

"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

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Wage Determination No.: 2015-5157  
 Revision No.: 21  
 Date Of Last Revision: 07/14/2023

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., an option is exercised) on or after January 30, 2022:	Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least \$16.20 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 2023.
If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022:	Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least \$12.15 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 2023.

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](http://www.dol.gov/whd/govcontracts).

State: Mississippi

Area: Mississippi Counties of Alcorn, Calhoun, Chickasaw, Choctaw, Clay, Itawamba, Lafayette, Lee, Lowndes, Monroe, Noxubee, Oktibbeha, Pontotoc, Prentiss, Tishomingo, Union, Webster, Winston

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		15.52***
01012 - Accounting Clerk II		17.42
01013 - Accounting Clerk III		19.49
01020 - Administrative Assistant		21.93
01035 - Court Reporter		17.32

01041 - Customer Service Representative I	13.45***
01042 - Customer Service Representative II	14.68***
01043 - Customer Service Representative III	16.49
01051 - Data Entry Operator I	14.97***
01052 - Data Entry Operator II	16.34
01060 - Dispatcher, Motor Vehicle	19.71
01070 - Document Preparation Clerk	14.12***
01090 - Duplicating Machine Operator	14.12***
01111 - General Clerk I	13.34***
01112 - General Clerk II	14.55***
01113 - General Clerk III	16.34
01120 - Housing Referral Assistant	19.31
01141 - Messenger Courier	13.76***
01191 - Order Clerk I	14.74***
01192 - Order Clerk II	16.08***
01261 - Personnel Assistant (Employment) I	16.58
01262 - Personnel Assistant (Employment) II	18.54
01263 - Personnel Assistant (Employment) III	20.67
01270 - Production Control Clerk	19.80
01290 - Rental Clerk	12.89***
01300 - Scheduler, Maintenance	15.49***
01311 - Secretary I	15.49***
01312 - Secretary II	17.32
01313 - Secretary III	19.31
01320 - Service Order Dispatcher	18.02
01410 - Supply Technician	21.93
01420 - Survey Worker	14.32***
01460 - Switchboard Operator/Receptionist	13.87***
01531 - Travel Clerk I	12.72***
01532 - Travel Clerk II	13.54***
01533 - Travel Clerk III	15.19***
01611 - Word Processor I	13.79***
01612 - Word Processor II	15.49***
01613 - Word Processor III	17.32
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.08
05010 - Automotive Electrician	16.58
05040 - Automotive Glass Installer	15.60***
05070 - Automotive Worker	15.60***
05110 - Mobile Equipment Servicer	13.61***
05130 - Motor Equipment Metal Mechanic	17.58
05160 - Motor Equipment Metal Worker	15.60***
05190 - Motor Vehicle Mechanic	17.58
05220 - Motor Vehicle Mechanic Helper	12.88***
05250 - Motor Vehicle Upholstery Worker	14.54***
05280 - Motor Vehicle Wrecker	15.60***
05310 - Painter, Automotive	16.58
05340 - Radiator Repair Specialist	15.60***
05370 - Tire Repairer	14.24***
05400 - Transmission Repair Specialist	17.58
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.52***
07041 - Cook I	10.58***
07042 - Cook II	12.23***
07070 - Dishwasher	10.08***
07130 - Food Service Worker	10.64***

07210 - Meat Cutter	16.55
07260 - Waiter/Waitress	9.57***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.71
09040 - Furniture Handler	12.12***
09080 - Furniture Refinisher	19.58
09090 - Furniture Refinisher Helper	14.66***
09110 - Furniture Repairer, Minor	17.17
09130 - Upholsterer	18.03
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	12.56***
11060 - Elevator Operator	11.54***
11090 - Gardener	17.75
11122 - Housekeeping Aide	11.54***
11150 - Janitor	11.54***
11210 - Laborer, Grounds Maintenance	13.50***
11240 - Maid or Houseman	10.44***
11260 - Pruner	12.15***
11270 - Tractor Operator	16.36
11330 - Trail Maintenance Worker	13.50***
11360 - Window Cleaner	12.82***
12000 - Health Occupations	
12010 - Ambulance Driver	17.77
12011 - Breath Alcohol Technician	19.32
12012 - Certified Occupational Therapist Assistant	29.72
12015 - Certified Physical Therapist Assistant	27.12
12020 - Dental Assistant	16.47
12025 - Dental Hygienist	29.25
12030 - EKG Technician	20.88
12035 - Electroneurodiagnostic Technologist	20.88
12040 - Emergency Medical Technician	17.77
12071 - Licensed Practical Nurse I	17.28
12072 - Licensed Practical Nurse II	19.32
12073 - Licensed Practical Nurse III	21.54
12100 - Medical Assistant	14.85***
12130 - Medical Laboratory Technician	21.74
12160 - Medical Record Clerk	14.75***
12190 - Medical Record Technician	16.51
12195 - Medical Transcriptionist	16.48
12210 - Nuclear Medicine Technologist	33.74
12221 - Nursing Assistant I	11.75***
12222 - Nursing Assistant II	13.21***
12223 - Nursing Assistant III	14.41***
12224 - Nursing Assistant IV	16.19***
12235 - Optical Dispenser	16.24
12236 - Optical Technician	17.28
12250 - Pharmacy Technician	16.57
12280 - Phlebotomist	14.44***
12305 - Radiologic Technologist	24.54
12311 - Registered Nurse I	24.70
12312 - Registered Nurse II	30.20
12313 - Registered Nurse II, Specialist	30.20
12314 - Registered Nurse III	36.54
12315 - Registered Nurse III, Anesthetist	36.54
12316 - Registered Nurse IV	43.80
12317 - Scheduler (Drug and Alcohol Testing)	23.95

12320 - Substance Abuse Treatment Counselor	19.56
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	17.22
13012 - Exhibits Specialist II	21.32
13013 - Exhibits Specialist III	26.09
13041 - Illustrator I	17.22
13042 - Illustrator II	21.32
13043 - Illustrator III	26.09
13047 - Librarian	23.62
13050 - Library Aide/Clerk	10.99***
13054 - Library Information Technology Systems Administrator	21.32
13058 - Library Technician	14.31***
13061 - Media Specialist I	15.39***
13062 - Media Specialist II	17.22
13063 - Media Specialist III	19.19
13071 - Photographer I	17.22
13072 - Photographer II	19.26
13073 - Photographer III	23.86
13074 - Photographer IV	29.19
13075 - Photographer V	35.32
13090 - Technical Order Library Clerk	15.74***
13110 - Video Teleconference Technician	17.44
14000 - Information Technology Occupations	
14041 - Computer Operator I	16.87
14042 - Computer Operator II	18.88
14043 - Computer Operator III	21.03
14044 - Computer Operator IV	23.38
14045 - Computer Operator V	25.89
14071 - Computer Programmer I	(see 1) 19.86
14072 - Computer Programmer II	(see 1) 24.61
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	16.87
14160 - Personal Computer Support Technician	23.38
14170 - System Support Specialist	24.82
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	30.29
15020 - Aircrew Training Devices Instructor (Rated)	36.64
15030 - Air Crew Training Devices Instructor (Pilot)	43.93
15050 - Computer Based Training Specialist / Instructor	30.29
15060 - Educational Technologist	27.84
15070 - Flight Instructor (Pilot)	43.93
15080 - Graphic Artist	18.88
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	43.93
15086 - Maintenance Test Pilot, Rotary Wing	43.93
15088 - Non-Maintenance Test/Co-Pilot	43.93
15090 - Technical Instructor	20.47
15095 - Technical Instructor/Course Developer	25.04
15110 - Test Proctor	16.49
15120 - Tutor	16.49
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	10.00***

16030 - Counter Attendant	10.00***
16040 - Dry Cleaner	11.49***
16070 - Finisher, Flatwork, Machine	10.00***
16090 - Presser, Hand	10.00***
16110 - Presser, Machine, Drycleaning	10.00***
16130 - Presser, Machine, Shirts	10.00***
16160 - Presser, Machine, Wearing Apparel, Laundry	10.00***
16190 - Sewing Machine Operator	11.99***
16220 - Tailor	12.55***
16250 - Washer, Machine	10.44***
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	20.34
19040 - Tool And Die Maker	24.96
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	17.08
21030 - Material Coordinator	19.80
21040 - Material Expediter	19.80
21050 - Material Handling Laborer	13.87***
21071 - Order Filler	13.78***
21080 - Production Line Worker (Food Processing)	17.08
21110 - Shipping Packer	15.85***
21130 - Shipping/Receiving Clerk	15.85***
21140 - Store Worker I	12.76***
21150 - Stock Clerk	17.51
21210 - Tools And Parts Attendant	17.08
21410 - Warehouse Specialist	17.08
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	29.23
23019 - Aircraft Logs and Records Technician	22.98
23021 - Aircraft Mechanic I	27.73
23022 - Aircraft Mechanic II	29.23
23023 - Aircraft Mechanic III	30.53
23040 - Aircraft Mechanic Helper	20.06
23050 - Aircraft, Painter	26.16
23060 - Aircraft Servicer	22.98
23070 - Aircraft Survival Flight Equipment Technician	26.16
23080 - Aircraft Worker	24.64
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	24.64
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	27.73
23110 - Appliance Mechanic	20.34
23120 - Bicycle Repairer	16.55
23125 - Cable Splicer	30.34
23130 - Carpenter, Maintenance	17.90
23140 - Carpet Layer	17.30
23160 - Electrician, Maintenance	22.55
23181 - Electronics Technician Maintenance I	26.59
23182 - Electronics Technician Maintenance II	28.26
23183 - Electronics Technician Maintenance III	29.97
23260 - Fabric Worker	19.33
23290 - Fire Alarm System Mechanic	18.88
23310 - Fire Extinguisher Repairer	16.55
23311 - Fuel Distribution System Mechanic	26.05
23312 - Fuel Distribution System Operator	20.41
23370 - General Maintenance Worker	17.79

23380 - Ground Support Equipment Mechanic	27.73
23381 - Ground Support Equipment Servicer	22.98
23382 - Ground Support Equipment Worker	24.64
23391 - Gunsmith I	16.55
23392 - Gunsmith II	19.14
23393 - Gunsmith III	21.57
23410 - Heating, Ventilation And Air-Conditioning Mechanic	19.31
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	20.34
23430 - Heavy Equipment Mechanic	24.20
23440 - Heavy Equipment Operator	18.93
23460 - Instrument Mechanic	21.57
23465 - Laboratory/Shelter Mechanic	20.34
23470 - Laborer	13.87***
23510 - Locksmith	20.34
23530 - Machinery Maintenance Mechanic	22.96
23550 - Machinist, Maintenance	20.79
23580 - Maintenance Trades Helper	14.75***
23591 - Metrology Technician I	21.57
23592 - Metrology Technician II	22.72
23593 - Metrology Technician III	23.86
23640 - Millwright	23.57
23710 - Office Appliance Repairer	18.10
23760 - Painter, Maintenance	17.52
23790 - Pipefitter, Maintenance	23.56
23810 - Plumber, Maintenance	22.22
23820 - Pneudraulic Systems Mechanic	21.57
23850 - Rigger	21.57
23870 - Scale Mechanic	19.14
23890 - Sheet-Metal Worker, Maintenance	18.37
23910 - Small Engine Mechanic	18.79
23931 - Telecommunications Mechanic I	27.64
23932 - Telecommunications Mechanic II	29.11
23950 - Telephone Lineman	21.99
23960 - Welder, Combination, Maintenance	19.94
23965 - Well Driller	21.57
23970 - Woodcraft Worker	21.57
23980 - Woodworker	16.55
24000 - Personal Needs Occupations	
24550 - Case Manager	13.84***
24570 - Child Care Attendant	9.84***
24580 - Child Care Center Clerk	12.91***
24610 - Chore Aide	10.62***
24620 - Family Readiness And Support Services Coordinator	13.84***
24630 - Homemaker	14.95***
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	23.09
25040 - Sewage Plant Operator	20.09
25070 - Stationary Engineer	23.09
25190 - Ventilation Equipment Tender	16.31
25210 - Water Treatment Plant Operator	20.09
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.18***
27007 - Baggage Inspector	11.57***

27008 - Corrections Officer	13.92***
27010 - Court Security Officer	15.74***
27030 - Detection Dog Handler	14.41***
27040 - Detention Officer	13.92***
27070 - Firefighter	15.58***
27101 - Guard I	11.57***
27102 - Guard II	14.41***
27131 - Police Officer I	18.47
27132 - Police Officer II	20.53
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.67***
28042 - Carnival Equipment Repairer	15.89***
28043 - Carnival Worker	10.98***
28210 - Gate Attendant/Gate Tender	15.40***
28310 - Lifeguard	12.47***
28350 - Park Attendant (Aide)	17.23
28510 - Recreation Aide/Health Facility Attendant	12.57***
28515 - Recreation Specialist	20.64
28630 - Sports Official	13.72***
28690 - Swimming Pool Operator	18.77
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.06
29020 - Hatch Tender	22.06
29030 - Line Handler	22.06
29041 - Stevedore I	20.56
29042 - Stevedore II	23.44
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	43.06
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	29.69
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	32.70
30021 - Archeological Technician I	17.48
30022 - Archeological Technician II	19.55
30023 - Archeological Technician III	24.23
30030 - Cartographic Technician	24.23
30040 - Civil Engineering Technician	18.97
30051 - Cryogenic Technician I	26.83
30052 - Cryogenic Technician II	29.63
30061 - Drafter/CAD Operator I	17.48
30062 - Drafter/CAD Operator II	19.55
30063 - Drafter/CAD Operator III	21.80
30064 - Drafter/CAD Operator IV	26.83
30081 - Engineering Technician I	15.78***
30082 - Engineering Technician II	17.72
30083 - Engineering Technician III	19.82
30084 - Engineering Technician IV	24.56
30085 - Engineering Technician V	30.03
30086 - Engineering Technician VI	36.33
30090 - Environmental Technician	24.23
30095 - Evidence Control Specialist	24.23
30210 - Laboratory Technician	23.77
30221 - Latent Fingerprint Technician I	26.83
30222 - Latent Fingerprint Technician II	29.63
30240 - Mathematical Technician	24.23
30361 - Paralegal/Legal Assistant I	18.07
30362 - Paralegal/Legal Assistant II	22.40
30363 - Paralegal/Legal Assistant III	27.38

30364 - Paralegal/Legal Assistant IV	33.13
30375 - Petroleum Supply Specialist	29.63
30390 - Photo-Optics Technician	24.23
30395 - Radiation Control Technician	29.63
30461 - Technical Writer I	24.23
30462 - Technical Writer II	29.63
30463 - Technical Writer III	35.85
30491 - Unexploded Ordnance (UXO) Technician I	27.37
30492 - Unexploded Ordnance (UXO) Technician II	33.11
30493 - Unexploded Ordnance (UXO) Technician III	39.69
30494 - Unexploded (UXO) Safety Escort	27.37
30495 - Unexploded (UXO) Sweep Personnel	27.37
30501 - Weather Forecaster I	26.83
30502 - Weather Forecaster II	32.63
30620 - Weather Observer, Combined Upper Air Or Surface Programs	21.80
30621 - Weather Observer, Senior	24.23
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	33.11
31020 - Bus Aide	11.81***
31030 - Bus Driver	16.71
31043 - Driver Courier	15.70***
31260 - Parking and Lot Attendant	11.94***
31290 - Shuttle Bus Driver	15.09***
31310 - Taxi Driver	9.67***
31361 - Truckdriver, Light	17.03
31362 - Truckdriver, Medium	18.37
31363 - Truckdriver, Heavy	22.99
31364 - Truckdriver, Tractor-Trailer	22.99
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.14***
99030 - Cashier	10.11***
99050 - Desk Clerk	10.14***
99095 - Embalmer	24.65
99130 - Flight Follower	27.37
99251 - Laboratory Animal Caretaker I	13.00***
99252 - Laboratory Animal Caretaker II	14.11***
99260 - Marketing Analyst	24.81
99310 - Mortician	24.65
99410 - Pest Controller	19.64
99510 - Photofinishing Worker	15.84***
99710 - Recycling Laborer	17.80
99711 - Recycling Specialist	21.51
99730 - Refuse Collector	16.02***
99810 - Sales Clerk	11.42***
99820 - School Crossing Guard	13.58***
99830 - Survey Party Chief	25.67
99831 - Surveying Aide	17.29
99832 - Surveying Technician	23.68
99840 - Vending Machine Attendant	17.05
99841 - Vending Machine Repairer	21.43
99842 - Vending Machine Repairer Helper	17.05

\*\*\*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.

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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](http://www.dol.gov/whd/govcontracts).

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.98 per hour, up to 40 hours per week, or \$199.20 per week or \$863.20 per month

HEALTH & WELFARE EO 13706: \$4.57 per hour, up to 40 hours per week, or \$182.80 per week, or \$792.13 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, 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))."