.63 16.26 17.25
30621 - Weather Observer Senior (Sec 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy	e 2)	30.98 14.37 18.44 15.40 12.48 16.26 15.63 16.26 17.25 19.58
30621 - Weather Observer Senior (see 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer	e 2)	30.98 14.37 18.44 15.40 12.48 16.26 15.63 16.26 17.25
30621 - Weather Observer Senior (see 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations	e 2)	30.98 14.37 18.44 15.40 12.48 16.26 15.63 16.26 17.25 19.58 19.58
30621 - Weather Observer Senior (Sec 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist	e 2)	30.98 14.37 18.44 15.40 12.48 16.26 15.63 16.26 17.25 19.58 19.58 19.58
30621 - Weather Observer Senior (see 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist 99030 - Cashier	e 2)	30.98 14.37 18.44 15.40 12.48 16.26 15.63 16.26 17.25 19.58 19.58 19.58 19.58
30621 - Weather Observer Senior (Sec 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist	e 2)	30.98 14.37 18.44 15.40 12.48 16.26 15.63 16.26 17.25 19.58 19.58 19.58

99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	12.65
I	
99252 - Laboratory Animal Caretaker	13.53
II	
99260 - Marketing Analyst	24.82
99310 - Mortician	22.74
99410 - Pest Controller	16.42
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	20.46
99711 - Recycling Specialist	22.81
99730 - Refuse Collector	18.77
99810 - Sales Clerk	11.45
99820 - School Crossing Guard	14.43
99830 - Survey Party Chief	22.65
99831 - Surveying Aide	14.14
99832 - Surveying Technician	20.50
99840 - Vending Machine Attendant	21.46
99841 - Vending Machine Repairer	26.12
99842 - Vending Machine Repairer	21.46
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 per month*

*This rate is to be used only when compensating employees for performance on an SCAcovered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706. VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 15 years and 5 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

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

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

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

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

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

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

overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

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

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

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

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

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT	U.S. DEPARTMENT OF LABOR
By direction of the Secretary of Labor	WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Daniel W. Simms Division of Director Wage Determinations	Wage Determination No.: 2015-5055 Revision No.: 19 Date Of Last Revision: 12/27/2021

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022 Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022 Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Illinois

Area: Illinois Counties of Douglas Edgar

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		14.19
01012 - Accounting Clerk II		15.94
01013 - Accounting Clerk III		17.82
01020 - Administrative Assistant		22.23
01035 - Court Reporter		17.35
01041 - Customer Service		13.08
Representative I		
01042 - Customer Service		14.27
Representative II		

01043 - Customer Service Representative III		16.03
01051 - Data Entry Operator I		14.51
01052 - Data Entry Operator II		15.84
01060 - Dispatcher Motor Vehicle		19.11
01070 - Document Preparation Clerk		13.82
01090 - Duplicating Machine Operator		13.82
01111 - General Clerk I		13.57
01112 - General Clerk II		14.81
01113 - General Clerk III		16.62
01120 - Housing Referral Assistant		19.34
01141 - Messenger Courier		12.00
01191 - Order Clerk I		13.39
01192 - Order Clerk II		15.02
01261 - Personnel Assistant		15.53
(Employment) I		10.00
01262 - Personnel Assistant		17.37
(Employment) II		
01263 - Personnel Assistant		19.36
(Employment) III		
01270 - Production Control Clerk		21.23
01290 - Rental Clerk		14.15
01300 - Scheduler Maintenance		15.52
01311 - Secretary I		15.52
01312 - Secretary II		17.35
01313 - Secretary III		19.34
01320 - Service Order Dispatcher		17.07
01410 - Supply Technician		22.23
01420 - Survey Worker		15.45
01460 - Switchboard		12.98
Operator/Receptionist		
01531 - Travel Clerk I		14.48
01532 - Travel Clerk II		
VIJJE - ILAVEL CIELK II		15.67
01532 - Travel Clerk II 01533 - Travel Clerk III		15.67 16.97
01533 - Travel Clerk III 01611 - Word Processor I		16.97 13.82
01533 - Travel Clerk III		16.97
01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III		16.97 13.82 15.52
01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations		16.97 13.82 15.52
01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III		16.97 13.82 15.52 17.35
01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer	Electrician	16.97 13.82 15.52 17.35 21.36
01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass	Electrician	16.97 13.82 15.52 17.35 21.36
01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass 05010 - Automotive	Electrician	16.97 13.82 15.52 17.35 21.36 18.64
01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotive Body Repairer Fiberglass 05010 - Automotive 05040 - Automotive Glass Installer	Electrician	16.97 13.82 15.52 17.35 21.36 18.64 17.41
01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotive Body Repairer Fiberglass 05010 - Automotive 05040 - Automotive Glass Installer 05070 - Automotive Worker	Electrician	16.97 13.82 15.52 17.35 21.36 18.64 17.41 17.41
01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotive Body Repairer Fiberglass 05010 - Automotive 05040 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer	Electrician	16.97 13.82 15.52 17.35 21.36 18.64 17.41 17.41 15.99
01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotile Body Repairer Fiberglass 05010 - Automotive 05010 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal	Electrician	16.97 13.82 15.52 17.35 21.36 18.64 17.41 17.41 15.99
01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotive Body Repairer Fiberglass 05010 - Automotive 05040 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic	Electrician	16.97 13.82 15.52 17.35 21.36 18.64 17.41 17.41 15.99 19.05
01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotive Service Occupations 05005 - Automotile Body Repairer Fiberglass 05010 - Automotive Glass Installer 05040 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic 05160 - Motor Equipment Metal Worker	Electrician	16.97 13.82 15.52 17.35 21.36 18.64 17.41 17.41 15.99 19.05

05250 - Motor Vehicle Upholstery Worker	17.41
	1 7 4 1
05280 - Motor Vehicle Wrecker	17.41
05310 - Painter Automotive	18.07
05340 - Radiator Repair Specialist	17.41
05370 - Tire Repairer	15.41
05400 - Transmission Repair	19.05
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	11.98
07041 - Cook I	13.26
07042 - Cook II	15.19
07070 - Dishwasher	9.64
07130 - Food Service Worker	11.51
07210 - Meat Cutter	13.41
07260 - Waiter/Waitress	9.59
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	18.67
09040 - Furniture Handler	12.54
09080 - Furniture Refinisher	18.51
09090 - Furniture Refinisher Helper	14.29
09110 - Furniture Repairer Minor	16.42
09130 - Upholsterer	18.51
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	13.09
11060 - Elevator Operator	12.95
11090 - Gardener	17.76
11122 - Housekeeping Aide	13.66
11150 - Janitor	13.66
11210 - Laborer Grounds Maintenance	13.83
11240 - Maid or Houseman	10.97
11260 - Pruner	12.53
11270 - Tractor Operator	16.46
11330 - Trail Maintenance Worker	13.83
11360 - Window Cleaner	14.63
12000 - Health Occupations	
12010 - Ambulance Driver	17.40
12011 - Breath Alcohol Technician	18.58
12012 - Certified Occupational	23.56
Therapist Assistant	
	26 FF
-	26.55
12015 - Certified Physical Therapist Assistant	20.33
12015 - Certified Physical Therapist	
12015 - Certified Physical Therapist Assistant 12020 - Dental Assistant	18.38 29.16
12015 - Certified Physical Therapist Assistant 12020 - Dental Assistant 12025 - Dental Hygienist	18.38 29.16
12015 - Certified Physical Therapist Assistant 12020 - Dental Assistant 12025 - Dental Hygienist 12030 - EKG Technician	18.38 29.16 25.03
12015 - Certified Physical Therapist Assistant 12020 - Dental Assistant 12025 - Dental Hygienist	18.38 29.16

12040 - Emergency Medical Technician	17.40
12071 - Licensed Practical Nurse I	16.62
12072 - Licensed Practical Nurse II	18.58
12073 - Licensed Practical Nurse III	20.71
12100 - Medical Assistant	16.28
12130 - Medical Laboratory	24.71
Technician	
12160 - Medical Record Clerk	16.69
12190 - Medical Record Technician	18.90
12195 - Medical Transcriptionist	17.59
12210 - Nuclear Medicine	40.83
Technologist	
12221 - Nursing Assistant I	12.16
12222 - Nursing Assistant II	13.66
12223 - Nursing Assistant III	14.91
12224 - Nursing Assistant IV	16.75
12235 - Optical Dispenser	16.79
12236 - Optical Technician	16.62
12250 - Pharmacy Technician	15.29
12280 - Phlebotomist	15.02
12305 - Radiologic Technologist	25.87
12311 - Registered Nurse I	23.04
12312 - Registered Nurse II	28.18
12313 - Registered Nurse II	28.18
Specialist	
12314 - Registered Nurse III	34.10
12315 - Registered Nurse III	34.10
Anesthetist	
12316 - Registered Nurse IV	40.87
12317 - Scheduler (Drug and Alcohol	23.02
Testing)	
12320 - Substance Abuse Treatment	16.71
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	16.23
13012 - Exhibits Specialist II	20.22
13013 - Exhibits Specialist III	24.66
13041 - Illustrator I	16.23
13042 - Illustrator II	20.22
13043 - Illustrator III	24.66
13047 - Librarian	22.22
13050 - Library Aide/Clerk	12.84
13054 - Library Information	20.22
Technology Systems	
Administrator	
13058 - Library Technician	14.42
13061 - Media Specialist I	14.98
13062 - Media Specialist II	16.76
13063 - Media Specialist III	18.69

13071 - Photographer I		14.25
13072 - Photographer II		15.93
13073 - Photographer III		19.73
13074 - Photographer IV		24.15
13075 - Photographer V		29.21
13090 - Technical Order Library		15.11
Clerk		
13110 - Video Teleconference		13.48
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		17.03
14042 - Computer Operator II		19.04
14043 - Computer Operator III		21.24
14044 - Computer Operator IV		23.60
14045 - Computer Operator V		26.14
14071 - Computer Programmer I	(see 1)	21.90
14072 - Computer Programmer II	(see 1)	27.14
14073 - Computer Programmer III	(see 1)	<i>L</i> / • <i>⊥</i> 1
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14102 - Computer Systems Analyst II 14103 - Computer Systems Analyst III	(see 1)	
14105 - Computer Systems Analyst III 14150 - Peripheral Equipment	(266 1)	17.03
Operator		17.05
-		23.60
14160 - Personal Computer Support		23.60
Technician		
14170 - System Support Specialist		28.09
15000 - Instructional Occupations		07 06
15010 - Aircrew Training Devices		27.36
Instructor (Non-Rated)		00.11
15020 - Aircrew Training Devices		33.11
Instructor (Rated)		
15030 - Air Crew Training Devices		39.69
Instructor (Pilot)		
15050 - Computer Based Training		27.36
Specialist / Instructor		
15060 - Educational Technologist		34.27
15070 - Flight Instructor (Pilot)		39.69
15080 - Graphic Artist		19.81
15085 - Maintenance Test Pilot Fixed		39.69
Jet/Prop		
15086 - Maintenance Test Pilot		39.69
Rotary Wing		
15088 - Non-Maintenance Test/Co-		39.69
Pilot		
15090 - Technical Instructor		23.51
15095 - Technical Instructor/Course		30.42
Developer		
15110 - Test Proctor		17.45

15120 - Tutor	17.45
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations	1 - 01
16010 - Assembler	15.31
16030 - Counter Attendant	15.31
16040 - Dry Cleaner	17.50
16070 - Finisher Flatwork Machine	15.31
16090 - Presser Hand	15.31
16110 - Presser Machine Drycleaning	15.31
16130 - Presser Machine Shirts	15.31
16160 - Presser Machine Wearing	15.31
Apparel Laundry	10.02
16190 - Sewing Machine Operator	18.23
16220 - Tailor	18.96
16250 - Washer Machine	16.04
19000 - Machine Tool Operation And	
Repair Occupations	05.50
19010 - Machine-Tool Operator (Tool	25.59
Room)	
19040 - Tool And Die Maker	30.77
21000 - Materials Handling And Packing	
Occupations	
21020 - Forklift Operator	21.54
21030 - Material Coordinator	21.23
21040 - Material Expediter	21.23
21050 - Material Handling Laborer	16.19
21071 - Order Filler	14.92
21080 - Production Line Worker (Food	21.54
Processing)	
21110 - Shipping Packer	15.99
21130 - Shipping/Receiving Clerk	15.99
21140 - Store Worker I	14.17
21150 - Stock Clerk	19.15
21210 - Tools And Parts Attendant	21.54
21410 - Warehouse Specialist	21.54
23000 - Mechanics And Maintenance And	
Repair Occupations	
23010 - Aerospace Structural Welder	28.10
23019 - Aircraft Logs and Records	22.54
Technician	
23021 - Aircraft Mechanic I	26.83
23022 - Aircraft Mechanic II	28.10
23023 - Aircraft Mechanic III	29.36
23040 - Aircraft Mechanic Helper	19.48
23050 - Aircraft Painter	25.45
23060 - Aircraft Servicer	22.54
23070 - Aircraft Survival Flight	25.45
Equipment Technician	
23080 - Aircraft Worker	24.07

	04 07
23091 - Aircrew Life Support	24.07
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	26.83
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	25.45
23120 - Bicycle Repairer	20.80
23125 - Cable Splicer	43.77
23130 - Carpenter Maintenance	24.42
23140 - Carpet Layer	24.77
23160 - Electrician Maintenance	28.77
23181 - Electronics Technician	24.31
Maintenance I	
23182 - Electronics Technician	25.70
Maintenance II	
23183 - Electronics Technician	27.10
Maintenance III	
23260 - Fabric Worker	22.54
23290 - Fire Alarm System Mechanic	26.83
23310 - Fire Extinguisher Repairer	21.02
23311 - Fuel Distribution System	26.83
Mechanic	
23312 - Fuel Distribution System	21.02
Operator	
23370 - General Maintenance Worker	19.17
23380 - Ground Support Equipment	26.83
Mechanic	
23381 - Ground Support Equipment	22.54
Servicer	
23382 - Ground Support Equipment	24.07
Worker	
23391 - Gunsmith I	21.02
23392 - Gunsmith II	24.07
23393 - Gunsmith III	26.83
23410 - Heating Ventilation And Air-	26.81
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	28.08
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	29.04
23440 - Heavy Equipment Operator	32.32
23460 - Instrument Mechanic	26.83
23465 - Laboratory/Shelter Mechanic	25.45
23470 - Laborer	16.19
23510 - Locksmith	25.19
23530 - Machinery Maintenance	24.53
Mechanic	
23550 - Machinist Maintenance	21.77

23580 - Maintenance Trades Helper	16.90
23591 - Metrology Technician I	26.83
23592 - Metrology Technician II	28.10
23593 - Metrology Technician III	29.36
23640 - Millwright	26.83
23710 - Office Appliance Repairer	25.19
23760 - Painter Maintenance	23.03
23790 - Pipefitter Maintenance	34.33
23810 - Plumber Maintenance	32.62
23820 - Pneudraulic Systems Mechanic	26.83
23850 - Rigger	26.83
23870 - Scale Mechanic	24.07
23890 - Sheet-Metal Worker	29.10
Maintenance	0.0 1.0
23910 - Small Engine Mechanic	22.10
23931 - Telecommunications Mechanic	27.60
I	
23932 - Telecommunications Mechanic	28.62
II	
23950 - Telephone Lineman	26.83
23960 - Welder Combination	20.56
Maintenance	
23965 - Well Driller	26.83
23970 - Woodcraft Worker	26.83
23980 - Woodworker	21.02
24000 - Personal Needs Occupations	14 00
24550 - Case Manager	14.96
24570 - Child Care Attendant 24580 - Child Care Center Clerk	10.27
24500 - Child Care Center Clerk 24610 - Chore Aide	12.80 12.50
24610 - Chore Aide 24620 - Family Readiness And Support	14.96
Services	14.90
Coordinator	
24630 - Homemaker	14.96
25000 - Plant And System Operations	14.90
Occupations	
25010 - Boiler Tender	32.66
25040 - Sewage Plant Operator	23.80
25070 - Stationary Engineer	32.66
25190 - Ventilation Equipment Tender	22.86
25210 - Water Treatment Plant	23.80
Operator	23.00
27000 - Protective Service Occupations	
27004 - Alarm Monitor	21.32
27007 - Baggage Inspector	14.36
27008 - Corrections Officer	29.88
27010 - Court Security Officer	23.83
27030 - Detection Dog Handler	16.41
27040 - Detention Officer	29.88
27070 - Firefighter	25.56
	20.00

27101 - Guard I		14.36
27102 - Guard II		16.41
27131 - Police Officer I		25.26
27132 - Police Officer II		28.09
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		12.38
28042 - Carnival Equipment Repairer		13.30
28043 - Carnival Worker		10.24
28210 - Gate Attendant/Gate Tender		14.52
28310 - Lifeguard		12.94
28350 - Park Attendant (Aide)		16.25
28510 - Recreation Aide/Health		11.86
Facility Attendant		
28515 - Recreation Specialist		20.13
28630 - Sports Official		12.94
28690 - Swimming Pool Operator		25.45
29000 - Stevedoring/Longshoremen		
Occupational Services		
29010 - Blocker And Bracer		25.82
29020 - Hatch Tender		25.82
29030 - Line Handler		25.82
29041 - Stevedore I		24.18
29042 - Stevedore II		27.30
30000 - Technical Occupations		
30010 - Air Traffic Control	(see 2)	40.88
Specialist Center (HFO)		
30011 - Air Traffic Control	(see 2)	28.18
Specialist Station (HFO)		
30012 - Air Traffic Control		31.04
Specialist Terminal (HFO) (see 2)		
30021 - Archeological Technician I		16.31
30022 - Archeological Technician II		18.26
30023 - Archeological Technician III		22.61
30030 - Cartographic Technician		22.61
30040 - Civil Engineering Technician		26.91
30051 - Cryogenic Technician I		25.04
30052 - Cryogenic Technician II		27.65
30061 - Drafter/CAD Operator I		16.31
30062 - Drafter/CAD Operator II		18.26
30063 - Drafter/CAD Operator III		20.34
30064 - Drafter/CAD Operator IV		25.04
30081 - Engineering Technician I		15.19
30082 - Engineering Technician II		17.41
30083 - Engineering Technician III		19.48
30084 - Engineering Technician IV		24.12
30085 - Engineering Technician V		29.52
30086 - Engineering Technician VI		33.46
30090 - Environmental Technician		22.61
30095 - Evidence Control Specialist		22.61
30210 - Laboratory Technician		28.57

30221 - Latent Fingerprint	25.04
Technician I	
30222 - Latent Fingerprint	27.65
Technician II	
30240 - Mathematical Technician	22.61
30361 - Paralegal/Legal Assistant I	19.83
30362 - Paralegal/Legal Assistant II	24.56
30363 - Paralegal/Legal Assistant	30.04
III	
30364 - Paralegal/Legal Assistant IV	36.34
30375 - Petroleum Supply Specialist	27.65
30390 - Photo-Optics Technician	21.92
30395 - Radiation Control Technician	27.65
30461 - Technical Writer I	22.61
30462 - Technical Writer II	27.65
30463 - Technical Writer III	33.46
30491 - Unexploded Ordnance (UXO)	25.98
Technician I	
30492 - Unexploded Ordnance (UXO)	31.43
Technician II	
30493 - Unexploded Ordnance (UXO)	37.67
Technician III	
30494 - Unexploded (UXO) Safety	25.98
Escort	20.00
30495 - Unexploded (UXO) Sweep	25.98
Personnel	20.90
30501 - Weather Forecaster I	25.04
30502 - Weather Forecaster II	30.45
30620 - Weather Observer Combined (see 2)	
Upper Air Or	20.01
Surface Programs	
30621 - Weather Observer Senior (see 2)	22.61
31000 - Transportation/Mobile	22.01
-	
Kalloment Operation Occupations	
Equipment Operation Occupations	31 43
31010 - Airplane Pilot	31.43 13.98
31010 - Airplane Pilot 31020 - Bus Aide	13.98
31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver	13.98 19.04
31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier	13.98 19.04 16.45
31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant	13.98 19.04 16.45 12.52
<pre>31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver</pre>	13.98 19.04 16.45 12.52 17.75
<pre>31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver</pre>	13.98 19.04 16.45 12.52 17.75 15.13
<pre>31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light</pre>	13.98 19.04 16.45 12.52 17.75 15.13 17.75
<pre>31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium</pre>	13.98 19.04 16.45 12.52 17.75 15.13 17.75 19.04
<pre>31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy</pre>	13.98 19.04 16.45 12.52 17.75 15.13 17.75 19.04 20.20
<pre>31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer</pre>	13.98 19.04 16.45 12.52 17.75 15.13 17.75 19.04
<pre>31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations</pre>	13.98 19.04 16.45 12.52 17.75 15.13 17.75 19.04 20.20 20.20
<pre>31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Medium 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist</pre>	13.98 19.04 16.45 12.52 17.75 15.13 17.75 19.04 20.20 20.20 15.32
<pre>31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Medium 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist 99030 - Cashier</pre>	13.98 19.04 16.45 12.52 17.75 15.13 17.75 19.04 20.20 20.20 15.32 10.62
<pre>31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Medium 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist</pre>	13.98 19.04 16.45 12.52 17.75 15.13 17.75 19.04 20.20 20.20 15.32

99130 - Flight Follower	25.98
99251 - Laboratory Animal Caretaker	14.25
I	
99252 - Laboratory Animal Caretaker	15.36
II	
99260 - Marketing Analyst	23.22
99310 - Mortician	23.49
99410 - Pest Controller	19.71
99510 - Photofinishing Worker	13.65
99710 - Recycling Laborer	17.43
99711 - Recycling Specialist	20.75
99730 - Refuse Collector	15.79
99810 - Sales Clerk	12.08
99820 - School Crossing Guard	15.84
99830 - Survey Party Chief	21.14
99831 - Surveying Aide	13.84
99832 - Surveying Technician	18.95
99840 - Vending Machine Attendant	20.80
99841 - Vending Machine Repairer	25.71
99842 - Vending Machine Repairer	20.80
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 per month*

*This rate is to be used only when compensating employees for performance on an SCAcovered 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 4 weeks after 15 years and 5 weeks after 25 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of twelve paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday 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: 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:

 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)).

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT	U.S. DEPARTMENT OF LABOR
By direction of the Secretary of Labor	WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Daniel W. Simms Division of Director Wage Determinations	<pre> Wage Determination No.: 2015-5057 Revision No.: 19 Date Of Last Revision: 12/27/2021 </pre>

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022 Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022 Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Illinois

Area: Illinois Counties of Clark Coles Crawford Cumberland Jasper

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		14.19
01012 - Accounting Clerk II		15.94
01013 - Accounting Clerk III		19.48
01020 - Administrative Assistant		22.23
01035 - Court Reporter		17.35
01041 - Customer Service		13.08
Representative I		
01042 - Customer Service		14.27
Representative II		

Representative III 14.42 01051 - Data Entry Operator I 14.42 01052 - Data Entry Operator II 15.73 01060 - Dispatcher Motor Vehicle 19.11 01070 - Document Preparation Clerk 13.82 01111 - General Clerk I 13.40 01112 - General Clerk II 14.61 01113 - General Clerk II 16.62 01120 - Housing Referral Assistant 19.34 01141 - Messenger Courier 11.46 01192 - Order Clerk II 13.77 01261 - Personnel Assistant 20.66 (Employment) II 01262 - Personnel Assistant 23.03 (Employment) III 01270 - Production Control Clerk 21.23 01200 - Scheduler Maintenance 15.52 01310 - Scheduler Maintenance 15.52 01313 - Secretary II 17.07 01420 - Survey Worker 14.37 01420 - Survey Worker 14.37 01420 - Survey Worker 14.37 01410 - Supply Technician 22.98 01921 - Travel Clerk II 16.97 01531 - Travel Clerk II 16.97	01043 - Customer Service		16.03
01052 - Data Entry Operator II 15.73 01060 - Dispatcher Motor Vehicle 19.11 01070 - Document Preparation Clerk 13.82 01111 - General Clerk I 13.40 01112 - General Clerk II 14.61 01113 - General Clerk III 16.62 01120 - Housing Referral Assistant 19.34 01111 - General Clerk II 16.62 01120 - Housing Referral Assistant 19.34 01191 - Order Clerk I 13.77 01262 - Personnel Assistant 20.66 (Employment) II 01263 - Personnel Assistant 20.66 (Employment) II 01270 - Production Control Clerk 21.23 01290 - Rental Clerk 21.23 01290 - Secretary I 01301 - Scheduler Maintenance 15.52 01311 - Secretary II 19.34 01320 - Service Order Dispatcher 17.07 01410 - Supply Technician 22.23 01420 - Survice Order Dispatcher 13.82 01531 - Taxel Clerk II 16.97 01533 - Travel Clerk II 18.47 01533 - Travel Clerk II 17.35 01530 -	-		1 4 4 0
01060 - Dispatcher Motor Vehicle 19.11 01070 - Document Preparation Clerk 13.82 01090 - Duplicating Machine Operator 13.82 01111 - General Clerk I 13.40 01112 - General Clerk II 14.61 01113 - General Clerk II 16.62 01120 - Housing Referral Assistant 19.34 01141 - Messenger Courier 11.46 01191 - Order Clerk II 13.77 01262 - Personnel Assistant 20.66 (Employment) I 01263 - Personnel Assistant 23.03 (Employment) III 01263 - Personnel Assistant 23.03 (Imployment) III 01270 - Production Control Clerk 21.23 01300 - Scheduler Maintenance 15.52 01311 - Secretary I 17.35 01312 - Secretary III 19.34 01410 - Supply Technician 22.23 01420 - Survey Worker 14.37 01410 - Surply Technician 22.98 0perator/Receptionist 13.82 01531 - Travel Clerk II 14.48 01532 - Travel Clerk II 15.52 01611 - Word Processor II <th></th> <th></th> <th>-</th>			-
01070 - Document Preparation Clerk 13.82 01090 - Duplicating Machine Operator 13.82 01111 - General Clerk I 13.82 01112 - General Clerk II 14.61 01113 - General Clerk III 16.62 01120 - Housing Referral Assistant 19.34 01141 - Messenger Courier 11.46 01191 - Order Clerk I 13.77 0192 - Order Clerk II 15.02 01261 - Personnel Assistant 28.47 (Employment) I 23.03 (Employment) III 01263 - Personnel Assistant 23.03 (Employment) III 01270 - Production Control Clerk 21.23 01290 - Rental Clerk 14.51 15.52 01311 - Secretary I 15.52 01312 - Secretary III 17.07 01400 - Supply Technician 22.98 01410 - Supply Technician 12.98 01420 - Survey Worker 14.37 01460 - Switchboard 12.98 01531 - Travel Clerk II 14.48 01532 - Travel Clerk II 15.52 01613 - Word Processor II 15.52			
01090 - Duplicating Machine Operator 13.82 01111 - General Clerk I 13.40 01112 - General Clerk II 14.61 01113 - General Clerk III 16.62 01120 - Housing Referral Assistant 19.34 01141 - Messenger Courier 11.66 01192 - Order Clerk I 13.77 01192 - Order Clerk I 13.77 01192 - Order Clerk I 13.77 01261 - Personnel Assistant 20.66 (Employment) I 01263 - Personnel Assistant 23.03 (Employment) II 01270 - Production Control Clerk 21.23 01290 - Rental Clerk I 15.52 01311 - Secretary I 15.52 01311 - Secretary II 17.35 01313 - Secretary II 19.34 01400 - Supply Technician 22.23 01420 - Survey Worker 14.37 01410 - Supply Technician 22.23 01420 - Survey Worker 14.37 01531 - Travel Clerk I 15.52 113.82 15.52 01531 - Travel Clerk II 15.52 113.82 01612 - Word Processor II 13.82 01612 - Word Processor I	-		
01111 - General Clerk I 13.40 01112 - General Clerk II 14.61 01113 - General Clerk III 16.62 01120 - Housing Referral Assistant 19.34 01141 - Messenger Courier 11.46 01191 - Order Clerk I 13.77 01192 - Order Clerk II 15.02 01261 - Personnel Assistant 28.47 (Employment) I 01262 - Personnel Assistant 23.03 (Employment) III 01263 - Personnel Assistant 23.03 (Employment) III 01270 - Production Control Clerk 21.23 01270 - Production Control Clerk 14.51 01300 - Scheduler Maintenance 15.52 01311 - Secretary I 17.35 01320 - Service Order Dispatcher 17.07 01410 - Supply Technician 22.23 01420 - Survey Worker 14.37 01460 - Switchboard 12.98 Operator/Receptionist 13.82 01531 - Travel Clerk II 15.52 01531 - Travel Clerk III 15.67 01533 - Travel Clerk III 15.52 01513 - Word Processor II 17.35 05000 - Automotive Service Occupations <t< th=""><th>-</th><th></th><th></th></t<>	-		
01112 - General Clerk II 14.61 01113 - General Clerk II 16.62 01120 - Housing Referral Assistant 19.34 01141 - Messenger Courier 11.46 01191 - Order Clerk I 13.77 01192 - Order Clerk II 15.02 01261 - Personnel Assistant 20.66 (Employment) II 23.03 (Employment) III 23.03 01270 - Production Control Clerk 21.23 01270 - Production Control Clerk 21.23 01300 - Scheduler Maintenance 15.52 01311 - Secretary I 15.52 01312 - Service Order Dispatcher 17.07 01400 - Survey Worker 14.31 01320 - Service Order Dispatcher 17.07 01410 - Supply Technician 22.23 01420 - Survey Worker 14.34 01531 - Travel Clerk II 15.67 01531 - Travel Clerk II 15.52 01511 - Word Processor II 13.82 01612 - Word Processor III 17.35 05000 - Automotive Service Occupations 15.52 05101 - Automotive Glass Installer 18.48 05010 - Automotive Glass Installer 1			
01113 - General Clerk III 16.62 01120 - Housing Referral Assistant 19.34 01141 - Messenger Courier 11.46 01191 - Order Clerk I 13.77 01192 - Order Clerk II 15.02 01261 - Personnel Assistant 20.66 (Employment) I 01262 - Personnel Assistant 23.03 (Employment) III 01270 - Production Control Clerk 21.23 01290 - Rental Clerk 14.51 01300 - Scheduler Maintenance 15.52 01311 - Secretary II 17.35 01312 - Secretary III 17.35 01320 - Service Order Dispatcher 17.07 01400 - Suitchboard 22.23 01400 - Suitchboard 22.98 Operator/Receptionist 14.43 01532 - Travel Clerk I 14.48 01533 - Travel Clerk III 15.52 01611 - Word Processor II 15.52 01613 - Word Processor III 17.35 05000 - Automotive Service Occupations 19.76 05010 - Automotive Glass Installer 18.48 05100 - Automotive Worker 18.48 05130 - Motor Equipment Metal Worker 18.48			
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05220 - Motor Vehicle Mechanic 15.42	= =		
	Helper		

05250 - Motor Vehicle Upholstery	18.48
Worker	1.0
05280 - Motor Vehicle Wrecker	18.48
05310 - Painter Automotive	18.07
05340 - Radiator Repair Specialist	18.48
05370 - Tire Repairer	15.99
05400 - Transmission Repair	19.05
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	13.38
07041 - Cook I	13.26
07042 - Cook II	15.19
07070 - Dishwasher	9.64
07130 - Food Service Worker	11.51
07210 - Meat Cutter	14.55
07260 - Waiter/Waitress	9.85
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	18.67
09040 - Furniture Handler	14.31
09080 - Furniture Refinisher	19.26
09090 - Furniture Refinisher Helper	15.09
09110 - Furniture Repairer Minor	17.17
09130 - Upholsterer	19.26
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	13.09
11060 - Elevator Operator	12.95
11090 - Gardener	17.76
11122 - Housekeeping Aide	12.95
11122 - Housekeeping Aide 11150 - Janitor	12.95 12.95
11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance	12.95 12.95 13.83
11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman	12.95 12.95 13.83 10.97
<pre>11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner</pre>	12.95 12.95 13.83 10.97 12.53
<pre>11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator</pre>	12.95 12.95 13.83 10.97 12.53 16.46
<pre>11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker</pre>	12.95 12.95 13.83 10.97 12.53 16.46 13.83
<pre>11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner</pre>	12.95 12.95 13.83 10.97 12.53 16.46
<pre>11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations</pre>	12.95 12.95 13.83 10.97 12.53 16.46 13.83 14.30
<pre>11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver</pre>	12.95 12.95 13.83 10.97 12.53 16.46 13.83 14.30
<pre>11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician</pre>	12.95 12.95 13.83 10.97 12.53 16.46 13.83 14.30 18.26 18.26
<pre>11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational</pre>	12.95 12.95 13.83 10.97 12.53 16.46 13.83 14.30
<pre>11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant</pre>	12.95 12.95 13.83 10.97 12.53 16.46 13.83 14.30 18.26 18.58 25.30
<pre>11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist</pre>	12.95 12.95 13.83 10.97 12.53 16.46 13.83 14.30 18.26 18.26
<pre>11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant</pre>	12.95 12.95 13.83 10.97 12.53 16.46 13.83 14.30 18.26 18.58 25.30 26.55
<pre>11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant 12020 - Dental Assistant</pre>	12.95 12.95 13.83 10.97 12.53 16.46 13.83 14.30 18.26 18.58 25.30 26.55 18.38
<pre>11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11260 - Pruner 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant 12020 - Dental Assistant 12025 - Dental Hygienist</pre>	12.95 12.95 13.83 10.97 12.53 16.46 13.83 14.30 18.26 18.58 25.30 26.55 18.38 36.85
<pre>11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant 12020 - Dental Assistant 12025 - Dental Hygienist 12030 - EKG Technician</pre>	12.95 12.95 13.83 10.97 12.53 16.46 13.83 14.30 18.26 18.58 25.30 26.55 18.38 36.85 27.67
<pre>11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11260 - Pruner 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant 12020 - Dental Assistant 12025 - Dental Hygienist</pre>	12.95 12.95 13.83 10.97 12.53 16.46 13.83 14.30 18.26 18.58 25.30 26.55 18.38 36.85

	10 00
12040 - Emergency Medical Technician	18.26
12071 - Licensed Practical Nurse I	16.62
12072 - Licensed Practical Nurse II	18.58
12073 - Licensed Practical Nurse III	20.71
12100 - Medical Assistant	16.28
12130 - Medical Laboratory	24.71
Technician	
12160 - Medical Record Clerk	16.69
12190 - Medical Record Technician	18.90
12195 - Medical Transcriptionist	17.59
12210 - Nuclear Medicine	40.83
Technologist	
12221 - Nursing Assistant I	12.16
12222 - Nursing Assistant II	13.66
12223 - Nursing Assistant III	14.91
12224 - Nursing Assistant IV	16.75
12235 - Optical Dispenser	16.79
12236 - Optical Technician	16.62
12250 - Pharmacy Technician	15.29
12280 - Phlebotomist	15.02
12305 - Radiologic Technologist	25.87
12311 - Registered Nurse I	23.04
12312 - Registered Nurse II	28.18
12313 - Registered Nurse II	28.18
Specialist	
12314 - Registered Nurse III	34.10
12315 - Registered Nurse III	34.10
Anesthetist	
12316 - Registered Nurse IV	40.87
12317 - Scheduler (Drug and Alcohol	23.02
Testing)	
12320 - Substance Abuse Treatment	16.71
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	16.46
13012 - Exhibits Specialist II	20.15
13013 - Exhibits Specialist III	21.12
13041 - Illustrator I	18.38
13042 - Illustrator II	22.49
13043 - Illustrator III	23.56
13047 - Librarian	22.21
13050 - Library Aide/Clerk	12.90
13054 - Library Information	21.45
Technology Systems	21.10
Administrator	
13058 - Library Technician	15.64
13061 - Media Specialist I	13.98
13062 - Media Specialist II	15.64
13063 - Media Specialist III	17.43
10000 Media Opecialist III	T1.40

13071 - Photographer I		15.26
13072 - Photographer II		16.98
13073 - Photographer III		21.03
13074 - Photographer IV		23.11
13075 - Photographer V		24.46
13090 - Technical Order Library		15.11
Clerk		
13110 - Video Teleconference		14.11
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		16.25
14042 - Computer Operator II		18.89
14043 - Computer Operator III		21.33
14044 - Computer Operator IV		23.70
14045 - Computer Operator V		26.25
14071 - Computer Programmer I	(see 1)	23.84
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		16.25
Operator		
14160 - Personal Computer Support		23.70
Technician		
14170 - System Support Specialist		28.09
15000 - Instructional Occupations		
15010 - Aircrew Training Devices		33.28
Instructor (Non-Rated)		
15020 - Aircrew Training Devices		40.24
Instructor (Rated)		
15030 - Air Crew Training Devices		44.26
Instructor (Pilot)		
15050 - Computer Based Training		33.28
Specialist / Instructor		
15060 - Educational Technologist		34.27
15070 - Flight Instructor (Pilot)		44.26
15080 - Graphic Artist		21.69
15085 - Maintenance Test Pilot Fixed		39.69
Jet/Prop		
15086 - Maintenance Test Pilot		39.69
Rotary Wing		
15088 - Non-Maintenance Test/Co-		39.69
Pilot		
15090 - Technical Instructor		19.39
15095 - Technical Instructor/Course		23.72
Developer		20.12
15110 - Test Proctor		15.65
		10.00

15120 - Tutor	15.65
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations	15.31
16010 - Assembler	15.31
16030 - Counter Attendant	
16040 - Dry Cleaner	17.50
16070 - Finisher Flatwork Machine	15.31
16090 - Presser Hand	15.31
16110 - Presser Machine Drycleaning	15.31
16130 - Presser Machine Shirts	15.31
16160 - Presser Machine Wearing	15.31
Apparel Laundry	10 00
16190 - Sewing Machine Operator	18.23
16220 - Tailor	18.96
16250 - Washer Machine	16.04
19000 - Machine Tool Operation And	
Repair Occupations	
19010 - Machine-Tool Operator (Tool	25.59
Room)	
19040 - Tool And Die Maker	30.77
21000 - Materials Handling And Packing	
Occupations	
21020 - Forklift Operator	21.54
21030 - Material Coordinator	21.23
21040 - Material Expediter	21.23
21050 - Material Handling Laborer	16.19
21071 - Order Filler	16.09
21080 - Production Line Worker (Food	21.54
Processing)	
21110 - Shipping Packer	15.99
21130 - Shipping/Receiving Clerk	15.99
21140 - Store Worker I	14.17
21150 - Stock Clerk	19.15
21210 - Tools And Parts Attendant	21.54
21410 - Warehouse Specialist	21.54
23000 - Mechanics And Maintenance And	
Repair Occupations	
23010 - Aerospace Structural Welder	27.82
23019 - Aircraft Logs and Records	22.54
Technician	
23021 - Aircraft Mechanic I	26.57
23022 - Aircraft Mechanic II	27.82
23023 - Aircraft Mechanic III	29.06
23040 - Aircraft Mechanic Helper	19.48
23050 - Aircraft Painter	25.19
23060 - Aircraft Servicer	22.54
23070 - Aircraft Survival Flight	25.19
Equipment Technician	
23080 - Aircraft Worker	23.83

23091 - Aircrew Life Support	23.83
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	26.57
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	25.19
23120 - Bicycle Repairer	20.80
23125 - Cable Splicer	40.60
23130 - Carpenter Maintenance	21.97
23140 - Carpet Layer	23.83
23160 - Electrician Maintenance	29.27
23181 - Electronics Technician	22.40
Maintenance I	
23182 - Electronics Technician	23.64
Maintenance II	
23183 - Electronics Technician	24.90
Maintenance III	
23260 - Fabric Worker	22.31
23290 - Fire Alarm System Mechanic	25.21
23310 - Fire Extinguisher Repairer	20.80
23311 - Fuel Distribution System	26.57
Mechanic	
23312 - Fuel Distribution System	20.80
Operator	
23370 - General Maintenance Worker	19.17
23380 - Ground Support Equipment	26.57
Mechanic	
23381 - Ground Support Equipment	22.54
Servicer	
23382 - Ground Support Equipment	23.83
Worker	
23391 - Gunsmith I	20.80
23392 - Gunsmith II	23.83
23393 - Gunsmith III	26.57
23410 - Heating Ventilation And Air-	24.64
Conditioning	21.01
Mechanic	
23411 - Heating Ventilation And Air	25.84
Contidioning	20.01
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	27.73
23440 - Heavy Equipment Operator	33.42
23460 - Instrument Mechanic	26.57
23465 - Laboratory/Shelter Mechanic	25.19
23405 - Laboratory/Sherter Mechanic	16.19
23510 - Locksmith	25.19
	23.19
23530 - Machinery Maintenance Mechanic	24.03
	01 77
23550 - Machinist Maintenance	21.77

23580 - Maintenance Trades Helper	18.66
23591 - Metrology Technician I	26.57
23592 - Metrology Technician II	27.82
23593 - Metrology Technician III	29.06
23640 - Millwright	26.84
23710 - Office Appliance Repairer	25.19
23760 - Painter Maintenance	22.05
23790 - Pipefitter Maintenance	31.72
23810 - Plumber Maintenance	29.06
23820 - Pneudraulic Systems Mechanic	26.57
23850 - Rigger	26.57
23870 - Scale Mechanic	23.83
23890 - Sheet-Metal Worker	23.35
Maintenance	
23910 - Small Engine Mechanic	20.56
23931 - Telecommunications Mechanic	27.33
I	
23932 - Telecommunications Mechanic	28.62
II	
23950 - Telephone Lineman	26.57
23960 - Welder Combination	20.56
Maintenance	
23965 - Well Driller	26.57
23970 - Woodcraft Worker	26.57
23980 - Woodworker	20.80
24000 - Personal Needs Occupations	
24550 - Case Manager	14.96
24570 - Child Care Attendant	10.27
24580 - Child Care Center Clerk	14.13
24610 - Chore Aide	11.86
24620 - Family Readiness And Support	14.96
Services	
Coordinator	
24630 - Homemaker	16.86
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	32.66
25040 - Sewage Plant Operator	23.80
25070 - Stationary Engineer	32.66
25190 - Ventilation Equipment Tender	23.76
25210 - Water Treatment Plant	23.80
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	21.11
27007 - Baggage Inspector	14.36
27008 - Corrections Officer	29.88
27010 - Court Security Officer	24.43
27030 - Detection Dog Handler	16.07
27040 - Detention Officer	29.88
27070 - Firefighter	24.27

27101 - Guard I		14.36
27102 - Guard II		16.07
27131 - Police Officer I		26.11
27132 - Police Officer II		29.02
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		12.38
28042 - Carnival Equipment Repairer		13.35
28043 - Carnival Worker		10.12
28210 - Gate Attendant/Gate Tender		14.57
28310 - Lifeguard		12.97
28350 - Park Attendant (Aide)		16.29
28510 - Recreation Aide/Health		11.89
Facility Attendant		
28515 - Recreation Specialist		19.62
28630 - Sports Official		12.97
28690 - Swimming Pool Operator		25.45
29000 - Stevedoring/Longshoremen		
Occupational Services		
29010 - Blocker And Bracer		24.88
29020 - Hatch Tender		24.88
29030 - Line Handler		24.88
29041 - Stevedore I		23.44
29042 - Stevedore II		26.29
30000 - Technical Occupations		
30010 - Air Traffic Control	(see 2)	40.88
Specialist Center (HFO)		
30011 - Air Traffic Control	(see 2)	28.18
Specialist Station (HFO)		
30012 - Air Traffic Control		31.04
Specialist Terminal (HFO) (see 2)		
30021 - Archeological Technician I		16.74
30022 - Archeological Technician II		19.23
30023 - Archeological Technician III		23.82
30030 - Cartographic Technician		25.49
30040 - Civil Engineering Technician		29.32
30051 - Cryogenic Technician I		25.04
30052 - Cryogenic Technician II		27.65
30061 - Drafter/CAD Operator I		16.31
30062 - Drafter/CAD Operator II		19.23
30063 - Drafter/CAD Operator III		21.44
30064 - Drafter/CAD Operator IV		26.38
30081 - Engineering Technician I		14.54
30082 - Engineering Technician II		19.88
30083 - Engineering Technician III		22.26
30084 - Engineering Technician IV		27.58
30085 - Engineering Technician V		29.70
30086 - Engineering Technician VI		33.46
30090 - Environmental Technician		25.49
30095 - Evidence Control Specialist		22.61
30210 - Laboratory Technician		31.95

30221 - Latent Fingerprint		25.04
Technician I		
30222 - Latent Fingerprint		27.65
Technician II		
30240 - Mathematical Technician		25.49
30361 - Paralegal/Legal Assistant I		19.83
30362 - Paralegal/Legal Assistant II		24.56
30363 - Paralegal/Legal Assistant		30.04
III		
30364 - Paralegal/Legal Assistant IV		36.34
30375 - Petroleum Supply Specialist		27.65
30390 - Photo-Optics Technician		25.49
30395 - Radiation Control Technician		27.65
30461 - Technical Writer I		23.60
30462 - Technical Writer II		28.06
30463 - Technical Writer III		33.92
30491 - Unexploded Ordnance (UXO)		25.98
Technician I		0.1 . 1 0
30492 - Unexploded Ordnance (UXO)		31.43
Technician II		
30493 - Unexploded Ordnance (UXO)		37.67
Technician III		
30494 - Unexploded (UXO) Safety		25.98
Escort		
30495 - Unexploded (UXO) Sweep		25.98
Personnel		
30501 - Weather Forecaster I		25.04
30502 - Weather Forecaster II		30.45
30620 - Weather Observer Combined (s	ee 2)	21.44
Upper Air Or	,	
Surface Programs		
_	ee 2)	23.82
31000 - Transportation/Mobile		20102
Equipment Operation Occupations		
31010 - Airplane Pilot		31.43
31020 - Bus Aide		14.12
31030 - Bus Aide 31030 - Bus Driver		19.04
31030 - Bus Driver 31043 - Driver Courier		
		16.45
31260 - Parking and Lot Attendant		12.98
31290 - Shuttle Bus Driver		17.75
31310 - Taxi Driver		16.63
31361 - Truckdriver Light		17.75
31362 - Truckdriver Medium		19.04
31363 - Truckdriver Heavy		20.20
31364 - Truckdriver Tractor-Trailer		20.20
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		15.32
99030 - Cashier		10.62
99050 - Desk Clerk		9.98
99095 - Embalmer		24.42

99130 - Flight Follower	25.98
99251 - Laboratory Animal Caretaker	14.92
I	
99252 - Laboratory Animal Caretaker	16.08
II	
99260 - Marketing Analyst	23.22
99310 - Mortician	24.42
99410 - Pest Controller	19.34
99510 - Photofinishing Worker	13.65
99710 - Recycling Laborer	17.43
99711 - Recycling Specialist	20.75
99730 - Refuse Collector	15.79
99810 - Sales Clerk	11.59
99820 - School Crossing Guard	15.84
99830 - Survey Party Chief	21.30
99831 - Surveying Aide	13.30
99832 - Surveying Technician	19.31
99840 - Vending Machine Attendant	20.80
99841 - Vending Machine Repairer	25.71
99842 - Vending Machine Repairer	20.80
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 per month*

*This rate is to be used only when compensating employees for performance on an SCAcovered 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 4 weeks after 15 years and 5 weeks after 25 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of twelve paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday 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: 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:

 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)).

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT	U.S. DEPARTMENT OF LABOR
By direction of the Secretary of Labor	WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Daniel W. Simms Division of Director Wage Determinations	Wage Determination No.: 2015-5059 Revision No.: 19 Date Of Last Revision: 12/27/2021

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022 Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022 Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Illinois

Area: Illinois County of Iroquois

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		17.25
01012 - Accounting Clerk II		19.37
01013 - Accounting Clerk III		21.66
01020 - Administrative Assistant		28.01
01035 - Court Reporter		20.25
01041 - Customer Service		13.08
Representative I		
01042 - Customer Service		14.27
Representative II		

01043 - Customer Service		16.03
Representative III 01051 - Data Entry Operator I		16.18
		17.66
01052 - Data Entry Operator II		22.93
01060 - Dispatcher Motor Vehicle		13.82
01070 - Document Preparation Clerk		
01090 - Duplicating Machine Operator		13.82
01111 - General Clerk I		13.70
01112 - General Clerk II		14.95
01113 - General Clerk III		16.77
01120 - Housing Referral Assistant		22.12
01141 - Messenger Courier		12.00
01191 - Order Clerk I		15.99
01192 - Order Clerk II		17.58
01261 - Personnel Assistant		17.84
(Employment) I		
01262 - Personnel Assistant		19.95
(Employment) II		
01263 - Personnel Assistant		22.24
(Employment) III		
01270 - Production Control Clerk		21.43
01290 - Rental Clerk		17.41
01300 - Scheduler Maintenance		18.36
01311 - Secretary I		18.36
01312 - Secretary II		19.84
01313 - Secretary III		22.12
01320 - Service Order Dispatcher		21.04
01410 - Supply Technician		28.01
01420 - Survey Worker		19.19
01460 - Switchboard		13.53
Operator/Receptionist		
01531 - Travel Clerk I		14.48
01532 - Travel Clerk II		15.67
01533 - Travel Clerk III		16.97
01611 - Word Processor I		15.50
01612 - Word Processor II		17.41
01613 - Word Processor III		19.47
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer		22.34
Fiberglass		
05010 - Automotive	Electrician	
05040 - Automotive Glass Installer		23.47
05070 - Automotive Worker		23.47
05110 - Mobile Equipment Servicer		21.37
05130 - Motor Equipment Metal		28.12
Mechanic		
05160 - Motor Equipment Metal Worker		
= =		23.47
05190 - Motor Vehicle Mechanic		23.47 28.63
= =		

05250 - Motor Vehicle Upholstery	22.45
Worker	
05280 - Motor Vehicle Wrecker	23.47
05310 - Painter Automotive	23.47
05340 - Radiator Repair Specialist	23.47
05370 - Tire Repairer	16.41
05400 - Transmission Repair	28.12
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	15.77
07041 - Cook I	14.43
07042 - Cook II	15.77
07070 - Dishwasher	11.17
07130 - Food Service Worker	11.58
07210 - Meat Cutter	15.77
07260 - Waiter/Waitress	12.02
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	19.79
09040 - Furniture Handler	15.81
09080 - Furniture Refinisher	21.77
09090 - Furniture Refinisher Helper	18.02
09110 - Furniture Repairer Minor	19.94
09130 - Upholsterer	21.77
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	13.09
11060 - Elevator Operator	12.95
11090 - Gardener	17.76
11122 - Housekeeping Aide	12.95
11150 - Janitor	12.95
11210 - Laborer Grounds Maintenance	13.83
11240 - Maid or Houseman	12.11
11260 - Pruner	12.53
11270 - Tractor Operator	16.46
11330 - Trail Maintenance Worker	13.83
11360 - Window Cleaner	14.30
12000 - Health Occupations	
12010 - Ambulance Driver	18.40
12011 - Breath Alcohol Technician	18.58
12012 - Certified Occupational	25.32
Therapist Assistant	
12015 - Certified Physical Therapist	26.55
Assistant	
12020 - Dental Assistant	18.38
12025 - Dental Hygienist	31.96
12030 - EKG Technician	26.94
12035 - Electroneurodiagnostic	26.94
Technologist	

12040 - Emergency Medical Technician	18.40
12071 - Licensed Practical Nurse I	18.53
12072 - Licensed Practical Nurse II	20.72
12073 - Licensed Practical Nurse III	23.10
12100 - Medical Assistant	16.28
12130 - Medical Laboratory	24.71
Technician	
12160 - Medical Record Clerk	18.49
12190 - Medical Record Technician	20.22
12195 - Medical Transcriptionist	17.59
12210 - Nuclear Medicine	40.83
Technologist	
12221 - Nursing Assistant I	12.16
12222 - Nursing Assistant II	13.66
12223 - Nursing Assistant III	14.91
12224 - Nursing Assistant IV	16.75
12235 - Optical Dispenser	17.70
12236 - Optical Technician	17.48
12250 - Pharmacy Technician	15.58
12280 - Phlebotomist	15.71
12305 - Radiologic Technologist	31.10
12311 - Registered Nurse I	29.17
12312 - Registered Nurse II	32.57
12313 - Registered Nurse II	32.57
Specialist	
12314 - Registered Nurse III	38.43
12315 - Registered Nurse III	38.43
Anesthetist	
12316 - Registered Nurse IV	46.07
12317 - Scheduler (Drug and Alcohol	23.53
Testing)	
12320 - Substance Abuse Treatment	16.71
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	21.51
13012 - Exhibits Specialist II	26.65
13013 - Exhibits Specialist III	32.46
13041 - Illustrator I	22.03
13042 - Illustrator II	27.53
13043 - Illustrator III	32.62
13047 - Librarian	33.74
13050 - Library Aide/Clerk	14.14
13054 - Library Information	29.74
Technology Systems	
Administrator	
13058 - Library Technician	17.76
13061 - Media Specialist I	21.16
13062 - Media Specialist II	23.66
13063 - Media Specialist III	26.39

13071 - Photographer I		19.24
13072 - Photographer II		21.51
13073 - Photographer III		26.65
13074 - Photographer IV		32.46
13075 - Photographer V		35.76
13090 - Technical Order Library		15.11
Clerk		
13110 - Video Teleconference		17.89
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		18.11
14042 - Computer Operator II		20.25
14043 - Computer Operator III		22.58
14044 - Computer Operator IV		25.09
14045 - Computer Operator V		27.79
14071 - Computer Programmer I	(see 1)	25.49
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	(18.11
Operator		
14160 - Personal Computer Support		25.09
Technician		20.00
14170 - System Support Specialist		28.09
15000 - Instructional Occupations		20.09
15010 - Aircrew Training Devices		36.22
Instructor (Non-Rated)		00.22
15020 - Aircrew Training Devices		41.82
Instructor (Rated)		11.02
15030 - Air Crew Training Devices		46.94
Instructor (Pilot)		10.91
15050 - Computer Based Training		36.22
Specialist / Instructor		50.22
15060 - Educational Technologist		34.27
15070 - Flight Instructor (Pilot)		46.94
15080 - Graphic Artist		26.41
15085 - Maintenance Test Pilot Fixed		39.69
Jet/Prop		55.05
15086 - Maintenance Test Pilot		39.69
Rotary Wing		55.05
15088 - Non-Maintenance Test/Co-		39.69
Pilot		59.09
15090 - Technical Instructor		27.45
15090 - Technical Instructor 15095 - Technical Instructor/Course		27.45
Developer		20.07
15110 - Test Proctor		18.53
IJIIV - IESC PROCLOR		10.00

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15120 - Tutor	18.53
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations	1 - 01
16010 - Assembler	15.31
16030 - Counter Attendant	15.31
16040 - Dry Cleaner	17.50
16070 - Finisher Flatwork Machine	15.31
16090 - Presser Hand	15.31
16110 - Presser Machine Drycleaning	15.31
16130 - Presser Machine Shirts	15.31
16160 - Presser Machine Wearing	15.31
Apparel Laundry	10.00
16190 - Sewing Machine Operator	18.23
16220 - Tailor	18.96
16250 - Washer Machine	16.04
19000 - Machine Tool Operation And	
Repair Occupations	
19010 - Machine-Tool Operator (Tool	25.59
Room)	
19040 - Tool And Die Maker	30.77
21000 - Materials Handling And Packing	
Occupations	04 54
21020 - Forklift Operator	21.54
21030 - Material Coordinator	21.74
21040 - Material Expediter	21.74
21050 - Material Handling Laborer	17.45
21071 - Order Filler	16.28
21080 - Production Line Worker (Food	21.54
Processing)	
21110 - Shipping Packer	17.20
21130 - Shipping/Receiving Clerk	17.20
21140 - Store Worker I	14.17
21150 - Stock Clerk	19.15
21210 - Tools And Parts Attendant	21.54
21410 - Warehouse Specialist	21.54
23000 - Mechanics And Maintenance And	
Repair Occupations	
23010 - Aerospace Structural Welder	29.96
23019 - Aircraft Logs and Records	23.85
Technician	00.10
23021 - Aircraft Mechanic I	28.13
23022 - Aircraft Mechanic II	29.96
23023 - Aircraft Mechanic III	31.40
23040 - Aircraft Mechanic Helper	20.38
23050 - Aircraft Painter	25.45
23060 - Aircraft Servicer	23.85
23070 - Aircraft Survival Flight	25.45
Equipment Technician	
23080 - Aircraft Worker	25.02

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Electronics Technician</th><th>29.24</th></tr> <tr><th>23290 - Fire Alarm System Mechanic 26.83 23310 - Fire Extinguisher Repairer 21.36 23311 - Fuel Distribution System 27.14 Mechanic 23312 - Fuel Distribution System 21.66 Operator 23.74 23380 - General Maintenance Worker 23.74 23380 - Ground Support Equipment 28.13 Mechanic 23.85 Servicer 23.85 Servicer 23.391 23391 - Ground Support Equipment 25.02 Worker 21.36 23392 - Ground Support Equipment 26.83 23410 - Heating Ventilation And Air- 26.81 Conditioning 28.95 Mechanic 29.04 23410 - Heating Ventilation And Air 28.95 Contidioning 29.04 2340 - Heavy Equipment Mechanic 29.04 2340 - Heavy Equipment Mechanic 26.83 2340 - Heavy Equipment Mechanic 25.45 2340 - Instrument Mechanic 26.83 2340 - Instrument Mechanic 26.83 2340 - Laborar (16.19) 25.45 23510 - Locksmith 25.45 235</th><th></th><th></th></tr> <tr><th>23310 - Fire Extinguisher Repairer21.3623311 - Fuel Distribution System27.14Mechanic23312 - Fuel Distribution System21.66Operator23.7423370 - 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 | 23183 - Electronics Technician | 29.24 | | | |
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| 23310 - Fire Extinguisher Repairer21.3623311 - Fuel Distribution System27.14Mechanic23312 - Fuel Distribution System21.66Operator23.7423370 - General Maintenance Worker23.7423380 - Ground Support Equipment28.13Mechanic23.85Servicer23.8523381 - Ground Support Equipment25.02Worker23391 - Gunsmith I23391 - Gunsmith II24.0723392 - Gunsmith III26.8323410 - Heating Ventilation And Air-26.81Conditioning23430 - Heavy Equipment Mechanic23430 - Heavy Equipment Mechanic29.042340 - Heavy Equipment Mechanic26.832340 - Instrument Mechanic26.8323455 - Laboratory/Shelter Mechanic25.4523470 - Laborer16.1923510 - Locksmith25.452350 - Machinery Maintenance24.53Mechanic25.45

 | 23260 - Fabric Worker | 22.54 | | | |
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| 23311 - Fuel Distribution System27.14Mechanic23312 - Fuel Distribution System21.66Operator23370 - General Maintenance Worker23.7423380 - Ground Support Equipment28.13Mechanic23.8523381 - Ground Support Equipment23.85Servicer23382 - Ground Support Equipment25.02Worker23.391 - Gunsmith I21.3623392 - Gunsmith II24.0723393 - Gunsmith III26.8323410 - Heating Ventilation And Air-26.81Conditioning23.401Mechanic29.042340 - Heavy Equipment Mechanic29.042340 - Heavy Equipment Mechanic26.832340 - Instrument Mechanic26.832340 - Laboratory/Shelter Mechanic25.452340 - Locksmith25.452340 - Locksmith25.452350 - Machinery Maintenance24.53

 | 23290 - Fire Alarm System Mechanic | 26.83 | | | |
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 | 23310 - Fire Extinguisher Repairer | 21.36 | | | |
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| 23312 - Fuel Distribution System21.66Operator23370 - General Maintenance Worker23.7423380 - Ground Support Equipment28.13Mechanic23.8523381 - Ground Support Equipment23.85Servicer23382 - Ground Support Equipment25.02Worker21.3623392 - Gunsmith I24.0723393 - Gunsmith II26.8323410 - Heating Ventilation And Air-26.81Conditioning28.95Mechanic29.0423430 - Heavy Equipment Mechanic29.0423440 - Heavy Equipment Mechanic29.0423465 - Laboratory/Shelter Mechanic25.4523470 - Laborer16.1923510 - Locksmith25.452350 - Machinery Maintenance24.53

 | 23311 - Fuel Distribution System | 27.14 | | | |
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 | 23312 - Fuel Distribution System | 21.66 | | | |
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23391 - Gunsmith I 21.36
23392 - Gunsmith II 24.07
23393 - Gunsmith III 26.83
2410 - Heating Ventilation And Air- 26.81
Conditioning 26.83
23410 - Heating Ventilation And Air- 26.81
Conditioning 28.95
Contidioning 28.95
Contidioning 29.04
23430 - Heavy Equipment Mechanic 29.04
23440 - Heavy Equipment Mechanic 26.83
23465 - Laboratory/Shelter Mechanic 25.45
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| 23380 - Ground Support Equipment 28.13
Mechanic 23381 - Ground Support Equipment 23.85
Servicer 23382 - Ground Support Equipment 25.02
Worker 25.02
Worker 21.36
23391 - Gunsmith I 21.36
23392 - Gunsmith II 24.07
23393 - Gunsmith III 26.83
23410 - Heating Ventilation And Air- 26.81
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| Mechanic23381 - Ground Support Equipment23.85Servicer23382 - Ground Support Equipment25.02Worker23391 - Gunsmith I21.3623392 - Gunsmith II24.0723393 - Gunsmith III26.8323410 - Heating Ventilation And Air-26.81Conditioning23411 - Heating Ventilation And Air28.95Mechanic23430 - Heavy Equipment Mechanic29.0423430 - Heavy Equipment Mechanic29.0423440 - Heavy Equipment Operator35.0223465 - Laboratory/Shelter Mechanic25.4523470 - Laborer16.1923510 - Locksmith25.4523530 - Machinery Maintenance24.53

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| 23382 - Ground Support Equipment 25.02 Worker 21.36 23391 - Gunsmith I 21.36 23392 - Gunsmith II 24.07 23393 - Gunsmith III 26.83 23410 - Heating Ventilation And Air- 26.81 Conditioning 26.81 Mechanic 28.95 Contidioning 28.95 Mechanic (Research Facility) 28.95 Contidioning 29.04 23430 - Heavy Equipment Mechanic 29.04 23460 - Instrument Mechanic 26.83 23465 - Laboratory/Shelter Mechanic 25.45 23470 - Laborer 16.19 23510 - Locksmith 25.45 23530 - Machinery Maintenance 24.53

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| 23393 - Gunsmith III 26.83 23410 - Heating Ventilation And Air- 26.81 Conditioning 26.81 Mechanic 28.95 Contidioning 28.95 Mechanic (Research Facility) 29.04 23430 - Heavy Equipment Mechanic 29.04 23440 - Heavy Equipment Operator 35.02 23460 - Instrument Mechanic 25.45 23470 - Laboratory/Shelter Mechanic 25.45 23510 - Locksmith 25.45 23530 - Machinery Maintenance 24.53

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29.04
23440 - Heavy Equipment Operator
35.02
23460 - Instrument Mechanic
26.83
23465 - Laboratory/Shelter Mechanic
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23470 - Laborer
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| 23440 - Heavy Equipment Operator 35.02 23460 - Instrument Mechanic 26.83 23465 - Laboratory/Shelter Mechanic 25.45 23470 - Laborer 16.19 23510 - Locksmith 25.45 23530 - Machinery Maintenance 24.53 Mechanic 24.53

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| 23460 - Instrument Mechanic 26.83 23465 - Laboratory/Shelter Mechanic 25.45 23470 - Laborer 16.19 23510 - Locksmith 25.45 23530 - Machinery Maintenance 24.53 Mechanic 24.53

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| 23510 - Locksmith 25.45
23530 - Machinery Maintenance 24.53
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| 23530 - Machinery Maintenance 24.53
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| 23550 - Machinist Maintenance 27.64

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 | 23550 - Machinist Maintenance | 27.64 | | | |
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23580 - Maintenance Trades Helper	19.48
23591 - Metrology Technician I	26.83
23592 - Metrology Technician II	28.10
23593 - Metrology Technician III	29.36
23640 - Millwright	28.64
23710 - Office Appliance Repairer	25.45
23760 - Painter Maintenance	24.38
23790 - Pipefitter Maintenance	31.00
23810 - Plumber Maintenance	29.42
23820 - Pneudraulic Systems Mechanic	26.83
23850 - Rigger	28.80
23870 - Scale Mechanic	24.07
23890 - Sheet-Metal Worker	29.73
Maintenance	00 54
23910 - Small Engine Mechanic	23.54
23931 - Telecommunications Mechanic	27.33
I	
23932 - Telecommunications Mechanic	28.62
II	
23950 - Telephone Lineman	26.83
23960 - Welder Combination	21.33
Maintenance	
23965 - Well Driller	26.83
23970 - Woodcraft Worker	26.83
23980 - Woodworker	21.02
24000 - Personal Needs Occupations	
24550 - Case Manager	14.96
24570 - Child Care Attendant	10.86
24580 - Child Care Center Clerk	16.17
24610 - Chore Aide	14.01
24620 - Family Readiness And Support	14.96
Services	
Coordinator	
24630 - Homemaker	14.96
25000 - Plant And System Operations	
Occupations	04 00
25010 - Boiler Tender	34.83
25040 - Sewage Plant Operator	26.93
25070 - Stationary Engineer	34.83
25190 - Ventilation Equipment Tender	25.34
25210 - Water Treatment Plant	26.93
Operator	
27000 - Protective Service Occupations	01 00
27004 - Alarm Monitor	21.32
27007 - Baggage Inspector	14.36
27008 - Corrections Officer	31.56
27010 - Court Security Officer	28.69
27030 - Detection Dog Handler	16.07
27040 - Detention Officer 27070 - Firefighter	31.56 29.74
	19 14

27101 - Guard I	14.36
27102 - Guard II	16.07
27131 - Police Officer I	30.33
27132 - Police Officer II	33.11
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.71
28042 - Carnival Equipment Repairer	14.43
28043 - Carnival Worker	11.17
28210 - Gate Attendant/Gate Tender	16.44
28310 - Lifeguard	13.10
28350 - Park Attendant (Aide)	18.37
28510 - Recreation Aide/Health	11.86
Facility Attendant	
28515 - Recreation Specialist	20.13
28630 - Sports Official	14.64
28690 - Swimming Pool Operator	25.45
29000 - Stevedoring/Longshoremen	
Occupational Services	
29010 - Blocker And Bracer	26.13
29020 - Hatch Tender	26.13
29030 - Line Handler	26.13
29041 - Stevedore I	24.64
29042 - Stevedore II	27.58
30000 - Technical Occupations	
30010 - Air Traffic Control (see 2	2) 40.88
Specialist Center (HFO)	
30011 - Air Traffic Control (see 2	28.18
Specialist Station (HFO)	
30012 - Air Traffic Control	31.04
Specialist Terminal (HFO) (see 2)	
30021 - Archeological Technician I	17.64
30022 - Archeological Technician II	19.76
30023 - Archeological Technician III	26.59
30030 - Cartographic Technician	26.33
30040 - Civil Engineering Technician	29.31
30051 - Cryogenic Technician I	25.04
30052 - Cryogenic Technician II	27.65
30061 - Drafter/CAD Operator I	17.64
30062 - Drafter/CAD Operator II	19.76
30063 - Drafter/CAD Operator III	21.99
30064 - Drafter/CAD Operator IV	28.96
30081 - Engineering Technician I	17.38
30082 - Engineering Technician II	20.39
30083 - Engineering Technician III	22.81
30084 - Engineering Technician IV	28.26
30085 - Engineering Technician V	34.56
30086 - Engineering Technician VI	40.57
30090 - Environmental Technician	24.28
30095 - Evidence Control Specialist	22.61
30210 - Laboratory Technician	31.95

30221 - Latent Fingerprint			25.04
Technician I			
30222 - Latent Fingerprint			27.65
Technician II			
30240 - Mathematical Technician			26.13
30361 - Paralegal/Legal Assistant I			20.55
30362 - Paralegal/Legal Assistant II			25.43
30363 - Paralegal/Legal Assistant			31.14
III			
30364 - Paralegal/Legal Assistant IV			37.63
30375 - Petroleum Supply Specialist			27.65
30390 - Photo-Optics Technician			26.33
30395 - Radiation Control Technician			27.65
30461 - Technical Writer I			25.16
30462 - Technical Writer II			30.77
30463 - Technical Writer III			37.23
30491 - Unexploded Ordnance (UXO)			25.98
Technician I			
30492 - Unexploded Ordnance (UXO)			31.43
Technician II			
30493 - Unexploded Ordnance (UXO)			37.67
Technician III			
30494 - Unexploded (UXO) Safety			25.98
Escort			
30495 - Unexploded (UXO) Sweep			25.98
Personnel			
30501 - Weather Forecaster I			25.04
30502 - Weather Forecaster II			30.45
30620 - Weather Observer Combined	(see	2)	21.99
Upper Air Or			
Surface Programs			
30621 - Weather Observer Senior	(see	2)	24.44
31000 - Transportation/Mobile	(_,	
Equipment Operation Occupations			
31010 - Airplane Pilot			31.43
31020 - Bus Aide			17.27
31030 - Bus Driver			22.93
31043 - Driver Courier			19.14
31260 - Parking and Lot Attendant			12.52
31290 - Shuttle Bus Driver			17.75
31310 - Taxi Driver			15.58
31361 - Truckdriver Light			17.75
31362 - Truckdriver Medium			22.78
31363 - Truckdriver Heavy			24.15
31364 - Truckdriver Tractor-Trailer			24.15
99000 - Miscellaneous Occupations			
99020 - Cabin Safety Specialist			15.32
99030 - Cashier			10.62
99050 - Desk Clerk			11.94
99095 - Embalmer			30.13

99130 - Flight Follower	25.98
99251 - Laboratory Animal Caretaker	19.18
I	
99252 - Laboratory Animal Caretaker	20.46
II	
99260 - Marketing Analyst	23.22
99310 - Mortician	30.13
99410 - Pest Controller	19.25
99510 - Photofinishing Worker	13.65
99710 - Recycling Laborer	17.79
99711 - Recycling Specialist	20.75
99730 - Refuse Collector	16.48
99810 - Sales Clerk	12.95
99820 - School Crossing Guard	15.84
99830 - Survey Party Chief	24.76
99831 - Surveying Aide	15.10
99832 - Surveying Technician	19.50
99840 - Vending Machine Attendant	20.80
99841 - Vending Machine Repairer	25.71
99842 - Vending Machine Repairer	20.80
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 per month*

*This rate is to be used only when compensating employees for performance on an SCAcovered 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 4 weeks after 15 years and 5 weeks after 25 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of twelve paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday 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: 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:

 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)).

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor	WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Daniel W. Simms Division of Director Wage Determinations	Wage Determination No.: 2015-5061 Revision No.: 19 Date Of Last Revision: 12/27/2021

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022 Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022 Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Illinois

Area: Illinois Counties of Lawrence Richland

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		14.19
01012 - Accounting Clerk II		15.94
01013 - Accounting Clerk III		17.82
01020 - Administrative Assistant		22.23
01035 - Court Reporter		17.35
01041 - Customer Service		13.08
Representative I		
01042 - Customer Service		14.27
Representative II		

01043 - Customer Service Representative III		16.03
01051 - Data Entry Operator I		14.42
01052 - Data Entry Operator II		15.73
01060 - Dispatcher Motor Vehicle		19.11
01070 - Document Preparation Clerk		13.82
01090 - Duplicating Machine Operator		13.82
01111 - General Clerk I		13.57
01112 - General Clerk II		14.81
01113 - General Clerk III		16.62
01120 - Housing Referral Assistant		19.34
01141 - Messenger Courier		12.00
01191 - Order Clerk I		13.25
01192 - Order Clerk II		15.02
01261 - Personnel Assistant		15.52
(Employment) I		10.01
01262 - Personnel Assistant		17.35
(Employment) II		1,000
01263 - Personnel Assistant		19.36
(Employment) III		
01270 - Production Control Clerk		21.23
01290 - Rental Clerk		14.71
01300 - Scheduler Maintenance		15.52
01311 - Secretary I		15.52
01312 - Secretary II		17.35
01313 - Secretary III		19.34
01320 - Service Order Dispatcher		17.07
01410 - Supply Technician		22.23
01420 - Survey Worker		14.69
01460 - Switchboard		12.98
Operator/Receptionist		
01531 - Travel Clerk I		14.48
		TH.40
01532 - Travel Clerk II 01533 - Travel Clerk III		15.67 16.97
01532 - Travel Clerk II		15.67
01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I		15.67 16.97 13.82
01532 - Travel Clerk II 01533 - Travel Clerk III		15.67 16.97
01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III		15.67 16.97 13.82 15.52
01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations		15.67 16.97 13.82 15.52
01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III		15.67 16.97 13.82 15.52 17.35
01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer	Electrician	15.67 16.97 13.82 15.52 17.35 22.21
01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass	Electrician	15.67 16.97 13.82 15.52 17.35 22.21
01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass 05010 - Automotive	Electrician	15.67 16.97 13.82 15.52 17.35 22.21 18.07
01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotive Body Repairer Fiberglass 05010 - Automotive 05040 - Automotive Glass Installer	Electrician	15.67 16.97 13.82 15.52 17.35 22.21 18.07 17.09
01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotive Body Repairer Fiberglass 05010 - Automotive 05040 - Automotive Glass Installer 05070 - Automotive Worker	Electrician	15.67 16.97 13.82 15.52 17.35 22.21 18.07 17.09 17.09
01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotive Body Repairer Fiberglass 05010 - Automotive 05040 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer	Electrician	15.67 16.97 13.82 15.52 17.35 22.21 18.07 17.09 17.09 14.92
01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotive Body Repairer Fiberglass 05010 - Automotive Glass Installer 05040 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal	Electrician	15.67 16.97 13.82 15.52 17.35 22.21 18.07 17.09 17.09 14.92
01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotive Service Occupations 05010 - Automotive Body Repairer Fiberglass 05010 - Automotive Glass Installer 05040 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic	Electrician	15.67 16.97 13.82 15.52 17.35 22.21 18.07 17.09 17.09 14.92 19.05
01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotile Body Repairer Fiberglass 05010 - Automotive Glass Installer 05040 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic 05160 - Motor Equipment Metal Worker	Electrician	15.67 16.97 13.82 15.52 17.35 22.21 18.07 17.09 17.09 14.92 19.05

05250 - Motor Vehicle Upholstery Worker	16.00
	1 - 0 0
05280 - Motor Vehicle Wrecker	17.09
05310 - Painter Automotive	18.07
05340 - Radiator Repair Specialist	17.09
05370 - Tire Repairer	15.63
05400 - Transmission Repair	19.05
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	13.81
07041 - Cook I	13.26
07042 - Cook II	15.19
07070 - Dishwasher	9.64
07130 - Food Service Worker	11.51
07210 - Meat Cutter	14.66
07260 - Waiter/Waitress	9.68
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	19.64
09040 - Furniture Handler	14.99
09080 - Furniture Refinisher	19.64
09090 - Furniture Refinisher Helper	17.91
09110 - Furniture Repairer Minor	18.81
09130 - Upholsterer	19.64
11000 - General Services And Support	10.04
Occupations	
11030 - Cleaner Vehicles	13.09
11060 - Elevator Operator	12.95
11090 - Gardener	17.76
11122 - Housekeeping Aide	12.95
11122 - Housekeeping Aide 11150 - Janitor	12.95
11210 - Laborer Grounds Maintenance	12.95
11240 - Maid or Houseman	10.97
11260 - Pruner	12.53
11270 - Tractor Operator	16.46
11330 - Trail Maintenance Worker	13.83
11360 - Window Cleaner	14.30
12000 - Health Occupations	1 6 0 0
12010 - Ambulance Driver	16.29
12011 - Breath Alcohol Technician	18.58
12012 - Certified Occupational	23.56
Therapist Assistant	
12015 - Certified Physical Therapist	26.55
Assistant	10 00
12020 - Dental Assistant	18.38
12025 - Dental Hygienist	33.44
12030 - EKG Technician	25.03
12035 - Electroneurodiagnostic	25.03
Technologist	

12040 - Emergency Medical Technician	16.29
12071 - Licensed Practical Nurse I	16.62
12072 - Licensed Practical Nurse II	18.58
12073 - Licensed Practical Nurse III	20.71
12100 - Medical Assistant	16.28
12130 - Medical Laboratory	24.71
Technician	
12160 - Medical Record Clerk	16.69
12190 - Medical Record Technician	18.90
12195 - Medical Transcriptionist	17.59
12210 - Nuclear Medicine	40.83
Technologist	
12221 - Nursing Assistant I	12.16
12222 - Nursing Assistant II	13.66
12223 - Nursing Assistant III	14.91
12224 - Nursing Assistant IV	16.75
12235 - Optical Dispenser	16.79
12236 - Optical Technician	16.62
12250 - Pharmacy Technician	15.29
12280 - Phlebotomist	15.02
12305 - Radiologic Technologist	25.87
12311 - Registered Nurse I	23.04
12312 - Registered Nurse II	28.18
12313 - Registered Nurse II	28.18
Specialist	
12314 - Registered Nurse III	34.10
12315 - Registered Nurse III	34.10
Anesthetist	
12316 - Registered Nurse IV	40.87
12317 - Scheduler (Drug and Alcohol	23.02
Testing)	
12320 - Substance Abuse Treatment	16.71
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	16.83
13012 - Exhibits Specialist II	20.32
13013 - Exhibits Specialist III	25.49
13041 - Illustrator I	16.79
13042 - Illustrator II	20.32
13043 - Illustrator III	25.49
13047 - Librarian	18.30
13050 - Library Aide/Clerk	13.09
13054 - Library Information	20.32
Technology Systems	
Administrator	
13058 - Library Technician	13.18
13061 - Media Specialist I	14.80
13062 - Media Specialist II	16.43
13063 - Media Specialist III	18.32

13071 - Photographer I		16.97
13072 - Photographer II		19.00
13073 - Photographer III		22.94
13074 - Photographer IV		28.77
13075 - Photographer V		34.82
13090 - Technical Order Library		15.11
Clerk		
13110 - Video Teleconference		16.49
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		15.22
14042 - Computer Operator II		17.52
14043 - Computer Operator III		20.78
14044 - Computer Operator IV		22.75
14045 - Computer Operator V		25.21
14071 - Computer Programmer I	(see 1)	20.88
14072 - Computer Programmer II	(see 1)	25.87
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	27.36
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment	()	15.22
Operator		
14160 - Personal Computer Support		22.75
Technician		
14170 - System Support Specialist		28.09
15000 - Instructional Occupations		20.00
15010 - Aircrew Training Devices		27.36
Instructor (Non-Rated)		
15020 - Aircrew Training Devices		33.11
Instructor (Rated)		00.11
15030 - Air Crew Training Devices		38.59
Instructor (Pilot)		00.00
15050 - Computer Based Training		27.36
Specialist / Instructor		27.00
15060 - Educational Technologist		34.27
15070 - Flight Instructor (Pilot)		38.59
15080 - Graphic Artist		18.75
15085 - Maintenance Test Pilot Fixed		39.69
Jet/Prop		33.05
15086 - Maintenance Test Pilot		39.69
Rotary Wing		05.05
15088 - Non-Maintenance Test/Co-		39.69
Pilot		57.05
15090 - Technical Instructor		19.39
15095 - Technical Instructor/Course		23.75
Developer		23.13
15110 - Test Proctor		15.70
IJIIO - IESC FIOCOL		10.10

15120 - Tutor	15.70
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations	1 - 01
16010 - Assembler	15.31
16030 - Counter Attendant	15.31
16040 - Dry Cleaner	17.50
16070 - Finisher Flatwork Machine	15.31
16090 - Presser Hand	15.31
16110 - Presser Machine Drycleaning	15.31
16130 - Presser Machine Shirts	15.31
16160 - Presser Machine Wearing	15.31
Apparel Laundry	10.00
16190 - Sewing Machine Operator	18.23
16220 - Tailor	18.96
16250 - Washer Machine	16.04
19000 - Machine Tool Operation And	
Repair Occupations	
19010 - Machine-Tool Operator (Tool	25.59
Room)	
19040 - Tool And Die Maker	30.77
21000 - Materials Handling And Packing	
Occupations	04 54
21020 - Forklift Operator	21.54
21030 - Material Coordinator	21.23
21040 - Material Expediter	21.23
21050 - Material Handling Laborer	16.19
21071 - Order Filler	15.21
21080 - Production Line Worker (Food	21.54
Processing)	1 - 0 0
21110 - Shipping Packer	15.99
21130 - Shipping/Receiving Clerk	15.99
21140 - Store Worker I	14.17
21150 - Stock Clerk	19.15
21210 - Tools And Parts Attendant	21.54
21410 - Warehouse Specialist	21.54
23000 - Mechanics And Maintenance And	
Repair Occupations	07 00
23010 - Aerospace Structural Welder	27.82
23019 - Aircraft Logs and Records	22.31
Technician	
23021 - Aircraft Mechanic I	26.57
23022 - Aircraft Mechanic II	27.82
23023 - Aircraft Mechanic III	29.06
23040 - Aircraft Mechanic Helper	19.27
23050 - Aircraft Painter	25.19
23060 - Aircraft Servicer	22.31
23070 - Aircraft Survival Flight	25.19
Equipment Technician	<u> </u>
23080 - Aircraft Worker	23.83

	00.00
23091 - Aircrew Life Support	23.83
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	26.57
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	25.19
23120 - Bicycle Repairer	20.80
23125 - Cable Splicer	38.61
23130 - Carpenter Maintenance	21.52
23140 - Carpet Layer	23.83
23160 - Electrician Maintenance	24.36
23181 - Electronics Technician	22.28
Maintenance I	
23182 - Electronics Technician	23.56
Maintenance II	
23183 - Electronics Technician	24.84
Maintenance III	
23260 - Fabric Worker	22.31
23290 - Fire Alarm System Mechanic	24.02
23310 - Fire Extinguisher Repairer	20.80
23311 - Fuel Distribution System	26.57
Mechanic	
23312 - Fuel Distribution System	20.82
Operator	
23370 - General Maintenance Worker	19.17
23380 - Ground Support Equipment	26.57
Mechanic	20.07
23381 - Ground Support Equipment	22.31
Servicer	22.51
23382 - Ground Support Equipment	23.83
Worker	23.03
23391 - Gunsmith I	20.80
23392 - Gunsmith II	23.83
23393 - Gunsmith III	26.57
23410 - Heating Ventilation And Air-	24.02
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	26.38
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	26.98
23440 - Heavy Equipment Operator	32.32
23460 - Instrument Mechanic	26.57
23465 - Laboratory/Shelter Mechanic	25.19
23470 - Laborer	16.19
23510 - Locksmith	25.19
23530 - Machinery Maintenance	24.53
Mechanic	
23550 - Machinist Maintenance	21.77

23580 - Maintenance Trades Helper	16.90
23591 - Metrology Technician I	26.57
23592 - Metrology Technician II	27.82
23593 - Metrology Technician III	29.06
23640 - Millwright	26.57
23710 - Office Appliance Repairer	25.19
23760 - Painter Maintenance	20.52
23790 - Pipefitter Maintenance	28.08
23810 - Plumber Maintenance	26.64
23820 - Pneudraulic Systems Mechanic	26.57
23850 - Rigger	26.57
23870 - Scale Mechanic	23.83
23890 - Sheet-Metal Worker	23.35
Maintenance	
23910 - Small Engine Mechanic	18.53
23931 - Telecommunications Mechanic	27.33
I	
23932 - Telecommunications Mechanic	28.62
II	
23950 - Telephone Lineman	26.57
23960 - Welder Combination	21.10
Maintenance	
23965 - Well Driller	26.57
23970 - Woodcraft Worker	26.57
23980 - Woodworker	20.80
24000 - Personal Needs Occupations	
24550 - Case Manager	14.96
24570 - Child Care Attendant	10.27
24580 - Child Care Center Clerk	12.80
24610 - Chore Aide	11.89
24620 - Family Readiness And Support	14.96
Services	
Coordinator	
24630 - Homemaker	14.96
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	30.39
25040 - Sewage Plant Operator	23.80
25070 - Stationary Engineer	30.39
25190 - Ventilation Equipment Tender	22.25
25210 - Water Treatment Plant	23.80
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	21.11
27007 - Baggage Inspector	14.25
27008 - Corrections Officer	26.74
27010 - Court Security Officer	22.14
27030 - Detection Dog Handler	16.07
27040 - Detention Officer	26.74
27070 - Firefighter	20.92

27101 - Guard I			1 4 0 5
			14.25
27102 - Guard II			16.07
27131 - Police Officer I			24.61
27132 - Police Officer II			27.35
28000 - Recreation Occupations			
28041 - Carnival Equipment Operator			12.38
28042 - Carnival Equipment Repairer			13.35
28043 - Carnival Worker			9.93
28210 - Gate Attendant/Gate Tender			14.52
28310 - Lifeguard			12.94
28350 - Park Attendant (Aide)			16.25
28510 - Recreation Aide/Health			11.99
Facility Attendant			
28515 - Recreation Specialist			20.13
28630 - Sports Official			12.94
28690 - Swimming Pool Operator			25.45
29000 - Stevedoring/Longshoremen			
Occupational Services			
29010 - Blocker And Bracer			24.22
29020 - Hatch Tender			24.22
29030 - Line Handler			24.22
29041 - Stevedore I			22.73
29042 - Stevedore II			25.62
30000 - Technical Occupations			
30010 - Air Traffic Control	(see	2)	40.88
Specialist Center (HFO)	、	,	
30011 - Air Traffic Control	(see	2)	28.18
Specialist Station (HFO)	,	,	
30012 - Air Traffic Control			21 01
30012 - AIT TTAITIC CONTROL			31.04
			31.04
Specialist Terminal (HFO) (see 2)			
Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician I			16.31
Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician I 30022 - Archeological Technician II			16.31 18.26
Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III			16.31 18.26 22.61
Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician			16.31 18.26 22.61 22.61
Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician			16.31 18.26 22.61 27.05
Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I			16.31 18.26 22.61 22.61 27.05 25.04
Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II			16.31 18.26 22.61 22.61 27.05 25.04 27.65
Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I			16.31 18.26 22.61 22.61 27.05 25.04 27.65 16.31
Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II			16.31 18.26 22.61 27.05 25.04 27.65 16.31 18.26
Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator III			16.31 18.26 22.61 22.61 27.05 25.04 27.65 16.31 18.26 20.34
Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator III 30063 - Drafter/CAD Operator III			16.31 18.26 22.61 22.61 27.05 25.04 27.65 16.31 18.26 20.34 25.04
Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator III 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician I			16.31 18.26 22.61 22.61 27.05 25.04 27.65 16.31 18.26 20.34 25.04 15.36
Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician II 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator III 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician I			16.31 18.26 22.61 22.61 27.05 25.04 27.65 16.31 18.26 20.34 25.04 15.36 16.43
Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator III 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician I 30082 - Engineering Technician II			16.31 18.26 22.61 27.05 25.04 27.65 16.31 18.26 20.34 25.04 15.36 16.43 18.35
<pre>Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician I 30082 - Engineering Technician II 30083 - Engineering Technician III 30084 - Engineering Technician IV</pre>			16.31 18.26 22.61 22.61 27.05 25.04 27.65 16.31 18.26 20.34 25.04 15.36 16.43 18.35 22.75
<pre>Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician I 30082 - Engineering Technician II 30083 - Engineering Technician II 30084 - Engineering Technician IV 30085 - Engineering Technician V</pre>			16.31 18.26 22.61 22.61 27.05 25.04 27.65 16.31 18.26 20.34 25.04 15.36 16.43 18.35 22.75 27.82
Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician II 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator III 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician I 30082 - Engineering Technician II 30083 - Engineering Technician III 30084 - Engineering Technician IV 30085 - Engineering Technician V			16.31 18.26 22.61 27.05 25.04 27.65 16.31 18.26 20.34 25.04 15.36 16.43 18.35 22.75 27.82 33.66
Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician II 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator III 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician I 30082 - Engineering Technician II 30083 - Engineering Technician III 30084 - Engineering Technician IV 30085 - Engineering Technician V 30086 - Engineering Technician V 30090 - Environmental Technician			16.31 18.26 22.61 27.05 25.04 27.65 16.31 18.26 20.34 25.04 15.36 16.43 18.35 22.75 27.82 33.66 22.61
Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician II 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator III 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician I 30082 - Engineering Technician II 30083 - Engineering Technician III 30084 - Engineering Technician IV 30085 - Engineering Technician V			16.31 18.26 22.61 27.05 25.04 27.65 16.31 18.26 20.34 25.04 15.36 16.43 18.35 22.75 27.82 33.66

30221 - Latent Fingerprint	25.04
Technician I	
30222 - Latent Fingerprint	27.65
Technician II	
30240 - Mathematical Technician	22.61
30361 - Paralegal/Legal Assistant I	19.55
30362 - Paralegal/Legal Assistant II	24.56
30363 - Paralegal/Legal Assistant	29.61
III	
30364 - Paralegal/Legal Assistant IV	36.34
30375 - Petroleum Supply Specialist	27.65
30390 - Photo-Optics Technician	21.92
30395 - Radiation Control Technician	27.65
30461 - Technical Writer I	22.61
30462 - Technical Writer II	27.65
30463 - Technical Writer III	33.46
30491 - Unexploded Ordnance (UXO)	25.98
Technician I	
30492 - Unexploded Ordnance (UXO)	31.43
Technician II	
30493 - Unexploded Ordnance (UXO)	37.67
Technician III	
30494 - Unexploded (UXO) Safety	25.98
Escort	20000
30495 - Unexploded (UXO) Sweep	25.98
Personnel	20.90
30501 - Weather Forecaster I	25.04
30502 - Weather Forecaster II	30.45
30620 - Weather Observer Combined (see 2)	
Upper Air Or	20.01
Surface Programs	
30621 - Weather Observer Senior (see 2)	22.61
	22.01
1000 - 17	
31000 - Transportation/Mobile	
Equipment Operation Occupations	31 43
Equipment Operation Occupations 31010 - Airplane Pilot	31.43
Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide	13.82
Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver	13.82 19.04
Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier	13.82 19.04 16.45
Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant	13.82 19.04 16.45 12.52
Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver	13.82 19.04 16.45 12.52 17.75
Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver	13.82 19.04 16.45 12.52 17.75 15.58
Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light	13.82 19.04 16.45 12.52 17.75 15.58 17.75
Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium	13.82 19.04 16.45 12.52 17.75 15.58 17.75 19.04
Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy	13.82 19.04 16.45 12.52 17.75 15.58 17.75 19.04 20.20
Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer	13.82 19.04 16.45 12.52 17.75 15.58 17.75 19.04
Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations	13.82 19.04 16.45 12.52 17.75 15.58 17.75 19.04 20.20 20.20
Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist	13.82 19.04 16.45 12.52 17.75 15.58 17.75 19.04 20.20 20.20
Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist 99030 - Cashier	13.82 19.04 16.45 12.52 17.75 15.58 17.75 19.04 20.20 20.20 15.32 10.62
Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist	13.82 19.04 16.45 12.52 17.75 15.58 17.75 19.04 20.20 20.20

99130 - Flight Follower	25.98
99251 - Laboratory Animal Caretaker	14.25
I	
99252 - Laboratory Animal Caretaker	15.36
II	
99260 - Marketing Analyst	23.22
99310 - Mortician	23.49
99410 - Pest Controller	19.04
99510 - Photofinishing Worker	13.65
99710 - Recycling Laborer	17.43
99711 - Recycling Specialist	20.75
99730 - Refuse Collector	15.79
99810 - Sales Clerk	11.59
99820 - School Crossing Guard	15.84
99830 - Survey Party Chief	21.04
99831 - Surveying Aide	12.69
99832 - Surveying Technician	17.27
99840 - Vending Machine Attendant	20.80
99841 - Vending Machine Repairer	25.71
99842 - Vending Machine Repairer	20.80
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 per month*

*This rate is to be used only when compensating employees for performance on an SCAcovered 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 4 weeks after 15 years and 5 weeks after 25 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of twelve paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday 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: 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:

 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)).

REGISTER OF WAGE DETERMINATIONS UNDER	U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT	EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor	C WAGE AND HOUR DIVISION
	WASHINGTON D.C. 20210
	Wage Determination No.: 2015-5063
Daniel W. Simms Division of	Revision No.: 19
Director Wage Determination	ns Date Of Last Revision: 12/27/2021

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022 Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022 Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Illinois

Area: Illinois Counties of Clay Effingham Fayette Marion

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		14.19
01012 - Accounting Clerk II		15.94
01013 - Accounting Clerk III		18.57
01020 - Administrative Assistant		24.14
01035 - Court Reporter		19.05
01041 - Customer Service		13.08
Representative I		
01042 - Customer Service		14.27
Representative II		

01043 - Customer Service Representative III		16.03
01051 - Data Entry Operator I		14.51
01052 - Data Entry Operator II		15.84
01060 - Dispatcher Motor Vehicle		20.47
01070 - Document Preparation Clerk		13.82
01090 - Duplicating Machine Operator		13.82
01111 - General Clerk I		13.57
01112 - General Clerk II		15.00
01113 - General Clerk III		17.07
01120 - Housing Referral Assistant		20.96
01141 - Messenger Courier		12.00
01191 - Order Clerk I		13.77
01192 - Order Clerk II		15.02
01261 - Personnel Assistant		16.33
(Employment) I		10.00
01262 - Personnel Assistant		19.05
(Employment) II		19.00
01263 - Personnel Assistant		20.73
(Employment) III		20.70
01270 - Production Control Clerk		21.23
01290 - Rental Clerk		16.06
01300 - Scheduler Maintenance		15.96
01311 - Secretary I		15.96
01312 - Secretary II		17.85
01313 - Secretary III		20.96
01320 - Service Order Dispatcher		18.31
01410 - Supply Technician		24.14
01420 - Survey Worker		19.05
01460 - Switchboard		15.10
Operator/Receptionist		20120
01531 - Travel Clerk I		14.48
01532 - Travel Clerk II		15.67
01533 - Travel Clerk III		16.97
01611 - Word Processor I		13.82
01612 - Word Processor II		16.06
01613 - Word Processor III		19.05
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer		22.80
Fiberglass		
05010 - Automotive	Electrician	20.59
	BICCLICIAN	
05040 - Automotive Glass Installer	Diecclician	19.74
	Liectitcian	19.74 19.74
05040 - Automotive Glass Installer	Freetritian	
05040 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer	Electrician	19.74
05040 - Automotive Glass Installer 05070 - Automotive Worker	Liectiteian	19.74 18.01
05040 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal	Electrolan	19.74 18.01
05040 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic	Electrician	19.74 18.01 21.46
05040 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic 05160 - Motor Equipment Metal Worker		19.74 18.01 21.46 19.74

05250 - Motor Vehicle Upholstery	18.88
Worker	10 54
05280 - Motor Vehicle Wrecker	19.74
05310 - Painter Automotive	20.59
05340 - Radiator Repair Specialist	19.74
05370 - Tire Repairer	15.99
05400 - Transmission Repair	21.46
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	12.77
07041 - Cook I	13.26
07042 - Cook II	15.19
07070 - Dishwasher	9.64
07130 - Food Service Worker	11.51
07210 - Meat Cutter	16.34
07260 - Waiter/Waitress	9.59
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	20.56
09040 - Furniture Handler	13.35
09080 - Furniture Refinisher	20.56
09090 - Furniture Refinisher Helper	16.55
09110 - Furniture Repairer Minor	18.84
09130 - Upholsterer	22.61
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	13.09
11060 - Elevator Operator	12.95
11090 - Gardener	17.76
11122 - Housekeeping Aide	12.95
11150 - Janitor	12.95
11210 - Laborer Grounds Maintenance	13.83
11240 - Maid or Houseman	10.97
11260 - Pruner	12.53
11270 - Tractor Operator	16.46
11330 - Trail Maintenance Worker	13.83
11360 - Window Cleaner	14.30
12000 - Health Occupations	
12010 - Ambulance Driver	19.90
12011 - Breath Alcohol Technician	18.58
12012 - Certified Occupational	23.56
Therapist Assistant	
12015 - Certified Physical Therapist	26.55
Assistant	
· · · · ·	
12020 - Dental Assistant	18.38
12020 - Dental Assistant 12025 - Dental Hygienist	18.38 29.20
12025 - Dental Hygienist	29.20
12025 - Dental Hygienist 12030 - EKG Technician	29.20 25.03
12025 - Dental Hygienist	29.20

12040 - Emergency Medical Technician	19.90
12071 - Licensed Practical Nurse I	16.62
12072 - Licensed Practical Nurse II	18.58
12073 - Licensed Practical Nurse III	20.71
12100 - Medical Assistant	16.28
12130 - Medical Laboratory	24.71
Technician	
12160 - Medical Record Clerk	16.69
12190 - Medical Record Technician	18.90
12195 - Medical Transcriptionist	17.59
12210 - Nuclear Medicine	40.83
Technologist	10 10
12221 - Nursing Assistant I	12.16
12222 - Nursing Assistant II	13.66
12223 - Nursing Assistant III	14.91
12224 - Nursing Assistant IV	16.75
12235 - Optical Dispenser	16.79
12236 - Optical Technician	16.62
12250 - Pharmacy Technician	15.52
12280 - Phlebotomist	15.02
12305 - Radiologic Technologist	25.87
12311 - Registered Nurse I	26.36
12312 - Registered Nurse II	29.18
12313 - Registered Nurse II	29.18
Specialist	
12314 - Registered Nurse III	35.30
12315 - Registered Nurse III	35.30
Anesthetist	
12316 - Registered Nurse IV	42.33
12317 - Scheduler (Drug and Alcohol	23.02
Testing)	
12320 - Substance Abuse Treatment	16.71
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	18.31
13012 - Exhibits Specialist II	22.69
13013 - Exhibits Specialist III	27.76
13041 - Illustrator I	20.80
13042 - Illustrator II	25.56
13043 - Illustrator III	30.15
13047 - Librarian	26.36
13050 - Library Aide/Clerk	12.43
13054 - Library Information	23.81
Technology Systems	
Administrator	1 / 2 1
13058 - Library Technician	14.61
13061 - Media Specialist I	17.18
13062 - Media Specialist II	19.21
13063 - Media Specialist III	21.43

13071 - Photographer I		16.71
13072 - Photographer II		18.69
13073 - Photographer III		23.16
13074 - Photographer IV		27.91
13075 - Photographer V		33.77
13090 - Technical Order Library		15.11
Clerk		
13110 - Video Teleconference		17.77
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		17.11
14042 - Computer Operator II		19.13
14043 - Computer Operator III		21.33
14044 - Computer Operator IV		23.70
14045 - Computer Operator V		26.25
14071 - Computer Programmer I	(see 1)	22.33
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	(200 1)	18.26
Operator		20120
14160 - Personal Computer Support		25.31
Technician		20.01
14170 - System Support Specialist		28.09
15000 - Instructional Occupations		20.05
15010 - Aircrew Training Devices		34.92
Instructor (Non-Rated)		51.52
15020 - Aircrew Training Devices		42.25
Instructor (Rated)		12.20
15030 - Air Crew Training Devices		50.64
Instructor (Pilot)		30.04
15050 - Computer Based Training		34.92
Specialist / Instructor		54.92
15060 - Educational Technologist		34.27
15070 - Flight Instructor (Pilot)		50.64
15080 - Graphic Artist		21.87
15080 - Graphic Artist 15085 - Maintenance Test Pilot Fixed		21.87
Jet/Prop		59.09
15086 - Maintenance Test Pilot		20 60
		39.69
Rotary Wing		39.69
15088 - Non-Maintenance Test/Co-		27.09
Pilot 15090 - Technical Instructor		
		20.66
15095 - Technical Instructor/Course		25.27
Developer		1 ((7
15110 - Test Proctor		16.67

15120 - Tutor	16.67
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations	4 5 0 4
16010 - Assembler	15.31
16030 - Counter Attendant	15.31
16040 - Dry Cleaner	17.50
16070 - Finisher Flatwork Machine	15.31
16090 - Presser Hand	15.31
16110 - Presser Machine Drycleaning	15.31
16130 - Presser Machine Shirts	15.31
16160 - Presser Machine Wearing	15.31
Apparel Laundry	
16190 - Sewing Machine Operator	18.23
16220 - Tailor	18.96
16250 - Washer Machine	16.04
19000 - Machine Tool Operation And	
Repair Occupations	
19010 - Machine-Tool Operator (Tool	25.59
Room)	
19040 - Tool And Die Maker	30.77
21000 - Materials Handling And Packing	
Occupations	
21020 - Forklift Operator	21.54
21030 - Material Coordinator	21.23
21040 - Material Expediter	21.23
21050 - Material Handling Laborer	19.18
21071 - Order Filler	15.62
21080 - Production Line Worker (Food	21.54
Processing)	
21110 - Shipping Packer	15.99
21130 - Shipping/Receiving Clerk	15.99
21140 - Store Worker I	14.17
21150 - Stock Clerk	19.15
21210 - Tools And Parts Attendant	21.54
21410 - Warehouse Specialist	21.54
23000 - Mechanics And Maintenance And	
Repair Occupations	
23010 - Aerospace Structural Welder	28.10
23019 - Aircraft Logs and Records	22.54
Technician	
23021 - Aircraft Mechanic I	26.83
23022 - Aircraft Mechanic II	28.10
23023 - Aircraft Mechanic III	29.36
23040 - Aircraft Mechanic Helper	19.48
23050 - Aircraft Painter	25.45
23060 - Aircraft Servicer	22.54
23070 - Aircraft Survival Flight	25.45
Equipment Technician	
23080 - Aircraft Worker	24.07

23091 - Aircrew Life Support 24.07 Equipment (ALSE) Mechanic 23092 - Aircrew Life Support 26.83 Equipment (ALSE) Mechanic 26.83 II 23110 - Appliance Mechanic 25.19 23120 - Bicycle Repairer 20.80 23125 - Cable Splicer 45.46 23130 - Carpenter Maintenance 26.52 23140 - Carpet Layer 24.07 23160 - Electrician Maintenance 30.81 23181 - Electronics Technician 24.99 Maintenance I 23183 - Electronics Technician 23183 - Electronics Technician 27.83 Maintenance III 232200 - Fire Alarm System Mechanic 25.53 23310 - Fire Alarm System Mechanic 25.53 23311 - Fuel Distribution System 20.80 Operator 20.80 23312 - Fuel Distribution System 20.80 Operator 23381 - Ground Support Equipment 26.83 Mechanic 23382 - Ground Support Equipment 22.54 Servicer 23382 - Ground Support Equipment 26.83 23391 - Gunsmith II 20.80 23391 - Gunsmith II 20.80 23391 - Gunsmith
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23140 - Carpet Layer 24.07 23160 - Electrician Maintenance 30.81 23181 - Electronics Technician 24.99 Maintenance I 2182 - Electronics Technician 26.42 Maintenance II 2183 - Electronics Technician 27.83 Maintenance III 2182 - Fabric Worker 22.31 23260 - Fabric Worker 22.31 23290 - Fire Alarm System Mechanic 25.53 23310 - Fire Extinguisher Repairer 20.80 23311 - Fuel Distribution System 26.57 Mechanic 20.80 2370 - General Maintenance Worker 20.67 2380 - Ground Support Equipment 22.54 Servicer 23381 - Ground Support Equipment 23382 - Ground Support Equipment 24.07 Worker 23391 - Gunsmith I 23391 - Gunsmith II 20.80 23391 - Gunsmith III 23.83 23393 - Gunsmith III 23.83
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Worker 20.80 23391 - Gunsmith I 20.80 23392 - Gunsmith II 23.83 23393 - Gunsmith III 26.57
23391 - Gunsmith I 20.80 23392 - Gunsmith II 23.83 23393 - Gunsmith III 26.57
23392 - Gunsmith II 23.83 23393 - Gunsmith III 26.57
23393 - Gunsmith III 26.57
Conditioning
Mechanic
23411 - Heating Ventilation And Air 28.08
Contidioning
Mechanic (Research Facility)
23430 - Heavy Equipment Mechanic 28.08
23430 - Heavy Equipment Mechanic20.0023440 - Heavy Equipment Operator32.32
23440 - Heavy Equipment Operator32.3223460 - Instrument Mechanic26.57
23465 - Laboratory/Shelter Mechanic 25.19
23470 - Laborer 17.17
23510 - Locksmith 25.19
23530 - Machinery Maintenance 27.80
Mechanic
23550 - Machinist Maintenance 24.17

23580 - Maintenance Trades Helper	19.48
23591 - Metrology Technician I	26.57
23592 - Metrology Technician II	27.82
23593 - Metrology Technician III	29.06
23640 - Millwright	27.07
23710 - Office Appliance Repairer	25.19
23760 - Painter Maintenance	23.03
23790 - Pipefitter Maintenance	30.12
23810 - Plumber Maintenance	28.85
23820 - Pneudraulic Systems Mechanic	26.57
23850 - Rigger	26.57
23870 - Scale Mechanic	23.83
23890 - Sheet-Metal Worker	26.55
Maintenance	
23910 - Small Engine Mechanic	21.36
23931 - Telecommunications Mechanic	27.33
I	
23932 - Telecommunications Mechanic	28.62
II	
23950 - Telephone Lineman	26.57
23960 - Welder Combination	23.21
Maintenance	
23965 - Well Driller	26.57
23970 - Woodcraft Worker	26.57
23980 - Woodworker	20.80
24000 - Personal Needs Occupations	
24550 - Case Manager	14.96
24570 - Child Care Attendant	10.27
24580 - Child Care Center Clerk	13.39
24610 - Chore Aide	11.55
24620 - Family Readiness And Support	14.96
Services	
Coordinator	
24630 - Homemaker	14.96
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	32.66
25040 - Sewage Plant Operator	23.80
25070 - Stationary Engineer	32.66
25190 - Ventilation Equipment Tender	23.76
25210 - Water Treatment Plant	23.80
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	21.32
27007 - Baggage Inspector	14.36
27008 - Corrections Officer	27.56
27010 - Court Security Officer	24.34
27030 - Detection Dog Handler	16.66
27040 - Detention Officer	27.56
27070 - Firefighter	28.24

27101 - Guard I			14.36
27102 - Guard II			16.66
27131 - Police Officer I			24.61
27132 - Police Officer II			27.35
28000 - Recreation Occupations			
28041 - Carnival Equipment Operator			12.57
28042 - Carnival Equipment Repairer			13.41
28043 - Carnival Worker			9.45
28210 - Gate Attendant/Gate Tender			14.52
28310 - Lifeguard			12.94
28350 - Park Attendant (Aide)			16.25
28510 - Recreation Aide/Health			11.86
Facility Attendant			
28515 - Recreation Specialist			20.13
28630 - Sports Official			12.94
28690 - Swimming Pool Operator			24.20
29000 - Stevedoring/Longshoremen			
Occupational Services			
29010 - Blocker And Bracer			26.09
29020 - Hatch Tender			26.09
29030 - Line Handler			26.09
29041 - Stevedore I			24.30
29042 - Stevedore II			27.39
30000 - Technical Occupations			21.00
30010 - Air Traffic Control	(see	2)	40.88
Specialist Center (HFO)	(500	2)	10.00
30011 - Air Traffic Control	(see	2)	28.18
Specialist Station (HFO)	(500	2)	20.10
30012 - Air Traffic Control			31.04
Specialist Terminal (HFO) (see 2)			JI.04
30021 - Archeological Technician I			19.36
30022 - Archeological Technician II			21.56
30022 Archeological Technician III			25.04
30030 - Cartographic Technician			27.52
30040 - Civil Engineering Technician			27.49
30051 - Cryogenic Technician I			25.04
30052 - Cryogenic Technician II			27.65
30061 - Drafter/CAD Operator I			19.36 21.56
30062 - Drafter/CAD Operator II			
30063 - Drafter/CAD Operator III			24.15
30064 - Drafter/CAD Operator IV			29.71
30081 - Engineering Technician I			17.67
30082 - Engineering Technician II			19.83
30083 - Engineering Technician III			22.18
30084 - Engineering Technician IV			27.48
30085 - Engineering Technician V			33.62
30086 - Engineering Technician VI			40.68
30090 - Environmental Technician			22.61
30095 - Evidence Control Specialist			22.61
30210 - Laboratory Technician			30.10

30221 - Latent Fingerprint	25.04
Technician I	
30222 - Latent Fingerprint	27.65
Technician II	
30240 - Mathematical Technician	26.82
30361 - Paralegal/Legal Assistant I	20.04
30362 - Paralegal/Legal Assistant II	24.86
30363 - Paralegal/Legal Assistant	30.37
III	
30364 - Paralegal/Legal Assistant IV	36.75
30375 - Petroleum Supply Specialist	27.65
30390 - Photo-Optics Technician	26.82
30395 - Radiation Control Technician	27.65
30461 - Technical Writer I	23.51
30462 - Technical Writer II	28.76
30463 - Technical Writer III	34.79
30491 - Unexploded Ordnance (UXO)	25.98
Technician I	
30492 - Unexploded Ordnance (UXO)	31.43
Technician II	
30493 - Unexploded Ordnance (UXO)	37.67
Technician III	
30494 - Unexploded (UXO) Safety	25.98
Escort	20.00
30495 - Unexploded (UXO) Sweep	25.98
Personnel	20.90
30501 - Weather Forecaster I	25.04
30502 - Weather Forecaster II	30.45
30620 - Weather Observer Combined (see 2)	
30620 - Weather Observer Combined (see 2)	24.15
Upper Air Or	
Upper Air Or Surface Programs	24.15
Upper Air Or Surface Programs 30621 - Weather Observer Senior (see 2)	
Upper Air Or Surface Programs 30621 - Weather Observer Senior (see 2) 31000 - Transportation/Mobile	24.15
Upper Air Or Surface Programs 30621 - Weather Observer Senior (see 2) 31000 - Transportation/Mobile Equipment Operation Occupations	24.15
Upper Air Or Surface Programs 30621 - Weather Observer Senior (see 2) 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot	24.15 26.82 31.43
Upper Air Or Surface Programs 30621 - Weather Observer Senior (see 2) 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide	24.15 26.82 31.43 13.82
Upper Air Or Surface Programs 30621 - Weather Observer Senior (see 2) 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver	24.15 26.82 31.43 13.82 19.04
Upper Air Or Surface Programs 30621 - Weather Observer Senior (see 2) 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier	24.15 26.82 31.43 13.82 19.04 16.45
Upper Air Or Surface Programs 30621 - Weather Observer Senior (see 2) 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant	24.15 26.82 31.43 13.82 19.04 16.45 12.52
Upper Air Or Surface Programs 30621 - Weather Observer Senior (see 2) 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver	24.15 26.82 31.43 13.82 19.04 16.45 12.52 17.75
Upper Air Or Surface Programs 30621 - Weather Observer Senior (see 2) 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver	24.15 26.82 31.43 13.82 19.04 16.45 12.52 17.75 14.95
Upper Air Or Surface Programs 30621 - Weather Observer Senior (see 2) 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light	24.15 26.82 31.43 13.82 19.04 16.45 12.52 17.75 14.95 17.75
Upper Air Or Surface Programs 30621 - Weather Observer Senior (see 2) 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium	24.15 26.82 31.43 13.82 19.04 16.45 12.52 17.75 14.95 17.75 19.04
Upper Air Or Surface Programs 30621 - Weather Observer Senior (see 2) 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Heavy	24.15 26.82 31.43 13.82 19.04 16.45 12.52 17.75 14.95 17.75 19.04 20.79
Upper Air Or Surface Programs 30621 - Weather Observer Senior (see 2) 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer	24.15 26.82 31.43 13.82 19.04 16.45 12.52 17.75 14.95 17.75 19.04
Upper Air Or Surface Programs 30621 - Weather Observer Senior (see 2) 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations	24.15 26.82 31.43 13.82 19.04 16.45 12.52 17.75 14.95 17.75 19.04 20.79 20.79
Upper Air Or Surface Programs 30621 - Weather Observer Senior (see 2) 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist	24.15 26.82 31.43 13.82 19.04 16.45 12.52 17.75 14.95 17.75 19.04 20.79 20.79 15.32
Upper Air Or Surface Programs 30621 - Weather Observer Senior (see 2) 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist 99030 - Cashier	24.15 26.82 31.43 13.82 19.04 16.45 12.52 17.75 14.95 17.75 19.04 20.79 20.79 15.32 10.62
Upper Air Or Surface Programs 30621 - Weather Observer Senior (see 2) 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist	24.15 26.82 31.43 13.82 19.04 16.45 12.52 17.75 14.95 17.75 19.04 20.79 20.79 15.32

99130 - Flight Follower	25.98
99251 - Laboratory Animal Caretaker	14.25
I	
99252 - Laboratory Animal Caretaker	15.36
II	
99260 - Marketing Analyst	23.22
99310 - Mortician	30.54
99410 - Pest Controller	18.18
99510 - Photofinishing Worker	13.65
99710 - Recycling Laborer	18.45
99711 - Recycling Specialist	22.00
99730 - Refuse Collector	16.24
99810 - Sales Clerk	12.95
99820 - School Crossing Guard	15.84
99830 - Survey Party Chief	22.43
99831 - Surveying Aide	14.88
99832 - Surveying Technician	20.39
99840 - Vending Machine Attendant	17.25
99841 - Vending Machine Repairer	20.31
99842 - Vending Machine Repairer	17.25
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 per month*

*This rate is to be used only when compensating employees for performance on an SCAcovered 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 4 weeks after 15 years and 5 weeks after 25 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of twelve paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday 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: 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:

 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)).

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT	U.S. DEPARTMENT OF LABOR
By direction of the Secretary of Labor	WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Daniel W. Simms Division of Director Wage Determinations	Wage Determination No.: 2015-5065 Revision No.: 19 Date Of Last Revision: 12/27/2021

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022 Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022 Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Illinois

Area: Illinois Counties of Edwards Gallatin Hardin Wabash White

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		13.64
01012 - Accounting Clerk II		15.32
01013 - Accounting Clerk III		17.13
01020 - Administrative Assistant		23.48
01035 - Court Reporter		15.99
01041 - Customer Service		13.14
Representative I		
01042 - Customer Service		14.71
Representative II		

01043 - Customer Service Representative III		16.13
01051 - Data Entry Operator I		15.33
01052 - Data Entry Operator II		17.17
01060 - Dispatcher Motor Vehicle		19.36
01070 - Document Preparation Clerk		13.36
01090 - Duplicating Machine Operator		13.36
01111 - General Clerk I		13.42
01112 - General Clerk II		14.65
01113 - General Clerk III		16.46
01120 - Housing Referral Assistant		17.82
01141 - Messenger Courier		11.29
01191 - Order Clerk I		14.87
01192 - Order Clerk II		16.23
01261 - Personnel Assistant		17.14
(Employment) I		1/•14
01262 - Personnel Assistant		19.18
		19.10
(Employment) II 01263 - Personnel Assistant		21.37
		21.37
(Employment) III		0E 10
01270 - Production Control Clerk		25.10
01290 - Rental Clerk		13.37
01300 - Scheduler Maintenance		14.30
01311 - Secretary I		14.30
01312 - Secretary II		15.99
01313 - Secretary III		17.82
01320 - Service Order Dispatcher		17.31
01410 - Supply Technician		23.48
01420 - Survey Worker		14.72
01460 - Switchboard		12.33
Operator/Receptionist		10 40
01531 - Travel Clerk I		13.49
01532 - Travel Clerk II		14.43
01533 - Travel Clerk III		15.38
01611 - Word Processor I		12.73
01612 - Word Processor II		14.30
01613 - Word Processor III		15.99
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer		25.75
Fiberglass		
05010 - Automotive	Electrician	
05040 - Automotive Glass Installer		17.21
05070 - Automotive Worker		17.21
05110 - Mobile Equipment Servicer		14.99
05130 - Motor Equipment Metal		19.07
Mechanic		
05160 - Motor Equipment Metal Worker		17.21
05190 - Motor Vehicle Mechanic		19.07
05220 - Motor Vehicle Mechanic		13.82

05250 - Motor Vehicle Upholstery	16.10
Worker	
05280 - Motor Vehicle Wrecker	17.21
05310 - Painter Automotive	18.16
05340 - Radiator Repair Specialist	17.21
05370 - Tire Repairer	14.49
05400 - Transmission Repair	19.07
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	13.81
07041 - Cook I	12.15
07042 - Cook II	13.81
07070 - Dishwasher	9.42
07130 - Food Service Worker	10.43
07210 - Meat Cutter	16.76
07260 - Waiter/Waitress	9.68
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	21.60
09040 - Furniture Handler	16.13
09080 - Furniture Refinisher	21.60
09090 - Furniture Refinisher Helper	19.47
09110 - Furniture Repairer Minor	20.69
09130 - Upholsterer	21.60
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	11.83
11060 - Elevator Operator	12.43
11090 - Gardener	19.14
11122 - Housekeeping Aide	12.43
11150 - Janitor	12.43
11210 - Laborer Grounds Maintenance	14.62
11240 - Maid or Houseman	11.48
11260 - Pruner	13.12
11270 - Tractor Operator	17.64
11330 - Trail Maintenance Worker	14.62
11360 - Window Cleaner	13.85
12000 - Health Occupations	
12010 - Ambulance Driver	16.29
12011 - Breath Alcohol Technician	18.20
12012 - Certified Occupational	23.77
Therapist Assistant	
12015 - Certified Physical Therapist	27.07
Assistant	
12020 - Dental Assistant	18.15
12025 - Dental Hygienist	33.44
12030 - EKG Technician	27.58
12035 - Electroneurodiagnostic	27.58
Technologist	

12040 - Emergency Medical Technician	16.29
12071 - Licensed Practical Nurse I	16.26
12072 - Licensed Practical Nurse II	18.20
12073 - Licensed Practical Nurse III	20.29
12100 - Medical Assistant	15.89
12130 - Medical Laboratory	21.86
Technician	
12160 - Medical Record Clerk	17.01
12190 - Medical Record Technician	20.02
12195 - Medical Transcriptionist	16.26
12210 - Nuclear Medicine	39.99
Technologist	11 00
12221 - Nursing Assistant I	11.26
12222 - Nursing Assistant II	12.66
12223 - Nursing Assistant III	13.81
12224 - Nursing Assistant IV	15.51
12235 - Optical Dispenser	17.34
12236 - Optical Technician	16.26
12250 - Pharmacy Technician	15.11
12280 - Phlebotomist	15.19
12305 - Radiologic Technologist	24.21
12311 - Registered Nurse I	23.29
12312 - Registered Nurse II	28.49
12313 - Registered Nurse II	28.49
Specialist	
12314 - Registered Nurse III	34.48
12315 - Registered Nurse III	34.48
Anesthetist	
12316 - Registered Nurse IV	41.32
12317 - Scheduler (Drug and Alcohol	22.54
Testing)	
12320 - Substance Abuse Treatment	20.68
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	16.83
13012 - Exhibits Specialist II	20.32
13013 - Exhibits Specialist III	25.49
13041 - Illustrator I	16.79
13042 - Illustrator II	20.32
13043 - Illustrator III	25.49
13047 - Librarian	18.19
13050 - Library Aide/Clerk	13.09
13054 - Library Information	20.32
Technology Systems	
Administrator	
13058 - Library Technician	14.36
13061 - Media Specialist I	14.80
13062 - Media Specialist II	16.43
13063 - Media Specialist III	18.32

13071 - Photographer I		16.97
13072 - Photographer II		19.00
13073 - Photographer III		22.94
13074 - Photographer IV		28.77
13075 - Photographer V		34.82
13090 - Technical Order Library		14.89
Clerk		
13110 - Video Teleconference		16.49
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		15.22
14042 - Computer Operator II		17.37
14043 - Computer Operator III		19.36
14044 - Computer Operator IV		21.51
14045 - Computer Operator V		23.83
14071 - Computer Programmer I	(see 1)	21.11
14072 - Computer Programmer II	(see 1)	26.15
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	(/	15.22
Operator		
14160 - Personal Computer Support		21.51
Technician		
14170 - System Support Specialist		26.21
15000 - Instructional Occupations		
15010 - Aircrew Training Devices		28.02
Instructor (Non-Rated)		
15020 - Aircrew Training Devices		33.42
Instructor (Rated)		
15030 - Air Crew Training Devices		38.99
Instructor (Pilot)		00.00
15050 - Computer Based Training		28.02
Specialist / Instructor		20.02
15060 - Educational Technologist		29.45
15070 - Flight Instructor (Pilot)		38.99
15080 - Graphic Artist		19.91
15085 - Maintenance Test Pilot Fixed		38.99
Jet/Prop		
15086 - Maintenance Test Pilot		38.99
Rotary Wing		00.00
15088 - Non-Maintenance Test/Co-		38.99
Pilot		
15090 - Technical Instructor		23.28
15095 - Technical Instructor/Course		23.20
Developer		20.40
15110 - Test Proctor		18.79
ISIIV IEST FIUGUUI		10.19

15100 mater	10 70
15120 - Tutor	18.79
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations 16010 - Assembler	11.50
16030 - Counter Attendant	11.50
16040 - Dry Cleaner	13.74
16070 - Finisher Flatwork Machine	11.50
16090 - Presser Hand	11.50
16110 - Presser Machine Drycleaning	11.50
16130 - Presser Machine Shirts	11.50
16160 - Presser Machine Wearing	11.50
Apparel Laundry	11.00
16190 - Sewing Machine Operator	14.31
16220 - Tailor	14.88
16250 - Washer Machine	12.45
19000 - Machine Tool Operation And	12.10
Repair Occupations	
19010 - Machine-Tool Operator (Tool	23.17
Room)	23.17
19040 - Tool And Die Maker	27.62
21000 - Materials Handling And Packing	27.02
Occupations	
21020 - Forklift Operator	19.37
21030 - Material Coordinator	25.10
21040 - Material Expediter	25.10
21050 - Material Handling Laborer	16.65
21071 - Order Filler	13.83
21080 - Production Line Worker (Food	19.37
Processing)	10.07
21110 - Shipping Packer	17.39
21130 - Shipping/Receiving Clerk	17.39
21140 - Store Worker I	13.72
21150 - Stock Clerk	19.16
21210 - Tools And Parts Attendant	19.37
21410 - Warehouse Specialist	19.37
23000 - Mechanics And Maintenance And	
Repair Occupations	
23010 - Aerospace Structural Welder	30.20
23019 - Aircraft Logs and Records	24.43
Technician	
23021 - Aircraft Mechanic I	28.93
23022 - Aircraft Mechanic II	30.20
23023 - Aircraft Mechanic III	31.51
23040 - Aircraft Mechanic Helper	20.96
23050 - Aircraft Painter	27.55
23060 - Aircraft Servicer	24.43
23070 - Aircraft Survival Flight	27.55
Equipment Technician	
23080 - Aircraft Worker	26.12

	0 (1 0
23091 - Aircrew Life Support	26.12
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	28.93
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	27.55
23120 - Bicycle Repairer	22.74
23125 - Cable Splicer	42.47
23130 - Carpenter Maintenance	22.80
23140 - Carpet Layer	26.12
23160 - Electrician Maintenance	34.68
23181 - Electronics Technician	26.12
Maintenance I	
23182 - Electronics Technician	27.55
Maintenance II	
23183 - Electronics Technician	28.93
Maintenance III	
23260 - Fabric Worker	24.43
23290 - Fire Alarm System Mechanic	28.93
23310 - Fire Extinguisher Repairer	22.74
23311 - Fuel Distribution System	28.93
Mechanic	
23312 - Fuel Distribution System	22.74
Operator	
23370 - General Maintenance Worker	21.79
23380 - Ground Support Equipment	28.93
Mechanic	
23381 - Ground Support Equipment	24.43
Servicer	
23382 - Ground Support Equipment	26.12
Worker	20022
23391 - Gunsmith I	22.74
23392 - Gunsmith II	26.12
23393 - Gunsmith III	28.93
23410 - Heating Ventilation And Air-	23.53
Conditioning	20.00
Mechanic	
23411 - Heating Ventilation And Air	24.57
Contidioning	/
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	26.91
23440 - Heavy Equipment Operator	30.78
23460 - Instrument Mechanic	28.93
23465 - Laboratory/Shelter Mechanic	27.55
23470 - Laborar	16.65
23510 - Locksmith	27.55
23530 - Machinery Maintenance	24.70
Mechanic	24.70
23550 - Machinist Maintenance	18.23
25550 - Machinist Maintellance	10.23

23580 - Maintenance Trades Helper	18.51
23591 - Metrology Technician I	28.93
23592 - Metrology Technician II	30.20
23593 - Metrology Technician III	31.51
23640 - Millwright	28.93
23710 - Office Appliance Repairer	26.69
23760 - Painter Maintenance	22.05
23790 - Pipefitter Maintenance	37.38
23810 - Plumber Maintenance	35.45
23820 - Pneudraulic Systems Mechanic	28.93
23850 - Rigger	27.63
23870 - Scale Mechanic	26.12
23890 - Sheet-Metal Worker	28.93
Maintenance	
23910 - Small Engine Mechanic	20.34
23931 - Telecommunications Mechanic	27.43
I	
23932 - Telecommunications Mechanic	28.63
II	
23950 - Telephone Lineman	28.93
23960 - Welder Combination	20.76
Maintenance	
23965 - Well Driller	28.93
23970 - Woodcraft Worker	28.93
23980 - Woodworker	22.74
24000 - Personal Needs Occupations	1 - 0 4
24550 - Case Manager	15.04
24570 - Child Care Attendant	11.38 14.01
24580 - Child Care Center Clerk 24610 - Chore Aide	14.01
24610 - Chore Alde 24620 - Family Readiness And Support	15.04
Services	13.04
Coordinator	
24630 - Homemaker	15.04
25000 - Plant And System Operations	13.04
Occupations	
25010 - Boiler Tender	36.77
25040 - Sewage Plant Operator	21.96
25070 - Stationary Engineer	36.77
25190 - Ventilation Equipment Tender	26.93
25210 - Water Treatment Plant	20.95
Operator	21.90
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.46
27007 - Baggage Inspector	16.35
27008 - Corrections Officer	27.43
27010 - Court Security Officer	20.09
27030 - Detection Dog Handler	18.28
27040 - Detention Officer	27.43
27070 - Firefighter	17.29
	1.27

27101 - Guard I			16.35
27102 - Guard II			18.28
27131 - Police Officer I			20.35
27132 - Police Officer II			22.62
28000 - Recreation Occupations			
28041 - Carnival Equipment Operator			14.76
28042 - Carnival Equipment Repairer			15.97
28043 - Carnival Worker			11.20
28210 - Gate Attendant/Gate Tender			16.08
28310 - Lifequard			13.62
28350 - Park Attendant (Aide)			17.99
28510 - Recreation Aide/Health			13.19
Facility Attendant			
28515 - Recreation Specialist			22.27
28630 - Sports Official			14.32
28690 - Swimming Pool Operator			25.86
29000 - Stevedoring/Longshoremen			20.00
Occupational Services			
29010 - Blocker And Bracer			26.12
29010 - Blocker And Bracer 29020 - Hatch Tender			26.12
29020 - Hatch Tender 29030 - Line Handler			
			26.12
29041 - Stevedore I			24.43
29042 - Stevedore II			27.55
30000 - Technical Occupations		<u></u>	
30010 - Air Traffic Control	(see	2)	40.29
Specialist Center (HFO)			
30011 - Air Traffic Control	(see	2)	27.78
Specialist Station (HFO)			
30012 - Air Traffic Control			30.59
Specialist Terminal (HFO) (see 2)			
30021 - Archeological Technician I			16.50
30022 - Archeological Technician II			18.45
30023 - Archeological Technician III			22.85
30030 - Cartographic Technician			22.85
30040 - Civil Engineering Technician			24.59
30051 - Cryogenic Technician I			25.31
30052 - Cryogenic Technician II			27.96
30061 - Drafter/CAD Operator I			16.50
30062 - Drafter/CAD Operator II			18.45
30063 - Drafter/CAD Operator III			20.56
30064 - Drafter/CAD Operator IV			25.31
30081 - Engineering Technician I			14.69
30082 - Engineering Technician II			16.50
30083 - Engineering Technician III			18.45
30084 - Engineering Technician IV			22.85
30085 - Engineering Technician V			27.96
30086 - Engineering Technician VI			33.83
30090 - Environmental Technician			22.85
30095 - Evidence Control Specialist			22.85
30210 - Laboratory Technician			20.56
SVETV HADOLACOLY TECHILCIAN			20.00

30221 - Latent Fingerprint Technician I	25.31
30222 - Latent Fingerprint	27.96
Technician II	27.90
30240 - Mathematical Technician	
	22.85
30361 - Paralegal/Legal Assistant I	17.67
30362 - Paralegal/Legal Assistant II	22.85
30363 - Paralegal/Legal Assistant	26.24
III	
30364 - Paralegal/Legal Assistant IV	33.83
30375 - Petroleum Supply Specialist	27.96
30390 - Photo-Optics Technician	22.85
30395 - Radiation Control Technician	27.96
30461 - Technical Writer I	22.85
30462 - Technical Writer II	27.96
30463 - Technical Writer III	33.83
30491 - Unexploded Ordnance (UXO)	25.60
Technician I	
30492 - Unexploded Ordnance (UXO)	30.98
Technician II	00.00
30493 - Unexploded Ordnance (UXO)	37.13
Technician III	57.15
	25.60
30494 - Unexploded (UXO) Safety	23.60
Escort	
30495 - Unexploded (UXO) Sweep	25.60
Personnel	0 - 0 1
30501 - Weather Forecaster I	25.31
30502 - Weather Forecaster II	30.79
30620 - Weather Observer Combined (see 2)	20.56
Upper Air Or	
Surface Programs	
30621 - Weather Observer Senior (see 2)	22.85
31000 - Transportation/Mobile	
Equipment Operation Occupations	
31010 - Airplane Pilot	30.98
31020 - Bus Aide	14.52
31030 - Bus Driver	20.44
31043 - Driver Courier	12.75
31260 - Parking and Lot Attendant	13.04
31290 - Shuttle Bus Driver	13.83
31310 - Taxi Driver	13.27
31361 - Truckdriver Light	13.83
31362 - Truckdriver Medium	14.86
	21 05
31363 - Truckdriver Heavy	21.85
31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer	21.85 21.85
31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations	21.85
 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist 	21.85 15.10
 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist 99030 - Cashier 	21.85 15.10 10.32
 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist 	21.85 15.10

99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	13.54
I	
99252 - Laboratory Animal Caretaker	14.69
II	
99260 - Marketing Analyst	26.24
99310 - Mortician	35.56
99410 - Pest Controller	20.44
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	17.37
99711 - Recycling Specialist	20.96
99730 - Refuse Collector	15.59
99810 - Sales Clerk	12.62
99820 - School Crossing Guard	15.59
99830 - Survey Party Chief	25.45
99831 - Surveying Aide	15.36
99832 - Surveying Technician	20.90
99840 - Vending Machine Attendant	20.96
99841 - Vending Machine Repairer	26.12
99842 - Vending Machine Repairer	20.96
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 per month*

*This rate is to be used only when compensating employees for performance on an SCAcovered 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 4 weeks after 15 years and 5 weeks after 25 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday 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: 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:

 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)).

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT	U.S. DEPARTMENT OF LABOR
By direction of the Secretary of Labor	WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Daniel W. Simms Division of Director Wage Determinations	Wage Determination No.: 2015-5067 Revision No.: 19 Date Of Last Revision: 12/27/2021

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022 Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022 Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Illinois

Area: Illinois Counties of Franklin Hamilton Jefferson Johnson Massac Perry Pope Pulaski Randolph Saline Union Washington Wayne

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		14.10
01012 - Accounting Clerk II		15.83
01013 - Accounting Clerk III		18.57
01020 - Administrative Assistant		24.14
01035 - Court Reporter		19.05
01041 - Customer Service		13.14
Representative I		
01042 - Customer Service		14.71
Representative II		

01043 - Customer Service Representative III		16.13
01051 - Data Entry Operator I		16.10
01052 - Data Entry Operator II		17.58
01060 - Dispatcher Motor Vehicle		20.96
01070 - Document Preparation Clerk		13.51
01090 - Duplicating Machine Operator		13.51
01111 - General Clerk I		13.56
01112 - General Clerk II		15.00
01113 - General Clerk III		17.07
01120 - Housing Referral Assistant		20.96
01141 - Messenger Courier		11.61
01191 - Order Clerk I		14.87
01192 - Order Clerk II		16.23
01261 - Personnel Assistant		17.14
(Employment) I		_ / •
01262 - Personnel Assistant		19.18
(Employment) II		10010
01263 - Personnel Assistant		21.37
(Employment) III		
01270 - Production Control Clerk		25.10
01290 - Rental Clerk		16.06
01300 - Scheduler Maintenance		15.96
01311 - Secretary I		15.96
01312 - Secretary II		17.85
01313 - Secretary III		20.96
01320 - Service Order Dispatcher		18.74
01410 - Supply Technician		24.14
01420 - Survey Worker		19.05
01460 - Switchboard		15.10
Operator/Receptionist		
01531 - Travel Clerk I		13.49
01532 - Travel Clerk II		14.43
01533 - Travel Clerk III		15.38
OTDDD ITAVET CIEIK III		TJ.JO
01611 - Word Processor I		13.51
01611 - Word Processor I		13.51
01611 - Word Processor I 01612 - Word Processor II		13.51 16.06
01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III		13.51 16.06
01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations		13.51 16.06 19.05
01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer	Electrician	13.51 16.06 19.05 25.75
01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass 05010 - Automotive 05040 - Automotive Glass Installer	Electrician	13.51 16.06 19.05 25.75
01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass 05010 - Automotive	Electrician	13.51 16.06 19.05 25.75 20.59
01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass 05010 - Automotive 05040 - Automotive Glass Installer	Electrician	13.51 16.06 19.05 25.75 20.59 19.74
01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotile Body Repairer Fiberglass 05010 - Automotive 05040 - Automotive Glass Installer 05070 - Automotive Worker	Electrician	13.51 16.06 19.05 25.75 20.59 19.74 19.74
01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotile Body Repairer Fiberglass 05010 - Automotive 05040 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer	Electrician	13.51 16.06 19.05 25.75 20.59 19.74 19.74 18.01 21.46
<pre>01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotile Body Repairer Fiberglass 05010 - Automotive 05010 - Automotive Glass Installer 05070 - Automotive Glass Installer 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic 05160 - Motor Equipment Metal Worker</pre>	Electrician	13.51 16.06 19.05 25.75 20.59 19.74 19.74 18.01
01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass 05010 - Automotive 05040 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic	Electrician	13.51 16.06 19.05 25.75 20.59 19.74 19.74 18.01 21.46
<pre>01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotile Body Repairer Fiberglass 05010 - Automotive 05010 - Automotive Glass Installer 05070 - Automotive Glass Installer 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic 05160 - Motor Equipment Metal Worker</pre>	Electrician	13.51 16.06 19.05 25.75 20.59 19.74 19.74 18.01 21.46 19.74

05250 - Motor Vehicle Upholstery Worker	18.88
	10 54
05280 - Motor Vehicle Wrecker	19.74
05310 - Painter Automotive	20.59
05340 - Radiator Repair Specialist	19.74
05370 - Tire Repairer	15.80
05400 - Transmission Repair	21.46
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	12.77
07041 - Cook I	11.02
07042 - Cook II	12.60
07070 - Dishwasher	9.42
07130 - Food Service Worker	10.75
07210 - Meat Cutter	16.76
07260 - Waiter/Waitress	9.44
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	22.62
09040 - Furniture Handler	14.69
09080 - Furniture Refinisher	22.62
09090 - Furniture Refinisher Helper	18.21
09110 - Furniture Repairer Minor	20.72
09130 - Upholsterer	24.87
11000 - General Services And Support	24.07
Occupations	
11030 - Cleaner Vehicles	11.86
11060 - Elevator Operator	12.43
11090 - Gardener	19.14
11122 - Housekeeping Aide	12.43
11122 - Housekeeping Aide 11150 - Janitor	12.43
11210 - Laborer Grounds Maintenance	12.43
11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman	
	11.48
11260 - Pruner	13.12
11270 - Tractor Operator	17.64
11330 - Trail Maintenance Worker 11360 - Window Cleaner	14.62
	13.85
12000 - Health Occupations	10 00
12010 - Ambulance Driver	19.90
12011 - Breath Alcohol Technician	18.21
12012 - Certified Occupational	23.77
Therapist Assistant	07 07
12015 - Certified Physical Therapist	27.07
Assistant	10 1 -
12020 - Dental Assistant	18.15
12025 - Dental Hygienist	30.33
12030 - EKG Technician	27.58
12035 - Electroneurodiagnostic	27.58
Technologist	

12040 - Emergency Medical Technician	19.90
12071 - Licensed Practical Nurse I	16.26
12072 - Licensed Practical Nurse II	18.20
12073 - Licensed Practical Nurse III	20.29
12100 - Medical Assistant	15.89
12130 - Medical Laboratory	21.86
Technician	
12160 - Medical Record Clerk	17.47
12190 - Medical Record Technician	20.02
12195 - Medical Transcriptionist	16.26
12210 - Nuclear Medicine	39.99
Technologist	11 00
12221 - Nursing Assistant I	11.26
12222 - Nursing Assistant II	12.66
12223 - Nursing Assistant III	13.81
12224 - Nursing Assistant IV	15.51
12235 - Optical Dispenser	17.68
12236 - Optical Technician	16.26
12250 - Pharmacy Technician	15.52
12280 - Phlebotomist	15.19
12305 - Radiologic Technologist	25.09
12311 - Registered Nurse I	26.36
12312 - Registered Nurse II	29.18
12313 - Registered Nurse II	29.18
Specialist	
12314 - Registered Nurse III	35.30
12315 - Registered Nurse III	35.30
Anesthetist	
12316 - Registered Nurse IV	42.33
12317 - Scheduler (Drug and Alcohol	22.54
Testing)	
12320 - Substance Abuse Treatment	20.68
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	18.31
13012 - Exhibits Specialist II	22.69
13013 - Exhibits Specialist III	27.76
13041 - Illustrator I	20.80
13042 - Illustrator II	25.56
13043 - Illustrator III	30.15
13047 - Librarian	26.36
13050 - Library Aide/Clerk	12.34
13054 - Library Information	23.81
Technology Systems	
Administrator	
13058 - Library Technician	14.61
13061 - Media Specialist I	17.18
13062 - Media Specialist II	19.21
13063 - Media Specialist III	21.43

13071 - Photographer I		16.71
13072 - Photographer II		18.69
13073 - Photographer III		23.16
13074 - Photographer IV		27.91
13075 - Photographer V		33.77
13090 - Technical Order Library		14.89
Clerk		
13110 - Video Teleconference		17.77
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		17.04
14042 - Computer Operator II		19.06
14043 - Computer Operator III		21.26
14044 - Computer Operator IV		23.61
14045 - Computer Operator V		26.16
14071 - Computer Programmer I	(see 1)	22.24
14072 - Computer Programmer II	(see 1)	27.55
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		18.26
Operator		
14160 - Personal Computer Support		25.31
Technician		
14170 - System Support Specialist		26.78
15000 - Instructional Occupations		
15010 - Aircrew Training Devices		34.92
Instructor (Non-Rated)		
15020 - Aircrew Training Devices		42.25
Instructor (Rated)		
15030 - Air Crew Training Devices		50.64
Instructor (Pilot)		
15050 - Computer Based Training		34.92
Specialist / Instructor		01101
15060 - Educational Technologist		29.45
15070 - Flight Instructor (Pilot)		50.64
15080 - Graphic Artist		21.87
15085 - Maintenance Test Pilot Fixed		38.99
Jet/Prop		
15086 - Maintenance Test Pilot		38.99
Rotary Wing		20.00
15088 - Non-Maintenance Test/Co-		38.99
Pilot		
15090 - Technical Instructor		23.28
15095 - Technical Instructor/Course		28.48
Developer		20.10
15110 - Test Proctor		18.79
		10.19

	10 70
15120 - Tutor	18.79
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations 16010 - Assembler	11.50
16030 - Counter Attendant	11.50
16040 - Dry Cleaner	13.74
16040 - Dry Cleaner 16070 - Finisher Flatwork Machine	11.50
16090 - Presser Hand	11.50
16110 - Presser Machine Drycleaning	11.50
16130 - Presser Machine Shirts	11.50
16160 - Presser Machine Wearing	11.50
Apparel Laundry	11.50
16190 - Sewing Machine Operator	14.31
16220 - Tailor	14.88
16250 - Washer Machine	12.45
19000 - Machine Tool Operation And	12.40
Repair Occupations	
19010 - Machine-Tool Operator (Tool	24.26
Room)	24.20
19040 - Tool And Die Maker	28.29
21000 - Materials Handling And Packing	20.29
Occupations	
21020 - Forklift Operator	20.04
21020 - Material Coordinator	25.10
21030 - Material Expediter	25.10
21040 - Material Expediter 21050 - Material Handling Laborer	19.18
21030 - Material handling haberer 21071 - Order Filler	14.20
21080 - Production Line Worker (Food	20.04
Processing)	20.04
21110 - Shipping Packer	17.39
21130 - Shipping/Receiving Clerk	17.39
21140 - Store Worker I	13.72
21150 - Stock Clerk	19.16
21210 - Tools And Parts Attendant	20.04
21410 - Warehouse Specialist	20.04
23000 - Mechanics And Maintenance And	
Repair Occupations	
23010 - Aerospace Structural Welder	30.20
23019 - Aircraft Logs and Records	24.43
Technician	
23021 - Aircraft Mechanic I	28.93
23022 - Aircraft Mechanic II	30.20
23023 - Aircraft Mechanic III	31.51
23040 - Aircraft Mechanic Helper	20.96
23050 - Aircraft Painter	27.55
23060 - Aircraft Servicer	24.43
23070 - Aircraft Survival Flight	27.55
Equipment Technician	
23080 - Aircraft Worker	26.12

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23091 - Aircrew Life Support	26.12
Equipment (ALSE) Mechanic	
I	0.00.0
23092 - Aircrew Life Support	28.93
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	27.55
23120 - Bicycle Repairer	22.74
23125 - Cable Splicer	43.96
23130 - Carpenter Maintenance	26.52
23140 - Carpet Layer	26.12
23160 - Electrician Maintenance	34.86
23181 - Electronics Technician	26.12
Maintenance I	
23182 - Electronics Technician	27.55
Maintenance II	
23183 - Electronics Technician	28.93
Maintenance III	
23260 - Fabric Worker	24.43
23290 - Fire Alarm System Mechanic	28.93
23310 - Fire Extinguisher Repairer	22.74
23311 - Fuel Distribution System	28.93
Mechanic	
23312 - Fuel Distribution System	22.74
Operator	-
23370 - General Maintenance Worker	21.79
23380 - Ground Support Equipment	28.93
Mechanic	
23381 - Ground Support Equipment	24.43
Servicer	21.10
23382 - Ground Support Equipment	26.12
Worker	20.12
23391 - Gunsmith I	22.74
23392 - Gunsmith II	26.12
23393 - Gunsmith III	28.93
23410 - Heating Ventilation And Air-	23.53
Conditioning	23.33
Mechanic	
23411 - Heating Ventilation And Air	24.57
Contidioning	27.57
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	26.91
23440 - Heavy Equipment Operator	33.79
23440 - Heavy Equipment Operator 23460 - Instrument Mechanic	28.93
23460 - Instrument Mechanic 23465 - Laboratory/Shelter Mechanic	28.93
23470 - Laborer 23510 - Locksmith	17.17
	27.55
23530 - Machinery Maintenance	27.80
Mechanic	04 17
23550 - Machinist Maintenance	24.17

23580 - Maintenance Trades Helper	20.96
23591 - Metrology Technician I	28.93
23592 - Metrology Technician II	30.20
23593 - Metrology Technician III	31.51
23640 - Millwright	28.93
23710 - Office Appliance Repairer	26.90
23760 - Painter Maintenance	24.60
23790 - Pipefitter Maintenance	40.08
23810 - Plumber Maintenance	38.40
23820 - Pneudraulic Systems Mechanic	28.93
23850 - Rigger	28.53
23870 - Scale Mechanic	26.12
23890 - Sheet-Metal Worker	29.21
Maintenance	01 06
23910 - Small Engine Mechanic	21.36
23931 - Telecommunications Mechanic	27.43
I	
23932 - Telecommunications Mechanic	28.63
II	
23950 - Telephone Lineman	28.93
23960 - Welder Combination	23.21
Maintenance	
23965 - Well Driller	28.93
23970 - Woodcraft Worker	28.93
23980 - Woodworker	22.74
24000 - Personal Needs Occupations	1 - 0 -
24550 - Case Manager	15.97
24570 - Child Care Attendant	11.38
24580 - Child Care Center Clerk	14.01
24610 - Chore Aide	11.50
24620 - Family Readiness And Support	15.97
Services	
Coordinator	
24630 - Homemaker	15.97
25000 - Plant And System Operations	
Occupations 25010 - Boiler Tender	15 50
	45.53
25040 - Sewage Plant Operator 25070 - Stationary Engineer	45.53
	45.55
25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant	23.34
Operator	23.54
-	
27000 - Protective Service Occupations 27004 - Alarm Monitor	20.46
27004 - Alarm Monitor 27007 - Baggage Inspector	16.35
27007 - Baggage Inspector 27008 - Corrections Officer	30.01
27008 - Corrections Officer 27010 - Court Security Officer	22.13
_	19.53
27030 - Detection Dog Handler 27040 - Detention Officer	30.01
27070 - Firefighter	25.67

27101 - Guard I			16.35
27102 - Guard II			19.53
27131 - Police Officer I			22.39
27132 - Police Officer II			24.88
28000 - Recreation Occupations			
28041 - Carnival Equipment Operator			15.02
28042 - Carnival Equipment Repairer			16.23
28043 - Carnival Worker			10.74
28210 - Gate Attendant/Gate Tender			16.08
28310 - Lifequard			13.62
28350 - Park Attendant (Aide)			17.99
28510 - Recreation Aide/Health			13.12
Facility Attendant			
28515 - Recreation Specialist			22.27
28630 - Sports Official			14.32
28690 - Swimming Pool Operator			25.86
29000 - Stevedoring/Longshoremen			20.00
Occupational Services			
29010 - Blocker And Bracer			26.12
29010 - Blocker And Bracer 29020 - Hatch Tender			26.12
29030 - Line Handler			26.12
29041 - Stevedore I			24.43
29042 - Stevedore II			27.55
30000 - Technical Occupations		<u></u>	
30010 - Air Traffic Control	(see	2)	40.29
Specialist Center (HFO)			
30011 - Air Traffic Control	(see	2)	27.78
Specialist Station (HFO)			
30012 - Air Traffic Control			30.59
Specialist Terminal (HFO) (see 2)			
30021 - Archeological Technician I			19.36
30022 - Archeological Technician II			21.56
30023 - Archeological Technician III			25.04
30030 - Cartographic Technician			27.52
30040 - Civil Engineering Technician			24.99
30051 - Cryogenic Technician I			25.31
30052 - Cryogenic Technician II			27.96
30061 - Drafter/CAD Operator I			19.36
30062 - Drafter/CAD Operator II			21.56
30063 - Drafter/CAD Operator III			24.15
30064 - Drafter/CAD Operator IV			29.71
30081 - Engineering Technician I			17.67
30082 - Engineering Technician II			19.83
30083 - Engineering Technician III			22.18
30084 - Engineering Technician IV			27.48
30085 - Engineering Technician V			33.62
30086 - Engineering Technician VI			40.68
30090 - Environmental Technician			22.85
30095 - Evidence Control Specialist			22.85
30210 - Laboratory Technician			22.61
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30221 - Latent Fingerprint			25.31
Technician I			0 - 0 - 0
30222 - Latent Fingerprint			27.96
Technician II			
30240 - Mathematical Technician			26.82
30361 - Paralegal/Legal Assistant I			20.04
30362 - Paralegal/Legal Assistant II			24.86
30363 - Paralegal/Legal Assistant			30.37
III			
30364 - Paralegal/Legal Assistant IV			36.75
30375 - Petroleum Supply Specialist			27.96
30390 - Photo-Optics Technician			26.82
30395 - Radiation Control Technician			27.96
30461 - Technical Writer I			23.51
30462 - Technical Writer II			28.76
30463 - Technical Writer III			34.79
30491 - Unexploded Ordnance (UXO)			25.60
Technician I			~ ~ ~ ~ ~
30492 - Unexploded Ordnance (UXO)			30.98
Technician II			
30493 - Unexploded Ordnance (UXO)			37.13
Technician III			
30494 - Unexploded (UXO) Safety			25.60
Escort			
30495 - Unexploded (UXO) Sweep			25.60
Personnel			
30501 - Weather Forecaster I			28.89
30502 - Weather Forecaster II			32.44
30620 - Weather Observer Combined	(see	2)	24.15
Upper Air Or			
Surface Programs			
30621 - Weather Observer Senior	(see	2)	26.82
31000 - Transportation/Mobile	(500	27	20.02
Equipment Operation Occupations			
31010 - Airplane Pilot			30.98
31020 - Bus Aide			14.52
31030 - Bus Driver			20.44
31043 - Driver Courier			15.43
31260 - Parking and Lot Attendant			13.04
31290 - Shuttle Bus Driver			16.94
31310 - Taxi Driver			13.12
31361 - Truckdriver Light			16.94
31362 - Truckdriver Medium			17.97
31363 - Truckdriver Heavy			21.85
31364 - Truckdriver Tractor-Trailer			21.85
99000 - Miscellaneous Occupations			
99020 - Cabin Safety Specialist			15.10
99030 - Cashier			10.32
99050 - Desk Clerk			10.58
99095 - Embalmer			35.74

99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	13.54
I	
99252 - Laboratory Animal Caretaker	14.69
II	
99260 - Marketing Analyst	26.24
99310 - Mortician	35.74
99410 - Pest Controller	18.22
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	19.10
99711 - Recycling Specialist	22.99
99730 - Refuse Collector	17.17
99810 - Sales Clerk	12.95
99820 - School Crossing Guard	15.59
99830 - Survey Party Chief	24.67
99831 - Surveying Aide	16.37
99832 - Surveying Technician	22.43
99840 - Vending Machine Attendant	20.88
99841 - Vending Machine Repairer	24.39
99842 - Vending Machine Repairer	20.88
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 per month*

*This rate is to be used only when compensating employees for performance on an SCAcovered 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 4 weeks after 15 years and 5 weeks after 25 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday 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: 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:

 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)).

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT	U.S. DEPARTMENT OF LABOR
By direction of the Secretary of Labor	WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Daniel W. Simms Division of Director Wage Determinations	Wage Determination No.: 2015-5069 Revision No.: 18 Date Of Last Revision: 12/27/2021

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022 Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022 Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Illinois

Area: Illinois County of Alexander

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		14.10
01012 - Accounting Clerk II		15.83
01013 - Accounting Clerk III		18.57
01020 - Administrative Assistant		24.43
01035 - Court Reporter		19.05
01041 - Customer Service		12.99
Representative I		
01042 - Customer Service		14.17
Representative II		

01043 - Customer Service Representative III		15.92
01051 - Data Entry Operator I		14.41
01052 - Data Entry Operator II		15.72
01060 - Dispatcher Motor Vehicle		20.88
01070 - Document Preparation Clerk		13.51
01090 - Duplicating Machine Operator		13.51
01111 - General Clerk I		12.63
01112 - General Clerk II		15.00
01112 - General Clerk II 01113 - General Clerk III		17.07
01120 - Housing Referral Assistant		20.96
01141 - Messenger Courier		14.05
01191 - Order Clerk I		12.99
01192 - Order Clerk I		14.18
01261 - Personnel Assistant		14.10
(Employment) I		10.33
01262 - Personnel Assistant		19.05
(Employment) II		19.05
01263 - Personnel Assistant		20.73
		20.75
(Employment) III 01270 - Production Control Clerk		27.59
01270 - Production Control Clerk 01290 - Rental Clerk		27.59
		15.96
01300 - Scheduler Maintenance		15.96
01311 - Secretary I 01312 - Secretary I		17.85
01312 - Secretary II 01313 - Secretary III		20.96
01313 - Secretary III 01220 - Secretary Dispetator		
01320 - Service Order Dispatcher		18.66
01410 - Supply Technician		24.43
01420 - Survey Worker 01460 - Switchboard		19.05
		15.10
Operator/Receptionist 01531 - Travel Clerk I		10 05
		12.95
01532 - Travel Clerk II		13.89
01533 - Travel Clerk III 01611 - Word Processor I		14.82
		13.51
01612 - Word Processor II 01613 - Word Processor III		16.06
		19.05
05000 - Automotive Service Occupations		22.00
05005 - Automobile Body Repairer		22.80
Fiberglass	D]	
05010 - Automotive	Electrician	
05040 - Automotive Glass Installer		19.74
05070 - Automotive Worker		19.74
05110 - Mobile Equipment Servicer		18.01
05130 - Motor Equipment Metal		21.46
Mechanic		10 74
05160 - Motor Equipment Metal Worker		19.74
05190 - Motor Vehicle Mechanic		20.40
05220 - Motor Vehicle Mechanic Helper		16.72

05250 - Motor Vehicle Upholstery	18.88
Worker	10 84
05280 - Motor Vehicle Wrecker	19.74
05310 - Painter Automotive	20.59
05340 - Radiator Repair Specialist	19.74
05370 - Tire Repairer	15.80
05400 - Transmission Repair	21.46
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	20.26
07041 - Cook I	11.02
07042 - Cook II	12.55
07070 - Dishwasher	9.80
07130 - Food Service Worker	11.23
07210 - Meat Cutter	17.97
07260 - Waiter/Waitress	9.92
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	23.57
09040 - Furniture Handler	14.25
09080 - Furniture Refinisher	23.57
09090 - Furniture Refinisher Helper	17.66
09110 - Furniture Repairer Minor	20.91
09130 - Upholsterer	23.57
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	11.74
11060 - Elevator Operator	11.74
11090 - Gardener	18.72
11122 - Housekeeping Aide	11.62
11150 - Janitor	11.62
11210 - Laborer Grounds Maintenance	13.74
11240 - Maid or Houseman	10.05
11260 - Pruner	12.07
11270 - Tractor Operator	17.07
11330 - Trail Maintenance Worker	13.74
11360 - Window Cleaner	13.23
12000 - Health Occupations	
12010 - Ambulance Driver	19.90
12011 - Breath Alcohol Technician	17.96
12012 - Certified Occupational	26.85
Therapist Assistant	
12015 - Certified Physical Therapist	26.85
Assistant	
12020 - Dental Assistant	18.17
12025 - Dental Hygienist	37.70
12030 - EKG Technician	27.21
12035 - Electroneurodiagnostic	27.21
Technologist	

12040 - Emergency Medical Technician	19.90
12071 - Licensed Practical Nurse I	16.05
12072 - Licensed Practical Nurse II	17.96
12073 - Licensed Practical Nurse III	20.02
12100 - Medical Assistant	14.25
12130 - Medical Laboratory	18.85
Technician	
12160 - Medical Record Clerk	15.54
12190 - Medical Record Technician	17.41
12195 - Medical Transcriptionist	16.97
12210 - Nuclear Medicine	39.46
Technologist	11 00
12221 - Nursing Assistant I	11.83
12222 - Nursing Assistant II	13.29
12223 - Nursing Assistant III	14.51
12224 - Nursing Assistant IV	16.29
12235 - Optical Dispenser	17.96
12236 - Optical Technician	16.05
12250 - Pharmacy Technician	15.52
12280 - Phlebotomist	15.07
12305 - Radiologic Technologist	27.15
12311 - Registered Nurse I	26.36
12312 - Registered Nurse II	29.18
12313 - Registered Nurse II	29.18
Specialist	
12314 - Registered Nurse III	35.30
12315 - Registered Nurse III	35.30
Anesthetist	
12316 - Registered Nurse IV	42.33
12317 - Scheduler (Drug and Alcohol	22.24
Testing)	
12320 - Substance Abuse Treatment	16.49
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	18.31
13012 - Exhibits Specialist II	22.69
13013 - Exhibits Specialist III	27.76
13041 - Illustrator I	20.80
13042 - Illustrator II	25.56
13043 - Illustrator III	30.15
13047 - Librarian	26.36
13050 - Library Aide/Clerk	12.34
13054 - Library Information	23.81
Technology Systems	
Administrator	
13058 - Library Technician	15.89
13061 - Media Specialist I	17.18
13062 - Media Specialist II	19.21
13063 - Media Specialist III	21.43

13071 - Photographer I		16.71
13072 - Photographer II		18.69
13073 - Photographer III		23.16
13074 - Photographer IV		27.91
13075 - Photographer V		33.77
13090 - Technical Order Library		15.49
Clerk		
13110 - Video Teleconference		17.77
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		17.04
14042 - Computer Operator II		19.06
14043 - Computer Operator III		21.26
14044 - Computer Operator IV		23.61
14045 - Computer Operator V		26.16
14071 - Computer Programmer I	(see 1)	22.01
14072 - Computer Programmer II	(see 1)	26.17
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	. ,	18.26
Operator		
14160 - Personal Computer Support		25.31
Technician		
14170 - System Support Specialist		24.05
15000 - Instructional Occupations		
15010 - Aircrew Training Devices		34.92
Instructor (Non-Rated)		01002
15020 - Aircrew Training Devices		42.25
Instructor (Rated)		
15030 - Air Crew Training Devices		50.64
Instructor (Pilot)		00.01
15050 - Computer Based Training		34.92
Specialist / Instructor		51.52
15060 - Educational Technologist		28.74
15070 - Flight Instructor (Pilot)		50.64
15080 - Graphic Artist		21.87
15085 - Maintenance Test Pilot Fixed		50.64
Jet/Prop		00.01
15086 - Maintenance Test Pilot		50.64
Rotary Wing		00.01
15088 - Non-Maintenance Test/Co-		50.64
Pilot		
15090 - Technical Instructor		23.38
15095 - Technical Instructor/Course		23.50
Developer		20.00
15110 - Test Proctor		18.87
IJIIO - IESC FIOCIDI		10.07

15120 - Tutor	18.87
	18.8/
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	11.50
16030 - Counter Attendant	11.50
16040 - Dry Cleaner	13.74
16070 - Finisher Flatwork Machine	11.50
16090 - Presser Hand	11.50
16110 - Presser Machine Drycleaning	11.50
16130 - Presser Machine Shirts	11.50
16160 - Presser Machine Wearing	11.50
Apparel Laundry	TT • 00
16190 - Sewing Machine Operator	14.31
16220 - Tailor	14.88
16250 - Washer Machine	12.45
19000 - Machine Tool Operation And	12.10
Repair Occupations	
19010 - Machine-Tool Operator (Tool	23.57
Room)	20.07
19040 - Tool And Die Maker	27.48
21000 - Materials Handling And Packing	2,.10
Occupations	
21020 - Forklift Operator	21.63
21030 - Material Coordinator	27.47
21040 - Material Expediter	27.47
21050 - Material Handling Laborer	19.18
21071 - Order Filler	14.20
21080 - Production Line Worker (Food	21.63
Processing)	
21110 - Shipping Packer	15.68
21130 - Shipping/Receiving Clerk	15.68
21140 - Store Worker I	13.07
21150 - Stock Clerk	19.54
21210 - Tools And Parts Attendant	21.63
21410 - Warehouse Specialist	21.63
23000 - Mechanics And Maintenance And	
Repair Occupations	
23010 - Aerospace Structural Welder	26.30
23019 - Aircraft Logs and Records	21.72
Technician	
23021 - Aircraft Mechanic I	25.34
23022 - Aircraft Mechanic II	26.30
23023 - Aircraft Mechanic III	27.31
23040 - Aircraft Mechanic Helper	19.24
23050 - Aircraft Painter	24.07
23060 - Aircraft Servicer	21.72
23070 - Aircraft Survival Flight	24.07
Equipment Technician	
23080 - Aircraft Worker	22.71

	00 51
23091 - Aircrew Life Support	22.71
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	25.34
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	23.57
23120 - Bicycle Repairer	19.36
23125 - Cable Splicer	35.16
23130 - Carpenter Maintenance	26.52
23140 - Carpet Layer	22.45
23160 - Electrician Maintenance	30.81
23181 - Electronics Technician	24.18
Maintenance I	
23182 - Electronics Technician	25.38
Maintenance II	
23183 - Electronics Technician	26.95
Maintenance III	
23260 - Fabric Worker	20.91
23290 - Fire Alarm System Mechanic	24.54
23310 - Fire Extinguisher Repairer	19.36
23311 - Fuel Distribution System	24.61
Mechanic	
23312 - Fuel Distribution System	19.36
Operator	
23370 - General Maintenance Worker	20.67
23380 - Ground Support Equipment	25.34
Mechanic	
23381 - Ground Support Equipment	21.72
Servicer	
23382 - Ground Support Equipment	22.71
Worker	
23391 - Gunsmith I	19.36
23392 - Gunsmith II	22.45
23393 - Gunsmith III	24.61
23410 - Heating Ventilation And Air-	24.45
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	25.37
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	26.54
23440 - Heavy Equipment Operator	25.50
23460 - Instrument Mechanic	24.61
23465 - Laboratory/Shelter Mechanic	23.57
23470 - Laborer	17.17
23510 - Locksmith	23.57
23530 - Machinery Maintenance	27.80
Mechanic	
23550 - Machinist Maintenance	24.17

23580 - Maintenance Trades Helper	18.37
23591 - Metrology Technician I	24.61
23592 - Metrology Technician II	25.54
23593 - Metrology Technician III	26.51
23640 - Millwright	27.07
23710 - Office Appliance Repairer	23.57
23760 - Painter Maintenance	24.66
23790 - Pipefitter Maintenance	30.12
23810 - Plumber Maintenance	28.85
23820 - Pneudraulic Systems Mechanic	24.61
23850 - Rigger	24.61
23870 - Scale Mechanic	22.45
23890 - Sheet-Metal Worker	42.37
Maintenance	
23910 - Small Engine Mechanic	22.39
23931 - Telecommunications Mechanic	32.79
I	
23932 - Telecommunications Mechanic	34.03
II	
23950 - Telephone Lineman	26.42
23960 - Welder Combination	23.21
Maintenance	
23965 - Well Driller	24.61
23970 - Woodcraft Worker	24.61
23980 - Woodworker	19.36
24000 - Personal Needs Occupations	
24550 - Case Manager	14.91
24570 - Child Care Attendant	9.75
24580 - Child Care Center Clerk	13.39
24610 - Chore Aide	11.10
24620 - Family Readiness And Support	14.91
Services	
Coordinator	1 4 0 4
24630 - Homemaker	14.91
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	25.70
25040 - Sewage Plant Operator	23.57
25070 - Stationary Engineer	25.70
25190 - Ventilation Equipment Tender	18.44
25210 - Water Treatment Plant	23.57
Operator	
27000 - Protective Service Occupations	1 7 0 0
27004 - Alarm Monitor	17.23
27007 - Baggage Inspector	16.01
27008 - Corrections Officer	18.82
27010 - Court Security Officer	22.13
27030 - Detection Dog Handler	17.90
27040 - Detention Officer 27070 - Firefighter	18.82 25.67
	15 61

27101 - Guard I			
			16.01
27102 - Guard II			17.90
27131 - Police Officer I			22.39
27132 - Police Officer II			24.88
28000 - Recreation Occupations			
28041 - Carnival Equipment Operator			13.97
28042 - Carnival Equipment Repairer			15.32
28043 - Carnival Worker			9.84
28210 - Gate Attendant/Gate Tender			15.23
28310 - Lifeguard			13.57
28350 - Park Attendant (Aide)			17.04
28510 - Recreation Aide/Health			12.44
Facility Attendant			
28515 - Recreation Specialist			21.11
28630 - Sports Official			13.57
28690 - Swimming Pool Operator			17.76
29000 - Stevedoring/Longshoremen			
Occupational Services			
29010 - Blocker And Bracer			23.72
29020 - Hatch Tender			23.72
29030 - Line Handler			23.72
29041 - Stevedore I			22.09
29042 - Stevedore II			24.90
30000 - Technical Occupations			
30010 - Air Traffic Control	(see	2)	40.29
Specialist Center (HFO)	(_ /	
-	(see	21	07 70
30011 - Air Traffic Control		Z.)	21.18
30011 - Air Traffic Control Specialist Station (HFO)	(500	2)	27.78
Specialist Station (HFO)	(500	2)	
Specialist Station (HFO) 30012 - Air Traffic Control	(500	2)	30.59
Specialist Station (HFO) 30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)		۷,	30.59
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Specialist Station (HFO) 30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician I 30022 - Archeological Technician III 30023 - Archeological Technician III 30030 - Cartographic Technician		2)	30.59 19.36 21.56 25.04 27.52
Specialist Station (HFO) 30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician		2)	30.59 19.36 21.56 25.04 27.52 22.72
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Specialist Station (HFO) 30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II		2)	30.59 19.36 21.56 25.04 27.52 22.72 21.24 23.46
Specialist Station (HFO) 30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician I 30022 - Archeological Technician III 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I		2)	30.59 19.36 21.56 25.04 27.52 22.72 21.24 23.46 19.36
Specialist Station (HFO) 30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II		2)	30.59 19.36 21.56 25.04 27.52 22.72 21.24 23.46 19.36 21.56
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Specialist Station (HFO) 30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician I 30082 - Engineering Technician II 30083 - Engineering Technician III 30084 - Engineering Technician IV			30.59 19.36 21.56 25.04 27.52 22.72 21.24 23.46 19.36 21.56 24.15 29.71 17.67 19.83 22.18 27.48
Specialist Station (HFO) 30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator III 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator III 30081 - Engineering Technician I 30082 - Engineering Technician II 30083 - Engineering Technician II 30084 - Engineering Technician IV 30085 - Engineering Technician V			30.59 19.36 21.56 25.04 27.52 22.72 21.24 23.46 19.36 21.56 24.15 29.71 17.67 19.83 22.18 27.48 33.62
Specialist Station (HFO) 30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician II 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator III 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator III 30083 - Engineering Technician II 30083 - Engineering Technician III 30084 - Engineering Technician III 30085 - Engineering Technician V 30086 - Engineering Technician V			30.59 19.36 21.56 25.04 27.52 22.72 21.24 23.46 19.36 21.56 24.15 29.71 17.67 19.83 22.18 22.18 27.48 33.62 40.68
Specialist Station (HFO) 30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician II 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator III 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator III 30081 - Engineering Technician I 30082 - Engineering Technician II 30083 - Engineering Technician II 30084 - Engineering Technician III 30085 - Engineering Technician IV 30086 - Engineering Technician V 30090 - Environmental Technician			30.59 19.36 21.56 25.04 27.52 22.72 21.24 23.46 19.36 21.56 24.15 29.71 17.67 19.83 22.18 27.48 33.62 40.68 22.06
Specialist Station (HFO) 30012 - Air Traffic Control Specialist Terminal (HFO) (see 2) 30021 - Archeological Technician I 30022 - Archeological Technician II 30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician II 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator III 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator III 30083 - Engineering Technician II 30083 - Engineering Technician III 30084 - Engineering Technician III 30085 - Engineering Technician V 30086 - Engineering Technician VI			30.59 19.36 21.56 25.04 27.52 22.72 21.24 23.46 19.36 21.56 24.15 29.71 17.67 19.83 22.18 22.18 27.48 33.62 40.68

30221 - Latent Fingerprint	21.24
Technician I	
30222 - Latent Fingerprint	23.46
Technician II	
30240 - Mathematical Technician	26.82
30361 - Paralegal/Legal Assistant I	20.04
30362 - Paralegal/Legal Assistant II	24.86
30363 - Paralegal/Legal Assistant	30.37
III	
30364 - Paralegal/Legal Assistant IV	36.75
30375 - Petroleum Supply Specialist	23.46
30390 - Photo-Optics Technician	26.82
30395 - Radiation Control Technician	23.46
30461 - Technical Writer I	23.51
30462 - Technical Writer II	28.76
30463 - Technical Writer III	34.79
30491 - Unexploded Ordnance (UXO)	25.60
Technician I	
30492 - Unexploded Ordnance (UXO)	30.98
Technician II	
30493 - Unexploded Ordnance (UXO)	37.13
Technician III	
30494 - Unexploded (UXO) Safety	25.60
Escort	20.00
30495 - Unexploded (UXO) Sweep	25.60
Personnel	20.00
30501 - Weather Forecaster I	29.71
30502 - Weather Forecaster II	36.14
30620 - Weather Observer Combined (see 2)	
Upper Air Or	21.10
Surface Programs	
30621 - Weather Observer Senior (see 2)	26.82
	20.02
· · · · · · · · · · · · · · · · · · ·	
31000 - Transportation/Mobile	
31000 - Transportation/Mobile Equipment Operation Occupations	30 98
31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot	30.98
<pre>31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide</pre>	12.83
<pre>31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver</pre>	12.83 18.72
<pre>31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier</pre>	12.83 18.72 15.43
<pre>31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant</pre>	12.83 18.72 15.43 11.18
<pre>31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver</pre>	12.83 18.72 15.43 11.18 16.94
<pre>31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver</pre>	12.83 18.72 15.43 11.18 16.94 12.35
<pre>31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light</pre>	12.83 18.72 15.43 11.18 16.94 12.35 16.94
<pre>31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium</pre>	12.83 18.72 15.43 11.18 16.94 12.35 16.94 17.97
<pre>31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy</pre>	12.83 18.72 15.43 11.18 16.94 12.35 16.94 17.97 20.79
<pre>31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer</pre>	12.83 18.72 15.43 11.18 16.94 12.35 16.94 17.97
<pre>31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Medium 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations</pre>	12.83 18.72 15.43 11.18 16.94 12.35 16.94 17.97 20.79 20.79
<pre>31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Medium 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist</pre>	12.83 18.72 15.43 11.18 16.94 12.35 16.94 17.97 20.79 20.79 20.79
<pre>31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Medium 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist 99030 - Cashier</pre>	12.83 18.72 15.43 11.18 16.94 12.35 16.94 17.97 20.79 20.79 20.79
<pre>31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Medium 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist</pre>	12.83 18.72 15.43 11.18 16.94 12.35 16.94 17.97 20.79 20.79 20.79

99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	15.86
I	
99252 - Laboratory Animal Caretaker	17.41
II	
99260 - Marketing Analyst	26.55
99310 - Mortician	30.54
99410 - Pest Controller	25.70
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	19.46
99711 - Recycling Specialist	24.26
99730 - Refuse Collector	17.09
99810 - Sales Clerk	12.95
99820 - School Crossing Guard	15.29
99830 - Survey Party Chief	20.39
99831 - Surveying Aide	13.53
99832 - Surveying Technician	18.54
99840 - Vending Machine Attendant	17.40
99841 - Vending Machine Repairer	22.12
99842 - Vending Machine Repairer	17.40
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 per month*

*This rate is to be used only when compensating employees for performance on an SCAcovered 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: 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:

 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)).

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor	WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Daniel W. Simms Division of Director Wage Determinations	Wage Determination No.: 2015-5071 Revision No.: 18 Date Of Last Revision: 12/27/2021

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022 Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022 Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Missouri

Area: Missouri Counties of Bollinger Cape Girardeau

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		13.85
01012 - Accounting Clerk II		15.56
01013 - Accounting Clerk III		17.40
01020 - Administrative Assistant		24.43
01035 - Court Reporter		15.97
01041 - Customer Service		12.99
Representative I		
01042 - Customer Service		14.17
Representative II		

01043 - Customer Service Representative III		15.92
01051 - Data Entry Operator I		14.41
01052 - Data Entry Operator II		15.72
01060 - Dispatcher Motor Vehicle		17.91
01070 - Document Preparation Clerk		12.71
01090 - Duplicating Machine Operator		12.71
01111 - General Clerk I		12.63
01112 - General Clerk II		13.77
01113 - General Clerk III		15.46
01120 - Housing Referral Assistant		17.80
01141 - Messenger Courier		12.60
01191 - Order Clerk I		11.65
01192 - Order Clerk II		12.71
01261 - Personnel Assistant		15.81
(Employment) I		
01262 - Personnel Assistant		17.68
(Employment) II		
01263 - Personnel Assistant		19.92
(Employment) III		
01270 - Production Control Clerk		25.52
01290 - Rental Clerk		15.27
01300 - Scheduler Maintenance		14.27
01311 - Secretary I		14.27
01312 - Secretary II		15.97
01313 - Secretary III		17.80
01320 - Service Order Dispatcher		15.99
01410 - Supply Technician		24.43
01420 - Survey Worker		15.86
01460 - Switchboard		12.26
Operator/Receptionist		
01531 - Travel Clerk I		12.95
01532 - Travel Clerk II		13.89
01533 - Travel Clerk III		14.82
01611 - Word Processor I		12.71
01612 - Word Processor II		14.27
01613 - Word Processor III		15.97
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer		22.23
Fiberglass		
05010 - Automotive	Electrician	16.87
05040 - Automotive Glass Installer		15.76
05070 - Automotive Worker		15.76
050/0 - Automotive Worker		13.70
05070 - Automotive Worker 05110 - Mobile Equipment Servicer		14.19
05110 - Mobile Equipment Servicer		14.19
05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal		14.19
05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic		14.19 17.31
05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic 05160 - Motor Equipment Metal Worker		14.19 17.31 15.76

05250 - Motor Vehicle Upholstery	15.36
Worker	
05280 - Motor Vehicle Wrecker	15.76
05310 - Painter Automotive	16.62
05340 - Radiator Repair Specialist	15.76
05370 - Tire Repairer	12.65
05400 - Transmission Repair	17.31
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	20.26
07041 - Cook I	10.83
07042 - Cook II	12.55
07070 - Dishwasher	9.80
07130 - Food Service Worker	11.23
07210 - Meat Cutter	15.59
07260 - Waiter/Waitress	9.92
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	21.56
09040 - Furniture Handler	14.00
09080 - Furniture Refinisher	21.56
09090 - Furniture Refinisher Helper	17.25
09110 - Furniture Repairer Minor	19.38
09130 - Upholsterer	21.37
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	11.12
11060 - Elevator Operator	11.62
11090 - Gardener	18.72
11122 - Housekeeping Aide	11.62
11150 - Janitor	11.62
11210 - Laborer Grounds Maintenance	13.74
11240 - Maid or Houseman	10.05
11260 - Pruner	12.07
11270 - Tractor Operator	17.07
11330 - Trail Maintenance Worker	13.74
11360 - Window Cleaner	13.23
12000 - Health Occupations	
12010 - Ambulance Driver	17.96
12011 - Breath Alcohol Technician	17.96
12012 - Certified Occupational	26.85
Therapist Assistant	
12015 - Certified Physical Therapist	26.82
Assistant	
12020 - Dental Assistant	17.28
12025 - Dental Hygienist	37.70
12030 - EKG Technician	27.21
12035 - Electroneurodiagnostic	27.21
Technologist	

12040 - Emergency Medical Technician	17.96
12071 - Licensed Practical Nurse I	16.05
12072 - Licensed Practical Nurse II	17.96
12073 - Licensed Practical Nurse III	20.02
12100 - Medical Assistant	14.25
12130 - Medical Laboratory	16.60
Technician	
12160 - Medical Record Clerk	15.51
12190 - Medical Record Technician	17.38
12195 - Medical Transcriptionist	16.97
12210 - Nuclear Medicine	39.46
Technologist	
12221 - Nursing Assistant I	11.83
12222 - Nursing Assistant II	13.29
12223 - Nursing Assistant III	14.51
12224 - Nursing Assistant IV	16.29
12235 - Optical Dispenser	17.96
12236 - Optical Technician	16.05
12250 - Pharmacy Technician	14.22
12280 - Phlebotomist	15.07
12305 - Radiologic Technologist	27.15
12311 - Registered Nurse I	23.31
12312 - Registered Nurse II	28.51
12313 - Registered Nurse II	28.51
Specialist	
12314 - Registered Nurse III	34.50
12315 - Registered Nurse III	34.50
Anesthetist	
12316 - Registered Nurse IV	41.34
12317 - Scheduler (Drug and Alcohol	22.24
Testing)	
12320 - Substance Abuse Treatment	16.49
Counselor	
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	19.78
Technology Systems	
Administrator	
13058 - Library Technician	15.89
13061 - Media Specialist I	14.27
13062 - Media Specialist II	15.96
13063 - Media Specialist III	17.80

13071 - Photographer I		14.95
13072 - Photographer II		16.73
13073 - Photographer III		20.72
13074 - Photographer IV		25.35
13075 - Photographer V		30.67
13090 - Technical Order Library		15.49
Clerk		
13110 - Video Teleconference		14.92
Technician		
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)	16.94
14072 - Computer Programmer II	(see 1)	20.98
14073 - Computer Programmer III	(see 1)	25.67
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	(/	14.31
Operator		
14160 - Personal Computer Support		19.84
Technician		
14170 - System Support Specialist		21.96
15000 - Instructional Occupations		
15010 - Aircrew Training Devices		28.62
Instructor (Non-Rated)		20.02
15020 - Aircrew Training Devices		34.61
Instructor (Rated)		01101
15030 - Air Crew Training Devices		40.06
Instructor (Pilot)		10.00
15050 - Computer Based Training		28.62
Specialist / Instructor		20.02
15060 - Educational Technologist		27.37
15070 - Flight Instructor (Pilot)		40.06
15080 - Graphic Artist		21.46
15085 - Maintenance Test Pilot Fixed		40.06
Jet/Prop		10.00
15086 - Maintenance Test Pilot		40.06
Rotary Wing		-0.00
15088 - Non-Maintenance Test/Co-		40.06
Pilot		10.00
15090 - Technical Instructor		23.38
15095 - Technical Instructor/Course		28.60
Developer		20.00
15110 - Test Proctor		18.87
TOTIO TESC FIOLIOI		10.07

	10 07
15120 - Tutor	18.87
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations 16010 - Assembler	11 50
	11.50
16030 - Counter Attendant	11.50
16040 - Dry Cleaner	13.74
16070 - Finisher Flatwork Machine	11.50
16090 - Presser Hand	11.50
16110 - Presser Machine Drycleaning	11.50
16130 - Presser Machine Shirts	11.50
16160 - Presser Machine Wearing	11.50
Apparel Laundry	1 1 0 1
16190 - Sewing Machine Operator	14.31
16220 - Tailor	14.88
16250 - Washer Machine	12.45
19000 - Machine Tool Operation And	
Repair Occupations	
19010 - Machine-Tool Operator (Tool	23.51
Room)	
19040 - Tool And Die Maker	27.48
21000 - Materials Handling And Packing	
Occupations	
21020 - Forklift Operator	16.53
21030 - Material Coordinator	25.39
21040 - Material Expediter	25.39
21050 - Material Handling Laborer	14.15
21071 - Order Filler	13.23
21080 - Production Line Worker (Food	16.53
Processing)	
21110 - Shipping Packer	14.36
21130 - Shipping/Receiving Clerk	14.36
21140 - Store Worker I	13.07
21150 - Stock Clerk	19.54
21210 - Tools And Parts Attendant	16.53
21410 - Warehouse Specialist	16.53
23000 - Mechanics And Maintenance And	
Repair Occupations	
23010 - Aerospace Structural Welder	25.54
23019 - Aircraft Logs and Records	20.91
Technician	
23021 - Aircraft Mechanic I	24.61
23022 - Aircraft Mechanic II	25.54
23023 - Aircraft Mechanic III	26.51
23040 - Aircraft Mechanic Helper	17.66
23050 - Aircraft Painter	23.57
23060 - Aircraft Servicer	20.91
23070 - Aircraft Survival Flight	23.57
Equipment Technician	
23080 - Aircraft Worker	22.45

23091 - Aircrew Life Support	22.45
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	24.61
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	23.55
23120 - Bicycle Repairer	19.32
23125 - Cable Splicer	33.24
23130 - Carpenter Maintenance	21.67
23140 - Carpet Layer	22.45
23160 - Electrician Maintenance	25.72
23181 - Electronics Technician	22.45
Maintenance I	
23182 - Electronics Technician	23.57
Maintenance II	
23183 - Electronics Technician	24.61
Maintenance III	
23260 - Fabric Worker	20.86
23290 - Fire Alarm System Mechanic	24.54
23310 - Fire Extinguisher Repairer	19.32
23311 - Fuel Distribution System	24.61
Mechanic	
23312 - Fuel Distribution System	19.36
Operator	
23370 - General Maintenance Worker	15.62
23380 - Ground Support Equipment	24.61
Mechanic	
23381 - Ground Support Equipment	20.91
Servicer	
23382 - Ground Support Equipment	22.45
Worker	
23391 - Gunsmith I	19.32
23392 - Gunsmith II	22.39
23393 - Gunsmith III	24.54
23410 - Heating Ventilation And Air-	24.45
Conditioning	21.10
Mechanic	
23411 - Heating Ventilation And Air	25.37
Contidioning	20.07
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	26.54
23440 - Heavy Equipment Operator	20.01
23460 - Instrument Mechanic	24.54
23465 - Laboratory/Shelter Mechanic	23.51
23470 - Laborar	14.57
23510 - Locksmith	23.57
23530 - Machinery Maintenance	22.77
Mechanic	22.11
23550 - Machinist Maintenance	18.13
25550 - Machithist Mathlehance	10.13

23580 - Maintenance Trades Helper	17.61
23591 - Metrology Technician I	24.54
23592 - Metrology Technician II	25.48
23593 - Metrology Technician III	26.51
23640 - Millwright	24.54
23710 - Office Appliance Repairer	23.51
23760 - Painter Maintenance	22.85
23790 - Pipefitter Maintenance	26.04
23810 - Plumber Maintenance	23.15
23820 - Pneudraulic Systems Mechanic	24.54
23850 - Rigger	24.54
23870 - Scale Mechanic	22.39
23890 - Sheet-Metal Worker	29.13
Maintenance	
23910 - Small Engine Mechanic	22.39
23931 - Telecommunications Mechanic	32.79
I	
23932 - Telecommunications Mechanic	34.03
II	
23950 - Telephone Lineman	26.42
23960 - Welder Combination	18.07
Maintenance	
23965 - Well Driller	24.54
23970 - Woodcraft Worker	24.54
23980 - Woodworker	19.32
24000 - Personal Needs Occupations	14 01
24550 - Case Manager	14.91
24570 - Child Care Attendant	9.75
24580 - Child Care Center Clerk	13.26
24610 - Chore Aide	11.10
24620 - Family Readiness And Support	14.91
Services	
Coordinator	1 5 6 2
24630 - Homemaker	15.63
25000 - Plant And System Operations	
Occupations 25010 - Boiler Tender	24.54
	23.24
25040 - Sewage Plant Operator 25070 - Stationary Engineer	23.24
	17.61
25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant	23.24
Operator	23.24
-	
27000 - Protective Service Occupations 27004 - Alarm Monitor	16.86
27004 - Alarm Monitor 27007 - Baggage Inspector	16.01
27007 - Baggage Inspector 27008 - Corrections Officer	18.16
27008 - Corrections Officer 27010 - Court Security Officer	17.70
_	17.90
27030 - Detection Dog Handler 27040 - Detention Officer	17.90
27040 - Detention Officer 27070 - Firefighter	17.21
	⊥/•∠⊥

27101 - Guard I			16.01
27102 - Guard II			17.90
27131 - Police Officer I			20.39
27132 - Police Officer II			22.65
28000 - Recreation Occupations			
28041 - Carnival Equipment Operator			13.97
28042 - Carnival Equipment Repairer			15.32
28043 - Carnival Worker			9.84
28210 - Gate Attendant/Gate Tender			15.23
28310 - Lifeguard			13.10
28350 - Park Attendant (Aide)			17.04
28510 - Recreation Aide/Health			12.21
Facility Attendant			
28515 - Recreation Specialist			20.64
28630 - Sports Official			13.57
28690 - Swimming Pool Operator			17.76
29000 - Stevedoring/Longshoremen			
Occupational Services			
29010 - Blocker And Bracer			22.45
29020 - Hatch Tender			22.45
29030 - Line Handler			22.45
29041 - Stevedore I			20.91
29042 - Stevedore II			23.57
30000 - Technical Occupations			
30010 - Air Traffic Control	(see	2)	40.29
Specialist Center (HFO)			
30011 - Air Traffic Control	(see	2)	27.78
Specialist Station (HFO)			
30012 - Air Traffic Control			30.59
Specialist Terminal (HFO) (see 2)			
30021 - Archeological Technician I			15.43
30022 - Archeological Technician II			18.51
30023 - Archeological Technician III			22.93
30030 - Cartographic Technician			22.93
30040 - Civil Engineering Technician			19.46
30051 - Cryogenic Technician I			21.24
30052 - Cryogenic Technician II			23.46
30061 - Drafter/CAD Operator I			15.43
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			13.62
30082 - Engineering Technician II			15.82
30083 - Engineering Technician III			20.33
30084 - Engineering Technician IV			25.19
30085 - Engineering Technician V			30.82
30086 - Engineering Technician VI			37.29
30090 - Environmental Technician			22.93
30095 - Evidence Control Specialist			19.18
30210 - Laboratory Technician			20.64

30221 - Latent Fingerprint Technician I		21.24
		00.46
30222 - Latent Fingerprint		23.46
Technician II		
30240 - Mathematical Technician		22.93
30361 - Paralegal/Legal Assistant I		16.32
30362 - Paralegal/Legal Assistant II		19.97
30363 - Paralegal/Legal Assistant		24.73
III		
30364 - Paralegal/Legal Assistant IV		29.93
30375 - Petroleum Supply Specialist		23.46
30390 - Photo-Optics Technician		22.93
30395 - Radiation Control Technician		23.46
30461 - Technical Writer I		21.40
30462 - Technical Writer II		26.16
30463 - Technical Writer III		31.93
30491 - Unexploded Ordnance (UXO) Technician I		25.60
30492 - Unexploded Ordnance (UXO)		30.98
Technician II		
30493 - Unexploded Ordnance (UXO)		37.13
Technician III		
30494 - Unexploded (UXO) Safety		25.60
Escort		
30495 - Unexploded (UXO) Sweep		25.60
Personnel		
30501 - Weather Forecaster I		25.40
30502 - Weather Forecaster II		30.90
30620 - Weather Observer Combined (s	see 2)	20.64
Upper Air Or	,	
Surface Programs		
_	see 2)	22.18
31000 - Transportation/Mobile	200 27	
Equipment Operation Occupations		
31010 - Airplane Pilot		30.98
31020 - Bus Aide		12.83
31030 - Bus Driver		
		18.72
31043 - Driver Courier		14.29
31260 - Parking and Lot Attendant		11.26
31290 - Shuttle Bus Driver		15.41
31310 - Taxi Driver		12.02
31361 - Truckdriver Light		15.41
31362 - Truckdriver Medium		16.89
31363 - Truckdriver Heavy		20.33
31364 - Truckdriver Tractor-Trailer		20.33
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		15.10
99030 - Cashier		10.45
99050 - Desk Clerk		10.83
99095 - Embalmer		25.60

99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	13.46
I	
99252 - Laboratory Animal Caretaker	14.76
II	
99260 - Marketing Analyst	26.55
99310 - Mortician	25.60
99410 - Pest Controller	23.40
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	19.46
99711 - Recycling Specialist	24.26
99730 - Refuse Collector	17.09
99810 - Sales Clerk	12.63
99820 - School Crossing Guard	15.29
99830 - Survey Party Chief	17.65
99831 - Surveying Aide	10.21
99832 - Surveying Technician	16.90
99840 - Vending Machine Attendant	17.40
99841 - Vending Machine Repairer	22.12
99842 - Vending Machine Repairer	17.40
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 per month*

*This rate is to be used only when compensating employees for performance on an SCAcovered 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: 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:

 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)).

REGISTER OF WAGE DETERMINATIONS UNDER	U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT	EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor	r WAGE AND HOUR DIVISION
	WASHINGTON D.C. 20210
	Wage Determination No.: 2015-5073
Daniel W. Simms Division of	Revision No.: 19
Director Wage Determination	ns Date Of Last Revision: 12/27/2021

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022 Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022 Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Illinois

Area: Illinois County of Macoupin

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		15.70
01012 - Accounting Clerk II		17.64
01013 - Accounting Clerk III		19.72
01020 - Administrative Assistant		28.49
01035 - Court Reporter		30.01
01041 - Customer Service		14.37
Representative I		
01042 - Customer Service		15.90
Representative II		

01043 - Customer Service Representative III		17.61
01051 - Data Entry Operator I		14.95
01052 - Data Entry Operator II		16.31
01060 - Dispatcher Motor Vehicle		20.43
01070 - Document Preparation Clerk		16.85
01090 - Duplicating Machine Operator		16.85
01111 - General Clerk I		14.11
01112 - General Clerk II		15.40
01113 - General Clerk III		17.30
01120 - Housing Referral Assistant		20.55
01141 - Messenger Courier		13.96
01191 - Order Clerk I		16.37
01192 - Order Clerk II		17.86
01261 - Personnel Assistant		17.23
(Employment) I		11.25
01262 - Personnel Assistant		19.26
(Employment) II		19.20
01263 - Personnel Assistant		21.47
		21.4/
(Employment) III		0E 01
01270 - Production Control Clerk		25.31
01290 - Rental Clerk		16.01
01300 - Scheduler Maintenance		16.49
01311 - Secretary I		16.49
01312 - Secretary TT		18.44
01312 - Secretary II		
01313 - Secretary III		20.55
01313 - Secretary III 01320 - Service Order Dispatcher		20.55 18.27
01313 - Secretary III 01320 - Service Order Dispatcher 01410 - Supply Technician		20.55 18.27 28.49
01313 - Secretary III 01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker		20.55 18.27 28.49 16.78
01313 - Secretary III 01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard		20.55 18.27 28.49
01313 - Secretary III 01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist		20.55 18.27 28.49 16.78 14.80
01313 - Secretary III 01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I		20.55 18.27 28.49 16.78 14.80 15.83
01313 - Secretary III 01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II		20.55 18.27 28.49 16.78 14.80 15.83 17.05
01313 - Secretary III 01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III		20.55 18.27 28.49 16.78 14.80 15.83 17.05 18.19
01313 - Secretary III 01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I		20.55 18.27 28.49 16.78 14.80 15.83 17.05 18.19 15.29
01313 - Secretary III 01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01513 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II		20.55 18.27 28.49 16.78 14.80 15.83 17.05 18.19 15.29 17.18
01313 - Secretary III 01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III		20.55 18.27 28.49 16.78 14.80 15.83 17.05 18.19 15.29
01313 - Secretary III 01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III		20.55 18.27 28.49 16.78 14.80 15.83 17.05 18.19 15.29 17.18 19.21
01313 - Secretary III 01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer		20.55 18.27 28.49 16.78 14.80 15.83 17.05 18.19 15.29 17.18
01313 - Secretary III 01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass		20.55 18.27 28.49 16.78 14.80 15.83 17.05 18.19 15.29 17.18 19.21 22.82
01313 - Secretary III 01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass 05010 - Automotive	Electrician	20.55 18.27 28.49 16.78 14.80 15.83 17.05 18.19 15.29 17.18 19.21 22.82 22.70
01313 - Secretary III 01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass 05010 - Automotive Glass Installer	Electrician	20.55 18.27 28.49 16.78 14.80 15.83 17.05 18.19 15.29 17.18 19.21 22.82 22.70 21.62
01313 - Secretary III 01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotive Body Repairer Fiberglass 05010 - Automotive Glass Installer 05070 - Automotive Worker	Electrician	20.55 18.27 28.49 16.78 14.80 15.83 17.05 18.19 15.29 17.18 19.21 22.82 22.70 21.62 21.62
01313 - Secretary III 01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass 05010 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer	Electrician	20.55 18.27 28.49 16.78 14.80 15.83 17.05 18.19 15.29 17.18 19.21 22.82 22.82 22.70 21.62 18.65
01313 - Secretary III 01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotive Service Occupations 05010 - Automotive Glass Installer 05040 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal	Electrician	20.55 18.27 28.49 16.78 14.80 15.83 17.05 18.19 15.29 17.18 19.21 22.82 22.70 21.62 21.62
01313 - Secretary III 01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass 05010 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer	Electrician	20.55 18.27 28.49 16.78 14.80 15.83 17.05 18.19 15.29 17.18 19.21 22.82 22.70 21.62 21.62 18.65 23.70
01313 - Secretary III 01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass 05010 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic 05160 - Motor Equipment Metal Worker	Electrician	20.55 18.27 28.49 16.78 14.80 15.83 17.05 18.19 15.29 17.18 19.21 22.82 22.82 22.70 21.62 18.65
01313 - Secretary III 01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass 05010 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic	Electrician	20.55 18.27 28.49 16.78 14.80 15.83 17.05 18.19 15.29 17.18 19.21 22.82 22.70 21.62 21.62 18.65 23.70
01313 - Secretary III 01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass 05010 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic 05160 - Motor Equipment Metal Worker	Electrician	20.55 18.27 28.49 16.78 14.80 15.83 17.05 18.19 15.29 17.18 19.21 22.82 22.70 21.62 21.62 18.65 23.70 21.62

05250 - Motor Vehicle Upholstery	20.14
Worker	0.1 . 6.0
05280 - Motor Vehicle Wrecker	21.62
05310 - Painter Automotive	22.70
05340 - Radiator Repair Specialist	21.62
05370 - Tire Repairer	15.11
05400 - Transmission Repair	23.70
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	13.18
07041 - Cook I	12.37
07042 - Cook II	14.34
07070 - Dishwasher	11.20
07130 - Food Service Worker	10.75
07210 - Meat Cutter	17.31
07260 - Waiter/Waitress	9.87
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	21.53
09040 - Furniture Handler	15.74
09080 - Furniture Refinisher	19.66
09090 - Furniture Refinisher Helper	16.76
09110 - Furniture Repairer Minor	18.27
09130 - Upholsterer	19.57
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	12.28
11060 - Elevator Operator	13.82
11090 - Gardener	20.51
11122 - Housekeeping Aide	13.82
11150 - Janitor	13.82
11210 - Laborer Grounds Maintenance	15.07
11240 - Maid or Houseman	11.26
11260 - Pruner	13.24
11270 - Tractor Operator	18.70
11330 - Trail Maintenance Worker	15.07
11360 - Window Cleaner	15.73
12000 - Health Occupations	
12010 - Ambulance Driver	18.06
12011 - Breath Alcohol Technician	20.50
12012 - Certified Occupational	27.33
Therapist Assistant	
12015 - Certified Physical Therapist	25.51
Assistant	
12020 - Dental Assistant	19.43
12025 - Dental Hygienist	32.78
12030 - EKG Technician	25.17
12035 - Electroneurodiagnostic	25.17
Technologist	

	1000
12040 - Emergency Medical Technician	18.06
12071 - Licensed Practical Nurse I	18.33
12072 - Licensed Practical Nurse II	20.50
12073 - Licensed Practical Nurse III	22.85
12100 - Medical Assistant	16.63
12130 - Medical Laboratory	23.24
Technician	
12160 - Medical Record Clerk	20.02
12190 - Medical Record Technician	22.40
12195 - Medical Transcriptionist	19.95
12210 - Nuclear Medicine	36.47
Technologist	
12221 - Nursing Assistant I	11.38
12222 - Nursing Assistant II	12.80
12223 - Nursing Assistant III	13.96
12224 - Nursing Assistant IV	15.68
12235 - Optical Dispenser	16.78
12236 - Optical Technician	14.94
12250 - Pharmacy Technician	16.87
12280 - Phlebotomist	16.20
12305 - Radiologic Technologist	26.38
12311 - Registered Nurse I	25.22
12312 - Registered Nurse II	30.84
12313 - Registered Nurse II	30.84
Specialist	
12314 - Registered Nurse III	37.31
12315 - Registered Nurse III	37.31
Anesthetist	
12316 - Registered Nurse IV	44.73
12317 - Scheduler (Drug and Alcohol	25.40
Testing)	
12320 - Substance Abuse Treatment	22.04
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	21.90
13012 - Exhibits Specialist II	27.12
13013 - Exhibits Specialist III	33.18
13041 - Illustrator I	20.08
13042 - Illustrator II	24.88
13043 - Illustrator III	30.34
13047 - Librarian	30.04
13050 - Library Aide/Clerk	13.29
13054 - Library Information	27.12
Technology Systems	
Administrator	
13058 - Library Technician	18.87
13061 - Media Specialist I	19.58
13062 - Media Specialist II	21.90
13063 - Media Specialist III	24.40

13071 - Photographer I		16.65
13072 - Photographer II		18.63
13073 - Photographer III		23.07
13074 - Photographer IV		27.99
13075 - Photographer V		34.15
13090 - Technical Order Library		15.84
Clerk		
13110 - Video Teleconference		22.13
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		17.10
14042 - Computer Operator II		19.12
14043 - Computer Operator III		21.31
14044 - Computer Operator IV		23.68
14045 - Computer Operator V		26.23
14071 - Computer Programmer I	(see 1)	22.94
14072 - Computer Programmer II	(see 1)	27.39
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment	(866 1)	17.10
Operator		± / • ± 0
14160 - Personal Computer Support		23.68
Technician		20.00
14170 - System Support Specialist		31.59
15000 - Instructional Occupations		51.59
15010 - Aircrew Training Devices		30.10
Instructor (Non-Rated)		30.10
15020 - Aircrew Training Devices		36.41
-		30.41
Instructor (Rated)		43.64
15030 - Air Crew Training Devices		43.04
Instructor (Pilot)		20 10
15050 - Computer Based Training		30.10
Specialist / Instructor		
15060 - Educational Technologist		33.72
15070 - Flight Instructor (Pilot)		43.64
15080 - Graphic Artist		26.06
15085 - Maintenance Test Pilot Fixed		43.64
Jet/Prop		
15086 - Maintenance Test Pilot		43.64
Rotary Wing		
15088 - Non-Maintenance Test/Co-		43.64
Pilot		
15090 - Technical Instructor		25.46
15095 - Technical Instructor/Course		31.15
Developer		
15110 - Test Proctor		20.56

15120 - Tutor	20.56
16000 - Laundry Dry-Cleaning Pressing	20.30
And Related Occupations	
16010 - Assembler	12.03
16030 - Counter Attendant	12.03
16040 - Dry Cleaner	13.74
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	12.03
Apparel Laundry	12.00
16190 - Sewing Machine Operator	14.31
16220 - Tailor	14.88
16250 - Washer Machine	12.50
19000 - Machine Tool Operation And	12.00
Repair Occupations	
19010 - Machine-Tool Operator (Tool	26.27
Room)	20.27
19040 - Tool And Die Maker	30.63
21000 - Materials Handling And Packing	00.00
Occupations	
21020 - Forklift Operator	16.68
21030 - Material Coordinator	25.31
21040 - Material Expediter	25.31
21050 - Material Handling Laborer	15.21
21071 - Order Filler	14.15
21080 - Production Line Worker (Food	16.68
Processing)	10.00
21110 - Shipping Packer	17.03
21130 - Shipping/Receiving Clerk	17.03
21140 - Store Worker I	17.14
21150 - Stock Clerk	19.65
21210 - Tools And Parts Attendant	16.68
21410 - Warehouse Specialist	16.68
23000 - Mechanics And Maintenance And	
Repair Occupations	
23010 - Aerospace Structural Welder	36.26
23019 - Aircraft Logs and Records	29.69
Technician	
23021 - Aircraft Mechanic I	34.93
23022 - Aircraft Mechanic II	36.26
23023 - Aircraft Mechanic III	37.64
23040 - Aircraft Mechanic Helper	25.07
23050 - Aircraft Painter	33.46
23060 - Aircraft Servicer	29.69
23070 - Aircraft Survival Flight	33.46
Equipment Technician	
23080 - Aircraft Worker	31.87

23091 - Aircrew Life Support	31.87
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	34.93
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	25.07
23120 - Bicycle Repairer	22.10
23125 - Cable Splicer	39.21
23130 - Carpenter Maintenance	31.16
23140 - Carpet Layer	31.92
23160 - Electrician Maintenance	35.31
23180 - Electronics Technician	30.78
	30.70
Maintenance I	20 12
23182 - Electronics Technician	32.13
Maintenance II	
23183 - Electronics Technician	33.54
Maintenance III	
23260 - Fabric Worker	26.71
23290 - Fire Alarm System Mechanic	31.65
23310 - Fire Extinguisher Repairer	24.57
23311 - Fuel Distribution System	33.63
Mechanic	
23312 - Fuel Distribution System	26.47
Operator	
23370 - General Maintenance Worker	20.77
23380 - Ground Support Equipment	34.93
Mechanic	
23381 - Ground Support Equipment	29.69
Servicer	
23382 - Ground Support Equipment	31.87
Worker	01.07
23391 - Gunsmith I	24.57
23392 - Gunsmith II	28.48
23393 - Gunsmith III	31.22
23410 - Heating Ventilation And Air-	26.15
-	20.13
Conditioning	
Mechanic	07 16
23411 - Heating Ventilation And Air	27.15
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	29.42
23440 - Heavy Equipment Operator	34.14
23460 - Instrument Mechanic	31.22
23465 - Laboratory/Shelter Mechanic	29.91
23470 - Laborer	15.21
23510 - Locksmith	24.04
23530 - Machinery Maintenance	28.53
Mechanic	
23550 - Machinist Maintenance	24.11

23580 - Maintenance Trades Helper	17.29
23591 - Metrology Technician I	31.22
23592 - Metrology Technician II	32.41
23593 - Metrology Technician III	33.65
23640 - Millwright	35.88
23710 - Office Appliance Repairer	21.21
23760 - Painter Maintenance	32.82
23790 - Pipefitter Maintenance	39.52
23810 - Plumber Maintenance	37.86
23820 - Pneudraulic Systems Mechanic	31.22
23850 - Rigger	31.22
23870 - Scale Mechanic	28.48
23890 - Sheet-Metal Worker	34.82
Maintenance	0.1 0.0
23910 - Small Engine Mechanic	21.98
23931 - Telecommunications Mechanic	30.73
I	0.1 0.0
23932 - Telecommunications Mechanic	31.90
II	
23950 - Telephone Lineman	33.65
23960 - Welder Combination	21.46
Maintenance	
23965 - Well Driller	27.83
23970 - Woodcraft Worker	31.22
23980 - Woodworker	24.57
24000 - Personal Needs Occupations	1 6 5 9
24550 - Case Manager	16.53
24570 - Child Care Attendant	11.91
24580 - Child Care Center Clerk	15.08
24610 - Chore Aide	11.65
24620 - Family Readiness And Support	16.53
Services	
Coordinator	1 6 5 9
24630 - Homemaker	16.53
25000 - Plant And System Operations	
Occupations	24 07
25010 - Boiler Tender	34.87
25040 - Sewage Plant Operator	28.20
-	
25070 - Stationary Engineer	34.87
25070 - Stationary Engineer 25190 - Ventilation Equipment Tender	25.02
25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant	
25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator	25.02
25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations	25.02 28.20
25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor	25.02 28.20 21.29
25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor 27007 - Baggage Inspector	25.02 28.20 21.29 15.52
25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor 27007 - Baggage Inspector 27008 - Corrections Officer	25.02 28.20 21.29 15.52 19.37
25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor 27007 - Baggage Inspector 27008 - Corrections Officer 27010 - Court Security Officer	25.02 28.20 21.29 15.52 19.37 24.75
25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor 27007 - Baggage Inspector 27008 - Corrections Officer 27010 - Court Security Officer 27030 - Detection Dog Handler	25.02 28.20 21.29 15.52 19.37 24.75 18.05
25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor 27007 - Baggage Inspector 27008 - Corrections Officer 27010 - Court Security Officer	25.02 28.20 21.29 15.52 19.37 24.75

27101 - Guard I			15.52
27102 - Guard II			18.05
27131 - Police Officer I			28.32
27132 - Police Officer II			31.48
28000 - Recreation Occupations			
28041 - Carnival Equipment Operator			14.16
28042 - Carnival Equipment Repairer			15.53
28043 - Carnival Worker			10.97
28210 - Gate Attendant/Gate Tender			13.67
28310 - Lifequard			11.97
28350 - Park Attendant (Aide)			15.28
28510 - Recreation Aide/Health			11.15
Facility Attendant			11.10
28515 - Recreation Specialist			18.93
28630 - Sports Official			12.17
28690 - Swimming Pool Operator			18.00
			10.00
29000 - Stevedoring/Longshoremen			
Occupational Services			07 15
29010 - Blocker And Bracer			27.15
29020 - Hatch Tender			27.15
29030 - Line Handler			27.15
29041 - Stevedore I			25.29
29042 - Stevedore II			28.51
30000 - Technical Occupations			
30010 - Air Traffic Control	(see	2)	40.88
Specialist Center (HFO)			
30011 - Air Traffic Control	(see	2)	28.18
Specialist Station (HFO)			
30012 - Air Traffic Control			31.04
Specialist Terminal (HFO) (see 2)			
30021 - Archeological Technician I			19.58
30022 - Archeological Technician II			21.90
30023 - Archeological Technician III			27.12
30030 - Cartographic Technician			27.12
30040 - Civil Engineering Technician			25.30
30051 - Cryogenic Technician I			30.04
30052 - Cryogenic Technician II			33.18
30061 - Drafter/CAD Operator I			19.58
30062 - Drafter/CAD Operator II			21.90
30063 - Drafter/CAD Operator III			24.40
30064 - Drafter/CAD Operator IV			30.04
30081 - Engineering Technician I			15.23
30082 - Engineering Technician II			18.66
30083 - Engineering Technician III			21.49
30084 - Engineering Technician IV			26.30
CONCE ANGLIGOLING TOOMITOTAIL TV			20.00
5 5			
30085 - Engineering Technician V			29.59
30085 - Engineering Technician V 30086 - Engineering Technician VI			29.59 35.09
30085 - Engineering Technician V 30086 - Engineering Technician VI 30090 - Environmental Technician			29.59 35.09 23.60
30085 - Engineering Technician V 30086 - Engineering Technician VI			29.59 35.09

30221 - Latent Fingerprint		24.98
Technician I		08 50
30222 - Latent Fingerprint		27.59
Technician II		
30240 - Mathematical Technician		27.56
30361 - Paralegal/Legal Assistant I		20.03
30362 - Paralegal/Legal Assistant II		24.81
30363 - Paralegal/Legal Assistant		30.34
III		
30364 - Paralegal/Legal Assistant IV		36.38
30375 - Petroleum Supply Specialist		33.18
30390 - Photo-Optics Technician		27.12
30395 - Radiation Control Technician		33.18
30461 - Technical Writer I		24.16
30462 - Technical Writer II		29.55
30463 - Technical Writer III		35.74
30491 - Unexploded Ordnance (UXO)		25.98
Technician I		20.30
30492 - Unexploded Ordnance (UXO)		31.43
Technician II		JI.4J
		37.67
30493 - Unexploded Ordnance (UXO)		31.61
Technician III		0 - 0 0
30494 - Unexploded (UXO) Safety		25.98
Escort		
30495 - Unexploded (UXO) Sweep		25.98
Personnel		
30501 - Weather Forecaster I		30.04
30502 - Weather Forecaster II		36.55
30620 - Weather Observer Combined (see	2)	24.40
Upper Air Or		
Surface Programs		
30621 - Weather Observer Senior (see	2)	27.12
31000 - Transportation/Mobile		
Equipment Operation Occupations		
31010 - Airplane Pilot		31.43
		<u> </u>
31020 - Bus Aide		14.93
31020 - Bus Aide		14.93
31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier		14.93 21.94 17.93
31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant		14.93 21.94 17.93 12.48
<pre>31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver</pre>		14.93 21.94 17.93 12.48 17.94
<pre>31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver</pre>		14.93 21.94 17.93 12.48 17.94 15.63
<pre>31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light</pre>		14.93 21.94 17.93 12.48 17.94 15.63 19.66
<pre>31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium</pre>		14.93 21.94 17.93 12.48 17.94 15.63 19.66 21.23
<pre>31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy</pre>		14.93 21.94 17.93 12.48 17.94 15.63 19.66 21.23 24.12
<pre>31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer</pre>		14.93 21.94 17.93 12.48 17.94 15.63 19.66 21.23
<pre>31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations</pre>		14.93 21.94 17.93 12.48 17.94 15.63 19.66 21.23 24.12 24.12
<pre>31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist</pre>		14.93 21.94 17.93 12.48 17.94 15.63 19.66 21.23 24.12 24.12 24.12
<pre>31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist 99030 - Cashier</pre>		14.93 21.94 17.93 12.48 17.94 15.63 19.66 21.23 24.12 24.12 24.12 15.32 11.32
<pre>31020 - Bus Aide 31030 - Bus Driver 31043 - Driver Courier 31260 - Parking and Lot Attendant 31290 - Shuttle Bus Driver 31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist</pre>		14.93 21.94 17.93 12.48 17.94 15.63 19.66 21.23 24.12 24.12 24.12

99130 - Flight Follower	25.98
99251 - Laboratory Animal Caretaker	15.57
I	
99252 - Laboratory Animal Caretaker	17.06
II	
99260 - Marketing Analyst	31.18
99310 - Mortician	27.34
99410 - Pest Controller	16.89
99510 - Photofinishing Worker	17.29
99710 - Recycling Laborer	21.27
99711 - Recycling Specialist	26.30
99730 - Refuse Collector	18.69
99810 - Sales Clerk	12.65
99820 - School Crossing Guard	14.32
99830 - Survey Party Chief	28.23
99831 - Surveying Aide	17.63
99832 - Surveying Technician	25.57
99840 - Vending Machine Attendant	15.26
99841 - Vending Machine Repairer	19.09
99842 - Vending Machine Repairer	15.26
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 per month*

*This rate is to be used only when compensating employees for performance on an SCAcovered 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 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: 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:

 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)).

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT	U.S. DEPARTMENT OF LABOR
By direction of the Secretary of Labor	WAGE AND HOUR DIVISION
	WASHINGTON D.C. 20210
	Wage Determination No.: 2015-5075
Daniel W. Simms Division of	Revision No.: 20
Director Wage Determination	s Date Of Last Revision: 12/27/2021

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022 Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022 Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

States: Illinois Missouri

Area: Illinois Counties of Bond Calhoun Clinton Jersey Madison Monroe St Clair

Missouri Counties of Franklin Jefferson Lincoln St Charles St Louis St Louis City Warren

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		15.70
01012 - Accounting Clerk II		17.64
01013 - Accounting Clerk III		19.72
01020 - Administrative Assistant		28.49
01035 - Court Reporter		30.70

01041 - Customer Service Representative I	14.37
-	15 00
01042 - Customer Service Representative II	15.90
01043 - Customer Service	17.61
Representative III	1,.01
01051 - Data Entry Operator I	14.95
01052 - Data Entry Operator II	16.31
01060 - Dispatcher Motor Vehicle	20.43
01070 - Document Preparation Clerk	16.85
01090 - Duplicating Machine Operator	16.85
01111 - General Clerk I	14.11
01112 - General Clerk II	
	15.40
01113 - General Clerk III	17.30
01120 - Housing Referral Assistant	20.96
01141 - Messenger Courier	13.96
01191 - Order Clerk I	16.37
01192 - Order Clerk II	17.86
01261 - Personnel Assistant	17.23
(Employment) I	
01262 - Personnel Assistant	19.26
(Employment) II	
01263 - Personnel Assistant	21.47
(Employment) III	
01270 - Production Control Clerk	25.31
01290 - Rental Clerk	16.06
01300 - Scheduler Maintenance	16.49
01311 - Secretary I	16.49
01312 - Secretary II	18.44
01313 - Secretary III	20.96
01320 - Service Order Dispatcher	18.27
01410 - Supply Technician	28.49
01420 - Survey Worker	19.05
01460 - Switchboard	15.10
Operator/Receptionist	10.10
01531 - Travel Clerk I	15.83
01532 - Travel Clerk II	17.05
01532 - Travel Clerk II 01533 - Travel Clerk III	17.05
01555 - Travel Clerk III 01611 - Word Processor I	18.19
01612 - Word Processor II	17.18
01613 - Word Processor III	19.21
05000 - Automotive Service Occupations	00.00
05005 - Automobile Body Repairer	22.82
Fiberglass	
	trician 22.70
05040 - Automotive Glass Installer	21.62
05070 - Automotive Worker	21.62
05110 - Mobile Equipment Servicer	18.65
05130 - Motor Equipment Metal	23.70
Mechanic	

05160 - Motor Equipment Metal Worker	21.62
05190 - Motor Vehicle Mechanic	23.70
05220 - Motor Vehicle Mechanic	17.01
Helper	I / • 0 I
05250 - Motor Vehicle Upholstery	20.14
Worker	20.11
05280 - Motor Vehicle Wrecker	21.62
05310 - Painter Automotive	22.70
05340 - Radiator Repair Specialist	21.62
05370 - Tire Repairer	16.18
05400 - Transmission Repair	23.70
Specialist	20.70
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	13.31
07041 - Cook I	12.37
07042 - Cook II	14.34
07070 - Dishwasher	11.20
07130 - Food Service Worker	10.75
07210 - Meat Cutter	17.31
07260 - Waiter/Waitress	9.87
09000 - Furniture Maintenance And	9.07
Repair Occupations	
09010 - Electrostatic Spray Painter	21.94
09040 - Furniture Handler	14.00
09080 - Furniture Refinisher	20.56
09090 - Furniture Refinisher Helper	16.55
09110 - Furniture Repairer Minor	18.84
09130 - Upholsterer	22.61
11000 - General Services And Support	22.01
Occupations	
11030 - Cleaner Vehicles	12.28
11060 - Elevator Operator	13.82
11090 - Gardener	20.51
11122 - Housekeeping Aide	13.82
11122 - Housekeeping Aide 11150 - Janitor	13.82
11210 - Laborer Grounds Maintenance	15.02
11240 - Maid or Houseman	11.26
11240 - Maid of Houseman 11260 - Pruner	13.24
11270 - Tractor Operator	18.70
11330 - Trail Maintenance Worker	15.07
11360 - Window Cleaner	15.73
12000 - Health Occupations	10.10
12010 - Ambulance Driver	20.10
12010 - Ambulance Driver 12011 - Breath Alcohol Technician	20.10
12012 - Certified Occupational	27.33
Therapist Assistant	21.00
12015 - Certified Physical Therapist	25.51
Assistant	2J.JI
12020 - Dental Assistant	19.43

12025 Dentel Werignish	22 70
12025 - Dental Hygienist 12030 - EKG Technician	32.78 25.17
12035 - Electroneurodiagnostic	25.17
Technologist	00 10
12040 - Emergency Medical Technician	20.10
12071 - Licensed Practical Nurse I	18.33
12072 - Licensed Practical Nurse II	20.50
12073 - Licensed Practical Nurse III	22.85
12100 - Medical Assistant	16.63
12130 - Medical Laboratory	23.04
Technician	
12160 - Medical Record Clerk	20.02
12190 - Medical Record Technician	22.40
12195 - Medical Transcriptionist	19.95
12210 - Nuclear Medicine	36.47
Technologist	
12221 - Nursing Assistant I	11.38
12222 - Nursing Assistant II	12.80
12223 - Nursing Assistant III	13.96
12224 - Nursing Assistant IV	15.68
12235 - Optical Dispenser	16.07
12236 - Optical Technician	15.99
12250 - Pharmacy Technician	16.87
12280 - Phlebotomist	16.20
12305 - Radiologic Technologist	26.38
12311 - Registered Nurse I	26.36
12312 - Registered Nurse II	30.84
12313 - Registered Nurse II	30.84
Specialist	00001
12314 - Registered Nurse III	37.31
12315 - Registered Nurse III	37.31
Anesthetist	0,.01
12316 - Registered Nurse IV	44.73
12317 - Scheduler (Drug and Alcohol	25.40
Testing)	23.40
12320 - Substance Abuse Treatment	22.04
Counselor	22.04
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	21.90
13012 - Exhibits Specialist II	27.12
_	33.18
13013 - Exhibits Specialist III	20.80
13041 - Illustrator I	
13042 - Illustrator II	25.56
13043 - Illustrator III	30.43
13047 - Librarian	30.04
13050 - Library Aide/Clerk	12.34
13054 - Library Information	27.12
Technology Systems	
Administrator	

13058 - Library Technician	18.87
13061 - Media Specialist I	19.58
13062 - Media Specialist II	21.90
13063 - Media Specialist III	24.40
13071 - Photographer I	16.71
13072 - Photographer II	18.69
13073 - Photographer III	23.16
13074 - Photographer IV	27.99
13075 - Photographer V	33.88
13090 - Technical Order Library	15.84
Clerk	
13110 - Video Teleconference	22.13
Technician	
14000 - Information Technology	
Occupations	
14041 - Computer Operator I	17.10
14042 - Computer Operator II	19.12
14043 - Computer Operator III	21.31
14044 - Computer Operator IV	23.68
14045 - Computer Operator V	26.23
14071 - Computer Programmer I (see 1)	24.21
14072 - Computer Programmer II (see 1)	6 I • 6 I
14072Computer Programmer III(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 I (see 1)	
	18.26
14150 - Peripheral Equipment	10.20
Operator	26.16
14160 - Personal Computer Support Technician	26.16
14170 - System Support Specialist	31.59
15000 - Instructional Occupations	
15010 - Aircrew Training Devices	34.92
Instructor (Non-Rated)	40.05
15020 - Aircrew Training Devices	42.25
Instructor (Rated)	
15030 - Air Crew Training Devices	50.64
Instructor (Pilot)	24.00
15050 - Computer Based Training	34.92
Specialist / Instructor	
15060 - Educational Technologist	33.72
15070 - Flight Instructor (Pilot)	50.64
15080 - Graphic Artist	26.06
15085 - Maintenance Test Pilot Fixed	43.64
Jet/Prop	
15086 - Maintenance Test Pilot	43.64
Rotary Wing	
15088 - Non-Maintenance Test/Co-	43.64
Pilot	

15090 - Technical Instructor	25.46
15095 - Technical Instructor/Course	31.15
Developer	
15110 - Test Proctor	20.56
15120 - Tutor	20.56
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations	
16010 - Assembler	12.03
16030 - Counter Attendant	12.03
16040 - Dry Cleaner	13.74
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	12.03
Apparel Laundry	12.00
16190 - Sewing Machine Operator	14.31
16220 - Tailor	14.88
16250 - Washer Machine	12.60
19000 - Machine Tool Operation And	12.00
Repair Occupations	
19010 - Machine-Tool Operator (Tool	26.27
Room)	20.27
19040 - Tool And Die Maker	30.63
21000 - Materials Handling And Packing	20.03
Occupations	
21020 - Forklift Operator	19.14
21020 - Material Coordinator	25.31
	25.31
21040 - Material Expediter	
21050 - Material Handling Laborer 21071 - Order Filler	19.18
	14.20
21080 - Production Line Worker (Food	19.14
Processing)	1 7 00
21110 - Shipping Packer	17.03
21130 - Shipping/Receiving Clerk	17.03
21140 - Store Worker I	13.25
21150 - Stock Clerk	19.59
21210 - Tools And Parts Attendant	19.14
21410 - Warehouse Specialist	19.14
23000 - Mechanics And Maintenance And	
Repair Occupations	
23010 - Aerospace Structural Welder	36.26
23019 - Aircraft Logs and Records	29.69
Technician	
23021 - Aircraft Mechanic I	34.93
23022 - Aircraft Mechanic II	36.26
23023 - Aircraft Mechanic III	37.64
23040 - Aircraft Mechanic Helper	25.07
23050 - Aircraft Painter	33.46
23060 - Aircraft Servicer	29.69

23070 - Aircraft Survival Flight	33.46
Equipment Technician	55.40
23080 - Aircraft Worker	31.87
23091 - Aircrew Life Support	31.87
	51.07
Equipment (ALSE) Mechanic I	
23092 - Aircrew Life Support	34.93
Equipment (ALSE) Mechanic	34.93
II	
	25.07
23110 - Appliance Mechanic 23120 - Bicycle Repairer	24.57
23125 - Cable Splicer	39.21
	39.21
23130 - Carpenter Maintenance	
23140 - Carpet Layer 23160 - Electrician Maintenance	31.92
	35.31
23181 - Electronics Technician	30.60
Maintenance I	20 12
23182 - Electronics Technician	32.13
Maintenance II	
23183 - Electronics Technician	33.54
Maintenance III	
23260 - Fabric Worker	26.79
23290 - Fire Alarm System Mechanic	31.65
23310 - Fire Extinguisher Repairer	24.57
23311 - Fuel Distribution System	33.03
Mechanic	
23312 - Fuel Distribution System	26.22
Operator	
23370 - General Maintenance Worker	20.77
23380 - Ground Support Equipment	34.93
Mechanic	
23381 - Ground Support Equipment	29.69
Servicer	01 05
23382 - Ground Support Equipment	31.87
Worker	
23391 - Gunsmith I	24.57
23392 - Gunsmith II	28.48
23393 - Gunsmith III	31.22
23410 - Heating Ventilation And Air-	26.15
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	27.15
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	29.42
23440 - Heavy Equipment Operator	34.14
23460 - Instrument Mechanic	31.22
23465 - Laboratory/Shelter Mechanic	29.91
23470 - Laborer	17.17
23510 - Locksmith	22.23

23530 - Machinery Maintenance	28.53
Mechanic	04 17
23550 - Machinist Maintenance	24.17
23580 - Maintenance Trades Helper	18.37
23591 - Metrology Technician I	31.22
23592 - Metrology Technician II	32.41
23593 - Metrology Technician III	33.65
23640 - Millwright	35.88
23710 - Office Appliance Repairer	22.23
23760 - Painter Maintenance	32.82
23790 - Pipefitter Maintenance	39.52
23810 - Plumber Maintenance	37.86
23820 - Pneudraulic Systems Mechanic	31.22
23850 - Rigger	31.22
23870 - Scale Mechanic	28.48
23890 - Sheet-Metal Worker	36.06
Maintenance	
23910 - Small Engine Mechanic	21.36
23931 - Telecommunications Mechanic	29.85
I	
23932 - Telecommunications Mechanic	30.99
II	
23950 - Telephone Lineman	33.65
23960 - Welder Combination	23.21
Maintenance	
23965 - Well Driller	25.62
23970 - Woodcraft Worker	31.22
23980 - Woodworker	24.57
24000 - Personal Needs Occupations	21.07
24550 - Case Manager	15.17
24570 - Child Care Attendant	11.91
24580 - Child Care Center Clerk	14.84
24510 - Chore Aide	14.84
	15.17
24620 - Family Readiness And Support Services	10.1/
Coordinator	15 17
24630 - Homemaker	15.17
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	34.87
25040 - Sewage Plant Operator	28.20
25070 - Stationary Engineer	34.87
25190 - Ventilation Equipment Tender	25.02
25210 - Water Treatment Plant	28.20
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	21.29
27007 - Baggage Inspector	15.38
27008 - Corrections Officer	19.37
27010 - Court Security Officer	24.75

		1005
27030 - Detection Dog Handler		18.05
27040 - Detention Officer		19.37
27070 - Firefighter		30.14
27101 - Guard I		15.38
27102 - Guard II		18.05
27131 - Police Officer I		28.32
27132 - Police Officer II		31.48
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		14.16
28042 - Carnival Equipment Repairer		15.53
28043 - Carnival Worker		10.03
28210 - Gate Attendant/Gate Tender		13.67
28310 - Lifequard		11.59
28350 - Park Attendant (Aide)		15.28
28510 - Recreation Aide/Health		11.15
Facility Attendant		
28515 - Recreation Specialist		18.93
28630 - Sports Official		12.17
28690 - Swimming Pool Operator		18.00
29000 - Stevedoring/Longshoremen		10.00
Occupational Services		
29010 - Blocker And Bracer		27.15
29020 - Hatch Tender		27.15
29020 - Hatten Tender 29030 - Line Handler		27.15
29030 - Line Handler 29041 - Stevedore I		27.13
29042 - Stevedore II		28.51
30000 - Technical Occupations	(0)	40.00
30010 - Air Traffic Control	(see 2)	40.88
Specialist Center (HFO)	()	00 10
30011 - Air Traffic Control	(see 2)	28.18
Specialist Station (HFO)		21 04
30012 - Air Traffic Control		31.04
Specialist Terminal (HFO) (see 2)		10 50
30021 - Archeological Technician I		19.58
30022 - Archeological Technician II		21.90
30023 - Archeological Technician III		27.12
30030 - Cartographic Technician		27.52
30040 - Civil Engineering Technician		25.30
30051 - Cryogenic Technician I		30.04
30052 - Cryogenic Technician II		33.18
30061 - Drafter/CAD Operator I		19.58
30062 - Drafter/CAD Operator II		21.90
30063 - Drafter/CAD Operator III		24.40
30064 - Drafter/CAD Operator IV		30.04
30081 - Engineering Technician I		17.67
30082 - Engineering Technician II		19.83
30083 - Engineering Technician III		22.18
30084 - Engineering Technician IV		27.48
30085 - Engineering Technician V		33.62
30086 - Engineering Technician VI		40.68

20000 Environmentel Machaisian			01 07
30090 - Environmental Technician			24.27
30095 - Evidence Control Specialist			27.12
30210 - Laboratory Technician			
30221 - Latent Fingerprint			24.98
Technician I			07 E 0
30222 - Latent Fingerprint Technician II			27.59
30240 - Mathematical Technician			29.50
30361 - Paralegal/Legal Assistant I			29.00
30362 - Paralegal/Legal Assistant II			20.04
30362 - Paralegal/Legal Assistant II 30363 - Paralegal/Legal Assistant			30.37
III			50.57
30364 - Paralegal/Legal Assistant IV			36.75
30375 - Petroleum Supply Specialist			33.18
30390 - Photo-Optics Technician			27.12
30395 - Radiation Control Technician			33.18
30461 - Technical Writer I			23.51
30462 - Technical Writer II			23.31
30462 - Technical Writer III			34.79
30493 - Technical Writer III 30491 - Unexploded Ordnance (UXO)			25.98
Technician I			23.90
30492 - Unexploded Ordnance (UXO)			31.43
Technician II			51.45
30493 - Unexploded Ordnance (UXO)			37.67
Technician III			57.07
30494 - Unexploded (UXO) Safety			25.98
Escort			23.90
30495 - Unexploded (UXO) Sweep			25.98
Personnel			20.00
30501 - Weather Forecaster I			30.04
30502 - Weather Forecaster II			36.55
30620 - Weather Observer Combined	(see	2)	24.40
Upper Air Or	(500	2,	21.10
Surface Programs			
30621 - Weather Observer Senior	(see	2)	27.12
31000 - Transportation/Mobile	(200	_ /	_ / •
Equipment Operation Occupations			
31010 - Airplane Pilot			31.43
31020 - Bus Aide			14.93
31030 - Bus Driver			21.94
31043 - Driver Courier			17.93
31260 - Parking and Lot Attendant			10.07
31290 - Shuttle Bus Driver			18.63
31310 - Taxi Driver			14.25
31361 - Truckdriver Light			19.66
31362 - Truckdriver Medium			21.23
31363 - Truckdriver Heavy			24.12
31364 - Truckdriver Tractor-Trailer			24.12
99000 - Miscellaneous Occupations			• • •
99020 - Cabin Safety Specialist			15.32

99030 - Cashier	11.32
99050 - Desk Clerk	11.14
99095 - Embalmer	29.90
99130 - Flight Follower	25.98
99251 - Laboratory Animal Caretaker	15.57
I	
99252 - Laboratory Animal Caretaker	17.06
II	
99260 - Marketing Analyst	31.18
99310 - Mortician	30.54
99410 - Pest Controller	17.61
99510 - Photofinishing Worker	17.29
99710 - Recycling Laborer	21.27
99711 - Recycling Specialist	26.39
99730 - Refuse Collector	18.69
99810 - Sales Clerk	12.95
99820 - School Crossing Guard	14.32
99830 - Survey Party Chief	28.12
99831 - Surveying Aide	18.66
99832 - Surveying Technician	25.57
99840 - Vending Machine Attendant	15.01
99841 - Vending Machine Repairer	19.09
99842 - Vending Machine Repairer	15.01
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 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: 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)).

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT	U.S. DEPARTMENT OF LABOR
By direction of the Secretary of Labor	WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Daniel W. Simms Division of Director Wage Determinations	Wage Determination No.: 2015-5079 Revision No.: 16 Date Of Last Revision: 12/27/2021

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022 Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022 Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Missouri

Area: Missouri County of Boone

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		14.49
01012 - Accounting Clerk II		16.27
01013 - Accounting Clerk III		18.57
01020 - Administrative Assistant		25.47
01035 - Court Reporter		19.05
01041 - Customer Service		13.17
Representative I		
01042 - Customer Service		14.69
Representative II		

01043 - Customer Service Representative III		16.16
01051 - Data Entry Operator I		12.91
01052 - Data Entry Operator II		14.40
01060 - Dispatcher Motor Vehicle		20.85
01070 - Document Preparation Clerk		16.35
01090 - Duplicating Machine Operator		16.35
01111 - General Clerk I		12.93
01112 - General Clerk II		15.00
01113 - General Clerk III		17.07
01120 - Housing Referral Assistant		20.96
01141 - Messenger Courier		13.42
01191 - Order Clerk I		13.66
01192 - Order Clerk II		14.91
01261 - Personnel Assistant		16.51
(Employment) I		
01262 - Personnel Assistant		19.05
(Employment) II		20000
01263 - Personnel Assistant		20.73
(Employment) III		
01270 - Production Control Clerk		26.27
01290 - Rental Clerk		16.06
01300 - Scheduler Maintenance		15.96
01311 - Secretary I		15.96
01312 - Secretary II		17.85
01313 - Secretary III		20.96
01320 - Service Order Dispatcher		18.65
01410 - Supply Technician		25.47
01420 - Survey Worker		19.80
01460 - Switchboard		15.10
Operator/Receptionist		
01531 - Travel Clerk I		13.50
01532 - Travel Clerk II		14.54
01533 - Travel Clerk III		15.67
01611 - Word Processor I		13.92
01612 - Word Processor II		16.06
01613 - Word Processor III		19.05
01613 - Word Processor III 05000 - Automotive Service Occupations		19.05
		19.05
05000 - Automotive Service Occupations		
05000 - Automotive Service Occupations 05005 - Automobile Body Repairer	Electrician	22.80
05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass 05010 - Automotive 05040 - Automotive Glass Installer	Electrician	22.80
05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass 05010 - Automotive	Electrician	22.80 20.59
05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass 05010 - Automotive 05040 - Automotive Glass Installer	Electrician	22.80 20.59 19.74
05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass 05010 - Automotive 05040 - Automotive Glass Installer 05070 - Automotive Worker	Electrician	22.80 20.59 19.74 19.74
05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass 05010 - Automotive 05040 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer	Electrician	22.80 20.59 19.74 19.74 18.01
05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass 05010 - Automotive 05040 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic 05160 - Motor Equipment Metal Worker	Electrician	22.80 20.59 19.74 19.74 18.01
05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass 05010 - Automotive 05040 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic	Electrician	22.80 20.59 19.74 19.74 18.01 21.46
05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass 05010 - Automotive 05040 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic 05160 - Motor Equipment Metal Worker	Electrician	22.80 20.59 19.74 19.74 18.01 21.46 19.74

05250 - Motor Vehicle Upholstery Worker	
Worker	18.88
	10 84
05280 - Motor Vehicle Wrecker	19.74
05310 - Painter Automotive	20.59
05340 - Radiator Repair Specialist	19.74
05370 - Tire Repairer	15.80
05400 - Transmission Repair	21.46
Specialist	
07000 - Food Preparation And Service	
Occupations	10.00
07010 - Baker	13.33
07041 - Cook I	13.00
07042 - Cook II	15.08
07070 - Dishwasher	10.85
07130 - Food Service Worker	11.26
07210 - Meat Cutter	16.34
07260 - Waiter/Waitress	9.97
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	24.19
09040 - Furniture Handler	14.53
09080 - Furniture Refinisher	24.19
09090 - Furniture Refinisher Helper	18.12
09110 - Furniture Repairer Minor	21.46
09130 - Upholsterer	24.19
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	12.91
11060 - Elevator Operator	14.33
11090 - Gardener	19.67
11122 - Housekeeping Aide	14.33
11150 - Janitor	14.33
11210 - Laborer Grounds Maintenance	14.39
11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman	14.39 10.96
11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner	14.39 10.96 12.64
11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator	14.39 10.96 12.64 17.94
<pre>11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker</pre>	14.39 10.96 12.64 17.94 14.39
<pre>11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner</pre>	14.39 10.96 12.64 17.94
<pre>11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations</pre>	14.39 10.96 12.64 17.94 14.39 16.32
<pre>11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver</pre>	14.39 10.96 12.64 17.94 14.39 16.32
<pre>11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician</pre>	14.39 10.96 12.64 17.94 14.39 16.32 19.90 19.42
<pre>11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational</pre>	14.39 10.96 12.64 17.94 14.39 16.32
<pre>11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant</pre>	14.39 10.96 12.64 17.94 14.39 16.32 19.90 19.42 26.65
<pre>11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist</pre>	14.39 10.96 12.64 17.94 14.39 16.32 19.90 19.42
<pre>11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant</pre>	14.39 10.96 12.64 17.94 14.39 16.32 19.90 19.42 26.65
<pre>11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant 12020 - Dental Assistant</pre>	14.39 10.96 12.64 17.94 14.39 16.32 19.90 19.42 26.65 27.58 21.21
<pre>11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant 12020 - Dental Assistant 12025 - Dental Hygienist</pre>	14.39 10.96 12.64 17.94 14.39 16.32 19.90 19.42 26.65 27.58 21.21 43.81
<pre>11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant 12020 - Dental Assistant 12025 - Dental Hygienist 12030 - EKG Technician</pre>	14.39 10.96 12.64 17.94 14.39 16.32 19.90 19.42 26.65 27.58 21.21 43.81 26.44
<pre>11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant 12020 - Dental Assistant 12025 - Dental Hygienist</pre>	14.39 10.96 12.64 17.94 14.39 16.32 19.90 19.42 26.65 27.58 21.21 43.81

12040 - Emergency Medical Technician	19.90
12071 - Licensed Practical Nurse I	17.37
12072 - Licensed Practical Nurse II	19.42
12073 - Licensed Practical Nurse III	21.65
12100 - Medical Assistant	15.14
12130 - Medical Laboratory	19.28
Technician	
12160 - Medical Record Clerk	19.79
12190 - Medical Record Technician	22.13
12195 - Medical Transcriptionist	19.93
12210 - Nuclear Medicine	42.69
Technologist	
12221 - Nursing Assistant I	11.43
12222 - Nursing Assistant II	12.85
12223 - Nursing Assistant III	14.02
12224 - Nursing Assistant IV	15.75
12235 - Optical Dispenser	17.68
12236 - Optical Technician	17.37
12250 - Pharmacy Technician	16.21
12280 - Phlebotomist	14.66
12305 - Radiologic Technologist	26.38
12311 - Registered Nurse I	26.36
12312 - Registered Nurse II	30.83
12313 - Registered Nurse II	30.83
Specialist	
12314 - Registered Nurse III	37.31
12315 - Registered Nurse III	37.31
Anesthetist	
12316 - Registered Nurse IV	44.71
12317 - Scheduler (Drug and Alcohol	24.06
Testing)	
12320 - Substance Abuse Treatment	22.21
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	18.31
13012 - Exhibits Specialist II	22.69
13013 - Exhibits Specialist III	27.76
13041 - Illustrator I	20.80
13042 - Illustrator II	25.56
13043 - Illustrator III	30.15
13047 - Librarian	26.36
13050 - Library Aide/Clerk	14.36
13054 - Library Information	23.81
Technology Systems	
Administrator	
13058 - Library Technician	16.61
13061 - Media Specialist I	17.18
13062 - Media Specialist II	19.21
13063 - Media Specialist III	21.43

13071 - Photographer I		16.71
13072 - Photographer II		18.69
13073 - Photographer III		23.16
13074 - Photographer IV		27.91
13075 - Photographer V		33.77
13090 - Technical Order Library		18.04
Clerk		
13110 - Video Teleconference		19.59
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		17.04
14042 - Computer Operator II		19.06
14043 - Computer Operator III		21.26
14044 - Computer Operator IV		23.61
14045 - Computer Operator V		26.16
14071 - Computer Programmer I	(see 1)	22.01
14072 - Computer Programmer II	(see 1)	26.17
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	()	18.26
Operator		
14160 - Personal Computer Support		25.31
Technician		
14170 - System Support Specialist		24.61
15000 - Instructional Occupations		
15010 - Aircrew Training Devices		34.92
Instructor (Non-Rated)		01001
15020 - Aircrew Training Devices		42.25
Instructor (Rated)		12,20
15030 - Air Crew Training Devices		50.64
Instructor (Pilot)		00.01
15050 - Computer Based Training		34.92
Specialist / Instructor		51.52
15060 - Educational Technologist		28.79
15070 - Flight Instructor (Pilot)		50.64
15080 - Graphic Artist		21.87
15085 - Maintenance Test Pilot Fixed		40.74
Jet/Prop		-V•/I
15086 - Maintenance Test Pilot		40.74
Rotary Wing		10.71
15088 - Non-Maintenance Test/Co-		40.74
Pilot		10.11
15090 - Technical Instructor		20.94
15095 - Technical Instructor/Course		20.94
Developer		20.02
15110 - Test Proctor		16.91
IJIIV - IESC FIUGLUI		10.91

	1 C 0 1
15120 - Tutor	16.91
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations	11 07
16010 - Assembler	11.27
16030 - Counter Attendant	11.27
16040 - Dry Cleaner	13.41
16070 - Finisher Flatwork Machine	11.27
16090 - Presser Hand	11.27
16110 - Presser Machine Drycleaning	11.27
16130 - Presser Machine Shirts	11.27
16160 - Presser Machine Wearing	11.27
Apparel Laundry	1 4 4 0
16190 - Sewing Machine Operator	14.40
16220 - Tailor	15.40
16250 - Washer Machine	11.81
19000 - Machine Tool Operation And	
Repair Occupations	
19010 - Machine-Tool Operator (Tool	24.19
Room)	
19040 - Tool And Die Maker	28.21
21000 - Materials Handling And Packing	
Occupations	
21020 - Forklift Operator	19.91
21030 - Material Coordinator	26.27
21040 - Material Expediter	26.27
21050 - Material Handling Laborer	19.18
21071 - Order Filler	12.91
21080 - Production Line Worker (Food	19.91
Processing)	
21110 - Shipping Packer	15.00
21130 - Shipping/Receiving Clerk	15.00
21140 - Store Worker I	13.07
21150 - Stock Clerk	19.54
21210 - Tools And Parts Attendant	19.91
21410 - Warehouse Specialist	19.91
23000 - Mechanics And Maintenance And	
Repair Occupations	
23010 - Aerospace Structural Welder	26.30
23019 - Aircraft Logs and Records	21.72
Technician	
23021 - Aircraft Mechanic I	25.34
23022 - Aircraft Mechanic II	26.30
23023 - Aircraft Mechanic III	27.31
23040 - Aircraft Mechanic Helper	19.24
23050 - Aircraft Painter	24.19
23060 - Aircraft Servicer	21.72
23070 - Aircraft Survival Flight	24.19
Equipment Technician	
23080 - Aircraft Worker	23.04

	00.04
23091 - Aircrew Life Support	23.04
Equipment (ALSE) Mechanic	
I	05.04
23092 - Aircrew Life Support	25.34
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	22.80
23120 - Bicycle Repairer	19.87
23125 - Cable Splicer	29.05
23130 - Carpenter Maintenance	26.52
23140 - Carpet Layer	23.04
23160 - Electrician Maintenance	30.81
23181 - Electronics Technician	24.18
Maintenance I	
23182 - Electronics Technician	25.38
Maintenance II	
23183 - Electronics Technician	26.95
Maintenance III	
23260 - Fabric Worker	21.46
23290 - Fire Alarm System Mechanic	25.26
23310 - Fire Extinguisher Repairer	19.87
23311 - Fuel Distribution System	25.26
Mechanic	
23312 - Fuel Distribution System	19.87
Operator	
23370 - General Maintenance Worker	20.67
23380 - Ground Support Equipment	25.34
Mechanic	
23381 - Ground Support Equipment	21.72
Servicer	
23382 - Ground Support Equipment	23.04
Worker	
23391 - Gunsmith I	19.87
23392 - Gunsmith II	23.04
23393 - Gunsmith III	25.26
23410 - Heating Ventilation And Air-	27.37
Conditioning	27.07
Mechanic	
23411 - Heating Ventilation And Air	28.41
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	29.19
23440 - Heavy Equipment Operator	25.39
23460 - Instrument Mechanic	25.26
23465 - Laboratory/Shelter Mechanic	24.19
23470 - Laborar	17.17
23510 - Locksmith	24.19
23530 - Machinery Maintenance	24.19
Mechanic	27.00
23550 - Machinist Maintenance	26.06
25550 - MACHINIST MAINTENANCE	20.00

23580 - Maintenance Trades Helper	
—	18.37
23591 - Metrology Technician I	25.26
23592 - Metrology Technician II	26.21
23593 - Metrology Technician III	27.21
23640 - Millwright	27.07
23710 - Office Appliance Repairer	24.05
23760 - Painter Maintenance	23.03
23790 - Pipefitter Maintenance	30.12
23810 - Plumber Maintenance	28.85
23820 - Pneudraulic Systems Mechanic	25.26
23850 - Rigger	25.26
23870 - Scale Mechanic	23.04
23890 - Sheet-Metal Worker	29.59
Maintenance	
23910 - Small Engine Mechanic	22.90
23931 - Telecommunications Mechanic	26.88
I	0 0 0
23932 - Telecommunications Mechanic	27.90
II	
23950 - Telephone Lineman	25.26
23960 - Welder Combination	23.21
Maintenance	
23965 - Well Driller	25.26
23970 - Woodcraft Worker	25.26
23980 - Woodworker	19.87
24000 - Personal Needs Occupations	
24550 - Case Manager	14.56
24570 - Child Care Attendant	12.02
24580 - Child Care Center Clerk	15.00
24610 - Chore Aide	11.66
24620 - Family Readiness And Support	14.56
Services	
Coordinator	
2/630 - Homomakor	14.56
24630 - Homemaker	
25000 - Plant And System Operations	
25000 - Plant And System Operations Occupations	
25000 - Plant And System Operations Occupations 25010 - Boiler Tender	25.70
25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator	23.34
25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer	23.34 25.70
<pre>25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender</pre>	23.34 25.70 18.44
<pre>25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant</pre>	23.34 25.70
25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator	23.34 25.70 18.44
<pre>25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations</pre>	23.34 25.70 18.44 23.34
<pre>25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor</pre>	23.34 25.70 18.44 23.34
<pre>25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor 27007 - Baggage Inspector</pre>	23.34 25.70 18.44 23.34 17.97 14.02
<pre>25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor 27007 - Baggage Inspector 27008 - Corrections Officer</pre>	23.34 25.70 18.44 23.34 17.97 14.02 19.27
<pre>25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor 27007 - Baggage Inspector 27008 - Corrections Officer 27010 - Court Security Officer</pre>	23.34 25.70 18.44 23.34 17.97 14.02 19.27 22.13
<pre>25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor 27007 - Baggage Inspector 27008 - Corrections Officer 27010 - Court Security Officer 27030 - Detection Dog Handler</pre>	23.34 25.70 18.44 23.34 17.97 14.02 19.27 22.13 16.66
<pre>25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor 27007 - Baggage Inspector 27008 - Corrections Officer 27010 - Court Security Officer</pre>	23.34 25.70 18.44 23.34 17.97 14.02 19.27 22.13

27101 - Guard I			14.02
27102 - Guard II			16.66
27131 - Police Officer I			22.39
27132 - Police Officer II			24.88
28000 - Recreation Occupations			
28041 - Carnival Equipment Operator			15.21
28042 - Carnival Equipment Repairer			16.23
28043 - Carnival Worker			10.74
28210 - Gate Attendant/Gate Tender			16.24
28310 - Lifeguard			14.46
28350 - Park Attendant (Aide)			18.16
28510 - Recreation Aide/Health			13.25
Facility Attendant			
28515 - Recreation Specialist			22.50
28630 - Sports Official			14.46
28690 - Swimming Pool Operator			20.00
29000 - Stevedoring/Longshoremen			
Occupational Services			
29010 - Blocker And Bracer			23.72
29020 - Hatch Tender			23.72
29030 - Line Handler			23.72
29041 - Stevedore I			22.09
29042 - Stevedore II			24.90
30000 - Technical Occupations			
30010 - Air Traffic Control	(see	2)	40.29
Specialist Center (HFO)			
30011 - Air Traffic Control	(see	2)	27.78
Specialist Station (HFO)			
30012 - Air Traffic Control			30.59
Specialist Terminal (HFO) (see 2)			10.00
30021 - Archeological Technician I			19.36
30022 - Archeological Technician II			21.56
30023 - Archeological Technician III			25.04
30030 - Cartographic Technician			27.52
30040 - Civil Engineering Technician			24.68
30051 - Cryogenic Technician I			27.33
30052 - Cryogenic Technician II			30.19
30061 - Drafter/CAD Operator I			19.36
30062 - Drafter/CAD Operator II			21.56
30063 - Drafter/CAD Operator III			24.15
30064 - Drafter/CAD Operator IV			29.71
30081 - Engineering Technician I			17.67
30082 - Engineering Technician II			19.83
30083 - Engineering Technician III			22.18
30084 - Engineering Technician IV			27.48
30085 - Engineering Technician V			33.62
30086 - Engineering Technician VI			40.68
30090 - Environmental Technician			24.68
30095 - Evidence Control Specialist 30210 - Laboratory Technician			24.68 22.21
<u> </u>			

	27.33
Technician I	
5 1	30.19
Technician II	
	26.82
	20.04
30362 - Paralegal/Legal Assistant II	24.86
30363 - Paralegal/Legal Assistant	30.37
III	
30364 - Paralegal/Legal Assistant IV	36.75
30375 - Petroleum Supply Specialist	30.19
30390 - Photo-Optics Technician	26.82
30395 - Radiation Control Technician	30.19
30461 - Technical Writer I	24.68
30462 - Technical Writer II	30.19
30463 - Technical Writer III	36.52
30491 - Unexploded Ordnance (UXO)	25.60
Technician I	
30492 - Unexploded Ordnance (UXO)	30.98
Technician II	
	37.13
Technician III	• • • •
	25.60
Escort	
	25.60
Personnel	20.00
	29.71
	36.14
	24.15
Upper Air Or	24.13
Surface Programs	
-	26.82
· · · ·	20.02
31000 - Transportation/Mobile	
Equipment Operation Occupations	30.98
-	
	13.13
	19.38
	16.37
2	11.53
	16.94
	14.43
2	17.95
	19.38
-	20.79
	20.79
99000 - Miscellaneous Occupations	
	15.10
	10.67
	11.04
	30.54

99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	15.18
I	
99252 - Laboratory Animal Caretaker	16.65
II	
99260 - Marketing Analyst	23.63
99310 - Mortician	30.54
99410 - Pest Controller	25.70
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	18.45
99711 - Recycling Specialist	22.00
99730 - Refuse Collector	16.24
99810 - Sales Clerk	12.95
99820 - School Crossing Guard	15.29
99830 - Survey Party Chief	20.43
99831 - Surveying Aide	13.56
99832 - Surveying Technician	18.58
99840 - Vending Machine Attendant	21.70
99841 - Vending Machine Repairer	26.83
99842 - Vending Machine Repairer	21.70
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 per month*

*This rate is to be used only when compensating employees for performance on an SCAcovered 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: 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:

 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)).

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor	WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Daniel W. Simms Division of Director Wage Determinations	Wage Determination No.: 2015-5081 Revision No.: 18 Date Of Last Revision: 12/27/2021

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022 Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022 Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Missouri

Area: Missouri Counties of Callaway Cole Osage

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		14.10
01012 - Accounting Clerk II		15.83
01013 - Accounting Clerk III		18.57
01020 - Administrative Assistant		24.14
01035 - Court Reporter		19.05
01041 - Customer Service		13.18
Representative I		
01042 - Customer Service		14.76
Representative II		

01043 - Customer Service Representative III		16.16
01051 - Data Entry Operator I		13.05
01052 - Data Entry Operator II		14.40
01060 - Dispatcher Motor Vehicle		20.96
01070 - Document Preparation Clerk		14.56
01090 - Duplicating Machine Operator		14.56
01111 - General Clerk I		13.71
01112 - General Clerk II		15.23
01113 - General Clerk III		17.11
01120 - Housing Referral Assistant		20.96
01141 - Messenger Courier		11.88
01191 - Order Clerk I		14.57
01192 - Order Clerk II		15.90
01261 - Personnel Assistant		16.79
(Employment) I		
01262 - Personnel Assistant		19.05
(Employment) II		
01263 - Personnel Assistant		20.92
(Employment) III		
01270 - Production Control Clerk		21.88
01290 - Rental Clerk		16.06
01300 - Scheduler Maintenance		16.36
01311 - Secretary I		16.36
01312 - Secretary II		18.29
01313 - Secretary III		20.96
01320 - Service Order Dispatcher		19.93
01410 - Supply Technician		24.14
01420 - Survey Worker		19.05
01460 - Switchboard		15.10
Operator/Receptionist		
01531 - Travel Clerk I		12.95
01532 - Travel Clerk II		13.89
01533 - Travel Clerk III		14.82
01611 - Word Processor I		15.20
01612 - Word Processor II		17.57
01613 - Word Processor III		19.66
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer		22.80
Fiberglass		
05010 - Automotive	Electrician	20.59
05010 - Automotive 05040 - Automotive Glass Installer	Electrician	20.59 19.74
05010 - Automotive	Electrician	
05010 - Automotive 05040 - Automotive Glass Installer	Electrician	19.74
05010 - Automotive 05040 - Automotive Glass Installer 05070 - Automotive Worker	Electrician	19.74 19.74
05010 - Automotive 05040 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer	Electrician	19.74 19.74 18.01
05010 - Automotive 05040 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal	Electrician	19.74 19.74 18.01
05010 - Automotive 05040 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic	Electrician	19.74 19.74 18.01 21.46
05010 - Automotive 05040 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic 05160 - Motor Equipment Metal Worker	Electrician	19.74 19.74 18.01 21.46

Worker 05280 - Motor Vehicle Wrecker 05310 - Painter Automotive 05340 - Radiator Repair Specialist	18.88
05280 - Motor Vehicle Wrecker 05310 - Painter Automotive 05340 - Radiator Repair Specialist	
05310 - Painter Automotive 05340 - Radiator Repair Specialist	10 84
05340 - Radiator Repair Specialist	19.74
	20.59
	19.74
1	15.80
-	21.46
Specialist	
07000 - Food Preparation And Service	
Occupations	
	12.77
	11.65
	13.51
	10.26
	10.59
	16.34
	9.75
09000 - Furniture Maintenance And	
Repair Occupations	
	22.80
	14.18
	22.80
-	17.68
-	20.72
	23.61
11000 - General Services And Support	
Occupations	
	11.74
11060 - Elevator Operator	11.74
11060 - Elevator Operator 11090 - Gardener	11.74 20.25
11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide	11.74 20.25 11.46
11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor	11.74 20.25 11.46 11.46
11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance	11.74 20.25 11.46 11.46 14.81
<pre>11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman</pre>	11.74 20.25 11.46 11.46 14.81 10.17
<pre>11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner</pre>	11.74 20.25 11.46 11.46 14.81 10.17 13.01
<pre>11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator</pre>	11.74 20.25 11.46 11.46 14.81 10.17 13.01 18.46
<pre>11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker</pre>	11.74 20.25 11.46 11.46 14.81 10.17 13.01 18.46 14.81
<pre>11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner</pre>	11.74 20.25 11.46 11.46 14.81 10.17 13.01 18.46
<pre>11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations</pre>	11.74 20.25 11.46 11.46 14.81 10.17 13.01 18.46 14.81 13.02
<pre>11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver</pre>	11.74 20.25 11.46 11.46 14.81 10.17 13.01 18.46 14.81 13.02 20.28
<pre>11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician</pre>	11.74 20.25 11.46 11.46 14.81 10.17 13.01 18.46 14.81 13.02 20.28 20.28
<pre>11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational</pre>	11.74 20.25 11.46 11.46 14.81 10.17 13.01 18.46 14.81 13.02 20.28
<pre>11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant</pre>	11.74 20.25 11.46 11.46 14.81 10.17 13.01 18.46 14.81 13.02 20.28 20.28 20.14 25.11
<pre>11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist</pre>	11.74 20.25 11.46 11.46 14.81 10.17 13.01 18.46 14.81 13.02 20.28 20.28
<pre>11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant</pre>	11.74 20.25 11.46 11.46 14.81 10.17 13.01 18.46 14.81 13.02 20.28 20.28 20.14 25.11 25.69
<pre>11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant 12020 - Dental Assistant</pre>	11.74 20.25 11.46 11.46 14.81 10.17 13.01 18.46 14.81 13.02 20.28 20.28 20.14 25.11 25.69 20.79
<pre>11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant 12020 - Dental Assistant 12025 - Dental Hygienist</pre>	11.74 20.25 11.46 11.46 14.81 10.17 13.01 18.46 14.81 13.02 20.28 20.28 20.14 25.11 25.69 20.79 38.35
<pre>11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant 12020 - Dental Assistant 12025 - Dental Hygienist 12030 - EKG Technician</pre>	11.74 20.25 11.46 11.46 14.81 10.17 13.01 18.46 14.81 13.02 20.28 20.14 25.11 25.69 20.79 38.35 27.73
<pre>11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant 12020 - Dental Assistant 12025 - Dental Hygienist 12030 - EKG Technician</pre>	11.74 20.25 11.46 11.46 14.81 10.17 13.01 18.46 14.81 13.02 20.28 20.28 20.14 25.11 25.69 20.79 38.35

12040 - Emergency Medical Technician	20.28
12071 - Licensed Practical Nurse I	16.36
12072 - Licensed Practical Nurse II	18.31
12073 - Licensed Practical Nurse III	20.40
12100 - Medical Assistant	14.80
12130 - Medical Laboratory	18.79
Technician	
12160 - Medical Record Clerk	18.33
12190 - Medical Record Technician	20.49
12195 - Medical Transcriptionist	17.71
12210 - Nuclear Medicine	40.22
Technologist	
12221 - Nursing Assistant I	11.39
12222 - Nursing Assistant II	12.81
12223 - Nursing Assistant III	13.98
12224 - Nursing Assistant IV	15.69
12235 - Optical Dispenser	18.31
12236 - Optical Technician	16.36
12250 - Pharmacy Technician	15.52
12280 - Phlebotomist	16.26
12305 - Radiologic Technologist	27.55
12311 - Registered Nurse I	26.36
12312 - Registered Nurse II	29.51
12313 - Registered Nurse II	29.51
Specialist	
12314 - Registered Nurse III	35.71
12315 - Registered Nurse III	35.71
Anesthetist	
12316 - Registered Nurse IV	42.79
12317 - Scheduler (Drug and Alcohol	24.95
Testing)	
12320 - Substance Abuse Treatment	20.52
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	18.31
13012 - Exhibits Specialist II	22.69
13013 - Exhibits Specialist III	27.76
13041 - Illustrator I	20.80
13042 - Illustrator II	25.56
13043 - Illustrator III	30.15
13047 - Librarian	26.36
13050 - Library Aide/Clerk	12.34
13054 - Library Information	23.81
Technology Systems	
Administrator	
13058 - Library Technician	16.07
13061 - Media Specialist I	17.18
13062 - Media Specialist II	19.21
13063 - Media Specialist III	21.43

13071 - Photographer I		16.71
13072 - Photographer II		18.69
13073 - Photographer III		23.16
13074 - Photographer IV		27.91
13075 - Photographer V		33.77
13090 - Technical Order Library		16.98
Clerk		
13110 - Video Teleconference		17.77
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		17.04
14042 - Computer Operator II		19.06
14043 - Computer Operator III		21.26
14044 - Computer Operator IV		23.61
14045 - Computer Operator V		26.16
14071 - Computer Programmer I	(see 1)	22.01
14072 - Computer Programmer II	(see 1)	26.17
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		18.26
Operator		
14160 - Personal Computer Support		25.31
Technician		
14170 - System Support Specialist		23.93
15000 - Instructional Occupations		04 00
15010 - Aircrew Training Devices		34.92
Instructor (Non-Rated)		40.05
15020 - Aircrew Training Devices		42.25
Instructor (Rated)		
15030 - Air Crew Training Devices		50.64
Instructor (Pilot)		24 00
15050 - Computer Based Training		34.92
Specialist / Instructor		00 01
15060 - Educational Technologist		29.01
15070 - Flight Instructor (Pilot)		50.64
15080 - Graphic Artist 15085 - Maintenance Test Pilot Fixed		23.92
Jet/Prop		39.97
15086 - Maintenance Test Pilot		39.97
		59.91
Rotary Wing 15088 - Non-Maintenance Test/Co-		39.97
Pilot		59.91
15090 - Technical Instructor		20.66
15090 - Technical Instructor/Course		25.27
Developer		2.)•2.1
15110 - Test Proctor		16.67
IJIIV - IESU FIUGUUL		T0.0/

15120 - Tutor	16.67
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations	11 - 1
16010 - Assembler	11.51
16030 - Counter Attendant	11.51
16040 - Dry Cleaner	13.74
16070 - Finisher Flatwork Machine	11.51
16090 - Presser Hand	11.51
16110 - Presser Machine Drycleaning	11.51
16130 - Presser Machine Shirts	11.51
16160 - Presser Machine Wearing	11.51
Apparel Laundry	14 01
16190 - Sewing Machine Operator	14.31
16220 - Tailor	14.88
16250 - Washer Machine	12.46
19000 - Machine Tool Operation And	
Repair Occupations	
19010 - Machine-Tool Operator (Tool	24.48
Room)	
19040 - Tool And Die Maker	28.54
21000 - Materials Handling And Packing	
Occupations	
21020 - Forklift Operator	19.80
21030 - Material Coordinator	21.88
21040 - Material Expediter	21.88
21050 - Material Handling Laborer	19.18
21071 - Order Filler	14.20
21080 - Production Line Worker (Food	19.80
Processing)	
21110 - Shipping Packer	15.45
21130 - Shipping/Receiving Clerk	15.45
21140 - Store Worker I	13.07
21150 - Stock Clerk	19.54
21210 - Tools And Parts Attendant	19.80
21410 - Warehouse Specialist	19.80
23000 - Mechanics And Maintenance And	
Repair Occupations	
23010 - Aerospace Structural Welder	26.30
23019 - Aircraft Logs and Records	21.72
Technician	
23021 - Aircraft Mechanic I	25.34
23022 - Aircraft Mechanic II	26.30
23023 - Aircraft Mechanic III	27.31
23040 - Aircraft Mechanic Helper	19.24
23050 - Aircraft Painter	24.07
23060 - Aircraft Servicer	21.72
23070 - Aircraft Survival Flight	24.07
Equipment Technician	
23080 - Aircraft Worker	22.71

	00 51
23091 - Aircrew Life Support	22.71
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	25.34
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	24.48
23120 - Bicycle Repairer	20.11
23125 - Cable Splicer	37.98
23130 - Carpenter Maintenance	26.52
23140 - Carpet Layer	23.31
23160 - Electrician Maintenance	30.81
23181 - Electronics Technician	24.18
Maintenance I	
23182 - Electronics Technician	25.38
Maintenance II	
23183 - Electronics Technician	26.95
Maintenance III	
23260 - Fabric Worker	21.72
23290 - Fire Alarm System Mechanic	25.55
23310 - Fire Extinguisher Repairer	20.11
23311 - Fuel Distribution System	25.55
Mechanic	
23312 - Fuel Distribution System	20.11
Operator	
23370 - General Maintenance Worker	20.67
23380 - Ground Support Equipment	25.34
Mechanic	
23381 - Ground Support Equipment	21.72
Servicer	
23382 - Ground Support Equipment	22.71
Worker	
23391 - Gunsmith I	20.11
23392 - Gunsmith II	23.31
23393 - Gunsmith III	25.55
23410 - Heating Ventilation And Air-	23.98
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	23.24
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	26.95
23440 - Heavy Equipment Operator	25.39
23460 - Instrument Mechanic	25.55
23465 - Laboratory/Shelter Mechanic	24.48
23470 - Laborer	17.17
23510 - Locksmith	24.48
23530 - Machinery Maintenance	29.21
Mechanic	- / •
23550 - Machinist Maintenance	24.65
	21.00

23580 - Maintenance Trades Helper	
-	18.37
23591 - Metrology Technician I	25.55
23592 - Metrology Technician II	26.53
23593 - Metrology Technician III	27.54
23640 - Millwright	27.07
23710 - Office Appliance Repairer	24.48
23760 - Painter Maintenance	24.93
23790 - Pipefitter Maintenance	32.54
23810 - Plumber Maintenance	31.17
23820 - Pneudraulic Systems Mechanic	25.55
23850 - Rigger	25.55
23870 - Scale Mechanic	23.31
23890 - Sheet-Metal Worker	35.87
Maintenance	00.01
23910 - Small Engine Mechanic	23.31
23931 - Telecommunications Mechanic	30.97
I	00.15
23932 - Telecommunications Mechanic	32.15
II	0 - 01
23950 - Telephone Lineman	25.91
23960 - Welder Combination	23.21
Maintenance	
23965 - Well Driller	25.55
23970 - Woodcraft Worker	25.55
23980 - Woodworker	20.11
24000 - Personal Needs Occupations	
24550 - Case Manager	15.97
24570 - Child Care Attendant	10.37
24580 - Child Care Center Clerk	13.39
24610 - Chore Aide	12.21
24620 - Family Readiness And Support	15.97
Services	
Coordinator	
Coordinator 24630 - Homemaker	15.97
Coordinator 24630 - Homemaker 25000 - Plant And System Operations	15.97
Coordinator 24630 - Homemaker 25000 - Plant And System Operations Occupations	
Coordinator 24630 - Homemaker 25000 - Plant And System Operations Occupations 25010 - Boiler Tender	25.70
Coordinator 24630 - Homemaker 25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator	25.70 23.34
Coordinator 24630 - Homemaker 25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer	25.70 23.34 25.70
Coordinator 24630 - Homemaker 25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender	25.70 23.34 25.70 18.44
Coordinator 24630 - Homemaker 25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant	25.70 23.34 25.70
Coordinator 24630 - Homemaker 25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator	25.70 23.34 25.70 18.44
Coordinator 24630 - Homemaker 25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations	25.70 23.34 25.70 18.44 23.34
Coordinator 24630 - Homemaker 25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor	25.70 23.34 25.70 18.44 23.34 18.95
Coordinator 24630 - Homemaker 25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor 27007 - Baggage Inspector	25.70 23.34 25.70 18.44 23.34 18.95 14.06
Coordinator 24630 - Homemaker 25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor 27007 - Baggage Inspector 27008 - Corrections Officer	25.70 23.34 25.70 18.44 23.34 18.95 14.06 18.82
Coordinator 24630 - Homemaker 25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor 27007 - Baggage Inspector 27008 - Corrections Officer 27010 - Court Security Officer	25.70 23.34 25.70 18.44 23.34 18.95 14.06 18.82 22.13
Coordinator 24630 - Homemaker 25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor 27007 - Baggage Inspector 27008 - Corrections Officer 27010 - Court Security Officer 27030 - Detection Dog Handler	25.70 23.34 25.70 18.44 23.34 18.95 14.06 18.82 22.13 16.66
Coordinator 24630 - Homemaker 25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor 27007 - Baggage Inspector 27008 - Corrections Officer 27010 - Court Security Officer	25.70 23.34 25.70 18.44 23.34 18.95 14.06 18.82 22.13

27101 - Guard I			14.06
27102 - Guard II			16.66
27131 - Police Officer I			22.39
27132 - Police Officer II			24.88
28000 - Recreation Occupations			
28041 - Carnival Equipment Operator			14.11
28042 - Carnival Equipment Repairer			15.47
28043 - Carnival Worker			9.94
28210 - Gate Attendant/Gate Tender			18.01
28310 - Lifequard			14.03
28350 - Park Attendant (Aide)			20.16
28510 - Recreation Aide/Health			14.71
Facility Attendant			
28515 - Recreation Specialist			24.97
28630 - Sports Official			16.05
28690 - Swimming Pool Operator			17.94
29000 - Stevedoring/Longshoremen			1,.91
Occupational Services			
29010 - Blocker And Bracer			23.72
29020 - Hatch Tender			23.72
29030 - Line Handler			23.72
29041 - Stevedore I			22.09
29041 - Stevedore I 29042 - Stevedore II			22.09
			24.90
30000 - Technical Occupations	1	2.)	40.00
30010 - Air Traffic Control	(see	2)	40.88
Specialist Center (HFO)	1	2)	00 10
30011 - Air Traffic Control	(see	2)	28.18
Specialist Station (HFO)			01 04
30012 - Air Traffic Control			31.04
Specialist Terminal (HFO) (see 2)			10 00
30021 - Archeological Technician I			19.36
30022 - Archeological Technician II			21.56
30023 - Archeological Technician III			25.04
30030 - Cartographic Technician			27.52
30040 - Civil Engineering Technician			23.96
30051 - Cryogenic Technician I			26.54
30052 - Cryogenic Technician II			29.31
30061 - Drafter/CAD Operator I			19.36
30062 - Drafter/CAD Operator II			21.56
30063 - Drafter/CAD Operator III			24.15
30064 - Drafter/CAD Operator IV			29.71
30081 - Engineering Technician I			17.67
30082 - Engineering Technician II			19.83
30083 - Engineering Technician III			22.18
30084 - Engineering Technician IV			27.48
30085 - Engineering Technician V			33.62
30086 - Engineering Technician VI			40.68
30090 - Environmental Technician			24.30
30095 - Evidence Control Specialist			23.96
30210 - Laboratory Technician			24.87
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30221 - Latent Fingerprint 26.54 Technician I 29.31 Technician II 29.31 30240 - Mathematical Technician 26.82 30361 - Paralegal/Legal Assistant I 20.60 30362 - Paralegal/Legal Assistant II 25.52 30363 - Paralegal/Legal Assistant II 25.52 30364 - Paralegal/Legal Assistant IV 37.78 30375 - Petroleum Supply Specialist 29.31 30461 - Technical Writer I 24.30 30462 - Technical Writer II 29.73 30463 - Technical Writer III 29.73 30463 - Technical Writer III 29.73 30463 - Technical Writer III 35.96 30491 - Unexploded Ordnance (UXO) 25.98 Technician II 30493 - Unexploded Ordnance (UXO) 37.67 30493 - Unexploded Ordnance (UXO) 37.67 30493 - Unexploded Ordnance (UXO) 37.67 Technician II 30.493 30494 - Unexploded (UXO) Safety 25.98 Fersonnel 30.501 30501 - Weather Forecaster I 29.71 30502 - Weather Observer Combined (see 2) 2
30222 - Latent Fingerprint 29.31 Technician II 26.82 30361 - Paralegal/Legal Assistant I 20.60 30362 - Paralegal/Legal Assistant II 25.52 30363 - Paralegal/Legal Assistant II 27.78 30364 - Paralegal/Legal Assistant IV 37.78 30375 - Petroleum Supply Specialist 29.31 30390 - Photo-Optics Technician 29.31 30461 - Technical Writer I 24.30 30462 - Technical Writer II 29.31 30463 - Technical Writer III 35.96 30491 - Unexploded Ordnance (UXO) 25.98 Technician II 30.493 30493 - Unexploded Ordnance (UXO) 37.67 Technician II 30.493 30493 - Unexploded Ordnance (UXO) 37.67 Technician II 30.493 30494 - Unexploded (UXO) Safety 25.98 Escort 25.98 Sofo1 - Weather Forecaster I 29.71 30502 - Weather Forecaster II 36.14 30620 - Weather Observer Combined (see 2) 24.15 Upper Air Or 30621 - Weather Observer Senior (see 2) 26.82 31000 - Transportation/Mobile 26.92
Technician II 30240 - Mathematical Technician 26.82 30361 - Paralegal/Legal Assistant I 20.60 30362 - Paralegal/Legal Assistant II 25.52 30363 - Paralegal/Legal Assistant II 25.52 30364 - Paralegal/Legal Assistant IV 31.22 III 30375 - Petroleum Supply Specialist 29.31 30390 - Photo-Optics Technician 26.82 30395 - Radiation Control Technician 29.31 30461 - Technical Writer I 24.30 30462 - Technical Writer II 29.73 30463 - Technical Writer III 35.96 30491 - Unexploded Ordnance (UXO) 31.43 Technician II 30.493 30492 - Unexploded Ordnance (UXO) 31.43 Technician III 30.493 30493 - Unexploded (UXO) Safety 25.98 Escort 25.98 Personnel 30501 - Weather Forecaster I 29.71 30502 - Weather Forecaster II 26.14 36.14 30620 - Weather Observer Combined (see 2) 24.15 Upper Air Or 30621 - Weather Observer Senior (see 2) 26.82 31000 - Transportation/Mobile 29.71 3621 - Weather Observer S
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JIV43 - Driver Courter 15 43
31260 - Parking and Lot Attendant 10.32
31290 - Shuttle Bus Driver16.94
31310 - Taxi Driver 13.96
31361 - Truckdriver Light 16.94
31362 - Truckdriver Medium 17.97
31363 - Truckdriver Heavy 20.79
31364 - Truckdriver Tractor-Trailer 20.79
31364 - Truckdriver Tractor-Trailer20.7999000 - Miscellaneous Occupations
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31364 - Truckdriver Tractor-Trailer20.7999000 - Miscellaneous Occupations15.3299020 - Cabin Safety Specialist15.3299030 - Cashier10.80
31364 - Truckdriver Tractor-Trailer20.7999000 - Miscellaneous Occupations99020 - Cabin Safety Specialist15.32

99130 - Flight Follower	25.98
99251 - Laboratory Animal Caretaker	14.35
I	
99252 - Laboratory Animal Caretaker	15.74
II	
99260 - Marketing Analyst	24.91
99310 - Mortician	30.54
99410 - Pest Controller	21.31
99510 - Photofinishing Worker	13.65
99710 - Recycling Laborer	19.39
99711 - Recycling Specialist	24.17
99730 - Refuse Collector	17.03
99810 - Sales Clerk	12.95
99820 - School Crossing Guard	15.29
99830 - Survey Party Chief	22.80
99831 - Surveying Aide	15.14
99832 - Surveying Technician	20.74
99840 - Vending Machine Attendant	20.88
99841 - Vending Machine Repairer	24.39
99842 - Vending Machine Repairer	20.88
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 per month*

*This rate is to be used only when compensating employees for performance on an SCAcovered 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: 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:

 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)).

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.: 2015-5083
Daniel W. Simms Division of	Revision No.: 18
Director Wage Determination	ns Date Of Last Revision: 12/27/2021

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022 Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022 Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Missouri

Area: Missouri County of Moniteau

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		13.73
01012 - Accounting Clerk II		15.43
01013 - Accounting Clerk III		17.25
01020 - Administrative Assistant		21.20
01035 - Court Reporter		18.10
01041 - Customer Service		13.18
Representative I		
01042 - Customer Service		14.76
Representative II		

Representative III 13.05 01051 - Data Entry Operator I 13.05 01052 - Data Entry Operator II 14.24 01060 - Dispatcher Motor Vehicle 18.32 01070 - Document Preparation Clerk 14.56 01111 - General Clerk I 13.71 01112 - General Clerk II 14.56 01113 - General Clerk II 14.56 01110 - General Clerk II 14.79 01120 - Housing Referral Assistant 20.19 01141 - Messenger Courier 11.88 01191 - Order Clerk II 15.33 01261 - Personnel Assistant 18.77 (Employment) I 01263 - Personnel Assistant 20.92 (Employment) III 01263 - Personnel Assistant 20.92 01261 - Personnel Assistant 20.92 (Employment) III 11 18.10 01270 - Production Control Clerk 21.88 01301 - Scheduler Maintenance 16.18 01311 - Secretary II 18.10 01312 - Secretary III 18.10 01313 - Secretary III 13.08 Olfa10 - Supply Technician 21.20 01420 - Survey Worker 18.10 <th>01043 - Customer Service</th> <th></th> <th>16.16</th>	01043 - Customer Service		16.16
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01613 - Word Processor III 19.10 05000 - Automotive Service Occupations 22.69 05005 - Automotile Body Repairer 22.69 Fiberglass Electrician 19.10 05010 - Automotive Glass Installer 19.10 05070 - Automotive Glass Installer 18.19 05070 - Automotive Worker 18.19 05130 - Motor Equipment Servicer 15.69 05160 - Motor Equipment Metal 19.94 Mechanic 18.19 05190 - Motor Vehicle Mechanic 19.94 05220 - Motor Vehicle Mechanic 19.94	01611 - Word Processor I		15.20
01613 - Word Processor III 19.10 05000 - Automotive Service Occupations 22.69 05005 - Automotile Body Repairer 22.69 Fiberglass Electrician 19.10 05010 - Automotive Glass Installer 19.10 05070 - Automotive Glass Installer 18.19 05070 - Automotive Worker 18.19 05130 - Motor Equipment Servicer 15.69 05160 - Motor Equipment Metal 19.94 Mechanic 18.19 05190 - Motor Vehicle Mechanic 19.94 05220 - Motor Vehicle Mechanic 19.94	01612 - Word Processor II		17.07
05000 - Automotive Service Occupations 22.69 05005 - Automotile Body Repairer 22.69 Fiberglass 19.10 05010 - Automotive Electrician 05040 - Automotive Glass Installer 18.19 05070 - Automotive Worker 18.19 05110 - Mobile Equipment Servicer 15.69 05130 - Motor Equipment Metal 19.94 Mechanic 18.19 05160 - Motor Equipment Metal Worker 18.19 05190 - Motor Vehicle Mechanic 19.94 05220 - Motor Vehicle Mechanic 19.94	01613 - Word Processor III		
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05190 - Motor Vehicle Mechanic19.9405220 - Motor Vehicle Mechanic14.31			18,19
05220 - Motor Vehicle Mechanic 14.31	= =		
Helper	Helper		

05250 - Motor Vehicle Upholstery	16.94
Worker	10 10
05280 - Motor Vehicle Wrecker	18.19
05310 - Painter Automotive	19.10
05340 - Radiator Repair Specialist	18.19
05370 - Tire Repairer	14.60
05400 - Transmission Repair	19.94
Specialist	
07000 - Food Preparation And Service	
Occupations	10.00
07010 - Baker	12.02
07041 - Cook I	11.65
07042 - Cook II	13.51
07070 - Dishwasher	10.26
07130 - Food Service Worker	10.59
07210 - Meat Cutter	14.94
07260 - Waiter/Waitress	9.75
09000 - Furniture Maintenance And	
Repair Occupations	0.1 0.0
09010 - Electrostatic Spray Painter	21.08
09040 - Furniture Handler	13.78
09080 - Furniture Refinisher	21.08
09090 - Furniture Refinisher Helper	17.08
09110 - Furniture Repairer Minor	18.72
09130 - Upholsterer	19.43
11000 - General Services And Support	
Occupations	11 60
11030 - Cleaner Vehicles	11.69
11060 - Elevator Operator	11.69
11090 - Gardener	20.25
11122 - Housekeeping Aide	11.21
11150 - Janitor	11.21
11210 - Laborer Grounds Maintenance	14.81
11240 - Maid or Houseman	10.17
11260 - Pruner	13.01
11270 - Tractor Operator	18.46
11330 - Trail Maintenance Worker	14.81
11360 - Window Cleaner	12.76
12000 - Health Occupations	10 00
12010 - Ambulance Driver	19.92
12011 - Breath Alcohol Technician	20.14
12012 - Certified Occupational	25.11
Therapist Assistant	
12015 - Certified Physical Therapist	25.69
Assistant	
12020 - Dental Assistant	20.79
12025 - Dental Hygienist	38.35
	27.73
12030 - EKG Technician	
12030 - EKG Technician 12035 - Electroneurodiagnostic Technologist	27.73

12040 - Emergency Medical Technician	19.92
12071 - Licensed Practical Nurse I	16.36
12072 - Licensed Practical Nurse II	18.31
12073 - Licensed Practical Nurse III	20.40
12100 - Medical Assistant	14.80
12130 - Medical Laboratory	18.79
Technician	
12160 - Medical Record Clerk	18.33
12190 - Medical Record Technician	20.49
12195 - Medical Transcriptionist	17.39
12210 - Nuclear Medicine	40.22
Technologist	11 00
12221 - Nursing Assistant I	11.39
12222 - Nursing Assistant II	12.81
12223 - Nursing Assistant III	13.98
12224 - Nursing Assistant IV	15.69
12235 - Optical Dispenser	18.31
12236 - Optical Technician	16.36
12250 - Pharmacy Technician	15.26
12280 - Phlebotomist	16.26
12305 - Radiologic Technologist	26.64
12311 - Registered Nurse I	24.12
12312 - Registered Nurse II	29.51
12313 - Registered Nurse II	29.51
Specialist	
12314 - Registered Nurse III	35.71
12315 - Registered Nurse III	35.71
Anesthetist	
12316 - Registered Nurse IV	42.79
12317 - Scheduler (Drug and Alcohol	24.95
Testing)	
12320 - Substance Abuse Treatment	20.52
Counselor	
13000 - Information And Arts	
Occupations	10 10
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	19.78
Technology Systems	
Administrator	1004
13058 - Library Technician	16.04
13061 - Media Specialist I	14.27
13062 - Media Specialist II	15.96
13063 - Media Specialist III	17.80

13071 - Photographer I		14.27
13072 - Photographer II		16.87
13073 - Photographer III		21.03
13074 - Photographer IV		25.72
13075 - Photographer V		31.12
13090 - Technical Order Library		16.98
Clerk		
13110 - Video Teleconference		14.92
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		14.65
14042 - Computer Operator II		16.38
14043 - Computer Operator III		18.25
14044 - Computer Operator IV		20.29
14045 - Computer Operator V		22.47
14071 - Computer Programmer I	(see 1)	19.77
14072 - Computer Programmer II	(see 1)	24.50
14072 Computer Programmer III	(see 1)	24.50
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I 14102 - Computer Sustems Analyst II	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	14 65
14150 - Peripheral Equipment		14.65
Operator		
14160 - Personal Computer Support		20.29
Technician		
14170 - System Support Specialist		22.47
15000 - Instructional Occupations		
15010 - Aircrew Training Devices		28.62
Instructor (Non-Rated)		
15020 - Aircrew Training Devices		34.61
Instructor (Rated)		
15030 - Air Crew Training Devices		39.97
Instructor (Pilot)		
15050 - Computer Based Training		28.62
Specialist / Instructor		
15060 - Educational Technologist		29.01
15070 - Flight Instructor (Pilot)		39.97
15080 - Graphic Artist		22.19
15085 - Maintenance Test Pilot Fixed		39.97
Jet/Prop		
15086 - Maintenance Test Pilot		39.97
Rotary Wing		
15088 - Non-Maintenance Test/Co-		39.97
Pilot		
15090 - Technical Instructor		20.32
15095 - Technical Instructor/Course		24.85
Developer		21.00
15110 - Test Proctor		16.40
IJIIO - IESU FIOGUOI		10.40

	1 (10
15120 - Tutor	16.40
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations	
16010 - Assembler	11.51
16030 - Counter Attendant	11.51
16040 - Dry Cleaner	13.74
16070 - Finisher Flatwork Machine	11.51
16090 - Presser Hand	11.51
16110 - Presser Machine Drycleaning	11.51
16130 - Presser Machine Shirts	11.51
16160 - Presser Machine Wearing	11.51
Apparel Laundry	1 4 0 4
16190 - Sewing Machine Operator	14.31
16220 - Tailor	14.88
16250 - Washer Machine	12.46
19000 - Machine Tool Operation And	
Repair Occupations	
19010 - Machine-Tool Operator (Tool	24.48
Room)	
19040 - Tool And Die Maker	28.54
21000 - Materials Handling And Packing	
Occupations	
21020 - Forklift Operator	17.77
21030 - Material Coordinator	21.88
21040 - Material Expediter	21.88
21050 - Material Handling Laborer	14.85
21071 - Order Filler	13.43
21080 - Production Line Worker (Food	17.77
Processing)	
21110 - Shipping Packer	15.45
21130 - Shipping/Receiving Clerk	15.45
21140 - Store Worker I	13.07
21150 - Stock Clerk	19.54
21210 - Tools And Parts Attendant	17.77
21410 - Warehouse Specialist	17.77
23000 - Mechanics And Maintenance And	
Repair Occupations	
23010 - Aerospace Structural Welder	24.65
23019 - Aircraft Logs and Records	20.18
Technician	
23021 - Aircraft Mechanic I	23.75
23022 - Aircraft Mechanic II	24.65
23023 - Aircraft Mechanic III	25.60
23040 - Aircraft Mechanic Helper	17.13
23050 - Aircraft Painter	22.75
23060 - Aircraft Servicer	20.18
23070 - Aircraft Survival Flight	22.75
Equipment Technician	
23080 - Aircraft Worker	21.67

22001 Dimension Tife Command	01 (7
23091 - Aircrew Life Support	21.67
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	23.75
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	24.48
23120 - Bicycle Repairer	19.44
23125 - Cable Splicer	36.56
23130 - Carpenter Maintenance	22.68
23140 - Carpet Layer	23.31
23160 - Electrician Maintenance	24.27
23181 - Electronics Technician	23.31
Maintenance I	
23182 - Electronics Technician	24.48
Maintenance II	
23183 - Electronics Technician	25.55
Maintenance III	
23260 - Fabric Worker	21.72
23290 - Fire Alarm System Mechanic	22.85
23310 - Fire Extinguisher Repairer	20.11
23311 - Fuel Distribution System	25.55
Mechanic	
23312 - Fuel Distribution System	20.11
Operator	
23370 - General Maintenance Worker	16.71
23380 - Ground Support Equipment	23.75
Mechanic	
23381 - Ground Support Equipment	20.18
Servicer	
23382 - Ground Support Equipment	21.67
Worker	
23391 - Gunsmith I	20.11
23392 - Gunsmith II	23.31
23393 - Gunsmith III	25.55
23410 - Heating Ventilation And Air-	21.40
Conditioning	LIIII
Mechanic	
23411 - Heating Ventilation And Air	20.94
Contidioning	20.91
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	25.94
23440 - Heavy Equipment Operator	21.81
23460 - Instrument Mechanic	25.55
23465 - Laboratory/Shelter Mechanic	24.48
23405 - Laboratory/Sherter Mechanic	14.85
23510 - Locksmith	24.48
23530 - Machinery Maintenance	24.40
Mechanic	∠/•∠⊥
23550 - Machinist Maintenance	22.14
25550 - Machithitst Mathicendice	∠∠•⊥4

23580 - Maintenance Trades Helper	18.34
23591 - Metrology Technician I	25.55
23592 - Metrology Technician II	26.53
23593 - Metrology Technician III	27.54
23640 - Millwright	25.55
23710 - Office Appliance Repairer	24.48
23760 - Painter Maintenance	23.01
23790 - Pipefitter Maintenance	30.01
23810 - Plumber Maintenance	28.74
23820 - Pneudraulic Systems Mechanic	25.55
23850 - Rigger	25.55
23870 - Scale Mechanic	23.31
23890 - Sheet-Metal Worker	32.04
Maintenance	
23910 - Small Engine Mechanic	23.31
23931 - Telecommunications Mechanic	30.97
I	
23932 - Telecommunications Mechanic	32.15
II	
23950 - Telephone Lineman	24.51
23960 - Welder Combination	18.80
Maintenance	
23965 - Well Driller	25.55
23970 - Woodcraft Worker	25.55
23980 - Woodworker	20.11
24000 - Personal Needs Occupations	
24550 - Case Manager	14.66
24570 - Child Care Attendant	10.37
24580 - Child Care Center Clerk	13.26
24610 - Chore Aide	12.21
24620 - Family Readiness And Support	14.66
Services	
Coordinator	1 6 9 9
24630 - Homemaker	16.30
25000 - Plant And System Operations	
Occupations	10.00
25010 - Boiler Tender	19.89
25040 - Sewage Plant Operator	21.36
25070 - Stationary Engineer	19.89
25190 - Ventilation Equipment Tender	14.36
25210 - Water Treatment Plant	21.36
Operator	
27000 Protoctime Commiss Commission	
27000 - Protective Service Occupations	1000
27004 - Alarm Monitor	16.86
27004 - Alarm Monitor 27007 - Baggage Inspector	13.66
27004 - Alarm Monitor 27007 - Baggage Inspector 27008 - Corrections Officer	13.66 18.04
27004 - Alarm Monitor 27007 - Baggage Inspector 27008 - Corrections Officer 27010 - Court Security Officer	13.66 18.04 17.71
27004 - Alarm Monitor 27007 - Baggage Inspector 27008 - Corrections Officer 27010 - Court Security Officer 27030 - Detection Dog Handler	13.66 18.04 17.71 16.84
27004 - Alarm Monitor 27007 - Baggage Inspector 27008 - Corrections Officer 27010 - Court Security Officer	13.66 18.04 17.71

27101 - Guard I			13.66
27102 - Guard II			16.84
27131 - Police Officer I			20.66
27132 - Police Officer II			22.96
28000 - Recreation Occupations			
28041 - Carnival Equipment Operator			14.11
28042 - Carnival Equipment Repairer			15.47
28043 - Carnival Worker			9.94
28210 - Gate Attendant/Gate Tender			18.01
28310 - Lifeguard			13.10
28350 - Park Attendant (Aide)			20.16
28510 - Recreation Aide/Health			14.71
Facility Attendant			
28515 - Recreation Specialist			24.97
28630 - Sports Official			16.05
28690 - Swimming Pool Operator			17.94
29000 - Stevedoring/Longshoremen			
Occupational Services			
29010 - Blocker And Bracer			23.31
29020 - Hatch Tender			23.31
29030 - Line Handler			23.31
29041 - Stevedore I			21.72
29042 - Stevedore II			24.48
30000 - Technical Occupations			
30010 - Air Traffic Control	(see	2)	40.88
Specialist Center (HFO)	(500	<i>2</i> /	10.00
30011 - Air Traffic Control	(see	2)	28.18
Specialist Station (HFO)	(500	2)	20.10
30012 - Air Traffic Control			31.04
Specialist Terminal (HFO) (see 2)			01.01
30021 - Archeological Technician I			17.53
30022 - Archeological Technician II			19.61
30023 - Archeological Technician III			24.30
30030 - Cartographic Technician			24.30
30040 - Civil Engineering Technician			23.96
30051 - Cryogenic Technician I			26.54
30052 - Cryogenic Technician II			29.31
30061 - Drafter/CAD Operator I			17.53
30062 - Drafter/CAD Operator II			19.61
30063 - Drafter/CAD Operator III			21.87
30064 - Drafter/CAD Operator IV			26.91
30084 - Dialter/CAD Operator IV 30081 - Engineering Technician I			15.41
5 5			
30082 - Engineering Technician II			17.29 20.33
30083 - Engineering Technician III			
30084 - Engineering Technician IV			25.19
30085 - Engineering Technician V			30.82
30086 - Engineering Technician VI			37.29
30090 - Environmental Technician			24.30
30095 - Evidence Control Specialist			23.96
30210 - Laboratory Technician			24.97

30221 - Latent Fingerprint			26.54
Technician I			
30222 - Latent Fingerprint			29.31
Technician II			
30240 - Mathematical Technician			24.30
30361 - Paralegal/Legal Assistant I			20.60
30362 - Paralegal/Legal Assistant II			25.52
30363 - Paralegal/Legal Assistant			31.22
III			
30364 - Paralegal/Legal Assistant IV			37.78
30375 - Petroleum Supply Specialist			29.31
30390 - Photo-Optics Technician			23.96
30395 - Radiation Control Technician			29.31
30461 - Technical Writer I			24.30
30462 - Technical Writer II			29.73
30463 - Technical Writer III			35.96
30491 - Unexploded Ordnance (UXO)			25.98
Technician I			
30492 - Unexploded Ordnance (UXO)			31.43
Technician II			
30493 - Unexploded Ordnance (UXO)			37.67
Technician III			
30494 - Unexploded (UXO) Safety			25.98
Escort			
30495 - Unexploded (UXO) Sweep			25.98
Personnel			
30501 - Weather Forecaster I			26.91
30502 - Weather Forecaster II			32.73
30620 - Weather Observer Combined	(see	2)	21.87
Upper Air Or	(500	<i>4</i> /	21.07
Surface Programs			
30621 - Weather Observer Senior	(see	2)	24.30
	(see	۷)	24.30
31000 - Transportation/Mobile			
Equipment Operation Occupations			01 40
31010 - Airplane Pilot			31.43
31020 - Bus Aide			12.10
31030 - Bus Driver			17.35
31043 - Driver Courier			14.29
31260 - Parking and Lot Attendant			10.99
31290 - Shuttle Bus Driver			15.41
31310 - Taxi Driver			13.96
31361 - Truckdriver Light			15.41
31362 - Truckdriver Medium			16.89
31363 - Truckdriver Heavy			20.23
31364 - Truckdriver Tractor-Trailer			20.23
99000 - Miscellaneous Occupations			
99020 - Cabin Safety Specialist			15.32
99030 - Cashier			10.80

99130 - Flight Follower	25.98
99251 - Laboratory Animal Caretaker	14.35
I	
99252 - Laboratory Animal Caretaker	15.74
II	
99260 - Marketing Analyst	24.91
99310 - Mortician	25.98
99410 - Pest Controller	17.58
99510 - Photofinishing Worker	13.65
99710 - Recycling Laborer	19.39
99711 - Recycling Specialist	24.17
99730 - Refuse Collector	17.03
99810 - Sales Clerk	12.63
99820 - School Crossing Guard	15.29
99830 - Survey Party Chief	21.64
99831 - Surveying Aide	12.52
99832 - Surveying Technician	20.72
99840 - Vending Machine Attendant	18.35
99841 - Vending Machine Repairer	23.42
99842 - Vending Machine Repairer	19.18
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 per month*

*This rate is to be used only when compensating employees for performance on an SCAcovered 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: 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:

 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)).

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT	U.S. DEPARTMENT OF LABOR
By direction of the Secretary of Labor	WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Daniel W. Simms Division of Director Wage Determinations	Wage Determination No.: 2015-5085 Revision No.: 17 Date Of Last Revision: 12/27/2021

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022 Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022 Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Missouri

Area: Missouri Counties of Jasper Newton

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		14.24
01012 - Accounting Clerk II		15.99
01013 - Accounting Clerk III		17.88
01020 - Administrative Assistant		23.52
01035 - Court Reporter		14.71
01041 - Customer Service		13.14
Representative I		
01042 - Customer Service		14.61
Representative II		

01043 - Customer Service Representative III		16.13
01051 - Data Entry Operator I		12.72
01052 - Data Entry Operator II		13.88
01060 - Dispatcher Motor Vehicle		19.94
01070 - Document Preparation Clerk		11.71
01090 - Duplicating Machine Operator		11.71
01111 - General Clerk I		12.66
01112 - General Clerk II		13.82
01113 - General Clerk III		15.52
01120 - Housing Referral Assistant		16.40
01141 - Messenger Courier		14.55
01191 - Order Clerk I		13.91
01192 - Order Clerk II		15.17
01261 - Personnel Assistant		15.80
(Employment) I		10.00
01262 - Personnel Assistant		17.67
(Employment) II		1/.0/
01263 - Personnel Assistant		19.69
		19.69
(Employment) III		01 57
01270 - Production Control Clerk		21.57
01290 - Rental Clerk		15.40
01300 - Scheduler Maintenance		13.15
01311 - Secretary I		13.15
01312 - Secretary II		14.71
01313 - Secretary III		16.40
01320 - Service Order Dispatcher		17.82
01410 - Supply Technician		23.52
01420 - Survey Worker		15.43
01460 - Switchboard		12.95
Operator/Receptionist		
01531 - Travel Clerk I		13.50
01532 - Travel Clerk II		14.54
01533 - Travel Clerk III		15.67
01611 - Word Processor I		11.71
01612 - Word Processor II		13.15
01613 - Word Processor III		14.71
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer		22.23
Fiberglass		
		16.87
05010 - Automotive	Electrician	
05040 - Automotive Glass Installer	Electrician	15.76
05040 - Automotive Glass Installer 05070 - Automotive Worker	Electrician	15.76 15.76
05040 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer	Electrician	15.76 15.76 14.19
05040 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal	Electrician	15.76 15.76
05040 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic	Electrician	15.76 15.76 14.19 17.36
05040 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic 05160 - Motor Equipment Metal Worker	Electrician	15.76 15.76 14.19 17.36 15.76
05040 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic	Electrician	15.76 15.76 14.19 17.36
05040 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic 05160 - Motor Equipment Metal Worker	Electrician	15.76 15.76 14.19 17.36 15.76

05250 - Motor Vehicle Upholstery	15.36
Worker	
05280 - Motor Vehicle Wrecker	15.76
05310 - Painter Automotive	16.62
05340 - Radiator Repair Specialist	15.76
05370 - Tire Repairer	12.40
05400 - Transmission Repair	17.36
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	13.54
07041 - Cook I	10.43
07042 - Cook II	11.93
07070 - Dishwasher	9.93
07130 - Food Service Worker	11.20
07210 - Meat Cutter	15.10
07260 - Waiter/Waitress	9.69
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	15.84
09040 - Furniture Handler	10.52
09080 - Furniture Refinisher	15.84
09090 - Furniture Refinisher Helper	12.95
09110 - Furniture Repairer Minor	14.06
09130 - Upholsterer	14.88
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	11.33
11060 - Elevator Operator	12.43
11090 - Gardener	14.83
11122 - Housekeeping Aide	12.43
11150 - Janitor	12.43
11210 - Laborer Grounds Maintenance	11.43
11240 - Maid or Houseman	10.83
11260 - Pruner	11.41
11270 - Tractor Operator	13.68
11330 - Trail Maintenance Worker	11.43
11360 - Window Cleaner	13.69
12000 - Health Occupations	
12010 - Ambulance Driver	17.27
12011 - Breath Alcohol Technician	17.77
12012 - Certified Occupational	24.38
Therapist Assistant	
12015 - Certified Physical Therapist	25.62
Assistant	
12020 - Dental Assistant	18.25
12025 - Dental Hygienist	34.68
12030 - EKG Technician	27.55
12035 - Electroneurodiagnostic	27.55
Technologist	

5 1	17.27
	15.89
	17.77
	19.81
	14.11
	22.29
Technician	
	16.42
	18.36
	15.96
	39.06
Technologist	
5	11.99
2	13.47
2	14.70
3	16.51
± ±	17.77
	15.89
	14.39
	17.91
	25.20
2	22.36
	27.36
5	27.36
Specialist	
5	33.10
12315 - Registered Nurse III	33.10
Anesthetist	
	39.67
	22.02
Testing)	
12320 - Substance Abuse Treatment	20.62
Counselor	
13000 - Information And Arts	
Occupations	
•	18.13
· · · · · · · · · · · · · · · · · · ·	22.20
	26.50
	18.13
	22.20
	26.50
	24.00
13050 - Library Aide/Clerk	13.73
13054 - Library Information	21.67
Technology Systems	
Administrator	
-	17.43
13061 - Media Specialist I	15.64
13062 - Media Specialist II	17.49
13063 - Media Specialist III	19.51

13071 - Photographer I		15.59
13072 - Photographer II		17.43
13073 - Photographer III		21.67
13074 - Photographer IV		26.50
13075 - Photographer V		32.07
13090 - Technical Order Library		17.25
Clerk		
13110 - Video Teleconference		15.64
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		15.11
14042 - Computer Operator II		16.91
14043 - Computer Operator III		18.84
14044 - Computer Operator IV		20.94
14045 - Computer Operator V		23.20
14071 - Computer Programmer I	(see 1)	19.94
14072 - Computer Programmer II	(see 1)	24.70
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	(200 /	15.11
Operator		
14160 - Personal Computer Support		20.94
Technician		20.91
14170 - System Support Specialist		24.00
15000 - Instructional Occupations		21.00
15010 - Aircrew Training Devices		28.62
Instructor (Non-Rated)		20.02
15020 - Aircrew Training Devices		34.61
Instructor (Rated)		04.01
15030 - Air Crew Training Devices		40.83
Instructor (Pilot)		10.05
15050 - Computer Based Training		28.62
Specialist / Instructor		20.02
15060 - Educational Technologist		27.12
15070 - Flight Instructor (Pilot)		40.83
_		20.17
15080 - Graphic Artist 15085 - Maintenance Test Pilot Fixed		
Jet/Prop		40.80
15086 - Maintenance Test Pilot		10 90
		40.80
Rotary Wing		10 00
15088 - Non-Maintenance Test/Co-		40.80
Pilot		20.00
15090 - Technical Instructor		20.89
15095 - Technical Instructor/Course		25.56
Developer		1 (07
15110 - Test Proctor		16.87

	1 6 0 7
15120 - Tutor	16.87
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations	11.27
16010 - Assembler	
16030 - Counter Attendant	11.27
16040 - Dry Cleaner	13.41
16070 - Finisher Flatwork Machine	11.27
16090 - Presser Hand	11.27
16110 - Presser Machine Drycleaning	11.27
16130 - Presser Machine Shirts	11.27
16160 - Presser Machine Wearing	11.27
Apparel Laundry	1 4 4 0
16190 - Sewing Machine Operator	14.40
16220 - Tailor	15.40
16250 - Washer Machine	11.81
19000 - Machine Tool Operation And	
Repair Occupations	
19010 - Machine-Tool Operator (Tool	18.17
Room)	
19040 - Tool And Die Maker	22.36
21000 - Materials Handling And Packing	
Occupations	
21020 - Forklift Operator	17.23
21030 - Material Coordinator	21.57
21040 - Material Expediter	21.57
21050 - Material Handling Laborer	15.14
21071 - Order Filler	12.55
21080 - Production Line Worker (Food	17.23
Processing)	
21110 - Shipping Packer	15.26
21130 - Shipping/Receiving Clerk	15.26
21140 - Store Worker I	11.88
21150 - Stock Clerk	15.96
21210 - Tools And Parts Attendant	17.23
21410 - Warehouse Specialist	17.23
23000 - Mechanics And Maintenance And	
Repair Occupations	
23010 - Aerospace Structural Welder	24.43
23019 - Aircraft Logs and Records	19.17
Technician	
23021 - Aircraft Mechanic I	23.10
23022 - Aircraft Mechanic II	24.43
23023 - Aircraft Mechanic III	25.69
23040 - Aircraft Mechanic Helper	16.47
23050 - Aircraft Painter	21.79
23060 - Aircraft Servicer	19.17
23070 - Aircraft Survival Flight	21.79
Equipment Technician	
23080 - Aircraft Worker	20.43

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23091 - Aircrew Life Support	20.43
Equipment (ALSE) Mechanic	
I	00.10
23092 - Aircrew Life Support	23.10
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	20.29
23120 - Bicycle Repairer	17.86
23125 - Cable Splicer	40.67
23130 - Carpenter Maintenance	18.81
23140 - Carpet Layer	20.43
23160 - Electrician Maintenance	22.63
23181 - Electronics Technician	24.78
Maintenance I	
23182 - Electronics Technician	26.44
Maintenance II	
23183 - Electronics Technician	28.02
Maintenance III	
23260 - Fabric Worker	19.17
23290 - Fire Alarm System Mechanic	23.10
23310 - Fire Extinguisher Repairer	17.86
23311 - Fuel Distribution System	23.10
Mechanic	
23312 - Fuel Distribution System	17.86
Operator	
23370 - General Maintenance Worker	17.75
23380 - Ground Support Equipment	23.10
Mechanic	
23381 - Ground Support Equipment	19.17
Servicer	
23382 - Ground Support Equipment	20.43
Worker	
23391 - Gunsmith I	17.86
23392 - Gunsmith II	20.43
23393 - Gunsmith III	23.10
23410 - Heating Ventilation And Air-	23.54
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	25.33
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	23.29
23440 - Heavy Equipment Operator	22.45
23460 - Instrument Mechanic	23.10
23465 - Laboratory/Shelter Mechanic	21.79
23470 - Laborer	15.14
23510 - Locksmith	21.79
23530 - Machinery Maintenance	24.37
Mechanic	21.37
23550 - Machinist Maintenance	18.81
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23580 - Maintenance Trades Helper	16.47
23591 - Metrology Technician I	23.10
23592 - Metrology Technician II	24.43
23593 - Metrology Technician III	25.69
23640 - Millwright	23.10
23710 - Office Appliance Repairer	17.16
23760 - Painter Maintenance	20.60
23790 - Pipefitter Maintenance	28.64
23810 - Plumber Maintenance	25.68
23820 - Pneudraulic Systems Mechanic	23.10
23850 - Rigger	23.10
23870 - Scale Mechanic	20.43
23890 - Sheet-Metal Worker	21.58
Maintenance	1000
23910 - Small Engine Mechanic	19.97
23931 - Telecommunications Mechanic	23.03
I	
23932 - Telecommunications Mechanic	24.36
II	
23950 - Telephone Lineman	25.83
23960 - Welder Combination	17.75
Maintenance	00 10
23965 - Well Driller	23.10
23970 - Woodcraft Worker	23.10
23980 - Woodworker	17.86
24000 - Personal Needs Occupations	1 - 0 0
24550 - Case Manager	15.29
24570 - Child Care Attendant	9.87
24580 - Child Care Center Clerk 24610 - Chore Aide	13.26
	11.13 15.29
24620 - Family Readiness And Support	15.29
Services Coordinator	
24630 - Homemaker	16.03
24030 - Plant And System Operations	10.03
Occupations	
25010 - Boiler Tender	23.10
25040 - Sewage Plant Operator	18.93
25040 - Sewage Flant Operator 25070 - Stationary Engineer	23.10
25070 - Stationary Engineer 25190 - Ventilation Equipment Tender	16.47
25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant	18.93
Operator	10.93
27000 - Protective Service Occupations	
27000 - Flotective Service Occupations	16.57
27004 - Alaim Monitor 27007 - Baggage Inspector	11.29
27008 - Corrections Officer	18.04
27010 - Court Security Officer	17.93
27030 - Detection Dog Handler	16.84
27030 - Detection Dog Handler 27040 - Detention Officer	18.04
27070 - Firefighter	17.21
21010 FILELIGHUEL	1 / • L I

27101 - Guard I			11.29
27102 - Guard II			16.84
27131 - Police Officer I			19.06
27132 - Police Officer II			21.18
28000 - Recreation Occupations			
28041 - Carnival Equipment Operator			13.36
28042 - Carnival Equipment Repairer			14.49
28043 - Carnival Worker			10.14
28210 - Gate Attendant/Gate Tender			13.59
28310 - Lifequard			11.91
28350 - Park Attendant (Aide)			15.20
28510 - Recreation Aide/Health			11.09
Facility Attendant			
28515 - Recreation Specialist			18.52
28630 - Sports Official			12.10
28690 - Swimming Pool Operator			17.18
29000 - Stevedoring/Longshoremen			
Occupational Services			
29010 - Blocker And Bracer			20.70
29020 - Hatch Tender			20.70
29030 - Line Handler			20.70
29041 - Stevedore I			19.42
29042 - Stevedore II			22.09
30000 - Technical Occupations			22.05
30010 - Air Traffic Control	(see	2)	40.29
Specialist Center (HFO)	(500	2)	10.29
30011 - Air Traffic Control	(see	2)	27.78
Specialist Station (HFO)	(000	2 /	2 / • / •
30012 - Air Traffic Control			30.59
Specialist Terminal (HFO) (see 2)			00.05
30021 - Archeological Technician I			18.54
30022 - Archeological Technician II			20.73
30023 - Archeological Technician III			25.69
30030 - Cartographic Technician			25.69
30040 - Civil Engineering Technician			25.69
30051 - Cryogenic Technician I			28.45
30052 - Cryogenic Technician II			31.42
30061 - Drafter/CAD Operator I			18.54
30062 - Drafter/CAD Operator II			20.73
30063 - Drafter/CAD Operator III			23.11
30064 - Drafter/CAD Operator IV			28.45
30081 - Engineering Technician I			16.51
30082 - Engineering Technician II			18.54
30083 - Engineering Technician III			20.73
30084 - Engineering Technician IV			25.69
30085 - Engineering Technician V			31.42
30086 - Engineering Technician VI			38.02
30090 - Environmental Technician			25.69
30095 - Evidence Control Specialist			25.69
30210 - Laboratory Technician			23.11
JULIN HADOLACOLY LECHILLCLAIN			

30221 - Latent Fingerprint Technician I			28.45
			21 40
30222 - Latent Fingerprint			31.42
Technician II			0 - 60
30240 - Mathematical Technician			25.69
30361 - Paralegal/Legal Assistant I			17.87
30362 - Paralegal/Legal Assistant II			22.14
30363 - Paralegal/Legal Assistant			27.08
III			
30364 - Paralegal/Legal Assistant IV			32.77
30375 - Petroleum Supply Specialist			31.42
30390 - Photo-Optics Technician			25.22
30395 - Radiation Control Technician			31.42
30461 - Technical Writer I			25.69
30462 - Technical Writer II			31.42
30463 - Technical Writer III			38.02
30491 - Unexploded Ordnance (UXO)			25.60
Technician I			
30492 - Unexploded Ordnance (UXO)			30.98
Technician II			
30493 - Unexploded Ordnance (UXO)			37.13
Technician III			
30494 - Unexploded (UXO) Safety			25.60
Escort			
30495 - Unexploded (UXO) Sweep			25.60
Personnel			20.00
30501 - Weather Forecaster I			28.45
30502 - Weather Forecaster II			34.61
30620 - Weather Observer Combined	(see	2)	23.11
Upper Air Or	(266	2)	23.11
Surface Programs	1	<u></u>	
30621 - Weather Observer Senior	(see	2)	25.69
31000 - Transportation/Mobile			
Equipment Operation Occupations			
31010 - Airplane Pilot			30.98
31020 - Bus Aide			14.39
31030 - Bus Driver			20.02
31043 - Driver Courier			14.29
31260 - Parking and Lot Attendant			13.06
31290 - Shuttle Bus Driver			15.41
31310 - Taxi Driver			11.51
31361 - Truckdriver Light			15.41
31362 - Truckdriver Medium			16.89
31363 - Truckdriver Heavy			21.34
31364 - Truckdriver Tractor-Trailer			21.34
99000 - Miscellaneous Occupations			
99020 - Cabin Safety Specialist			15.10
99030 - Cashier			10.88
99050 - Desk Clerk			11.08
99095 - Embalmer			25.60

99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	14.93
I	
99252 - Laboratory Animal Caretaker	16.17
II	
99260 - Marketing Analyst	25.08
99310 - Mortician	25.60
99410 - Pest Controller	20.07
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	14.57
99711 - Recycling Specialist	17.43
99730 - Refuse Collector	13.23
99810 - Sales Clerk	12.63
99820 - School Crossing Guard	13.23
99830 - Survey Party Chief	18.38
99831 - Surveying Aide	10.64
99832 - Surveying Technician	17.60
99840 - Vending Machine Attendant	17.43
99841 - Vending Machine Repairer	21.61
99842 - Vending Machine Repairer	17.43
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 per month*

*This rate is to be used only when compensating employees for performance on an SCAcovered 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: 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:

 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)).

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT	U.S. DEPARTMENT OF LABOR
By direction of the Secretary of Labor	WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Daniel W. Simms Division of Director Wage Determinations	 Wage Determination No.: 2015-5087 Revision No.: 17 Date Of Last Revision: 12/27/2021

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022 Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022 Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Missouri

Area: Missouri Counties of Christian Dallas Greene Polk Webster

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		14.14
01012 - Accounting Clerk II		15.87
01013 - Accounting Clerk III		17.77
01020 - Administrative Assistant		21.81
01035 - Court Reporter		17.41
01041 - Customer Service		13.02
Representative I		
01042 - Customer Service		14.64
Representative II		

01043 - Customer Service Representative III		15.97
01051 - Data Entry Operator I		13.00
01052 - Data Entry Operator II		14.19
01060 - Dispatcher Motor Vehicle		23.73
01070 - Document Preparation Clerk		14.43
01090 - Duplicating Machine Operator		14.43
01111 - General Clerk I		12.96
01112 - General Clerk II		14.14
01113 - General Clerk III		15.87
01120 - Housing Referral Assistant		19.41
01141 - Messenger Courier		13.85
01191 - Order Clerk I		13.18
01192 - Order Clerk II		14.38
01261 - Personnel Assistant		16.65
(Employment) I		10.05
01262 - Personnel Assistant		18.63
(Employment) II		10.03
01263 - Personnel Assistant		20.76
		20.76
(Employment) III		10 01
01270 - Production Control Clerk		19.21
01290 - Rental Clerk		14.12
01300 - Scheduler Maintenance		15.57
01311 - Secretary I		15.57
01312 - Secretary II		17.41
01313 - Secretary III		19.41
01320 - Service Order Dispatcher		21.22
01320 - Service Order Dispatcher 01410 - Supply Technician		21.22 21.81
01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker		21.22 21.81 14.87
01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard		21.22 21.81
01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist		21.22 21.81 14.87 11.88
01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I		21.22 21.81 14.87 11.88 15.46
01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II		21.22 21.81 14.87 11.88 15.46 16.69
01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III		21.22 21.81 14.87 11.88 15.46 16.69 17.92
01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I		21.22 21.81 14.87 11.88 15.46 16.69 17.92 14.54
01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II		21.22 21.81 14.87 11.88 15.46 16.69 17.92 14.54 16.32
01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III		21.22 21.81 14.87 11.88 15.46 16.69 17.92 14.54
01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III		21.22 21.81 14.87 11.88 15.46 16.69 17.92 14.54 16.32 18.26
01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer		21.22 21.81 14.87 11.88 15.46 16.69 17.92 14.54 16.32
01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass		21.22 21.81 14.87 11.88 15.46 16.69 17.92 14.54 16.32 18.26 22.23
01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass 05010 - Automotive	Electrician	21.22 21.81 14.87 11.88 15.46 16.69 17.92 14.54 16.32 18.26 22.23 19.61
01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotive Body Repairer Fiberglass 05010 - Automotive Glass Installer	Electrician	21.22 21.81 14.87 11.88 15.46 16.69 17.92 14.54 16.32 18.26 22.23 19.61 18.38
01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotive Body Repairer Fiberglass 05010 - Automotive 05040 - Automotive Glass Installer 05070 - Automotive Worker	Electrician	21.22 21.81 14.87 11.88 15.46 16.69 17.92 14.54 16.32 18.26 22.23 19.61 18.38 18.38
01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotive Service Occupations 05010 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer	Electrician	21.22 21.81 14.87 11.88 15.46 16.69 17.92 14.54 16.32 18.26 22.23 19.61 18.38 18.38 18.38
01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotive Body Repairer Fiberglass 05010 - Automotive 05040 - Automotive Glass Installer 05070 - Automotive Worker	Electrician	21.22 21.81 14.87 11.88 15.46 16.69 17.92 14.54 16.32 18.26 22.23 19.61 18.38 18.38
01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotive Service Occupations 05010 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer	Electrician	21.22 21.81 14.87 11.88 15.46 16.69 17.92 14.54 16.32 18.26 22.23 19.61 18.38 18.38 16.08 20.79
01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass 05010 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic 05160 - Motor Equipment Metal Worker	Electrician	21.22 21.81 14.87 11.88 15.46 16.69 17.92 14.54 16.32 18.26 22.23 19.61 18.38 18.38 18.38
01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass 05010 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic	Electrician	21.22 21.81 14.87 11.88 15.46 16.69 17.92 14.54 16.32 18.26 22.23 19.61 18.38 18.38 16.08 20.79
01320 - Service Order Dispatcher 01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass 05010 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic 05160 - Motor Equipment Metal Worker	Electrician	21.22 21.81 14.87 11.88 15.46 16.69 17.92 14.54 16.32 18.26 22.23 19.61 18.38 18.38 16.08 20.79 18.38

05250 - Motor Vehicle Upholstery	17.25
Worker	10.00
05280 - Motor Vehicle Wrecker	18.38
05310 - Painter Automotive	19.61
05340 - Radiator Repair Specialist	18.38
05370 - Tire Repairer	15.24
05400 - Transmission Repair	20.79
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	13.75
07041 - Cook I	11.66
07042 - Cook II	13.33
07070 - Dishwasher	10.61
07130 - Food Service Worker	10.72
07210 - Meat Cutter	14.53
07260 - Waiter/Waitress	9.58
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	18.80
09040 - Furniture Handler	11.88
09080 - Furniture Refinisher	18.80
09090 - Furniture Refinisher Helper	14.22
09110 - Furniture Repairer Minor	16.54
09130 - Upholsterer	18.80
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	12.58
11060 - Elevator Operator	11.87
11090 - Gardener	16.23
11122 - Housekeeping Aide	11.87
11150 - Janitor	11.87
11210 - Laborer Grounds Maintenance	12.51
11240 - Maid or Houseman	11.17
11260 - Pruner	11.41
11270 - Tractor Operator	14.97
11330 - Trail Maintenance Worker	12.51
11360 - Window Cleaner	13.07
12000 - Health Occupations	
12010 - Ambulance Driver	19.01
12011 - Breath Alcohol Technician	19.01
12012 - Certified Occupational	28.41
Therapist Assistant	
12015 - Certified Physical Therapist	26.02
Assistant	
12020 - Dental Assistant	19.27
12025 - Dental Hygienist	36.95
12030 - EKG Technician	23.85
12035 - Electroneurodiagnostic	23.85
Technologist	
-	

12040 - Emergency Medical Technician	19.01
12071 - Licensed Practical Nurse I	17.06
12072 - Licensed Practical Nurse II	19.07
12073 - Licensed Practical Nurse III	21.26
12100 - Medical Assistant	14.01
12130 - Medical Laboratory	18.87
Technician	
12160 - Medical Record Clerk	16.47
12190 - Medical Record Technician	18.43
12195 - Medical Transcriptionist	17.59
12210 - Nuclear Medicine	38.44
Technologist	10.00
12221 - Nursing Assistant I	12.09
12222 - Nursing Assistant II	13.59
12223 - Nursing Assistant III	14.83
12224 - Nursing Assistant IV	16.64
12235 - Optical Dispenser	16.00
12236 - Optical Technician	17.06
12250 - Pharmacy Technician	14.67
12280 - Phlebotomist	14.19
12305 - Radiologic Technologist	24.44
12311 - Registered Nurse I	23.04
12312 - Registered Nurse II	28.19
12313 - Registered Nurse II	28.19
Specialist	
12314 - Registered Nurse III	34.11
12315 - Registered Nurse III	34.11
Anesthetist	
12316 - Registered Nurse IV	40.88
12317 - Scheduler (Drug and Alcohol	23.55
Testing)	
12320 - Substance Abuse Treatment	16.05
Counselor	
13000 - Information And Arts	
Occupations	10.10
13011 - Exhibits Specialist I	18.13
13012 - Exhibits Specialist II	22.20
13013 - Exhibits Specialist III	25.99
13041 - Illustrator I	18.13
13042 - Illustrator II	22.20
13043 - Illustrator III	25.99
13047 - Librarian	23.53
13050 - Library Aide/Clerk	12.51
13054 - Library Information	21.24
Technology Systems	
Administrator	1 6 0 0
13058 - Library Technician	16.28
13061 - Media Specialist I	15.33
13062 - Media Specialist II	17.15
13063 - Media Specialist III	19.12

13071 - Photographer I		13.45
13072 - Photographer II		15.34
13073 - Photographer III		19.91
13074 - Photographer IV		24.34
13075 - Photographer V		30.59
13090 - Technical Order Library		15.74
Clerk		
13110 - Video Teleconference		20.80
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		16.40
14042 - Computer Operator II		18.35
14043 - Computer Operator III		20.45
14044 - Computer Operator IV		22.71
14045 - Computer Operator V		25.17
14071 - Computer Programmer I	(see 1)	20.54
14072 - Computer Programmer II	(see 1)	25.43
14073 - Computer Programmer III	(see 1)	
14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment	()	16.40
Operator		
14160 - Personal Computer Support		22.71
Technician		
14170 - System Support Specialist		27.13
15000 - Instructional Occupations		2,.10
15010 - Aircrew Training Devices		29.11
Instructor (Non-Rated)		29.11
15020 - Aircrew Training Devices		35.22
Instructor (Rated)		55.22
15030 - Air Crew Training Devices		42.22
Instructor (Pilot)		12 • 22
15050 - Computer Based Training		29.11
Specialist / Instructor		29.11
15060 - Educational Technologist		26.88
15070 - Flight Instructor (Pilot)		42.22
15080 - Graphic Artist		20.17
15085 - Maintenance Test Pilot Fixed		42.22
Jet/Prop		72.22
15086 - Maintenance Test Pilot		42.22
Rotary Wing		72.22
15088 - Non-Maintenance Test/Co-		42.22
Pilot		72.22
15090 - Technical Instructor		19.58
15090 - Technical Instructor 15095 - Technical Instructor/Course		23.96
Developer		23.90
15110 - Test Proctor		15.81
IJIIV - TEST Proclor		TJ.OT

15120 - Tutor	15.81
16000 - Laundry Dry-Cleaning Pressing	13.01
And Related Occupations	
16010 - Assembler	11.27
16030 - Counter Attendant	11.27
16040 - Dry Cleaner	13.41
16070 - Finisher Flatwork Machine	11.27
16090 - Presser Hand	11.27
16110 - Presser Machine Drycleaning	11.27
16130 - Presser Machine Shirts	11.27
16160 - Presser Machine Wearing	11.27
Apparel Laundry	±±• <i>2</i> /
16190 - Sewing Machine Operator	14.40
16220 - Tailor	15.40
16250 - Washer Machine	11.81
19000 - Machine Tool Operation And	11,01
Repair Occupations	
19010 - Machine-Tool Operator (Tool	24.70
Room)	21.0
19040 - Tool And Die Maker	30.40
21000 - Materials Handling And Packing	00010
Occupations	
21020 - Forklift Operator	15.65
21030 - Material Coordinator	19.21
21040 - Material Expediter	19.21
21050 - Material Handling Laborer	14.71
21071 - Order Filler	12.72
21080 - Production Line Worker (Food	15.65
Processing)	
21110 - Shipping Packer	14.44
21130 - Shipping/Receiving Clerk	14.44
21140 - Store Worker I	11.88
21150 - Stock Clerk	15.96
21210 - Tools And Parts Attendant	15.65
21410 - Warehouse Specialist	15.65
23000 - Mechanics And Maintenance And	
Repair Occupations	
23010 - Aerospace Structural Welder	26.27
23019 - Aircraft Logs and Records	20.61
Technician	
23021 - Aircraft Mechanic I	24.84
23022 - Aircraft Mechanic II	26.27
23023 - Aircraft Mechanic III	27.62
23040 - Aircraft Mechanic Helper	17.72
23050 - Aircraft Painter	23.43
23060 - Aircraft Servicer	20.61
23070 - Aircraft Survival Flight	23.43
Equipment Technician	01 00
23080 - Aircraft Worker	21.96

21:301 21:30 Equipment (ALSE) Mechanic 24:84 Equipment (ALSE) Mechanic 24:84 II 23:10 Appliance Mechanic 24:21 23:10 Appliance Mechanic 24:21 23:12 Bicycle Repairer 19:44 23:125 Cable Splicer 38:93 23:130 Carpenter Maintenance 20:26 23:140 Carpet Layer 23:16 23:181 Electronics Technician 23:59 Maintenance I 23:182 Electronics Technician 26:68 Maintenance II 23:290 Fire Alarm System Mechanic 23:62 23:10 Fire Extinguisher Repairer 20:26 23:11 Fuel Distribution System 26:94 Mechanic 23:370 General Maintenance Worker 17:21 23:380 Ground Support Equipment 20:61 Servicer 23:391 Gunsmith I 20:61 23:391 Gunsmith I 20:61 23:62 23:392 Ground Support Equipment 20:61 Servicer 23:392 61 23:62 <	23091 - Aircrew Life Support	21.96
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23430 - Heavy Equipment Mechanic 24.29 23440 - Heavy Equipment Operator 24.54 23460 - Instrument Mechanic 26.19 23465 - Laboratory/Shelter Mechanic 24.70 23470 - Laborer 14.71 23510 - Locksmith 25.08 23530 - Machinery Maintenance 24.47	-	
23440 - Heavy Equipment Operator 24.54 23460 - Instrument Mechanic 26.19 23465 - Laboratory/Shelter Mechanic 24.70 23470 - Laborer 14.71 23510 - Locksmith 25.08 23530 - Machinery Maintenance 24.47 Mechanic 24.47	—	21 20
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23510 - Locksmith 25.08 23530 - Machinery Maintenance 24.47 Mechanic	-	
23530 - Machinery Maintenance 24.47 Mechanic		
Mechanic		
	-	24.47
23550 - Machinist Maintenance22.21		
	23550 - Machinist Maintenance	22.21

23580 - Maintenance Trades Helper	14.61
23591 - Metrology Technician I	26.19
23592 - Metrology Technician II	27.71
23593 - Metrology Technician III	29.13
23640 - Millwright	26.19
23710 - Office Appliance Repairer	17.60
23760 - Painter Maintenance	20.38
23790 - Pipefitter Maintenance	28.53
23810 - Plumber Maintenance	25.38
23820 - Pneudraulic Systems Mechanic	26.19
23850 - Rigger	26.19
23870 - Scale Mechanic	23.16
23890 - Sheet-Metal Worker	19.55
Maintenance	
23910 - Small Engine Mechanic	21.06
23931 - Telecommunications Mechanic	27.27
I	
23932 - Telecommunications Mechanic	28.84
II	
23950 - Telephone Lineman	34.01
23960 - Welder Combination	20.87
Maintenance	
23965 - Well Driller	26.19
23970 - Woodcraft Worker	26.19
23980 - Woodworker	20.26
24000 - Personal Needs Occupations	
24550 - Case Manager	13.77
24570 - Child Care Attendant	9.83
24580 - Child Care Center Clerk	13.26
24610 - Chore Aide	11.35
24620 - Family Readiness And Support	13.77
Services	
Coordinator	
24630 - Homemaker	15.27
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	26.19
25040 - Sewage Plant Operator	20.71
25070 - Stationary Engineer	26.19
25190 - Ventilation Equipment Tender	18.68
25210 - Water Treatment Plant	20.71
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.83
27007 - Baggage Inspector	14.61
27008 - Corrections Officer	20.71
27010 - Court Security Officer	18.91
27030 - Detection Dog Handler	18.52
27040 - Detention Officer	20.71
27070 - Firefighter	18.47

27101 - Guard I 14.61 27102 - Guard II 18.52 27131 - Police Officer II 21.76 28000 - Recreation Occupations 28041 - Carnival Equipment Operator 13.00 28041 - Carnival Equipment Operator 13.00 28042 - Carnival Equipment Repairer 14.10 28043 - Carnival Worker 9.87 28210 - Gate Attendant/Gate Tender 12.73 28310 - Lifeguard 10.43 28350 - Park Attendant (Aide) 14.24 28510 - Recreation Specialist 17.15 28630 - Sports Official 11.34 28600 - Stevedoring/Longshoremen 20002 Occupational Services 21.30 29000 - Stevedoring/Longshoremen 22.71 30010 - Hatch Tender 21.30 29030 - Line Handler 22.71 30010 - Air Traffic Control (see 2) 27.78 30011 - Air Traffic Control (see 2) 27.78 30022 - Archeological Technician I 28.39 30022 - Archeological Technician I 28.48 300301 - Cartographic Technician II 28.48 30021 - Archeological Technician II 28.48 300				
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28310 - Lifeguard 10.83 28350 - Park Attendant (Aide) 14.24 28510 - Recreation Aide/Health 10.10 Facility Attendant 11.34 28515 - Recreation Specialist 17.15 28630 - Sports Official 11.34 28690 - Stevedoring/Longshoremen 17.18 Occupational Services 21.30 29010 - Blocker And Bracer 21.30 29030 - Line Handler 21.30 29041 - Stevedore I 19.98 29042 - Stevedore I 22.71 30000 - Technical Occupations 30011 - Air Traffic Control (see 2) 30011 - Air Traffic Control (see 2) 27.78 Specialist Station (HFO) 30.59 30.59 Specialist Terminal (HFO) (see 2) 30.59 30.59 30021 - Archeological Technician II 25.48 30030 - Cartographic Technician II 25.48 30040 - Civil Engineering Technician I 28.22 30051 - Drafter/CAD Operator II 18.39 30062 - Drafter/CAD Operator II 20.57 30052 - Cryogenic Technician II 25.48 30064 - Drafter/CAD Operator III 20.57	28043 - Carnival Worker			9.87
28350 - Park Attendant (Aide) 14.24 28510 - Recreation Aide/Health 10.10 Facility Attendant 17.15 28515 - Recreation Specialist 17.15 28630 - Sports Official 11.34 28690 - Swimming Pool Operator 17.18 29000 - Stevedoring/Longshoremen 0 Occupational Services 21.30 29010 - Blocker And Bracer 21.30 29020 - Hatch Tender 21.30 29041 - Stevedore I 19.98 29042 - Stevedore II 22.71 30010 - Air Traffic Control (see 2) 40.29 Specialist Center (HFO) 30012 - Air Traffic Control (see 2) 27.78 Specialist Station (HFO) 30.59 30.59 Specialist Terminal (HFO) (see 2) 30.59 30.59 Specialist Terminal (HFO) (see 2) 30.59 30.59 30021 - Archeological Technician II 25.48 30300 - Cartographic Technician III 25.48 30030 - Cartographic Technician III 25.48 30040 - Civil Engineering Technician III 31.17 30061 - Drafter/CAD Operator II 31.17 30063 - Drafter/CAD Operator II 28.22	28210 - Gate Attendant/Gate Tender			12.73
28510 - Recreation Aide/Health 10.10 Facility Attendant 17.15 28515 - Recreation Specialist 17.15 28630 - Sports Official 11.34 28690 - Swimming Pool Operator 17.18 29000 - Stevedoring/Longshoremen 21.30 Occupational Services 21.30 29020 - Hatch Tender 21.30 29030 - Line Handler 21.30 29041 - Stevedore I 22.71 30000 - Technical Occupations 22.71 30000 - Technical Occupations 30.11 - Air Traffic Control (see 2) 27.78 Specialist Center (HFO) 30.59 30.59 Specialist Terminal (HFO) (see 2) 30.59 30.59 Specialist Terminal (HFO) (see 2) 30.57 30.22 - Archeological Technician I 28.39 30022 - Archeological Technician II 25.48 30.030 - Cartographic Technician II 28.22 30051 - Cryogenic Technician II 28.22 30.55 30.62 30052 - Cryogenic Technician II 21.30 31.17 30063 - Drafter/CAD Operator II 28.22 30.62 30064 - Drafter/CAD Oper	28310 - Lifeguard			10.83
Facility Attendant 28515 - Recreation Specialist 17.15 28630 - Sports Official 11.34 28690 - Swimming Pool Operator 17.18 29000 - Stevedoring/Longshoremen 0 Occupational Services 21.30 29010 - Blocker And Bracer 21.30 29030 - Line Handler 21.30 29041 - Stevedore I 19.98 29042 - Stevedore II 22.71 30010 - Air Traffic Control (see 2) 40.29 Specialist Center (HFO) 30011 - Air Traffic Control (see 2) 27.78 Specialist Station (HFO) 30.59 Specialist Terminal (HFO) (see 2) 30.59 30021 - Archeological Technician II 20.57 30022 - Archeological Technician III 20.57 30023 - Archeological Technician III 25.48 30040 - Civil Engineering Technician 28.22 30051 - Cryogenic Technician II 28.22 30052 - Cryogenic Technician II 20.57 30063 - Drafter/CAD Operator II 20.57 30062 - Drafter/CAD Operator III 20.57 30063 - Drafter/CAD Operator III 20.57 30064 - Drafter/CAD Operator III	28350 - Park Attendant (Aide)			14.24
28515 - Recreation Specialist 17.15 28630 - Sports Official 11.34 28690 - Swimming Pool Operator 17.18 29000 - Stevedoring/Longshoremen Cccupational Services 29010 - Blocker And Bracer 21.30 29020 - Hatch Tender 21.30 29030 - Line Handler 21.30 29041 - Stevedore I 19.98 29042 - Stevedore II 22.71 30010 - Air Traffic Control (see 2) 27.78 Specialist Center (HFO) 30012 - Air Traffic Control (see 2) 27.78 Specialist Station (HFO) 30.59 30022 - Archeological Technician I 18.39 30022 - Archeological Technician III 20.57 30023 - Archeological Technician III 25.48 30030 - Cartographic Technician III 28.22 30051 - Cryogenic Technician II 28.22 30052 - Cryogenic Technician II 20.57 30063 - Drafter/CAD Operator II 20.57 30063 - Drafter/CAD Operator II 20.57 30052 - Cryogenic Technician II 31.17 30064 - Drafter/CAD Operator II 20.57 30063 - Drafter/CAD Operator III 20.57 30063 - Drafter/CAD Operator III 20.51 30062 - Drafter	28510 - Recreation Aide/Health			10.10
28630 - Sports Official 11.34 28690 - Swimming Pool Operator 17.18 29000 - Stevedoring/Longshoremen 2000 Occupational Services 21.30 29010 - Blocker And Bracer 21.30 29020 - Hatch Tender 21.30 29030 - Line Handler 21.30 29041 - Stevedore I 19.98 29042 - Stevedore II 22.71 30000 - Technical Occupations 30010 - Air Traffic Control (see 2) 40.29 Specialist Center (HFO) 30012 - Air Traffic Control (see 2) 27.78 Specialist Station (HFO) 30.59 30.59 Specialist Terminal (HFO) (see 2) 30.59 30022 - Archeological Technician I 18.39 30030 - Cartographic Technician III 25.48 30030 - Cartographic Technician II 28.22 30051 - Cryogenic Technician I 88.39 30062 - Drafter/CAD Operator II 88.39 30062 - Drafter/CAD Operator III 20.57 30063 - Drafter/CAD Operator III 20.57 30064 - Drafter/CAD Operator III 20.57 30063 - Drafter/CAD Operator III 20.57 30064 - Drafter/CAD Operator III 2	Facility Attendant			
28630 - Sports Official 11.34 28690 - Swimming Pool Operator 17.18 29000 - Stevedoring/Longshoremen 0 Occupational Services 21.30 29010 - Blocker And Bracer 21.30 29020 - Hatch Tender 21.30 29030 - Line Handler 21.30 29041 - Stevedore I 22.71 30000 - Technical Occupations 20.71 30010 - Air Traffic Control (see 2) 40.29 Specialist Center (HFO) 30.59 30011 - Air Traffic Control (see 2) 27.78 Specialist Station (HFO) 30.59 30021 - Archeological Technician I 18.39 30022 - Archeological Technician II 25.48 30030 - Cartographic Technician II 26.22 30052 - Archeological Technician II 28.22 30051 - Cryogenic Technician I 28.22 30052 - Cryogenic Technician II 20.57 30062 - Drafter/CAD Operator I 83.39 30062 - Drafter/CAD Operator II 28.22 30063 - Drafter/CAD Operator III 20.57 30063 - Drafter/CAD Operator III 20.57 30064 - Drafter/CAD Operator III	28515 - Recreation Specialist			17.15
28690 - Swimming Pool Operator 17.18 29000 - Stevedoring/Longshoremen 2000 Occupational Services 21.30 29010 - Blocker And Bracer 21.30 29030 - Line Handler 21.30 29042 - Stevedore I 19.98 30010 - Technical Occupations 30010 - Air Traffic Control (see 2) 30011 - Air Traffic Control (see 2) 27.78 Specialist Center (HFO) 30.59 30.59 Specialist Station (HFO) 30.59 Specialist Terminal (HFO) (see 2) 30.59 Specialist Terminal (HFO) (see 2) 30.59 Specialist Terminal (HFO) (see 2) 30.59 30022 - Archeological Technician I 25.48 30030 - Cartographic Technician III 25.48 30040 - Civil Engineering Technician I 83.99 30052 - Cryogenic Technician I 31.17 30062 - Drafter/CAD Operator II 20.57 30063 - Drafter/CAD Operator III 20.57 30063 - Drafter/CAD Operator III 20.57 30064 - Drafter/CAD Operator III 20.57 30085 - Engineering Technician III 17.11 30084 - Engineering Technician II <t< th=""><th>=</th><th></th><th></th><th>11.34</th></t<>	=			11.34
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30210 - Laboratory Technician 22.70	-			
	30210 - Laboratory Technician			22.70

30221 - Latent Fingerprint Technician I			27.19
			20.02
30222 - Latent Fingerprint			30.03
Technician II			
30240 - Mathematical Technician			25.48
30361 - Paralegal/Legal Assistant I			18.02
30362 - Paralegal/Legal Assistant II			22.32
30363 - Paralegal/Legal Assistant			27.30
III			
30364 - Paralegal/Legal Assistant IV			33.03
30375 - Petroleum Supply Specialist			31.17
30390 - Photo-Optics Technician			25.48
30395 - Radiation Control Technician			31.17
30461 - Technical Writer I			25.25
30462 - Technical Writer II			30.89
30463 - Technical Writer III			37.38
30491 - Unexploded Ordnance (UXO)			25.60
Technician I			
30492 - Unexploded Ordnance (UXO)			30.98
Technician II			
30493 - Unexploded Ordnance (UXO)			37.13
Technician III			
30494 - Unexploded (UXO) Safety			25.60
Escort			
30495 - Unexploded (UXO) Sweep			25.60
Personnel			20.00
30501 - Weather Forecaster I			28.22
30502 - Weather Forecaster II			34.33
	1	2)	
30620 - Weather Observer Combined	(see	∠)	22.93
Upper Air Or			
Surface Programs			
30621 - Weather Observer Senior	(see	2)	25.48
31000 - Transportation/Mobile			
Equipment Operation Occupations			
31010 - Airplane Pilot			30.98
31020 - Bus Aide			14.18
31030 - Bus Driver			19.73
31043 - Driver Courier			15.72
31260 - Parking and Lot Attendant			12.57
31290 - Shuttle Bus Driver			15.41
31310 - Taxi Driver			12.14
31361 - Truckdriver Light			16.95
31362 - Truckdriver Light 31362 - Truckdriver Medium			
			18.58
31363 - Truckdriver Heavy			21.28
31364 - Truckdriver Tractor-Trailer			21.28
99000 - Miscellaneous Occupations			
99020 - Cabin Safety Specialist			15.10
99030 - Cashier			10.55
99050 - Desk Clerk			11.40
99095 - Embalmer			22.74

99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	13.60
I	
99252 - Laboratory Animal Caretaker	14.73
II	
99260 - Marketing Analyst	23.08
99310 - Mortician	22.02
99410 - Pest Controller	15.65
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	19.73
99711 - Recycling Specialist	23.54
99730 - Refuse Collector	17.92
99810 - Sales Clerk	12.63
99820 - School Crossing Guard	13.23
99830 - Survey Party Chief	20.86
99831 - Surveying Aide	12.06
99832 - Surveying Technician	19.98
99840 - Vending Machine Attendant	15.19
99841 - Vending Machine Repairer	19.35
99842 - Vending Machine Repairer	16.06
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 per month*

*This rate is to be used only when compensating employees for performance on an SCAcovered 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: 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:

 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)).

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT	U.S. DEPARTMENT OF LABOR
By direction of the Secretary of Labor	WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Daniel W. Simms Division of Director Wage Determinations	Wage Determination No.: 2015-5089 Revision No.: 18 Date Of Last Revision: 12/27/2021

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022 Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022 Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Missouri

Area: Missouri Counties of Cooper Henry Howard Johnson Pettis Saline

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		13.97
01012 - Accounting Clerk II		15.69
01013 - Accounting Clerk III		17.77
01020 - Administrative Assistant		23.31
01035 - Court Reporter		18.32
01041 - Customer Service		12.87
Representative I		
01042 - Customer Service		14.47
Representative II		

01043 - Customer Service Representative III		15.80
01051 - Data Entry Operator I		13.83
01052 - Data Entry Operator II		15.09
01060 - Dispatcher Motor Vehicle		18.76
01070 - Document Preparation Clerk		15.64
01090 - Duplicating Machine Operator		15.64
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		12.47
01191 - Order Clerk I		14.00
01192 - Order Clerk II		16.19
01261 - Personnel Assistant		16.61
(Employment) I		10.01
01262 - Personnel Assistant		18.57
		10.07
(Employment) II 01263 - Personnel Assistant		20.70
		20.70
(Employment) III		21 20
01270 - Production Control Clerk		21.30
01290 - Rental Clerk		15.97
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		23.31
01420 - Survey Worker		17.02
-		
01460 - Switchboard		13.87
01460 - Switchboard Operator/Receptionist		13.87
01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I		13.87 14.00
01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II		13.87 14.00 15.12
01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III		13.87 14.00 15.12 16.25
01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I		13.87 14.00 15.12 16.25 14.09
01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II		13.87 14.00 15.12 16.25 14.09 15.81
01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I		13.87 14.00 15.12 16.25 14.09
01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations		13.87 14.00 15.12 16.25 14.09 15.81 17.69
01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III		13.87 14.00 15.12 16.25 14.09 15.81
01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass		13.87 14.00 15.12 16.25 14.09 15.81 17.69 25.63
01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass 05010 - Automotive	Electrician	13.87 14.00 15.12 16.25 14.09 15.81 17.69 25.63 19.32
01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotive Body Repairer Fiberglass 05010 - Automotive 05040 - Automotive Glass Installer	Electrician	13.87 14.00 15.12 16.25 14.09 15.81 17.69 25.63 19.32 18.59
01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotive Service Occupations 05010 - Automotive Body Repairer Fiberglass 05010 - Automotive Glass Installer 05070 - Automotive Worker	Electrician	13.87 14.00 15.12 16.25 14.09 15.81 17.69 25.63 19.32 18.59 18.59
01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotive Body Repairer Fiberglass 05010 - Automotive 05040 - Automotive Glass Installer	Electrician	13.87 14.00 15.12 16.25 14.09 15.81 17.69 25.63 19.32 18.59
01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotive Service Occupations 05010 - Automotive Body Repairer Fiberglass 05010 - Automotive Glass Installer 05070 - Automotive Worker	Electrician	13.87 14.00 15.12 16.25 14.09 15.81 17.69 25.63 19.32 18.59 18.59
01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotive Service Occupations 05010 - Automotive Body Repairer Fiberglass 05010 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer	Electrician	13.87 14.00 15.12 16.25 14.09 15.81 17.69 25.63 19.32 18.59 18.59 16.51 20.03
01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotive Service Occupations 05010 - Automotive Body Repairer Fiberglass 05010 - Automotive Glass Installer 05070 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic 05160 - Motor Equipment Metal Worker	Electrician	13.87 14.00 15.12 16.25 14.09 15.81 17.69 25.63 19.32 18.59 18.59 16.51
01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotive Service Occupations 05005 - Automotive Body Repairer Fiberglass 05010 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic	Electrician	13.87 14.00 15.12 16.25 14.09 15.81 17.69 25.63 19.32 18.59 18.59 16.51 20.03
01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotive Service Occupations 05010 - Automotive Body Repairer Fiberglass 05010 - Automotive Glass Installer 05070 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic 05160 - Motor Equipment Metal Worker	Electrician	13.87 14.00 15.12 16.25 14.09 15.81 17.69 25.63 19.32 18.59 16.51 20.03

05250 - Motor Vehicle Upholstery	17.54
Worker	10 50
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	20.03
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	14.52
07041 - Cook I	11.01
07042 - Cook II	12.72
07070 - Dishwasher	9.91
07130 - Food Service Worker	10.31
07210 - Meat Cutter	15.84
07260 - Waiter/Waitress	9.72
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	14.00
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	11.66
11060 - Elevator Operator	13.05
11090 - Gardener	17.40
11122 - Housekeeping Aide	13.05
11150 - Janitor	13.05
11210 - Laborer Grounds Maintenance	13.34
11240 - Maid or Houseman	10.52
11260 - Pruner	12.93
11270 - Tractor Operator	15.94
11330 - Trail Maintenance Worker	13.34
11360 - Window Cleaner	14.60
12000 - Health Occupations	
12010 - Ambulance Driver	17.12
12011 - Breath Alcohol Technician	18.37
12012 - Certified Occupational	25.20
Therapist Assistant	04 05
12015 - Certified Physical Therapist	24.27
Assistant	1
Assistant 12020 - Dental Assistant	17.63
Assistant 12020 - Dental Assistant 12025 - Dental Hygienist	34.35
Assistant 12020 - Dental Assistant 12025 - Dental Hygienist 12030 - EKG Technician	34.35 30.89
Assistant 12020 - Dental Assistant 12025 - Dental Hygienist	34.35

12040 - Emergency Medical Technician	17.12
12071 - Licensed Practical Nurse I	16.42
12072 - Licensed Practical Nurse II	18.37
12073 - Licensed Practical Nurse III	20.47
12100 - Medical Assistant	14.08
12130 - Medical Laboratory	22.73
Technician	
12160 - Medical Record Clerk	19.47
12190 - Medical Record Technician	21.78
12195 - Medical Transcriptionist	17.05
12210 - Nuclear Medicine	40.36
Technologist	
12221 - Nursing Assistant I	11.64
12222 - Nursing Assistant II	13.08
12223 - Nursing Assistant III	14.27
12224 - Nursing Assistant IV	16.03
12235 - Optical Dispenser	15.06
12236 - Optical Technician	16.42
12250 - Pharmacy Technician	14.84
12280 - Phlebotomist	13.93
12305 - Radiologic Technologist	25.29
12311 - Registered Nurse I	23.68
12312 - Registered Nurse II	28.87
12313 - Registered Nurse II	28.87
Specialist	
12314 - Registered Nurse III	34.94
12315 - Registered Nurse III	34.94
Anesthetist	
12316 - Registered Nurse IV	41.87
12317 - Scheduler (Drug and Alcohol	22.75
Testing)	
12320 - Substance Abuse Treatment	18.25
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	20.11
13012 - Exhibits Specialist II	27.35
13013 - Exhibits Specialist III	30.12
13041 - Illustrator I	19.88
13042 - Illustrator II	24.56
13043 - Illustrator III	30.12
13047 - Librarian	30.95
13050 - Library Aide/Clerk	10.37
13054 - Library Information	24.62
Technology Systems	
Administrator	
13058 - Library Technician	18.00
13061 - Media Specialist I	17.78
13062 - Media Specialist II	19.88
13063 - Media Specialist III	22.15

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		15.50
Clerk		
13110 - Video Teleconference		18.54
Technician		
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
	. ,	20.04
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)	1 6 0 0
14150 - Peripheral Equipment		16.03
Operator		
14160 - Personal Computer Support		23.48
Technician		
14170 - System Support Specialist		24.61
15000 - Instructional Occupations		
15010 - Aircrew Training Devices		30.12
Instructor (Non-Rated)		
15020 - Aircrew Training Devices		36.43
Instructor (Rated)		
15030 - Air Crew Training Devices		43.66
Instructor (Pilot)		
15050 - Computer Based Training		30.38
Specialist / Instructor		
15060 - Educational Technologist		32.38
15070 - Flight Instructor (Pilot)		43.66
15080 - Graphic Artist		25.30
15085 - Maintenance Test Pilot Fixed		41.23
Jet/Prop		
15086 - Maintenance Test Pilot		41.23
Rotary Wing		
15088 - Non-Maintenance Test/Co-		41.23
Pilot		
15090 - Technical Instructor		20.74
15095 - Technical Instructor/Course		25.38
Developer		20.00
15110 - Test Proctor		17.30
IJIIV IESt FLUCIUL		11.50

	1 7 00
15120 - Tutor	17.30
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations	11 07
16010 - Assembler	11.27
16030 - Counter Attendant	11.27
16040 - Dry Cleaner	13.44
16070 - Finisher Flatwork Machine	11.27
16090 - Presser Hand	11.27
16110 - Presser Machine Drycleaning	11.27
16130 - Presser Machine Shirts	11.27
16160 - Presser Machine Wearing	11.27
Apparel Laundry	
16190 - Sewing Machine Operator	14.43
16220 - Tailor	15.43
16250 - Washer Machine	11.81
19000 - Machine Tool Operation And	
Repair Occupations	
19010 - Machine-Tool Operator (Tool	21.23
Room)	
19040 - Tool And Die Maker	27.26
21000 - Materials Handling And Packing	
Occupations	
21020 - Forklift Operator	19.24
21030 - Material Coordinator	21.30
21040 - Material Expediter	21.30
21050 - Material Handling Laborer	16.19
21071 - Order Filler	14.87
21080 - Production Line Worker (Food	19.24
Processing)	
21110 - Shipping Packer	15.57
21130 - Shipping/Receiving Clerk	15.57
21140 - Store Worker I	13.67
21150 - Stock Clerk	19.28
21210 - Tools And Parts Attendant	19.24
21410 - Warehouse Specialist	19.24
23000 - Mechanics And Maintenance And	
Repair Occupations	
23010 - Aerospace Structural Welder	34.44
23019 - Aircraft Logs and Records	28.49
Technician	
23021 - Aircraft Mechanic I	33.12
23022 - Aircraft Mechanic II	34.44
23023 - Aircraft Mechanic III	35.64
23040 - Aircraft Mechanic Helper	24.21
23050 - Aircraft Painter	31.85
23060 - Aircraft Servicer	28.49
23070 - Aircraft Survival Flight	31.85
Equipment Technician	
23080 - Aircraft Worker	30.53
	20.00

23091 - Aircrew Life Support	30.53
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	33.12
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	22.85
23120 - Bicycle Repairer	20.61
23125 - Cable Splicer	34.98
23130 - Carpenter Maintenance	23.76
23140 - Carpet Layer	25.78
23140 - Carpet Layer 23160 - Electrician Maintenance	
	29.98
23181 - Electronics Technician	34.01
Maintenance I	
23182 - Electronics Technician	35.96
Maintenance II	
23183 - Electronics Technician	37.66
Maintenance III	
23260 - Fabric Worker	22.22
23290 - Fire Alarm System Mechanic	26.36
23310 - Fire Extinguisher Repairer	20.61
23311 - Fuel Distribution System	25.39
Mechanic	
23312 - Fuel Distribution System	19.91
Operator	
23370 - General Maintenance Worker	20.36
23380 - Ground Support Equipment	33.12
Mechanic	
23381 - Ground Support Equipment	28.49
Servicer	20.15
23382 - Ground Support Equipment	30.53
Worker	50.55
23391 - Gunsmith I	20.61
23392 - Gunsmith II	23.81
23393 - Gunsmith III	26.36
23410 - Heating Ventilation And Air-	22.80
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	23.71
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	25.81
23440 - Heavy Equipment Operator	23.00
23460 - Instrument Mechanic	26.36
23465 - Laboratory/Shelter Mechanic	25.17
23470 - Laborer	13.44
23510 - Locksmith	25.17
23530 - Machinery Maintenance	28.27
Mechanic	
23550 - Machinist Maintenance	22.01

23580 - Maintenance Trades Helper	18.88
23591 - Metrology Technician I	26.36
23592 - Metrology Technician II	27.47
23593 - Metrology Technician III	28.57
23640 - Millwright	26.36
23710 - Office Appliance Repairer	25.17
23760 - Painter Maintenance	21.23
23790 - Pipefitter Maintenance	27.67
23810 - Plumber Maintenance	24.62
23820 - Pneudraulic Systems Mechanic	26.36
23850 - Rigger	26.36
23870 - Scale Mechanic	23.81
23890 - Sheet-Metal Worker	32.54
Maintenance	01 10
23910 - Small Engine Mechanic	21.10
23931 - Telecommunications Mechanic	27.68
I	00.05
23932 - Telecommunications Mechanic	28.85
	22.00
23950 - Telephone Lineman	33.98
23960 - Welder Combination	22.01
Maintenance	
23965 - Well Driller	26.36
23970 - Woodcraft Worker 23980 - Woodworker	26.36
	20.61
24000 - Personal Needs Occupations	14 CE
24550 - Case Manager 24570 - Child Care Attendant	14.65 10.63
24570 - Child Care Attendant 24580 - Child Care Center Clerk	10.63
24500 - Child Care Center Clerk 24610 - Chore Aide	14.51
24610 - Chore Arde 24620 - Family Readiness And Support	14.65
Services	14.00
Coordinator	
24630 - Homemaker	16.12
25000 - Plant And System Operations	10.12
Occupations	
25010 - Boiler Tender	27.97
25040 - Sewage Plant Operator	21.30
25070 - Stationary Engineer	27.97
25190 - Ventilation Equipment Tender	20.03
25210 - Water Treatment Plant	20.03
Operator	21.20
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.02
27007 - Baggage Inspector	15.61
27008 - Corrections Officer	18.89
27010 - Court Security Officer	20.41
27030 - Detection Dog Handler	17.95
27040 - Detention Officer	18.89
27070 - Firefighter	21.35
	L1.00

27101 - Guard I		15.61
27102 - Guard II		17.95
27131 - Police Officer I		22.07
27132 - Police Officer II		24.51
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		14.37
28042 - Carnival Equipment Repairer		15.65
28043 - Carnival Worker		10.65
28210 - Gate Attendant/Gate Tender		15.25
28310 - Lifeguard		12.47
28350 - Park Attendant (Aide)		17.05
28510 - Recreation Aide/Health		12.45
Facility Attendant		
28515 - Recreation Specialist		20.29
28630 - Sports Official		13.59
28690 - Swimming Pool Operator		19.44
29000 - Stevedoring/Longshoremen		
Occupational Services		
29010 - Blocker And Bracer		23.81
29020 - Hatch Tender		23.81
29030 - Line Handler		23.81
29041 - Stevedore I		22.22
29042 - Stevedore II		25.17
30000 - Technical Occupations		
30010 - Air Traffic Control	(see 2)	40.70
Specialist Center (HFO)		
30011 - Air Traffic Control	(see 2)	28.07
Specialist Station (HFO)		
30012 - Air Traffic Control		30.90
Specialist Terminal (HFO) (see 2)		
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		27.39
30052 - Cryogenic Technician II		30.25
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		15.89
30082 - Engineering Technician II		19.08
30083 - Engineering Technician III		21.95
30084 - Engineering Technician IV		24.73
30085 - Engineering Technician V		30.25 36.61
30086 - Engineering Technician VI 30090 - Environmental Technician		24.73
30090 - Environmental Technician 30095 - Evidence Control Specialist		24.73
30210 - Laboratory Technician		22.25

30221 - Latent Fingerprint 27.39 Technician I 30.255 Technician II 30.255 30240 - Mathematical Technician 25.01 30361 - Paralegal/Legal Assistant I 18.91 30362 - Paralegal/Legal Assistant II 23.37 30363 - Paralegal/Legal Assistant IV 35.48 30375 - Petroleum Supply Specialist 30.25 30361 - Technical Writer I 24.73 30362 - Technical Writer II 30.25 30461 - Technical Writer II 30.25 30462 - Technical Writer II 30.25 30463 - Technical Writer II 30.25 30463 - Technical Writer III 30.25 30463 - Technical Writer III 30.25 30463 - Technical Writer III 30.25 30493 - Unexploded Ordnance (UXO) 31.29 Technician II 30493 30493 - Unexploded Ordnance (UXO) 37.51 Technician III 30.493 30494 - Unexploded (UXO) Sweep 25.86 Personnel 30.502 30502 - Weather Forecaster I 27.39 30502 - Weather Forecaster I		
30222 - Latent Fingerprint 30.25 Technician II 30240 - Mathematical Technician 25.01 30361 - Paralegal/Legal Assistant I 18.91 30362 - Paralegal/Legal Assistant II 23.97 30363 - Paralegal/Legal Assistant II 23.97 30364 - Paralegal/Legal Assistant IV 35.48 30375 - Petroleum Supply Specialist 30.25 30390 - Photo-Optics Technician 25.01 30395 - Radiation Control Technician 30.25 30461 - Technical Writer I 24.73 30462 - Technical Writer II 30.25 30463 - Technical Writer III 36.61 30491 - Unexploded Ordnance (UXO) 31.29 Technician II 30492 30492 - Unexploded Ordnance (UXO) 31.29 Technician II 30.32 30495 - Unexploded (UXO) Sweep 25.86 Personnel 30501 - Weather Forecaster I 33.32 30620 - Weather Observer Combined (see 2) 22.51 Upper Air Or 31.29 Sufface Programs 30421 - Weather Observer Senior (see 2) 25.01 31000 - Transportation/Mobile 14.29 Equipment Operation Occupations	5 1	.39
Technician II 25.01 30240 - Mathematical Technician 25.01 30361 - Paralegal/Legal Assistant I 23.97 30363 - Paralegal/Legal Assistant II 23.97 30364 - Paralegal/Legal Assistant IV 35.48 30375 - Petroleum Supply Specialist 30.25 30390 - Photo-Optics Technician 25.01 30395 - Radiation Control Technician 30.25 30461 - Technical Writer I 24.73 30462 - Technical Writer II 30.661 30493 - Technical Writer III 30.61 30491 - Unexploded Ordnance (UXO) 31.29 Technician II 30.493 30492 - Unexploded Ordnance (UXO) 31.29 Technician II 30.495 30495 - Unexploded Ordnance (UXO) 37.51 Technician II 30.495 30495 - Unexploded (UXO) Sweep 25.86 Personnel 30501 - Weather Forecaster I 27.39 30502 - Weather Observer Combined (see 2) 22.51 Upper Air Or 31.29 31000 - Transportation/Mobile Equipment Operation Occupations 31.29 31010 - Airplane Pilot 31.29 31020 - Bus Aide<		
30240 - Mathematical Technician 25.01 30361 - Paralegal/Legal Assistant I 18.91 30362 - Paralegal/Legal Assistant II 29.33 JII 30364 - Paralegal/Legal Assistant IV 35.48 30375 - Petroleum Supply Specialist 30.25 30390 - Photo-Optics Technician 25.01 30395 - Radiation Control Technician 30.25 30462 - Technical Writer II 30.25 30463 - Technical Writer II 30.25 30461 - Unexploded Ordnance (UXO) 25.86 Technician I 30.491 30492 - Unexploded Ordnance (UXO) 31.29 Technician II 30.493 30493 - Unexploded Ordnance (UXO) 37.51 Technician III 30.495 30501 - Weather Forecaster I 33.32 30502 - Weather Forecaster II 33.32 30502 - Weather Observer Combined (see 2) 22.51 Upper Air Or 31.29 31000 - Transportation/Mobile Eguipment Operation Occupations 31010 - Airp		.25
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99050 - Desk Clerk 10.50	99000 - Miscellaneous Occupations99020 - Cabin Safety Specialist15	
	99000 - Miscellaneous Occupations99020 - Cabin Safety Specialist99030 - Cashier10	.95
99095 - Embalmer 32.55	99000 - Miscellaneous Occupations99020 - Cabin Safety Specialist1599030 - Cashier1099050 - Desk Clerk10).95).50

99130 - Flight Follower	25.86
99251 - Laboratory Animal Caretaker	14.54
I	
99252 - Laboratory Animal Caretaker	15.87
II	
99260 - Marketing Analyst	24.22
99310 - Mortician	36.59
99410 - Pest Controller	17.98
99510 - Photofinishing Worker	13.59
99710 - Recycling Laborer	17.34
99711 - Recycling Specialist	21.12
99730 - Refuse Collector	15.50
99810 - Sales Clerk	12.20
99820 - School Crossing Guard	15.55
99830 - Survey Party Chief	23.16
99831 - Surveying Aide	14.40
99832 - Surveying Technician	19.71
99840 - Vending Machine Attendant	19.32
99841 - Vending Machine Repairer	23.23
99842 - Vending Machine Repairer	19.32
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 per month*

*This rate is to be used only when compensating employees for performance on an SCAcovered 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: 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:

 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)).

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor	WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Daniel W. Simms Division of Director Wage Determinations	Wage Determination No.: 2015-5091 Revision No.: 18 Date Of Last Revision: 12/27/2021

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022 Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022 Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Missouri

Area: Missouri Counties of Crawford Gasconade

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		14.10
01012 - Accounting Clerk II		15.83
01013 - Accounting Clerk III		18.57
01020 - Administrative Assistant		24.14
01035 - Court Reporter		19.05
01041 - Customer Service		12.87
Representative I		
01042 - Customer Service		14.47
Representative II		

01043 - Customer Service Representative III		15.80
01051 - Data Entry Operator I		13.83
01052 - Data Entry Operator II		15.09
01060 - Dispatcher Motor Vehicle		19.05
01070 - Document Preparation Clerk		14.86
01090 - Duplicating Machine Operator		14.86
01111 - General Clerk I		12.74
01112 - General Clerk II		15.00
01113 - General Clerk III		17.07
01120 - Housing Referral Assistant		20.96
01141 - Messenger Courier		12.47
01191 - Order Clerk I		14.29
01192 - Order Clerk II		15.60
01261 - Personnel Assistant		16.61
(Employment) I		10.01
01262 - Personnel Assistant		19.05
		19.05
(Employment) II 01263 - Personnel Assistant		20.73
		20.73
(Employment) III		21.30
01270 - Production Control Clerk		
01290 - Rental Clerk		16.06
01300 - Scheduler Maintenance		15.96
01311 - Secretary I		15.96
01312 - Secretary II		17.85
01313 - Secretary III		20.96
01320 - Service Order Dispatcher		18.12
01410 - Supply Technician		24.14
01410 - Supply Technician 01420 - Survey Worker		24.14 19.05
01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard		24.14
01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist		24.14 19.05 15.10
01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I		24.14 19.05 15.10 14.00
01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II		24.14 19.05 15.10 14.00 15.12
01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk III 01533 - Travel Clerk III		24.14 19.05 15.10 14.00 15.12 16.25
01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I		24.14 19.05 15.10 14.00 15.12 16.25 13.63
01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II		24.14 19.05 15.10 14.00 15.12 16.25 13.63 16.06
01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III		24.14 19.05 15.10 14.00 15.12 16.25 13.63
01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III		24.14 19.05 15.10 14.00 15.12 16.25 13.63 16.06 19.05
01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer		24.14 19.05 15.10 14.00 15.12 16.25 13.63 16.06
01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass		24.14 19.05 15.10 14.00 15.12 16.25 13.63 16.06 19.05 25.08
01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass 05010 - Automotive	Electrician	24.14 19.05 15.10 14.00 15.12 16.25 13.63 16.06 19.05 25.08 20.59
01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass 05010 - Automotive Glass Installer	Electrician	24.14 19.05 15.10 14.00 15.12 16.25 13.63 16.06 19.05 25.08 20.59 19.74
01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass 05010 - Automotive 05040 - Automotive Glass Installer 05070 - Automotive Worker	Electrician	24.14 19.05 15.10 14.00 15.12 16.25 13.63 16.06 19.05 25.08 20.59 19.74 19.74
01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotive Service Occupations 05010 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer	Electrician	24.14 19.05 15.10 14.00 15.12 16.25 13.63 16.06 19.05 25.08 20.59 19.74 19.74 19.74
01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass 05010 - Automotive 05040 - Automotive Glass Installer 05070 - Automotive Worker	Electrician	24.14 19.05 15.10 14.00 15.12 16.25 13.63 16.06 19.05 25.08 20.59 19.74 19.74
01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotive Service Occupations 05010 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer	Electrician	24.14 19.05 15.10 14.00 15.12 16.25 13.63 16.06 19.05 25.08 20.59 19.74 19.74 19.74 18.01 21.46
01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotive Service Occupations 05005 - Automotive Glass Installer 05010 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic 05160 - Motor Equipment Metal Worker	Electrician	24.14 19.05 15.10 14.00 15.12 16.25 13.63 16.06 19.05 25.08 20.59 19.74 19.74 19.74
01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotile Body Repairer Fiberglass 05010 - Automotive 05040 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic	Electrician	24.14 19.05 15.10 14.00 15.12 16.25 13.63 16.06 19.05 25.08 20.59 19.74 19.74 19.74 18.01 21.46
01410 - Supply Technician 01420 - Survey Worker 01460 - Switchboard Operator/Receptionist 01531 - Travel Clerk I 01532 - Travel Clerk II 01533 - Travel Clerk III 01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotive Service Occupations 05005 - Automotive Glass Installer 05010 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic 05160 - Motor Equipment Metal Worker	Electrician	24.14 19.05 15.10 14.00 15.12 16.25 13.63 16.06 19.05 20.59 19.74 19.74 19.74 18.01 21.46

05250 - Motor Vehicle Upholstery	
	18.88
Worker	10 84
05280 - Motor Vehicle Wrecker	19.74
05310 - Painter Automotive	20.59
05340 - Radiator Repair Specialist	19.74
05370 - Tire Repairer	15.80
05400 - Transmission Repair	21.46
Specialist	
07000 - Food Preparation And Service	
Occupations	10 88
07010 - Baker	12.77
07041 - Cook I	11.02
07042 - Cook II	12.72
07070 - Dishwasher	9.91
07130 - Food Service Worker	10.05
07210 - Meat Cutter	16.34
07260 - Waiter/Waitress	9.72
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	20.56
09040 - Furniture Handler	13.35
09080 - Furniture Refinisher	20.56
09090 - Furniture Refinisher Helper	16.55
09110 - Furniture Repairer Minor	18.84
09130 - Upholsterer	22.61
11000 - General Services And Support	
Occupations	11
11030 - Cleaner Vehicles	11.74
11060 - Elevator Operator	13.05
11090 - Gardener	17.40
11122 - Housekeeping Aide	13.05
11150 - Janitor	13.05
11010 Tabanan Granda Maintanana	12 00
11210 - Laborer Grounds Maintenance	13.09
11240 - Maid or Houseman	10.01
11240 - Maid or Houseman 11260 - Pruner	10.01 11.70
11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator	10.01 11.70 15.94
11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker	10.01 11.70 15.94 13.09
11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner	10.01 11.70 15.94
<pre>11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations</pre>	10.01 11.70 15.94 13.09 14.60
<pre>11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver</pre>	10.01 11.70 15.94 13.09 14.60 19.90
<pre>11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician</pre>	10.01 11.70 15.94 13.09 14.60 19.90 18.37
<pre>11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational</pre>	10.01 11.70 15.94 13.09 14.60 19.90
<pre>11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant</pre>	10.01 11.70 15.94 13.09 14.60 19.90 18.37 25.20
<pre>11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist</pre>	10.01 11.70 15.94 13.09 14.60 19.90 18.37
<pre>11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant</pre>	10.01 11.70 15.94 13.09 14.60 19.90 18.37 25.20 24.27
<pre>11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant 12020 - Dental Assistant</pre>	10.01 11.70 15.94 13.09 14.60 19.90 18.37 25.20 24.27 17.63
<pre>11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant 12020 - Dental Assistant 12025 - Dental Hygienist</pre>	10.01 11.70 15.94 13.09 14.60 19.90 18.37 25.20 24.27 17.63 31.34
<pre>11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant 12020 - Dental Assistant 12025 - Dental Hygienist 12030 - EKG Technician</pre>	10.01 11.70 15.94 13.09 14.60 19.90 18.37 25.20 24.27 17.63 31.34 30.89
<pre>11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant 12020 - Dental Assistant 12025 - Dental Hygienist</pre>	10.01 11.70 15.94 13.09 14.60 19.90 18.37 25.20 24.27 17.63 31.34

12040 - Emergency Medical Technician	19.90
12071 - Licensed Practical Nurse I	16.42
12072 - Licensed Practical Nurse II	18.37
12073 - Licensed Practical Nurse III	20.47
12100 - Medical Assistant	13.72
12130 - Medical Laboratory	24.95
Technician	
12160 - Medical Record Clerk	19.47
12190 - Medical Record Technician	21.78
12195 - Medical Transcriptionist	17.05
12210 - Nuclear Medicine	40.36
Technologist	11 64
12221 - Nursing Assistant I	11.64
12222 - Nursing Assistant II	13.08
12223 - Nursing Assistant III	14.27
12224 - Nursing Assistant IV	16.03
12235 - Optical Dispenser	16.07
12236 - Optical Technician	16.42
12250 - Pharmacy Technician	15.52
12280 - Phlebotomist	14.07
12305 - Radiologic Technologist	25.09
12311 - Registered Nurse I	26.36
12312 - Registered Nurse II	29.18
12313 - Registered Nurse II	29.18
Specialist	
12314 - Registered Nurse III	35.30
12315 - Registered Nurse III	35.30
Anesthetist	
12316 - Registered Nurse IV	42.33
12317 - Scheduler (Drug and Alcohol	22.75
Testing)	
12320 - Substance Abuse Treatment	18.25
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	19.88
13012 - Exhibits Specialist II	24.62
13013 - Exhibits Specialist III	30.12
13041 - Illustrator I	20.80
13042 - Illustrator II	25.56
13043 - Illustrator III	30.15
13047 - Librarian	27.27
13050 - Library Aide/Clerk	12.34
13054 - Library Information	24.62
Technology Systems	
Administrator	10 00
13058 - Library Technician	18.00
13061 - Media Specialist I	17.78
13062 - Media Specialist II	19.88
13063 - Media Specialist III	22.15

13071 - Photographer I		16.71
13072 - Photographer II		18.69
13073 - Photographer III		23.16
13074 - Photographer IV		27.91
13075 - Photographer V		33.77
13090 - Technical Order Library		15.50
Clerk		
13110 - Video Teleconference		18.54
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		17.04
14042 - Computer Operator II		19.06
14043 - Computer Operator III		21.26
14044 - Computer Operator IV		23.61
14045 - Computer Operator V		26.16
14071 - Computer Programmer I	(see 1)	22.01
14072 - Computer Programmer II	(see 1)	26.17
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		18.26
Operator		
14160 - Personal Computer Support		25.31
Technician		
14170 - System Support Specialist		25.77
15000 - Instructional Occupations		
15010 - Aircrew Training Devices		34.92
Instructor (Non-Rated)		
15020 - Aircrew Training Devices		42.25
Instructor (Rated)		
15030 - Air Crew Training Devices		50.64
Instructor (Pilot)		
15050 - Computer Based Training		34.92
Specialist / Instructor		
15060 - Educational Technologist		33.86
15070 - Flight Instructor (Pilot)		50.64
15080 - Graphic Artist		21.87
15085 - Maintenance Test Pilot Fixed		41.23
Jet/Prop		
15086 - Maintenance Test Pilot		41.23
Rotary Wing		
15088 - Non-Maintenance Test/Co-		41.23
Pilot		
15090 - Technical Instructor		20.66
15095 - Technical Instructor/Course		25.27
Developer		
15110 - Test Proctor		16.67

	1.6.67
15120 - Tutor	16.67
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations	11 07
16010 - Assembler	11.27
16030 - Counter Attendant	11.27
16040 - Dry Cleaner	13.44
16070 - Finisher Flatwork Machine	11.27
16090 - Presser Hand	11.27
16110 - Presser Machine Drycleaning	11.27
16130 - Presser Machine Shirts	11.27
16160 - Presser Machine Wearing	11.27
Apparel Laundry	14.43
16190 - Sewing Machine Operator	
16220 - Tailor 16250 - Washer Machine	15.43
	11.81
19000 - Machine Tool Operation And	
Repair Occupations	
19010 - Machine-Tool Operator (Tool	22.05
Room)	
19040 - Tool And Die Maker	25.72
21000 - Materials Handling And Packing	
Occupations	10 14
21020 - Forklift Operator	19.14
21030 - Material Coordinator	21.30
21040 - Material Expediter	21.30
21050 - Material Handling Laborer	19.18
21071 - Order Filler	14.20
21080 - Production Line Worker (Food	19.14
Processing)	1 - 1 0
21110 - Shipping Packer	15.18 15.18
21130 - Shipping/Receiving Clerk	
21140 - Store Worker I	13.67
21150 - Stock Clerk	19.28
21210 - Tools And Parts Attendant	19.14
21410 - Warehouse Specialist	19.14
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	35.00
23010 - Aerospace Structural Weider 23019 - Aircraft Logs and Records	28.49
Technician	20.49
23021 - Aircraft Mechanic I	33.73
23022 - Aircraft Mechanic II	35.00
23022 - Aircraft Mechanic III	36.34
23040 - Aircraft Mechanic Helper	24.21
23050 - Aircraft Painter	32.04
23060 - Aircraft Servicer	28.49
23070 - Aircraft Survival Flight	32.04
Equipment Technician	52.01
23080 - Aircraft Worker	30.23
20000 AILCLAIC MOINCL	50.25

23091 - Aircrew Life Support	30.23
Equipment (ALSE) Mechanic	00,20
T	
23092 - Aircrew Life Support	33.73
Equipment (ALSE) Mechanic	55.75
II	
23110 - Appliance Mechanic	24.01
23120 - Bicycle Repairer	20.61
23125 - Cable Splicer	34.98
	26.52
23130 - Carpenter Maintenance	
23140 - Carpet Layer	23.81
23160 - Electrician Maintenance	30.81
23181 - Electronics Technician	34.01
Maintenance I	
23182 - Electronics Technician	35.96
Maintenance II	
23183 - Electronics Technician	37.66
Maintenance III	
23260 - Fabric Worker	22.22
23290 - Fire Alarm System Mechanic	26.36
23310 - Fire Extinguisher Repairer	20.61
23311 - Fuel Distribution System	25.06
Mechanic	
23312 - Fuel Distribution System	19.59
Operator	
23370 - General Maintenance Worker	20.67
23380 - Ground Support Equipment	33.73
Mechanic	
23381 - Ground Support Equipment	28.49
Servicer	
23382 - Ground Support Equipment	30.23
Worker	00,10
23391 - Gunsmith I	20.61
23392 - Gunsmith II	23.81
23393 - Gunsmith III	26.36
23410 - Heating Ventilation And Air-	20.30
-	22.39
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	23.24
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	25.81
23440 - Heavy Equipment Operator	25.39
23460 - Instrument Mechanic	26.36
23465 - Laboratory/Shelter Mechanic	25.17
23470 - Laborer	17.17
23510 - Locksmith	25.17
23530 - Machinery Maintenance	28.27
Mechanic	
23550 - Machinist Maintenance	24.17

23580 - Maintenance Trades Helper	18.88
23591 - Metrology Technician I	26.36
23592 - Metrology Technician II	27.47
23593 - Metrology Technician III	28.57
23640 - Millwright	27.07
23710 - Office Appliance Repairer	25.17
23760 - Painter Maintenance	23.03
23790 - Pipefitter Maintenance	30.12
23810 - Plumber Maintenance	28.85
23820 - Pneudraulic Systems Mechanic	26.36
23850 - Rigger	26.36
23870 - Scale Mechanic	23.81
23890 - Sheet-Metal Worker	32.13
Maintenance	01 06
23910 - Small Engine Mechanic	21.36
23931 - Telecommunications Mechanic	27.68
I	00.05
23932 - Telecommunications Mechanic	28.85
23950 - Telephone Lineman	33.98
23960 - Welder Combination	23.21
Maintenance	
23965 - Well Driller	26.36
23970 - Woodcraft Worker	26.36
23980 - Woodworker	20.61
24000 - Personal Needs Occupations	
24550 - Case Manager	14.65
24570 - Child Care Attendant	9.92
24580 - Child Care Center Clerk	13.39
24610 - Chore Aide	11.07
24620 - Family Readiness And Support	14.65
Services	
Coordinator	14 CE
24630 - Homemaker	14.65
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	27.97
25040 - Sewage Plant Operator	23.34
25070 - Stationary Engineer 25190 - Ventilation Equipment Tender	27.97 20.03
25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant	20.03
Operator	23.34
27000 - Protective Service Occupations	
27000 - Protective Service Occupations 27004 - Alarm Monitor	17.23
27004 - Alarm Monitor 27007 - Baggage Inspector	17.23
27007 - Baggage Inspector 27008 - Corrections Officer	18.82
27008 - Corrections Officer 27010 - Court Security Officer	22.13
27010 - Court Security Officer 27030 - Detection Dog Handler	17.95
27030 - Detection Dog Handler 27040 - Detention Officer	17.95
27040 - Detention Officer 27070 - Firefighter	25.67
ZIVIO - FILELIGILEI	23.07

27101 - Guard I	15.61
27102 - Guard II	17.95
27131 - Police Officer I	22.39
27132 - Police Officer II	24.88
28000 - Recreation Occupations	
	14.48
	15.77
	10.65
28210 - Gate Attendant/Gate Tender	14.65
28310 - Lifeguard	11.59
	16.38
	11.95
Facility Attendant	
	20.29
-	13.04
-	18.19
29000 - Stevedoring/Longshoremen	
Occupational Services	
	23.81
	23.81
	23.81
	22.22
	25.17
30000 - Technical Occupations	
-	40.70
Specialist Center (HFO)	10.70
•	28.07
Specialist Station (HFO)	
-	30.90
Specialist Terminal (HFO) (see 2)	
	19.36
-	21.56
5	25.04
-	27.52
	24.73
	27.39
	30.25
1 2	19.36
	21.56
-	24.15
	29.71
	17.67
	19.83
	22.18
	27.48
	33.62
	40.68
	24.73
	24.73
	22.61

30221 - Latent Fingerprint		27.39
Technician I		
30222 - Latent Fingerprint		30.25
Technician II		
30240 - Mathematical Technician		26.82
30361 - Paralegal/Legal Assistant I		20.04
30362 - Paralegal/Legal Assistant II		24.86
30363 - Paralegal/Legal Assistant		30.37
III		
30364 - Paralegal/Legal Assistant IV		36.75
30375 - Petroleum Supply Specialist		30.25
30390 - Photo-Optics Technician		26.82
30395 - Radiation Control Technician		30.25
30461 - Technical Writer I		24.73
30462 - Technical Writer II		30.25
30463 - Technical Writer III		36.61
30491 - Unexploded Ordnance (UXO)		25.86
Technician I		21 00
30492 - Unexploded Ordnance (UXO)		31.29
Technician II		
30493 - Unexploded Ordnance (UXO)		37.51
Technician III		
30494 - Unexploded (UXO) Safety		25.86
Escort		
30495 - Unexploded (UXO) Sweep		25.86
Personnel		
30501 - Weather Forecaster I		27.39
30502 - Weather Forecaster II		33.32
30620 - Weather Observer Combined (see	2)	24.15
Upper Air Or		
Surface Programs		
30621 - Weather Observer Senior (see	2)	26.82
31000 - Transportation/Mobile		
Equipment Operation Occupations		
31010 - Airplane Pilot		31.29
31020 - Bus Aide		13.40
31030 - Bus Driver		18.17
31043 - Driver Courier		15.43
31260 - Parking and Lot Attendant		11.29
31290 - Shuttle Bus Driver		16.94
31310 - Taxi Driver		12.80
31361 - Truckdriver Light		16.94
31362 - Truckdriver Light 31362 - Truckdriver Medium		18.11
31363 - Truckdriver Heavy		21.17
		01 10
31364 - Truckdriver Tractor-Trailer		21.17
99000 - Miscellaneous Occupations		
99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist		15.26
99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist 99030 - Cashier		15.26 10.95
99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist		15.26

99130 - Flight Follower	25.86
99251 - Laboratory Animal Caretaker	14.54
I	
99252 - Laboratory Animal Caretaker	15.87
II	
99260 - Marketing Analyst	24.22
99310 - Mortician	36.95
99410 - Pest Controller	16.58
99510 - Photofinishing Worker	13.59
99710 - Recycling Laborer	18.45
99711 - Recycling Specialist	22.00
99730 - Refuse Collector	16.24
99810 - Sales Clerk	12.95
99820 - School Crossing Guard	15.55
99830 - Survey Party Chief	21.68
99831 - Surveying Aide	14.38
99832 - Surveying Technician	19.71
99840 - Vending Machine Attendant	17.25
99841 - Vending Machine Repairer	20.15
99842 - Vending Machine Repairer	17.25
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 per month*

*This rate is to be used only when compensating employees for performance on an SCAcovered 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: 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:

 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)).

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT	U.S. DEPARTMENT OF LABOR
By direction of the Secretary of Labor	WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Daniel W. Simms Division of Director Wage Determinations	Wage Determination No.: 2015-5093 Revision No.: 18 Date Of Last Revision: 12/27/2021

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022 Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022 Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Missouri

Area: Missouri Counties of Benton Camden Dent Hickory Laclede Maries Miller Morgan Phelps Pulaski St Clair

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		13.79
01012 - Accounting Clerk II		15.49
01013 - Accounting Clerk III		17.32
01020 - Administrative Assistant		23.31
01035 - Court Reporter		17.12
01041 - Customer Service		12.87
Representative I		
01042 - Customer Service		14.47
Representative II		

01043 - Customer Service	15.80
Representative III	12 02
01051 - Data Entry Operator I	13.83
01052 - Data Entry Operator II	15.09
01060 - Dispatcher Motor Vehicle	18.76
01070 - Document Preparation Clerk	13.85
01090 - Duplicating Machine Operator	13.85
01111 - General Clerk I	12.74
01112 - General Clerk II	13.90
01113 - General Clerk III	15.61
01120 - Housing Referral Assistant	19.08
01141 - Messenger Courier	11.87
01191 - Order Clerk I	13.40
01192 - Order Clerk II	14.63
01261 - Personnel Assistant	16.61
(Employment) I	
01262 - Personnel Assistant	18.57
(Employment) II	
01263 - Personnel Assistant	20.70
(Employment) III	
01270 - Production Control Clerk	21.30
01290 - Rental Clerk	15.27
01300 - Scheduler Maintenance	15.31
01311 - Secretary I	15.31
01312 - Secretary II	17.12
01313 - Secretary III	19.08
01320 - Service Order Dispatcher	16.77
01410 - Supply Technician	23.31
01420 - Survey Worker	14.95
01460 - Switchboard	12.15
Operator/Receptionist	
01531 - Travel Clerk I	14.00
01532 - Travel Clerk II	15.12
01533 - Travel Clerk III	16.25
01611 - Word Processor I	13.63
01612 - Word Processor II	15.31
01613 - Word Processor III	17.12
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	24.45
Fiberglass	
05010 - Automotive Electrician	16.87
05040 - Automotive Glass Installer	15.95
05070 - Automotive Worker	15.95
05110 - Mobile Equipment Servicer	14.19
05130 - Motor Equipment Metal	= '
· · · · · · · · · · · · · · · · · · ·	17.73
Mechanic	17.73
05160 - Motor Equipment Metal Worker	15.95

05250 - Motor Vehicle Upholstery	15.36
Worker	1 5 0 5
05280 - Motor Vehicle Wrecker	15.95
05310 - Painter Automotive	16.86
05340 - Radiator Repair Specialist	15.95
05370 - Tire Repairer	12.54
05400 - Transmission Repair	17.73
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	12.02
07041 - Cook I	11.01
07042 - Cook II	12.72
07070 - Dishwasher	9.91
07130 - Food Service Worker	9.81
07210 - Meat Cutter	15.66
07260 - Waiter/Waitress	9.72
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	17.42
09040 - Furniture Handler	10.52
09080 - Furniture Refinisher	16.02
09090 - Furniture Refinisher Helper	12.95
09110 - Furniture Repairer Minor	14.14
09130 - Upholsterer	14.97
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	11.66
11060 - Elevator Operator	13.05
11090 - Gardener	17.40
11122 - Housekeeping Aide	13.05
11150 - Janitor	13.05
11210 - Laborer Grounds Maintenance	13.09
11240 - Maid or Houseman	10.01
11260 - Pruner	11.70
11270 - Tractor Operator	15.94
11330 - Trail Maintenance Worker	13.09
11360 - Window Cleaner	14.60
12000 - Health Occupations	
12010 - Ambulance Driver	17.12
12011 - Breath Alcohol Technician	18.37
12012 - Certified Occupational	25.20
Therapist Assistant	
12015 - Certified Physical Therapist	24.27
Assistant	
12020 - Dental Assistant	17.53
12025 - Dental Hygienist	31.34
12030 - EKG Technician	30.89
12035 - Electroneurodiagnostic	30.89
Technologist	
5	

12040 - Emergency Medical Technician	17.12
12071 - Licensed Practical Nurse I	16.42
12072 - Licensed Practical Nurse II	18.37
12073 - Licensed Practical Nurse III	20.47
12100 - Medical Assistant	13.72
12130 - Medical Laboratory	21.66
Technician	
12160 - Medical Record Clerk	19.47
12190 - Medical Record Technician	21.78
12195 - Medical Transcriptionist	17.05
12210 - Nuclear Medicine	40.36
Technologist	
12221 - Nursing Assistant I	11.64
12222 - Nursing Assistant II	13.08
12223 - Nursing Assistant III	14.27
12224 - Nursing Assistant IV	16.03
12235 - Optical Dispenser	15.06
12236 - Optical Technician	16.42
12250 - Pharmacy Technician	14.36
12280 - Phlebotomist	14.19
12305 - Radiologic Technologist	24.80
12311 - Registered Nurse I	23.60
12312 - Registered Nurse II	28.87
12313 - Registered Nurse II	28.87
Specialist	
12314 - Registered Nurse III	34.94
12315 - Registered Nurse III	34.94
Anesthetist	
12316 - Registered Nurse IV	41.87
12317 - Scheduler (Drug and Alcohol	22.75
Testing)	
12320 - Substance Abuse Treatment	18.25
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	19.88
13012 - Exhibits Specialist II	24.42
13013 - Exhibits Specialist III	27.49
13041 - Illustrator I	19.88
13042 - Illustrator II	24.42
13043 - Illustrator III	27.49
13047 - Librarian	24.89
13050 - Library Aide/Clerk	12.51
13054 - Library Information	22.48
Technology Systems	
Administrator	
13058 - Library Technician	18.00
13061 - Media Specialist I	16.23
13062 - Media Specialist II	18.14
13063 - Media Specialist III	20.22
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13071 - Photographer I		13.79
13072 - Photographer II		15.47
13073 - Photographer III		19.91
13074 - Photographer IV		24.34
13075 - Photographer V		30.59
13090 - Technical Order Library		15.50
Clerk		
13110 - Video Teleconference		18.05
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		15.38
14042 - Computer Operator II		17.20
14043 - Computer Operator III		19.17
14044 - Computer Operator IV		21.31
14045 - Computer Operator V		23.60
14071 - Computer Programmer I	(see 1)	20.64
14072 - Computer Programmer II	(see 1)	25.57
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		15.38
Operator		
14160 - Personal Computer Support		21.31
Technician		
14170 - System Support Specialist		23.60
15000 - Instructional Occupations		
15010 - Aircrew Training Devices		30.91
Instructor (Non-Rated)		
15020 - Aircrew Training Devices		37.41
Instructor (Rated)		
15030 - Air Crew Training Devices		43.95
Instructor (Pilot)		
15050 - Computer Based Training		30.91
Specialist / Instructor		
15060 - Educational Technologist		32.38
15070 - Flight Instructor (Pilot)		43.95
15080 - Graphic Artist		20.17
15085 - Maintenance Test Pilot Fixed		41.23
Jet/Prop		
15086 - Maintenance Test Pilot		41.23
Rotary Wing		
15088 - Non-Maintenance Test/Co-		41.23
Pilot		
15090 - Technical Instructor		18.49
15095 - Technical Instructor/Course		22.61
Developer		
15110 - Test Proctor		14.92
		11.72

15100 mater	14 00
15120 - Tutor	14.92
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations 16010 - Assembler	11.27
16030 - Counter Attendant	11.27
	13.44
16040 - Dry Cleaner 16070 - Finisher Flatwork Machine	13.44
16090 - Presser Hand	11.27
16110 - Presser Machine Drycleaning	11.27
16130 - Presser Machine Drycleaning 16130 - Presser Machine Shirts	11.27
16160 - Presser Machine Wearing	11.27
Apparel Laundry	11.21
16190 - Sewing Machine Operator	14.43
16220 - Tailor	15.43
16250 - Washer Machine	11.81
19000 - Machine Tool Operation And	11.01
-	
Repair Occupations 19010 - Machine-Tool Operator (Tool	19.53
Room)	19.55
19040 - Tool And Die Maker	22.96
	22.90
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	18.10
21020 - Material Coordinator	21.00
21030 - Material Expediter	21.00
21040 - Material Expeditor 21050 - Material Handling Laborer	13.18
21050 - Material Handling Laborer 21071 - Order Filler	12.78
21080 - Production Line Worker (Food	18.10
Processing)	10.10
21110 - Shipping Packer	15.18
21130 - Shipping Receiving Clerk	15.18
21140 - Store Worker I	13.67
21150 - Stock Clerk	19.28
21210 - Tools And Parts Attendant	18.10
21410 - Warehouse Specialist	18.10
23000 - Mechanics And Maintenance And	10.10
Repair Occupations	
23010 - Aerospace Structural Welder	28.72
23019 - Aircraft Logs and Records	23.23
Technician	
23021 - Aircraft Mechanic I	27.57
23022 - Aircraft Mechanic II	28.72
23023 - Aircraft Mechanic III	29.91
23040 - Aircraft Mechanic Helper	20.72
23050 - Aircraft Painter	26.32
23060 - Aircraft Servicer	23.23
23070 - Aircraft Survival Flight	26.32
Equipment Technician	
23080 - Aircraft Worker	24.89

	04.00
23091 - Aircrew Life Support	24.89
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	27.57
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	22.81
23120 - Bicycle Repairer	19.44
23125 - Cable Splicer	34.98
23130 - Carpenter Maintenance	21.56
23140 - Carpet Layer	23.81
23160 - Electrician Maintenance	23.02
23181 - Electronics Technician	34.01
Maintenance I	
23182 - Electronics Technician	35.96
Maintenance II	
23183 - Electronics Technician	37.66
Maintenance III	
23260 - Fabric Worker	22.22
23290 - Fire Alarm System Mechanic	26.36
23310 - Fire Extinguisher Repairer	20.61
23311 - Fuel Distribution System	25.06
Mechanic	
23312 - Fuel Distribution System	19.59
Operator	
23370 - General Maintenance Worker	18.02
23380 - Ground Support Equipment	27.57
Mechanic	
23381 - Ground Support Equipment	23.23
Servicer	
23382 - Ground Support Equipment	24.89
Worker	
23391 - Gunsmith I	20.61
23392 - Gunsmith II	23.81
23393 - Gunsmith III	26.36
23410 - Heating Ventilation And Air-	20.83
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	21.70
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	25.81
23440 - Heavy Equipment Operator	22.87
23460 - Instrument Mechanic	26.36
23465 - Laboratory/Shelter Mechanic	25.17
23470 - Laborer	13.72
23510 - Locksmith	25.17
23530 - Machinery Maintenance	28.27
Mechanic	20.21
23550 - Machinist Maintenance	21.27

23580 - Maintenance Trades Helper	18.88
23591 - Metrology Technician I	26.36
23592 - Metrology Technician II	27.47
23593 - Metrology Technician III	28.57
23640 - Millwright	26.36
23710 - Office Appliance Repairer	20.77
23760 - Painter Maintenance	19.22
23790 - Pipefitter Maintenance	26.04
23810 - Plumber Maintenance	24.28
23820 - Pneudraulic Systems Mechanic	26.36
23850 - Rigger	26.36
23870 - Scale Mechanic	23.81
23890 - Sheet-Metal Worker	29.01
Maintenance	10.00
23910 - Small Engine Mechanic	18.80
23931 - Telecommunications Mechanic	27.68
I	00.05
23932 - Telecommunications Mechanic	28.85
	21 00
23950 - Telephone Lineman	31.82
23960 - Welder Combination	18.57
Maintenance	
23965 - Well Driller	26.36
23970 - Woodcraft Worker	26.36
23980 - Woodworker	20.61
24000 - Personal Needs Occupations	
24550 - Case Manager	14.65
24570 - Child Care Attendant	9.92
24580 - Child Care Center Clerk	13.26
24610 - Chore Aide	11.07
24620 - Family Readiness And Support	14.65
24620 - Family Readiness And Support Services	14.05
24620 - Family Readiness And Support Services Coordinator	
24620 - Family Readiness And Support Services Coordinator 24630 - Homemaker	15.27
24620 - Family Readiness And Support Services Coordinator 24630 - Homemaker 25000 - Plant And System Operations	
24620 - Family Readiness And Support Services Coordinator 24630 - Homemaker 25000 - Plant And System Operations Occupations	15.27
24620 - Family Readiness And Support Services Coordinator 24630 - Homemaker 25000 - Plant And System Operations Occupations 25010 - Boiler Tender	15.27 27.97
24620 - Family Readiness And Support Services Coordinator 24630 - Homemaker 25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator	15.27 27.97 19.37
24620 - Family Readiness And Support Services Coordinator 24630 - Homemaker 25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer	15.27 27.97 19.37 27.97
24620 - Family Readiness And Support Services Coordinator 24630 - Homemaker 25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender	15.27 27.97 19.37 27.97 20.03
24620 - Family Readiness And Support Services Coordinator 24630 - Homemaker 25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant	15.27 27.97 19.37 27.97
24620 - Family Readiness And Support Services Coordinator 24630 - Homemaker 25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator	15.27 27.97 19.37 27.97 20.03
24620 - Family Readiness And Support Services Coordinator 24630 - Homemaker 25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator	15.27 27.97 19.37 27.97 20.03 19.37
24620 - Family Readiness And Support Services Coordinator 24630 - Homemaker 25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor	15.27 27.97 19.37 27.97 20.03 19.37 15.33
24620 - Family Readiness And Support Services Coordinator 24630 - Homemaker 25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor 27007 - Baggage Inspector	15.27 27.97 19.37 27.97 20.03 19.37 15.33 15.61
24620 - Family Readiness And Support Services Coordinator 24630 - Homemaker 25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor 27007 - Baggage Inspector 27008 - Corrections Officer	15.27 27.97 19.37 27.97 20.03 19.37 15.33 15.61 18.04
24620 - Family Readiness And Support Services Coordinator 24630 - Homemaker 25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor 27008 - Corrections Officer 27010 - Court Security Officer	15.27 27.97 19.37 27.97 20.03 19.37 15.33 15.61 18.04 17.21
24620 - Family Readiness And Support Services Coordinator 24630 - Homemaker 25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor 27007 - Baggage Inspector 27008 - Corrections Officer 27010 - Court Security Officer 27030 - Detection Dog Handler	15.27 27.97 19.37 27.97 20.03 19.37 15.33 15.61 18.04 17.21 17.95
24620 - Family Readiness And Support Services Coordinator 24630 - Homemaker 25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor 27007 - Baggage Inspector 27008 - Corrections Officer 27010 - Court Security Officer	15.27 27.97 19.37 27.97 20.03 19.37 15.33 15.61 18.04 17.21

27101 - Guard I			15.61
27102 - Guard II			17.95
27131 - Police Officer I			18.72
27132 - Police Officer II			20.81
28000 - Recreation Occupations			
28041 - Carnival Equipment Operator			14.37
28042 - Carnival Equipment Repairer			15.65
28043 - Carnival Worker			10.65
28210 - Gate Attendant/Gate Tender			14.65
28310 - Lifequard			10.83
28350 - Park Attendant (Aide)			16.38
28510 - Recreation Aide/Health			11.95
Facility Attendant			
28515 - Recreation Specialist			20.29
28630 - Sports Official			13.04
28690 - Swimming Pool Operator			18.90
29000 - Stevedoring/Longshoremen			10.90
Occupational Services			
29010 - Blocker And Bracer			23.81
29010 - Blocker And Bracer 29020 - Hatch Tender			23.81
29020 - Hatch Tender 29030 - Line Handler			
			23.81
29041 - Stevedore I			22.22
29042 - Stevedore II			25.17
30000 - Technical Occupations		<u></u>	
30010 - Air Traffic Control	(see	2)	40.70
Specialist Center (HFO)			
30011 - Air Traffic Control	(see	2)	28.07
Specialist Station (HFO)			
30012 - Air Traffic Control			30.90
Specialist Terminal (HFO) (see 2)			
30021 - Archeological Technician I			17.85
30022 - Archeological Technician II			19.96
30023 - Archeological Technician III			24.73
30030 - Cartographic Technician			24.73
30040 - Civil Engineering Technician			24.73
30051 - Cryogenic Technician I			27.39
30052 - Cryogenic Technician II			30.25
30061 - Drafter/CAD Operator I			17.85
30062 - Drafter/CAD Operator II			19.96
30063 - Drafter/CAD Operator III			22.25
30064 - Drafter/CAD Operator IV			27.39
30081 - Engineering Technician I			15.10
30082 - Engineering Technician II			17.40
30083 - Engineering Technician III			20.33
30084 - Engineering Technician IV			25.19
30085 - Engineering Technician V			30.82
30086 - Engineering Technician VI			37.29
30090 - Environmental Technician			24.73
30095 - Evidence Control Specialist			24.73
30210 - Laboratory Technician			22.70
JUZIO HADOLACOLY LECHILLCLAII			22.10

30221 - Latent Fingerprint 27.39 Technician I 30.25 Technician II 30.25 30240 - Mathematical Technician 24.73 30361 - Paralegal/Legal Assistant I 18.48 30362 - Paralegal/Legal Assistant II 22.89 30363 - Paralegal/Legal Assistant IV 33.87 30375 - Petroleum Supply Specialist 30.25 30390 - Photo-Optics Technician 24.73 30395 - Radiation Control Technician 30.25 30462 - Technical Writer I 24.73 30462 - Technical Writer II 30.25 30461 - Technical Writer II 30.25 30462 - Technical Writer II 30.25 30463 - Technical Writer II 30.25 30464 - Unexploded Ordnance (UXO) 31.29 Technician II 30.494 30493 - Unexploded Ordnance (UXO) 37.51 Technician III 30.495 30494 - Unexploded (UXO) Safety 25.86 Fescort 30.495 30501 - Weather Forecaster I 27.39 30502 - Weather Observer Combined (see 2) 24.73 31000 - Airplan				
30222 - Latent Fingerprint 30.25 Technician II 30240 30240 - Mathematical Technician 24.73 30361 - Paralegal/Legal Assistant I 18.48 30362 - Paralegal/Legal Assistant II 22.89 30363 - Paralegal/Legal Assistant IV 33.87 30364 - Paralegal/Legal Assistant IV 33.87 30365 - Paralegal/Legal Assistant IV 33.87 30364 - Paralegal/Legal Assistant IV 33.87 30375 - Petroleum Supply Specialist 30.25 30361 - Technical Writer II 30.25 30462 - Technical Writer II 30.25 30463 - Technical Writer III 30.25 30462 - Technical Writer III 30.25 30463 - Technical Writer III 30.25 30463 - Technical Writer III 30.49 30492 - Unexploded Ordnance (UXO) 31.29 Technician II 30493 30493 - Unexploded Ordnance (UXO) 37.51 Technician III 30.495 30501 - Weather Forecaster I 27.39 30502 - Weather Forecaster II 33.32 30621 - Weather Forecaster II 33.32 30502 - Weather Forecaster II 33.31 <				27.39
Technician II 24.73 30240 - Mathematical Technician 24.73 30361 - Paralegal/Legal Assistant I 18.48 30362 - Paralegal/Legal Assistant II 22.89 30363 - Paralegal/Legal Assistant IV 33.87 30364 - Paralegal/Legal Assistant IV 33.87 30375 - Petroleum Supply Specialist 30.25 30390 - Photo-Optics Technician 24.73 30461 - Technical Writer I 24.73 30462 - Technical Writer II 30.25 30463 - Technical Writer II 30.61 30491 - Unexploded Ordnance (UXO) 25.86 Technician II 30.491 30492 - Unexploded Ordnance (UXO) 37.51 Technician II 30.492 30493 - Unexploded (UXO) Safety 25.86 Escort 30.493 30501 - Weather Forecaster I 27.39 30502 - Weather Forecaster I 23.32 30620 - Weather Observer Combined (see 2) 24.73 31000 - Transportation/Mobile 24.73 31000 - Transportation/Mobile 33.31 31030 - Bus Driver 18.18 31020				20 25
30240 - Mathematical Technician 24.73 30361 - Paralegal/Legal Assistant I 18.48 30363 - Paralegal/Legal Assistant II 22.00 III 30.364 Paralegal/Legal Assistant IV 33.87 30375 - Petroleum Supply Specialist 30.25 30390 - Photo-Optics Technician 24.73 30461 - Technical Writer I 24.73 30462 - Technical Writer II 30.25 30463 - Technical Writer II 30.25 30463 - Technical Writer III 30.25 30463 - Technical Writer III 30.25 30461 - Unexploded Ordnance (UXO) 25.86 Technician I 30.25 30491 - Unexploded Ordnance (UXO) 31.29 Technician II 30.491 30492 - Unexploded Ordnance (UXO) 37.51 Technician II 30.495 30494 - Unexploded (UXO) Safety 25.86 Personnel 30.300 30501 - Weather Forecaster I 27.39 30502 - Weather Observer Senior (see 2) 24.73 30601 - Weather Observer Senior (see 2) 24.73 30100 - Transportation/Mobile 29 Equipment Operation Occupations				30.25
30361 - Paralegal/Legal Assistant I 18.48 30362 - Paralegal/Legal Assistant II 22.89 30363 - Paralegal/Legal Assistant 28.00 III 30.375 - Petroleum Supply Specialist 30.25 30390 - Photo-Optics Technician 24.73 30395 - Radiation Control Technician 30.25 30461 - Technical Writer I 24.73 30462 - Technical Writer II 30.25 30463 - Technical Writer II 30.25 30463 - Technical Writer II 30.25 30463 - Technical Writer III 30.25 30463 - Technical Writer III 36.61 30491 - Unexploded Ordnance (UXO) 31.29 Technician II 30493 - Unexploded Ordnance (UXO) 31.29 Technician III 30495 - Unexploded (UXO) Sweep 25.86 Personnel 30501 - Weather Forecaster I 27.39 30502 - Weather Observer Combined (see 2) 22.25 Upper Air Or 31000 - Transportation/Mobile 24.73 Sufface Programs 31020 - Bus Aide 13.31 31030 - Bus Driver 18.18 31.129 31020 - Bus Aide 13.31 31.29 31020 - Bus Aide <th></th> <th></th> <th></th> <th>21 72</th>				21 72
30362 - Paralegal/Legal Assistant II 22.89 30363 - Paralegal/Legal Assistant 28.00 III 30364 - Paralegal/Legal Assistant IV 33.87 30375 - Petroleum Supply Specialist 30.25 30390 - Photo-Optics Technician 30.25 30305 - Radiation Control Technician 30.25 30461 - Technical Writer I 24.73 30462 - Technical Writer II 30.25 30463 - Technical Writer III 30.625 30463 - Technical Writer III 30.61 30491 - Unexploded Ordnance (UXO) 25.86 Technician I 7 30492 - Unexploded Ordnance (UXO) 37.51 Technician II 30.491 30493 - Unexploded (UXO) Safety 25.86 Escort 25.86 Sofo2 - Weather Forecaster I 27.39 30502 - Weather Forecaster I 33.32 30620 - Weather Observer Combined (see 2) 22.25 Upper Air Or 31010 - Airplane Pilot 31.29 31010 - Airplane Pilot 31.31 31030 - Bus Aide 13.31 31020 - Bus Aide 13.31 31200 - Bus Aide 13.31				
30363 - Paralegal/Legal Assistant 28.00 III 30364 - Paralegal/Legal Assistant IV 33.87 30375 - Petroleum Supply Specialist 30.25 30390 - Photo-Optics Technician 24.73 30395 - Radiation Control Technician 30.25 30461 - Technical Writer I 24.73 30462 - Technical Writer II 30.25 30461 - Unexploded Ordnance (UXO) 25.86 Technician I 30.492 30492 - Unexploded Ordnance (UXO) 31.29 Technician II 30.493 30493 - Unexploded Ordnance (UXO) 37.51 Technician III 30.493 30493 - Unexploded (UXO) Safety 25.86 Personnel 27.39 30501 - Weather Forecaster I 27.39 30620 - Weather Forecaster II 33.32 30621 - Weather Observer Combined (see 2) 24.73 31000 - Transportation/Mobile 25.386 Equipment Operation Occupations 31.29 31020 - Bus Aide 13.31 31030 - Bus Driver 31.29 31020 - Bus Aide 13.31 31020 - Bus Aide 13.31 31200 - Shuttle Bus Dr				
III 30364 - Paralegal/Legal Assistant IV 33.87 30375 - Petroleum Supply Specialist 30.25 30390 - Photo-Optics Technician 24.73 30395 - Radiation Control Technician 30.25 30461 - Technical Writer I 24.73 30462 - Technical Writer II 30.25 30463 - Technical Writer III 30.661 30491 - Unexploded Ordnance (UXO) 25.86 Technician I 30492 - Unexploded Ordnance (UXO) 31.29 Technician II 30493 - Unexploded Ordnance (UXO) 37.51 Technician III 30494 - Unexploded (UXO) Safety 25.86 Escort 25.86 Personnel 30501 - Weather Forecaster I 27.39 30502 - Weather Forecaster I 27.39 30502 - Weather Forecaster II 33.32 30620 - Weather Forecaster II 33.32 30620 - Weather Forecaster II 33.32 30620 - Weather Observer Combined (see 2) 24.73 31000 - Transportation/Mobile Equipment Operation Occupations 31.29 31010 - Airplane Pilot 31.29 31020 - Bus Aide 13.31 31030 - Bus Aide 13.31 31030 - Bus Aide 15.38 31260 - Parking and Lot Attendant 11.97 31362 - Truckdriver Light 16.79 31364 - Truckdriver Light 16.79 31364 - Truckdriver Medium 18.11 31363 - Truckdriver Medium 18.11 31364 - Truckdriver Tractor-Trailer 21.17 99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist 15.26 99030 - Cabin Safety Specialist 15.26				
30364 - Paralegal/Legal Assistant IV 33.87 30375 - Petroleum Supply Specialist 30.25 30390 - Photo-Optics Technician 24.73 30364 - Technical Writer I 24.73 30462 - Technical Writer II 30.25 30463 - Technical Writer II 30.25 30463 - Technical Writer II 30.25 30463 - Technical Writer III 30.661 30492 - Unexploded Ordnance (UXO) 25.86 Technician II 30.493 30493 - Unexploded Ordnance (UXO) 31.29 Technician III 30.495 30495 - Unexploded (UXO) Safety 25.86 Escort 30.495 30495 - Unexploded (UXO) Sweep 25.86 Personnel 30.502 30501 - Weather Forecaster I 27.39 30502 - Weather Forecaster II 33.32 30620 - Weather Observer Senior (see 2) 24.73 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31.29 31020 - Bus Aide 31.31 31030 - Bus Driver 15.99 31310 - Taxi Driver				28.00
30375 - Petroleum Supply Specialist 30.25 30390 - Photo-Optics Technician 24.73 30395 - Radiation Control Technician 30.25 30461 - Technical Writer I 24.73 30462 - Technical Writer II 30.25 30461 - Technical Writer III 30.25 30462 - Technical Writer III 30.25 30463 - Technical Writer III 30.25 30491 - Unexploded Ordnance (UXO) 25.86 Technician II 30492 30492 - Unexploded Ordnance (UXO) 31.29 Technician II 30493 30493 - Unexploded Ordnance (UXO) 37.51 Technician III 30494 30495 - Unexploded (UXO) Safety 25.86 Escort 27.39 30501 - Weather Forecaster I 27.39 30502 - Weather Forecaster II 33.32 30621 - Weather Observer Senior (see 2) 24.73 31000 - Transportation/Mobile Equipment Operation Occupations 31010 - Airplane Pilot 31.29 31020 - Bus Aide 13.31 31030 - Bus Driver 18.18 31043 - Driver Courier 15.38 31260 - Parking and Lot Att				
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99050 - Desk Clerk 10.50				
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	99095 - Embalmer			29.39

99130 - Flight Follower	25.86
99251 - Laboratory Animal Caretaker	14.54
I	
99252 - Laboratory Animal Caretaker	15.87
II	
99260 - Marketing Analyst	24.22
99310 - Mortician	26.72
99410 - Pest Controller	16.58
99510 - Photofinishing Worker	13.59
99710 - Recycling Laborer	17.34
99711 - Recycling Specialist	21.12
99730 - Refuse Collector	15.50
99810 - Sales Clerk	12.63
99820 - School Crossing Guard	15.55
99830 - Survey Party Chief	18.38
99831 - Surveying Aide	10.64
99832 - Surveying Technician	17.60
99840 - Vending Machine Attendant	13.78
99841 - Vending Machine Repairer	17.59
99842 - Vending Machine Repairer	14.60
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 per month*

*This rate is to be used only when compensating employees for performance on an SCAcovered 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: 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:

 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)).

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT	U.S. DEPARTMENT OF LABOR
By direction of the Secretary of Labor	WAGE AND HOUR DIVISION
	WASHINGTON D.C. 20210
	Wage Determination No.: 2015-5095
Daniel W. Simms Division of	Revision No.: 18
Director Wage Determination	s Date Of Last Revision: 12/27/2021

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022 Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022 Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Missouri

Area: Missouri Counties of Adair Atchison Carroll Chariton Daviess Gentry Grundy Harrison Holt Linn Livingston Macon Mercer Nodaway Putnam Schuyler Sullivan Worth

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		13.97
01012 - Accounting Clerk II		15.69
01013 - Accounting Clerk III		17.77
01020 - Administrative Assistant		23.99
01035 - Court Reporter		18.32
01041 - Customer Service		13.30
Representative I		

01042 - Customer Service		14.51
Representative II		1 6 0 0
01043 - Customer Service Representative III		16.30
01051 - Data Entry Operator I		15.09
01052 - Data Entry Operator II		17.11
01060 - Dispatcher Motor Vehicle		19.83
01070 - Document Preparation Clerk		14.22
01090 - Duplicating Machine Operator		14.22
01111 - General Clerk I		12.97
01112 - General Clerk II		14.22
01113 - General Clerk III		15.96
01120 - Housing Referral Assistant		20.79
01141 - Messenger Courier		11.41
01191 - Order Clerk I		13.53
01192 - Order Clerk II		15.29
01261 - Personnel Assistant		16.61
(Employment) I		
01262 - Personnel Assistant		18.57
(Employment) II		
01263 - Personnel Assistant		20.70
(Employment) III		
01270 - Production Control Clerk		20.04
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		23.99
01420 - Survey Worker		17.02
01460 - Switchboard		13.87
Operator/Receptionist		10.07
01531 - Travel Clerk I		14.00
01532 - Travel Clerk II		15.12
01533 - Travel Clerk III		16.25
01611 - Word Processor I		14.09
01612 - Word Processor II		15.81
01613 - Word Processor III		17.69
05000 - Automotive Service Occupations		1,.05
05005 - Automobile Body Repairer		23.30
Fiberglass		20.00
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		20.03
Mechanic		20.05
05160 - Motor Equipment Metal Worker		18.59
05190 - Motor Vehicle Mechanic		21.70

05220 - Motor Vehicle Mechanic	15.47
Helper	
05250 - Motor Vehicle Upholstery	17.54
Worker	
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	20.03
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	14.52
07041 - Cook I	11.11
07042 - Cook II	12.87
07070 - Dishwasher	9.75
07130 - Food Service Worker	10.31
07210 - Meat Cutter	15.48
07260 - Waiter/Waitress	9.71
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	22.17
09040 - Furniture Handler	15.75
09080 - Furniture Refinisher	22.17
09090 - Furniture Refinisher Helper	17.01
09110 - Furniture Repairer Minor	19.56
09130 - Upholsterer	18.24
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	12.36
11060 - Elevator Operator	12.93
11090 - Gardener	17.61
11122 - Housekeeping Aide	12.93
11150 - Janitor	12.93
11210 - Laborer Grounds Maintenance	14.01
11240 - Maid or Houseman	10.52
11260 - Pruner	12.93
11270 - Tractor Operator	16.91
11330 - Trail Maintenance Worker	14.01
11360 - Window Cleaner	13.79
12000 - Health Occupations	
12010 - Ambulance Driver	18.64
12011 - Breath Alcohol Technician	18.64
12012 - Certified Occupational	25.80
Therapist Assistant	
12015 - Certified Physical Therapist	26.01
Assistant	
12020 - Dental Assistant	17.82
	11.02
12025 - Dental Hygienist	35.40
12025 - Dental Hygienist 12030 - EKG Technician	

12035 - Electroneurodiagnostic	28.24
Technologist	10 64
12040 - Emergency Medical Technician	18.64
12071 - Licensed Practical Nurse I	16.66
12072 - Licensed Practical Nurse II	18.64
12073 - Licensed Practical Nurse III	20.78
12100 - Medical Assistant	14.49
12130 - Medical Laboratory	22.75
Technician	
12160 - Medical Record Clerk	16.54
12190 - Medical Record Technician	18.81
12195 - Medical Transcriptionist	17.62
12210 - Nuclear Medicine	40.96
Technologist	11 60
12221 - Nursing Assistant I	11.68
12222 - Nursing Assistant II	13.12
12223 - Nursing Assistant III	14.32
12224 - Nursing Assistant IV	16.09
12235 - Optical Dispenser	16.24
12236 - Optical Technician	16.66
12250 - Pharmacy Technician	14.84
12280 - Phlebotomist	16.41
12305 - Radiologic Technologist	26.31
12311 - Registered Nurse I	23.68
12312 - Registered Nurse II	28.43
12313 - Registered Nurse II	28.43
Specialist	
12314 - Registered Nurse III	34.40
12315 - Registered Nurse III	34.40
Anesthetist	
12316 - Registered Nurse IV	41.23
12317 - Scheduler (Drug and Alcohol	23.09
Testing)	
12320 - Substance Abuse Treatment	17.29
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	20.11
13012 - Exhibits Specialist II	27.35
13013 - Exhibits Specialist III	29.94
13041 - Illustrator I	18.65
13042 - Illustrator II	22.33
13043 - Illustrator III	27.90
13047 - Librarian	30.95
13050 - Library Aide/Clerk	10.37
13054 - Library Information	23.49
Technology Systems	
Administrator	
13058 - Library Technician	13.99
13061 - Media Specialist I	17.03

13062 - Media Specialist II			19.04
13063 - Media Specialist III			21.24
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			15.49
Clerk			
13110 - Video Teleconference			17.91
Technician			
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			16.03
Operator			
14160 - Personal Computer Support			23.48
Technician			
14170 - System Support Specialist			24.61
15000 - Instructional Occupations			
15010 - Aircrew Training Devices			28.84
Instructor (Non-Rated)			
15020 - Aircrew Training Devices			34.89
Instructor (Rated)			
15030 - Air Crew Training Devices			41.81
Instructor (Pilot)			
15050 - Computer Based Training			28.84
Specialist / Instructor			
15060 - Educational Technologist			26.64
15070 - Flight Instructor (Pilot)			41.81
15080 - Graphic Artist			25.30
15085 - Maintenance Test Pilot Fixed			40.84
Jet/Prop			
15086 - Maintenance Test Pilot			40.84
Rotary Wing			
15088 - Non-Maintenance Test/Co-			40.84
Pilot			
15090 - Technical Instructor			20.74

15095 - Technical Instructor/Course	25.38
Developer	23.30
15110 - Test Proctor	17.30
15120 - Tutor	17.30
16000 - Laundry Dry-Cleaning Pressing	1,00
And Related Occupations	
16010 - Assembler	11.27
16030 - Counter Attendant	11.27
16040 - Dry Cleaner	13.41
16070 - Finisher Flatwork Machine	11.27
16090 - Presser Hand	11.27
16110 - Presser Machine Drycleaning	11.27
16130 - Presser Machine Shirts	11.27
16160 - Presser Machine Wearing	11.27
Apparel Laundry	
16190 - Sewing Machine Operator	14.40
16220 - Tailor	15.40
16250 - Washer Machine	11.81
19000 - Machine Tool Operation And	
Repair Occupations	
19010 - Machine-Tool Operator (Tool	21.23
Room)	
19040 - Tool And Die Maker	27.26
21000 - Materials Handling And Packing	
Occupations	
21020 - Forklift Operator	19.24
21030 - Material Coordinator	20.04
21040 - Material Expediter	20.04
21050 - Material Handling Laborer	16.19
21071 - Order Filler	14.87
21080 - Production Line Worker (Food	19.24
Processing)	
21110 - Shipping Packer	15.60
21130 - Shipping/Receiving Clerk	15.60
21140 - Store Worker I	14.03
21150 - Stock Clerk	20.06
21210 - Tools And Parts Attendant	19.24
21410 - Warehouse Specialist	19.24
23000 - Mechanics And Maintenance And	
Repair Occupations	
23010 - Aerospace Structural Welder	25.87
23019 - Aircraft Logs and Records	21.78
Technician	
23021 - Aircraft Mechanic I	24.88
23022 - Aircraft Mechanic II	25.87
23023 - Aircraft Mechanic III	26.77
23040 - Aircraft Mechanic Helper	19.23
23050 - Aircraft Painter	23.93
23060 - Aircraft Servicer	21.78

23070 - Aircraft Survival Flight	23.93
Equipment Technician 23080 - Aircraft Worker	23.09
23091 - Aircrew Life Support	23.09
Equipment (ALSE) Mechanic	
I	04 00
23092 - Aircrew Life Support	24.88
Equipment (ALSE) Mechanic	
II	00.04
23110 - Appliance Mechanic	22.94
23120 - Bicycle Repairer	18.79
23125 - Cable Splicer	36.03
23130 - Carpenter Maintenance	26.43
23140 - Carpet Layer	25.78
23160 - Electrician Maintenance	30.95
23181 - Electronics Technician	24.99
Maintenance I	
23182 - Electronics Technician	27.18
Maintenance II	
23183 - Electronics Technician	27.74
Maintenance III	
23260 - Fabric Worker	20.30
23290 - Fire Alarm System Mechanic	23.98
23310 - Fire Extinguisher Repairer	18.79
23311 - Fuel Distribution System	25.39
Mechanic	
23312 - Fuel Distribution System	19.91
Operator	
23370 - General Maintenance Worker	20.36
23380 - Ground Support Equipment	24.88
Mechanic	
23381 - Ground Support Equipment	21.78
Servicer	
23382 - Ground Support Equipment	23.09
Worker	
23391 - Gunsmith I	18.79
23392 - Gunsmith II	21.78
23393 - Gunsmith III	23.98
23410 - Heating Ventilation And Air-	22.80
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	23.71
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	23.02
	00 00
23440 - Heavy Equipment Operator	23.00
23440 - Heavy Equipment Operator 23460 - Instrument Mechanic	23.00
	23.98 22.97
23460 - Instrument Mechanic	23.98

23530 - Machinery Maintenance Mechanic	25.10
	00.01
23550 - Machinist Maintenance	22.01
23580 - Maintenance Trades Helper	17.19
23591 - Metrology Technician I	23.98
23592 - Metrology Technician II	24.92
23593 - Metrology Technician III	25.87
23640 - Millwright	25.77
23710 - Office Appliance Repairer	22.94
23760 - Painter Maintenance	21.30
23790 - Pipefitter Maintenance	33.08
23810 - Plumber Maintenance	29.79
23820 - Pneudraulic Systems Mechanic	23.98
- 23850 - Rigger	23.98
23870 - Scale Mechanic	21.78
23890 - Sheet-Metal Worker	26.89
Maintenance	20.03
23910 - Small Engine Mechanic	21.10
23931 - Telecommunications Mechanic	25.53
I	23.33
23932 - Telecommunications Mechanic	26.46
	20.40
II 22050 Malambana Linaman	
23950 - Telephone Lineman	32.89
23960 - Welder Combination	22.01
Maintenance	
23965 - Well Driller	23.98
23970 - Woodcraft Worker	23.98
23980 - Woodworker	18.79
24000 - Personal Needs Occupations	
24550 - Case Manager	17.29
24570 - Child Care Attendant	11.66
24580 - Child Care Center Clerk	14.53
24610 - Chore Aide	11.45
24620 - Family Readiness And Support	17.29
Services	
Coordinator	
24630 - Homemaker	17.29
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	25.16
25040 - Sewage Plant Operator	21.93
25070 - Stationary Engineer	25.16
25190 - Ventilation Equipment Tender	17.01
25210 - Water Treatment Plant	21.93
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.02
27007 - Baggage Inspector	15.26
27008 - Corrections Officer	18.89
27010 - Court Security Officer	20.41

			1 - 0 - 0
27030 - Detection Dog Handler			17.06
27040 - Detention Officer			18.89
27070 - Firefighter			21.35
27101 - Guard I			15.26
27102 - Guard II			17.06
27131 - Police Officer I			22.07
27132 - Police Officer II			24.51
28000 - Recreation Occupations			
28041 - Carnival Equipment Operator			13.38
28042 - Carnival Equipment Repairer			14.63
28043 - Carnival Worker			9.73
28210 - Gate Attendant/Gate Tender			19.16
28310 - Lifeguard			12.47
28350 - Park Attendant (Aide)			21.42
28510 - Recreation Aide/Health			15.63
Facility Attendant			
28515 - Recreation Specialist			26.54
28630 - Sports Official			17.06
28690 - Swimming Pool Operator			19.20
29000 - Stevedoring/Longshoremen			
Occupational Services			
29010 - Blocker And Bracer			23.29
29020 - Hatch Tender			23.29
29030 - Line Handler			23.29
29041 - Stevedore I			21.62
29042 - Stevedore II			24.53
30000 - Technical Occupations			
30010 - Air Traffic Control	(see	2)	40.29
Specialist Center (HFO)			
30011 - Air Traffic Control	(see	2)	27.78
Specialist Station (HFO)			
30012 - Air Traffic Control			30.59
Specialist Terminal (HFO) (see 2)			
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			23.90
30052 - Cryogenic Technician II			26.40
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			15.56
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
state ingineering recimiteran vi			50.00

30090 - Environmental Technician			01 E 0
			21.58
30095 - Evidence Control Specialist			21.58 25.28
30210 - Laboratory Technician			
30221 - Latent Fingerprint			23.90
Technician I			06 40
30222 - Latent Fingerprint			26.40
Technician II 30240 - Mathematical Technician			0F 01
			25.01
30361 - Paralegal/Legal Assistant I			17.22
30362 - Paralegal/Legal Assistant II			21.79
30363 - Paralegal/Legal Assistant			26.66
30364 - Paralegal/Legal Assistant IV			32.25
30375 - Petroleum Supply Specialist			26.40
30390 - Photo-Optics Technician			25.01
30395 - Radiation Control Technician			26.40
30461 - Technical Writer I			21.58
30462 - Technical Writer II			26.40
30463 - Technical Writer III			31.94
30491 - Unexploded Ordnance (UXO)			25.60
Technician I			
30492 - Unexploded Ordnance (UXO)			30.98
Technician II			
30493 - Unexploded Ordnance (UXO)			37.13
Technician III			
30494 - Unexploded (UXO) Safety			25.60
Escort			
30495 - Unexploded (UXO) Sweep			25.60
Personnel			
30501 - Weather Forecaster I			27.69
30502 - Weather Forecaster II			33.69
30620 - Weather Observer Combined	(see	2)	22.51
Upper Air Or			
Surface Programs			
30621 - Weather Observer Senior	(see	2)	25.01
31000 - Transportation/Mobile			
Equipment Operation Occupations			
31010 - Airplane Pilot			30.98
31020 - Bus Aide			12.60
31030 - Bus Driver			18.22
31043 - Driver Courier			14.58
31260 - Parking and Lot Attendant			12.07
31290 - Shuttle Bus Driver			15.77
31310 - Taxi Driver			12.39
31361 - Truckdriver Light			15.77
31362 - Truckdriver Medium			21.15
31363 - Truckdriver Heavy			21.54
31364 - Truckdriver Tractor-Trailer			21.54
99000 - Miscellaneous Occupations			
99020 - Cabin Safety Specialist			15.10

99030 - Cashier	10.53
99050 - Desk Clerk	10.41
99095 - Embalmer	30.24
99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	13.42
I	
99252 - Laboratory Animal Caretaker	14.63
II	
99260 - Marketing Analyst	21.67
99310 - Mortician	30.24
99410 - Pest Controller	21.76
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	17.98
99711 - Recycling Specialist	22.04
99730 - Refuse Collector	16.02
99810 - Sales Clerk	12.20
99820 - School Crossing Guard	16.07
99830 - Survey Party Chief	22.49
99831 - Surveying Aide	13.98
99832 - Surveying Technician	19.14
99840 - Vending Machine Attendant	22.09
99841 - Vending Machine Repairer	27.98
99842 - Vending Machine Repairer	22.09
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 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: 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)).

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT	U.S. DEPARTMENT OF LABOR
By direction of the Secretary of Labor	WAGE AND HOUR DIVISION
	WASHINGTON D.C. 20210
	Wage Determination No.: 2015-5097
Daniel W. Simms Division of	Revision No.: 18
Director Wage Determination	s Date Of Last Revision: 12/27/2021

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022 Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022 Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Missouri

Area: Missouri Counties of Audrain Clark Knox Lewis Marion Monroe Montgomery Pike Ralls Randolph Scotland Shelby

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		14.10
01012 - Accounting Clerk II		15.83
01013 - Accounting Clerk III		18.57
01020 - Administrative Assistant		24.14
01035 - Court Reporter		19.05
01041 - Customer Service		13.30
Representative I		
01042 - Customer Service		14.51
Representative II		

01043 - Customer Service Representative III		16.30
01051 - Data Entry Operator I		14.78
01052 - Data Entry Operator II		17.42
01060 - Dispatcher Motor Vehicle		19.83
01070 - Document Preparation Clerk		13.51
01090 - Duplicating Machine Operator		13.51
01111 - General Clerk I		12.97
01112 - General Clerk II		15.00
01113 - General Clerk III		17.07
01120 - Housing Referral Assistant		20.96
01141 - Messenger Courier		11.61
01191 - Order Clerk I		13.53
01192 - Order Clerk II		14.76
01261 - Personnel Assistant		16.61
(Employment) I		10.01
01262 - Personnel Assistant		19.05
		19.05
(Employment) II 01263 - Personnel Assistant		20.73
		20.73
(Employment) III		20 72
01270 - Production Control Clerk		20.73
01290 - Rental Clerk		16.06
01300 - Scheduler Maintenance		15.96
01311 - Secretary I		15.96
01312 - Secretary II		17.85
01313 - Secretary III		20.96
01320 - Service Order Dispatcher		18.12
01410 - Supply Technician		24.14
01420 - Survey Worker		19.05
01460 - Switchboard		15.10
Operator/Receptionist		
01531 - Travel Clerk I		14.00
01532 - Travel Clerk II		15.12
$01532 - \pi marcal Clamber TTT$		
01533 - Travel Clerk III		16.25
01611 - Word Processor I		13.51
01611 - Word Processor I 01612 - Word Processor II		13.51 16.06
01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III		13.51
01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations		13.51 16.06 19.05
01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer		13.51 16.06
01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass		13.51 16.06 19.05 23.12
01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass 05010 - Automotive	Electrician	13.51 16.06 19.05 23.12 20.59
01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotile Body Repairer Fiberglass 05010 - Automotive 05040 - Automotive Glass Installer	Electrician	13.51 16.06 19.05 23.12 20.59 19.74
01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotile Body Repairer Fiberglass 05010 - Automotive 05040 - Automotive Glass Installer 05070 - Automotive Worker	Electrician	13.51 16.06 19.05 23.12 20.59 19.74 19.74
01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotile Body Repairer Fiberglass 05010 - Automotive 05040 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer	Electrician	13.51 16.06 19.05 23.12 20.59 19.74 19.74 18.01
<pre>01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotile Body Repairer Fiberglass 05010 - Automotive 05040 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal</pre>	Electrician	13.51 16.06 19.05 23.12 20.59 19.74 19.74
01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotile Body Repairer Fiberglass 05010 - Automotive 05040 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer	Electrician	13.51 16.06 19.05 23.12 20.59 19.74 19.74 18.01 21.46
<pre>01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotile Body Repairer Fiberglass 05010 - Automotive 05010 - Automotive Glass Installer 05070 - Automotive Glass Installer 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic 05160 - Motor Equipment Metal Worker</pre>	Electrician	13.51 16.06 19.05 23.12 20.59 19.74 19.74 18.01
01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automobile Body Repairer Fiberglass 05010 - Automotive 05040 - Automotive Glass Installer 05070 - Automotive Worker 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic	Electrician	13.51 16.06 19.05 23.12 20.59 19.74 19.74 18.01 21.46
<pre>01611 - Word Processor I 01612 - Word Processor II 01613 - Word Processor III 05000 - Automotive Service Occupations 05005 - Automotile Body Repairer Fiberglass 05010 - Automotive 05010 - Automotive Glass Installer 05070 - Automotive Glass Installer 05110 - Mobile Equipment Servicer 05130 - Motor Equipment Metal Mechanic 05160 - Motor Equipment Metal Worker</pre>	Electrician	13.51 16.06 19.05 23.12 20.59 19.74 19.74 18.01 21.46 19.74

05250 - Motor Vehicle Upholstery	
	18.88
Worker	10 84
05280 - Motor Vehicle Wrecker	19.74
05310 - Painter Automotive	20.59
05340 - Radiator Repair Specialist	19.74
05370 - Tire Repairer	15.80
05400 - Transmission Repair	21.46
Specialist	
07000 - Food Preparation And Service	
Occupations	10.00
07010 - Baker	13.80
07041 - Cook I	11.11
07042 - Cook II	12.87
07070 - Dishwasher	9.75
07130 - Food Service Worker	10.12
07210 - Meat Cutter	16.34
07260 - Waiter/Waitress	9.71
09000 - Furniture Maintenance And	
Repair Occupations	00.15
09010 - Electrostatic Spray Painter	22.17
09040 - Furniture Handler	13.53
09080 - Furniture Refinisher	22.17
09090 - Furniture Refinisher Helper	16.57
09110 - Furniture Repairer Minor	19.56
09130 - Upholsterer	22.61
11000 - General Services And Support	
Occupations	10 01
11030 - Cleaner Vehicles	12.91
11060 - Elevator Operator	12.28
11090 - Gardener	
	17.63
11122 - Housekeeping Aide	12.28
11150 - Janitor	12.28 12.28
11150 - Janitor 11210 - Laborer Grounds Maintenance	12.28 12.28 13.81
11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman	12.28 12.28 13.81 10.29
11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner	12.28 12.28 13.81 10.29 12.21
11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator	12.28 12.28 13.81 10.29 12.21 16.53
<pre>11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker</pre>	12.28 12.28 13.81 10.29 12.21 16.53 13.81
<pre>11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner</pre>	12.28 12.28 13.81 10.29 12.21 16.53
<pre>11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations</pre>	12.28 12.28 13.81 10.29 12.21 16.53 13.81 13.79
<pre>11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver</pre>	12.28 12.28 13.81 10.29 12.21 16.53 13.81 13.79
<pre>11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician</pre>	12.28 12.28 13.81 10.29 12.21 16.53 13.81 13.79 19.90 18.64
<pre>11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational</pre>	12.28 12.28 13.81 10.29 12.21 16.53 13.81 13.79
<pre>11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant</pre>	12.28 12.28 13.81 10.29 12.21 16.53 13.81 13.79 19.90 18.64 26.25
<pre>11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist</pre>	12.28 12.28 13.81 10.29 12.21 16.53 13.81 13.79 19.90 18.64
<pre>11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant</pre>	12.28 12.28 13.81 10.29 12.21 16.53 13.81 13.79 19.90 18.64 26.25 26.01
<pre>11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant 12020 - Dental Assistant</pre>	12.28 12.28 13.81 10.29 12.21 16.53 13.81 13.79 19.90 18.64 26.25 26.01 17.82
<pre>11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant 12020 - Dental Assistant 12025 - Dental Hygienist</pre>	12.28 12.28 13.81 10.29 12.21 16.53 13.81 13.79 19.90 18.64 26.25 26.01 17.82 35.40
<pre>11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant 12020 - Dental Assistant 12025 - Dental Hygienist 12030 - EKG Technician</pre>	12.28 12.28 13.81 10.29 12.21 16.53 13.81 13.79 19.90 18.64 26.25 26.01 17.82 35.40 28.24
<pre>11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant 12020 - Dental Assistant 12025 - Dental Hygienist</pre>	12.28 12.28 13.81 10.29 12.21 16.53 13.81 13.79 19.90 18.64 26.25 26.01 17.82 35.40

	10 00
12040 - Emergency Medical Technician	19.90
12071 - Licensed Practical Nurse I	16.66
12072 - Licensed Practical Nurse II	18.64
12073 - Licensed Practical Nurse III	20.78
12100 - Medical Assistant	14.49
12130 - Medical Laboratory	22.75
Technician	
12160 - Medical Record Clerk	16.69
12190 - Medical Record Technician	18.81
12195 - Medical Transcriptionist	17.62
12210 - Nuclear Medicine	40.96
Technologist	11 60
12221 - Nursing Assistant I	11.68
12222 - Nursing Assistant II	13.12
12223 - Nursing Assistant III	14.32
12224 - Nursing Assistant IV	16.09
12235 - Optical Dispenser	16.24
12236 - Optical Technician	16.66
12250 - Pharmacy Technician	15.52
12280 - Phlebotomist	16.41
12305 - Radiologic Technologist	26.31
12311 - Registered Nurse I	26.36
12312 - Registered Nurse II	29.18
12313 - Registered Nurse II	29.18
Specialist	
12314 - Registered Nurse III	35.30
12315 - Registered Nurse III	35.30
Anesthetist	
12316 - Registered Nurse IV	42.33
12317 - Scheduler (Drug and Alcohol	23.09
Testing)	
12320 - Substance Abuse Treatment	17.29
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	18.31
13012 - Exhibits Specialist II	22.69
13013 - Exhibits Specialist III	27.76
13041 - Illustrator I	20.80
13042 - Illustrator II	25.56
13043 - Illustrator III	30.15
13047 - Librarian	26.36
13050 - Library Aide/Clerk	12.34
13054 - Library Information	23.81
Technology Systems	
Administrator	
13058 - Library Technician	14.61
13061 - Media Specialist I	17.18
13062 - Media Specialist II	19.21
13063 - Media Specialist III	21.43

13071 - Photographer I		16.71
13072 - Photographer II		18.69
13073 - Photographer III		23.16
13074 - Photographer IV		27.91
13075 - Photographer V		33.77
13090 - Technical Order Library		15.49
Clerk		
13110 - Video Teleconference		17.77
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		17.04
14042 - Computer Operator II		19.06
14043 - Computer Operator III		21.26
14044 - Computer Operator IV		23.61
14045 - Computer Operator V		26.16
14071 - Computer Programmer I	(see 1)	22.01
14072 - Computer Programmer II	(see 1)	26.17
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	. ,	18.26
Operator		
14160 - Personal Computer Support		25.31
Technician		
14170 - System Support Specialist		26.16
15000 - Instructional Occupations		20.20
15010 - Aircrew Training Devices		34.92
Instructor (Non-Rated)		01002
15020 - Aircrew Training Devices		42.25
Instructor (Rated)		
15030 - Air Crew Training Devices		50.64
Instructor (Pilot)		00.01
15050 - Computer Based Training		34.92
Specialist / Instructor		01.92
15060 - Educational Technologist		28.74
15070 - Flight Instructor (Pilot)		50.64
15080 - Graphic Artist		21.87
15085 - Maintenance Test Pilot Fixed		40.84
Jet/Prop		10.01
15086 - Maintenance Test Pilot		40.84
Rotary Wing		
15088 - Non-Maintenance Test/Co-		40.84
Pilot		10.01
15090 - Technical Instructor		20.66
15095 - Technical Instructor/Course		25.27
Developer		2
15110 - Test Proctor		16.67
TOTIO TESC FLOCIOL		10.07

	1 6 6 7
15120 - Tutor	16.67
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations	11 07
16010 - Assembler	11.27
16030 - Counter Attendant	11.27
16040 - Dry Cleaner	13.41
16070 - Finisher Flatwork Machine	11.27
16090 - Presser Hand	11.27
16110 - Presser Machine Drycleaning	11.27
16130 - Presser Machine Shirts	11.27
16160 - Presser Machine Wearing	11.27
Apparel Laundry	1 1 1 0
16190 - Sewing Machine Operator	14.40
16220 - Tailor	15.40
16250 - Washer Machine	11.81
19000 - Machine Tool Operation And	
Repair Occupations	
19010 - Machine-Tool Operator (Tool	22.05
Room)	
19040 - Tool And Die Maker	25.72
21000 - Materials Handling And Packing	
Occupations	
21020 - Forklift Operator	19.14
21030 - Material Coordinator	20.64
21040 - Material Expediter	20.64
21050 - Material Handling Laborer	19.18
21071 - Order Filler	14.20
21080 - Production Line Worker (Food	19.14
Processing)	
21110 - Shipping Packer	15.60
21130 - Shipping/Receiving Clerk	15.60
21140 - Store Worker I	14.03
21150 - Stock Clerk	20.06
21210 - Tools And Parts Attendant	19.14
21410 - Warehouse Specialist	19.14
23000 - Mechanics And Maintenance And	
Repair Occupations	
23010 - Aerospace Structural Welder	26.30
23019 - Aircraft Logs and Records	21.72
Technician	
23021 - Aircraft Mechanic I	25.34
23022 - Aircraft Mechanic II	26.30
23023 - Aircraft Mechanic III	27.31
23040 - Aircraft Mechanic Helper	19.24
23050 - Aircraft Painter	24.07
23060 - Aircraft Servicer	21.72
23070 - Aircraft Survival Flight	24.07
Equipment Technician	
23080 - Aircraft Worker	22.71

	00 71
23091 - Aircrew Life Support	22.71
Equipment (ALSE) Mechanic	
I	05.04
23092 - Aircrew Life Support	25.34
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	22.94
23120 - Bicycle Repairer	18.79
23125 - Cable Splicer	36.03
23130 - Carpenter Maintenance	29.17
23140 - Carpet Layer	22.39
23160 - Electrician Maintenance	30.95
23181 - Electronics Technician	24.99
Maintenance I	
23182 - Electronics Technician	26.36
Maintenance II	
23183 - Electronics Technician	27.52
Maintenance III	
23260 - Fabric Worker	20.30
23290 - Fire Alarm System Mechanic	23.98
23310 - Fire Extinguisher Repairer	18.79
23311 - Fuel Distribution System	23.98
Mechanic	
23312 - Fuel Distribution System	18.79
Operator	
23370 - General Maintenance Worker	20.67
23380 - Ground Support Equipment	25.34
Mechanic	
23381 - Ground Support Equipment	21.72
Servicer	
23382 - Ground Support Equipment	22.71
Worker	
23391 - Gunsmith I	18.79
23392 - Gunsmith II	21.78
23393 - Gunsmith III	23.98
23410 - Heating Ventilation And Air-	22.39
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	23.24
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	23.21
23440 - Heavy Equipment Operator	25.39
23460 - Instrument Mechanic	23.98
23465 - Laboratory/Shelter Mechanic	22.97
23470 - Laborer	17.17
23510 - Locksmith	22.97
23530 - Machinery Maintenance	27.80
Mechanic	
23550 - Machinist Maintenance	24.17
	<u> </u>

23580 - Maintenance Trades Helper	18.37
23591 - Metrology Technician I	23.98
23592 - Metrology Technician II	24.92
23593 - Metrology Technician III	25.87
23640 - Millwright	27.07
23710 - Office Appliance Repairer	22.94
23760 - Painter Maintenance	23.03
23790 - Pipefitter Maintenance	33.13
23810 - Plumber Maintenance	31.74
23820 - Pneudraulic Systems Mechanic	23.98
23850 - Rigger	23.98
23870 - Scale Mechanic	21.78
23890 - Sheet-Metal Worker	26.55
Maintenance	01 06
23910 - Small Engine Mechanic	21.36
23931 - Telecommunications Mechanic	25.58
I	
23932 - Telecommunications Mechanic	26.58
II	
23950 - Telephone Lineman	32.89
23960 - Welder Combination	23.21
Maintenance	
23965 - Well Driller	23.98
23970 - Woodcraft Worker	23.98
23980 - Woodworker	18.79
24000 - Personal Needs Occupations	1 7 0 0
24550 - Case Manager	17.29
24570 - Child Care Attendant	11.06
24580 - Child Care Center Clerk	14.53
24610 - Chore Aide	11.45
24620 - Family Readiness And Support	17.29
Services	
Coordinator	17 00
24630 - Homemaker	17.29
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	25.70
25040 - Sewage Plant Operator	23.34
25070 - Stationary Engineer	25.70 18.44
25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant	23.34
Operator	23.34
-	
27000 - Protective Service Occupations 27004 - Alarm Monitor	17.23
27004 - Alarm Monitor 27007 - Baggage Inspector	17.23
27007 - Baggage Inspector 27008 - Corrections Officer	18.82
27008 - Corrections Officer 27010 - Court Security Officer	22.13
27010 - Court Security Officer 27030 - Detection Dog Handler	17.06
27030 - Detection Dog Handler 27040 - Detention Officer	17.00
27040 - Detention Officer 27070 - Firefighter	25.67
ZIVIV - FILELIGHUEL	23.07

27101 - Guard I			15.26
27102 - Guard II			17.06
27131 - Police Officer I			22.39
27132 - Police Officer II			24.88
28000 - Recreation Occupations			
28041 - Carnival Equipment Operator			13.38
28042 - Carnival Equipment Repairer			14.63
28043 - Carnival Worker			9.73
28210 - Gate Attendant/Gate Tender			19.16
28310 - Lifequard			12.31
28350 - Park Attendant (Aide)			21.42
28510 - Recreation Aide/Health			15.63
Facility Attendant			
28515 - Recreation Specialist			26.54
28630 - Sports Official			17.06
28690 - Swimming Pool Operator			16.95
29000 - Stevedoring/Longshoremen			10.90
Occupational Services			
29010 - Blocker And Bracer			23.72
29010 - Blocker And Bracer 29020 - Hatch Tender			23.72
29020 - Hatch Tender 29030 - Line Handler			
			23.72
29041 - Stevedore I			22.09
29042 - Stevedore II			24.90
30000 - Technical Occupations		<u></u>	
30010 - Air Traffic Control	(see	2)	40.29
Specialist Center (HFO)			
30011 - Air Traffic Control	(see	2)	27.78
Specialist Station (HFO)			
30012 - Air Traffic Control			30.59
Specialist Terminal (HFO) (see 2)			
30021 - Archeological Technician I			19.36
30022 - Archeological Technician II			21.56
30023 - Archeological Technician III			25.04
30030 - Cartographic Technician			27.52
30040 - Civil Engineering Technician			22.72
30051 - Cryogenic Technician I			23.90
30052 - Cryogenic Technician II			26.40
30061 - Drafter/CAD Operator I			19.36
30062 - Drafter/CAD Operator II			21.56
30063 - Drafter/CAD Operator III			24.15
30064 - Drafter/CAD Operator IV			29.71
30081 - Engineering Technician I			17.67
30082 - Engineering Technician II			19.83
30083 - Engineering Technician III			22.18
30084 - Engineering Technician IV			27.48
30085 - Engineering Technician V			33.62
30086 - Engineering Technician VI			40.68
30090 - Environmental Technician			22.06
30095 - Evidence Control Specialist			21.58
30210 - Laboratory Technician			25.28
JUZIO - HADOLACOLY TECHILCIAN			2J.ZO

30221 - Latent Fingerprint 23.90 Technician I 26.40 Technician II 26.40 30222 - Latent Fingerprint 26.40 30240 - Mathematical Technician 26.82 30361 - Paralegal/Legal Assistant I 20.04 30362 - Paralegal/Legal Assistant II 24.86 30364 - Paralegal/Legal Assistant IV 36.75 30375 - Petroleum Supply Specialist 26.40 30390 - Photo-Optics Technician 26.42 30395 - Radiation Control Technician 26.40 30462 - Technical Writer II 28.76 30463 - Technical Writer II 28.76 30461 - Unexploded Ordnance (UXO) 30.98 Technician I 30.97 30491 - Unexploded Ordnance (UXO) 37.13 7echnician II 30.494 30494 - Unexploded Ordnance (UXO) 37.13 7echnician II 30.494 30494 - Unexploded (UXO) Safety 25.60 Personnel 30501 - Weather Forecaster I 29.71 30502 - Weather Cobserver Combined (see 2) 26.82 31000 - Transportation/Mobile Equipment Operatio				
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30364 - Paralegal/Legal Assistant IV 36.75 30375 - Petroleum Supply Specialist 26.40 30390 - Photo-Optics Technician 26.82 30395 - Radiation Control Technician 26.40 30461 - Technical Writer I 23.51 30462 - Technical Writer II 28.76 30463 - Technical Writer III 34.79 30491 - Unexploded Ordnance (UXO) 25.60 Technician II 30.98 30493 - Unexploded Ordnance (UXO) 30.98 Technician II 30.495 30495 - Unexploded Ordnance (UXO) 37.13 Technician III 30.495 30495 - Unexploded (UXO) Safety 25.60 Escort 30495 - Unexploded (UXO) Sweep 25.60 Personnel 30501 - Weather Forecaster I 29.71 30502 - Weather Forecaster II 36.14 30621 - Weather Observer Senior (see 2) 26.82 31000 - Transportation/Mobile 26.03 Equipment Operation Occupations 31.03 31010 - Airplane Pilot 30.98 31020 - Bus Aide 12.60 31030 - Bus Driver 18.22 31043 - Driver Courier 15.43 <th>30363 - Paralegal/Legal Assistant</th> <th></th> <th></th> <th>30.37</th>	30363 - Paralegal/Legal Assistant			30.37
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99030 - Cashier 10.53 99050 - Desk Clerk 10.63	99000 - Miscellaneous Occupations			
99050 - Desk Clerk 10.63	99020 - Cabin Safety Specialist			15.10
	99030 - Cashier			10.53
99095 - Embalmer 30.54	99050 - Desk Clerk			10.63
	99095 - Embalmer			30.54

99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	13.55
I	
99252 - Laboratory Animal Caretaker	14.83
II	
99260 - Marketing Analyst	21.67
99310 - Mortician	30.54
99410 - Pest Controller	20.58
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	18.45
99711 - Recycling Specialist	22.18
99730 - Refuse Collector	16.24
99810 - Sales Clerk	12.95
99820 - School Crossing Guard	16.07
99830 - Survey Party Chief	21.05
99831 - Surveying Aide	13.97
99832 - Surveying Technician	19.14
99840 - Vending Machine Attendant	22.09
99841 - Vending Machine Repairer	26.83
99842 - Vending Machine Repairer	22.09
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 per month*

*This rate is to be used only when compensating employees for performance on an SCAcovered 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: 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:

 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)).

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT	U.S. DEPARTMENT OF LABOR
By direction of the Secretary of Labor	WAGE AND HOUR DIVISION
	WASHINGTON D.C. 20210
Deniel W. Gimme Division of	Wage Determination No.: 2015-5099
Daniel W. Simms Division of Director Wage Determinations	Revision No.: 17 B Date Of Last Revision: 12/27/2021
Director Wage Determinations	B Date Of Last Revision: 12/27/2021

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022 Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022 Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Missouri

Area: Missouri Counties of St Francois Ste Genevieve Washington

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		14.16
01012 - Accounting Clerk II		15.89
01013 - Accounting Clerk III		18.57
01020 - Administrative Assistant		25.23
01035 - Court Reporter		20.96
01041 - Customer Service		12.07
Representative I		
01042 - Customer Service		13.56
Representative II		

01043 - Customer Service Representative III		14.80
01051 - Data Entry Operator I		13.54
01052 - Data Entry Operator II		14.78
01060 - Dispatcher Motor Vehicle		20.65
01070 - Document Preparation Clerk		14.53
01090 - Duplicating Machine Operator		14.53
01111 - General Clerk I		12.80
01112 - General Clerk II		15.00
01113 - General Clerk III		17.07
01120 - Housing Referral Assistant		20.96
01141 - Messenger Courier		13.53
01191 - Order Clerk I		14.29
01192 - Order Clerk II		15.60
01261 - Personnel Assistant		16.33
(Employment) I		20100
01262 - Personnel Assistant		19.05
(Employment) II		20000
01263 - Personnel Assistant		20.73
(Employment) III		
01270 - Production Control Clerk		22.97
01290 - Rental Clerk		16.06
01300 - Scheduler Maintenance		15.96
01311 - Secretary I		15.96
01312 - Secretary II		17.85
01313 - Secretary III		20.96
01320 - Service Order Dispatcher		18.46
01410 - Supply Technician		25.23
01420 - Survey Worker		19.05
01460 - Switchboard		15.10
Operator/Receptionist		
01531 - Travel Clerk I		14.02
01532 - Travel Clerk II		15.00
01533 - Travel Clerk III		16.08
01611 - Word Processor I		13.51
01612 - Word Processor II		16.06
01613 - Word Processor III		19.05
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer		25.08
Fiberglass		
05010 - Automotive	Electrician	20.59
05040 - Automotive Glass Installer		19.74
05070 - Automotive Worker		19.74
05110 - Mobile Equipment Servicer		18.01
05130 - Motor Equipment Metal		21.46
Mechanic		
05160 - Motor Equipment Metal Worker		19.74
05190 - Motor Vehicle Mechanic		20.40
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05250 - Motor Vehicle Upholstery	18.88
Worker	10 54
05280 - Motor Vehicle Wrecker	19.74
05310 - Painter Automotive	20.59
05340 - Radiator Repair Specialist	19.74
05370 - Tire Repairer	15.80
05400 - Transmission Repair	21.46
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	12.77
07041 - Cook I	11.02
07042 - Cook II	12.07
07070 - Dishwasher	9.69
07130 - Food Service Worker	10.05
07210 - Meat Cutter	16.76
07260 - Waiter/Waitress	9.58
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	22.46
09040 - Furniture Handler	14.00
09080 - Furniture Refinisher	22.46
09090 - Furniture Refinisher Helper	16.75
09110 - Furniture Repairer Minor	19.78
09130 - Upholsterer	22.61
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	12.43
11060 - Elevator Operator	12.43
11090 - Gardener	18.41
11122 - Housekeeping Aide	11.94
11150 - Janitor	11.94
11210 - Laborer Grounds Maintenance	13.71
11240 - Maid or Houseman	9.79
11260 - Pruner	12.17
11270 - Tractor Operator	16.84
11330 - Trail Maintenance Worker	13.71
11360 - Window Cleaner	13.45
12000 - Health Occupations	
12010 - Ambulance Driver	19.90
12011 - Breath Alcohol Technician	18.21
12012 - Certified Occupational	29.48
Therapist Assistant	
12015 - Certified Physical Therapist	27.70
Assistant	
12020 - Dental Assistant	17.66
12025 - Dental Hygienist	35.33
12030 - EKG Technician	27.26
12035 - Electroneurodiagnostic	27.26
Technologist	

12040 - Emergency Medical Technician	19.90
12071 - Licensed Practical Nurse I	16.09
12072 - Licensed Practical Nurse II	17.99
12073 - Licensed Practical Nurse III	20.05
12100 - Medical Assistant	14.61
12130 - Medical Laboratory	25.79
Technician	
12160 - Medical Record Clerk	17.51
12190 - Medical Record Technician	19.44
12195 - Medical Transcriptionist	17.65
12210 - Nuclear Medicine	39.54
Technologist	
12221 - Nursing Assistant I	11.90
12222 - Nursing Assistant II	13.37
12223 - Nursing Assistant III	14.59
12224 - Nursing Assistant IV	16.39
12235 - Optical Dispenser	16.07
12236 - Optical Technician	16.09
12250 - Pharmacy Technician	15.52
12280 - Phlebotomist	14.07
12305 - Radiologic Technologist	28.27
12311 - Registered Nurse I	26.36
12312 - Registered Nurse II	29.18
12313 - Registered Nurse II	29.18
Specialist	
12314 - Registered Nurse III	35.30
12315 - Registered Nurse III	35.30
Anesthetist	
12316 - Registered Nurse IV	42.33
12317 - Scheduler (Drug and Alcohol	22.29
Testing)	
12320 - Substance Abuse Treatment	20.00
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	20.14
13012 - Exhibits Specialist II	24.96
13013 - Exhibits Specialist III	30.54
13041 - Illustrator I	20.80
13042 - Illustrator II	25.56
13043 - Illustrator III	30.15
13047 - Librarian	26.36
13050 - Library Aide/Clerk	12.34
13054 - Library Information	23.81
Technology Systems	
Administrator	
13058 - Library Technician	15.93
13061 - Media Specialist I	17.18
13062 - Media Specialist II	19.21
13063 - Media Specialist III	21.43

13071 - Photographer I		16.71
13072 - Photographer II		18.69
13073 - Photographer III		23.16
13074 - Photographer IV		27.91
13075 - Photographer V		33.77
13090 - Technical Order Library		15.84
Clerk		
13110 - Video Teleconference		19.55
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		17.04
14042 - Computer Operator II		19.06
14043 - Computer Operator III		21.26
14044 - Computer Operator IV		23.61
14045 - Computer Operator V		26.16
14071 - Computer Programmer I	(see 1)	24.21
14072 - Computer Programmer II	(see 1)	26.17
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	()	18.26
Operator		
14160 - Personal Computer Support		26.16
Technician		
14170 - System Support Specialist		31.59
15000 - Instructional Occupations		01.00
15010 - Aircrew Training Devices		34.92
Instructor (Non-Rated)		01001
15020 - Aircrew Training Devices		42.25
Instructor (Rated)		12,20
15030 - Air Crew Training Devices		50.64
Instructor (Pilot)		00.01
15050 - Computer Based Training		34.92
Specialist / Instructor		51.52
15060 - Educational Technologist		28.74
15070 - Flight Instructor (Pilot)		50.64
15080 - Graphic Artist		22.88
15085 - Maintenance Test Pilot Fixed		44.23
Jet/Prop		
15086 - Maintenance Test Pilot		44.23
Rotary Wing		11.20
15088 - Non-Maintenance Test/Co-		44.23
Pilot		17.20
15090 - Technical Instructor		22.63
15095 - Technical Instructor/Course		22.03
Developer		21.00
15110 - Test Proctor		18.27
TOTIO - TESC FIOGLOI		10.27

	10 07
15120 - Tutor	18.27
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations	11 20
16010 - Assembler	11.39
16030 - Counter Attendant	11.39
16040 - Dry Cleaner	13.67
16070 - Finisher Flatwork Machine	11.39
16090 - Presser Hand	11.39
16110 - Presser Machine Drycleaning	11.39
16130 - Presser Machine Shirts	11.39
16160 - Presser Machine Wearing	11.39
Apparel Laundry	
16190 - Sewing Machine Operator	14.63
16220 - Tailor	15.59
16250 - Washer Machine	11.93
19000 - Machine Tool Operation And	
Repair Occupations	
19010 - Machine-Tool Operator (Tool	22.24
Room)	
19040 - Tool And Die Maker	26.76
21000 - Materials Handling And Packing	
Occupations	
21020 - Forklift Operator	19.14
21030 - Material Coordinator	22.97
21040 - Material Expediter	22.97
21050 - Material Handling Laborer	19.18
21071 - Order Filler	13.17
21080 - Production Line Worker (Food	19.14
Processing)	
21110 - Shipping Packer	16.62
21130 - Shipping/Receiving Clerk	16.62
21140 - Store Worker I	12.50
21150 - Stock Clerk	17.95
21210 - Tools And Parts Attendant	19.14
21410 - Warehouse Specialist	19.14
23000 - Mechanics And Maintenance And	
Repair Occupations	
23010 - Aerospace Structural Welder	26.51
23019 - Aircraft Logs and Records	21.72
Technician	
23021 - Aircraft Mechanic I	25.53
23022 - Aircraft Mechanic II	26.51
23023 - Aircraft Mechanic III	27.51
23040 - Aircraft Mechanic Helper	19.24
23050 - Aircraft Painter	24.46
23060 - Aircraft Servicer	21.72
23070 - Aircraft Survival Flight	24.46
Equipment Technician	
23080 - Aircraft Worker	23.29

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23091 - Aircrew Life Support	23.29
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	25.53
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	22.84
23120 - Bicycle Repairer	18.62
23125 - Cable Splicer	36.07
23130 - Carpenter Maintenance	27.37
23140 - Carpet Layer	24.63
23160 - Electrician Maintenance	30.81
23181 - Electronics Technician	25.80
Maintenance I	
23182 - Electronics Technician	27.09
Maintenance II	
23183 - Electronics Technician	28.28
Maintenance III	
23260 - Fabric Worker	22.14
23290 - Fire Alarm System Mechanic	24.04
23310 - Fire Extinguisher Repairer	20.43
23311 - Fuel Distribution System	27.30
Mechanic	
23312 - Fuel Distribution System	21.67
Operator	
23370 - General Maintenance Worker	20.67
23380 - Ground Support Equipment	25.53
Mechanic	
23381 - Ground Support Equipment	21.72
Servicer	
23382 - Ground Support Equipment	23.29
Worker	
23391 - Gunsmith I	20.43
23392 - Gunsmith II	23.67
23393 - Gunsmith III	25.94
23410 - Heating Ventilation And Air-	24.36
Conditioning	21.00
Mechanic	
23411 - Heating Ventilation And Air	25.29
Contidioning	/
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	28.48
23440 - Heavy Equipment Operator	27.93
23460 - Instrument Mechanic	24.04
23465 - Laboratory/Shelter Mechanic	24.85
23470 - Laborar	17.17
23510 - Locksmith	22.84
23530 - Machinery Maintenance	27.80
Mechanic	27.00
23550 - Machinist Maintenance	24.17
25550 - MACHINIST MAINTENANCE	∠4•⊥/

23580 - Maintenance Trades Helper	18.37
23591 - Metrology Technician I	24.04
23592 - Metrology Technician II	25.18
23593 - Metrology Technician III	26.35
23640 - Millwright	27.07
23710 - Office Appliance Repairer	22.84
23760 - Painter Maintenance	25.33
23790 - Pipefitter Maintenance	33.13
23810 - Plumber Maintenance	31.74
23820 - Pneudraulic Systems Mechanic	25.94
23850 - Rigger	25.94
23870 - Scale Mechanic	23.67
23890 - Sheet-Metal Worker	29.21
Maintenance	01 00
23910 - Small Engine Mechanic	21.36
23931 - Telecommunications Mechanic	32.11
I	
23932 - Telecommunications Mechanic	33.64
23950 - Telephone Lineman	36.76
23960 - Welder Combination	23.21
Maintenance	
23965 - Well Driller	25.53
23970 - Woodcraft Worker	24.84
23980 - Woodworker	20.43
24000 - Personal Needs Occupations	1 (10
24550 - Case Manager	16.40
24570 - Child Care Attendant	10.20
24580 - Child Care Center Clerk	13.54
	11.12
24610 - Chore Aide	1 (10
24620 - Family Readiness And Support	16.40
24620 - Family Readiness And Support Services	16.40
24620 - Family Readiness And Support Services Coordinator	
24620 - Family Readiness And Support Services Coordinator 24630 - Homemaker	16.40
24620 - Family Readiness And Support Services Coordinator 24630 - Homemaker 25000 - Plant And System Operations	
24620 - Family Readiness And Support Services Coordinator 24630 - Homemaker 25000 - Plant And System Operations Occupations	16.40
24620 - Family Readiness And Support Services Coordinator 24630 - Homemaker 25000 - Plant And System Operations Occupations 25010 - Boiler Tender	16.40 28.27
24620 - Family Readiness And Support Services Coordinator 24630 - Homemaker 25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator	16.40 28.27 24.16
24620 - Family Readiness And Support Services Coordinator 24630 - Homemaker 25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer	16.40 28.27 24.16 28.27
24620 - Family Readiness And Support Services Coordinator 24630 - Homemaker 25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender	16.40 28.27 24.16 28.27 18.96
24620 - Family Readiness And Support Services Coordinator 24630 - Homemaker 25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant	16.40 28.27 24.16 28.27
24620 - Family Readiness And Support Services Coordinator 24630 - Homemaker 25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator	16.40 28.27 24.16 28.27 18.96
24620 - Family Readiness And Support Services Coordinator 24630 - Homemaker 25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations	16.40 28.27 24.16 28.27 18.96 24.16
24620 - Family Readiness And Support Services Coordinator 24630 - Homemaker 25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor	16.40 28.27 24.16 28.27 18.96 24.16 17.59
24620 - Family Readiness And Support Services Coordinator 24630 - Homemaker 25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor 27007 - Baggage Inspector	16.40 28.27 24.16 28.27 18.96 24.16 17.59 14.74
24620 - Family Readiness And Support Services Coordinator 24630 - Homemaker 25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor 27007 - Baggage Inspector 27008 - Corrections Officer	16.40 28.27 24.16 28.27 18.96 24.16 17.59 14.74 18.82
24620 - Family Readiness And Support Services Coordinator 24630 - Homemaker 25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor 27008 - Corrections Officer 27010 - Court Security Officer	16.40 28.27 24.16 28.27 18.96 24.16 17.59 14.74 18.82 22.13
24620 - Family Readiness And Support Services Coordinator 24630 - Homemaker 25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor 27007 - Baggage Inspector 27008 - Corrections Officer 27010 - Court Security Officer 27030 - Detection Dog Handler	16.40 28.27 24.16 28.27 18.96 24.16 17.59 14.74 18.82 22.13 16.66
24620 - Family Readiness And Support Services Coordinator 24630 - Homemaker 25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor 27007 - Baggage Inspector 27008 - Corrections Officer 27010 - Court Security Officer	16.40 28.27 24.16 28.27 18.96 24.16 17.59 14.74 18.82 22.13

27101 - Guard I 14.74 27102 - Guard II 16.66 27131 - Police Officer II 22.39 27132 - Police Officer II 24.88 28000 - Recreation Occupations 21.31 28041 - Carnival Equipment Operator 13.28 28042 - Carnival Equipment Repairer 14.52 28043 - Carnival Worker 9.60 2810 - Lifeguard 11.59 28350 - Park Attendant (Aide) 19.09 28151 - Recreation Specialist 23.64 28600 - Sports Official 15.20 28600 - Stevedoring/Longshoremen 000 Ccupational Services 24.68 29010 - Blocker And Bracer 24.68 29010 - Stevedore I 22.99 29042 - Stevedore II 22.99 29042 - Stevedore I 22.99 30010 - Air Traffic Control (see 2) 40.88 Specialist Center (HFO) 30.01 31.04 30021 - Air Traffic Control (see 2) 28.40 30021 - Archeological Technician II 29.61 30021 - Archeological Technician II 29.61 30021 - Archeological Technician II 29.61 <tr< th=""><th></th><th></th><th></th><th></th></tr<>				
27131 - Police Officer II 22.39 27132 - Police Officer II 24.88 28000 - Recreation Occupations				
27132 - Police Officer II 24.88 28000 - Recreation Occupations 28041 - Cannival Equipment Operator 13.28 28042 - Cannival Equipment Repairer 14.52 28043 - Cannival Worker 9.60 28210 - Gate Attendant/Gate Tender 17.06 28310 - Lifeguard 11.59 28350 - Park Attendant (Aide) 19.09 28515 - Recreation Aide/Health 13.93 Facility Attendant 28630 - Sports Official 28600 - Swiming Pool Operator 16.83 29000 - Stevedoring/Longshoremen 24.68 29020 - Hatch Tender 24.68 29030 - Line Handler 24.68 29041 - Stevedore I 22.99 2042 - Stevedore II 25.98 30010 - Air Traffic Control (see 2) 28.18 Specialist Center (HFO) 30.01 - Air Traffic Control 31.04 Specialist Terminal (HFO) (see 2) 30.02 - Archeological Technician II 2.56 30021 - Archeological Technician II 2.56 30.023 - Archeological Technician II 2.56 30022 - Archeological Technician II 2.56 30.023 - Archeological Technician II 2.56 <				
28000 - Recreation Occupations 13.28 28041 - Carnival Equipment Operator 13.28 28042 - Carnival Equipment Repairer 14.52 28043 - Carnival Worker 9.60 28210 - Gate Attendant/Gate Tender 17.06 28310 - Lifeguard 119.09 28510 - Recreation Aide/Health 13.93 Facility Attendant 23.64 28630 - Sports Official 15.20 28600 - Swimming Pool Operator 16.83 29000 - Stevedoring/Longshoremen 24.68 29010 - Blocker And Bracer 24.68 29030 - Line Handler 24.68 29030 - Line Handler 24.68 29030 - Line Handler 24.68 29030 - Technical Occupations 30010 - Air Traffic Control (see 2) 30010 - Air Traffic Control (see 2) 28.18 Specialist Station (HFO) 30.04 30021 - Archeological Technician II 19.36 30022 - Archeological Technician II 25.94 30033 - Archeological Technician II 26.40 30040 - Civil Engineering Technician II 26.40 30051 - Cryogenic Technician II <td< th=""><th></th><th></th><th></th><th></th></td<>				
28041 - Carnival Equipment Operator 13.28 28042 - Carnival Equipment Repairer 14.52 28043 - Carnival Worker 9.60 28210 - Gate Attendant/Gate Tender 17.06 28310 - Lifeguard 11.59 28350 - Park Attendant (Aide) 19.09 28515 - Recreation Aide/Health 13.93 Facility Attendant 23.04 28690 - Swimming Pool Operator 16.83 29000 - Stevedoring/Longshoremen 24.68 29010 - Blocker And Bracer 24.68 29020 - Hatch Tender 24.68 29030 - Line Handler 24.68 29041 - Stevedore I 22.99 29042 - Stevedore II 25.98 30010 - Air Traffic Control (see 2) 28.18 Specialist Center (HFO) 30.01 - Air Traffic Control 31.04 Specialist Station (HFO) 30.02 - Archeological Technician II 19.36 30022 - Archeological Technician II 29.16 30.02 30022 - Archeological Technician II 29.16 30.02 30023 - Archeological Technician II 29.16 30041 - Civyogenic Technicia	27132 - Police Officer II			24.88
28042 - Carnival Equipment Repairer 14.52 28043 - Carnival Worker 9.60 28210 - Gate Attendant/Gate Tender 17.06 28310 - Lifeguard 11.59 28350 - Park Attendant (Aide) 19.09 28510 - Recreation Aide/Health 13.93 Facility Attendant 23.64 28630 - Sports Official 15.20 28690 - Swimming Pool Operator 16.83 29000 - Stevedoring/Longshoremen 24.68 29020 - Blocker And Bracer 24.68 29030 - Line Handler 24.68 29042 - Stevedore I 22.99 29042 - Stevedore II 25.98 30010 - Air Traffic Control (see 2) 40.88 Specialist Center (HFO) 30011 - Air Traffic Control (see 2) 28.18 Specialist Station (HFO) 30021 - Archeological Technician I 19.36 30022 - Archeological Technician III 20.46.40 30.01 30030 - Cartographic Technician II 29.16 30040 - Civil Engineering Technician I 29.42 30040 - Civil Engineering Technician I 29.46 30051 - Drafter/CAD Operator I 19.36 30062 - Drafter	28000 - Recreation Occupations			
28043 - Carnival Worker 9.60 28210 - Gate Attendant/Gate Tender 17.06 28310 - Lifeguard 11.59 28350 - Park Attendant (Aide) 19.09 28510 - Recreation Aide/Health 13.93 Facility Attendant 23.64 28630 - Sports Official 15.20 28690 - Swimming Pool Operator 16.83 29000 - Stevedoring/Longshoremen 24.68 29010 - Blocker And Bracer 24.68 29030 - Line Handler 24.68 29041 - Stevedore I 22.99 2042 - Stevedore I 25.98 30010 - Air Traffic Control (see 2) 40.88 Specialist Center (HFO) 30011 - Air Traffic Control (see 2) 30012 - Air Traffic Control (see 2) 30.04 Specialist Terminal (HFO) 31.04 30022 - Archeological Technician I 19.36 30022 - Archeological Technician I 29.16 30021 - Archeological Technician III 21.56 30022 - Archeological Technician III 21.56 30023 - Archeological Technician III 29.16 30061 - Drafter/CAD Operator II 29.16	28041 - Carnival Equipment Operator			13.28
28210 - Gate Attendant/Gate Tender 17.06 28310 - Lifeguard 11.59 28350 - Park Attendant (Aide) 19.09 28515 - Recreation Aide/Health 13.93 Facility Attendant 23.64 28500 - Swimming Pool Operator 16.83 29000 - Stevedoring/Longshoremen 24.68 29010 - Blocker And Bracer 24.68 29030 - Line Handler 24.68 29041 - Stevedore I 22.99 29042 - Stevedore II 22.99 29010 - Air Traffic Control (see 2) 30010 - Air Traffic Control (see 2) 30011 - Air Traffic Control (see 2) 30012 - Archeological Technician II 19.36 30022 - Archeological Technician III 25.04 30030 - Cartographic Technician III 29.16 30040 - Civil Engineering Technician I 29.16 30051 - Cryogenic Technician I 29.16 30062 - Drafter/CAD Operator I 19.36 30052 - Cryogenic Technician I 29.16 30064 - Drafter/CAD Operator II 29.16 30065 - Drafter/CAD Operator II 29.17 30081 - Engineering Technician II 19.36	28042 - Carnival Equipment Repairer			14.52
28310 - Lifeguard 11.59 28350 - Park Attendant (Aide) 19.09 28510 - Recreation Aide/Health 13.93 Facility Attendant 28515 - Recreation Specialist 23.64 28630 - Sports Official 15.20 28690 - Swimming Pool Operator 16.83 29000 - Stevedoring/Longshoremen 0ccupational Services 29010 - Blocker And Bracer 24.68 29030 - Line Handler 24.68 29041 - Stevedore I 22.99 29042 - Stevedore I 25.98 30010 - Air Traffic Control (see 2) 30011 - Air Traffic Control (see 2) 30012 - Air Traffic Control 31.04 Specialist Terminal (HFO) 30.02 30021 - Archeological Technician I 19.36 30022 - Archeological Technician I 29.44 30030 - Cartographic Technician I 29.44 30031 - Archeological Technician I 29.50 30021 - Archeological Technician I 29.50 30022 - Archeological Technician I 29.64 30030 - Cartographic Technician I 29.64 30040 - Civil Engineering Technician I 29.16 30051 - Drafter/CAD	28043 - Carnival Worker			9.60
28350 - Park Attendant (Aide) 19.09 28510 - Recreation Aide/Health 13.93 Facility Attendant 23.64 28630 - Sports Official 15.20 28690 - Swimming Pool Operator 16.83 29000 - Stevedoring/Longshoremen 0 Occupational Services 24.68 29010 - Blocker And Bracer 24.68 29020 - Hatch Tender 24.68 29041 - Stevedore I 22.99 29042 - Stevedore II 22.99 29042 - Stevedore II 25.98 30010 - Air Traffic Control (see 2) 40.88 Specialist Center (HFO) 31.04 30021 - Air Traffic Control (see 2) 28.18 Specialist Station (HFO) 31.04 30023 - Archeological Technician II 25.94 30023 - Archeological Technician II 26.40 30030 - Cartographic Technician II 27.52 30040 - Civil Engineering Technician II 29.16 30052 - Cryogenic Technician II 29.16 30062 - Drafter/CAD Operator II 19.36 30062 - Drafter/CAD Operator II 29.11 30061 - Drafter/CAD Operator III 29.11 30	28210 - Gate Attendant/Gate Tender			17.06
28510 - Recreation Aide/Health 13.93 Facility Attendant 23.64 28515 - Recreation Specialist 23.64 28630 - Sports Official 15.20 28690 - Swimming Pool Operator 16.83 29000 - Stevedoring/Longshoremen 24.68 29010 - Blocker And Bracer 24.68 29020 - Hatch Tender 24.68 29030 - Line Handler 24.68 29041 - Stevedore I 22.99 30000 - Technical Occupations 30010 - Air Traffic Control (see 2) 30010 - Air Traffic Control (see 2) 28.18 Specialist Center (HFO) 30.012 - Air Traffic Control (see 2) 28.18 Specialist Terminal (HFO) 30.022 - Archeological Technician I 19.36 30022 - Archeological Technician II 21.56 30030 - Cartographic Technician II 25.04 30051 - Cryogenic Technician II 29.16 30062 - Drafter/CAD Operator II 29.16 30063 - Drafter/CAD Operator II 29.16 30064 - Drafter/CAD Operator II 29.71 30083 - Engineering Technician II 27.67 30083 - Engineering Technician II 27.67 <t< th=""><th>28310 - Lifeguard</th><th></th><th></th><th>11.59</th></t<>	28310 - Lifeguard			11.59
Facility Attendant 23515 - Recreation Specialist 23.64 28630 - Sports Official 15.20 28690 - Swimming Pool Operator 16.83 29000 - Stevedoring/Longshoremen 24.68 29010 - Blocker And Bracer 24.68 29020 - Hatch Tender 24.68 29030 - Line Handler 24.68 29042 - Stevedore II 22.99 29042 - Stevedore II 25.98 30010 - Air Traffic Control (see 2) 28.18 Specialist Center (HFO) 30011 - Air Traffic Control (see 2) 28.18 Specialist Station (HFO) (see 2) 30.012 - Air Traffic Control Source 30.02 30021 - Archeological Technician I 19.36 30022 - Archeological Technician II 25.94 30030 - Cartographic Technician II 25.04 30040 - Civil Engineering Technician II 25.04 30051 - Cryogenic Technician II 25.04 30062 - Drafter/CAD Operator II 21.56 30062 - Drafter/CAD Operator II 21.56 30063 - Drafter/CAD Operator III 21.56 30064 - Drafter/CAD Operator III 21.56 30063 - Drafter/CAD Operator II 21.56 30083 -	28350 - Park Attendant (Aide)			19.09
28515 - Recreation Specialist 23.64 28630 - Sports Official 15.20 28690 - Swimming Pool Operator 16.83 29000 - Stevedoring/Longshoremen 24.68 29010 - Blocker And Bracer 24.68 29020 - Hatch Tender 24.68 29030 - Line Handler 24.68 29041 - Stevedore I 22.99 29042 - Stevedore II 25.98 30010 - Air Traffic Control (see 2) 28.18 Specialist Center (HFO) 30011 - Air Traffic Control (see 2) 28.18 Specialist Station (HFO) 31.04 Specialist Terminal (HFO) (see 2) 23.84 30022 - Archeological Technician I 19.36 30022 - Archeological Technician III 21.56 30030 - Cartographic Technician III 29.16 30051 - Cryogenic Technician II 29.16 30062 - Drafter/CAD Operator II 19.36 30063 - Drafter/CAD Operator II 29.71 30083 - Engineering Technician I 19.36 30064 - Drafter/CAD Operator III 29.71 30083 - Engineering Technician III 29.71 30083 - Engineering Technician III 29.71 30083 - Engi	28510 - Recreation Aide/Health			13.93
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30210 - Laboratory Technician 21.45	30210 - Laboratory Technician			21.45

30221 - Latent Fingerprint	26.40
Technician I	
30222 - Latent Fingerprint	29.16
Technician II	
30240 - Mathematical Technician	26.82
30361 - Paralegal/Legal Assistant I	20.04
30362 - Paralegal/Legal Assistant II	24.86
30363 - Paralegal/Legal Assistant	30.37
III	
30364 - Paralegal/Legal Assistant IV	36.75
30375 - Petroleum Supply Specialist	29.16
30390 - Photo-Optics Technician	26.82
30395 - Radiation Control Technician	29.16
30461 - Technical Writer I	23.84
30462 - Technical Writer II	29.16
30463 - Technical Writer III	35.29
30491 - Unexploded Ordnance (UXO)	25.98
Technician I	23.90
	31.43
30492 - Unexploded Ordnance (UXO) Technician II	31.43
30493 - Unexploded Ordnance (UXO)	37.67
Technician III	0 5 0 0
30494 - Unexploded (UXO) Safety	25.98
Escort	
30495 - Unexploded (UXO) Sweep	25.98
Personnel	
30501 - Weather Forecaster I	29.71
30502 - Weather Forecaster II	36.15
30620 - Weather Observer Combined (see 2)	24.15
Upper Air Or	
Surface Programs	
30621 - Weather Observer Senior (see 2)	26.82
31000 - Transportation/Mobile	
Equipment Operation Occupations	
31010 - Airplane Pilot	31.43
31020 - Bus Aide	12.72
31030 - Bus Driver	18.17
31043 - Driver Courier	15.57
31260 - Parking and Lot Attendant	11.29
31290 - Shuttle Bus Driver	16.99
31310 - Taxi Driver	12.35
31361 - Truckdriver Light	16.99
31362 - Truckdriver Medium	18.36
31363 - Truckdriver Heavy	20.79
31364 - Truckdriver Tractor-Trailer	20.79
99000 - Miscellaneous Occupations	20.19
99020 - Cabin Safety Specialist	15.32
99030 - Cashier	10.28
99050 - Cashier 99050 - Desk Clerk	10.28
JJUJU - DESK CIEľK	10.49
99095 - Embalmer	30.54

99130 - Flight Follower	25.98
99251 - Laboratory Animal Caretaker	11.92
I	
99252 - Laboratory Animal Caretaker	13.08
II	
99260 - Marketing Analyst	29.13
99310 - Mortician	30.54
99410 - Pest Controller	19.37
99510 - Photofinishing Worker	13.65
99710 - Recycling Laborer	18.66
99711 - Recycling Specialist	23.12
99730 - Refuse Collector	16.42
99810 - Sales Clerk	12.95
99820 - School Crossing Guard	14.32
99830 - Survey Party Chief	22.43
99831 - Surveying Aide	14.88
99832 - Surveying Technician	20.39
99840 - Vending Machine Attendant	17.25
99841 - Vending Machine Repairer	20.15
99842 - Vending Machine Repairer	17.25
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 per month*

*This rate is to be used only when compensating employees for performance on an SCAcovered 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: 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:

 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)).

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT	U.S. DEPARTMENT OF LABOR
By direction of the Secretary of Labor	WAGE AND HOUR DIVISION
	WASHINGTON D.C. 20210
	Wage Determination No.: 2015-5101
Daniel W. Simms Division of	Revision No.: 17
Director Wage Determination	s Date Of Last Revision: 12/27/2021

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022 Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022 Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

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

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		13.97
01012 - Accounting Clerk II		15.69
01013 - Accounting Clerk III		17.54
01020 - Administrative Assistant		25.23
01035 - Court Reporter		15.83
01041 - Customer Service		12.07
Representative I		

01042 - Customer Service		13.56
Representative II		1 4 0 0
01043 - Customer Service Representative III		14.80
01051 - Data Entry Operator I		13.54
01052 - Data Entry Operator II		14.78
01060 - Dispatcher Motor Vehicle		17.39
01070 - Document Preparation Clerk		12.61
01090 - Duplicating Machine Operator		12.61
01111 - General Clerk I		12.80
01112 - General Clerk II		13.97
01113 - General Clerk III		15.69
01120 - Housing Referral Assistant		17.65
01141 - Messenger Courier		13.53
01191 - Order Clerk I		13.99
01192 - Order Clerk II		15.27
01261 - Personnel Assistant		16.27
(Employment) I		
01262 - Personnel Assistant		18.19
(Employment) II		
01263 - Personnel Assistant		20.27
(Employment) III		
01270 - Production Control Clerk		22.06
01290 - Rental Clerk		13.31
01300 - Scheduler Maintenance		14.16
01311 - Secretary I		14.16
01312 - Secretary II		15.83
01313 - Secretary III		17.65
01320 - Service Order Dispatcher		15.55
01410 - Supply Technician		25.23
01420 - Survey Worker		13.59
01460 - Switchboard		12.30
Operator/Receptionist		
01531 - Travel Clerk I		14.02
01532 - Travel Clerk II		15.00
01533 - Travel Clerk III		16.08
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		24.46
Fiberglass		
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		17.31
Mechanic		- , • J -
05160 - Motor Equipment Metal Worker		15.76
05190 - Motor Vehicle Mechanic		17.31

05220 - Motor Vehicle Mechanic	13.33
Helper	1 - 0 - 0
05250 - Motor Vehicle Upholstery	15.36
Worker	15 86
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	17.31
Specialist	
07000 - Food Preparation And Service	
Occupations	10 00
07010 - Baker	12.02
07041 - Cook I	9.99
07042 - Cook II	11.58
07070 - Dishwasher	9.69
07130 - Food Service Worker	9.56
07210 - Meat Cutter	16.76
07260 - Waiter/Waitress	9.58
09000 - Furniture Maintenance And	
Repair Occupations	1 - 0 - 1
09010 - Electrostatic Spray Painter	17.94
09040 - Furniture Handler	11.57
09080 - Furniture Refinisher	17.94
09090 - Furniture Refinisher Helper	14.25
09110 - Furniture Repairer Minor	15.80
(9130 - 100)	
09130 - Upholsterer	17.94
11000 - General Services And Support	17.94
11000 - General Services And Support Occupations	
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles	12.33
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator	12.33 12.43
11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener	12.33 12.43 18.41
<pre>11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide</pre>	12.33 12.43 18.41 11.94
<pre>11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor</pre>	12.33 12.43 18.41 11.94 11.94
<pre>11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance</pre>	12.33 12.43 18.41 11.94 11.94 13.71
<pre>11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman</pre>	12.33 12.43 18.41 11.94 11.94 13.71 9.79
<pre>11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner</pre>	12.33 12.43 18.41 11.94 11.94 13.71 9.79 12.17
<pre>11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator</pre>	12.33 12.43 18.41 11.94 13.71 9.79 12.17 16.84
<pre>11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker</pre>	12.33 12.43 18.41 11.94 11.94 13.71 9.79 12.17 16.84 13.71
<pre>11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner</pre>	12.33 12.43 18.41 11.94 13.71 9.79 12.17 16.84
<pre>11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations</pre>	12.33 12.43 18.41 11.94 13.71 9.79 12.17 16.84 13.71 13.45
<pre>11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver</pre>	12.33 12.43 18.41 11.94 13.71 9.79 12.17 16.84 13.71 13.45
<pre>11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician</pre>	12.33 12.43 18.41 11.94 13.71 9.79 12.17 16.84 13.71 13.45 17.67 17.99
<pre>11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational</pre>	12.33 12.43 18.41 11.94 13.71 9.79 12.17 16.84 13.71 13.45
<pre>11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant</pre>	12.33 12.43 18.41 11.94 13.71 9.79 12.17 16.84 13.71 13.45 17.67 17.99 29.48
<pre>11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist</pre>	12.33 12.43 18.41 11.94 13.71 9.79 12.17 16.84 13.71 13.45 17.67 17.99
<pre>11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant</pre>	12.33 12.43 18.41 11.94 13.71 9.79 12.17 16.84 13.71 13.45 17.67 17.99 29.48 26.18
<pre>11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant 12020 - Dental Assistant</pre>	12.33 12.43 18.41 11.94 13.71 9.79 12.17 16.84 13.71 13.45 17.67 17.99 29.48 26.18 17.30
<pre>11000 - General Services And Support Occupations 11030 - Cleaner Vehicles 11060 - Elevator Operator 11090 - Gardener 11122 - Housekeeping Aide 11150 - Janitor 11210 - Laborer Grounds Maintenance 11240 - Maid or Houseman 11260 - Pruner 11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant</pre>	12.33 12.43 18.41 11.94 13.71 9.79 12.17 16.84 13.71 13.45 17.67 17.99 29.48 26.18

12035 - Electroneurodiagnostic	27.26
Technologist	
12040 - Emergency Medical Technician	17.67
12071 - Licensed Practical Nurse I	16.09
12072 - Licensed Practical Nurse II	17.99
12073 - Licensed Practical Nurse III	20.05
12100 - Medical Assistant	14.61
12130 - Medical Laboratory	23.38
Technician	
12160 - Medical Record Clerk	16.50
12190 - Medical Record Technician	19.44
12195 - Medical Transcriptionist	14.07
12210 - Nuclear Medicine	39.54
Technologist	
12221 - Nursing Assistant I	11.90
12222 - Nursing Assistant II	13.37
12223 - Nursing Assistant III	14.59
12224 - Nursing Assistant IV	16.39
12235 - Optical Dispenser	14.81
12236 - Optical Technician	16.09
12250 - Pharmacy Technician	14.12
12280 - Phlebotomist	14.19
12305 - Radiologic Technologist	28.27
12311 - Registered Nurse I	22.93
12312 - Registered Nurse II	28.05
12313 - Registered Nurse II	28.05
Specialist	20.00
12314 - Registered Nurse III	33.94
12315 - Registered Nurse III	33.94
Anesthetist	00.91
12316 - Registered Nurse IV	40.68
12317 - Scheduler (Drug and Alcohol	22.29
Testing)	,
12320 - Substance Abuse Treatment	20.00
Counselor	20.00
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
13042 - Illustrator III	24.73
13043 - Librarian	21.91
13047 - Library Aide/Clerk	12.51
13050 - Library Alde/Clerk 13054 - Library Information	12.51
Technology Systems	19.10
Administrator	
	15 57
13058 - Library Technician	15.57
13061 - Media Specialist I	14.27

13062 - Media Specialist II			15.96
13063 - Media Specialist III			17.80
13071 - Photographer I			14.31
13072 - Photographer II			16.87
13073 - Photographer III			21.03
13074 - Photographer IV			25.72
13075 - Photographer V			31.12
13090 - Technical Order Library			15.84
Clerk			
13110 - Video Teleconference			14.92
Technician			
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			14.31
Operator			
14160 - Personal Computer Support			19.84
Technician			
14170 - System Support Specialist			25.17
15000 - Instructional Occupations			
15010 - Aircrew Training Devices			30.50
Instructor (Non-Rated)			
15020 - Aircrew Training Devices			36.91
Instructor (Rated)			
15030 - Air Crew Training Devices			43.95
Instructor (Pilot)			
15050 - Computer Based Training			30.50
Specialist / Instructor			
15060 - Educational Technologist			28.19
15070 - Flight Instructor (Pilot)			43.95
15080 - Graphic Artist			20.17
15085 - Maintenance Test Pilot Fixed			40.76
Jet/Prop			
15086 - Maintenance Test Pilot			40.76
Rotary Wing			
15088 - Non-Maintenance Test/Co-			40.76
Pilot			
15090 - Technical Instructor			19.82

15095 - Technical Instructor/Course	24.24
Developer	1 6 0 1
15110 - Test Proctor	16.01
15120 - Tutor	16.01
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations	11 00
16010 - Assembler	11.39
16030 - Counter Attendant	11.39
16040 - Dry Cleaner	13.67
16070 - Finisher Flatwork Machine	11.39
16090 - Presser Hand	11.39
16110 - Presser Machine Drycleaning	11.39
16130 - Presser Machine Shirts	11.39
16160 - Presser Machine Wearing	11.39
Apparel Laundry	1 4 60
16190 - Sewing Machine Operator	14.63
16220 - Tailor	15.59
16250 - Washer Machine	11.93
19000 - Machine Tool Operation And	
Repair Occupations	
19010 - Machine-Tool Operator (Tool	22.24
Room)	
19040 - Tool And Die Maker	26.76
21000 - Materials Handling And Packing	
Occupations	
21020 - Forklift Operator	14.67
21030 - Material Coordinator	20.98
21040 - Material Expediter	20.98
21050 - Material Handling Laborer	12.93
21071 - Order Filler	12.78
21080 - Production Line Worker (Food	14.67
Processing)	
21110 - Shipping Packer	16.27
21130 - Shipping/Receiving Clerk	16.27
21140 - Store Worker I	12.50
21150 - Stock Clerk	17.95
21210 - Tools And Parts Attendant	14.67
21410 - Warehouse Specialist	14.67
23000 - Mechanics And Maintenance And	
Repair Occupations	
23010 - Aerospace Structural Welder	25.93
23019 - Aircraft Logs and Records	20.71
Technician	
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	23.52
Equipment Technician 23080 - Aircraft Worker	22.22
23091 - Aircrew Life Support	22.22
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	24.75
Equipment (ALSE) Mechanic	
	00.04
23110 - Appliance Mechanic	22.84
23120 - Bicycle Repairer	18.62
23125 - Cable Splicer	36.07
23130 - Carpenter Maintenance	22.13
23140 - Carpet Layer	21.58
23160 - Electrician Maintenance	24.89
23181 - Electronics Technician	21.58
Maintenance I	
23182 - Electronics Technician	22.84
Maintenance II	
23183 - Electronics Technician	24.04
Maintenance III	
23260 - Fabric Worker	20.11
23290 - Fire Alarm System Mechanic	24.04
23310 - Fire Extinguisher Repairer	18.62
23311 - Fuel Distribution System	24.04
Mechanic	
23312 - Fuel Distribution System	18.62
Operator	
23370 - General Maintenance Worker	17.45
23380 - Ground Support Equipment	24.75
Mechanic	
23381 - Ground Support Equipment	20.71
Servicer	
23382 - Ground Support Equipment	22.22
Worker	
23391 - Gunsmith I	18.62
23392 - Gunsmith II	21.58
23393 - Gunsmith III	24.04
23410 - Heating Ventilation And Air-	21.37
Conditioning	
Mechanic	00.00
23411 - Heating Ventilation And Air	22.39
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	26.85
23440 - Heavy Equipment Operator	21.83
23460 - Instrument Mechanic	24.04
23465 - Laboratory/Shelter Mechanic	22.84
	10 70
23470 - Laborer 23510 - Locksmith	13.72 22.84

Mechanic 17.41 23550 - Maintenance Trades Helper 17.04 23591 - Metrology Technician I 24.04 23592 - Metrology Technician II 25.18 23593 - Metrology Technician III 26.35 23640 - Millwright 24.17 23710 - Office Appliance Repairer 22.84 23790 - Pipefitter Maintenance 28.60 23820 - Pneudraulic Systems Mechanic 24.04 23870 - Scale Mechanic 24.04 23870 - Scale Mechanic 21.58 23820 - Sneutraulic Systems Mechanic 21.13 23910 - Small Engine Mechanic 21.13 23931 - Telecommunications Mechanic 33.64 II 23950 - Telephone Lineman 32.63 23950 - Telephone Lineman 32.63 23950 - Welder Combination 18.11 Maintenance 23.64 23970 - Woodcraft Worker 24.04 23970 - Woodcraft Worker 23.64 23970 - Child Care Attendant 10.02 24550 - Case Manager 15.37 24570 - Child Care Attendant 10.20 24580 - Shailer T		
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23580 - Maintenance Trades Helper 17.04 23591 - Metrology Technician I 24.04 23593 - Metrology Technician III 25.18 23540 - Millwright 24.17 23710 - Office Appliance Repairer 22.84 23790 - Pipefitter Maintenance 26.04 23800 - Puedraulic Systems Mechanic 24.04 23800 - Sheet-Metal Worker 24.04 23800 - Sheet-Metal Worker 24.04 23800 - Sheet-Metal Worker 24.04 23910 - Shall Engine Mechanic 32.113 23932 - Telecommunications Mechanic 32.111 I 23950 - Telephone Lineman 32.63 23950 - Telephone Lineman 32.63 23960 - Welder Combination 18.11 Maintenance 24.04 23950 - Telephone Lineman 32.63 23960 - Welder Combination 18.11 Maintenance 24.04 23970 - Woodcraft Worker 24.04 23980 - Woodworker 23.64 23970 - Child Care Attendant 10.02 24500 - Child Care Center Clerk 13.26 24500 - Child Care Attendant 10.20 24500 - Hant And Syst		
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23790 - Pipefitter Maintenance 26.04 23810 - Plumber Maintenance 24.52 23820 - Pneudraulic Systems Mechanic 24.04 23870 - Scale Mechanic 21.58 23890 - Sheet-Metal Worker 24.04 Maintenance 21.13 23931 - Scale Mechanic 21.13 23931 - Telecommunications Mechanic 32.01 I	23710 - Office Appliance Repairer	22.84
23810 - Plumber Maintenance 24.52 23820 - Pneudraulic Systems Mechanic 24.04 23850 - Rigger 24.04 23870 - Scale Mechanic 21.58 23890 - Sheet-Metal Worker 24.44 Maintenance 21.13 23931 - Telecommunications Mechanic 32.11 7 23932 - Telecommunications Mechanic 33.64 II 32.01 33.64 II 23950 - Telephone Lineman 32.63 23960 - Welder Combination 18.11 Maintenance 23965 - Well Driller 23.64 23970 - Woodcraft Worker 24.04 23980 - Woodworker 24000 - Personal Needs Occupations 24.04 24550 - Case Manager 15.37 24570 - Child Care Attendant 10.20 24580 - Child Care Center Clerk 13.26 24610 - Child Care Center Clerk 15.37 24620 - Family Readiness And Support 15.37 Services 25000 Coordinator 24.04 25000 - Boiler Tender 24.04 25000 - Boiler Tender 19.79	23760 - Painter Maintenance	18.88
23820 - Pneudraulic Systems Mechanic 24.04 23850 - Rigger 24.04 23870 - Scale Mechanic 21.58 23890 - Sheet-Metal Worker 24.44 Maintenance 21.13 23931 - Telecommunications Mechanic 21.13 23932 - Telecommunications Mechanic 33.64 II 33.64 23950 - Telephone Lineman 32.63 23960 - Welder Combination 18.11 Maintenance 24.04 23965 - Well Driller 23.64 23970 - Woodcraft Worker 24.04 23980 - Woodworker 18.62 24000 - Personal Needs Occupations 24.04 24550 - Case Manager 15.37 24550 - Child Care Attendant 10.20 24580 - Child Care Center Clerk 13.26 24610 - Chore Aide 11.12 24620 - Family Readiness And Support 15.37 Services Coordinator 24.04 25010 - Boiler Tender 24.04 25070 25010 - Boiler Tender 24.04 25040 25010 - Stationary Engineer 24.04 25100 - Ventilation Equipment Tender 1	23790 - Pipefitter Maintenance	26.04
23850 - Rigger 24.04 23870 - Scale Mechanic 21.58 23890 - Sheet-Metal Worker 24.44 Maintenance 21.13 23931 - Small Engine Mechanic 32.11 1 32.332 23932 - Telecommunications Mechanic 32.63 23950 - Telephone Lineman 32.63 23960 - Welder Combination 18.11 Maintenance 23.64 23970 - Woodcraft Worker 24.04 23980 - Woodworker 18.62 24000 - Personal Needs Occupations 24.54 24550 - Case Manager 15.37 24550 - Case Manager 15.37 24550 - Child Care Attendant 10.20 24580 - Child Care Center Clerk 13.26 24610 - Chore Aide 11.12 24620 - Family Readiness And Support 15.37 Services 25000 - 24630 - Homemaker 16.57 25000 - Plant And System Operations 24630 - 404 25040 - Sewage Plant Operator 19.79 25070 - Stationary Engineer 24.04 25190 - Ventilation Equipment Tender 17.04	23810 - Plumber Maintenance	24.52
23870 - Scale Mechanic 21.58 23890 - Sheet-Metal Worker 24.44 Maintenance 21.13 23910 - Small Engine Mechanic 32.11 23932 - Telecommunications Mechanic 33.64 II 1 23950 - Telephone Lineman 32.63 23960 - Welder Combination 18.11 Maintenance 23965 - Well Driller 23960 - Woodcraft Worker 24.04 23980 - Woodcraft Worker 24.04 23980 - Woodcraft Worker 18.62 24000 - Personal Needs Occupations 24550 24550 - Case Manager 15.37 24570 - Child Care Attendant 10.20 24580 - Child Care Center Clerk 13.26 24610 - Chore Aide 11.12 24620 - Family Readiness And Support 15.37 Services Coordinator 24630 - Homemaker 16.57 25010 - Boiler Tender 24.04 25040 - Sewage Plant Operations 24.04 25190 - Ventilation Equipment Tender 17.04 25100 - Stationary Engineer 24.04 25100 - Water Treatment Plant 19.79 Ope	23820 - Pneudraulic Systems Mechanic	24.04
23890 - Sheet-Metal Worker 24.44 Maintenance 21.13 23931 - Telecommunications Mechanic 21.13 I 23932 - Telecommunications Mechanic 33.64 II 33.64 23950 - Telephone Lineman 32.63 23965 - Welder Combination 18.11 Maintenance 23.64 23970 - Woodcraft Worker 24.04 23980 - Woodworker 18.62 24000 - Personal Needs Occupations 24.50 24550 - Case Manager 15.37 24550 - Child Care Attendant 10.20 24580 - Child Care Center Clerk 13.26 24610 - Chore Aide 11.12 24620 - Family Readiness And Support 15.37 Services Coordinator 25000 - Plant And System Operations Cocupations 25010 - Boiler Tender 24.04 25190 - Ventilation Equipment Tender 17.04 25210 - Water Treatment Plant 19.79 20700 - Protective Service Occupations 220.04 27000 - Protective Service Occupations 24.04 25190 - Ventilation Equipm	23850 - Rigger	24.04
Maintenance 213910 - Small Engine Mechanic 21.13 23931 - Telecommunications Mechanic 32.11 I I 23932 - Telecommunications Mechanic 33.64 II III 23950 - Telephone Lineman 32.63 23960 - Welder Combination 18.11 Maintenance 23960 23980 - Welder Combination 18.11 Maintenance 23.64 23970 - Woodcraft Worker 24.04 23980 - Woodworker 18.62 24000 - Personal Needs Occupations 24550 24550 - Case Manager 15.37 24570 - Child Care Attendant 10.20 24580 - Child Care Center Clerk 13.26 24610 - Chore Aide 11.12 24620 - Family Readiness And Support 15.37 Services Coordinator 25010 - Plant And System Operations 25010 25010 - Boiler Tender 24.04 25040 - Sewage Plant Operator 19.79 25070 - Stationary Engineer 24.04 25190 - Ventilation Equipment Tender 17.04 25210 - Water Treatment Plant 19.79	23870 - Scale Mechanic	21.58
23910 - Small Engine Mechanic 21.13 23931 - Telecommunications Mechanic 32.11 I III 23932 - Telecommunications Mechanic 33.64 II III 23950 - Telephone Lineman 32.63 23960 - Welder Combination 18.11 Maintenance 23.64 23970 - Woodcraft Worker 24.04 23980 - Woodworker 18.62 24000 - Personal Needs Occupations 18.62 24550 - Case Manager 15.37 24550 - Child Care Attendant 10.20 24580 - Child Care Center Clerk 13.26 24610 - Chore Aide 11.12 24620 - Family Readiness And Support 15.37 Services IS.62 Coordinator 24630 - Homemaker 24630 - Homemaker 16.57 25010 - Boiler Tender 24.04 25040 - Sewage Plant Operator 19.79 25070 - Stationary Engineer 24.04 25190 - Ventilation Equipment Tender 17.04 25100 - Potective Service Occupations 27.004 27000 - Protective Service Occupations 27.004 27000 -	23890 - Sheet-Metal Worker	24.44
23931 - Telecommunications Mechanic 32.11 I 33.64 23950 - Telephone Lineman 32.63 23960 - Welder Combination 18.11 Maintenance 23.64 23970 - Welder Combination 18.11 Maintenance 23.64 23970 - Woodcraft Worker 24.04 23980 - Woodworker 18.62 24000 - Personal Needs Occupations 24.04 24550 - Case Manager 15.37 24550 - Child Care Attendant 10.20 24580 - Child Care Center Clerk 13.26 24610 - Chore Aide 11.12 24620 - Family Readiness And Support 15.37 Services Coordinator 25010 - Plant And System Operations 0ccupations 25010 - Boiler Tender 24.04 25040 - Sewage Plant Operator 19.79 25070 - Stationary Engineer 24.04 25190 - Ventilation Equipment Tender 17.04 25210 - Water Treatment Plant 19.79 Operator 27004 - Alarm Monitor 15.33 27004 - Alarm Monitor 15.33 27007 - Baggage Inspector 13.90	Maintenance	
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23932 - Telecommunications Mechanic 33.64 11 32.63 23960 - Welder Combination 18.11 Maintenance 23.64 23970 - Woodcraft Worker 23.64 23980 - Woodworker 23.64 23980 - Woodworker 24.04 23980 - Woodworker 18.62 24000 - Personal Needs Occupations 2450 24550 - Case Manager 15.37 24570 - Child Care Attendant 10.20 24580 - Child Care Center Clerk 13.26 24610 - Chore Aide 11.12 24620 - Family Readiness And Support 15.37 Services 24630 - Homemaker 16.57 25010 - Plant And System Operations 24.04 25040 - Sewage Plant Operator 19.79 25070 - Stationary Engineer 24.04 25190 - Ventilation Equipment Tender 17.04 25100 - Potective Service Occupations 70 27000 - Protective Service Occupations 7004 27004 - Alarm Monitor 15.33 27007 - Baggage Inspector 13.90	23931 - Telecommunications Mechanic	32.11
II 23950 - Telephone Lineman 32.63 23960 - Welder Combination 18.11 Maintenance 23.64 23965 - Well Driller 23.64 23970 - Woodcraft Worker 24.04 23980 - Woodworker 18.62 24000 - Personal Needs Occupations 24.04 23980 - Case Manager 15.37 24550 - Case Manager 15.37 24570 - Child Care Attendant 10.20 24580 - Child Care Center Clerk 13.26 24610 - Chore Aide 11.12 24620 - Family Readiness And Support 15.37 Services 25000 - Plant And System Operations Occupations 25010 - Boiler Tender 24.04 25040 - Sewage Plant Operator 19.79 25070 - Stationary Engineer 24.04 25190 - Ventilation Equipment Tender 17.04 25210 - Water Treatment Plant 19.79 Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor	I	
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23960 - Welder Combination 18.11 Maintenance 23.64 23965 - Well Driller 23.64 23970 - Woodcraft Worker 24.04 23980 - Woodworker 18.62 24000 - Personal Needs Occupations 24.04 24550 - Case Manager 15.37 24570 - Child Care Attendant 10.20 24580 - Child Care Center Clerk 13.26 24610 - Chore Aide 11.12 24620 - Family Readiness And Support 15.37 Services 500 Coordinator 16.57 25000 - Plant And System Operations 70 Occupations 19.79 25010 - Boiler Tender 24.04 25040 - Sewage Plant Operator 19.79 25070 - Stationary Engineer 24.04 25190 - Ventilation Equipment Tender 17.04 25210 - Water Treatment Plant 19.79 Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor 15.33 27007 - Baggage Inspector 13.90		
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27004 - Alarm Monitor 15.33 27007 - Baggage Inspector 13.90	-	
27007 - Baggage Inspector 13.90	-	1 - 2 2
27008 - Corrections Officer 18.04		
27010 - Court Security Officer 17.60	2/010 - Court Security Officer	1/.60

27030 - Detection Dog Handler		16.84	
27040 - Detention Officer		18.04	
27070 - Firefighter		19.63	
27101 - Guard I		13.90	
27102 - Guard II		16.84	1
27131 - Police Officer I		18.73	3
27132 - Police Officer II		20.82	2
28000 - Recreation Occupations			
28041 - Carnival Equipment Operator		13.28	3
28042 - Carnival Equipment Repairer		14.52	2
28043 - Carnival Worker		9.60	
28210 - Gate Attendant/Gate Tender		17.05	5
28310 - Lifeguard		10.83	3
28350 - Park Attendant (Aide)		19.07	7
28510 - Recreation Aide/Health		13.92	2
Facility Attendant			
28515 - Recreation Specialist		23.62	2
28630 - Sports Official		15.19)
28690 - Swimming Pool Operator		17.18	
29000 - Stevedoring/Longshoremen			
Occupational Services			
29010 - Blocker And Bracer		23.43	3
29020 - Hatch Tender		23.43	3
29030 - Line Handler		23.43	
29041 - Stevedore I		22.88	
29042 - Stevedore II		25.86	
30000 - Technical Occupations			
30010 - Air Traffic Control	(see	2) 40.88	3
Specialist Center (HFO)	,		
30011 - Air Traffic Control	(see	2) 28.18	3
Specialist Station (HFO)			
30012 - Air Traffic Control		31.04	1
Specialist Terminal (HFO) (see 2)			
30021 - Archeological Technician I		17.21	L
30022 - Archeological Technician II		19.24	1
30023 - Archeological Technician III		23.84	1
30030 - Cartographic Technician		23.84	1
30040 - Civil Engineering Technician		23.84	1
30051 - Cryogenic Technician I		26.40)
30052 - Cryogenic Technician II		29.16	5
30061 - Drafter/CAD Operator I		17.21	L
30062 - Drafter/CAD Operator II		19.24	
30063 - Drafter/CAD Operator III		21.45	
30064 - Drafter/CAD Operator IV		26.40	
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	
		J , . J .	-

		00 04
30090 - Environmental Technician		23.84
30095 - Evidence Control Specialist		23.84
30210 - Laboratory Technician		21.45
30221 - Latent Fingerprint		26.40
Technician I		00 1 6
30222 - Latent Fingerprint		29.16
Technician II		00.04
30240 - Mathematical Technician		23.84
30361 - Paralegal/Legal Assistant I		17.51
30362 - Paralegal/Legal Assistant II		21.70
30363 - Paralegal/Legal Assistant		26.54
30364 - Paralegal/Legal Assistant IV		32.10
30375 - Petroleum Supply Specialist		29.16
30390 - Photo-Optics Technician		23.84
30395 - Radiation Control Technician		29.16
30461 - Technical Writer I		23.84
30462 - Technical Writer II		29.16
30463 - Technical Writer III		35.29
30491 - Unexploded Ordnance (UXO)		25.98
Technician I		0.1 . 1 0
30492 - Unexploded Ordnance (UXO)		31.43
Technician II		
30493 - Unexploded Ordnance (UXO)		37.67
Technician III		0 - 0 0
30494 - Unexploded (UXO) Safety		25.98
Escort		
30495 - Unexploded (UXO) Sweep		25.98
Personnel		
30501 - Weather Forecaster I		26.40
30502 - Weather Forecaster II	2 ·	32.12
	see 2)	21.45
Upper Air Or		
Surface Programs	0.1	00.04
	see 2)	23.84
31000 - Transportation/Mobile		
Equipment Operation Occupations		0.1 . 1 0
31010 - Airplane Pilot		31.43
31020 - Bus Aide		12.72
31030 - Bus Driver		18.18
31043 - Driver Courier		15.57
31260 - Parking and Lot Attendant		11.29
31290 - Shuttle Bus Driver		16.95
31310 - Taxi Driver		11.51
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		15.32

99030 - Cashier	10.28
99050 - Desk Clerk	10.49
99095 - Embalmer	22.74
99130 - Flight Follower	25.98
99251 - Laboratory Animal Caretaker	11.91
I	
99252 - Laboratory Animal Caretaker	13.01
II	
99260 - Marketing Analyst	27.88
99310 - Mortician	22.02
99410 - Pest Controller	16.85
99510 - Photofinishing Worker	13.65
99710 - Recycling Laborer	17.53
99711 - Recycling Specialist	21.53
99730 - Refuse Collector	15.56
99810 - Sales Clerk	12.63
99820 - School Crossing Guard	14.32
99830 - Survey Party Chief	20.26
99831 - Surveying Aide	11.73
99832 - Surveying Technician	19.40
99840 - Vending Machine Attendant	14.31
99841 - Vending Machine Repairer	18.11
99842 - Vending Machine Repairer	14.60
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 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: 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)).

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT	U.S. DEPARTMENT OF LABOR
By direction of the Secretary of Labor	WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Daniel W. Simms Division of Director Wage Determinations	<pre> Wage Determination No.: 2015-5103 Revision No.: 16 Date Of Last Revision: 12/27/2021 </pre>

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022 Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022 Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Missouri

Area:	Missouri	Counties	of	Barry	Barton	Cedar	Dade	Lawrence	Stone	Taney
Verno	n									

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		13.50
01012 - Accounting Clerk II		15.16
01013 - Accounting Clerk III		16.96
01020 - Administrative Assistant		23.85
01035 - Court Reporter		15.54
01041 - Customer Service		12.11
Representative I		
01042 - Customer Service		13.62
Representative II		

01043 - Customer Service Representative III		14.86
01051 - Data Entry Operator I		12.97
01052 - Data Entry Operator II		14.15
01060 - Dispatcher Motor Vehicle		20.78
01070 - Document Preparation Clerk		12.37
01090 - Duplicating Machine Operator		12.37
01111 - General Clerk I		12.37
01112 - General Clerk II		13.50
01113 - General Clerk III		15.16
01120 - Housing Referral Assistant		17.32
01141 - Messenger Courier		10.41
01191 - Order Clerk I		14.27
01192 - Order Clerk II		16.20
01261 - Personnel Assistant		14.46
(Employment) I		
01262 - Personnel Assistant		16.18
(Employment) II		
01263 - Personnel Assistant		18.03
(Employment) III		
01270 - Production Control Clerk		19.62
01290 - Rental Clerk		12.62
01300 - Scheduler Maintenance		13.90
01311 - Secretary I		13.90
01312 - Secretary II		15.54
01313 - Secretary III		17.32
01320 - Service Order Dispatcher		18.57
01410 - Supply Technician		23.85
01420 - Survey Worker		14.22
01460 - Switchboard		12.17
Operator/Receptionist		
01531 - Travel Clerk I		15.91
01532 - Travel Clerk II		17.13
01533 - Travel Clerk III		20.44
01611 - Word Processor I		12.43
01612 - Word Processor II		13.96
01613 - Word Processor III		15.62
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer		22.23
Fiberglass		
05010 - Automotive	Electrician	
05040 - Automotive Glass Installer		15.76
05070 - Automotive Worker		15.76
05110 - Mobile Equipment Servicer		14.19
05130 - Motor Equipment Metal		17.56
Mechanic		
05160 - Motor Equipment Metal Worker		15.76
05190 - Motor Vehicle Mechanic		17.56
05220 - Motor Vehicle Mechanic		13.33
Helper		

05250 - Motor Vehicle Upholstery	15.36
Worker	15 86
05280 - Motor Vehicle Wrecker	15.76
05310 - Painter Automotive	16.62
05340 - Radiator Repair Specialist	15.76
05370 - Tire Repairer	15.04
05400 - Transmission Repair	17.56
Specialist	
07000 - Food Preparation And Service	
Occupations	10.00
07010 - Baker	12.02
07041 - Cook I	11.00
07042 - Cook II	12.58
07070 - Dishwasher	10.70
07130 - Food Service Worker	10.74
07210 - Meat Cutter	16.17
07260 - Waiter/Waitress	9.71
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	23.56
09040 - Furniture Handler	14.97
09080 - Furniture Refinisher	23.56
09090 - Furniture Refinisher Helper	17.85
09110 - Furniture Repairer Minor	20.70
09130 - Upholsterer	23.51
11000 - General Services And Support	
Occupations	11 00
11030 - Cleaner Vehicles	11.99
11060 - Elevator Operator	11.99
11090 - Gardener	17.34
11122 - Housekeeping Aide	11.19
11150 - Janitor	11.19
11210 - Laborer Grounds Maintenance	13.37
11240 - Maid or Houseman	11.17
11260 - Pruner	
11270 - Tractor Operator	15.99
11270 - Tractor Operator 11330 - Trail Maintenance Worker	15.99 13.37
11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner	15.99
11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations	15.99 13.37 12.33
11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver	15.99 13.37 12.33 18.59
<pre>11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician</pre>	15.99 13.37 12.33 18.59 19.08
<pre>11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational</pre>	15.99 13.37 12.33 18.59
<pre>11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant</pre>	15.99 13.37 12.33 18.59 19.08 25.50
<pre>11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist</pre>	15.99 13.37 12.33 18.59 19.08
<pre>11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant</pre>	15.99 13.37 12.33 18.59 19.08 25.50 25.71
<pre>11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant 12020 - Dental Assistant</pre>	15.99 13.37 12.33 18.59 19.08 25.50 25.71 18.10
<pre>11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant 12020 - Dental Assistant 12025 - Dental Hygienist</pre>	15.99 13.37 12.33 18.59 19.08 25.50 25.71 18.10 35.32
<pre>11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant 12020 - Dental Assistant 12025 - Dental Hygienist 12030 - EKG Technician</pre>	15.99 13.37 12.33 18.59 19.08 25.50 25.71 18.10 35.32 28.17
<pre>11270 - Tractor Operator 11330 - Trail Maintenance Worker 11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant 12020 - Dental Assistant 12025 - Dental Hygienist</pre>	15.99 13.37 12.33 18.59 19.08 25.50 25.71 18.10 35.32

12040 - Emergency Medical Technician	18.59
12071 - Licensed Practical Nurse I	16.62
12072 - Licensed Practical Nurse II	18.59
12073 - Licensed Practical Nurse III	20.72
12100 - Medical Assistant	14.22
12130 - Medical Laboratory	18.31
Technician	
12160 - Medical Record Clerk	16.24
12190 - Medical Record Technician	18.16
12195 - Medical Transcriptionist	16.62
12210 - Nuclear Medicine	40.85
Technologist	
12221 - Nursing Assistant I	11.45
12222 - Nursing Assistant II	12.87
12223 - Nursing Assistant III	14.04
12224 - Nursing Assistant IV	15.77
12235 - Optical Dispenser	16.92
12236 - Optical Technician	16.62
12250 - Pharmacy Technician	14.51
12280 - Phlebotomist	15.53
12305 - Radiologic Technologist	26.21
12311 - Registered Nurse I	22.65
12312 - Registered Nurse II	27.71
12313 - Registered Nurse II	27.71
Specialist	
12314 - Registered Nurse III	33.53
12315 - Registered Nurse III	33.53
Anesthetist	
12316 - Registered Nurse IV	40.18
12317 - Scheduler (Drug and Alcohol	23.63
Testing)	
12320 - Substance Abuse Treatment	21.51
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	18.31
13012 - Exhibits Specialist II	22.68
13013 - Exhibits Specialist III	27.75
13041 - Illustrator I	18.31
13042 - Illustrator II	22.68
13043 - Illustrator III	27.75
13047 - Librarian	25.12
13050 - Library Aide/Clerk	14.58
13054 - Library Information	22.68
Technology Systems	
Administrator	
13058 - Library Technician	18.31
13061 - Media Specialist I	16.36
13062 - Media Specialist II	18.31
13063 - Media Specialist III	20.41

13071 - Photographer I		12.42
13072 - Photographer II		15.34
13073 - Photographer III		19.91
13074 - Photographer IV		24.34
13075 - Photographer V		30.59
13090 - Technical Order Library		18.31
Clerk		
13110 - Video Teleconference		16.25
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		14.70
14042 - Computer Operator II		16.46
14043 - Computer Operator III		18.34
14044 - Computer Operator IV		20.38
14045 - Computer Operator V		22.57
14071 - Computer Programmer I	(see 1)	19.31
14072 - Computer Programmer II	(see 1)	23.93
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	(800 1)	14.70
Operator		11.70
14160 - Personal Computer Support		20.38
Technician		20.00
14170 - System Support Specialist		26.23
15000 - Instructional Occupations		20.25
15010 - Aircrew Training Devices		28.62
Instructor (Non-Rated)		20.02
15020 - Aircrew Training Devices		34.61
Instructor (Rated)		34.01
		39.95
15030 - Air Crew Training Devices Instructor (Pilot)		59.95
15050 - Computer Based Training		28.62
Specialist / Instructor		
15060 - Educational Technologist		26.84
15070 - Flight Instructor (Pilot)		39.95
15080 - Graphic Artist		22.19
15085 - Maintenance Test Pilot Fixed		39.95
Jet/Prop		
15086 - Maintenance Test Pilot		39.95
Rotary Wing		
15088 - Non-Maintenance Test/Co-		39.95
Pilot		0.0 1.0
15090 - Technical Instructor		20.49
15095 - Technical Instructor/Course		25.06
Developer		1.0
15110 - Test Proctor		16.54

15120 - Tutor	16.54
	16.54
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	11.27
16030 - Counter Attendant	11.27
16040 - Dry Cleaner	13.41
16070 - Finisher Flatwork Machine	11.27
16090 - Presser Hand	11.27
16110 - Presser Machine Drycleaning	11.27
16130 - Presser Machine Shirts	11.27
16160 - Presser Machine Wearing	11.27
Apparel Laundry	11•2 <i>1</i>
16190 - Sewing Machine Operator	14.40
16220 - Tailor	15.40
16250 - Washer Machine	11.81
19000 - Machine Tool Operation And	11.01
Repair Occupations	
19010 - Machine-Tool Operator (Tool	21.34
Room)	21.01
19040 - Tool And Die Maker	26.26
21000 - Materials Handling And Packing	20.20
Occupations	
21020 - Forklift Operator	16.05
21030 - Material Coordinator	19.62
21040 - Material Expediter	19.62
21050 - Material Handling Laborer	13.45
21071 - Order Filler	11.66
21080 - Production Line Worker (Food	16.05
Processing)	
21110 - Shipping Packer	13.37
21130 - Shipping/Receiving Clerk	13.37
21140 - Store Worker I	11.88
21150 - Stock Clerk	15.96
21210 - Tools And Parts Attendant	16.05
21410 - Warehouse Specialist	16.05
23000 - Mechanics And Maintenance And	
Repair Occupations	
23010 - Aerospace Structural Welder	23.93
23019 - Aircraft Logs and Records	18.77
Technician	
23021 - Aircraft Mechanic I	22.63
23022 - Aircraft Mechanic II	23.93
23023 - Aircraft Mechanic III	25.16
23040 - Aircraft Mechanic Helper	16.14
23050 - Aircraft Painter	21.34
23060 - Aircraft Servicer	18.77
23070 - Aircraft Survival Flight	21.34
Equipment Technician	
23080 - Aircraft Worker	20.01

23091 - Aircrew Life Support	20.01
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	22.63
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	21.34
23120 - Bicycle Repairer	17.50
23125 - Cable Splicer	40.47
23130 - Carpenter Maintenance	18.58
23140 - Carpet Layer	20.01
23160 - Electrician Maintenance	21.32
23181 - Electronics Technician	20.01
Maintenance I	20.01
23182 - Electronics Technician	21.34
Maintenance II	21.34
23183 - Electronics Technician	
	22.63
Maintenance III	10 99
23260 - Fabric Worker	18.77
23290 - Fire Alarm System Mechanic	22.63
23310 - Fire Extinguisher Repairer	17.50
23311 - Fuel Distribution System	22.63
Mechanic	
23312 - Fuel Distribution System	17.50
Operator	
23370 - General Maintenance Worker	15.09
23380 - Ground Support Equipment	22.63
Mechanic	
23381 - Ground Support Equipment	18.77
Servicer	
23382 - Ground Support Equipment	20.01
Worker	
23391 - Gunsmith I	17.50
23392 - Gunsmith II	20.01
23393 - Gunsmith III	22.63
23410 - Heating Ventilation And Air-	21.40
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	23.03
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	20.63
23440 - Heavy Equipment Operator	24.54
23460 - Instrument Mechanic	22.63
23465 - Laboratory/Shelter Mechanic	21.34
23470 - Laborer	13.72
23510 - Locksmith	21.34
23530 - Machinery Maintenance	24.48
Mechanic	
23550 - Machinist Maintenance	21.22
	<u> </u>

23580 - Maintenance Trades Helper	16.14
23591 - Metrology Technician I	22.63
23592 - Metrology Technician II	23.93
23593 - Metrology Technician III	25.16
23640 - Millwright	22.63
23710 - Office Appliance Repairer	21.34
23760 - Painter Maintenance	22.11
23790 - Pipefitter Maintenance	26.04
23810 - Plumber Maintenance	23.07
23820 - Pneudraulic Systems Mechanic	22.63
23850 - Rigger	22.63
23870 - Scale Mechanic	20.01
23890 - Sheet-Metal Worker	22.63
Maintenance	
23910 - Small Engine Mechanic	16.19
23931 - Telecommunications Mechanic	23.03
I	
23932 - Telecommunications Mechanic	24.36
II	
23950 - Telephone Lineman	22.63
23960 - Welder Combination	17.27
Maintenance	
23965 - Well Driller	22.63
23970 - Woodcraft Worker	22.63
23980 - Woodworker	17.50
24000 - Personal Needs Occupations	
24550 - Case Manager	13.33
24570 - Child Care Attendant	11.64
24580 - Child Care Center Clerk	14.51
24610 - Chore Aide	11.28
24620 - Family Readiness And Support	13.33
Services	
Coordinator	
24630 - Homemaker	15.27
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	22.63
25040 - Sewage Plant Operator	21.67
25070 - Stationary Engineer	22.63
25190 - Ventilation Equipment Tender	16.14
25210 - Water Treatment Plant	21.67
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.33
27007 - Baggage Inspector	13.25
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			13.25
27102 - Guard II			16.84
27131 - Police Officer I			19.75
27132 - Police Officer II			21.95
28000 - Recreation Occupations			
28041 - Carnival Equipment Operator			13.36
28042 - Carnival Equipment Repairer			14.49
28043 - Carnival Worker			10.14
28210 - Gate Attendant/Gate Tender			14.72
28310 - Lifeguard			10.83
28350 - Park Attendant (Aide)			16.47
28510 - Recreation Aide/Health			12.02
Facility Attendant			
28515 - Recreation Specialist			20.37
28630 - Sports Official			13.11
28690 - Swimming Pool Operator			17.18
29000 - Stevedoring/Longshoremen			
Occupational Services			
29010 - Blocker And Bracer			21.58
29020 - Hatch Tender			21.58
29030 - Line Handler			21.58
29041 - Stevedore I			20.25
29042 - Stevedore II			23.02
30000 - Technical Occupations			20.02
30010 - Air Traffic Control	(see	2)	40.29
Specialist Center (HFO)	(500	<i>L</i>)	10.25
30011 - Air Traffic Control	(see	2)	27.78
Specialist Station (HFO)	(500	<i>4</i> /	21.10
30012 - Air Traffic Control			30.59
Specialist Terminal (HFO) (see 2)			00.00
30021 - Archeological Technician I			16.77
30022 - Archeological Technician II			±0•//
			18 76
_			18.76
30023 - Archeological Technician III			23.22
30023 - Archeological Technician III 30030 - Cartographic Technician			23.22 23.22
30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician			23.22 23.22 22.66
30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I			23.22 23.22 22.66 25.10
30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II			23.22 23.22 22.66 25.10 27.72
30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I			23.22 23.22 22.66 25.10 27.72 16.77
30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II			23.22 23.22 22.66 25.10 27.72 16.77 18.76
30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator III			23.22 23.22 22.66 25.10 27.72 16.77 18.76 20.90
30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV			23.22 23.22 22.66 25.10 27.72 16.77 18.76 20.90 25.73
30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician I			23.22 23.22 22.66 25.10 27.72 16.77 18.76 20.90 25.73 14.93
30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator III 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician I 30082 - Engineering Technician II			23.22 23.22 22.66 25.10 27.72 16.77 18.76 20.90 25.73 14.93 16.77
30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator II 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician I 30082 - Engineering Technician II			23.22 23.22 22.66 25.10 27.72 16.77 18.76 20.90 25.73 14.93 16.77 20.33
30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator III 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician I 30082 - Engineering Technician II 30083 - Engineering Technician III			23.22 23.22 22.66 25.10 27.72 16.77 18.76 20.90 25.73 14.93 16.77 20.33 25.19
30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator III 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician I 30082 - Engineering Technician II 30083 - Engineering Technician III 30084 - Engineering Technician IV 30085 - Engineering Technician V			23.22 23.22 22.66 25.10 27.72 16.77 18.76 20.90 25.73 14.93 16.77 20.33 25.19 30.82
30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator III 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician I 30082 - Engineering Technician II 30083 - Engineering Technician IV 30084 - Engineering Technician IV 30085 - Engineering Technician V			23.22 23.22 22.66 25.10 27.72 16.77 18.76 20.90 25.73 14.93 16.77 20.33 25.19 30.82 37.29
<pre>30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator III 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician I 30082 - Engineering Technician II 30083 - Engineering Technician IV 30084 - Engineering Technician IV 30085 - Engineering Technician V 30086 - Engineering Technician V 30086 - Engineering Technician V</pre>			23.22 23.22 22.66 25.10 27.72 16.77 18.76 20.90 25.73 14.93 16.77 20.33 25.19 30.82 37.29 23.22
30023 - Archeological Technician III 30030 - Cartographic Technician 30040 - Civil Engineering Technician 30051 - Cryogenic Technician I 30052 - Cryogenic Technician II 30061 - Drafter/CAD Operator I 30062 - Drafter/CAD Operator III 30063 - Drafter/CAD Operator III 30064 - Drafter/CAD Operator IV 30081 - Engineering Technician I 30082 - Engineering Technician II 30083 - Engineering Technician IV 30084 - Engineering Technician IV 30085 - Engineering Technician V			23.22 23.22 22.66 25.10 27.72 16.77 18.76 20.90 25.73 14.93 16.77 20.33 25.19 30.82 37.29

30221 - Latent Fingerprint			25.10
Technician I			
30222 - Latent Fingerprint			27.72
Technician II			
30240 - Mathematical Technician			23.22
30361 - Paralegal/Legal Assistant I			16.32
30362 - Paralegal/Legal Assistant II			19.97
30363 - Paralegal/Legal Assistant			24.73
III			
30364 - Paralegal/Legal Assistant IV			29.93
30375 - Petroleum Supply Specialist			27.72
30390 - Photo-Optics Technician			22.93
30395 - Radiation Control Technician			27.72
30461 - Technical Writer I			23.22
30462 - Technical Writer II			28.42
30463 - Technical Writer III			34.38
30491 - Unexploded Ordnance (UXO)			25.60
Technician I			
30492 - Unexploded Ordnance (UXO)			30.98
Technician II			
30493 - Unexploded Ordnance (UXO)			37.13
Technician III			
30494 - Unexploded (UXO) Safety			25.60
Escort			20.00
30495 - Unexploded (UXO) Sweep			25.60
Personnel			20.00
30501 - Weather Forecaster I			25.10
30502 - Weather Forecaster II			30.52
	(see	2)	20.90
Upper Air Or	(500	2 /	20.30
Surface Programs			
_	(see	2)	23.22
31000 - Transportation/Mobile	(500	<i>2</i> /	20.22
Equipment Operation Occupations			
31010 - Airplane Pilot			30.98
31020 - Bus Aide			13.43
31030 - Bus Driver			18.62
31043 - Driver Courier			14.29
31260 - Parking and Lot Attendant			12.18
-			$\perp 2 \cdot \pm 0$
21200 - Chuttle Bue Detrem			15 /1
31290 - Shuttle Bus Driver			15.41
31310 - Taxi Driver			10.67
31310 - Taxi Driver 31361 - Truckdriver Light			10.67 15.41
31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium			10.67 15.41 16.89
31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy			10.67 15.41 16.89 21.97
31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer			10.67 15.41 16.89
<pre>31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations</pre>			10.67 15.41 16.89 21.97 21.97
<pre>31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist</pre>			10.67 15.41 16.89 21.97 21.97 15.10
<pre>31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist 99030 - Cashier</pre>			10.67 15.41 16.89 21.97 21.97 15.10 10.78
<pre>31310 - Taxi Driver 31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist</pre>			10.67 15.41 16.89 21.97 21.97 15.10

99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	11.80
I	
99252 - Laboratory Animal Caretaker	12.77
II	
99260 - Marketing Analyst	21.19
99310 - Mortician	25.60
99410 - Pest Controller	20.28
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	14.91
99711 - Recycling Specialist	17.77
99730 - Refuse Collector	13.53
99810 - Sales Clerk	12.63
99820 - School Crossing Guard	13.23
99830 - Survey Party Chief	17.65
99831 - Surveying Aide	10.21
99832 - Surveying Technician	16.90
99840 - Vending Machine Attendant	17.43
99841 - Vending Machine Repairer	21.61
99842 - Vending Machine Repairer	17.43
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 per month*

*This rate is to be used only when compensating employees for performance on an SCAcovered 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: 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:

 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)).

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT	U.S. DEPARTMENT OF LABOR
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.: 16
Director Wage Determination	s Date Of Last Revision: 12/27/2021

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022 Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022 Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

States: Kansas Missouri

Area: Kansas Counties of Johnson Leavenworth Linn Miami Wyandotte

Missouri Counties of Bates Caldwell Cass Clay Clinton Jackson Lafayette Platte Ray

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		16.36
01012 - Accounting Clerk II		18.38
01013 - Accounting Clerk III		20.55
01020 - Administrative Assistant		27.26
01035 - Court Reporter		24.76
01041 - Customer Service		14.47
Representative I		

01042 - Customer Service	15.79
Representative II	1 4
01043 - Customer Service Representative III	17.74
01051 - Data Entry Operator I	14.46
01052 - Data Entry Operator II	15.78
01060 - Dispatcher Motor Vehicle	20.86
01070 - Document Preparation Clerk	17.29
01090 - Duplicating Machine Operator	17.29
01111 - General Clerk I	14.25
01112 - General Clerk II	15.64
01113 - General Clerk III	17.56
01120 - Housing Referral Assistant	20.79
01141 - Messenger Courier	16.38
01191 - Order Clerk I	15.40
01192 - Order Clerk II	17.28
01261 - Personnel Assistant	16.95
(Employment) I	
01262 - Personnel Assistant	18.96
(Employment) II	
01263 - Personnel Assistant	21.13
(Employment) III	
01270 - Production Control Clerk	25.14
01290 - Rental Clerk	15.34
01300 - Scheduler Maintenance	16.55
01311 - Secretary I	16.55
01312 - Secretary II	18.51
01313 - Secretary III	20.79
01320 - Service Order Dispatcher	21.18
01410 - Supply Technician	27.26
01420 - Survey Worker	17.62
01460 - Switchboard	14.62
Operator/Receptionist	
01531 - Travel Clerk I	18.99
01532 - Travel Clerk II	20.49
01533 - Travel Clerk III	22.00
01611 - Word Processor I	16.54
01612 - Word Processor II	18.58
01613 - Word Processor III	20.78
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	25.50
Fiberglass	
05010 - Automotive Electrician	21.99
05040 - Automotive Glass Installer	20.75
05070 - Automotive Worker	20.75
05110 - Mobile Equipment Servicer	17.96
05130 - Motor Equipment Metal	22.99
Mechanic	
05160 - Motor Equipment Metal Worker	20.75
05190 - Motor Vehicle Mechanic	22.99

05220 - Motor Vehicle Mechanic	16.52
Helper	10.00
05250 - Motor Vehicle Upholstery	19.36
Worker	
05280 - Motor Vehicle Wrecker	20.75
05310 - Painter Automotive	21.99
05340 - Radiator Repair Specialist	20.75
05370 - Tire Repairer	15.18
05400 - Transmission Repair	22.99
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	14.52
07041 - Cook I	13.42
07042 - Cook II	15.50
07070 - Dishwasher	10.39
07130 - Food Service Worker	11.62
07210 - Meat Cutter	17.93
07260 - Waiter/Waitress	9.68
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	22.09
09040 - Furniture Handler	15.75
09080 - Furniture Refinisher	21.23
09090 - Furniture Refinisher Helper	17.01
09110 - Furniture Repairer Minor	19.27
09130 - Upholsterer	15.83
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	12.57
11060 - Elevator Operator	13.79
11090 - Gardener	22.05
11122 - Housekeeping Aide	13.79
11150 - Janitor	13.79
11210 - Laborer Grounds Maintenance	16.89
11240 - Maid or Houseman	11.50
11260 - Pruner	15.24
11270 - Tractor Operator	20.28
11330 - Trail Maintenance Worker	16.89
11360 - Window Cleaner	15.28
12000 - Health Occupations	
12010 - Ambulance Driver	17.67
12011 - Breath Alcohol Technician	20.58
12012 - Certified Occupational	28.75
Therapist Assistant	
12015 - Certified Physical Therapist	28.36
Assistant	
12020 - Dental Assistant	19.88
12025 - Dental Hygienist	35.00
12030 - EKG Technician	33.03

12035 - Electroneurodiagnostic	33.03
Technologist	1 - 6 -
12040 - Emergency Medical Technician	17.67
12071 - Licensed Practical Nurse I	18.41
12072 - Licensed Practical Nurse II	20.58
12073 - Licensed Practical Nurse III	22.94
12100 - Medical Assistant	17.03
12130 - Medical Laboratory	23.49
Technician	
12160 - Medical Record Clerk	19.75
12190 - Medical Record Technician	22.08
12195 - Medical Transcriptionist	18.66
12210 - Nuclear Medicine	39.55
Technologist	
12221 - Nursing Assistant I	11.59
12222 - Nursing Assistant II	13.04
12223 - Nursing Assistant III	14.23
12224 - Nursing Assistant IV	15.97
12235 - Optical Dispenser	16.99
12236 - Optical Technician	16.45
12250 - Pharmacy Technician	16.36
12280 - Phlebotomist	17.01
12305 - Radiologic Technologist	28.19
12311 - Registered Nurse I	23.68
12312 - Registered Nurse II	27.68
12313 - Registered Nurse II	27.68
Specialist	
12314 - Registered Nurse III	33.50
12315 - Registered Nurse III	33.50
Anesthetist	
12316 - Registered Nurse IV	40.14
12317 - Scheduler (Drug and Alcohol	25.50
Testing)	
12320 - Substance Abuse Treatment	21.57
Counselor	
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	20.91
13042 - Illustrator II	25.91
13043 - Illustrator III	31.69
13047 - Librarian	30.95
13050 - Library Aide/Clerk	12.94
13054 - Library Information	25.84
Technology Systems	
Administrator	
13058 - Library Technician	16.97
13061 - Media Specialist I	18.70

13062 - Media Specialist II			20.91
13063 - Media Specialist III			23.31
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			16.42
Clerk			
13110 - Video Teleconference			24.50
Technician			
14000 - Information Technology			
Occupations			
14041 - Computer Operator I			18.52
14042 - Computer Operator II			20.71
14043 - Computer Operator III			23.09
14044 - Computer Operator IV			25.66
14045 - Computer Operator V			28.42
14071 - Computer Programmer I	(see	1)	22.38
14072 - Computer Programmer II	(see	1)	27.43
14073 - Computer Programmer III	(see	1)	
14074 - Computer Programmer IV	(see	1)	
14101 - Computer Systems Analyst I	(see		
14102 - Computer Systems Analyst II	(see		
14103 - Computer Systems Analyst III	(see		
14150 - Peripheral Equipment	、	,	18.52
Operator			
14160 - Personal Computer Support			25.66
Technician			20.00
14170 - System Support Specialist			29.37
15000 - Instructional Occupations			20.07
15010 - Aircrew Training Devices			29.57
Instructor (Non-Rated)			23.07
15020 - Aircrew Training Devices			35.78
Instructor (Rated)			00.70
15030 - Air Crew Training Devices			42.88
Instructor (Pilot)			42.00
15050 - Computer Based Training			29.57
Specialist / Instructor			29.51
15060 - Educational Technologist			31.03
-			
15070 - Flight Instructor (Pilot)			42.88
15080 - Graphic Artist			25.30
15085 - Maintenance Test Pilot Fixed			42.88
Jet/Prop			10 00
15086 - Maintenance Test Pilot			42.88
Rotary Wing			10 00
15088 - Non-Maintenance Test/Co-			42.88
Pilot			0.4 0.0
15090 - Technical Instructor			24.09

15095 - Technical Instructor/Course	29.48
Developer	
15110 - Test Proctor	19.46
15120 - Tutor	19.46
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations	
16010 - Assembler	11.27
16030 - Counter Attendant	11.27
16040 - Dry Cleaner	13.44
16070 - Finisher Flatwork Machine	11.27
16090 - Presser Hand	11.27
16110 - Presser Machine Drycleaning	11.27
16130 - Presser Machine Shirts	11.27
16160 - Presser Machine Wearing	11.27
Apparel Laundry	
16190 - Sewing Machine Operator	14.43
16220 - Tailor	15.43
16250 - Washer Machine	11.81
19000 - Machine Tool Operation And	
Repair Occupations	
19010 - Machine-Tool Operator (Tool	27.66
Room)	
19040 - Tool And Die Maker	32.18
21000 - Materials Handling And Packing	
Occupations	
21020 - Forklift Operator	19.58
21030 - Material Coordinator	25.14
21040 - Material Expediter	25.14
21050 - Material Handling Laborer	16.19
21071 - Order Filler	13.80
21080 - Production Line Worker (Food	19.58
Processing)	
21110 - Shipping Packer	16.12
21130 - Shipping/Receiving Clerk	16.12
21140 - Store Worker I	15.14
21150 - Stock Clerk	20.74
21210 - Tools And Parts Attendant	19.58
21410 - Warehouse Specialist	19.58
23000 - Mechanics And Maintenance And	
Repair Occupations	
23010 - Aerospace Structural Welder	34.57
23019 - Aircraft Logs and Records	28.00
Technician	
23021 - Aircraft Mechanic I	33.24
23022 - Aircraft Mechanic II	34.57
23023 - Aircraft Mechanic III	35.87
23040 - Aircraft Mechanic Helper	23.88
23050 - Aircraft Painter	31.80
23060 - Aircraft Servicer	28.00
·····	

	21 00
23070 - Aircraft Survival Flight	31.80
Equipment Technician	
23080 - Aircraft Worker	30.00
23091 - Aircrew Life Support	30.00
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	33.24
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	21.78
23120 - Bicycle Repairer	20.72
23125 - Cable Splicer	41.29
23130 - Carpenter Maintenance	26.22
23140 - Carpet Layer	25.78
23160 - Electrician Maintenance	30.70
23181 - Electronics Technician	28.69
Maintenance I	
23182 - Electronics Technician	31.33
Maintenance II	
23183 - Electronics Technician	32.75
Maintenance III	
23260 - Fabric Worker	22.33
23290 - Fire Alarm System Mechanic	24.62
23310 - Fire Extinguisher Repairer	20.72
23311 - Fuel Distribution System	33.04
Mechanic	
23312 - Fuel Distribution System	25.85
Operator	
23370 - General Maintenance Worker	20.36
23380 - Ground Support Equipment	33.24
Mechanic	
23381 - Ground Support Equipment	28.00
Servicer	
23382 - Ground Support Equipment	30.00
Worker	
23391 - Gunsmith I	20.72
23392 - Gunsmith II	23.93
23393 - Gunsmith III	26.52
23410 - Heating Ventilation And Air-	27.08
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	28.17
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	26.01
23440 - Heavy Equipment Operator	27.83
23460 - Instrument Mechanic	26.52
23465 - Laboratory/Shelter Mechanic	25.37
23470 - Laborer	15.44
23510 - Locksmith	26.08

23530 - Machinery Maintenance	26.56
Mechanic	04 15
23550 - Machinist Maintenance	24.15
23580 - Maintenance Trades Helper	16.31
23591 - Metrology Technician I	26.52
23592 - Metrology Technician II	27.58
23593 - Metrology Technician III	28.62
23640 - Millwright	34.31
23710 - Office Appliance Repairer	21.38
23760 - Painter Maintenance	22.62
23790 - Pipefitter Maintenance	32.17
23810 - Plumber Maintenance	30.77
23820 - Pneudraulic Systems Mechanic	26.52
23850 - Rigger	25.25
23870 - Scale Mechanic	23.93
23890 - Sheet-Metal Worker	29.58
Maintenance	
23910 - Small Engine Mechanic	21.10
23931 - Telecommunications Mechanic	27.11
I	
23932 - Telecommunications Mechanic	28.19
II	
23950 - Telephone Lineman	24.54
23960 - Welder Combination	22.01
Maintenance	
23965 - Well Driller	28.22
23970 - Woodcraft Worker	26.52
23980 - Woodworker	20.72
24000 - Personal Needs Occupations	
24550 - Case Manager	16.85
24570 - Child Care Attendant	10.80
24580 - Child Care Center Clerk	14.51
24610 - Chore Aide	11.43
24620 - Family Readiness And Support	16.85
Services	
Coordinator	
24630 - Homemaker	16.85
25000 - Plant And System Operations	
Occupations	
25010 - Boiler Tender	29.72
25040 - Sewage Plant Operator	22.55
25070 - Stationary Engineer	29.72
25190 - Ventilation Equipment Tender	21.35
25210 - Water Treatment Plant	22.55
Operator	
27000 - Protective Service Occupations	
27004 - Alarm Monitor	20.33
27007 - Baggage Inspector	15.81
27008 - Corrections Officer	19.02
27010 - Court Security Officer	21.66
2,010 Court becarily officer	21.00

27030 - Detection Dog Handler		17.68
27040 - Detention Officer		19.02
27070 - Firefighter		24.31
27101 - Guard I		15.81
27102 - Guard II		17.68
27131 - Police Officer I		22.89
27132 - Police Officer II		25.44
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		13.86
28042 - Carnival Equipment Repairer		15.08
28043 - Carnival Worker		10.42
28210 - Gate Attendant/Gate Tender		17.01
28310 - Lifequard		12.47
28350 - Park Attendant (Aide)		19.02
28510 - Recreation Aide/Health		13.88
Facility Attendant		00 57
28515 - Recreation Specialist		23.57
28630 - Sports Official		15.15
28690 - Swimming Pool Operator		19.20
29000 - Stevedoring/Longshoremen		
Occupational Services		
29010 - Blocker And Bracer		33.76
29020 - Hatch Tender		33.76
29030 - Line Handler		33.76
29041 - Stevedore I		31.50
29042 - Stevedore II		35.78
30000 - Technical Occupations		
30010 - Air Traffic Control	(see 2	2) 40.70
Specialist Center (HFO)		
30011 - Air Traffic Control	(see 2	2) 28.07
Specialist Station (HFO)		
30012 - Air Traffic Control		30.90
Specialist Terminal (HFO) (see 2)		
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		25.76
30051 - Cryogenic Technician I		26.10
30052 - Cryogenic Technician II		28.83
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

20000 Environmentel Mechaisien			22 10
30090 - Environmental Technician			23.10
30095 - Evidence Control Specialist			23.57
30210 - Laboratory Technician			22.08
30221 - Latent Fingerprint			23.39
Technician I			05 04
30222 - Latent Fingerprint			25.84
Technician II 30240 - Mathematical Technician			20 26
			30.26
30361 - Paralegal/Legal Assistant I			19.19
30362 - Paralegal/Legal Assistant II			23.77
30363 - Paralegal/Legal Assistant III			29.08
			35.18
30364 - Paralegal/Legal Assistant IV			28.83
30375 - Petroleum Supply Specialist			
30390 - Photo-Optics Technician 30395 - Radiation Control Technician			25.01 28.83
30461 - Technical Writer I			24.32
30462 - Technical Writer II			
30463 - Technical Writer III			36.00
30491 - Unexploded Ordnance (UXO)			25.86
Technician I			21 20
30492 - Unexploded Ordnance (UXO)			31.29
Technician II			27 51
30493 - Unexploded Ordnance (UXO)			37.51
Technician III			
30494 - Unexploded (UXO) Safety			25.86
Escort			
30495 - Unexploded (UXO) Sweep			25.86
Personnel 30501 - Weather Forecaster I			27 60
30501 - Weather Forecaster I 30502 - Weather Forecaster II			27.69 33.68
30620 - Weather Observer Combined	(~ ~ ~ ~	21	22.51
	(see	2)	22.51
Upper Air Or			
Surface Programs 30621 - Weather Observer Senior	(~ ~ ~ ~	21	25.01
	(see	2)	23.01
31000 - Transportation/Mobile			
Equipment Operation Occupations			21 20
31010 - Airplane Pilot 31020 - Bus Aide			31.29 14.98
31030 - Bus Driver 31043 - Driver Courier			21.08
31260 - Parking and Lot Attendant			13.02
31290 - Shuttle Bus Driver			16.66
31310 - Taxi Driver			13.99
31361 - Truckdriver Light			17.41
31362 - Truckdriver Medium			21.15
31363 - Truckdriver Heavy			23.50
31364 - Truckdriver Tractor-Trailer			23.50
99000 - Miscellaneous Occupations			15 00
99020 - Cabin Safety Specialist			15.26

99030 - Cashier	11.53
99050 - Desk Clerk	10.76
99095 - Embalmer	24.29
99130 - Flight Follower	25.86
99251 - Laboratory Animal Caretaker	13.18
I	
99252 - Laboratory Animal Caretaker	14.33
II	
99260 - Marketing Analyst	29.99
99310 - Mortician	30.24
99410 - Pest Controller	17.98
99510 - Photofinishing Worker	15.44
99710 - Recycling Laborer	17.87
99711 - Recycling Specialist	21.46
99730 - Refuse Collector	16.13
99810 - Sales Clerk	12.29
99820 - School Crossing Guard	12.17
99830 - Survey Party Chief	27.56
99831 - Surveying Aide	17.14
99832 - Surveying Technician	23.46
99840 - Vending Machine Attendant	16.35
99841 - Vending Machine Repairer	20.54
99842 - Vending Machine Repairer	16.35
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 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: 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)).

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT	U.S. DEPARTMENT OF LABOR
By direction of the Secretary of Labor	WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Daniel W. Simms Division of Director Wage Determinations	Wage Determination No.: 2015-5107 Revision No.: 16 Date Of Last Revision: 12/27/2021

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022 Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022 Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

States: Kansas Missouri

Area: Kansas County of Doniphan

Missouri Counties of Andrew Buchanan De Kalb

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		14.78
01012 - Accounting Clerk II		16.61
01013 - Accounting Clerk III		18.57
01020 - Administrative Assistant		26.48
01035 - Court Reporter		18.32
01041 - Customer Service		13.96
Representative I		

01042 - Customer Service	15.23
Representative II	1 - 1 -
01043 - Customer Service Representative III	17.11
01051 - Data Entry Operator I	13.43
01052 - Data Entry Operator II	14.65
01060 - Dispatcher Motor Vehicle	22.45
01070 - Document Preparation Clerk	14.28
01090 - Duplicating Machine Operator	14.28
01111 - General Clerk I	13.27
01112 - General Clerk II	14.48
01113 - General Clerk III	16.26
01120 - Housing Referral Assistant	20.79
01141 - Messenger Courier	11.65
01191 - Order Clerk I	14.00
01192 - Order Clerk II	15.92
01261 - Personnel Assistant	16.56
(Employment) I	
01262 - Personnel Assistant	18.52
(Employment) II	
01263 - Personnel Assistant	20.64
(Employment) III	
01270 - Production Control Clerk	23.46
01290 - Rental Clerk	15.54
01300 - Scheduler Maintenance	16.04
01311 - Secretary I	16.04
01312 - Secretary II	17.94
01313 - Secretary III	20.79
01320 - Service Order Dispatcher	21.69
01410 - Supply Technician	26.48
01420 - Survey Worker	17.02
01460 - Switchboard	13.87
Operator/Receptionist	
01531 - Travel Clerk I	14.00
01532 - Travel Clerk II	15.12
01533 - Travel Clerk III	16.25
01611 - Word Processor I	14.28
01612 - Word Processor II	16.04
01613 - Word Processor III	17.94
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer	23.30
Fiberglass	
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	20.04
Mechanic	
05160 - Motor Equipment Metal Worker	18.59
05190 - Motor Vehicle Mechanic	21.70

05220 - Motor Vehicle Mechanic	15.47
Helper	
05250 - Motor Vehicle Upholstery	17.54
Worker	
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	20.04
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	14.52
07041 - Cook I	11.17
07042 - Cook II	12.90
07070 - Dishwasher	9.65
07130 - Food Service Worker	10.55
07210 - Meat Cutter	15.48
07260 - Waiter/Waitress	10.23
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	25.69
09040 - Furniture Handler	16.97
09080 - Furniture Refinisher	25.69
09090 - Furniture Refinisher Helper	20.34
09110 - Furniture Repairer Minor	23.84
09130 - Upholsterer	17.85
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	16.60
11060 - Elevator Operator	16.60
11090 - Gardener	18.40
11122 - Housekeeping Aide	13.51
11150 - Janitor	13.51
11210 - Laborer Grounds Maintenance	14.09
11240 - Maid or Houseman	11.18
11260 - Pruner	12.93
11270 - Tractor Operator	16.92
11330 - Trail Maintenance Worker	11 00
	14.09
11360 - Window Cleaner	14.09
11360 - Window Cleaner	
11360 - Window Cleaner 12000 - Health Occupations	14.97
11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver	14.97 17.51
11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician	14.97 17.51 18.06
11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational	14.97 17.51 18.06
<pre>11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant</pre>	14.97 17.51 18.06 24.78
<pre>11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist</pre>	14.97 17.51 18.06 24.78
<pre>11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant</pre>	14.97 17.51 18.06 24.78 26.71
<pre>11360 - Window Cleaner 12000 - Health Occupations 12010 - Ambulance Driver 12011 - Breath Alcohol Technician 12012 - Certified Occupational Therapist Assistant 12015 - Certified Physical Therapist Assistant 12020 - Dental Assistant</pre>	14.97 17.51 18.06 24.78 26.71 20.97

12035 - Electroneurodiagnostic	27.37
Technologist	1 7 7 1
12040 - Emergency Medical Technician	17.51
12071 - Licensed Practical Nurse I	16.15
12072 - Licensed Practical Nurse II	18.06
12073 - Licensed Practical Nurse III	20.13
12100 - Medical Assistant	14.20
12130 - Medical Laboratory	18.78
Technician	
12160 - Medical Record Clerk	19.79
12190 - Medical Record Technician	22.13
12195 - Medical Transcriptionist	16.15
12210 - Nuclear Medicine	39.69
Technologist	
12221 - Nursing Assistant I	11.85
12222 - Nursing Assistant II	13.31
12223 - Nursing Assistant III	14.52
12224 - Nursing Assistant IV	16.32
12235 - Optical Dispenser	18.06
12236 - Optical Technician	16.15
12250 - Pharmacy Technician	15.27
12280 - Phlebotomist	16.11
12305 - Radiologic Technologist	27.37
12311 - Registered Nurse I	24.97
12312 - Registered Nurse II	30.54
12313 - Registered Nurse II	30.54
Specialist	
12314 - Registered Nurse III	36.96
12315 - Registered Nurse III	36.96
Anesthetist	
12316 - Registered Nurse IV	44.29
12317 - Scheduler (Drug and Alcohol	22.37
Testing)	
12320 - Substance Abuse Treatment	18.58
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	20.11
13012 - Exhibits Specialist II	27.35
13013 - Exhibits Specialist III	29.94
13041 - Illustrator I	18.65
13042 - Illustrator II	22.33
13043 - Illustrator III	27.90
13047 - Librarian	30.95
13050 - Library Aide/Clerk	12.55
13054 - Library Information	23.49
Technology Systems	
Administrator	
13058 - Library Technician	15.90
13061 - Media Specialist I	17.03

13062 - Media Specialist II			19.04
13063 - Media Specialist III			21.24
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			15.89
Clerk			
13110 - Video Teleconference			17.91
Technician			
14000 - Information Technology			
Occupations			
14041 - Computer Operator I			17.63
14042 - Computer Operator II			19.72
14043 - Computer Operator III			21.99
14044 - Computer Operator IV			24.90
14045 - Computer Operator V			27.07
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			17.63
Operator			
14160 - Personal Computer Support			24.90
Technician			
14170 - System Support Specialist			27.58
15000 - Instructional Occupations			
15010 - Aircrew Training Devices			30.65
Instructor (Non-Rated)			
15020 - Aircrew Training Devices			37.09
Instructor (Rated)			
15030 - Air Crew Training Devices			44.45
Instructor (Pilot)			
15050 - Computer Based Training			30.65
Specialist / Instructor			
15060 - Educational Technologist			29.33
15070 - Flight Instructor (Pilot)			44.45
15080 - Graphic Artist			25.38
15085 - Maintenance Test Pilot Fixed			44.45
Jet/Prop			
15086 - Maintenance Test Pilot			44.45
Rotary Wing			
15088 - Non-Maintenance Test/Co-			44.45
Pilot			-
15090 - Technical Instructor			21.05

15095 - Technical Instructor/Course	25.75
Developer	17 20
15110 - Test Proctor	17.30
15120 - Tutor	17.30
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations 16010 - Assembler	11.27
16010 - Assembler 16030 - Counter Attendant	11.27
16040 - Dry Cleaner	13.44
16070 - Finisher Flatwork Machine	13.44
16090 - Presser Hand	11.27
16110 - Presser Machine Drycleaning	11.27
16130 - Presser Machine Shirts	11.27
16160 - Presser Machine Wearing	11.27
Apparel Laundry	11.21
16190 - Sewing Machine Operator	14.43
16220 - Tailor	15.43
16250 - Washer Machine	11.81
19000 - Machine Tool Operation And	11.01
Repair Occupations	
19010 - Machine-Tool Operator (Tool	27.12
Room)	2/•12
19040 - Tool And Die Maker	31.58
21000 - Materials Handling And Packing	01.00
Occupations	
21020 - Forklift Operator	19.24
21030 - Material Coordinator	23.46
21040 - Material Expediter	23.46
21050 - Material Handling Laborer	16.19
21071 - Order Filler	13.52
21080 - Production Line Worker (Food	19.24
Processing)	
21110 - Shipping Packer	16.89
21130 - Shipping/Receiving Clerk	16.89
21140 - Store Worker I	15.14
21150 - Stock Clerk	20.74
21210 - Tools And Parts Attendant	19.24
21410 - Warehouse Specialist	19.24
23000 - Mechanics And Maintenance And	
Repair Occupations	
23010 - Aerospace Structural Welder	35.39
23019 - Aircraft Logs and Records	28.66
Technician	
23021 - Aircraft Mechanic I	34.02
23022 - Aircraft Mechanic II	35.39
23023 - Aircraft Mechanic III	36.72
23040 - Aircraft Mechanic Helper	24.44
23050 - Aircraft Painter	32.55
23060 - Aircraft Servicer	28.66

23070 - Aircraft Survival Flight	32.55
Equipment Technician	52.55
23080 - Aircraft Worker	30.70
23091 - Aircrew Life Support	30.70
Equipment (ALSE) Mechanic	30.70
• • • •	
I 22002 Dimension Life Command	34.02
23092 - Aircrew Life Support	34.02
Equipment (ALSE) Mechanic	
	07 10
23110 - Appliance Mechanic	27.12
23120 - Bicycle Repairer	22.15
23125 - Cable Splicer	40.09
23130 - Carpenter Maintenance	28.75
23140 - Carpet Layer	25.78
23160 - Electrician Maintenance	33.20
23181 - Electronics Technician	25.59
Maintenance I	
23182 - Electronics Technician	27.18
Maintenance II	
23183 - Electronics Technician	28.35
Maintenance III	
23260 - Fabric Worker	23.88
23290 - Fire Alarm System Mechanic	28.35
23310 - Fire Extinguisher Repairer	22.15
23311 - Fuel Distribution System	28.35
Mechanic	
23312 - Fuel Distribution System	22.15
Operator	
23370 - General Maintenance Worker	20.36
23380 - Ground Support Equipment	34.02
Mechanic	
23381 - Ground Support Equipment	28.66
Servicer	
23382 - Ground Support Equipment	30.70
Worker	
23391 - Gunsmith I	22.15
23392 - Gunsmith II	25.59
23393 - Gunsmith III	28.35
23410 - Heating Ventilation And Air-	22.80
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	23.71
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	29.70
23440 - Heavy Equipment Operator	29.34
23460 - Instrument Mechanic	28.35
23465 - Laboratory/Shelter Mechanic	27.12
23470 - Laborer	13.82
23510 - Locksmith	27.12

23530 - Machinery Maintenance	25.83
Mechanic	
23550 - Machinist Maintenance	25.68
23580 - Maintenance Trades Helper	20.37
23591 - Metrology Technician I	28.35
23592 - Metrology Technician II	29.49
23593 - Metrology Technician III	30.59
23640 - Millwright	28.35
23710 - Office Appliance Repairer	27.12
23760 - Painter Maintenance	27.12
23790 - Pipefitter Maintenance	32.13
23810 - Plumber Maintenance	30.78
23820 - Pneudraulic Systems Mechanic	28.35
23850 - Rigger	28.35
23870 - Scale Mechanic	25.59
23890 - Sheet-Metal Worker	32.86
Maintenance	
23910 - Small Engine Mechanic	25.59
23931 - Telecommunications Mechanic	28.35
I	
23932 - Telecommunications Mechanic	29.49
II	
23950 - Telephone Lineman	36.18
23960 - Welder Combination	27.63
Maintenance	
23965 - Well Driller	28.35
23970 - Woodcraft Worker	28.35
23980 - Woodworker	22.15
24000 - Personal Needs Occupations	
24550 - Case Manager	14.86
24570 - Child Care Attendant	10.63
24580 - Child Care Center Clerk	14.51
24610 - Chore Aide	11.53
24620 - Family Readiness And Support	14.86
Services	11.00
Coordinator	
24630 - Homemaker	16.12
25000 - Plant And System Operations	10.12
Occupations	
25010 - Boiler Tender	28.35
25010 - Boller Tender 25040 - Sewage Plant Operator	20.33
25070 - Stationary Engineer	28.35
25070 - Stationary Engineer 25190 - Ventilation Equipment Tender	20.33
25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant	20.37
	21.23
Operator 27000 - Protoctivo Service Occupations	
27000 - Protective Service Occupations	10 70
27004 - Alarm Monitor	18.72
27007 - Baggage Inspector	13.98
27008 - Corrections Officer	18.89
27010 - Court Security Officer	20.41

27030 - Detection Dog Handler			16.62
27040 - Detention Officer			18.89
27070 - Firefighter			23.33
27101 - Guard I			13.98
27102 - Guard II			16.62
27131 - Police Officer I			22.07
27132 - Police Officer II			24.53
28000 - Recreation Occupations			
28041 - Carnival Equipment Operator			13.38
28042 - Carnival Equipment Repairer			14.39
28043 - Carnival Worker			10.07
28210 - Gate Attendant/Gate Tender			17.68
28310 - Lifequard			15.75
28350 - Park Attendant (Aide)			19.78
28510 - Recreation Aide/Health			14.43
Facility Attendant			11.10
28515 - Recreation Specialist			24.49
28630 - Sports Official			15.75
28690 - Swimming Pool Operator			19.20
29000 - Stevedoring/Longshoremen			19.20
Occupational Services			
29010 - Blocker And Bracer			25.59
			25.59
29020 - Hatch Tender 29030 - Line Handler			
			25.59
29041 - Stevedore I			23.88
29042 - Stevedore II			27.12
30000 - Technical Occupations		A N	
30010 - Air Traffic Control	(see	2)	40.70
Specialist Center (HFO)		2 \	
30011 - Air Traffic Control	(see	2)	28.07
Specialist Station (HFO)			
30012 - Air Traffic Control			30.90
Specialist Terminal (HFO) (see 2)			
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			26.66
30052 - Cryogenic Technician II			29.44
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		22.76
30095 - Evidence Control Specialist		24.07
30210 - Laboratory Technician		23.98
30221 - Latent Fingerprint		26.66
Technician I		00.44
30222 - Latent Fingerprint		29.44
Technician II		
30240 - Mathematical Technician		25.01
30361 - Paralegal/Legal Assistant I		18.62
30362 - Paralegal/Legal Assistant II		23.07
30363 - Paralegal/Legal Assistant		28.22
30364 - Paralegal/Legal Assistant IV		34.14
30375 - Petroleum Supply Specialist		29.44
30390 - Photo-Optics Technician		25.01
30395 - Radiation Control Technician		29.44
30461 - Technical Writer I		22.76
30462 - Technical Writer II		27.85
30463 - Technical Writer III		33.69
30491 - Unexploded Ordnance (UXO)		25.86
Technician I		01 00
30492 - Unexploded Ordnance (UXO)		31.29
Technician II		0
30493 - Unexploded Ordnance (UXO)		37.51
Technician III		
30494 - Unexploded (UXO) Safety		25.86
Escort		
30495 - Unexploded (UXO) Sweep		25.86
Personnel		
30501 - Weather Forecaster I		26.66
30502 - Weather Forecaster II	(0)	32.42
30620 - Weather Observer Combined	(see 2)	22.51
Upper Air Or		
Surface Programs	(0)	0 5 0 1
30621 - Weather Observer Senior	(see 2)	25.01
31000 - Transportation/Mobile		
Equipment Operation Occupations		01 00
31010 - Airplane Pilot		31.29
31020 - Bus Aide		14.74
31030 - Bus Driver		20.75
31043 - Driver Courier		17.70
31260 - Parking and Lot Attendant		13.31
31290 - Shuttle Bus Driver		17.98
31310 - Taxi Driver		14.30
31361 - Truckdriver Light		19.25
31362 - Truckdriver Medium		21.15
31363 - Truckdriver Heavy		22.92
31364 - Truckdriver Tractor-Trailer		22.92
99000 - Miscellaneous Occupations		1
99020 - Cabin Safety Specialist		15.26

	11 00
99030 - Cashier	11.06
99050 - Desk Clerk	10.44
99095 - Embalmer	30.24
99130 - Flight Follower	25.86
99251 - Laboratory Animal Caretaker	17.57
I	
99252 - Laboratory Animal Caretaker	18.88
II	
99260 - Marketing Analyst	30.52
99310 - Mortician	30.24
99410 - Pest Controller	26.53
99510 - Photofinishing Worker	13.59
99710 - Recycling Laborer	18.85
99711 - Recycling Specialist	22.63
99730 - Refuse Collector	17.01
99810 - Sales Clerk	12.62
99820 - School Crossing Guard	17.01
99830 - Survey Party Chief	21.44
99831 - Surveying Aide	13.33
99832 - Surveying Technician	18.25
99840 - Vending Machine Attendant	22.63
99841 - Vending Machine Repairer	28.43
99842 - Vending Machine Repairer	22.63
Helper	
nether	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 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: 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)).

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT	U.S. DEPARTMENT OF LABOR
By direction of the Secretary of Labor	WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Daniel W. Simms Division of Director Wage Determinations	Wage Determination No.: 2015-5109 Revision No.: 18 Date Of Last Revision: 12/27/2021

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022 Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022 Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Arkansas

Area: Arkansas Counties of Benton Madison Washington

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		14.16
01012 - Accounting Clerk II		15.90
01013 - Accounting Clerk III		17.78
01020 - Administrative Assistant		27.84
01035 - Court Reporter		17.92
01041 - Customer Service		12.56
Representative I		
01042 - Customer Service		13.88
Representative II		

01043 - Customer Service Representative III		15.40
01051 - Data Entry Operator I		14.53
01052 - Data Entry Operator II		15.85
01060 - Dispatcher Motor Vehicle		18.63
01070 - Document Preparation Clerk		15.20
01090 - Duplicating Machine Operator		15.20
01111 - General Clerk I		13.18
01112 - General Clerk II		14.38
01113 - General Clerk III		16.15
01120 - Housing Referral Assistant		19.98
01141 - Messenger Courier		14.32
01191 - Order Clerk I		17.71
01192 - Order Clerk II		19.68
01261 - Personnel Assistant		16.52
(Employment) I		
01262 - Personnel Assistant		18.49
(Employment) II		
01263 - Personnel Assistant		20.61
(Employment) III		
01270 - Production Control Clerk		22.20
01290 - Rental Clerk		12.86
01300 - Scheduler Maintenance		16.03
01311 - Secretary I		16.03
01312 - Secretary II		17.92
01313 - Secretary III		19.98
01320 - Service Order Dispatcher		16.03
01410 - Supply Technician		27.84
01420 - Survey Worker		14.27
01460 - Switchboard		13.38
Operator/Receptionist		
01531 - Travel Clerk I		13.30
01532 - Travel Clerk II		14.42
01533 - Travel Clerk III		15.20
01611 - Word Processor I		14.27
01612 - Word Processor II		16.03
01613 - Word Processor III		17.92
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer		21.16
Fiberglass		
05010 - Automotive	Electrician	
05040 - Automotive Glass Installer		18.00
05070 - Automotive Worker		18.00
05110 - Mobile Equipment Servicer		15.30
05130 - Motor Equipment Metal		20.74
Mechanic		
Mechanic 05160 - Motor Equipment Metal Worker		18.00
Mechanic 05160 - Motor Equipment Metal Worker 05190 - Motor Vehicle Mechanic		18.00 20.74
Mechanic 05160 - Motor Equipment Metal Worker		18.00

05250 - Motor Vehicle Upholstery	16.63
Worker	10.00
05280 - Motor Vehicle Wrecker	18.00
05310 - Painter Automotive	19.36
05340 - Radiator Repair Specialist	18.00
05370 - Tire Repairer	14.39
05400 - Transmission Repair	20.74
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	13.04
07041 - Cook I	11.46
07042 - Cook II	13.04
07070 - Dishwasher	10.85
07130 - Food Service Worker	11.33
07210 - Meat Cutter	15.03
07260 - Waiter/Waitress	10.01
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	17.31
09040 - Furniture Handler	10.00
09080 - Furniture Refinisher	17.31
09090 - Furniture Refinisher Helper	12.52
09110 - Furniture Repairer Minor	14.91
09130 - Upholsterer	17.31
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	12.28
11060 - Elevator Operator	14.21
11090 - Gardener	18.90
11122 - Housekeeping Aide	14.21
11150 - Janitor	14.21
11210 - Laborer Grounds Maintenance	13.75
11240 - Maid or Houseman	11.33
11260 - Pruner	12.08
11270 - Tractor Operator	17.20
11330 - Trail Maintenance Worker	13.75
11360 - Window Cleaner	16.18
12000 - Health Occupations	
12010 - Ambulance Driver	16.09
12011 - Breath Alcohol Technician	20.20
12012 - Certified Occupational	33.71
Therapist Assistant	
12015 - Certified Physical Therapist	29.62
Assistant	
12020 - Dental Assistant	17.88
12025 - Dental Hygienist	35.36
12030 - EKG Technician	29.14
12035 - Electroneurodiagnostic	29.14
Technologist	
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5 1	.6.09
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	20.20
	2.52
	4.33
-	2.2.28
Technician	
	5.10
	7.35
	.5.95
	4.40
Technologist	
5	1.59
	3.02
	4.21
	5.96
- -	.8.71
	7.07
-	6.07
	5.68
5 5	26.33
5	24.34
-	29.78
5	29.78
Specialist	
5	36.04
12315 - Registered Nurse III 3	36.04
Anesthetist	
-	3.19
	25.03
Testing)	
	25.00
Counselor	
13000 - Information And Arts	
Occupations	
-	20.64
-	25.57
-	31.28
	20.64
	25.57
	31.28
	28.32
_ •	2.91
-	25.57
Technology Systems	
Administrator	
	5.13
-	8.46
-	20.64
13063 - Media Specialist III 2	23.01

13071 - Photographer I		16.18
13072 - Photographer II		17.11
13073 - Photographer III		21.38
13074 - Photographer IV		26.11
13075 - Photographer V		31.59
13090 - Technical Order Library		16.22
Clerk		
13110 - Video Teleconference		17.90
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		16.02
14042 - Computer Operator II		17.92
14043 - Computer Operator III		19.97
14044 - Computer Operator IV		21.91
14045 - Computer Operator V		24.58
14071 - Computer Programmer I	(see 1)	20.85
14072 - Computer Programmer II	(see 1)	25.56
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	(/	16.02
Operator		
14160 - Personal Computer Support		21.91
Technician		
14170 - System Support Specialist		24.58
15000 - Instructional Occupations		21.00
15010 - Aircrew Training Devices		29.04
Instructor (Non-Rated)		23.01
15020 - Aircrew Training Devices		35.14
Instructor (Rated)		00.11
15030 - Air Crew Training Devices		42.11
Instructor (Pilot)		12 • 1 1
15050 - Computer Based Training		29.04
Specialist / Instructor		20.04
15060 - Educational Technologist		31.69
15070 - Flight Instructor (Pilot)		42.11
15080 - Graphic Artist		21.95
15085 - Maintenance Test Pilot Fixed		42.11
Jet/Prop		76.77
15086 - Maintenance Test Pilot		42.11
Rotary Wing		72•11
15088 - Non-Maintenance Test/Co-		42.11
Pilot		74.11
15090 - Technical Instructor		22.17
15090 - Technical Instructor 15095 - Technical Instructor/Course		27.12
Developer		$\angle I \bullet \bot \angle$
15110 - Test Proctor		17.90
IJIIO - IESC PIOCLOI		11.90

	17 00
15120 - Tutor	17.90
16000 - Laundry Dry-Cleaning Pressing	
And Related Occupations 16010 - Assembler	12.03
16030 - Counter Attendant	12.03
16040 - Dry Cleaner	13.74
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	12.03
Apparel Laundry	1 1 0 1
16190 - Sewing Machine Operator	14.31
16220 - Tailor	14.88
16250 - Washer Machine	12.60
19000 - Machine Tool Operation And	
Repair Occupations	
19010 - Machine-Tool Operator (Tool	17.83
Room)	
19040 - Tool And Die Maker	22.21
21000 - Materials Handling And Packing	
Occupations	
21020 - Forklift Operator	16.92
21030 - Material Coordinator	22.20
21040 - Material Expediter	22.20
21050 - Material Handling Laborer	13.45
21071 - Order Filler	13.17
21080 - Production Line Worker (Food	16.92
Processing)	
21110 - Shipping Packer	15.74
21130 - Shipping/Receiving Clerk	15.74
21140 - Store Worker I	11.46
21150 - Stock Clerk	16.64
21210 - Tools And Parts Attendant	16.92
21410 - Warehouse Specialist	16.92
23000 - Mechanics And Maintenance And	
Repair Occupations	
23010 - Aerospace Structural Welder	23.59
23019 - Aircraft Logs and Records	17.82
Technician	
23021 - Aircraft Mechanic I	22.22
23022 - Aircraft Mechanic II	23.59
23023 - Aircraft Mechanic III	25.03
23040 - Aircraft Mechanic Helper	14.92
23050 - Aircraft Painter	20.74
23060 - Aircraft Servicer	17.82
23070 - Aircraft Survival Flight	20.74
Equipment Technician	
23080 - Aircraft Worker	19.28

19.28 Equipment (ALSE) Mechanic 19.28 I 23092 - Aircrew Life Support 22.22 Equipment (ALSE) Mechanic 20.36 II 23110 - Appliance Mechanic 20.36 23120 - Bicycle Repairer 16.67 23125 - Cable Splicer 31.89 23140 - Carpenter Maintenance 19.87 23140 - Carpenter Maintenance 19.87 23181 - Electronics Technician 21.74 Maintenance I 23.183 23182 - Electronics Technician 21.74 Maintenance II 22.59 Maintenance II 22.59 Maintenance II 22.59 Maintenance II 22.59 Maintenance III 22.59 Maintenance II 22.59 Maintenance III 22.21 23260 - Fabric Worker 18.12 23290 - Fire Alarm System Mechanic 20.40 23311 - Fuel Distribution System 22.71 Operator 23.370 - General Maintenance Worker 18.92 23380 - Ground Support Equipment 19.28 Worker 19.28 Worker 23.391 <t< th=""><th></th><th>10.00</th></t<>		10.00
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23393 - Gunsmith III 22.59 23410 - Heating Ventilation And Air- 21.98 Conditioning 23.34 Mechanic 23.34 Contidioning 23.34 Mechanic (Research Facility) 23.40 23430 - Heavy Equipment Mechanic 20.62 23440 - Heavy Equipment Operator 18.88 23460 - Instrument Mechanic 22.59 23470 - Laboratory/Shelter Mechanic 21.09 23470 - Laborer 13.45 23510 - Locksmith 21.47 23530 - Machinery Maintenance 22.33		
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23510 - Locksmith 21.47 23530 - Machinery Maintenance 22.33 Mechanic		
23530 - Machinery Maintenance 22.33 Mechanic		
Mechanic		
	-	22.33
23550 - Machinist Maintenance 18.94		
	23550 - Machinist Maintenance	18.94

23580 - Maintenance Trades Helper	
—	14.12
23591 - Metrology Technician I	22.59
23592 - Metrology Technician II	23.99
23593 - Metrology Technician III	25.45
23640 - Millwright	22.37
23710 - Office Appliance Repairer	16.19
23760 - Painter Maintenance	18.58
23790 - Pipefitter Maintenance	23.83
23810 - Plumber Maintenance	22.33
23820 - Pneudraulic Systems Mechanic	22.59
23850 - Rigger	22.59
23870 - Scale Mechanic	19.61
23890 - Sheet-Metal Worker	17.66
Maintenance	
23910 - Small Engine Mechanic	19.33
23931 - Telecommunications Mechanic	25.89
I	0 - 10
23932 - Telecommunications Mechanic	27.49
II	
23950 - Telephone Lineman	35.63
23960 - Welder Combination	17.87
Maintenance	
23965 - Well Driller	22.59
23970 - Woodcraft Worker	22.59
23980 - Woodworker	16.67
24000 - Personal Needs Occupations	
24550 - Case Manager	13.90
24570 - Child Care Attendant	10.59
24580 - Child Care Center Clerk	13.20
24610 - Chore Aide	11.25
24620 - Family Readiness And Support	13.90
Services	
Services Coordinator	10.00
Services Coordinator 24630 - Homemaker	13.90
Services Coordinator 24630 - Homemaker 25000 - Plant And System Operations	13.90
Services Coordinator 24630 - Homemaker 25000 - Plant And System Operations Occupations	
Services Coordinator 24630 - Homemaker 25000 - Plant And System Operations Occupations 25010 - Boiler Tender	23.56
Services Coordinator 24630 - Homemaker 25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator	23.56 19.58
Services Coordinator 24630 - Homemaker 25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer	23.56 19.58 23.56
Services Coordinator 24630 - Homemaker 25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender	23.56 19.58 23.56 15.83
Services Coordinator 24630 - Homemaker 25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant	23.56 19.58 23.56
Services Coordinator 24630 - Homemaker 25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator	23.56 19.58 23.56 15.83
Services Coordinator 24630 - Homemaker 25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations	23.56 19.58 23.56 15.83 19.58
Services Coordinator 24630 - Homemaker 25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor	23.56 19.58 23.56 15.83 19.58 16.29
Services Coordinator 24630 - Homemaker 25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor 27007 - Baggage Inspector	23.56 19.58 23.56 15.83 19.58 16.29 12.03
Services Coordinator 24630 - Homemaker 25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor 27007 - Baggage Inspector 27008 - Corrections Officer	23.56 19.58 23.56 15.83 19.58 16.29 12.03 18.22
Services Coordinator 24630 - Homemaker 25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor 27007 - Baggage Inspector 27008 - Corrections Officer 27010 - Court Security Officer	23.56 19.58 23.56 15.83 19.58 16.29 12.03 18.22 18.67
Services Coordinator 24630 - Homemaker 25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor 27007 - Baggage Inspector 27008 - Corrections Officer 27010 - Court Security Officer 27030 - Detection Dog Handler	23.56 19.58 23.56 15.83 19.58 16.29 12.03 18.22 18.67 13.45
Services Coordinator 24630 - Homemaker 25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor 27007 - Baggage Inspector 27008 - Corrections Officer 27010 - Court Security Officer	23.56 19.58 23.56 15.83 19.58 16.29 12.03 18.22 18.67

27101 - Guard I			12.03
27102 - Guard II			13.45
27131 - Police Officer I			20.59
27132 - Police Officer II			22.88
28000 - Recreation Occupations			
28041 - Carnival Equipment Operator			14.87
28042 - Carnival Equipment Repairer			16.34
28043 - Carnival Worker			10.44
28210 - Gate Attendant/Gate Tender			13.81
28310 - Lifeguard			11.34
28350 - Park Attendant (Aide)			15.45
28510 - Recreation Aide/Health			11.27
Facility Attendant			
28515 - Recreation Specialist			19.14
28630 - Sports Official			12.30
28690 - Swimming Pool Operator			19.22
29000 - Stevedoring/Longshoremen			
Occupational Services			
29010 - Blocker And Bracer			21.97
29020 - Hatch Tender			21.97
29030 - Line Handler			21.97
29041 - Stevedore I			20.31
29042 - Stevedore II			23.58
30000 - Technical Occupations			
30010 - Air Traffic Control	(see	2)	40.29
Specialist Center (HFO)			
30011 - Air Traffic Control	(see	2)	27.78
Specialist Station (HFO)			
30012 - Air Traffic Control			30.59
Specialist Terminal (HFO) (see 2)			
30021 - Archeological Technician I			16.26
30022 - Archeological Technician II			18.19
30023 - Archeological Technician III			22.53
30030 - Cartographic Technician			22.53
30040 - Civil Engineering Technician			26.66
30051 - Cryogenic Technician I			24.95
30052 - Cryogenic Technician II			27.56
30061 - Drafter/CAD Operator I			16.26
30062 - Drafter/CAD Operator II			18.19
30063 - Drafter/CAD Operator III			20.27
30064 - Drafter/CAD Operator IV			24.95
30081 - Engineering Technician I			15.84
30082 - Engineering Technician II			17.78
30083 - Engineering Technician III			19.90
30084 - Engineering Technician IV			24.64
30085 - Engineering Technician V			30.15
30086 - Engineering Technician VI			36.48
30090 - Environmental Technician			22.53
30095 - Evidence Control Specialist			22.53
30210 - Laboratory Technician			18.76

30221 - Latent Fingerprint			24.95
Technician I			
30222 - Latent Fingerprint			27.56
Technician II			
30240 - Mathematical Technician			22.53
30361 - Paralegal/Legal Assistant I			18.70
30362 - Paralegal/Legal Assistant II			23.16
30363 - Paralegal/Legal Assistant			28.33
III			
30364 - Paralegal/Legal Assistant IV			34.28
30375 - Petroleum Supply Specialist			27.56
			22.53
30390 - Photo-Optics Technician			
30395 - Radiation Control Technician			27.56
30461 - Technical Writer I			24.35
30462 - Technical Writer II			29.79
30463 - Technical Writer III			36.04
30491 - Unexploded Ordnance (UXO)			25.60
Technician I			
30492 - Unexploded Ordnance (UXO)			30.98
Technician II			
30493 - Unexploded Ordnance (UXO)			37.13
Technician III			0/.10
30494 - Unexploded (UXO) Safety			25.60
			23.00
Escort			05 60
30495 - Unexploded (UXO) Sweep			25.60
Personnel			
30501 - Weather Forecaster I			24.95
30502 - Weather Forecaster II			30.35
30620 - Weather Observer Combined	(see	2)	20.27
Upper Air Or			
Surface Programs			
30621 - Weather Observer Senior	(see	2)	22.53
31000 - Transportation/Mobile	•		
Equipment Operation Occupations			
31010 - Airplane Pilot			30.98
31020 - Bus Aide			14.07
31030 - Bus Driver			
			19.44
31043 - Driver Courier			14.03
31260 - Parking and Lot Attendant			11.08
31290 - Shuttle Bus Driver			14.14
31310 - Taxi Driver			12.22
31361 - Truckdriver Light			15.42
31362 - Truckdriver Medium			16.76
31363 - Truckdriver Heavy			23.94
31364 - Truckdriver Tractor-Trailer			23.94
99000 - Miscellaneous Occupations			
99020 - Cabin Safety Specialist			15.10
99030 - Cashier			11.19
99050 - Deek Clark			
99050 - Desk Clerk 99095 - Embalmer			11.09

99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	13.64
I	
99252 - Laboratory Animal Caretaker	14.85
II	
99260 - Marketing Analyst	39.17
99310 - Mortician	24.24
99410 - Pest Controller	19.01
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	19.39
99711 - Recycling Specialist	24.26
99730 - Refuse Collector	17.03
99810 - Sales Clerk	11.58
99820 - School Crossing Guard	12.98
99830 - Survey Party Chief	22.52
99831 - Surveying Aide	14.88
99832 - Surveying Technician	20.47
99840 - Vending Machine Attendant	18.49
99841 - Vending Machine Repairer	23.90
99842 - Vending Machine Repairer	18.49
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 per month*

*This rate is to be used only when compensating employees for performance on an SCAcovered 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: 1 week paid vacation after 1 year of service with a contractor or successor; 2 weeks after 2 years; and 3 weeks after 10 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday 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: 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:

 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)).

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor	WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Daniel W. Simms Division of Director Wage Determinations	Wage Determination No.: 2015-5111 Revision No.: 18 Date Of Last Revision: 12/27/2021

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022 Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$15.00 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

If the contract was awarded on or between January 1 2015 and January 29 2022 and the contract is not renewed or extended on or after January 30 2022 Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that contract in 2022.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: Missouri

Area: Missouri County of McDonald

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And		
Clerical Occupations		
01011 - Accounting Clerk I		14.16
01012 - Accounting Clerk II		15.90
01013 - Accounting Clerk III		17.78
01020 - Administrative Assistant		27.84
01035 - Court Reporter		17.92
01041 - Customer Service		12.56
Representative I		
01042 - Customer Service		13.88
Representative II		

01043 - Customer Service		15.40
Representative III		14 50
01051 - Data Entry Operator I		14.53
01052 - Data Entry Operator II		15.85
01060 - Dispatcher Motor Vehicle		16.71
01070 - Document Preparation Clerk		15.11
01090 - Duplicating Machine Operator		15.11
01111 - General Clerk I		13.18
01112 - General Clerk II		14.38
01113 - General Clerk III		16.15
01120 - Housing Referral Assistant		19.98
01141 - Messenger Courier		14.32
01191 - Order Clerk I		17.27
01192 - Order Clerk II		19.60
01261 - Personnel Assistant		16.52
(Employment) I		
01262 - Personnel Assistant		18.49
(Employment) II		
01263 - Personnel Assistant		20.61
(Employment) III		
01270 - Production Control Clerk		22.06
01290 - Rental Clerk		13.88
01300 - Scheduler Maintenance		16.03
01311 - Secretary I		16.03
01312 - Secretary II		17.92
01313 - Secretary III		19.98
01320 - Service Order Dispatcher		14.94
01410 - Supply Technician		27.84
01420 - Survey Worker		14.90
01460 - Switchboard		13.38
Operator/Receptionist		
01531 - Travel Clerk I		13.30
01532 - Travel Clerk II		14.42
01533 - Travel Clerk III		15.20
01611 - Word Processor I		14.27
01612 - Word Processor II		16.03
01613 - Word Processor III		17.92
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer		24.35
Fiberglass		
05010 - Automotive	Electrician	19.36
05040 - Automotive Glass Installer		18.00
05070 - Automotive Worker		18.00
05110 - Mobile Equipment Servicer		15.61
05130 - Motor Equipment Metal		20.74
Mechanic		
05160 - Motor Equipment Metal Worker		18.00
05190 - Motor Vehicle Mechanic		20.74
05220 - Motor Vehicle Mechanic		14.66
		± 1.00

05250 - Motor Vehicle Upholstery	16.90
Worker	10.00
05280 - Motor Vehicle Wrecker	18.00
05310 - Painter Automotive	19.36
05340 - Radiator Repair Specialist	18.00
05370 - Tire Repairer	14.39
05400 - Transmission Repair	20.74
Specialist	
07000 - Food Preparation And Service	
Occupations	
07010 - Baker	12.72
07041 - Cook I	10.71
07042 - Cook II	12.60
07070 - Dishwasher	10.85
07130 - Food Service Worker	11.33
07210 - Meat Cutter	15.03
07260 - Waiter/Waitress	10.01
09000 - Furniture Maintenance And	
Repair Occupations	
09010 - Electrostatic Spray Painter	17.42
09040 - Furniture Handler	11.57
09080 - Furniture Refinisher	17.42
09090 - Furniture Refinisher Helper	14.25
09110 - Furniture Repairer Minor	15.47
09130 - Upholsterer	17.31
11000 - General Services And Support	
Occupations	
11030 - Cleaner Vehicles	12.28
11060 - Elevator Operator	14.21
11090 - Gardener	18.90
11122 - Housekeeping Aide	14.21
11150 - Janitor	14.21
11210 - Laborer Grounds Maintenance	13.75
11240 - Maid or Houseman	11.33
11260 - Pruner	12.08
11270 - Tractor Operator	17.20
11330 - Trail Maintenance Worker	13.75
11360 - Window Cleaner	16.18
12000 - Health Occupations	
12010 - Ambulance Driver	18.11
12011 - Breath Alcohol Technician	20.20
12012 - Certified Occupational	33.54
Therapist Assistant	
12015 - Certified Physical Therapist	27.72
Assistant	
12020 - Dental Assistant	17.88
12025 - Dental Hygienist	35.36
12030 - EKG Technician	29.14
12035 - Electroneurodiagnostic	29.14
Technologist	

12040 - Emergency Medical Technician	18.11
12071 - Licensed Practical Nurse I	18.07
12072 - Licensed Practical Nurse II	20.20
12073 - Licensed Practical Nurse III	22.52
12100 - Medical Assistant	14.33
12130 - Medical Laboratory	21.25
Technician	
12160 - Medical Record Clerk	15.10
12190 - Medical Record Technician	17.35
12195 - Medical Transcriptionist	15.95
12210 - Nuclear Medicine	44.40
Technologist	
12221 - Nursing Assistant I	11.59
12222 - Nursing Assistant II	13.02
12223 - Nursing Assistant III	14.21
12224 - Nursing Assistant IV	15.96
12235 - Optical Dispenser	18.71
12236 - Optical Technician	17.07
12250 - Pharmacy Technician	14.95
12280 - Phlebotomist	15.68
12305 - Radiologic Technologist	26.33
12311 - Registered Nurse I	24.34
12312 - Registered Nurse II	29.78
12313 - Registered Nurse II	29.78
Specialist	
12314 - Registered Nurse III	36.04
12315 - Registered Nurse III	36.04
Anesthetist	
12316 - Registered Nurse IV	43.19
12317 - Scheduler (Drug and Alcohol	25.03
Testing)	
12320 - Substance Abuse Treatment	25.00
Counselor	
13000 - Information And Arts	
Occupations	
13011 - Exhibits Specialist I	20.64
13012 - Exhibits Specialist II	25.57
13013 - Exhibits Specialist III	31.28
13041 - Illustrator I	20.64
13042 - Illustrator II	25.57
13043 - Illustrator III	31.28
13047 - Librarian	28.32
13050 - Library Aide/Clerk	12.91
13054 - Library Information	25.57
Technology Systems	
Administrator	
13058 - Library Technician	14.15
13061 - Media Specialist I	18.46
13062 - Media Specialist II	20.64
13063 - Media Specialist III	23.01

13071 - Photographer I		16.10
13072 - Photographer II		18.02
13073 - Photographer III		22.32
13074 - Photographer IV		27.30
13075 - Photographer V		33.65
13090 - Technical Order Library		16.22
Clerk		
13110 - Video Teleconference		17.90
Technician		
14000 - Information Technology		
Occupations		
14041 - Computer Operator I		16.02
14042 - Computer Operator II		17.61
14043 - Computer Operator III		19.64
14044 - Computer Operator IV		21.82
14045 - Computer Operator V		24.16
14071 - Computer Programmer I	(see 1)	20.64
14072 - Computer Programmer II	(see 1)	25.56
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		16.02
Operator		
14160 - Personal Computer Support		21.82
Technician		
14170 - System Support Specialist		24.58
15000 - Instructional Occupations		
15010 - Aircrew Training Devices		29.04
Instructor (Non-Rated)		
15020 - Aircrew Training Devices		35.14
Instructor (Rated)		
15030 - Air Crew Training Devices		42.11
Instructor (Pilot)		
15050 - Computer Based Training		29.04
Specialist / Instructor		
15060 - Educational Technologist		31.69
15070 - Flight Instructor (Pilot)		42.11
15080 - Graphic Artist		22.19
15085 - Maintenance Test Pilot Fixed		42.11
Jet/Prop		
15086 - Maintenance Test Pilot		42.11
Rotary Wing		
15088 - Non-Maintenance Test/Co-		42.11
Pilot		
15090 - Technical Instructor		22.17
15095 - Technical Instructor/Course		27.12
Developer		
15110 - Test Proctor		17.90

15120 - Tutor	17.90
16000 - Laundry Dry-Cleaning Pressing	17.90
And Related Occupations	
16010 - Assembler	12.03
16030 - Counter Attendant	12.03
16040 - Dry Cleaner	13.74
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	12.03
Apparel Laundry	12.05
16190 - Sewing Machine Operator	14.31
16220 - Tailor	14.88
16250 - Washer Machine	12.60
19000 - Machine Tool Operation And	12.00
Repair Occupations	
19010 - Machine-Tool Operator (Tool	18.17
Room)	10.1/
19040 - Tool And Die Maker	22.96
21000 - Materials Handling And Packing	22.90
Occupations	
21020 - Forklift Operator	16.92
21020 - Material Coordinator	20.98
	20.98
21040 - Material Expediter 21050 - Material Handling Laborer	13.45
21050 - Material Handling Laborer 21071 - Order Filler	13.45
21071 - Order Filler 21080 - Production Line Worker (Food	16.92
Processing)	10.92
21110 - Shipping Packer	15.74
21110 - Shipping Facker 21130 - Shipping/Receiving Clerk	15.74
21140 - Store Worker I	11.46
21140 - Store Worker 1 21150 - Stock Clerk	16.64
21210 - Tools And Parts Attendant	16.92
21410 - Warehouse Specialist	16.92
23000 - Mechanics And Maintenance And	10.72
Repair Occupations	
23010 - Aerospace Structural Welder	23.59
23019 - Aircraft Logs and Records	17.82
Technician	11.02
23021 - Aircraft Mechanic I	22.22
23022 - Aircraft Mechanic II	23.59
23022 Aircraft Mechanic III	25.03
23040 - Aircraft Mechanic Helper	15.57
23050 - Aircraft Painter	20.74
23060 - Aircraft Servicer	17.82
23070 - Aircraft Survival Flight	20.74
Equipment Technician	
23080 - Aircraft Worker	19.28
	12.20

23091 - Aircrew Life Support	19.28
Equipment (ALSE) Mechanic	
I	
23092 - Aircrew Life Support	22.22
Equipment (ALSE) Mechanic	
II	
23110 - Appliance Mechanic	20.36
23120 - Bicycle Repairer	16.67
23125 - Cable Splicer	31.89
23130 - Carpenter Maintenance	18.85
23140 - Carpet Layer	20.01
23160 - Electrician Maintenance	19.65
23181 - Electronics Technician	19.65
Maintenance I	17.01
23182 - Electronics Technician	21.09
Maintenance II	21.09
23183 - Electronics Technician	22 E 0
23183 - Electronics Technician Maintenance III	22.59
	10 10
23260 - Fabric Worker	18.12
23290 - Fire Alarm System Mechanic	20.40
23310 - Fire Extinguisher Repairer	16.67
23311 - Fuel Distribution System	29.71
Mechanic	
23312 - Fuel Distribution System	22.00
Operator	
23370 - General Maintenance Worker	18.92
23380 - Ground Support Equipment	22.22
Mechanic	
23381 - Ground Support Equipment	17.82
Servicer	
23382 - Ground Support Equipment	19.28
Worker	
23391 - Gunsmith I	16.67
23392 - Gunsmith II	19.61
23393 - Gunsmith III	22.59
23410 - Heating Ventilation And Air-	21.98
Conditioning	
Mechanic	
23411 - Heating Ventilation And Air	23.34
Contidioning	
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	20.62
23440 - Heavy Equipment Operator	18.88
23460 - Instrument Mechanic	22.59
23465 - Laboratory/Shelter Mechanic	21.09
23470 - Laborer	13.72
23510 - Locksmith	21.47
23530 - Machinery Maintenance	22.33
Mechanic	
23550 - Machinist Maintenance	18.94

22500 - Maintananga Mnadag Halnam	
23580 - Maintenance Trades Helper	14.12
23591 - Metrology Technician I	22.59
23592 - Metrology Technician II	23.99
23593 - Metrology Technician III	25.45
23640 - Millwright	22.31
23710 - Office Appliance Repairer	17.16
23760 - Painter Maintenance	18.58
23790 - Pipefitter Maintenance	26.04
23810 - Plumber Maintenance	23.07
23820 - Pneudraulic Systems Mechanic	22.59
23850 - Rigger	22.59
23870 - Scale Mechanic	19.61
23890 - Sheet-Metal Worker	18.08
Maintenance	
23910 - Small Engine Mechanic	19.21
23931 - Telecommunications Mechanic	25.89
I	
23932 - Telecommunications Mechanic	27.49
II	
23950 - Telephone Lineman	32.63
23960 - Welder Combination	17.87
Maintenance	
23965 - Well Driller	22.59
23970 - Woodcraft Worker	22.59
23980 - Woodworker	16.67
24000 - Personal Needs Occupations	
24550 - Case Manager	13.90
24570 - Child Care Attendant	10.59
24580 - Child Care Center Clerk	13.26
24610 - Chore Aide	11.25
24620 - Family Readiness And Support	13.90
Services	
Coordinator	4 - 0 -
24630 - Homemaker	15.27
24630 - Homemaker 25000 - Plant And System Operations	15.27
24630 - Homemaker 25000 - Plant And System Operations Occupations	
24630 - Homemaker 25000 - Plant And System Operations Occupations 25010 - Boiler Tender	23.56
24630 - Homemaker 25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator	23.56 19.58
24630 - Homemaker 25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer	23.56 19.58 23.56
24630 - Homemaker 25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender	23.56 19.58 23.56 15.83
24630 - Homemaker 25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant	23.56 19.58 23.56
24630 - Homemaker 25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator	23.56 19.58 23.56 15.83
24630 - Homemaker 25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations	23.56 19.58 23.56 15.83 19.58
24630 - Homemaker 25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor	23.56 19.58 23.56 15.83 19.58 16.29
24630 - Homemaker 25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor 27007 - Baggage Inspector	23.56 19.58 23.56 15.83 19.58 16.29 12.03
24630 - Homemaker 25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor 27007 - Baggage Inspector 27008 - Corrections Officer	23.56 19.58 23.56 15.83 19.58 16.29 12.03 18.37
24630 - Homemaker 25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor 27007 - Baggage Inspector 27008 - Corrections Officer 27010 - Court Security Officer	23.56 19.58 23.56 15.83 19.58 16.29 12.03 18.37 18.67
24630 - Homemaker 25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor 27007 - Baggage Inspector 27008 - Corrections Officer 27010 - Court Security Officer 27030 - Detection Dog Handler	23.56 19.58 23.56 15.83 19.58 16.29 12.03 18.37 18.67 16.84
24630 - Homemaker 25000 - Plant And System Operations Occupations 25010 - Boiler Tender 25040 - Sewage Plant Operator 25070 - Stationary Engineer 25190 - Ventilation Equipment Tender 25210 - Water Treatment Plant Operator 27000 - Protective Service Occupations 27004 - Alarm Monitor 27007 - Baggage Inspector 27008 - Corrections Officer 27010 - Court Security Officer	23.56 19.58 23.56 15.83 19.58 16.29 12.03 18.37 18.67

27101 - Guard I			12.03
27102 - Guard II			16.84
27131 - Police Officer I			20.59
27132 - Police Officer II			22.88
28000 - Recreation Occupations			
28041 - Carnival Equipment Operator			14.87
28042 - Carnival Equipment Repairer			16.34
28043 - Carnival Worker			10.44
28210 - Gate Attendant/Gate Tender			13.81
28310 - Lifeguard			10.83
28350 - Park Attendant (Aide)			15.45
28510 - Recreation Aide/Health			11.27
Facility Attendant			
28515 - Recreation Specialist			19.14
28630 - Sports Official			12.30
28690 - Swimming Pool Operator			19.22
29000 - Stevedoring/Longshoremen			
Occupational Services			
29010 - Blocker And Bracer			21.97
29020 - Hatch Tender			21.97
29030 - Line Handler			21.97
29041 - Stevedore I			21.32
29042 - Stevedore II			23.58
30000 - Technical Occupations			20100
30010 - Air Traffic Control	(see	2)	40.29
Specialist Center (HFO)	(000	2,	10.25
30011 - Air Traffic Control	(see	2)	27.78
Specialist Station (HFO)	(000	- /	2,.,0
30012 - Air Traffic Control			30.59
Specialist Terminal (HFO) (see 2)			00.00
30021 - Archeological Technician I			16.26
30022 - Archeological Technician II			18.51
30023 - Archeological Technician III			22.93
30030 - Cartographic Technician			22.93
30040 - Civil Engineering Technician			25.98
30051 - Cryogenic Technician I			24.95
30052 - Cryogenic Technician II			27.56
30061 - Drafter/CAD Operator I			16.26
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			13.63
30082 - Engineering Technician II			15.82
30083 - Engineering Technician III			20.33
30084 - Engineering Technician IV			25.19
30085 - Engineering Technician V			30.82
30086 - Engineering Technician VI			37.29
			51.25
30000 - Environmental Rechaision			22 02
30090 - Environmental Technician			22.93
30090 - Environmental Technician 30095 - Evidence Control Specialist 30210 - Laboratory Technician			22.93 22.53 20.64

30221 - Latent Fingerprint		24.95
Technician I		
30222 - Latent Fingerprint		27.56
Technician II		
30240 - Mathematical Technician		22.93
30361 - Paralegal/Legal Assistant I		18.70
30362 - Paralegal/Legal Assistant II		23.16
30363 - Paralegal/Legal Assistant		28.33
III		
30364 - Paralegal/Legal Assistant IV		34.28
30375 - Petroleum Supply Specialist		27.56
30390 - Photo-Optics Technician		22.93
30395 - Radiation Control Technician		27.56
30461 - Technical Writer I		24.35
30462 - Technical Writer II		29.79
30463 - Technical Writer III		36.04
30491 - Unexploded Ordnance (UXO)		25.60
Technician I		
30492 - Unexploded Ordnance (UXO)		30.98
Technician II		
30493 - Unexploded Ordnance (UXO)		37.13
Technician III		
30494 - Unexploded (UXO) Safety		25.60
Escort		20.00
30495 - Unexploded (UXO) Sweep		25.60
Personnel		20.00
30501 - Weather Forecaster I		24.95
30502 - Weather Forecaster II		30.35
	e 2)	20.64
Upper Air Or	0 27	20.01
Surface Programs		
-	e 2)	22.53
31000 - Transportation/Mobile	C 27	22.00
Equipment Operation Occupations		
31010 - Airplane Pilot		30.98
31020 - Bus Aide		14.28
31030 - Bus Driver		20.35
31043 - Driver Courier		14.29
31260 - Parking and Lot Attendant		10.99
31290 - Shuttle Bus Driver		15.41
		1J.41
31310 - Tavi Driver		
31310 - Taxi Driver 31361 - Truckdriver Light		11.51
31361 - Truckdriver Light		11.51 15.42
31361 - Truckdriver Light 31362 - Truckdriver Medium		11.51 15.42 16.89
31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy		11.51 15.42 16.89 23.94
31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer		11.51 15.42 16.89
<pre>31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations</pre>		11.51 15.42 16.89 23.94 23.94
<pre>31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist</pre>		11.51 15.42 16.89 23.94 23.94 15.10
<pre>31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist 99030 - Cashier</pre>		11.51 15.42 16.89 23.94 23.94 15.10 11.19
<pre>31361 - Truckdriver Light 31362 - Truckdriver Medium 31363 - Truckdriver Heavy 31364 - Truckdriver Tractor-Trailer 99000 - Miscellaneous Occupations 99020 - Cabin Safety Specialist</pre>		11.51 15.42 16.89 23.94 23.94 15.10

99130 - Flight Follower	25.60
99251 - Laboratory Animal Caretaker	13.64
I	
99252 - Laboratory Animal Caretaker	14.85
II	
99260 - Marketing Analyst	39.17
99310 - Mortician	24.24
99410 - Pest Controller	19.34
99510 - Photofinishing Worker	13.45
99710 - Recycling Laborer	19.39
99711 - Recycling Specialist	24.26
99730 - Refuse Collector	17.03
99810 - Sales Clerk	12.63
99820 - School Crossing Guard	12.98
99830 - Survey Party Chief	21.38
99831 - Surveying Aide	12.37
99832 - Surveying Technician	20.47
99840 - Vending Machine Attendant	17.18
99841 - Vending Machine Repairer	22.12
99842 - Vending Machine Repairer	17.67
Helper	

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 per month*

*This rate is to be used only when compensating employees for performance on an SCAcovered 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: 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:

 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)).