

"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 Division of
Director Wage Determinations

Wage Determination No.: 2015-5147
Revision No.: 20
Date Of Last Revision: 12/27/2022

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Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., workers an option is exercised) on or after applicable January 30, 2022: determination, 	Executive Order 14026 generally applies to the contract. The contractor must pay all covered at least \$16.20 per hour (or the wage rate listed on this wage if it is higher) for all hours spent performing on the contract in 2023.
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If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed workers or extended on or after January 30, applicable 2022: determination, 	Executive Order 13658 generally applies to the contract. The contractor must pay all covered at least \$12.15 per hour (or the wage rate listed on this wage if it is higher) for all hours spent performing on the contract in 2023.
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The applicable Executive Order minimum wage rate will be adjusted annually.
Additional
information on contractor requirements and worker protections under the Executive
Orders
is available at www.dol.gov/whd/govcontracts.

State: Mississippi

Area: Mississippi Counties of Hancock, Harrison, Jackson

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE RATE	FOOTNOTE
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01000 - Administrative Support And Clerical Occupations

01011 - Accounting Clerk I

14.49***

01012 - Accounting Clerk II

16.26

01013 - Accounting Clerk III

18.19

01020 - Administrative Assistant

23.10

01035 - Court Reporter

18.96

01041 - Customer Service Representative I

13.45***

01042 - Customer Service Representative II

15.13***

01043 - Customer Service Representative III

16.50

01051 - Data Entry Operator I

14.96***

01052 - Data Entry Operator II

16.32

01060 - Dispatcher, Motor Vehicle

17.82

01070 - Document Preparation Clerk

15.10***

01090 - Duplicating Machine Operator

15.10***

01111 - General Clerk I

13.61***
 01112 - General Clerk II
14.85***
 01113 - General Clerk III
16.68
 01120 - Housing Referral Assistant
21.14
 01141 - Messenger Courier
14.09***
 01191 - Order Clerk I
16.73
 01192 - Order Clerk II
18.25
 01261 - Personnel Assistant (Employment) I
17.40
 01262 - Personnel Assistant (Employment) II
19.46
 01263 - Personnel Assistant (Employment) III
21.70
 01270 - Production Control Clerk
28.86
 01290 - Rental Clerk
13.63***
 01300 - Scheduler, Maintenance
16.95
 01311 - Secretary I
16.95
 01312 - Secretary II
18.96
 01313 - Secretary III
21.14
 01320 - Service Order Dispatcher
15.93***
 01410 - Supply Technician
23.10
 01420 - Survey Worker
15.16***
 01460 - Switchboard Operator/Receptionist
14.04***
 01531 - Travel Clerk I
13.04***
 01532 - Travel Clerk II
13.85***
 01533 - Travel Clerk III
14.50***
 01611 - Word Processor I
15.10***
 01612 - Word Processor II
16.95
 01613 - Word Processor III

18.96
05000 - Automotive Service Occupations
 05005 - Automobile Body Repairer, Fiberglass
21.73
 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
14.61***
 05400 - Transmission Repair Specialist
18.94
07000 - Food Preparation And Service Occupations
 07010 - Baker
13.16***
 07041 - Cook I
10.41***
 07042 - Cook II
11.31***
 07070 - Dishwasher
9.70***
 07130 - Food Service Worker
9.81***
 07210 - Meat Cutter
15.19***
 07260 - Waiter/Waitress
9.09***
09000 - Furniture Maintenance And Repair Occupations
 09010 - Electrostatic Spray Painter
26.47

09040 - Furniture Handler
20.17
09080 - Furniture Refinisher
26.47
09090 - Furniture Refinisher Helper
22.45
09110 - Furniture Repairer, Minor
24.49
09130 - Upholsterer
26.47
11000 - General Services And Support Occupations
11030 - Cleaner, Vehicles
11.11***
11060 - Elevator Operator
11.11***
11090 - Gardener
16.34
11122 - Housekeeping Aide
11.37***
11150 - Janitor
11.37***
11210 - Laborer, Grounds Maintenance
14.04***
11240 - Maid or Houseman
10.88***
11260 - Pruner
13.30***
11270 - Tractor Operator
15.63***
11330 - Trail Maintenance Worker
14.04***
11360 - Window Cleaner
12.00***
12000 - Health Occupations
12010 - Ambulance Driver
20.42
12011 - Breath Alcohol Technician
20.11
12012 - Certified Occupational Therapist Assistant
28.71
12015 - Certified Physical Therapist Assistant
27.68
12020 - Dental Assistant
17.21
12025 - Dental Hygienist
32.45
12030 - EKG Technician
24.24
12035 - Electroneurodiagnostic Technologist
24.24

12040 - Emergency Medical Technician
20.42
12071 - Licensed Practical Nurse I
17.98
12072 - Licensed Practical Nurse II
20.11
12073 - Licensed Practical Nurse III
22.42
12100 - Medical Assistant
14.31***
12130 - Medical Laboratory Technician
22.42
12160 - Medical Record Clerk
16.53
12190 - Medical Record Technician
18.48
12195 - Medical Transcriptionist
17.76
12210 - Nuclear Medicine Technologist
44.21
12221 - Nursing Assistant I
11.73***
12222 - Nursing Assistant II
13.19***
12223 - Nursing Assistant III
14.39***
12224 - Nursing Assistant IV
16.15***
12235 - Optical Dispenser
16.52
12236 - Optical Technician
14.37***
12250 - Pharmacy Technician
17.74
12280 - Phlebotomist
17.48
12305 - Radiologic Technologist
24.72
12311 - Registered Nurse I
24.69
12312 - Registered Nurse II
30.20
12313 - Registered Nurse II, Specialist
30.20
12314 - Registered Nurse III
36.55
12315 - Registered Nurse III, Anesthetist
36.55
12316 - Registered Nurse IV
43.80

12317 - Scheduler (Drug and Alcohol Testing)
24.92
12320 - Substance Abuse Treatment Counselor
15.82***
13000 - Information And Arts Occupations
13011 - Exhibits Specialist I
17.54
13012 - Exhibits Specialist II
21.72
13013 - Exhibits Specialist III
26.57
13041 - Illustrator I
17.54
13042 - Illustrator II
21.72
13043 - Illustrator III
26.57
13047 - Librarian
24.06
13050 - Library Aide/Clerk
11.11***
13054 - Library Information Technology Systems
21.72
Administrator
13058 - Library Technician
17.09
13061 - Media Specialist I
15.67***
13062 - Media Specialist II
17.54
13063 - Media Specialist III
19.54
13071 - Photographer I
15.67***
13072 - Photographer II
17.54
13073 - Photographer III
21.72
13074 - Photographer IV
26.57
13075 - Photographer V
32.14
13090 - Technical Order Library Clerk
15.74***
13110 - Video Teleconference Technician
19.20
14000 - Information Technology Occupations
14041 - Computer Operator I
16.52
14042 - Computer Operator II

18.47
14043 - Computer Operator III

20.59
14044 - Computer Operator IV

22.88
14045 - Computer Operator V

25.34
14071 - Computer Programmer I (see 1)

20.43
14072 - Computer Programmer II (see 1)

25.30
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

16.52
14160 - Personal Computer Support Technician

22.88
14170 - System Support Specialist

25.84
15000 - Instructional Occupations

15010 - Aircrew Training Devices Instructor (Non-Rated)

30.80
15020 - Aircrew Training Devices Instructor (Rated)

37.26
15030 - Air Crew Training Devices Instructor (Pilot)

44.67
15050 - Computer Based Training Specialist / Instructor

30.80
15060 - Educational Technologist

36.42
15070 - Flight Instructor (Pilot)

44.67
15080 - Graphic Artist

19.42
15085 - Maintenance Test Pilot, Fixed, Jet/Prop

44.67
15086 - Maintenance Test Pilot, Rotary Wing

44.67
15088 - Non-Maintenance Test/Co-Pilot

44.67
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
10.32***
16030 - Counter Attendant
10.32***
16040 - Dry Cleaner
11.95***
16070 - Finisher, Flatwork, Machine
10.32***
16090 - Presser, Hand
10.32***
16110 - Presser, Machine, Drycleaning
10.32***
16130 - Presser, Machine, Shirts
10.32***
16160 - Presser, Machine, Wearing Apparel, Laundry
10.32***
16190 - Sewing Machine Operator
12.65***
16220 - Tailor
13.40***
16250 - Washer, Machine
10.77***
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room)
26.47
19040 - Tool And Die Maker
29.95
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator
19.26
21030 - Material Coordinator
28.86
21040 - Material Expediter
28.86
21050 - Material Handling Laborer
14.31***
21071 - Order Filler
13.63***
21080 - Production Line Worker (Food Processing)
19.26
21110 - Shipping Packer
19.66
21130 - Shipping/Receiving Clerk

19.66
21140 - Store Worker I
16.47
21150 - Stock Clerk
19.54
21210 - Tools And Parts Attendant
19.26
21410 - Warehouse Specialist
19.26
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder
33.64
23019 - Aircraft Logs and Records Technician
29.08
23021 - Aircraft Mechanic I
32.52
23022 - Aircraft Mechanic II
33.64
23023 - Aircraft Mechanic III
34.61
23040 - Aircraft Mechanic Helper
26.66
23050 - Aircraft, Painter
31.43
23060 - Aircraft Servicer
29.08
23070 - Aircraft Survival Flight Equipment Technician
31.43
23080 - Aircraft Worker
30.29
23091 - Aircrew Life Support Equipment (ALSE) Mechanic
30.29
I
23092 - Aircrew Life Support Equipment (ALSE) Mechanic
32.52
II
23110 - Appliance Mechanic
26.47
23120 - Bicycle Repairer
23.48
23125 - Cable Splicer
33.42
23130 - Carpenter, Maintenance
22.99
23140 - Carpet Layer
25.51
23160 - Electrician, Maintenance
28.90
23181 - Electronics Technician Maintenance I
34.56

23182 - Electronics Technician Maintenance II
 35.87
 23183 - Electronics Technician Maintenance III
 37.11
 23260 - Fabric Worker
 24.49
 23290 - Fire Alarm System Mechanic
 24.31
 23310 - Fire Extinguisher Repairer
 23.48
 23311 - Fuel Distribution System Mechanic
 27.39
 23312 - Fuel Distribution System Operator
 23.48
 23370 - General Maintenance Worker
 17.70
 23380 - Ground Support Equipment Mechanic
 32.52
 23381 - Ground Support Equipment Servicer
 29.08
 23382 - Ground Support Equipment Worker
 30.29
 23391 - Gunsmith I
 23.48
 23392 - Gunsmith II
 25.51
 23393 - Gunsmith III
 27.39
 23410 - Heating, Ventilation And Air-Conditioning
 22.60
 Mechanic
 23411 - Heating, Ventilation And Air Contidioning
 23.37
 Mechanic (Research Facility)
 23430 - Heavy Equipment Mechanic
 27.13
 23440 - Heavy Equipment Operator
 20.25
 23460 - Instrument Mechanic
 27.39
 23465 - Laboratory/Shelter Mechanic
 26.47
 23470 - Laborer
 14.31***
 23510 - Locksmith
 26.47
 23530 - Machinery Maintenance Mechanic
 32.98
 23550 - Machinist, Maintenance
 28.55

23580 - Maintenance Trades Helper
22.04
23591 - Metrology Technician I
27.39
23592 - Metrology Technician II
28.32
23593 - Metrology Technician III
29.14
23640 - Millwright
26.38
23710 - Office Appliance Repairer
20.23
23760 - Painter, Maintenance
22.39
23790 - Pipefitter, Maintenance
28.47
23810 - Plumber, Maintenance
27.52
23820 - Pneudraulic Systems Mechanic
27.39
23850 - Rigger
27.39
23870 - Scale Mechanic
25.51
23890 - Sheet-Metal Worker, Maintenance
28.55
23910 - Small Engine Mechanic
18.40
23931 - Telecommunications Mechanic I
28.23
23932 - Telecommunications Mechanic II
30.56
23950 - Telephone Lineman
29.59
23960 - Welder, Combination, Maintenance
28.55
23965 - Well Driller
27.39
23970 - Woodcraft Worker
27.39
23980 - Woodworker
23.48
24000 - Personal Needs Occupations
24550 - Case Manager
15.82***
24570 - Child Care Attendant
10.21***
24580 - Child Care Center Clerk
12.74***
24610 - Chore Aide

11.16***
24620 - Family Readiness And Support Services
15.82***
Coordinator
24630 - Homemaker
15.82***
25000 - Plant And System Operations Occupations
25010 - Boiler Tender
26.03
25040 - Sewage Plant Operator
18.25
25070 - Stationary Engineer
26.03
25190 - Ventilation Equipment Tender
21.35
25210 - Water Treatment Plant Operator
18.25
27000 - Protective Service Occupations
27004 - Alarm Monitor
16.00***
27007 - Baggage Inspector
12.91***
27008 - Corrections Officer
16.52
27010 - Court Security Officer
17.48
27030 - Detection Dog Handler
15.38***
27040 - Detention Officer
16.52
27070 - Firefighter
18.47
27101 - Guard I
12.91***
27102 - Guard II
15.38***
27131 - Police Officer I
19.44
27132 - Police Officer II
21.61
28000 - Recreation Occupations
28041 - Carnival Equipment Operator
12.30***
28042 - Carnival Equipment Repairer
12.86***
28043 - Carnival Worker
10.47***
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

29.15

29020 - Hatch Tender

29.15

29030 - Line Handler

29.15

29041 - Stevedore I

27.99

29042 - Stevedore II

30.25

30000 - Technical Occupations

30010 - Air Traffic Control Specialist, Center (HFO) (see 2)

41.26

30011 - Air Traffic Control Specialist, Station (HFO) (see 2)

28.46

30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)

31.33

30021 - Archeological Technician I

18.63

30022 - Archeological Technician II

21.06

30023 - Archeological Technician III

25.42

30030 - Cartographic Technician

26.10

30040 - Civil Engineering Technician

21.49

30051 - Cryogenic Technician I

28.13

30052 - Cryogenic Technician II

31.08

30061 - Drafter/CAD Operator I

18.63

30062 - Drafter/CAD Operator II

21.06

30063 - Drafter/CAD Operator III

23.45

30064 - Drafter/CAD Operator IV

28.86
30081 - Engineering Technician I
16.25
30082 - Engineering Technician II
18.24
30083 - Engineering Technician III
20.44
30084 - Engineering Technician IV
25.28
30085 - Engineering Technician V
31.68
30086 - Engineering Technician VI
37.41
30090 - Environmental Technician
25.42
30095 - Evidence Control Specialist
25.41
30210 - Laboratory Technician
29.99
30221 - Latent Fingerprint Technician I
28.13
30222 - Latent Fingerprint Technician II
31.08
30240 - Mathematical Technician
25.42
30361 - Paralegal/Legal Assistant I
17.88
30362 - Paralegal/Legal Assistant II
22.16
30363 - Paralegal/Legal Assistant III
27.11
30364 - Paralegal/Legal Assistant IV
32.79
30375 - Petroleum Supply Specialist
31.08
30390 - Photo-Optics Technician
25.41
30395 - Radiation Control Technician
31.08
30461 - Technical Writer I
27.93
30462 - Technical Writer II
31.10
30463 - Technical Writer III
37.63
30491 - Unexploded Ordnance (UXO) Technician I
26.22
30492 - Unexploded Ordnance (UXO) Technician II
31.73
30493 - Unexploded Ordnance (UXO) Technician III

38.03
30494 - Unexploded (UX0) Safety Escort
26.22
30495 - Unexploded (UX0) Sweep Personnel
26.22
30501 - Weather Forecaster I
28.86
30502 - Weather Forecaster II
35.10
30620 - Weather Observer, Combined Upper Air Or (see 2)
23.45
Surface Programs
30621 - Weather Observer, Senior (see 2)
25.42
31000 - Transportation/Mobile Equipment Operation Occupations
31010 - Airplane Pilot
31.73
31020 - Bus Aide
13.89***
31030 - Bus Driver
17.52
31043 - Driver Courier
14.22***
31260 - Parking and Lot Attendant
10.64***
31290 - Shuttle Bus Driver
13.52***
31310 - Taxi Driver
12.25***
31361 - Truckdriver, Light
14.87***
31362 - Truckdriver, Medium
16.89
31363 - Truckdriver, Heavy
20.94
31364 - Truckdriver, Tractor-Trailer
20.94
99000 - Miscellaneous Occupations
99020 - Cabin Safety Specialist
15.47***
99030 - Cashier
9.74***
99050 - Desk Clerk
10.82***
99095 - Embalmer
25.60
99130 - Flight Follower
26.22
99251 - Laboratory Animal Caretaker I
18.05

99252 - Laboratory Animal Caretaker II
 18.58
 99260 - Marketing Analyst
 23.93
 99310 - Mortician
 25.60
 99410 - Pest Controller
 20.71
 99510 - Photofinishing Worker
 13.78***
 99710 - Recycling Laborer
 19.38
 99711 - Recycling Specialist
 21.57
 99730 - Refuse Collector
 18.36
 99810 - Sales Clerk
 11.54***
 99820 - School Crossing Guard
 17.01
 99830 - Survey Party Chief
 24.69
 99831 - Surveying Aide
 16.33
 99832 - Surveying Technician
 22.42
 99840 - Vending Machine Attendant
 15.60***
 99841 - Vending Machine Repairer
 17.73
 99842 - Vending Machine Repairer Helper
 15.60***

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20 per hour) or 13658 (\$12.15 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands.

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.

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.80 per hour, up to 40 hours per week, or \$192.00 per week or \$832.00 per month

HEALTH & WELFARE EO 13706: \$4.41 per hour, up to 40 hours per week, or \$176.40 per week, or \$764.40 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))."