

"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.: 2015-4189 Revision No.: 24 Date Of Last Revision: 05/17/2023

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: New Jersey

Area: New Jersey County of Atlantic

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.45
01012 - Accounting Clerk II		19.60
01013 - Accounting Clerk III		21.92
01020 - Administrative Assistant		30.12
01035 - Court Reporter		21.84
01041 - Customer Service Representative I		14.58***
01042 - Customer Service Representative II		15.91***
01043 - Customer Service Representative III		17.87
01051 - Data Entry Operator I		18.41
01052 - Data Entry Operator II		20.09
01060 - Dispatcher, Motor Vehicle		23.81
01070 - Document Preparation Clerk		17.18
01090 - Duplicating Machine Operator		17.18
01111 - General Clerk I		14.97***
01112 - General Clerk II		16.34
01113 - General Clerk III		18.35
01120 - Housing Referral Assistant		24.11
01141 - Messenger Courier		17.81
01191 - Order Clerk I		18.88
01192 - Order Clerk II		20.60
01261 - Personnel Assistant (Employment) I		17.98
01262 - Personnel Assistant (Employment) II		20.11
01263 - Personnel Assistant (Employment) III		22.42

01270	- Production Control Clerk	23.99
01290	- Rental Clerk	18.08
01300	- Scheduler, Maintenance	19.30
01311	- Secretary I	19.30
01312	- Secretary II	21.84
01313	- Secretary III	24.11
01320	- Service Order Dispatcher	21.27
01410	- Supply Technician	30.12
01420	- Survey Worker	18.16
01460	- Switchboard Operator/Receptionist	16.90
01531	- Travel Clerk I	16.97
01532	- Travel Clerk II	16.97
01533	- Travel Clerk III	18.39
01611	- Word Processor I	17.82
01612	- Word Processor II	20.01
01613	- Word Processor III	22.38
05000	- Automotive Service Occupations	
05005	- Automobile Body Repairer, Fiberglass	23.94
05010	- Automotive Electrician	25.52
05040	- Automotive Glass Installer	24.61
05070	- Automotive Worker	24.63
05110	- Mobile Equipment Servicer	22.80
05130	- Motor Equipment Metal Mechanic	26.43
05160	- Motor Equipment Metal Worker	24.63
05190	- Motor Vehicle Mechanic	26.43
05220	- Motor Vehicle Mechanic Helper	21.76
05250	- Motor Vehicle Upholstery Worker	23.69
05280	- Motor Vehicle Wrecker	24.63
05310	- Painter, Automotive	25.52
05340	- Radiator Repair Specialist	24.63
05370	- Tire Repairer	20.86
05400	- Transmission Repair Specialist	26.43
07000	- Food Preparation And Service Occupations	
07010	- Baker	15.94***
07041	- Cook I	17.76
07042	- Cook II	19.18
07070	- Dishwasher	14.11***
07130	- Food Service Worker	14.25***
07210	- Meat Cutter	21.45
07260	- Waiter/Waitress	14.28***
09000	- Furniture Maintenance And Repair Occupations	
09010	- Electrostatic Spray Painter	27.47
09040	- Furniture Handler	21.10
09080	- Furniture Refinisher	27.72
09090	- Furniture Refinisher Helper	23.64
09110	- Furniture Repairer, Minor	25.73
09130	- Upholsterer	27.72
11000	- General Services And Support Occupations	
11030	- Cleaner, Vehicles	15.38***
11060	- Elevator Operator	15.19***
11090	- Gardener	20.70
11122	- Housekeeping Aide	15.19***
11150	- Janitor	15.19***
11210	- Laborer, Grounds Maintenance	17.63
11240	- Maid or Houseman	14.73***
11260	- Pruner	16.53
11270	- Tractor Operator	19.75
11330	- Trail Maintenance Worker	17.63
11360	- Window Cleaner	16.20
12000	- Health Occupations	
12010	- Ambulance Driver	21.15
12011	- Breath Alcohol Technician	24.44
12012	- Certified Occupational Therapist Assistant	33.54
12015	- Certified Physical Therapist Assistant	33.54
12020	- Dental Assistant	23.88
12025	- Dental Hygienist	46.48
12030	- EKG Technician	37.04
12035	- Electroneurodiagnostic Technologist	37.04
12040	- Emergency Medical Technician	21.15
12071	- Licensed Practical Nurse I	21.86
12072	- Licensed Practical Nurse II	24.44

12073	- Licensed Practical Nurse III	27.25
12100	- Medical Assistant	18.64
12130	- Medical Laboratory Technician	34.50
12160	- Medical Record Clerk	23.92
12190	- Medical Record Technician	31.13
12195	- Medical Transcriptionist	21.86
12210	- Nuclear Medicine Technologist	53.73
12221	- Nursing Assistant I	13.74***
12222	- Nursing Assistant II	15.45***
12223	- Nursing Assistant III	16.86
12224	- Nursing Assistant IV	18.94
12235	- Optical Dispenser	26.69
12236	- Optical Technician	21.86
12250	- Pharmacy Technician	19.87
12280	- Phlebotomist	21.81
12305	- Radiologic Technologist	32.20
12311	- Registered Nurse I	29.51
12312	- Registered Nurse II	34.27
12313	- Registered Nurse II, Specialist	34.27
12314	- Registered Nurse III	41.46
12315	- Registered Nurse III, Anesthetist	41.46
12316	- Registered Nurse IV	49.70
12317	- Scheduler (Drug and Alcohol Testing)	30.29
12320	- Substance Abuse Treatment Counselor	26.36
13000	- Information And Arts Occupations	
13011	- Exhibits Specialist I	24.95
13012	- Exhibits Specialist II	30.92
13013	- Exhibits Specialist III	37.81
13041	- Illustrator I	24.95
13042	- Illustrator II	30.92
13043	- Illustrator III	37.81
13047	- Librarian	34.24
13050	- Library Aide/Clerk	16.83
13054	- Library Information Technology Systems Administrator	30.92
13058	- Library Technician	24.95
13061	- Media Specialist I	22.31
13062	- Media Specialist II	24.95
13063	- Media Specialist III	27.82
13071	- Photographer I	19.88
13072	- Photographer II	22.59
13073	- Photographer III	28.21
13074	- Photographer IV	33.68
13075	- Photographer V	40.77
13090	- Technical Order Library Clerk	19.14
13110	- Video Teleconference Technician	33.34
14000	- Information Technology Occupations	
14041	- Computer Operator I	21.86
14042	- Computer Operator II	24.46
14043	- Computer Operator III	27.27
14044	- Computer Operator IV	30.31
14045	- Computer Operator V	33.56
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	21.86
14160	- Personal Computer Support Technician	30.31
14170	- System Support Specialist	40.06
15000	- Instructional Occupations	
15010	- Aircrew Training Devices Instructor (Non-Rated)	33.14
15020	- Aircrew Training Devices Instructor (Rated)	40.11
15030	- Air Crew Training Devices Instructor (Pilot)	48.06
15050	- Computer Based Training Specialist / Instructor	33.14
15060	- Educational Technologist	40.43
15070	- Flight Instructor (Pilot)	48.06
15080	- Graphic Artist	29.89
15085	- Maintenance Test Pilot, Fixed, Jet/Prop	47.89

15086	- Maintenance Test Pilot, Rotary Wing	47.89
15088	- Non-Maintenance Test/Co-Pilot	47.89
15090	- Technical Instructor	29.12
15095	- Technical Instructor/Course Developer	35.62
15110	- Test Proctor	23.50
15120	- Tutor	23.50
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)	29.15
19040	- Tool And Die Maker	33.36
21000	- Materials Handling And Packing Occupations	
21020	- Forklift Operator	22.43
21030	- Material Coordinator	23.97
21040	- Material Expediter	23.97
21050	- Material Handling Laborer	16.75
21071	- Order Filler	15.10***
21080	- Production Line Worker (Food Processing)	22.43
21110	- Shipping Packer	18.15
21130	- Shipping/Receiving Clerk	18.15
21140	- Store Worker I	19.63
21150	- Stock Clerk	23.72
21210	- Tools And Parts Attendant	22.43
21410	- Warehouse Specialist	22.43
23000	- Mechanics And Maintenance And Repair Occupations	
23010	- Aerospace Structural Welder	32.73
23019	- Aircraft Logs and Records Technician	28.24
23021	- Aircraft Mechanic I	31.49
23022	- Aircraft Mechanic II	32.73
23023	- Aircraft Mechanic III	33.76
23040	- Aircraft Mechanic Helper	25.94
23050	- Aircraft, Painter	30.42
23060	- Aircraft Servicer	28.24
23070	- Aircraft Survival Flight Equipment Technician	30.42
23080	- Aircraft Worker	29.35
23091	- Aircrew Life Support Equipment (ALSE) Mechanic I	29.35
23092	- Aircrew Life Support Equipment (ALSE) Mechanic II	31.49
23110	- Appliance Mechanic	29.15
23120	- Bicycle Repairer	26.04
23125	- Cable Splicer	32.44
23130	- Carpenter, Maintenance	37.58
23140	- Carpet Layer	28.12
23160	- Electrician, Maintenance	30.38
23181	- Electronics Technician Maintenance I	31.43
23182	- Electronics Technician Maintenance II	32.57
23183	- Electronics Technician Maintenance III	33.72
23260	- Fabric Worker	27.05
23290	- Fire Alarm System Mechanic	29.91
23310	- Fire Extinguisher Repairer	26.04
23311	- Fuel Distribution System Mechanic	33.07
23312	- Fuel Distribution System Operator	28.53
23370	- General Maintenance Worker	22.42
23380	- Ground Support Equipment Mechanic	31.49
23381	- Ground Support Equipment Servicer	28.24
23382	- Ground Support Equipment Worker	29.35
23391	- Gunsmith I	27.62
23392	- Gunsmith II	28.12
23393	- Gunsmith III	30.17
23410	- Heating, Ventilation And Air-Conditioning	29.90

Mechanic	
23411 - Heating, Ventilation And Air Contidioning	31.08
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	33.52
23440 - Heavy Equipment Operator	44.81
23460 - Instrument Mechanic	30.17
23465 - Laboratory/Shelter Mechanic	29.15
23470 - Laborer	16.75
23510 - Locksmith	29.24
23530 - Machinery Maintenance Mechanic	29.64
23550 - Machinist, Maintenance	30.17
23580 - Maintenance Trades Helper	18.52
23591 - Metrology Technician I	30.17
23592 - Metrology Technician II	31.36
23593 - Metrology Technician III	32.35
23640 - Millwright	30.17
23710 - Office Appliance Repairer	29.15
23760 - Painter, Maintenance	26.44
23790 - Pipefitter, Maintenance	31.25
23810 - Plumber, Maintenance	30.18
23820 - Pneudraulic Systems Mechanic	30.17
23850 - Rigger	30.17
23870 - Scale Mechanic	28.12
23890 - Sheet-Metal Worker, Maintenance	32.44
23910 - Small Engine Mechanic	28.01
23931 - Telecommunications Mechanic I	30.37
23932 - Telecommunications Mechanic II	31.55
23950 - Telephone Lineman	36.01
23960 - Welder, Combination, Maintenance	27.83
23965 - Well Driller	30.17
23970 - Woodcraft Worker	30.17
23980 - Woodworker	26.04
24000 - Personal Needs Occupations	
24550 - Case Manager	19.54
24570 - Child Care Attendant	14.12***
24580 - Child Care Center Clerk	17.60
24610 - Chore Aide	14.59***
24620 - Family Readiness And Support Services Coordinator	19.54
24630 - Homemaker	19.54
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	28.90
25040 - Sewage Plant Operator	32.15
25070 - Stationary Engineer	28.90
25190 - Ventilation Equipment Tender	23.80
25210 - Water Treatment Plant Operator	32.15
27000 - Protective Service Occupations	
27004 - Alarm Monitor	23.64
27007 - Baggage Inspector	15.11***
27008 - Corrections Officer	39.49
27010 - Court Security Officer	39.49
27030 - Detection Dog Handler	18.63
27040 - Detention Officer	39.49
27070 - Firefighter	39.49
27101 - Guard I	15.11***
27102 - Guard II	18.63
27131 - Police Officer I	39.38
27132 - Police Officer II	43.78
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.77***
28042 - Carnival Equipment Repairer	16.52
28043 - Carnival Worker	13.20***
28210 - Gate Attendant/Gate Tender	18.28
28310 - Lifeguard	13.53***
28350 - Park Attendant (Aide)	20.45
28510 - Recreation Aide/Health Facility Attendant	14.92***
28515 - Recreation Specialist	25.34
28630 - Sports Official	16.28
28690 - Swimming Pool Operator	20.24
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	28.12

29020	- Hatch Tender	28.12
29030	- Line Handler	28.12
29041	- Stevedore I	27.05
29042	- Stevedore II	29.15
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	28.14
30030	- Cartographic Technician	28.27
30040	- Civil Engineering Technician	27.94
30051	- Cryogenic Technician I	30.95
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	16.76
30082	- Engineering Technician II	20.01
30083	- Engineering Technician III	24.23
30084	- Engineering Technician IV	29.51
30085	- Engineering Technician V	35.18
30086	- Engineering Technician VI	38.58
30090	- Environmental Technician	30.83
30095	- Evidence Control Specialist	26.07
30210	- Laboratory Technician	28.47
30221	- Latent Fingerprint Technician I	30.95
30222	- Latent Fingerprint Technician II	34.19
30240	- Mathematical Technician	28.72
30361	- Paralegal/Legal Assistant I	20.76
30362	- Paralegal/Legal Assistant II	25.71
30363	- Paralegal/Legal Assistant III	31.45
30364	- Paralegal/Legal Assistant IV	38.04
30375	- Petroleum Supply Specialist	31.89
30390	- Photo-Optics Technician	28.22
30395	- Radiation Control Technician	31.89
30461	- Technical Writer I	24.99
30462	- Technical Writer II	30.56
30463	- Technical Writer III	37.90
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	35.12
30620	- Weather Observer, Combined Upper Air Or (see 2)	25.36
	Surface Programs	
30621	- Weather Observer, Senior (see 2)	26.07
31000	- Transportation/Mobile Equipment Operation Occupations	
31010	- Airplane Pilot	36.34
31020	- Bus Aide	24.09
31030	- Bus Driver	29.38
31043	- Driver Courier	20.52
31260	- Parking and Lot Attendant	13.38***
31290	- Shuttle Bus Driver	19.00
31310	- Taxi Driver	14.80***
31361	- Truckdriver, Light	21.50
31362	- Truckdriver, Medium	22.33
31363	- Truckdriver, Heavy	24.42
31364	- Truckdriver, Tractor-Trailer	24.42
99000	- Miscellaneous Occupations	
99020	- Cabin Safety Specialist	17.72
99030	- Cashier	13.55***
99050	- Desk Clerk	14.51***
99095	- Embalmer	31.70
99130	- Flight Follower	30.03
99251	- Laboratory Animal Caretaker I	20.35
99252	- Laboratory Animal Caretaker II	21.14

99260 - Marketing Analyst	31.72
99310 - Mortician	31.70
99410 - Pest Controller	19.11
99510 - Photofinishing Worker	15.78***
99710 - Recycling Laborer	20.74
99711 - Recycling Specialist	23.25
99730 - Refuse Collector	19.46
99810 - Sales Clerk	13.71***
99820 - School Crossing Guard	18.83
99830 - Survey Party Chief	23.73
99831 - Surveying Aide	16.06***
99832 - Surveying Technician	22.04
99840 - Vending Machine Attendant	27.05
99841 - Vending Machine Repairer	30.60
99842 - Vending Machine Repairer Helper	27.05

\*\*\*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.

---

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: \$4.80 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 ten paid holidays per year: New Year's Day, 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))."