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WAGE DETERMINATIONS

Service Contract Act WD # 2015-5103

Wage Determination

Revision #

29

Service(s)

Standard (Area-Wide) Wage Determination

Last Revised Date

Jul 30, 2026

States and Counties

State
Missouri

Counties
Barry, Barton, Cedar, Dade, Lawrence, Stone, Taney, Vernon

Document

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REGISTER OF WAGE DETERMINATIONS UNDER		U.
THE SERVICE CONTRACT ACT		EMPLOYME
By direction of the Secretary of Labor		W
		W
		Wage Dete
Daniel W. Simms	Division of	
Director	Wage Determinations	Date Of

State: Missouri

Area: Missouri Counties of Barry, Barton, Cedar, D
Stone, Taney and Vernon

**Fringe Benefits Required Follow the Oc

OCCUPATION CODE - TITLE

01000 - Administrative Support And Clerical Occupa
01011 - Accounting Clerk I
01012 - Accounting Clerk II
01013 - Accounting Clerk III
01020 - Administrative Assistant
01035 - Court Reporter
01041 - Customer Service Representative I
01042 - Customer Service Representative II
01043 - Customer Service Representative III
01051 - Data Entry Operator I
01052 - Data Entry Operator II
01060 - Dispatcher, Motor Vehicle
01070 - Document Preparation Clerk
01090 - Duplicating Machine Operator
01111 - General Clerk I
01112 - General Clerk II
01113 - General Clerk III
01120 - Housing Referral Assistant
01141 - Messenger Courier
01191 - Order Clerk I
01192 - Order Clerk II
01261 - Personnel Assistant (Employment) I
01262 - Personnel Assistant (Employment) II
01263 - Personnel Assistant (Employment) III
01270 - Production Control Clerk
01290 - Rental Clerk
01300 - Scheduler, Maintenance
01311 - Secretary I
01312 - Secretary II

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

05000 - Automotive Service Occupations
05005 - Automobile Body Repairer, Fiberglass
05010 - Automotive Electrician
05040 - Automotive Glass Installer
05070 - Automotive Worker
05110 - Mobile Equipment Servicer
05130 - Motor Equipment Metal Mechanic
05160 - Motor Equipment Metal Worker
05190 - Motor Vehicle Mechanic
05220 - Motor Vehicle Mechanic Helper
05250 - Motor Vehicle Upholstery Worker
05280 - Motor Vehicle Wrecker
05310 - Painter, Automotive
05340 - Radiator Repair Specialist
05370 - Tire Repairer
05400 - Transmission Repair Specialist

07000 - Food Preparation And Service Occupations
07010 - Baker
07041 - Cook I
07042 - Cook II
07070 - Dishwasher
07130 - Food Service Worker
07210 - Meat Cutter
07260 - Waiter/Waitress

09000 - Furniture Maintenance And Repair Occupatio
09010 - Electrostatic Spray Painter

09040 - Furniture Handler
09080 - Furniture Refinisher
09090 - Furniture Refinisher Helper
09110 - Furniture Repairer, Minor
09130 - Upholsterer

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
12025 - Dental Hygienist
12030 - EKG Technician
12035 - Electroneurodiagnostic Technologist
12040 - Emergency Medical Technician
12071 - Licensed Practical Nurse I
12072 - Licensed Practical Nurse II
12073 - Licensed Practical Nurse III
12100 - Medical Assistant
12130 - Medical Laboratory Technician
12160 - Medical Record Clerk
12190 - Medical Record Technician
12195 - Medical Transcriptionist
12210 - Nuclear Medicine Technologist
12221 - Nursing Assistant I
12222 - Nursing Assistant II

12223 - Nursing Assistant III
12224 - Nursing Assistant IV
12235 - Optical Dispenser
12236 - Optical Technician
12250 - Pharmacy Technician
12280 - Phlebotomist
12305 - Radiologic Technologist
12311 - Registered Nurse I
12312 - Registered Nurse II
12313 - Registered Nurse II, Specialist
12314 - Registered Nurse III
12315 - Registered Nurse III, Anesthetist
12316 - Registered Nurse IV
12317 - Scheduler (Drug and Alcohol Testing)
12320 - Substance Abuse Treatment Counselor

13000 - Information And Arts Occupations
13011 - Exhibits Specialist I
13012 - Exhibits Specialist II
13013 - Exhibits Specialist III
13041 - Illustrator I
13042 - Illustrator II
13043 - Illustrator III
13047 - Librarian
13050 - Library Aide/Clerk
13054 - Library Information Technology Systems
Administrator
13058 - Library Technician
13061 - Media Specialist I
13062 - Media Specialist II
13063 - Media Specialist III
13071 - Photographer I
13072 - Photographer II
13073 - Photographer III
13074 - Photographer IV
13075 - Photographer V
13090 - Technical Order Library Clerk
13110 - Video Teleconference Technician

14000 - Information Technology Occupations

14041 - Computer Operator I
14042 - Computer Operator II
14043 - Computer Operator III
14044 - Computer Operator IV
14045 - Computer Operator V
14071 - Computer Programmer I
14072 - Computer Programmer II
14073 - Computer Programmer III
14074 - Computer Programmer IV
14101 - Computer Systems Analyst I
14102 - Computer Systems Analyst II
14103 - Computer Systems Analyst III
14150 - Peripheral Equipment Operator
14160 - Personal Computer Support Technician
14170 - System Support Specialist

15000 - Instructional Occupations
15010 - Aircrew Training Devices Instructor
(Non-Rated)
15020 - Aircrew Training Devices Instructor (Rated
15030 - Air Crew Training Devices Instructor
(Pilot)
15050 - Computer Based Training Specialist /
Instructor
15060 - Educational Technologist
15070 - Flight Instructor (Pilot)
15080 - Graphic Artist
15085 - Maintenance Test Pilot, Fixed, Jet/Prop
15086 - Maintenance Test Pilot, Rotary Wing
15088 - Non-Maintenance Test/Co-Pilot
15090 - Technical Instructor
15095 - Technical Instructor/Course Developer
15110 - Test Proctor
15120 - Tutor

16000 - Laundry, Dry-Cleaning, Pressing And Relate
16010 - Assembler
16030 - Counter Attendant
16040 - Dry Cleaner
16070 - Finisher, Flatwork, Machine

16090 - Presser, Hand
16110 - Presser, Machine, Drycleaning
16130 - Presser, Machine, Shirts
16160 - Presser, Machine, Wearing Apparel, Laundry
16190 - Sewing Machine Operator
16220 - Tailor
16250 - Washer, Machine

19000 - Machine Tool Operation And Repair Occupati
19010 - Machine-Tool Operator (Tool Room)
19040 - Tool And Die Maker

21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator
21030 - Material Coordinator
21040 - Material Expediter
21050 - Material Handling Laborer
21071 - Order Filler
21080 - Production Line Worker (Food Processing)
21110 - Shipping Packer
21130 - Shipping/Receiving Clerk
21140 - Store Worker I
21150 - Stock Clerk
21210 - Tools And Parts Attendant
21410 - Warehouse Specialist

23000 - Mechanics And Maintenance And Repair Occup
23010 - Aerospace Structural Welder
23019 - Aircraft Logs and Records Technician
23021 - Aircraft Mechanic I
23022 - Aircraft Mechanic II
23023 - Aircraft Mechanic III
23040 - Aircraft Mechanic Helper
23050 - Aircraft, Painter
23060 - Aircraft Servicer
23070 - Aircraft Survival Flight Equipment
Technician
23080 - Aircraft Worker
23091 - Aircrew Life Support Equipment (ALSE)
Mechanic I

23092 - Aircrew Life Support Equipment (ALSE)
Mechanic II

23110 - Appliance Mechanic

23120 - Bicycle Repairer

23125 - Cable Splicer

23130 - Carpenter, Maintenance

23140 - Carpet Layer

23160 - Electrician, Maintenance

23181 - Electronics Technician Maintenance I

23182 - Electronics Technician Maintenance II

23183 - Electronics Technician Maintenance III

23260 - Fabric Worker

23290 - Fire Alarm System Mechanic

23310 - Fire Extinguisher Repairer

23311 - Fuel Distribution System Mechanic

23312 - Fuel Distribution System Operator

23370 - General Maintenance Worker

23380 - Ground Support Equipment Mechanic

23381 - Ground Support Equipment Servicer

23382 - Ground Support Equipment Worker

23391 - Gunsmith I

23392 - Gunsmith II

23393 - Gunsmith III

23410 - Heating, Ventilation And Air-Conditioning
Mechanic

23411 - Heating, Ventilation And Air Contidioning
Mechanic (Research Facility)

23430 - Heavy Equipment Mechanic

23440 - Heavy Equipment Operator

23460 - Instrument Mechanic

23465 - Laboratory/Shelter Mechanic

23470 - Laborer

23510 - Locksmith

23530 - Machinery Maintenance Mechanic

23550 - Machinist, Maintenance

23580 - Maintenance Trades Helper

23591 - Metrology Technician I

23592 - Metrology Technician II

23593 - Metrology Technician III

23640 - Millwright

- 23710 - Office Appliance Repairer
- 23760 - Painter, Maintenance
- 23790 - Pipefitter, Maintenance
- 23810 - Plumber, Maintenance
- 23820 - Pneudraulic Systems Mechanic
- 23850 - Rigger
- 23870 - Scale Mechanic
- 23890 - Sheet-Metal Worker, Maintenance
- 23910 - Small Engine Mechanic
- 23931 - Telecommunications Mechanic I
- 23932 - Telecommunications Mechanic II
- 23950 - Telephone Lineman
- 23960 - Welder, Combination, Maintenance
- 23965 - Well Driller
- 23970 - Woodcraft Worker
- 23980 - Woodworker

- 24000 - Personal Needs Occupations
- 24550 - Case Manager
- 24570 - Child Care Attendant
- 24580 - Child Care Center Clerk
- 24610 - Chore Aide
- 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
- 27008 - Corrections Officer
- 27010 - Court Security Officer
- 27030 - Detection Dog Handler
- 27040 - Detention Officer

27070 - Firefighter
27101 - Guard I
27102 - Guard II
27131 - Police Officer I
27132 - Police Officer II

28000 - Recreation Occupations
28041 - Carnival Equipment Operator
28042 - Carnival Equipment Repairer
28043 - Carnival Worker
28210 - Gate Attendant/Gate Tender
28310 - Lifeguard
28350 - Park Attendant (Aide)
28510 - Recreation Aide/Health Facility Attendant
28515 - Recreation Specialist
28630 - Sports Official
28690 - Swimming Pool Operator

29000 - Stevedoring/Longshoremen Occupational Serv
29010 - Blocker And Bracer
29020 - Hatch Tender
29030 - Line Handler
29041 - Stevedore I
29042 - Stevedore II

30000 - Technical Occupations
30010 - Air Traffic Control Specialist, Center (HFO)
30011 - Air Traffic Control Specialist, Station (HFO)
30012 - Air Traffic Control Specialist, Terminal (HFO)
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
30086 - Engineering Technician VI
30090 - Environmental Technician
30095 - Evidence Control Specialist
30210 - Laboratory Technician
30221 - Latent Fingerprint Technician I
30222 - Latent Fingerprint Technician II
30240 - Mathematical Technician
30361 - Paralegal/Legal Assistant I
30362 - Paralegal/Legal Assistant II
30363 - Paralegal/Legal Assistant III
30364 - Paralegal/Legal Assistant IV
30375 - Petroleum Supply Specialist
30390 - Photo-Optics Technician
30395 - Radiation Control Technician
30461 - Technical Writer I
30462 - Technical Writer II
30463 - Technical Writer III
30491 - Unexploded Ordnance (UXO) Technician I
30492 - Unexploded Ordnance (UXO) Technician II
30493 - Unexploded Ordnance (UXO) Technician III
30494 - Unexploded (UXO) Safety Escort
30495 - Unexploded (UXO) Sweep Personnel
30501 - Weather Forecaster I
30502 - Weather Forecaster II
30620 - Weather Observer, Combined Upper Air Or
Surface Programs
30621 - Weather Observer, Senior

31000 - Transportation/Mobile Equipment Operation
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
99050 - Desk Clerk
99095 - Embalmer
99130 - Flight Follower
99251 - Laboratory Animal Caretaker I
99252 - Laboratory Animal Caretaker II
99260 - Marketing Analyst
99310 - Mortician
99410 - Pest Controller
99510 - Photofinishing Worker
99710 - Recycling Laborer
99711 - Recycling Specialist
99730 - Refuse Collector
99810 - Sales Clerk
99820 - School Crossing Guard
99830 - Survey Party Chief
99831 - Surveying Aide
99832 - Surveying Technician
99840 - Vending Machine Attendant
99841 - Vending Machine Repairer
99842 - Vending Machine Repairer Helper

Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the contract is awarded (and any solicitation was 2017. If this contract is covered by the EO, the with 1 hour of paid sick leave for every 30 hours sick leave each year. Employees must be permitted own illness, injury or other health-related needs,

assist a family member (or person who is like family member who is injured, or has other health-related needs, including reasons resulting from, or to assist a family member to the employee) who is the victim of, domestic violence or stalking. Additional information on contractor requirements under the EO is available at www.dol.gov/whd/govco

Note: Executive Order 13658 generally applies to contracts under the Contract Act that were awarded on or between January 20, 2015 and that have not been renewed or extended on or after January 20, 2015. If a contract is subject to Executive Order 13658, the contractor must pay workers at least \$13.65 per hour (or the applicable minimum wage). Additional information on contractor requirements under Executive Order 13658 is available at www.dol.gov/

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING

HEALTH & WELFARE: \$5.55 per hour, up to 40 hours per month
\$962.00 per month

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

*This rate is to be used only when compensating employees on a covered contract also covered by EO 13706, Establishing a Minimum Wage for Contractors. A contractor may not receive credit for paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service, 3 weeks after 8 years, and 4 weeks after 15 years. Includes the whole span of continuous service with the contractor, wherever employed, and with the predecessor contractor. (See 29 CFR 4.174)

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

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN P

1) COMPUTER EMPLOYEES: This wage determination d
employed in a bona fide executive, administrative,
defined in 29 C.F.R. Part 541. (See 41 C.F.R. 670
Systems Analysts and Computer Programmers who are
at least \$684 per week if paid on a salary or fee
computer professionals under 29 U.S.C. 213(a)(1) a
determination may not include wage rates for all o
families. In such instances, a conformance will b
employees in these job families working on the con

Job titles vary widely and change quickly in the c
determinative of whether an employee is an exempt
exempt, computer employees who satisfy the compens
a primary duty that consists of:

(1) The application of systems analysis techni
consulting with users, to determine hardware, soft
specifications;

(2) The design, development, documentation, an
modification of computer systems or programs, incl
related to user or system design specifications;

(3) The design, documentation, testing, creati
programs related to machine operating systems; or

(4) A combination of the aforementioned duties
requires the same level of skills. (29 C.F.R. 541

Any computer employee who meets the applicable com
above duties test qualifies as an exempt computer
13(a)(1) and section 13(a)(17) of the Fair Labor S
Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly
apply to any exempt computer employee regardless o
utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS work at night as part of a regular tour of duty, y and receive an additional 10% of basic pay for any If you are a full-time employed (40 hours a week) regularly scheduled workweek, you are paid at your premium of 25% of your basic rate for each hour of (i.e. occasional work on Sunday outside the normal overtime work).

**** HAZARDOUS PAY DIFFERENTIAL ****

An 8 percent differential is applicable to employee represents a high degree of hazard when working wi ordnance, explosives, and incendiary materials. T screening, blending, dying, mixing, and pressing o and pyrotechnic compositions such as lead azide, b All dry-house activities involving propellants or modification, renovation, demolition, and maintena ordnance, explosives and incendiary materials. Al and cleaning of artillery ranges.

A 4 percent differential is applicable to employee represents a low degree of hazard when working wit ordnance, (or employees possibly adjacent to) expl which involves potential injury such as laceration employee engaged in the operation, irritation of t minimal damage to immediate or adjacent work area operations involving, unloading, storage, and haul incendiary ordnance material other than small arms are only applicable to work that has been specific ordnance, explosives, and incendiary material diff

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the (either by the terms of the Government contract, b local law, etc.), the cost of furnishing such unif laundering or dry cleaning) such uniforms is an ex

employee where such cost reduces the hourly rate b determination. The Department of Labor will accept following standards as compliance:

The contractor or subcontractor is required to fur adequate number of uniforms without cost or to rei cost of the uniforms. In addition, where uniform the responsibility of the employee, all contractor this wage determination shall (in the absence of a agreement providing for a different amount, or the affirmative proof as to the actual cost), reimburs and maintenance at a rate of \$3.35 per week (or \$. those instances where the uniforms furnished are m materials, may be routinely washed and dried with not require any special treatment such as dry clea laundering in order to meet the cleanliness or app of the Government contract, by the contractor, by there is no requirement that employees be reimburs

**** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS ***

The duties of employees under job titles listed ar """"Service Contract Act Directory of Occupations" dated September 2015, unless otherwise indicated.

**** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIF Form 1444 (SF-1444) ****

Conformance Process:

The contracting officer shall require that any cla not listed herein and which is to be employed unde be performed is not performed by any classificatio determination), be classified by the contractor so relationship (i.e., appropriate level of skill com classifications and the classifications listed in 4.6(b)(2)(i)). Such conforming procedures shall b prior to the performance of contract work by such (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Div determination of conformed classification, wage ra

shall be paid to all employees performing in the class of work on which contract work is performed by the contractor to pay such unlisted employees the compensation agreed to by the parties and/or fully determined by the Wage and Hour Division date such class of employees commenced contract work and this contract. (See 29 CFR 4.6(b)(2)(v)). When included in a contract, a separate SF-1444 should be used for 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 occupation(s) and computes a proposed rate(s).

- 2) After contract award, the contractor prepares a conformance request containing the proposed classification title(s), a Federal grade, the proposed classification(s), job description(s), an estimated rate(s), including information regarding the agreed-to rate, an authorized representative of the employees involved in the determination, the employees themselves. This request is submitted to the contracting officer no later than 30 days after such employee performs any contract work.

- 3) The contracting officer reviews the proposed action and the basis of the action, together with the agency's recommendations. The contracting officer transmits the information including the position of the contract to the Department of Labor, Wage and Hour Division, for review.

- 4) Within 30 days of receipt, the Wage and Hour Division either approves the action via transmittal to the agency or disapproves the action. If disapproved, the agency notifies the contracting officer that additional time is needed to complete 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 copy of such determination or it shall be posted as a poster in the workplace (See 29 CFR 4.6(b)(2)(iii)).

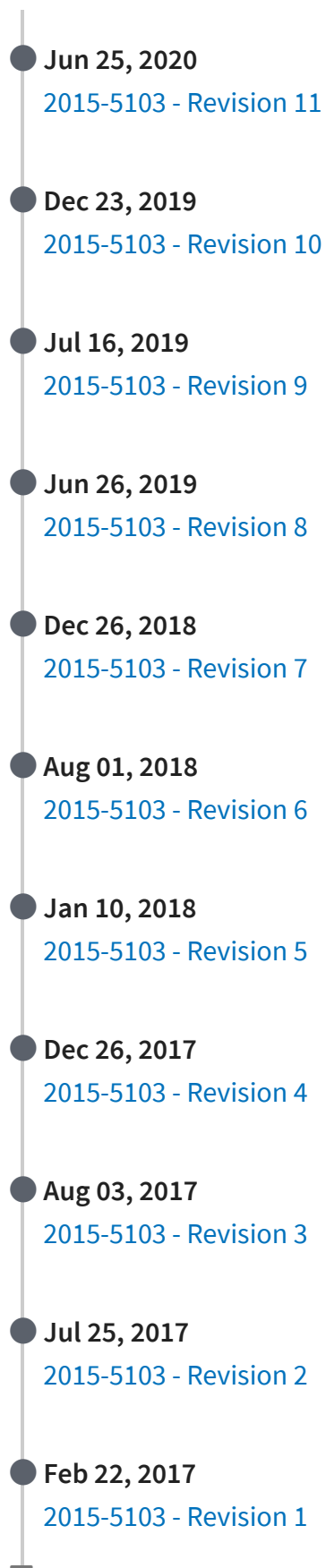
Information required by the Regulations must be su

When preparing a conformance request, the ""Serv Occupations"" should be used to compare job defi requested are not performed by a classification al determination. Remember, it is not the job title, determine whether a class is included in an establ Conformances may not be used to artificially split classifications listed in the wage determination ("

History

-  **Jul 30, 2026**
2015-5103 - Revision 29
-  **May 13, 2026**
[2015-5103 - Revision 28](#)
-  **Dec 03, 2025**
[2015-5103 - Revision 27](#)
-  **Jul 08, 2025**
[2015-5103 - Revision 26](#)
-  **May 14, 2025**
[2015-5103 - Revision 25](#)
-  **Dec 23, 2024**
[2015-5103 - Revision 24](#)

- 
- A vertical timeline with a grey line and black dots representing revision dates. The dates and revision numbers are listed to the right of the line.
- Jul 22, 2024**
[2015-5103 - Revision 23](#)
 - May 08, 2024**
[2015-5103 - Revision 22](#)
 - Dec 26, 2023**
[2015-5103 - Revision 21](#)
 - Jul 14, 2023**
[2015-5103 - Revision 20](#)
 - Dec 27, 2022**
[2015-5103 - Revision 19](#)
 - Jul 11, 2022**
[2015-5103 - Revision 18](#)
 - Mar 15, 2022**
[2015-5103 - Revision 17](#)
 - Dec 27, 2021**
[2015-5103 - Revision 16](#)
 - Oct 20, 2021**
[2015-5103 - Revision 15](#)
 - Jul 21, 2021**
[2015-5103 - Revision 14](#)
 - Jul 14, 2021**
[2015-5103 - Revision 13](#)
 - Dec 21, 2020**
[2015-5103 - Revision 12](#)



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