

"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.: 2015-4191 Revision No.: 23 Date Of Last Revision: 06/30/2023

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.

State: New Jersey

Area: New Jersey Counties of Burlington, Camden, Gloucester

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		18.36
01012 - Accounting Clerk II		20.62
01013 - Accounting Clerk III		23.06
01020 - Administrative Assistant		32.88
01035 - Court Reporter		31.41
01041 - Customer Service Representative I		15.60***
01042 - Customer Service Representative II		17.02
01043 - Customer Service Representative III		19.12
01051 - Data Entry Operator I		16.99
01052 - Data Entry Operator II		18.54
01060 - Dispatcher, Motor Vehicle		22.38
01070 - Document Preparation Clerk		18.16
01090 - Duplicating Machine Operator		18.16
01111 - General Clerk I		16.32
01112 - General Clerk II		17.81
01113 - General Clerk III		20.00

01120 - Housing Referral Assistant	24.11
01141 - Messenger Courier	16.77
01191 - Order Clerk I	16.53
01192 - Order Clerk II	18.03
01261 - Personnel Assistant (Employment) I	19.08
01262 - Personnel Assistant (Employment) II	21.34
01263 - Personnel Assistant (Employment) III	23.79
01270 - Production Control Clerk	25.39
01290 - Rental Clerk	17.19
01300 - Scheduler, Maintenance	19.30
01311 - Secretary I	19.30
01312 - Secretary II	21.84
01313 - Secretary III	24.11
01320 - Service Order Dispatcher	20.01
01410 - Supply Technician	32.88
01420 - Survey Worker	20.37
01460 - Switchboard Operator/Receptionist	16.88
01531 - Travel Clerk I	19.82
01532 - Travel Clerk II	20.94
01533 - Travel Clerk III	22.51
01611 - Word Processor I	16.65
01612 - Word Processor II	18.70
01613 - Word Processor III	20.91
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	25.61
05010 - Automotive Electrician	23.45
05040 - Automotive Glass Installer	22.46
05070 - Automotive Worker	22.46
05110 - Mobile Equipment Servicer	20.79
05130 - Motor Equipment Metal Mechanic	24.35
05160 - Motor Equipment Metal Worker	22.46
05190 - Motor Vehicle Mechanic	24.35
05220 - Motor Vehicle Mechanic Helper	19.84
05250 - Motor Vehicle Upholstery Worker	21.59
05280 - Motor Vehicle Wrecker	22.46
05310 - Painter, Automotive	23.45
05340 - Radiator Repair Specialist	22.46
05370 - Tire Repairer	16.38
05400 - Transmission Repair Specialist	24.35
07000 - Food Preparation And Service Occupations	
07010 - Baker	15.80***
07041 - Cook I	18.07
07042 - Cook II	19.90
07070 - Dishwasher	13.69***
07130 - Food Service Worker	14.02***
07210 - Meat Cutter	21.89
07260 - Waiter/Waitress	13.78***
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.94
09040 - Furniture Handler	17.39
09080 - Furniture Refinisher	22.85
09090 - Furniture Refinisher Helper	19.50
09110 - Furniture Repairer, Minor	21.21
09130 - Upholsterer	19.43
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	14.82***
11060 - Elevator Operator	14.82***
11090 - Gardener	21.72
11122 - Housekeeping Aide	16.12***
11150 - Janitor	16.12***
11210 - Laborer, Grounds Maintenance	17.76
11240 - Maid or Houseman	14.90***
11260 - Pruner	16.39
11270 - Tractor Operator	20.45
11330 - Trail Maintenance Worker	17.76

11360 - Window Cleaner	17.46
12000 - Health Occupations	
12010 - Ambulance Driver	19.23
12011 - Breath Alcohol Technician	25.89
12012 - Certified Occupational Therapist Assistant	30.49
12015 - Certified Physical Therapist Assistant	30.09
12020 - Dental Assistant	22.69
12025 - Dental Hygienist	42.78
12030 - EKG Technician	35.61
12035 - Electroneurodiagnostic Technologist	35.61
12040 - Emergency Medical Technician	19.23
12071 - Licensed Practical Nurse I	23.15
12072 - Licensed Practical Nurse II	25.89
12073 - Licensed Practical Nurse III	28.86
12100 - Medical Assistant	19.01
12130 - Medical Laboratory Technician	29.64
12160 - Medical Record Clerk	21.15
12190 - Medical Record Technician	24.61
12195 - Medical Transcriptionist	20.79
12210 - Nuclear Medicine Technologist	43.40
12221 - Nursing Assistant I	13.28***
12222 - Nursing Assistant II	14.92***
12223 - Nursing Assistant III	16.28
12224 - Nursing Assistant IV	18.29
12235 - Optical Dispenser	28.65
12236 - Optical Technician	20.09
12250 - Pharmacy Technician	17.88
12280 - Phlebotomist	20.49
12305 - Radiologic Technologist	35.33
12311 - Registered Nurse I	29.51
12312 - Registered Nurse II	33.65
12313 - Registered Nurse II, Specialist	33.65
12314 - Registered Nurse III	40.71
12315 - Registered Nurse III, Anesthetist	40.71
12316 - Registered Nurse IV	48.80
12317 - Scheduler (Drug and Alcohol Testing)	32.08
12320 - Substance Abuse Treatment Counselor	24.45
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	22.93
13012 - Exhibits Specialist II	28.77
13013 - Exhibits Specialist III	35.16
13041 - Illustrator I	22.94
13042 - Illustrator II	30.61
13043 - Illustrator III	37.43
13047 - Librarian	31.00
13050 - Library Aide/Clerk	16.83
13054 - Library Information Technology Systems Administrator	27.98
13058 - Library Technician	20.96
13061 - Media Specialist I	20.06
13062 - Media Specialist II	22.44
13063 - Media Specialist III	25.02
13071 - Photographer I	19.31
13072 - Photographer II	21.62
13073 - Photographer III	26.78
13074 - Photographer IV	32.76
13075 - Photographer V	39.63
13090 - Technical Order Library Clerk	17.72
13110 - Video Teleconference Technician	24.94
14000 - Information Technology Occupations	
14041 - Computer Operator I	22.39
14042 - Computer Operator II	25.05
14043 - Computer Operator III	27.91
14044 - Computer Operator IV	31.02
14045 - Computer Operator V	34.35

14071 - Computer Programmer I	(see 1)	
14072 - Computer Programmer II	(see 1)	
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		22.39
14160 - Personal Computer Support Technician		31.02
14170 - System Support Specialist		35.82
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		33.89
15020 - Aircrew Training Devices Instructor (Rated)		41.01
15030 - Air Crew Training Devices Instructor (Pilot)		49.16
15050 - Computer Based Training Specialist / Instructor		33.89
15060 - Educational Technologist		38.04
15070 - Flight Instructor (Pilot)		49.16
15080 - Graphic Artist		29.02
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		49.16
15086 - Maintenance Test Pilot, Rotary Wing		49.16
15088 - Non-Maintenance Test/Co-Pilot		49.16
15090 - Technical Instructor		27.58
15095 - Technical Instructor/Course Developer		33.72
15110 - Test Proctor		22.25
15120 - Tutor		22.25
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		15.46***
16030 - Counter Attendant		15.46***
16040 - Dry Cleaner		17.68
16070 - Finisher, Flatwork, Machine		15.46***
16090 - Presser, Hand		15.46***
16110 - Presser, Machine, Drycleaning		15.46***
16130 - Presser, Machine, Shirts		15.46***
16160 - Presser, Machine, Wearing Apparel, Laundry		15.46***
16190 - Sewing Machine Operator		18.42
16220 - Tailor		19.16
16250 - Washer, Machine		16.20
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		26.72
19040 - Tool And Die Maker		30.88
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		21.57
21030 - Material Coordinator		25.30
21040 - Material Expediter		25.30
21050 - Material Handling Laborer		18.00
21071 - Order Filler		16.23
21080 - Production Line Worker (Food Processing)		21.57
21110 - Shipping Packer		19.10
21130 - Shipping/Receiving Clerk		19.10
21140 - Store Worker I		18.11
21150 - Stock Clerk		22.98
21210 - Tools And Parts Attendant		21.57
21410 - Warehouse Specialist		21.57
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		38.46
23019 - Aircraft Logs and Records Technician		32.63
23021 - Aircraft Mechanic I		36.98
23022 - Aircraft Mechanic II		38.46
23023 - Aircraft Mechanic III		39.83
23040 - Aircraft Mechanic Helper		29.16
23050 - Aircraft, Painter		35.61
23060 - Aircraft Servicer		32.63
23070 - Aircraft Survival Flight Equipment Technician		35.61
23080 - Aircraft Worker		34.11
23091 - Aircrew Life Support Equipment (ALSE) Mechanic		34.11

I	
23092 - Aircrew Life Support Equipment (ALSE) Mechanic	36.98
II	
23110 - Appliance Mechanic	27.62
23120 - Bicycle Repairer	18.69
23125 - Cable Splicer	50.36
23130 - Carpenter, Maintenance	28.13
23140 - Carpet Layer	27.31
23160 - Electrician, Maintenance	34.72
23181 - Electronics Technician Maintenance I	30.05
23182 - Electronics Technician Maintenance II	31.37
23183 - Electronics Technician Maintenance III	32.58
23260 - Fabric Worker	28.25
23290 - Fire Alarm System Mechanic	28.24
23310 - Fire Extinguisher Repairer	26.81
23311 - Fuel Distribution System Mechanic	37.02
23312 - Fuel Distribution System Operator	31.00
23370 - General Maintenance Worker	22.43
23380 - Ground Support Equipment Mechanic	36.98
23381 - Ground Support Equipment Servicer	32.63
23382 - Ground Support Equipment Worker	34.11
23391 - Gunsmith I	26.81
23392 - Gunsmith II	29.53
23393 - Gunsmith III	32.02
23410 - Heating, Ventilation And Air-Conditioning Mechanic	28.73
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	29.88
23430 - Heavy Equipment Mechanic	29.65
23440 - Heavy Equipment Operator	34.13
23460 - Instrument Mechanic	35.63
23465 - Laboratory/Shelter Mechanic	30.83
23470 - Laborer	18.00
23510 - Locksmith	32.33
23530 - Machinery Maintenance Mechanic	30.21
23550 - Machinist, Maintenance	27.78
23580 - Maintenance Trades Helper	18.52
23591 - Metrology Technician I	35.63
23592 - Metrology Technician II	37.07
23593 - Metrology Technician III	38.39
23640 - Millwright	30.78
23710 - Office Appliance Repairer	23.64
23760 - Painter, Maintenance	23.53
23790 - Pipefitter, Maintenance	31.73
23810 - Plumber, Maintenance	30.55
23820 - Pneudraulic Systems Mechanic	32.02
23850 - Rigger	29.56
23870 - Scale Mechanic	29.53
23890 - Sheet-Metal Worker, Maintenance	35.57
23910 - Small Engine Mechanic	22.28
23931 - Telecommunications Mechanic I	29.95
23932 - Telecommunications Mechanic II	31.15
23950 - Telephone Lineman	42.83
23960 - Welder, Combination, Maintenance	23.93
23965 - Well Driller	28.93
23970 - Woodcraft Worker	32.02
23980 - Woodworker	26.81
24000 - Personal Needs Occupations	
24550 - Case Manager	19.76
24570 - Child Care Attendant	13.91***
24580 - Child Care Center Clerk	17.34
24610 - Chore Aide	13.98***
24620 - Family Readiness And Support Services Coordinator	19.76
24630 - Homemaker	19.76

25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	34.56
25040 - Sewage Plant Operator	31.39
25070 - Stationary Engineer	34.56
25190 - Ventilation Equipment Tender	27.25
25210 - Water Treatment Plant Operator	31.39
27000 - Protective Service Occupations	
27004 - Alarm Monitor	24.42
27007 - Baggage Inspector	15.32***
27008 - Corrections Officer	32.33
27010 - Court Security Officer	33.73
27030 - Detection Dog Handler	18.81
27040 - Detention Officer	32.33
27070 - Firefighter	36.58
27101 - Guard I	15.32***
27102 - Guard II	18.81
27131 - Police Officer I	33.90
27132 - Police Officer II	37.69
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.86***
28042 - Carnival Equipment Repairer	16.85
28043 - Carnival Worker	12.77***
28210 - Gate Attendant/Gate Tender	18.43
28310 - Lifeguard	12.78***
28350 - Park Attendant (Aide)	20.61
28510 - Recreation Aide/Health Facility Attendant	15.04***
28515 - Recreation Specialist	25.55
28630 - Sports Official	16.41
28690 - Swimming Pool Operator	18.95
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	30.20
29020 - Hatch Tender	30.20
29030 - Line Handler	30.20
29041 - Stevedore I	28.90
29042 - Stevedore II	31.53
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	47.25
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	32.58
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	35.88
30021 - Archeological Technician I	20.33
30022 - Archeological Technician II	22.75
30023 - Archeological Technician III	28.18
30030 - Cartographic Technician	28.27
30040 - Civil Engineering Technician	28.67
30051 - Cryogenic Technician I	31.21
30052 - Cryogenic Technician II	34.19
30061 - Drafter/CAD Operator I	20.33
30062 - Drafter/CAD Operator II	22.75
30063 - Drafter/CAD Operator III	25.36
30064 - Drafter/CAD Operator IV	31.21
30081 - Engineering Technician I	19.11
30082 - Engineering Technician II	21.46
30083 - Engineering Technician III	24.00
30084 - Engineering Technician IV	29.75
30085 - Engineering Technician V	36.38
30086 - Engineering Technician VI	44.01
30090 - Environmental Technician	27.54
30095 - Evidence Control Specialist	27.95
30210 - Laboratory Technician	29.85
30221 - Latent Fingerprint Technician I	30.95
30222 - Latent Fingerprint Technician II	34.19
30240 - Mathematical Technician	31.00
30361 - Paralegal/Legal Assistant I	21.69
30362 - Paralegal/Legal Assistant II	26.86
30363 - Paralegal/Legal Assistant III	32.86

30364 - Paralegal/Legal Assistant IV	39.75
30375 - Petroleum Supply Specialist	34.19
30390 - Photo-Optics Technician	28.18
30395 - Radiation Control Technician	34.19
30461 - Technical Writer I	26.34
30462 - Technical Writer II	32.22
30463 - Technical Writer III	38.97
30491 - Unexploded Ordnance (UXO) Technician I	30.03
30492 - Unexploded Ordnance (UXO) Technician II	36.34
30493 - Unexploded Ordnance (UXO) Technician III	43.55
30494 - Unexploded (UXO) Safety Escort	30.03
30495 - Unexploded (UXO) Sweep Personnel	30.03
30501 - Weather Forecaster I	31.21
30502 - Weather Forecaster II	37.65
30620 - Weather Observer, Combined Upper Air Or	(see 2) 25.36
Surface Programs	
30621 - Weather Observer, Senior	(see 2) 28.18
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	36.34
31020 - Bus Aide	21.79
31030 - Bus Driver	26.94
31043 - Driver Courier	19.94
31260 - Parking and Lot Attendant	14.26***
31290 - Shuttle Bus Driver	19.00
31310 - Taxi Driver	15.76***
31361 - Truckdriver, Light	21.14
31362 - Truckdriver, Medium	22.28
31363 - Truckdriver, Heavy	26.57
31364 - Truckdriver, Tractor-Trailer	26.57
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.72
99030 - Cashier	13.10***
99050 - Desk Clerk	14.35***
99095 - Embalmer	34.20
99130 - Flight Follower	30.03
99251 - Laboratory Animal Caretaker I	15.94***
99252 - Laboratory Animal Caretaker II	16.93
99260 - Marketing Analyst	35.04
99310 - Mortician	34.20
99410 - Pest Controller	20.14
99510 - Photofinishing Worker	18.64
99710 - Recycling Laborer	22.43
99711 - Recycling Specialist	25.58
99730 - Refuse Collector	20.71
99810 - Sales Clerk	14.20***
99820 - School Crossing Guard	16.64
99830 - Survey Party Chief	27.79
99831 - Surveying Aide	16.48
99832 - Surveying Technician	24.37
99840 - Vending Machine Attendant	18.04
99841 - Vending Machine Repairer	21.10
99842 - Vending Machine Repairer Helper	18.04

***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: \$4.98 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, 3 weeks after 8 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. (See 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))."