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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.: 2015-5169
Revision No.: 30
Date Of Last Revision: 7/30/2026

State: Mississippi

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

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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		22.14
01035 - Court Reporter		18.97
01041 - Customer Service Representative I		15.86
01042 - Customer Service Representative II		17.31
01043 - Customer Service Representative III		19.42
01051 - Data Entry Operator I		15.23
01052 - Data Entry Operator II		16.62
01060 - Dispatcher, Motor Vehicle		22.31
01070 - Document Preparation Clerk		15.12
01090 - Duplicating Machine Operator		15.12
01111 - General Clerk I		15.30
01112 - General Clerk II		16.70
01113 - General Clerk III		18.73
01120 - Housing Referral Assistant		21.16
01141 - Messenger Courier		13.98
01191 - Order Clerk I		16.22
01192 - Order Clerk II		17.70
01261 - Personnel Assistant (Employment) I		19.30
01262 - Personnel Assistant (Employment) II		21.59
01263 - Personnel Assistant (Employment) III		24.08
01270 - Production Control Clerk		27.79
01290 - Rental Clerk		16.28
01300 - Scheduler, Maintenance		16.96
01311 - Secretary I		16.96
01312 - Secretary II		18.97
01313 - Secretary III		21.16
01320 - Service Order Dispatcher		19.94
01410 - Supply Technician		22.14
01420 - Survey Worker		14.12
01460 - Switchboard Operator/Receptionist		14.16
01531 - Travel Clerk I		15.12
01532 - Travel Clerk II		16.96

01533 - Travel Clerk III	18.97
01611 - Word Processor I	15.12
01612 - Word Processor II	16.96
01613 - Word Processor III	18.97
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	23.02
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	13.51
07041 - Cook I	11.66
07042 - Cook II	13.31
07070 - Dishwasher	11.23
07130 - Food Service Worker	11.45
07210 - Meat Cutter	14.22
07260 - Waiter/Waitress	10.07
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.50
09040 - Furniture Handler	14.60
09080 - Furniture Refinisher	22.50
09090 - Furniture Refinisher Helper	17.33
09110 - Furniture Repairer, Minor	19.95
09130 - Upholsterer	22.50
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	14.85
11060 - Elevator Operator	13.62
11090 - Gardener	19.14
11122 - Housekeeping Aide	13.44
11150 - Janitor	13.44
11210 - Laborer, Grounds Maintenance	14.99
11240 - Maid or Houseman	11.60
11260 - Pruner	13.61
11270 - Tractor Operator	17.79
11330 - Trail Maintenance Worker	14.99
11360 - Window Cleaner	14.80
12000 - Health Occupations	
12010 - Ambulance Driver	15.20
12011 - Breath Alcohol Technician	20.74
12012 - Certified Occupational Therapist Assistant	30.15
12015 - Certified Physical Therapist Assistant	31.06
12020 - Dental Assistant	17.45
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	18.54
12072 - Licensed Practical Nurse II	20.74
12073 - Licensed Practical Nurse III	23.13
12100 - Medical Assistant	15.21
12130 - Medical Laboratory Technician	22.44
12160 - Medical Record Clerk	16.73
12190 - Medical Record Technician	18.71
12195 - Medical Transcriptionist	19.83
12210 - Nuclear Medicine Technologist	45.59
12221 - Nursing Assistant I	13.17
12222 - Nursing Assistant II	14.81
12223 - Nursing Assistant III	16.16

12224 - Nursing Assistant IV		18.13
12235 - Optical Dispenser		16.87
12236 - Optical Technician		18.54
12250 - Pharmacy Technician		17.86
12280 - Phlebotomist		15.50
12305 - Radiologic Technologist		24.63
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)		25.69
12320 - Substance Abuse Treatment Counselor		21.97
13000 - Information And Arts Occupations		
13011 - Exhibits Specialist I		19.72
13012 - Exhibits Specialist II		24.42
13013 - Exhibits Specialist III		29.88
13041 - Illustrator I		19.72
13042 - Illustrator II		24.42
13043 - Illustrator III		29.88
13047 - Librarian		27.05
13050 - Library Aide/Clerk		15.71
13054 - Library Information Technology Systems Administrator		24.42
13058 - Library Technician		19.72
13061 - Media Specialist I		17.62
13062 - Media Specialist II		19.72
13063 - Media Specialist III		21.99
13071 - Photographer I		17.62
13072 - Photographer II		19.72
13073 - Photographer III		24.42
13074 - Photographer IV		29.88
13075 - Photographer V		36.16
13090 - Technical Order Library Clerk		19.72
13110 - Video Teleconference Technician		17.62
14000 - Information Technology Occupations		
14041 - Computer Operator I		18.08
14042 - Computer Operator II		20.23
14043 - Computer Operator III		22.56
14044 - Computer Operator IV		25.06
14045 - Computer Operator V		27.75
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		18.08
14160 - Personal Computer Support Technician		25.06
14170 - System Support Specialist		27.75
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		31.08
15020 - Aircrew Training Devices Instructor (Rated)		37.61
15030 - Air Crew Training Devices Instructor (Pilot)		45.08
15050 - Computer Based Training Specialist / Instructor		31.08
15060 - Educational Technologist		30.02
15070 - Flight Instructor (Pilot)		45.08
15080 - Graphic Artist		22.00
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		45.08
15086 - Maintenance Test Pilot, Rotary Wing		45.08
15088 - Non-Maintenance Test/Co-Pilot		45.08
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	10.98
16030 - Counter Attendant	10.98
16040 - Dry Cleaner	12.82
16070 - Finisher, Flatwork, Machine	10.98
16090 - Presser, Hand	10.98
16110 - Presser, Machine, Drycleaning	10.98
16130 - Presser, Machine, Shirts	10.98
16160 - Presser, Machine, Wearing Apparel, Laundry	10.98
16190 - Sewing Machine Operator	13.46
16220 - Tailor	14.07
16250 - Washer, Machine	11.58
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	24.54
19040 - Tool And Die Maker	29.53
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	18.61
21030 - Material Coordinator	27.79
21040 - Material Expediter	27.79
21050 - Material Handling Laborer	17.10
21071 - Order Filler	16.10
21080 - Production Line Worker (Food Processing)	18.61
21110 - Shipping Packer	17.96
21130 - Shipping/Receiving Clerk	17.96
21140 - Store Worker I	15.10
21150 - Stock Clerk	20.15
21210 - Tools And Parts Attendant	18.61
21410 - Warehouse Specialist	18.61
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	24.54
23120 - Bicycle Repairer	20.37
23125 - Cable Splicer	39.23
23130 - Carpenter, Maintenance	20.66
23140 - Carpet Layer	23.21
23160 - Electrician, Maintenance	28.45
23181 - Electronics Technician Maintenance I	28.21
23182 - Electronics Technician Maintenance II	29.80
23183 - Electronics Technician Maintenance III	31.39
23260 - Fabric Worker	21.76
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	18.87
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	23.21
23393 - Gunsmith III	25.90
23410 - Heating, Ventilation And Air-Conditioning Mechanic	22.57
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	23.67
23430 - Heavy Equipment Mechanic	24.99
23440 - Heavy Equipment Operator	21.96

23460 - Instrument Mechanic	25.90
23465 - Laboratory/Shelter Mechanic	24.54
23470 - Laborer	17.10
23510 - Locksmith	24.54
23530 - Machinery Maintenance Mechanic	26.20
23550 - Machinist, Maintenance	26.84
23580 - Maintenance Trades Helper	17.04
23591 - Metrology Technician I	25.90
23592 - Metrology Technician II	27.16
23593 - Metrology Technician III	28.36
23640 - Millwright	29.79
23710 - Office Appliance Repairer	24.54
23760 - Painter, Maintenance	21.54
23790 - Pipefitter, Maintenance	23.98
23810 - Plumber, Maintenance	22.72
23820 - Pneudraulic Systems Mechanic	25.90
23850 - Rigger	25.90
23870 - Scale Mechanic	23.21
23890 - Sheet-Metal Worker, Maintenance	20.31
23910 - Small Engine Mechanic	23.21
23931 - Telecommunications Mechanic I	40.56
23932 - Telecommunications Mechanic II	42.54
23950 - Telephone Lineman	27.37
23960 - Welder, Combination, Maintenance	24.44
23965 - Well Driller	25.90
23970 - Woodcraft Worker	25.90
23980 - Woodworker	20.37
24000 - Personal Needs Occupations	
24550 - Case Manager	14.38
24570 - Child Care Attendant	10.70
24580 - Child Care Center Clerk	13.35
24610 - Chore Aide	12.03
24620 - Family Readiness And Support Services Coordinator	14.38
24630 - Homemaker	14.38
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.40
25040 - Sewage Plant Operator	21.48
25070 - Stationary Engineer	24.40
25190 - Ventilation Equipment Tender	17.80
25210 - Water Treatment Plant Operator	21.48
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.35
27007 - Baggage Inspector	14.76
27008 - Corrections Officer	17.02
27010 - Court Security Officer	18.78
27030 - Detection Dog Handler	16.51
27040 - Detention Officer	17.02
27070 - Firefighter	19.21
27101 - Guard I	14.76
27102 - Guard II	16.51
27131 - Police Officer I	20.98
27132 - Police Officer II	23.30
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.73
28042 - Carnival Equipment Repairer	14.77
28043 - Carnival Worker	10.50
28210 - Gate Attendant/Gate Tender	15.13
28310 - Lifeguard	14.21
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)	46.54
30011 - Air Traffic Control Specialist, Station (HFO)	(see 2)	32.09
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	35.33
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		21.42
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		29.57
30492 - Unexploded Ordnance (UXO) Technician II		35.78
30493 - Unexploded Ordnance (UXO) Technician III		42.89
30494 - Unexploded (UXO) Safety Escort		29.57
30495 - Unexploded (UXO) Sweep Personnel		29.57
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		35.78
31020 - Bus Aide		13.72
31030 - Bus Driver		18.75
31043 - Driver Courier		16.28
31260 - Parking and Lot Attendant		12.16
31290 - Shuttle Bus Driver		15.20
31310 - Taxi Driver		13.89
31361 - Truckdriver, Light		17.52
31362 - Truckdriver, Medium		18.75
31363 - Truckdriver, Heavy		23.53
31364 - Truckdriver, Tractor-Trailer		23.53
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		17.45
99030 - Cashier		10.57
99050 - Desk Clerk		12.49
99095 - Embalmer		27.51
99130 - Flight Follower		29.57
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	15.54
99710 - Recycling Laborer	19.46
99711 - Recycling Specialist	23.08
99730 - Refuse Collector	17.68
99810 - Sales Clerk	13.26
99820 - School Crossing Guard	15.69
99830 - Survey Party Chief	23.27
99831 - Surveying Aide	15.12
99832 - Surveying Technician	21.15
99840 - Vending Machine Attendant	21.91
99841 - Vending Machine Repairer	26.91
99842 - Vending Machine Repairer Helper	21.91

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 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))."" "