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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 Director Division of Wage Determinations	Wage Determination No.: 2015-5147 Revision No.: 29 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))."""