

SECTION J – ATTACHMENT J-10

WAGE DETERMINATIONS

REGISTER OF WAGE DETERMINATIONS
UNDER THE DAVIS BACON ACT
By Direction of the Secretary of Labor

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

General Decision No: KY160132
Revision No: KY132
Date of Revision: 05/13/2016
State: Kentucky
Area: McCracken County

AND

General Decision No: KY160092
Revision No: KY92
Date of Revision: 06/03/2016
State: Kentucky
Area: McCracken County

General Decision Number: KY160132 05/13/2016 KY132

Superseded General Decision Number: KY20150132

State: Kentucky

Construction Type: Heavy

County: McCracken County in Kentucky.

HEAVY CONSTRUCTION PROJECTS (including sewer/water construction).

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.15 for calendar year 2016 applies to all contracts subject to the Davis-Bacon Act for which the solicitation was issued on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.15 (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2016. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

Modification Number	Publication Date
0	01/08/2016
1	01/29/2016
2	03/25/2016
3	05/13/2016

ENGI0181-009 07/01/2015

	Rates	Fringes
POWER EQUIPMENT OPERATOR		
GROUP 1.....	\$ 29.95	14.40
GROUP 2.....	\$ 27.26	14.40
GROUP 3.....	\$ 27.68	14.40
GROUP 4.....	\$ 26.96	14.40

OPERATING ENGINEER CLASSIFICATIONS

GROUP 1 - Backhoe/Excavator/Trackhoe; Bulldozer; Crane; Drill; Grader/Blade; Loader; Mechanic; Scraper

GROUP 2 - Bobcat/Skid Steer/Skid Loader; Forklift; Tractor (50 H.P. or over)

GROUP 3 - Articulating Truck Operator

GROUP 4 - Oiler; Tractor (under 50 H.P.)

Operators on cranes with booms 150 feet and over (including jib) shall receive \$1.00 above Group 1 rate; 250 feet and over including jib shall receive \$1.50 above Class 1 rate.
Combination Rate: All crane operators operating cranes,

where the length of the boom in combination with the length of the piling leads equal or exceeds 150 feet, shall receive \$1.00 above the Group 1 rate.

Employees assigned to work below ground level are to be paid 10% above basic wage rate. This does not apply to open cut work.

* IRON0782-010 05/01/2016

	Rates	Fringes
IRONWORKER (Reinforcing & Structural)		
Projects over \$20,000,000.00.....	\$ 27.09	20.66
Projects under \$20,000,000.00.....	\$ 26.00	21.52

LABO0189-001 07/01/2015

	Rates	Fringes
LABORER		
Concrete Saw (Hand Held/Walk Behind).....	\$ 22.55	12.46

LABO0561-003 07/01/2015

	Rates	Fringes
LABORER		
Form Worker.....	\$ 22.11	13.10

LABO1214-001 07/01/2015

	Rates	Fringes
LABORER		
Backfiller, Carpenter		
Tender, Common or General,		
Concrete Worker, Dumpman,		
Fence Erection.....	\$ 22.30	12.46
Pipelayer & Tamper (Hand Held/Walk Behind).....	\$ 22.55	12.46

* UAVG-KY-0001 06/25/2014

	Rates	Fringes
LABORER: Grade Checker.....	\$ 22.81	11.96

SUKY2011-009 06/25/2014

	Rates	Fringes
CEMENT MASON/CONCRETE FINISHER...	\$ 20.96	10.53
ELECTRICIAN.....	\$ 32.35	2.18

LABORER: Flagger.....	\$ 18.31	8.89
OPERATOR: Boring Machine.....	\$ 25.35	13.00

WELDERS - Receive rate prescribed for craft performing operation to which welding is incidental.

Unlisted classifications needed for work not included within the scope of the classifications listed may be added after award only as provided in the labor standards contract clauses (29CFR 5.5 (a) (1) (ii)).

The body of each wage determination lists the classification and wage rates that have been found to be prevailing for the cited type(s) of construction in the area covered by the wage determination. The classifications are listed in alphabetical order of "identifiers" that indicate whether the particular rate is a union rate (current union negotiated rate for local), a survey rate (weighted average rate) or a union average rate (weighted union average rate).

Union Rate Identifiers

A four letter classification abbreviation identifier enclosed in dotted lines beginning with characters other than "SU" or "UAVG" denotes that the union classification and rate were prevailing for that classification in the survey. Example: PLUM0198-005 07/01/2014. PLUM is an abbreviation identifier of the union which prevailed in the survey for this classification, which in this example would be Plumbers. 0198 indicates the local union number or district council number where applicable, i.e., Plumbers Local 0198. The next number, 005 in the example, is an internal number used in processing the wage determination. 07/01/2014 is the effective date of the most current negotiated rate, which in this example is July 1, 2014.

Union prevailing wage rates are updated to reflect all rate changes in the collective bargaining agreement (CBA) governing this classification and rate.

Survey Rate Identifiers

Classifications listed under the "SU" identifier indicate that no one rate prevailed for this classification in the survey and the published rate is derived by computing a weighted average rate based on all the rates reported in the survey for that classification. As this weighted average rate includes all rates reported in the survey, it may include both union and non-union rates. Example: SULA2012-007 5/13/2014. SU indicates the rates are survey rates based on a weighted average

calculation of rates and are not majority rates. LA indicates the State of Louisiana. 2012 is the year of survey on which these classifications and rates are based. The next number, 007 in the example, is an internal number used in producing the wage determination. 5/13/2014 indicates the survey completion date for the classifications and rates under that identifier.

Survey wage rates are not updated and remain in effect until a new survey is conducted.

Union Average Rate Identifiers

Classification(s) listed under the UAVG identifier indicate that no single majority rate prevailed for those classifications; however, 100% of the data reported for the classifications was union data. EXAMPLE: UAVG-OH-0010 08/29/2014. UAVG indicates that the rate is a weighted union average rate. OH indicates the state. The next number, 0010 in the example, is an internal number used in producing the wage determination. 08/29/2014 indicates the survey completion date for the classifications and rates under that identifier.

A UAVG rate will be updated once a year, usually in January of each year, to reflect a weighted average of the current negotiated/CBA rate of the union locals from which the rate is based.

WAGE DETERMINATION APPEALS PROCESS

1.) Has there been an initial decision in the matter? This can be:

- * an existing published wage determination
- * a survey underlying a wage determination
- * a Wage and Hour Division letter setting forth a position on a wage determination matter
- * a conformance (additional classification and rate) ruling

On survey related matters, initial contact, including requests for summaries of surveys, should be with the Wage and Hour Regional Office for the area in which the survey was conducted because those Regional Offices have responsibility for the Davis-Bacon survey program. If the response from this initial contact is not satisfactory, then the process described in 2.) and 3.) should be followed.

With regard to any other matter not yet ripe for the formal process described here, initial contact should be with the Branch of Construction Wage Determinations. Write to:

Branch of Construction Wage Determinations
Wage and Hour Division
U.S. Department of Labor
200 Constitution Avenue, N.W.
Washington, DC 20210

2.) If the answer to the question in 1.) is yes, then an interested party (those affected by the action) can request review and reconsideration from the Wage and Hour Administrator (See 29 CFR Part 1.8 and 29 CFR Part 7). Write to:

Wage and Hour Administrator
U.S. Department of Labor
200 Constitution Avenue, N.W.
Washington, DC 20210

The request should be accompanied by a full statement of the interested party's position and by any information (wage payment data, project description, area practice material, etc.) that the requestor considers relevant to the issue.

3.) If the decision of the Administrator is not favorable, an interested party may appeal directly to the Administrative Review Board (formerly the Wage Appeals Board). Write to:

Administrative Review Board
U.S. Department of Labor
200 Constitution Avenue, N.W.
Washington, DC 20210

4.) All decisions by the Administrative Review Board are final.

=====
END OF GENERAL DECISION

General Decision Number: KY160092 06/03/2016 KY92

Superseded General Decision Number: KY20150092

State: Kentucky

Construction Type: Building

County: McCracken County in Kentucky.

BUILDING CONSTRUCTION PROJECTS (does not include single family homes or apartments up to and including 4 stories).

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.15 for calendar year 2016 applies to all contracts subject to the Davis-Bacon Act for which the solicitation was issued on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.15 (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2016. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

Modification Number	Publication Date
0	01/08/2016
1	01/29/2016
2	02/19/2016
3	03/25/2016
4	05/13/2016
5	06/03/2016

* ASBE0051-001 03/01/2016

	Rates	Fringes
ASBESTOS WORKER/HEAT & FROST INSULATOR.....	\$ 25.36	13.71

BOIL0040-001 10/01/2014		
	Rates	Fringes
BOILERMAKER.....	\$ 35.80	24.26

BRKY0004-001 06/01/2015		
	Rates	Fringes
BRICKLAYER.....	\$ 29.32	13.70

CARP0224-001 06/01/2015		
	Rates	Fringes
CARPENTER (Acoustical Ceiling		

Installation Only).....\$ 23.20 16.00

 CARP0357-006 06/01/2015

Rates Fringes

CARPENTER (Drywall Hanging
 and Metal Stud Installation
 Only).....\$ 21.44 16.43

 CARP1076-002 06/01/2015

Rates Fringes

MILLWRIGHT.....\$ 25.83 19.56

 ELEC0816-005 06/01/2015

Rates Fringes

ELECTRICIAN.....\$ 31.03 14.26

 * ENGI0181-084 06/01/2016

Rates Fringes

POWER EQUIPMENT OPERATOR
 (Oiler).....\$ 26.05 14.65

 ENGI0181-087 07/01/2015

Rates Fringes

POWER EQUIPMENT OPERATOR
 (Crane).....\$ 29.19 14.40

CRANES WITH BOOM 150 FEET & OVER, INCLUDING JIB, SHALL
 RECEIVE \$1.00 ABOVE THE WAGE RATE; 250 FEET AND OVER,
 INCLUDING JIB, SHALL RECEIVE \$1.50 ABOVE THE WAGE RATE.
 ALL CRANES WITH PILING LEADS WILL RECEIVE \$1.00 ABOVE THE
 WAGE, REGARDLESS OF BOOM LENGTH.

 ENGI0181-088 07/01/2015

Rates Fringes

POWER EQUIPMENT OPERATOR
 (Forklift).....\$ 29.19 14.40

 IRON0782-015 05/01/2016

Rates Fringes

IRONWORKER, REINFORCING.....\$ 26.00 21.52

 * LABO0189-007 06/01/2016

Rates Fringes

LABORER (Pipelayer).....\$ 22.44 11.65

LABO1214-008 07/01/2015

Rates Fringes

LABORER (Backfiller,
Carpenter Tender, Form -
Stripping).....\$ 21.00 11.93

LABO1214-009 07/01/2015

Rates Fringes

LABORER (Grouting, Jack
Hammer, Mason Tender -
Cement/Concrete, Tamper -
Hand Held, Vibrating Plate).....\$ 21.20 11.93

LABO1392-010 07/01/2015

Rates Fringes

LABORER (Concrete Saw - Hand
Held/Walk Behind).....\$ 22.50 11.45

PAIN1072-005 12/01/2014

Rates Fringes

PAINTER (Spray Only).....\$ 26.26 15.30

PAIN1165-003 07/01/2014

Rates Fringes

GLAZIER.....\$ 22.25 12.32

PLUM0184-003 07/01/2015

Rates Fringes

PLUMBER/PIPEFITTER.....\$ 34.36 16.76

SHEE0110-005 12/01/2014

Rates Fringes

SHEET METAL WORKER (Includes
HVAC Duct Installation).....\$ 29.45 18.70

* UAVG-KY-0009 06/02/2015

Rates Fringes

ELEVATOR MECHANIC.....\$ 42.56 29.98

* UAVG-KY-0010 06/02/2015

Rates Fringes

IRONWORKER, ORNAMENTAL.....\$ 28.54 20.93

* UAVG-KY-0011 06/02/2015

	Rates	Fringes
LABORER: Grade Checker.....	\$ 21.78	11.99

* UAVG-KY-0012 06/02/2015

	Rates	Fringes
LABORER: Power Tool Operator....	\$ 22.16	11.43

* UAVG-KY-0013 06/02/2015

	Rates	Fringes
OPERATOR: Bulldozer.....	\$ 29.43	14.30

SUKY2015-013 06/02/2015

	Rates	Fringes
CARPENTER (Form Work Only).....	\$ 24.46	9.07
CARPENTER, Excludes Acoustical Ceiling Installation, Drywall Hanging, Form Work, and Metal Stud Installation.....	\$ 20.97	12.01
CEMENT MASON/CONCRETE FINISHER...	\$ 23.49	9.01
IRONWORKER, STRUCTURAL.....	\$ 28.70	12.14
LABORER: Common or General.....	\$ 21.05	8.09
LABORER: Mason Tender - Brick...	\$ 18.73	10.60
OPERATOR: Backhoe/Excavator/Trackhoe.....	\$ 27.30	10.73
OPERATOR: Bobcat/Skid Steer/Skid Loader.....	\$ 24.64	13.00
OPERATOR: Grader/Blade.....	\$ 24.33	13.00
PAINTER (Brush and Roller).....	\$ 20.19	11.33
ROOFER.....	\$ 22.31	7.41
TILE FINISHER.....	\$ 17.67	7.45
TILE SETTER.....	\$ 25.77	6.10
TRUCK DRIVER: Dump Truck.....	\$ 17.07	6.25

WELDERS - Receive rate prescribed for craft performing operation to which welding is incidental.

=====

Unlisted classifications needed for work not included within the scope of the classifications listed may be added after award only as provided in the labor standards contract clauses (29CFR 5.5 (a) (1) (ii)).

The body of each wage determination lists the classification and wage rates that have been found to be prevailing for the cited type(s) of construction in the area covered by the wage determination. The classifications are listed in alphabetical order of "identifiers" that indicate whether the particular rate is a union rate (current union negotiated rate for local), a survey rate (weighted average rate) or a union average rate (weighted union average rate).

Union Rate Identifiers

A four letter classification abbreviation identifier enclosed in dotted lines beginning with characters other than "SU" or "UAVG" denotes that the union classification and rate were prevailing for that classification in the survey. Example: PLUM0198-005 07/01/2014. PLUM is an abbreviation identifier of the union which prevailed in the survey for this classification, which in this example would be Plumbers. 0198 indicates the local union number or district council number where applicable, i.e., Plumbers Local 0198. The next number, 005 in the example, is an internal number used in processing the wage determination. 07/01/2014 is the effective date of the most current negotiated rate, which in this example is July 1, 2014.

Union prevailing wage rates are updated to reflect all rate changes in the collective bargaining agreement (CBA) governing this classification and rate.

Survey Rate Identifiers

Classifications listed under the "SU" identifier indicate that no one rate prevailed for this classification in the survey and the published rate is derived by computing a weighted average rate based on all the rates reported in the survey for that classification. As this weighted average rate includes all rates reported in the survey, it may include both union and non-union rates. Example: SULA2012-007 5/13/2014. SU indicates the rates are survey rates based on a weighted average calculation of rates and are not majority rates. LA indicates the State of Louisiana. 2012 is the year of survey on which these classifications and rates are based. The next number, 007 in the example, is an internal number used in producing the wage determination. 5/13/2014 indicates the survey completion date for the classifications and rates under that identifier.

Survey wage rates are not updated and remain in effect until a new survey is conducted.

Union Average Rate Identifiers

Classification(s) listed under the UAVG identifier indicate that no single majority rate prevailed for those classifications; however, 100% of the data reported for the classifications was union data. EXAMPLE: UAVG-OH-0010 08/29/2014. UAVG indicates that the rate is a weighted union average rate. OH indicates the state. The next number, 0010 in the example, is an internal number used in producing the wage determination. 08/29/2014 indicates the survey completion date for the classifications and rates under that identifier.

A UAVG rate will be updated once a year, usually in January of each year, to reflect a weighted average of the current negotiated/CBA rate of the union locals from which the rate is based.

WAGE DETERMINATION APPEALS PROCESS

1.) Has there been an initial decision in the matter? This can be:

- * an existing published wage determination
- * a survey underlying a wage determination
- * a Wage and Hour Division letter setting forth a position on a wage determination matter
- * a conformance (additional classification and rate) ruling

On survey related matters, initial contact, including requests for summaries of surveys, should be with the Wage and Hour Regional Office for the area in which the survey was conducted because those Regional Offices have responsibility for the Davis-Bacon survey program. If the response from this initial contact is not satisfactory, then the process described in 2.) and 3.) should be followed.

With regard to any other matter not yet ripe for the formal process described here, initial contact should be with the Branch of Construction Wage Determinations. Write to:

Branch of Construction Wage Determinations
Wage and Hour Division
U.S. Department of Labor
200 Constitution Avenue, N.W.
Washington, DC 20210

2.) If the answer to the question in 1.) is yes, then an interested party (those affected by the action) can request review and reconsideration from the Wage and Hour Administrator (See 29 CFR Part 1.8 and 29 CFR Part 7). Write to:

Wage and Hour Administrator

U.S. Department of Labor
200 Constitution Avenue, N.W.
Washington, DC 20210

The request should be accompanied by a full statement of the interested party's position and by any information (wage payment data, project description, area practice material, etc.) that the requestor considers relevant to the issue.

3.) If the decision of the Administrator is not favorable, an interested party may appeal directly to the Administrative Review Board (formerly the Wage Appeals Board). Write to:

Administrative Review Board
U.S. Department of Labor
200 Constitution Avenue, N.W.
Washington, DC 20210

4.) All decisions by the Administrative Review Board are final.

=====

END OF GENERAL DECISION

SECTION J – ATTACHMENT J-10

WAGE DETERMINATIONS

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

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

Wage Determination No: 2015-2495
Revision No: 2
Date of Revision: 12/29/2015
State: Kentucky
Area: McCracken County

WD 15-2495 (Rev.-2) was first posted on www.wdol.gov on 01/05/2016

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

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

Daniel W. Simms Division of
Director Wage Determinations

Wage Determination No.: 2015-2495
Revision No.: 2
Date Of Revision: 12/29/2015

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.15 for calendar year 2016 applies to all contracts subject to the Service Contract Act for which the solicitation was issued on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.15 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2016. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

States: Arkansas, Kentucky, Mississippi, Tennessee

Area: Arkansas Counties of Craighead, Crittenden, Cross, Lee, Mississippi, Poinsett, St Francis
Kentucky Counties of Ballard, Calloway, Carlisle, Fulton, Graves, Hickman, Marshall, McCracken
Mississippi Counties of De Soto, Marshall, Tiptah
Tennessee Counties of Benton, Carroll, Chester, Crockett, Decatur, Dyer, Fayette, Gibson, Hardeman, Hardin, Haywood, Henderson, Henry, Lake, Lauderdale, Madison, McNairy, Obion, Shelby, Tipton, Weakley

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.78
01012 - Accounting Clerk II		15.47
01013 - Accounting Clerk III		17.30
01020 - Administrative Assistant		21.69
01035 - Court Reporter		17.00
01051 - Data Entry Operator I		11.67
01052 - Data Entry Operator II		12.72
01060 - Dispatcher, Motor Vehicle		17.47
01070 - Document Preparation Clerk		12.64
01090 - Duplicating Machine Operator		12.64
01111 - General Clerk I		12.56
01112 - General Clerk II		13.71
01113 - General Clerk III		15.47
01120 - Housing Referral Assistant		20.25
01141 - Messenger Courier		11.61
01191 - Order Clerk I		12.37
01192 - Order Clerk II		13.50
01261 - Personnel Assistant (Employment) I		15.20
01262 - Personnel Assistant (Employment) II		17.00
01263 - Personnel Assistant (Employment) III		19.71
01270 - Production Control Clerk		20.56
01290 - Rental Clerk		15.13

01300 - Scheduler, Maintenance	15.74
01311 - Secretary I	15.74
01312 - Secretary II	17.61
01313 - Secretary III	19.63
01320 - Service Order Dispatcher	15.81
01410 - Supply Technician	20.59
01420 - Survey Worker	17.19
01460 - Switchboard Operator/Receptionist	13.23
01531 - Travel Clerk I	12.72
01532 - Travel Clerk II	13.54
01533 - Travel Clerk III	14.58
01611 - Word Processor I	12.06
01612 - Word Processor II	15.20
01613 - Word Processor III	17.17
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	19.85
05010 - Automotive Electrician	19.23
05040 - Automotive Glass Installer	17.17
05070 - Automotive Worker	17.21
05110 - Mobile Equipment Servicer	15.07
05130 - Motor Equipment Metal Mechanic	19.23
05160 - Motor Equipment Metal Worker	17.21
05190 - Motor Vehicle Mechanic	19.23
05220 - Motor Vehicle Mechanic Helper	13.97
05250 - Motor Vehicle Upholstery Worker	17.21
05280 - Motor Vehicle Wrecker	17.21
05310 - Painter, Automotive	18.23
05340 - Radiator Repair Specialist	17.21
05370 - Tire Repairer	11.65
05400 - Transmission Repair Specialist	18.98
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.90
07041 - Cook I	9.36
07042 - Cook II	10.99
07070 - Dishwasher	8.88
07130 - Food Service Worker	8.88
07210 - Meat Cutter	13.65
07260 - Waiter/Waitress	8.52
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.21
09040 - Furniture Handler	10.74
09080 - Furniture Refinisher	16.21
09090 - Furniture Refinisher Helper	12.97
09110 - Furniture Repairer, Minor	15.27
09130 - Upholsterer	17.53
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	9.86
11060 - Elevator Operator	10.58
11090 - Gardener	14.17
11122 - Housekeeping Aide	10.25
11150 - Janitor	11.16
11210 - Laborer, Grounds Maintenance	11.36
11240 - Maid or Houseman	9.21
11260 - Pruner	10.11
11270 - Tractor Operator	14.85
11330 - Trail Maintenance Worker	11.36
11360 - Window Cleaner	12.03
12000 - Health Occupations	
12010 - Ambulance Driver	17.06
12011 - Breath Alcohol Technician	16.61
12012 - Certified Occupational Therapist Assistant	19.86

12015 - Certified Physical Therapist Assistant	19.86
12020 - Dental Assistant	14.62
12025 - Dental Hygienist	28.57
12030 - EKG Technician	19.34
12035 - Electroneurodiagnostic Technologist	19.34
12040 - Emergency Medical Technician	17.06
12071 - Licensed Practical Nurse I	14.84
12072 - Licensed Practical Nurse II	16.61
12073 - Licensed Practical Nurse III	18.52
12100 - Medical Assistant	12.88
12130 - Medical Laboratory Technician	16.05
12160 - Medical Record Clerk	13.06
12190 - Medical Record Technician	14.61
12195 - Medical Transcriptionist	16.52
12210 - Nuclear Medicine Technologist	30.80
12221 - Nursing Assistant I	9.64
12222 - Nursing Assistant II	10.84
12223 - Nursing Assistant III	11.83
12224 - Nursing Assistant IV	13.75
12235 - Optical Dispenser	15.66
12236 - Optical Technician	13.51
12250 - Pharmacy Technician	13.61
12280 - Phlebotomist	13.75
12305 - Radiologic Technologist	24.12
12311 - Registered Nurse I	25.41
12312 - Registered Nurse II	30.43
12313 - Registered Nurse II, Specialist	30.43
12314 - Registered Nurse III	36.80
12315 - Registered Nurse III, Anesthetist	36.80
12316 - Registered Nurse IV	44.11
12317 - Scheduler (Drug and Alcohol Testing)	20.36
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	16.04
13012 - Exhibits Specialist II	19.79
13013 - Exhibits Specialist III	24.21
13041 - Illustrator I	16.96
13042 - Illustrator II	19.79
13043 - Illustrator III	24.21
13047 - Librarian	21.91
13050 - Library Aide/Clerk	11.83
13054 - Library Information Technology Systems Administrator	19.79
13058 - Library Technician	13.07
13061 - Media Specialist I	14.28
13062 - Media Specialist II	15.97
13063 - Media Specialist III	17.81
13071 - Photographer I	14.68
13072 - Photographer II	17.85
13073 - Photographer III	20.68
13074 - Photographer IV	23.22
13075 - Photographer V	28.10
13110 - Video Teleconference Technician	18.06
14000 - Information Technology Occupations	
14041 - Computer Operator I	16.64
14042 - Computer Operator II	18.67
14043 - Computer Operator III	20.82
14044 - Computer Operator IV	23.14
14045 - Computer Operator V	25.61
14071 - Computer Programmer I	(see 1) 21.66
14072 - Computer Programmer II	(see 1) 26.85
14073 - Computer Programmer III	(see 1)

14074 - Computer Programmer IV	(see 1)	
14101 - Computer Systems Analyst I	(see 1)	
14102 - Computer Systems Analyst II	(see 1)	
14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		16.64
14160 - Personal Computer Support Technician		21.44
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		27.88
15020 - Aircrew Training Devices Instructor (Rated)		36.76
15030 - Air Crew Training Devices Instructor (Pilot)		40.44
15050 - Computer Based Training Specialist / Instructor		27.88
15060 - Educational Technologist		24.67
15070 - Flight Instructor (Pilot)		40.44
15080 - Graphic Artist		23.07
15090 - Technical Instructor		21.83
15095 - Technical Instructor/Course Developer		26.71
15110 - Test Proctor		17.62
15120 - Tutor		17.62
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.06
16030 - Counter Attendant		9.06
16040 - Dry Cleaner		11.68
16070 - Finisher, Flatwork, Machine		9.06
16090 - Presser, Hand		9.06
16110 - Presser, Machine, Drycleaning		9.06
16130 - Presser, Machine, Shirts		9.06
16160 - Presser, Machine, Wearing Apparel, Laundry		9.06
16190 - Sewing Machine Operator		12.50
16220 - Tailor		13.31
16250 - Washer, Machine		10.02
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		16.24
19040 - Tool And Die Maker		19.37
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		13.10
21030 - Material Coordinator		20.56
21040 - Material Expediter		20.56
21050 - Material Handling Laborer		13.47
21071 - Order Filler		11.07
21080 - Production Line Worker (Food Processing)		13.10
21110 - Shipping Packer		14.59
21130 - Shipping/Receiving Clerk		14.59
21140 - Store Worker I		10.43
21150 - Stock Clerk		14.76
21210 - Tools And Parts Attendant		13.35
21410 - Warehouse Specialist		13.35
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		22.88
23021 - Aircraft Mechanic I		21.79
23022 - Aircraft Mechanic II		22.88
23023 - Aircraft Mechanic III		24.02
23040 - Aircraft Mechanic Helper		14.19
23050 - Aircraft, Painter		20.60
23060 - Aircraft Servicer		16.34
23080 - Aircraft Worker		17.40
23110 - Appliance Mechanic		17.27
23120 - Bicycle Repairer		11.39
23125 - Cable Splicer		23.89
23130 - Carpenter, Maintenance		16.39
23140 - Carpet Layer		16.87
23160 - Electrician, Maintenance		20.81

23181 - Electronics Technician Maintenance I	21.17
23182 - Electronics Technician Maintenance II	22.66
23183 - Electronics Technician Maintenance III	24.13
23260 - Fabric Worker	15.27
23290 - Fire Alarm System Mechanic	18.55
23310 - Fire Extinguisher Repairer	14.10
23311 - Fuel Distribution System Mechanic	19.65
23312 - Fuel Distribution System Operator	17.03
23370 - General Maintenance Worker	16.68
23380 - Ground Support Equipment Mechanic	19.81
23381 - Ground Support Equipment Servicer	14.85
23382 - Ground Support Equipment Worker	15.82
23391 - Gunsmith I	14.10
23392 - Gunsmith II	16.42
23393 - Gunsmith III	18.72
23410 - Heating, Ventilation And Air-Conditioning Mechanic	20.18
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	23.55
23430 - Heavy Equipment Mechanic	19.09
23440 - Heavy Equipment Operator	17.47
23460 - Instrument Mechanic	18.97
23465 - Laboratory/Shelter Mechanic	17.58
23470 - Laborer	12.46
23510 - Locksmith	18.24
23530 - Machinery Maintenance Mechanic	20.73
23550 - Machinist, Maintenance	18.60
23580 - Maintenance Trades Helper	13.65
23591 - Metrology Technician I	18.97
23592 - Metrology Technician II	20.10
23593 - Metrology Technician III	21.32
23640 - Millwright	19.53
23710 - Office Appliance Repairer	17.58
23760 - Painter, Maintenance	17.49
23790 - Pipefitter, Maintenance	19.62
23810 - Plumber, Maintenance	18.80
23820 - Pneudraulic Systems Mechanic	18.72
23850 - Rigger	18.35
23870 - Scale Mechanic	16.42
23890 - Sheet-Metal Worker, Maintenance	18.72
23910 - Small Engine Mechanic	17.13
23931 - Telecommunications Mechanic I	21.79
23932 - Telecommunications Mechanic II	23.09
23950 - Telephone Lineman	20.01
23960 - Welder, Combination, Maintenance	18.00
23965 - Well Driller	19.79
23970 - Woodcraft Worker	18.72
23980 - Woodworker	14.10
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	11.22
24580 - Child Care Center Clerk	14.11
24610 - Chore Aide	8.83
24620 - Family Readiness And Support Services Coordinator	12.32
24630 - Homemaker	16.62
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.36
25040 - Sewage Plant Operator	19.58
25070 - Stationary Engineer	23.36
25190 - Ventilation Equipment Tender	15.83
25210 - Water Treatment Plant Operator	19.58

27000 - Protective Service Occupations	
27004 - Alarm Monitor	13.59
27007 - Baggage Inspector	10.51
27008 - Corrections Officer	19.23
27010 - Court Security Officer	18.53
27030 - Detection Dog Handler	12.35
27040 - Detention Officer	19.23
27070 - Firefighter	16.97
27101 - Guard I	9.93
27102 - Guard II	12.35
27131 - Police Officer I	21.51
27132 - Police Officer II	22.53
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.40
28042 - Carnival Equipment Repairer	11.21
28043 - Carnival Worker	7.99
28210 - Gate Attendant/Gate Tender	13.81
28310 - Lifeguard	10.82
28350 - Park Attendant (Aide)	15.45
28510 - Recreation Aide/Health Facility Attendant	11.28
28515 - Recreation Specialist	12.69
28630 - Sports Official	12.31
28690 - Swimming Pool Operator	12.75
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	16.29
29020 - Hatch Tender	16.29
29030 - Line Handler	16.29
29041 - Stevedore I	15.93
29042 - Stevedore II	17.99
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	27.16
30021 - Archeological Technician I	16.54
30022 - Archeological Technician II	18.50
30023 - Archeological Technician III	22.93
30030 - Cartographic Technician	22.93
30040 - Civil Engineering Technician	20.36
30061 - Drafter/CAD Operator I	16.54
30062 - Drafter/CAD Operator II	18.50
30063 - Drafter/CAD Operator III	20.64
30064 - Drafter/CAD Operator IV	25.39
30081 - Engineering Technician I	17.14
30082 - Engineering Technician II	18.54
30083 - Engineering Technician III	21.52
30084 - Engineering Technician IV	25.66
30085 - Engineering Technician V	30.95
30086 - Engineering Technician VI	37.45
30090 - Environmental Technician	21.22
30210 - Laboratory Technician	19.58
30240 - Mathematical Technician	22.93
30361 - Paralegal/Legal Assistant I	18.81
30362 - Paralegal/Legal Assistant II	22.31
30363 - Paralegal/Legal Assistant III	27.20
30364 - Paralegal/Legal Assistant IV	33.01
30390 - Photo-Optics Technician	22.93
30461 - Technical Writer I	22.46
30462 - Technical Writer II	27.48
30463 - Technical Writer III	33.24
30491 - Unexploded Ordnance (UXO) Technician I	22.74
30492 - Unexploded Ordnance (UXO) Technician II	27.51

30493 - Unexploded Ordnance (UXO) Technician III	32.97
30494 - Unexploded (UXO) Safety Escort	22.74
30495 - Unexploded (UXO) Sweep Personnel	22.74
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2) 20.64
30621 - Weather Observer, Senior	(see 2) 23.38
31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	11.67
31030 - Bus Driver	16.73
31043 - Driver Courier	13.20
31260 - Parking and Lot Attendant	8.51
31290 - Shuttle Bus Driver	13.89
31310 - Taxi Driver	10.04
31361 - Truckdriver, Light	13.89
31362 - Truckdriver, Medium	15.04
31363 - Truckdriver, Heavy	20.14
31364 - Truckdriver, Tractor-Trailer	20.14
99000 - Miscellaneous Occupations	
99030 - Cashier	8.92
99050 - Desk Clerk	9.53
99095 - Embalmer	24.26
99251 - Laboratory Animal Caretaker I	11.95
99252 - Laboratory Animal Caretaker II	13.40
99310 - Mortician	24.26
99410 - Pest Controller	15.45
99510 - Photofinishing Worker	11.96
99710 - Recycling Laborer	15.49
99711 - Recycling Specialist	16.25
99730 - Refuse Collector	13.79
99810 - Sales Clerk	11.81
99820 - School Crossing Guard	11.66
99830 - Survey Party Chief	19.49
99831 - Surveying Aide	12.77
99832 - Surveying Technician	17.49
99840 - Vending Machine Attendant	12.67
99841 - Vending Machine Repairer	15.76
99842 - Vending Machine Repairer Helper	12.54

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.27 per hour or \$170.80 per week or \$740.13 per month

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

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

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

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

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

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

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

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

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

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

**** HAZARDOUS PAY DIFFERENTIAL ****

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

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the

employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined (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 retroactive to the commencement date of the contract (See 29 CFR 4.6(b)(2)(iv)(C)(vi)). 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 Wage and Hour Division, U.S. Department of Labor, 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 decision to the contractor.

6) The contractor informs the affected employees.

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" (the Directory) 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.

REGISTER OF WAGE DETERMINATION UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor		U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
		Wage Determination No.: CBA-2016-8858
Diane Koplewski		Revision No.: 0
Director		Date Of Last Revision: 6/23/2016

State: Kentucky

Area: McCracken

Employed on non-construction contract for Deactivation, decommissioning, remediation, surveillance/maintenance.

Collective Bargaining Agreement between contractor: Fluor Federal Services, Inc., and union: United Steel Paper & Forestry, Rubber, Mfg, Energy, Allied Ind & Local 550, effective 5/25/2016 through 7/21/2017.

In accordance with Section 2(a) and 4(c) of the Service Contract Act, as amended, employees employed by the contractor(s) in performing services covered by the Collective Bargaining Agreement(s) are to be paid wage rates and fringe benefits set forth in the current collective bargaining agreement and modified extension agreement(s).

REGISTER OF WAGE DETERMINATION UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor		U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
		Wage Determination No.: CBA-2016-8858
Diane Koplewski		Revision No.: 0
Director		Date Of Last Revision: 6/23/2016

State: Kentucky

Area: McCracken

Employed on non-construction contract for Deactivation, decommissioning, remediation, surveillance/maintenance.

Collective Bargaining Agreement between contractor: Fluor Federal Services, Inc., and union: United Steel Paper & Forestry, Rubber, Mfg, Energy, Allied Ind & Local 550, effective 5/25/2016 through 7/21/2017.

In accordance with Section 2(a) and 4(c) of the Service Contract Act, as amended, employees employed by the contractor(s) in performing services covered by the Collective Bargaining Agreement(s) are to be paid wage rates and fringe benefits set forth in the current collective bargaining agreement and modified extension agreement(s).

REGISTER OF WAGE DETERMINATION UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor		U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
		Wage Determination No.: CBA-2016-8859
Diane Koplewski		Revision No.: 0
Director		Date Of Last Revision: 6/23/2016
State: Kentucky		
Area: McCracken		

Employed on waste mgmt., environmental monitoring, environmental remediation and surveillance/maintenance contract for non-construction.

Collective Bargaining Agreement between contractor: LATA-Sharp Remediation Services, LLC, and union: United Steel Paper & Forestry, Rubber, Mfg, Energy, Allied Ind & Local 550-Unit, effective 5/24/2016 through 7/21/2017.

In accordance with Section 2(a) and 4(c) of the Service Contract Act, as amended, employees employed by the contractor(s) in performing services covered by the Collective Bargaining Agreement(s) are to be paid wage rates and fringe benefits set forth in the current collective bargaining agreement and modified extension agreement(s).