"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.: 2015-5169
Revision No.: 28
Date Of Last Revision: 12/03/2025

Daniel W. Simms
Director

Division of
Wage Determinations

State: Mississippi

Area: Mississippi Counties of Clarke, Greene, Jasper, Jones, Kemper, Lauderdale, Neshoba, Newton, Wayne

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		16.84
01012 - Accounting Clerk II		18.90
01013 - Accounting Clerk III		21.14
01020 - Administrative Assistant		22.09
01035 - Court Reporter		18.13
01041 - Customer Service Representative I		15.40
01042 - Customer Service Representative II		16.81
01043 - Customer Service Representative III		18.87
01051 - Data Entry Operator I		14.69
01052 - Data Entry Operator II		16.03
01060 - Dispatcher, Motor Vehicle		22.31
01070 - Document Preparation Clerk		14.44
01090 - Duplicating Machine Operator		14.44
01111 - General Clerk I		14.97
01112 - General Clerk II		16.34
01113 - General Clerk III		18.34
01120 - Housing Referral Assistant		20.21
01141 - Messenger Courier		13.98
01191 - Order Clerk I		15.44
01192 - Order Clerk II		16.84
01261 - Personnel Assistant (Employment) I		17.77
01262 - Personnel Assistant (Employment) II		19.88
01263 - Personnel Assistant (Employment) III		22.16
01270 - Production Control Clerk		25.26
01290 - Rental Clerk		14.80
01300 - Scheduler, Maintenance		16.21
01311 - Secretary I		16.21
01312 - Secretary II		18.13
01313 - Secretary III		20.21
01320 - Service Order Dispatcher		19.94
01410 - Supply Technician		22.09
01420 - Survey Worker		14.12
01460 - Switchboard Operator/Receptionist		13.99
01531 - Travel Clerk I		14.44
01532 - Travel Clerk II		16.21
01533 - Travel Clerk III		18.13
01611 - Word Processor I		14.44
01612 - Word Processor II		16.21
01613 - Word Processor III		18.13
05000 - Automotive Service Occupations		
05005 - Automobile Body Repairer, Fiberglass		21.58

05010 - Automotive Electrician	17.23
05040 - Automotive Glass Installer	16.31
05070 - Automotive Worker	16.31
05110 - Mobile Equipment Servicer	14.35
05130 - Motor Equipment Metal Mechanic	18.15
05160 - Motor Equipment Metal Worker	16.31
05190 - Motor Vehicle Mechanic	18.15
05220 - Motor Vehicle Mechanic Helper	13.38
05250 - Motor Vehicle Upholstery Worker	15.32
05280 - Motor Vehicle Wrecker	16.31
05310 - Painter, Automotive	17.23
05340 - Radiator Repair Specialist	16.31
05370 - Tire Repairer	16.58
05400 - Transmission Repair Specialist	18.15
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.86
07041 - Cook I	11.28
07042 - Cook II	12.82
07070 - Dishwasher	10.39
07130 - Food Service Worker	10.75
07210 - Meat Cutter	13.55
07260 - Waiter/Waitress	10.07
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.00
09040 - Furniture Handler	14.45
09080 - Furniture Refinisher	22.00
09090 - Furniture Refinisher Helper	17.08
09110 - Furniture Repairer, Minor	19.57
09130 - Upholsterer	22.00
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	14.85
11060 - Elevator Operator	13.62
11090 - Gardener	18.23
11122 - Housekeeping Aide	12.81
11150 - Janitor	12.81
11210 - Laborer, Grounds Maintenance	14.38
11240 - Maid or Houseman	10.96
11260 - Pruner	13.13
11270 - Tractor Operator	17.00
11330 - Trail Maintenance Worker	14.38
11360 - Window Cleaner	14.03
12000 - Health Occupations	
12010 - Ambulance Driver	15.20
12011 - Breath Alcohol Technician	20.26
12012 - Certified Occupational Therapist Assistant	30.15
12015 - Certified Physical Therapist Assistant	31.06
12020 - Dental Assistant	16.86
12025 - Dental Hygienist	31.45
12030 - EKG Technician	20.95
12035 - Electroneurodiagnostic Technologist	20.95
12040 - Emergency Medical Technician	15.20
12071 - Licensed Practical Nurse I	18.11
12072 - Licensed Practical Nurse II	20.26
12073 - Licensed Practical Nurse III	22.59
12100 - Medical Assistant	15.21
12130 - Medical Laboratory Technician	20.40
12160 - Medical Record Clerk	16.73
12190 - Medical Record Technician	18.71
12195 - Medical Transcriptionist	18.03
12210 - Nuclear Medicine Technologist	44.52
12221 - Nursing Assistant I	12.84
12222 - Nursing Assistant II	14.45
12223 - Nursing Assistant III	15.77
12224 - Nursing Assistant IV	17.70
12235 - Optical Dispenser	16.87

12236 - Optical Technician		18.11
12250 - Pharmacy Technician		17.86
12280 - Phlebotomist		15.13
12305 - Radiologic Technologist		23.70
12311 - Registered Nurse I		25.58
12312 - Registered Nurse II		31.28
12313 - Registered Nurse II, Specialist		31.28
12314 - Registered Nurse III		37.85
12315 - Registered Nurse III, Anesthetist		37.85
12316 - Registered Nurse IV		45.38
12317 - Scheduler (Drug and Alcohol Testing)		25.10
12320 - Substance Abuse Treatment Counselor		21.97
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		18.38
13012 - Exhibits Specialist II		22.77
13013 - Exhibits Specialist III		27.85
13041 - Illustrator I		18.38
13042 - Illustrator II		22.77
13043 - Illustrator III		27.85
13047 - Librarian		25.22
13050 - Library Aide/Clerk		14.29
13054 - Library Information Technology Systems Administrator		22.77
13058 - Library Technician		18.19
13061 - Media Specialist I		16.43
13062 - Media Specialist II		18.38
13063 - Media Specialist III		20.49
13071 - Photographer I		16.43
13072 - Photographer II		18.38
13073 - Photographer III		22.77
13074 - Photographer IV		27.85
13075 - Photographer V		33.69
13090 - Technical Order Library Clerk		17.94
13110 - Video Teleconference Technician		16.43
14000 - Information Technology Occupations		
14041 - Computer Operator I		17.82
14042 - Computer Operator II		19.94
14043 - Computer Operator III		22.22
14044 - Computer Operator IV		24.69
14045 - Computer Operator V		27.35
14071 - Computer Programmer I	(see 1)	19.92
14072 - Computer Programmer II	(see 1)	24.68
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		17.82
14160 - Personal Computer Support Technician		24.69
14170 - System Support Specialist		27.35
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		30.84
15020 - Aircrew Training Devices Instructor (Rated)		37.31
15030 - Air Crew Training Devices Instructor (Pilot)		44.73
15050 - Computer Based Training Specialist / Instructor		30.84
15060 - Educational Technologist		30.02
15070 - Flight Instructor (Pilot)		44.73
15080 - Graphic Artist		21.14
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		44.73
15086 - Maintenance Test Pilot, Rotary Wing		44.73
15088 - Non-Maintenance Test/Co-Pilot		44.73
15090 - Technical Instructor		22.78
15095 - Technical Instructor/Course Developer		27.86
15110 - Test Proctor		18.39
15120 - Tutor		18.39

16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	10.66
16030 - Counter Attendant	10.66
16040 - Dry Cleaner	12.44
16070 - Finisher, Flatwork, Machine	10.66
16090 - Presser, Hand	10.66
16110 - Presser, Machine, Drycleaning	10.66
16130 - Presser, Machine, Shirts	10.66
16160 - Presser, Machine, Wearing Apparel, Laundry	10.66
16190 - Sewing Machine Operator	13.06
16220 - Tailor	13.66
16250 - Washer, Machine	11.24
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	23.50
19040 - Tool And Die Maker	28.28
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	18.04
21030 - Material Coordinator	25.26
21040 - Material Expediter	25.26
21050 - Material Handling Laborer	16.66
21071 - Order Filler	14.64
21080 - Production Line Worker (Food Processing)	18.04
21110 - Shipping Packer	17.96
21130 - Shipping/Receiving Clerk	17.96
21140 - Store Worker I	14.66
21150 - Stock Clerk	19.55
21210 - Tools And Parts Attendant	18.04
21410 - Warehouse Specialist	18.04
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	38.06
23019 - Aircraft Logs and Records Technician	30.67
23021 - Aircraft Mechanic I	36.33
23022 - Aircraft Mechanic II	38.06
23023 - Aircraft Mechanic III	39.71
23040 - Aircraft Mechanic Helper	26.78
23050 - Aircraft, Painter	34.49
23060 - Aircraft Servicer	30.67
23070 - Aircraft Survival Flight Equipment Technician	34.49
23080 - Aircraft Worker	32.65
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	32.65
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	36.33
23110 - Appliance Mechanic	24.45
23120 - Bicycle Repairer	20.37
23125 - Cable Splicer	39.23
23130 - Carpenter, Maintenance	20.66
23140 - Carpet Layer	23.15
23160 - Electrician, Maintenance	26.46
23181 - Electronics Technician Maintenance I	28.21
23182 - Electronics Technician Maintenance II	29.80
23183 - Electronics Technician Maintenance III	31.39
23260 - Fabric Worker	21.75
23290 - Fire Alarm System Mechanic	20.69
23310 - Fire Extinguisher Repairer	20.37
23311 - Fuel Distribution System Mechanic	27.37
23312 - Fuel Distribution System Operator	21.48
23370 - General Maintenance Worker	18.46
23380 - Ground Support Equipment Mechanic	36.33
23381 - Ground Support Equipment Servicer	30.67
23382 - Ground Support Equipment Worker	32.65
23391 - Gunsmith I	20.37
23392 - Gunsmith II	23.15
23393 - Gunsmith III	25.76
23410 - Heating, Ventilation And Air-Conditioning	21.80

Mechanic
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility) 22.84
23430 - Heavy Equipment Mechanic 23.74
23440 - Heavy Equipment Operator 21.92
23460 - Instrument Mechanic 25.76
23465 - Laboratory/Shelter Mechanic 24.45
23470 - Laborer 16.66
23510 - Locksmith 24.45
23530 - Machinery Maintenance Mechanic 26.20
23550 - Machinist, Maintenance 26.84
23580 - Maintenance Trades Helper 16.09
23591 - Metrology Technician I 25.76
23592 - Metrology Technician II 26.99
23593 - Metrology Technician III 28.16
23640 - Millwright 29.08
23710 - Office Appliance Repairer 24.45
23760 - Painter, Maintenance 20.42
23790 - Pipefitter, Maintenance 23.54
23810 - Plumber, Maintenance 22.35
23820 - Pneudraulic Systems Mechanic 25.76
23850 - Rigger 25.76
23870 - Scale Mechanic 23.15
23890 - Sheet-Metal Worker, Maintenance 20.31
23910 - Small Engine Mechanic 23.15
23931 - Telecommunications Mechanic I 38.22
23932 - Telecommunications Mechanic II 40.04
23950 - Telephone Lineman 24.88
23960 - Welder, Combination, Maintenance 23.01
23965 - Well Driller 25.76
23970 - Woodcraft Worker 25.76
23980 - Woodworker 20.37
24000 - Personal Needs Occupations
24550 - Case Manager 13.90
24570 - Child Care Attendant 10.34
24580 - Child Care Center Clerk 12.89
24610 - Chore Aide 11.00
24620 - Family Readiness And Support Services Coordinator 13.90
24630 - Homemaker 13.90
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 23.07
25040 - Sewage Plant Operator 21.36
25070 - Stationary Engineer 23.07
25190 - Ventilation Equipment Tender 16.83
25210 - Water Treatment Plant Operator 21.36
27000 - Protective Service Occupations
27004 - Alarm Monitor 14.20
27007 - Baggage Inspector 14.08
27008 - Corrections Officer 17.02
27010 - Court Security Officer 18.78
27030 - Detection Dog Handler 15.75
27040 - Detention Officer 17.02
27070 - Firefighter 19.21
27101 - Guard I 14.08
27102 - Guard II 15.75
27131 - Police Officer I 20.30
27132 - Police Officer II 22.56
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 13.35
28042 - Carnival Equipment Repairer 14.69
28043 - Carnival Worker 10.30
28210 - Gate Attendant/Gate Tender 15.13
28310 - Lifeguard 12.95
28350 - Park Attendant (Aide) 16.93

28510 - Recreation Aide/Health Facility Attendant		12.36
28515 - Recreation Specialist		20.98
28630 - Sports Official		13.49
28690 - Swimming Pool Operator		20.92
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		24.18
29020 - Hatch Tender		24.18
29030 - Line Handler		24.18
29041 - Stevedore I		22.67
29042 - Stevedore II		25.58
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		18.85
30022 - Archeological Technician II		21.08
30023 - Archeological Technician III		26.12
30030 - Cartographic Technician		26.12
30040 - Civil Engineering Technician		21.35
30051 - Cryogenic Technician I		28.93
30052 - Cryogenic Technician II		31.95
30061 - Drafter/CAD Operator I		18.85
30062 - Drafter/CAD Operator II		21.08
30063 - Drafter/CAD Operator III		23.50
30064 - Drafter/CAD Operator IV		28.93
30081 - Engineering Technician I		17.35
30082 - Engineering Technician II		19.46
30083 - Engineering Technician III		21.78
30084 - Engineering Technician IV		26.97
30085 - Engineering Technician V		33.00
30086 - Engineering Technician VI		39.93
30090 - Environmental Technician		26.12
30095 - Evidence Control Specialist		26.12
30210 - Laboratory Technician		25.51
30221 - Latent Fingerprint Technician I		28.93
30222 - Latent Fingerprint Technician II		31.95
30240 - Mathematical Technician		26.12
30361 - Paralegal/Legal Assistant I		20.76
30362 - Paralegal/Legal Assistant II		25.73
30363 - Paralegal/Legal Assistant III		31.46
30364 - Paralegal/Legal Assistant IV		38.06
30375 - Petroleum Supply Specialist		31.95
30390 - Photo-Optics Technician		26.12
30395 - Radiation Control Technician		31.95
30461 - Technical Writer I		26.12
30462 - Technical Writer II		31.95
30463 - Technical Writer III		38.65
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		28.93
30502 - Weather Forecaster II		35.18
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	23.50
30621 - Weather Observer, Senior	(see 2)	26.12
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		35.43
31020 - Bus Aide		13.50
31030 - Bus Driver		18.45
31043 - Driver Courier		15.30
31260 - Parking and Lot Attendant		12.16
31290 - Shuttle Bus Driver		15.20
31310 - Taxi Driver		13.89

31361 - Truckdriver, Light	16.41
31362 - Truckdriver, Medium	17.52
31363 - Truckdriver, Heavy	22.86
31364 - Truckdriver, Tractor-Trailer	22.86
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.27
99030 - Cashier	10.28
99050 - Desk Clerk	11.68
99095 - Embalmer	27.51
99130 - Flight Follower	29.28
99251 - Laboratory Animal Caretaker I	17.58
99252 - Laboratory Animal Caretaker II	18.91
99260 - Marketing Analyst	28.68
99310 - Mortician	27.51
99410 - Pest Controller	18.04
99510 - Photofinishing Worker	15.39
99710 - Recycling Laborer	17.69
99711 - Recycling Specialist	20.98
99730 - Refuse Collector	16.07
99810 - Sales Clerk	13.26
99820 - School Crossing Guard	15.69
99830 - Survey Party Chief	21.16
99831 - Surveying Aide	13.75
99832 - Surveying Technician	19.23
99840 - Vending Machine Attendant	20.87
99841 - Vending Machine Repairer	25.44
99842 - Vending Machine Repairer Helper	20.87

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 $13.30 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 2025. 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: 2 weeks paid vacation after 1 year of service with a contractor or successor; and 3 weeks after 10 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

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

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

1) COMPUTER EMPLOYEES: 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))."