

Attachment J39

Department of Labor Wage Determination

Mississippi

No.: 1994-2297

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WAGE DETERMINATION NO: 94-2297 REV (15) AREA: MS,JACKSON

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REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
 FOR OFFICIAL USE ONLY BY FEDERAL AGENCIES PARTICIPATING IN MOU WITH DOL
 WASHINGTON D.C. 20210

William W.Gross Division of
 Director Wage Determinations

Wage Determination No.: 1994-2297
 Revision No.: 15
 Date Of Last Revision: 06/05/2000

State: **Mississippi**

Area: **Mississippi** Counties of Adams, Amite, Attala, Claiborne, Copiah, Covington, Fr
Hinds, Holmes, Humphreys, Issaquena, Jefferson, Jefferson Davis, Lamar, Lawrence, Le
 Lincoln, Madison, Marion, Pike, Rankin, Scott, Sharkey, Simpson, Smith, Walthall, Wa
 Wilkinson, Yazoo

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

OCCUPATION TITLE	MINIMUM WAGE RATE
Mortician	16.57
School Crossing Guard (Crosswalk Attendant)	5.53
Administrative Support and Clerical Occupations	
Accounting Clerk I	6.99
Accounting Clerk II	8.47
Accounting Clerk III	11.07
Accounting Clerk IV	13.18
Court Reporter	9.44
Dispatcher, Motor Vehicle	8.30
Document Preparation Clerk	7.16
Duplicating Machine Operator	10.27
Film/Tape Librarian	7.54
General Clerk I	6.33
General Clerk II	7.76
General Clerk III	8.45
General Clerk IV	9.48
Housing Referral Assistant	11.35
Key Entry Operator I	8.81
Key Entry Operator II	8.96
Messenger (Courier)	6.33
Order Clerk I	6.99
Order Clerk II	8.47
Personnel Assistant (Employment) I	7.83
Personnel Assistant (Employment) II	9.97
Personnel Assistant (Employment) III	10.87
Personnel Assistant (Employment) IV	12.21
Production Control Clerk	10.10
Rental Clerk	8.51
Scheduler, Maintenance	8.51
Secretary I	8.51
Secretary II	9.44
Secretary III	12.26

Secretary IV	14.85
Secretary V	15.05
Service Order Dispatcher	7.28
Stenographer I	9.88
Stenographer II	10.48
Supply Technician	10.47
Survey Worker (Interviewer)	9.44
Switchboard Operator-Receptionist	8.82
Test Examiner	9.44
Test Proctor	9.44
Travel Clerk I	8.06
Travel Clerk II	8.44
Travel Clerk III	8.86
Word Processor I	7.02
Word Processor II	9.22
Word Processor III	9.42
Automatic Data Processing Occupations	
Computer Data Librarian	8.24
Computer Operator I	8.24
Computer Operator II	12.35
Computer Operator III	15.19
Computer Operator IV	19.41
Computer Operator V	21.50
Computer Programmer I (1)	12.05
Computer Programmer II (1)	14.20
Computer Programmer III (1)	18.32
Computer Programmer IV (1)	21.31
Computer Systems Analyst I (1)	17.50
Computer Systems Analyst II (1)	21.56
Computer Systems Analyst III (1)	22.39
Peripheral Equipment Operator	8.64
Automotive Service Occupations	
Automotive Body Repairer, Fiberglass	16.14
Automotive Glass Installer	14.52
Automotive Worker	14.52
Electrician, Automotive	15.33
Mobile Equipment Service	12.75
Motor Equipment Metal Mechanic	16.14
Motor Equipment Metal Worker	14.52
Motor Vehicle Mechanic	15.53
Motor Vehicle Mechanic Helper	11.78
Motor Vehicle Upholstery Worker	13.56
Motor Vehicle Wrecker	14.52
Painter, Automotive	15.33
Radiator Repair Specialist	14.52
Tire Repairer	12.92
Transmission Repair Specialist	16.14
Food Preparation and Service Occupations	
Baker	9.23
Cook I	8.12
Cook II	9.23
Dishwasher	5.53
Food Service Worker	5.53
Meat Cutter	9.23
Waiter/Waitress	6.19
Furniture Maintenance and Repair Occupations	
Electrostatic Spray Painter	15.33
Furniture Handler	9.68
Furniture Refinisher	15.33
Furniture Refinisher Helper	11.79
Furniture Repairer, Minor	13.56
Upholsterer	15.33
General Services and Support Occupations	
Cleaner, Vehicles	5.53

Elevator Operator	5.53
Gardener	8.12
House Keeping Aid I	5.33
House Keeping Aid II	5.93
Janitor	5.53
Laborer, Grounds Maintenance	5.53
Maid or Houseman	5.33
Pest Controller	8.62
Refuse Collector	5.53
Tractor Operator	7.51
Window Cleaner	6.19
Health Occupations	
Dental Assistant	10.93
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	10.93
Licensed Practical Nurse I	8.71
Licensed Practical Nurse II	9.77
Licensed Practical Nurse III	10.93
Medical Assistant	9.77
Medical Laboratory Technician	9.77
Medical Record Clerk	9.77
Medical Record Technician	13.54
Nursing Assistant I	7.10
Nursing Assistant II	7.98
Nursing Assistant III	8.71
Nursing Assistant IV	9.77
Pharmacy Technician	12.19
Phlebotomist	9.77
Registered Nurse I	13.54
Registered Nurse II	16.57
Registered Nurse II, Specialist	16.57
Registered Nurse III	20.05
Registered Nurse III, Anesthetist	20.05
Registered Nurse IV	24.02
Information and Arts Occupations	
Audiovisual Librarian	14.85
Exhibits Specialist I	10.27
Exhibits Specialist II	11.57
Exhibits Specialist III	14.47
Illustrator I	10.27
Illustrator II	11.57
Illustrator III	14.47
Librarian	15.05
Library Technician	9.44
Photographer I	10.27
Photographer II	11.57
Photographer III	13.95
Photographer IV	17.70
Photographer V	21.40
Laundry, Dry Cleaning, Pressing and Related Occupations	
Assembler	6.23
Counter Attendant	6.23
Dry Cleaner	7.22
Finisher, Flatwork, Machine	6.23
Presser, Hand	6.23
Presser, Machine, Drycleaning	6.23
Presser, Machine, Shirts	6.23
Presser, Machine, Wearing Apparel, Laundry	6.23
Sewing Machine Operator	7.63
Tailor	8.04
Washer, Machine	6.58
Machine Tool Operation and Repair Occupations	
Machine-Tool Operator (Toolroom)	15.32
Tool and Die Maker	18.56
Material Handling and Packing Occupations	

Forklift Operator	9.37
Fuel Distribution System Operator	13.99
Material Coordinator	11.62
Material Expediter	11.62
Material Handling Laborer	7.35
Order Filler	9.08
Production Line Worker (Food Processing)	8.42
Shipping Packer	9.25
Shipping/Receiving Clerk	8.02
Stock Clerk (Shelf Stocker; Store Worker II)	8.11
Store Worker I	7.09
Tools and Parts Attendant	11.63
Warehouse Specialist	8.42
Mechanics and Maintenance and Repair Occupations	
Aircraft Mechanic	16.14
Aircraft Mechanic Helper	11.78
Aircraft Quality Control Inspector	16.94
Aircraft Servicer	13.56
Aircraft Worker	14.52
Appliance Mechanic	15.32
Bicycle Repairer	12.32
Cable Splicer	16.14
Carpenter, Maintenance	15.33
Carpet Layer	14.52
Electrician, Maintenance	22.67
Electronics Technician, Maintenance I	16.50
Electronics Technician, Maintenance II	17.35
Electronics Technician, Maintenance III	18.30
Fabric Worker	13.56
Fire Alarm System Mechanic	16.14
Fire Extinguisher Repairer	13.18
Fuel Distribution System Mechanic	16.14
General Maintenance Worker	14.52
Heating, Refrigeration and Air Conditioning Mechanic	16.14
Heavy Equipment Mechanic	16.14
Heavy Equipment Operator	16.14
Instrument Mechanic	16.14
Laborer	5.53
Locksmith	15.33
Machinery Maintenance Mechanic	16.14
Machinist, Maintenance	16.14
Maintenance Trades Helper	11.78
Millwright	16.14
Office Appliance Repairer	15.33
Painter, Aircraft	15.33
Painter, Maintenance	15.33
Pipefitter, Maintenance	16.14
Plumber, Maintenance	15.33
Pneudraulic Systems Mechanic	16.14
Rigger	16.14
Scale Mechanic	14.52
Sheet-Metal Worker, Maintenance	16.14
Small Engine Mechanic	14.52
Telecommunication Mechanic I	16.14
Telecommunication Mechanic II	16.94
Telephone Lineman	16.14
Welder, Combination, Maintenance	16.14
Well Driller	16.14
Woodcraft Worker	16.14
Woodworker	13.97
Miscellaneous Occupations	
Animal Caretaker	5.53
Carnival Equipment Operator	7.51
Carnival Equipment Repairer	8.12

Carnival Worker	5.53
Desk Clerk	6.76
Embalmer	16.57
Lifeguard	6.02
Park Attendant (Aide)	7.59
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	6.02
Recreation Specialist	9.38
Recycling Worker	7.51
Sales Clerk	6.02
Sport Official	6.02
Survey Party Chief (Chief of Party)	7.68
Surveying Aide	5.33
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	6.66
Swimming Pool Operator	9.23
Vending Machine Attendant	7.51
Vending Machine Repairer	9.23
Vending Machine Repairer Helper	7.51
Personal Needs Occupations	
Child Care Attendant	6.76
Child Care Center Clerk	8.46
Chore Aid	5.33
Homemaker	9.38
Plant and System Operation Occupations	
Boiler Tender	16.14
Sewage Plant Operator	15.33
Stationary Engineer	16.14
Ventilation Equipment Tender	11.78
Water Treatment Plant Operator	15.33
Protective Service Occupations	
Alarm Monitor	8.32
Corrections Officer	10.37
Court Security Officer	12.33
Detention Officer	10.37
Firefighter	11.86
Guard I	5.66
Guard II	8.32
Police Officer I	14.75
Stevedoring/Longshoremen Occupations	
Blocker and Bracer	10.32
Hatch Tender	10.32
Line Handler	10.32
Stevedore I	9.68
Stevedore II	10.90
Technical Occupations	
Air Traffic Control Specialist, Center (2)	26.07
Air Traffic Control Specialist, Station (2)	17.98
Air Traffic Control Specialist, Terminal (2)	19.75
Archeological Technician I	7.61
Archeological Technician II	8.38
Archeological Technician III	10.39
Cartographic Technician	10.39
Cashier	5.65
Civil Engineering Technician	12.66
Computer Based Training (CBT) Specialist/ Instructor	15.86
Drafter I	10.27
Drafter II	11.53
Drafter III	14.47
Drafter IV	17.91
Engineering Technician I	6.68
Engineering Technician II	7.50
Engineering Technician III	8.39
Engineering Technician IV	10.39
Engineering Technician V	14.99
Engineering Technician VI	16.50

Environmental Technician	11.83
Flight Simulator/Instructor (Pilot)	19.82
Graphic Artist	15.86
Instructor	14.78
Laboratory Technician	11.44
Mathematical Technician	10.39
Paralegal/Legal Assistant I	10.06
Paralegal/Legal Assistant II	14.42
Paralegal/Legal Assistant III	17.64
Paralegal/Legal Assistant IV	21.34
Photooptics Technician	10.39
Technical Writer	17.61
Unexploded (UXO) Safety Escort	16.57
Unexploded (UXO) Sweep Personnel	16.57
Unexploded Ordnance (UXO) Technician I	16.57
Unexploded Ordnance (UXO) Technician II	20.05
Unexploded Ordnance (UXO) Technician III	24.02
Weather Observer, Combined Upper Air and Surface Programs (3)	12.35
Weather Observer, Senior (3)	14.01
Weather Observer, Upper Air (3)	12.35
Transportation/ Mobile Equipment Operation Occupations	
Bus Driver	9.14
Parking and Lot Attendant	5.82
Shuttle Bus Driver	7.47
Taxi Driver	7.01
Truckdriver, Heavy Truck	11.85
Truckdriver, Light Truck	8.54
Truckdriver, Medium Truck	9.14
Truckdriver, Tractor-Trailer	11.85

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$1.92 an hour or \$76.80 a week or \$332.80 a month.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or success weeks after 8 years, and 4 weeks after 20 years. Length of service includes the who of continuous service with the present contractor or successor, wherever employed, a the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther Ki Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Co Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitu any of the named holidays another day off with pay in accordance with a plan communi to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, o professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. rate of basic pay plus a night pay differential amounting to 10 percent of the rate basic pay.

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a r tour of duty, you will earn a night differential and receive an additional 10% of ba for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours week) and Sunday is part of your regularly scheduled workweek, you are paid at your basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday wo which is not overtime (i.e. occasional work on Sunday outside the normal tour of dut considered overtime work).

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (eith the terms of the Government contract, by the employer, by the state or local law, et the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) uniforms is an expense that may not be borne by an employee where such cost reduces hourly rate below that required by the wage determination. The Department of Labor w 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 (\$0.67 cents per day). However, in those instances where the uniforms furnished are "wash and wear" materials, may be routinely washed and dried with other personal gear 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.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by Third Supplement, dated March 1997, unless otherwise indicated. This publication was obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form (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), 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. Such conformed classes of employees shall be paid monetary wages and furnished the fringe benefits as are determined. Such conformance process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and fringe benefits shall be retroactive to the commencement date of the contract. {See 4.6 (C)(vi)} 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 classification and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order of priority the 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 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 to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b) Regulations 29 CFR Part 4).
- 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 decision to the contractor.
- 6) The contractor informs the affected employees.

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" (the Directory) should be used to compare job definitions to insure that duties required 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 in an established wage determination. Conformances may not be used to artificially

