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.: 2015-5147

Daniel W. Simms Division of | Revision No.: 29

Director Wage Determinations| Date Of Last Revision: 5/13/2026

State: Mississippi

Area: Mississippi Counties of Hancock, Harrison and Jackson

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.70
01012 - Accounting Clerk II		18.74
01013 - Accounting Clerk III		20.96
01020 - Administrative Assistant		26.55

01035 - Court Reporter	20.70
01041 - Customer Service Representative I	15.32
01042 - Customer Service Representative II	16.72
01043 - Customer Service Representative III	18.76
01051 - Data Entry Operator I	14.96
01052 - Data Entry Operator II	16.32
01060 - Dispatcher, Motor Vehicle	17.97
01070 - Document Preparation Clerk	16.49
01090 - Duplicating Machine Operator	16.49
01111 - General Clerk I	15.57
01112 - General Clerk II	16.98
01113 - General Clerk III	19.07
01120 - Housing Referral Assistant	23.07
01141 - Messenger Courier	16.64
01191 - Order Clerk I	17.13
01192 - Order Clerk II	18.69
01261 - Personnel Assistant (Employment) I	18.90
01262 - Personnel Assistant (Employment) II	21.14
01263 - Personnel Assistant (Employment) III	23.56
01270 - Production Control Clerk	28.86
01290 - Rental Clerk	14.85
01300 - Scheduler, Maintenance	18.51
01311 - Secretary I	18.51
01312 - Secretary II	20.70
01313 - Secretary III	23.07
01320 - Service Order Dispatcher	16.07

01410 - Supply Technician 26.55

01420 - Survey Worker 15.83

01460 - Switchboard Operator/Receptionist 14.79

01531 - Travel Clerk I 15.77

01532 - Travel Clerk II 16.76

01533 - Travel Clerk III 19.31

01611 - Word Processor I 16.49

01612 - Word Processor II 18.51

01613 - Word Processor III 20.70

05000 - Automotive Service Occupations

05005 - Automobile Body Repairer, Fiberglass 23.66

05010 - Automotive Electrician 18.30

05040 - Automotive Glass Installer 17.64

05070 - Automotive Worker 17.64

05110 - Mobile Equipment Servicer 16.24

05130 - Motor Equipment Metal Mechanic 18.94

05160 - Motor Equipment Metal Worker 17.64

05190 - Motor Vehicle Mechanic 19.39

05220 - Motor Vehicle Mechanic Helper 15.53

05250 - Motor Vehicle Upholstery Worker 16.94

05280 - Motor Vehicle Wrecker 17.64

05310 - Painter, Automotive 18.30

05340 - Radiator Repair Specialist 17.64

05370 - Tire Repairer 17.06

05400 - Transmission Repair Specialist 18.94

07000 - Food Preparation And Service Occupations

07010 - Baker	14.48
07041 - Cook I	13.66
07042 - Cook II	14.84
07070 - Dishwasher	12.30
07130 - Food Service Worker	11.34
07210 - Meat Cutter	15.21
07260 - Waiter/Waitress	9.88

09000 - Furniture Maintenance And Repair Occupations

09010 - Electrostatic Spray Painter	29.42
09040 - Furniture Handler	22.41
09080 - Furniture Refinisher	29.42
09090 - Furniture Refinisher Helper	24.95
09110 - Furniture Repairer, Minor	27.22
09130 - Upholsterer	29.42

11000 - General Services And Support Occupations

11030 - Cleaner, Vehicles	12.97
11060 - Elevator Operator	13.47
11090 - Gardener	17.22
11122 - Housekeeping Aide	13.47
11150 - Janitor	13.47
11210 - Laborer, Grounds Maintenance	14.79
11240 - Maid or Houseman	12.50

11260 - Pruner 14.01

11270 - Tractor Operator 16.47

11330 - Trail Maintenance Worker 14.79

11360 - Window Cleaner 14.22

12000 - Health Occupations

12010 - Ambulance Driver 20.42

12011 - Breath Alcohol Technician 22.99

12012 - Certified Occupational Therapist Assistant 29.89

12015 - Certified Physical Therapist Assistant 30.05

12020 - Dental Assistant 18.35

12025 - Dental Hygienist 32.83

12030 - EKG Technician 27.09

12035 - Electroneurodiagnostic Technologist 27.09

12040 - Emergency Medical Technician 20.42

12071 - Licensed Practical Nurse I 20.55

12072 - Licensed Practical Nurse II 22.99

12073 - Licensed Practical Nurse III 25.62

12100 - Medical Assistant 16.26

12130 - Medical Laboratory Technician 22.42

12160 - Medical Record Clerk 20.20

12190 - Medical Record Technician 22.58

12195 - Medical Transcriptionist 19.54

12210 - Nuclear Medicine Technologist 50.52

12221 - Nursing Assistant I 13.33

12222 - Nursing Assistant II 15.00

12223 - Nursing Assistant III 16.37

12224 - Nursing Assistant IV 18.37

12235 - Optical Dispenser 16.52

12236 - Optical Technician 19.13

12250 - Pharmacy Technician 18.93

12280 - Phlebotomist 17.48

12305 - Radiologic Technologist 24.72

12311 - Registered Nurse I 25.24

12312 - Registered Nurse II 30.86

12313 - Registered Nurse II, Specialist 30.86

12314 - Registered Nurse III 37.34

12315 - Registered Nurse III, Anesthetist 37.34

12316 - Registered Nurse IV 44.76

12317 - Scheduler (Drug and Alcohol Testing) 28.47

12320 - Substance Abuse Treatment Counselor 19.06

13000 - Information And Arts Occupations

13011 - Exhibits Specialist I 19.04

13012 - Exhibits Specialist II 23.59

13013 - Exhibits Specialist III 28.85

13041 - Illustrator I 19.04

13042 - Illustrator II 23.59

13043 - Illustrator III 28.85

13047 - Librarian 26.12

13050 - Library Aide/Clerk 11.86

13054 - Library Information Technology Systems

Administrator	23.59
13058 - Library Technician	17.09
13061 - Media Specialist I	17.02
13062 - Media Specialist II	19.04
13063 - Media Specialist III	21.23
13071 - Photographer I	17.02
13072 - Photographer II	19.04
13073 - Photographer III	23.59
13074 - Photographer IV	28.85
13075 - Photographer V	34.90
13090 - Technical Order Library Clerk	15.74
13110 - Video Teleconference Technician	19.83

14000 - Information Technology Occupations

14041 - Computer Operator I		18.02
14042 - Computer Operator II		20.16
14043 - Computer Operator III		22.47
14044 - Computer Operator IV		24.97
14045 - Computer Operator V		27.66
14071 - Computer Programmer I	(see 1)	21.14
14072 - Computer Programmer II	(see 1)	26.20
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 18.02

14160 - Personal Computer Support Technician 24.97

14170 - System Support Specialist 27.66

15000 - Instructional Occupations

15010 - Aircrew Training Devices Instructor

(Non-Rated) 32.25

15020 - Aircrew Training Devices Instructor (Rated) 39.02

15030 - Air Crew Training Devices Instructor

(Pilot) 46.78

15050 - Computer Based Training Specialist /

Instructor 32.25

15060 - Educational Technologist 39.04

15070 - Flight Instructor (Pilot) 46.78

15080 - Graphic Artist 23.50

15085 - Maintenance Test Pilot, Fixed, Jet/Prop 46.78

15086 - Maintenance Test Pilot, Rotary Wing 46.78

15088 - Non-Maintenance Test/Co-Pilot 46.78

15090 - Technical Instructor 29.00

15095 - Technical Instructor/Course Developer 35.48

15110 - Test Proctor 23.41

15120 - Tutor 23.41

16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations

16010 - Assembler 11.69

16030 - Counter Attendant 11.69

16040 - Dry Cleaner 13.54

16070 - Finisher, Flatwork, Machine 11.69

16090 - Presser, Hand 11.69

16110 - Presser, Machine, Drycleaning 11.69

16130 - Presser, Machine, Shirts 11.69

16160 - Presser, Machine, Wearing Apparel, Laundry 11.69

16190 - Sewing Machine Operator 14.34

16220 - Tailor 15.19

16250 - Washer, Machine 12.22

19000 - Machine Tool Operation And Repair Occupations

19010 - Machine-Tool Operator (Tool Room) 27.37

19040 - Tool And Die Maker 30.97

21000 - Materials Handling And Packing Occupations

21020 - Forklift Operator 19.66

21030 - Material Coordinator 28.86

21040 - Material Expediter 28.86

21050 - Material Handling Laborer 16.39

21071 - Order Filler 15.11

21080 - Production Line Worker (Food Processing) 19.66

21110 - Shipping Packer 19.66

21130 - Shipping/Receiving Clerk 19.66

21140 - Store Worker I 18.52

21150 - Stock Clerk 21.97

21210 - Tools And Parts Attendant 19.66

21410 - Warehouse Specialist 19.66

23000 - Mechanics And Maintenance And Repair Occupations

23010 - Aerospace Structural Welder 37.77

23019 - Aircraft Logs and Records Technician 32.66

23021 - Aircraft Mechanic I 36.53

23022 - Aircraft Mechanic II 37.77

23023 - Aircraft Mechanic III 38.87

23040 - Aircraft Mechanic Helper 29.94

23050 - Aircraft, Painter 35.30

23060 - Aircraft Servicer 32.66

23070 - Aircraft Survival Flight Equipment

Technician 35.30

23080 - Aircraft Worker 34.01

23091 - Aircrew Life Support Equipment (ALSE)

Mechanic I 34.01

23092 - Aircrew Life Support Equipment (ALSE)

Mechanic II 36.53

23110 - Appliance Mechanic 27.37

23120 - Bicycle Repairer 24.27

23125 - Cable Splicer 33.42

23130 - Carpenter, Maintenance 23.32

23140 - Carpet Layer 26.36

23160 - Electrician, Maintenance 31.78

23181 - Electronics Technician Maintenance I 36.94

23182 - Electronics Technician Maintenance II 38.35

23183 - Electronics Technician Maintenance III 39.68

23260 - Fabric Worker 25.32

23290 - Fire Alarm System Mechanic 25.73

23310 - Fire Extinguisher Repairer 24.27

23311 - Fuel Distribution System Mechanic 28.32

23312 - Fuel Distribution System Operator 24.27

23370 - General Maintenance Worker 20.28

23380 - Ground Support Equipment Mechanic 36.53

23381 - Ground Support Equipment Servicer 32.66

23382 - Ground Support Equipment Worker 34.01

23391 - Gunsmith I 24.27

23392 - Gunsmith II 26.36

23393 - Gunsmith III 28.32

23410 - Heating, Ventilation And Air-Conditioning

Mechanic 22.92

23411 - Heating, Ventilation And Air Contidioning

Mechanic (Research Facility) 23.70

23430 - Heavy Equipment Mechanic 30.25

23440 - Heavy Equipment Operator 24.19

23460 - Instrument Mechanic 28.32

23465 - Laboratory/Shelter Mechanic 27.37

23470 - Laborer 16.39

23510 - Locksmith 27.37

23530 - Machinery Maintenance Mechanic 36.28

23550 - Machinist, Maintenance 31.81

23580 - Maintenance Trades Helper 22.35

23591 - Metrology Technician I 28.32

23592 - Metrology Technician II 29.29

23593 - Metrology Technician III 30.14

23640 - Millwright 30.60

23710 - Office Appliance Repairer 20.23

23760 - Painter, Maintenance 22.39

23790 - Pipefitter, Maintenance 29.55

23810 - Plumber, Maintenance 28.56

23820 - Pneudraulic Systems Mechanic 28.32

23850 - Rigger 29.74

23870 - Scale Mechanic 26.36

23890 - Sheet-Metal Worker, Maintenance 28.55

23910 - Small Engine Mechanic 18.40

23931 - Telecommunications Mechanic I 28.29

23932 - Telecommunications Mechanic II 30.56

23950 - Telephone Lineman 29.59

23960 - Welder, Combination, Maintenance 29.54

23965 - Well Driller 28.32

23970 - Woodcraft Worker 28.32

23980 - Woodworker 24.27

24000 - Personal Needs Occupations

24550 - Case Manager 16.37

24570 - Child Care Attendant 10.73

24580 - Child Care Center Clerk 13.38

24610 - Chore Aide 11.54

24620 - Family Readiness And Support Services Coordinator 16.37

24630 - Homemaker 16.37

25000 - Plant And System Operations Occupations

25010 - Boiler Tender 27.15

25040 - Sewage Plant Operator 21.39

25070 - Stationary Engineer 27.15

25190 - Ventilation Equipment Tender 22.25

25210 - Water Treatment Plant Operator 21.39

27000 - Protective Service Occupations

27004 - Alarm Monitor 16.47

27007 - Baggage Inspector 14.92

27008 - Corrections Officer 17.19

27010 - Court Security Officer 20.34

27030 - Detection Dog Handler 16.69

27040 - Detention Officer 17.19

27070 - Firefighter 20.47

27101 - Guard I 14.92

27102 - Guard II 16.69

27131 - Police Officer I 23.36

27132 - Police Officer II 25.96

28000 - Recreation Occupations

28041 - Carnival Equipment Operator 13.39

28042 - Carnival Equipment Repairer 13.99

28043 - Carnival Worker 11.39

28210 - Gate Attendant/Gate Tender 16.52

28310 - Lifeguard 12.71

28350 - Park Attendant (Aide) 18.48

28510 - Recreation Aide/Health Facility Attendant 13.49

28515 - Recreation Specialist 22.89

28630 - Sports Official 14.72

28690 - Swimming Pool Operator 17.32

29000 - Stevedoring/Longshoremen Occupational Services

29010 - Blocker And Bracer 33.19

29020 - Hatch Tender 33.19

29030 - Line Handler 33.19

29041 - Stevedore I 31.88

29042 - Stevedore II 34.45

30000 - Technical Occupations

30010 - Air Traffic Control Specialist, Center

(HFO) (see 2) 46.07

30011 - Air Traffic Control Specialist, Station

(HFO) (see 2) 31.77

30012 - Air Traffic Control Specialist, Terminal

(HFO) (see 2) 34.99

30021 - Archeological Technician I 18.86

30022 - Archeological Technician II 21.09

30023 - Archeological Technician III	26.13
30030 - Cartographic Technician	26.13
30040 - Civil Engineering Technician	24.58
30051 - Cryogenic Technician I	28.94
30052 - Cryogenic Technician II	31.95
30061 - Drafter/CAD Operator I	18.86
30062 - Drafter/CAD Operator II	21.09
30063 - Drafter/CAD Operator III	23.51
30064 - Drafter/CAD Operator IV	28.94
30081 - Engineering Technician I	16.80
30082 - Engineering Technician II	18.86
30083 - Engineering Technician III	21.09
30084 - Engineering Technician IV	26.13
30085 - Engineering Technician V	31.95
30086 - Engineering Technician VI	38.66
30090 - Environmental Technician	26.13
30095 - Evidence Control Specialist	26.13
30210 - Laboratory Technician	29.99
30221 - Latent Fingerprint Technician I	28.94
30222 - Latent Fingerprint Technician II	31.95
30240 - Mathematical Technician	26.13
30361 - Paralegal/Legal Assistant I	19.67
30362 - Paralegal/Legal Assistant II	24.38
30363 - Paralegal/Legal Assistant III	29.82
30364 - Paralegal/Legal Assistant IV	36.07
30375 - Petroleum Supply Specialist	31.95

30390 - Photo-Optics Technician 26.13

30395 - Radiation Control Technician 31.95

30461 - Technical Writer I 27.93

30462 - Technical Writer II 31.95

30463 - Technical Writer III 38.66

30491 - Unexploded Ordnance (UXO) Technician I 29.28

30492 - Unexploded Ordnance (UXO) Technician II 35.43

30493 - Unexploded Ordnance (UXO) Technician III 42.46

30494 - Unexploded (UXO) Safety Escort 29.28

30495 - Unexploded (UXO) Sweep Personnel 29.28

30501 - Weather Forecaster I 28.94

30502 - Weather Forecaster II 35.20

30620 - Weather Observer, Combined Upper Air Or

Surface Programs (see 2) 23.51

30621 - Weather Observer, Senior (see 2) 26.13

31000 - Transportation/Mobile Equipment Operation Occupations

31010 - Airplane Pilot 35.43

31020 - Bus Aide 16.27

31030 - Bus Driver 19.77

31043 - Driver Courier 18.92

31260 - Parking and Lot Attendant 11.90

31290 - Shuttle Bus Driver 13.94

31310 - Taxi Driver 12.25

31361 - Truckdriver, Light 19.80

31362 - Truckdriver, Medium 20.76

31363 - Truckdriver, Heavy 22.58

31364 - Truckdriver, Tractor-Trailer 22.58

99000 - Miscellaneous Occupations

99020 - Cabin Safety Specialist 17.27

99030 - Cashier 10.96

99050 - Desk Clerk 13.00

99095 - Embalmer 28.16

99130 - Flight Follower 29.28

99251 - Laboratory Animal Caretaker I 23.13

99252 - Laboratory Animal Caretaker II 24.18

99260 - Marketing Analyst 27.16

99310 - Mortician 28.16

99410 - Pest Controller 20.71

99510 - Photofinishing Worker 15.39

99710 - Recycling Laborer 21.56

99711 - Recycling Specialist 24.01

99730 - Refuse Collector 20.43

99810 - Sales Clerk 13.68

99820 - School Crossing Guard 18.43

99830 - Survey Party Chief 27.28

99831 - Surveying Aide 18.04

99832 - Surveying Technician 24.77

99840 - Vending Machine Attendant 17.17

99841 - Vending Machine Repairer 19.50

99842 - Vending Machine Repairer Helper 17.17

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

Note: Executive Order 13658 generally applies to contracts subject to the Service Contract Act that were awarded on or between January 1, 2015 and January 29, 2022, and that have not been renewed or extended on or after January 30, 2022. If a contract is subject to Executive Order 13658, the contractor must pay all covered workers at least $13.65 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract from May 11, 2026, through December 31, 2026. The applicable Executive Order minimum wage rate will be adjusted annually.

Additional information on contractor requirements and worker protections under Executive Order 13658 is available at www.dol.gov/whd/govcontracts.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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

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

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

VACATION: 1 week paid vacation after 1 year of service with a contractor or successor; 2 weeks after 2 years; 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: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least $27.63 per hour (or at least $684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract.

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

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

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

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

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

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

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

** HAZARDOUS PAY DIFFERENTIAL **

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

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

** UNIFORM ALLOWANCE **

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

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

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

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

** REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard

Form 1444 (SF-1444) **

Conformance Process:

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

The process for preparing a conformance request is as follows:

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

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

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

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

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

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

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

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