

"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
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Daniel W. Simms Director		Division of Wage Determinations Wage Determination No.: 2015-4211 Revision No.: 21 Date Of Last Revision: 06/27/2022
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Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30 2022 or the contract is renewed or extended (e.g. an option is exercised) on or after January 30 2022:		With certain exceptions Executive Order 14026 applies to the contract. The contractor must pay all covered workers at least \$15.00 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 2022.
If the contract is entered into on or after January 30 2022 or the 2022 and the contract is not renewed or extended on or after January 30 2022:		With certain exceptions Executive Order 13658 applies to the contract. The contractor must pay all covered workers at least \$11.25 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 2022.

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 <https://www.dol.gov/agencies/whd/government-contracts>.

State: New Jersey

Area: New Jersey Counties of Essex Morris Sussex Union

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

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		19.16
01012 - Accounting Clerk II		21.53
01013 - Accounting Clerk III		24.07
01020 - Administrative Assistant		37.41
01035 - Court Reporter		28.80
01041 - Customer Service Representative I		17.76
01042 - Customer Service Representative II		19.38
01043 - Customer Service Representative III		21.75
01051 - Data Entry Operator I		17.08
01052 - Data Entry Operator II		18.63
01060 - Dispatcher Motor Vehicle		25.79
01070 - Document Preparation Clerk		18.01
01090 - Duplicating Machine Operator		18.01
01111 - General Clerk I		16.86
01112 - General Clerk II		18.40
01113 - General Clerk III		20.65

01120 - Housing Referral Assistant	26.92
01141 - Messenger Courier	17.93
01191 - Order Clerk I	16.49
01192 - Order Clerk II	21.31
01261 - Personnel Assistant (Employment) I	20.76
01262 - Personnel Assistant (Employment) II	23.23
01263 - Personnel Assistant (Employment) III	25.89
01270 - Production Control Clerk	27.55
01290 - Rental Clerk	18.04
01300 - Scheduler Maintenance	21.57
01311 - Secretary I	21.57
01312 - Secretary II	24.82
01313 - Secretary III	26.92
01320 - Service Order Dispatcher	22.15
01410 - Supply Technician	37.41
01420 - Survey Worker	22.46
01460 - Switchboard Operator/Receptionist	17.64
01531 - Travel Clerk I	19.58
01532 - Travel Clerk II	21.21
01533 - Travel Clerk III	23.02
01611 - Word Processor I	18.27
01612 - Word Processor II	20.51
01613 - Word Processor III	22.94
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	28.43
05010 - Automotive Electrician	28.50
05040 - Automotive Glass Installer	27.31
05070 - Automotive Worker	27.31
05110 - Mobile Equipment Servicer	24.42
05130 - Motor Equipment Metal Mechanic	29.68
05160 - Motor Equipment Metal Worker	27.31
05190 - Motor Vehicle Mechanic	29.68
05220 - Motor Vehicle Mechanic Helper	23.15
05250 - Motor Vehicle Upholstery Worker	26.12
05280 - Motor Vehicle Wrecker	27.31
05310 - Painter Automotive	28.50
05340 - Radiator Repair Specialist	27.31
05370 - Tire Repairer	17.92
05400 - Transmission Repair Specialist	29.68
07000 - Food Preparation And Service Occupations	
07010 - Baker	17.64
07041 - Cook I	18.77
07042 - Cook II	20.96
07070 - Dishwasher	14.82***
07130 - Food Service Worker	15.13
07210 - Meat Cutter	19.20
07260 - Waiter/Waitress	15.14
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.25
09040 - Furniture Handler	16.73
09080 - Furniture Refinisher	22.00
09090 - Furniture Refinisher Helper	18.56
09110 - Furniture Repairer Minor	20.16
09130 - Upholsterer	23.10
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	16.76
11060 - Elevator Operator	17.82
11090 - Gardener	22.28
11122 - Housekeeping Aide	17.82
11150 - Janitor	17.82
11210 - Laborer Grounds Maintenance	18.32
11240 - Maid or Houseman	17.31
11260 - Pruner	17.03
11270 - Tractor Operator	20.97
11330 - Trail Maintenance Worker	18.32

11360 - Window Cleaner	19.17
12000 - Health Occupations	
12010 - Ambulance Driver	24.60
12011 - Breath Alcohol Technician	25.93
12012 - Certified Occupational Therapist Assistant	33.97
12015 - Certified Physical Therapist Assistant	30.36
12020 - Dental Assistant	22.74
12025 - Dental Hygienist	47.70
12030 - EKG Technician	37.11
12035 - Electroneurodiagnostic Technologist	37.11
12040 - Emergency Medical Technician	24.60
12071 - Licensed Practical Nurse I	23.18
12072 - Licensed Practical Nurse II	25.93
12073 - Licensed Practical Nurse III	28.91
12100 - Medical Assistant	18.71
12130 - Medical Laboratory Technician	36.76
12160 - Medical Record Clerk	25.42
12190 - Medical Record Technician	28.44
12195 - Medical Transcriptionist	21.49
12210 - Nuclear Medicine Technologist	47.80
12221 - Nursing Assistant I	15.35
12222 - Nursing Assistant II	17.26
12223 - Nursing Assistant III	18.97
12224 - Nursing Assistant IV	21.15
12235 - Optical Dispenser	28.80
12236 - Optical Technician	17.39
12250 - Pharmacy Technician	17.82
12280 - Phlebotomist	22.22
12305 - Radiologic Technologist	37.34
12311 - Registered Nurse I	32.76
12312 - Registered Nurse II	38.41
12313 - Registered Nurse II Specialist	38.41
12314 - Registered Nurse III	49.39
12315 - Registered Nurse III Anesthetist	49.39
12316 - Registered Nurse IV	59.22
12317 - Scheduler (Drug and Alcohol Testing)	32.13
12320 - Substance Abuse Treatment Counselor	28.73
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	27.27
13012 - Exhibits Specialist II	33.78
13013 - Exhibits Specialist III	41.32
13041 - Illustrator I	29.16
13042 - Illustrator II	36.55
13043 - Illustrator III	44.66
13047 - Librarian	37.33
13050 - Library Aide/Clerk	17.56
13054 - Library Information Technology Systems Administrator	33.71
13058 - Library Technician	25.62
13061 - Media Specialist I	24.32
13062 - Media Specialist II	27.21
13063 - Media Specialist III	30.33
13071 - Photographer I	21.29
13072 - Photographer II	24.10
13073 - Photographer III	32.88
13074 - Photographer IV	41.88
13075 - Photographer V	50.02
13090 - Technical Order Library Clerk	22.05
13110 - Video Teleconference Technician	29.89
14000 - Information Technology Occupations	
14041 - Computer Operator I	22.99
14042 - Computer Operator II	25.73
14043 - Computer Operator III	28.69
14044 - Computer Operator IV	31.89
14045 - Computer Operator V	35.30

14071 - Computer Programmer I	(see 1)	27.56
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		22.99
14160 - Personal Computer Support Technician		31.89
14170 - System Support Specialist		40.56
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		39.54
15020 - Aircrew Training Devices Instructor (Rated)		43.75
15030 - Air Crew Training Devices Instructor (Pilot)		52.46
15050 - Computer Based Training Specialist / Instructor		39.54
15060 - Educational Technologist		38.23
15070 - Flight Instructor (Pilot)		52.46
15080 - Graphic Artist		35.04
15085 - Maintenance Test Pilot Fixed Jet/Prop		51.43
15086 - Maintenance Test Pilot Rotary Wing		51.43
15088 - Non-Maintenance Test/Co-Pilot		51.43
15090 - Technical Instructor		31.05
15095 - Technical Instructor/Course Developer		37.98
15110 - Test Proctor		25.07
15120 - Tutor		25.07
16000 - Laundry Dry-Cleaning Pressing And Related Occupations		
16010 - Assembler		17.07
16030 - Counter Attendant		17.07
16040 - Dry Cleaner		20.18
16070 - Finisher Flatwork Machine		17.07
16090 - Presser Hand		17.07
16110 - Presser Machine Drycleaning		17.07
16130 - Presser Machine Shirts		17.07
16160 - Presser Machine Wearing Apparel Laundry		17.07
16190 - Sewing Machine Operator		21.01
16220 - Tailor		21.85
16250 - Washer Machine		18.49
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		25.35
19040 - Tool And Die Maker		30.07
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		20.92
21030 - Material Coordinator		27.55
21040 - Material Expediter		27.55
21050 - Material Handling Laborer		17.24
21071 - Order Filler		16.67
21080 - Production Line Worker (Food Processing)		20.92
21110 - Shipping Packer		18.49
21130 - Shipping/Receiving Clerk		18.49
21140 - Store Worker I		18.34
21150 - Stock Clerk		22.99
21210 - Tools And Parts Attendant		20.92
21410 - Warehouse Specialist		20.92
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		39.63
23019 - Aircraft Logs and Records Technician		33.40
23021 - Aircraft Mechanic I		38.14
23022 - Aircraft Mechanic II		39.63
23023 - Aircraft Mechanic III		41.12
23040 - Aircraft Mechanic Helper		29.68
23050 - Aircraft Painter		36.71
23060 - Aircraft Servicer		33.40
23070 - Aircraft Survival Flight Equipment Technician		36.71
23080 - Aircraft Worker		35.20
23091 - Aircrew Life Support Equipment (ALSE) Mechanic		35.20

I		
23092	- Aircrew Life Support Equipment (ALSE) Mechanic	38.14
II		
23110	- Appliance Mechanic	27.79
23120	- Bicycle Repairer	23.85
23125	- Cable Splicer	48.83
23130	- Carpenter Maintenance	31.10
23140	- Carpet Layer	28.73
23160	- Electrician Maintenance	37.18
23181	- Electronics Technician Maintenance I	31.04
23182	- Electronics Technician Maintenance II	32.37
23183	- Electronics Technician Maintenance III	33.64
23260	- Fabric Worker	38.09
23290	- Fire Alarm System Mechanic	28.97
23310	- Fire Extinguisher Repairer	29.08
23311	- Fuel Distribution System Mechanic	42.88
23312	- Fuel Distribution System Operator	35.45
23370	- General Maintenance Worker	23.75
23380	- Ground Support Equipment Mechanic	38.14
23381	- Ground Support Equipment Servicer	33.40
23382	- Ground Support Equipment Worker	35.20
23391	- Gunsmith I	29.08
23392	- Gunsmith II	32.47
23393	- Gunsmith III	35.19
23410	- Heating Ventilation And Air-Conditioning Mechanic	34.43
23411	- Heating Ventilation And Air Contidioning Mechanic (Research Facility)	35.76
23430	- Heavy Equipment Mechanic	34.41
23440	- Heavy Equipment Operator	42.64
23460	- Instrument Mechanic	32.42
23465	- Laboratory/Shelter Mechanic	33.87
23470	- Laborer	17.24
23510	- Locksmith	26.59
23530	- Machinery Maintenance Mechanic	29.57
23550	- Machinist Maintenance	26.44
23580	- Maintenance Trades Helper	17.91
23591	- Metrology Technician I	32.42
23592	- Metrology Technician II	33.69
23593	- Metrology Technician III	34.95
23640	- Millwright	40.14
23710	- Office Appliance Repairer	27.72
23760	- Painter Maintenance	28.45
23790	- Pipefitter Maintenance	35.90
23810	- Plumber Maintenance	35.09
23820	- Pneudraulic Systems Mechanic	35.19
23850	- Rigger	36.44
23870	- Scale Mechanic	32.47
23890	- Sheet-Metal Worker Maintenance	33.72
23910	- Small Engine Mechanic	23.31
23931	- Telecommunications Mechanic I	35.34
23932	- Telecommunications Mechanic II	36.72
23950	- Telephone Lineman	46.50
23960	- Welder Combination Maintenance	25.52
23965	- Well Driller	34.20
23970	- Woodcraft Worker	35.19
23980	- Woodworker	29.08
24000	- Personal Needs Occupations	
24550	- Case Manager	18.61
24570	- Child Care Attendant	14.62***
24580	- Child Care Center Clerk	18.23
24610	- Chore Aide	14.62***
24620	- Family Readiness And Support Services Coordinator	18.61
24630	- Homemaker	20.13

25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	39.92
25040 - Sewage Plant Operator	36.56
25070 - Stationary Engineer	39.92
25190 - Ventilation Equipment Tender	31.56
25210 - Water Treatment Plant Operator	36.56
27000 - Protective Service Occupations	
27004 - Alarm Monitor	25.50
27007 - Baggage Inspector	18.16
27008 - Corrections Officer	37.15
27010 - Court Security Officer	39.73
27030 - Detection Dog Handler	20.36
27040 - Detention Officer	37.15
27070 - Firefighter	44.02
27101 - Guard I	18.16
27102 - Guard II	20.36
27131 - Police Officer I	39.72
27132 - Police Officer II	44.15
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	17.73
28042 - Carnival Equipment Repairer	18.84
28043 - Carnival Worker	14.40***
28210 - Gate Attendant/Gate Tender	21.00
28310 - Lifeguard	14.80***
28350 - Park Attendant (Aide)	23.47
28510 - Recreation Aide/Health Facility Attendant	18.95
28515 - Recreation Specialist	29.08
28630 - Sports Official	18.69
28690 - Swimming Pool Operator	21.03
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	37.04
29020 - Hatch Tender	37.04
29030 - Line Handler	37.04
29041 - Stevedore I	35.15
29042 - Stevedore II	39.89
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	47.95
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	33.06
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	36.41
30021 - Archeological Technician I	19.69
30022 - Archeological Technician II	22.02
30023 - Archeological Technician III	27.27
30030 - Cartographic Technician	27.27
30040 - Civil Engineering Technician	30.71
30051 - Cryogenic Technician I	30.19
30052 - Cryogenic Technician II	33.35
30061 - Drafter/CAD Operator I	19.69
30062 - Drafter/CAD Operator II	22.02
30063 - Drafter/CAD Operator III	24.55
30064 - Drafter/CAD Operator IV	30.20
30081 - Engineering Technician I	19.98
30082 - Engineering Technician II	22.47
30083 - Engineering Technician III	25.28
30084 - Engineering Technician IV	31.22
30085 - Engineering Technician V	38.08
30086 - Engineering Technician VI	46.20
30090 - Environmental Technician	26.77
30095 - Evidence Control Specialist	27.26
30210 - Laboratory Technician	27.38
30221 - Latent Fingerprint Technician I	31.25
30222 - Latent Fingerprint Technician II	34.52
30240 - Mathematical Technician	36.98
30361 - Paralegal/Legal Assistant I	23.52
30362 - Paralegal/Legal Assistant II	29.14
30363 - Paralegal/Legal Assistant III	35.65

30364 - Paralegal/Legal Assistant IV	43.12
30375 - Petroleum Supply Specialist	33.35
30390 - Photo-Optics Technician	27.27
30395 - Radiation Control Technician	33.35
30461 - Technical Writer I	28.76
30462 - Technical Writer II	35.19
30463 - Technical Writer III	42.56
30491 - Unexploded Ordnance (UXO) Technician I	30.48
30492 - Unexploded Ordnance (UXO) Technician II	36.88
30493 - Unexploded Ordnance (UXO) Technician III	44.20
30494 - Unexploded (UXO) Safety Escort	30.48
30495 - Unexploded (UXO) Sweep Personnel	30.48
30501 - Weather Forecaster I	30.19
30502 - Weather Forecaster II	36.73
30620 - Weather Observer Combined Upper Air Or (see 2)	24.55
Surface Programs	
30621 - Weather Observer Senior (see 2)	27.27
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	36.88
31020 - Bus Aide	26.00
31030 - Bus Driver	33.52
31043 - Driver Courier	20.07
31260 - Parking and Lot Attendant	14.57***
31290 - Shuttle Bus Driver	19.65
31310 - Taxi Driver	17.57
31361 - Truckdriver Light	21.32
31362 - Truckdriver Medium	22.58
31363 - Truckdriver Heavy	27.62
31364 - Truckdriver Tractor-Trailer	27.62
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.98
99030 - Cashier	14.14***
99050 - Desk Clerk	16.77
99095 - Embalmer	35.95
99130 - Flight Follower	30.48
99251 - Laboratory Animal Caretaker I	17.44
99252 - Laboratory Animal Caretaker II	18.53
99260 - Marketing Analyst	40.19
99310 - Mortician	36.79
99410 - Pest Controller	22.35
99510 - Photofinishing Worker	20.71
99710 - Recycling Laborer	28.96
99711 - Recycling Specialist	33.08
99730 - Refuse Collector	26.88
99810 - Sales Clerk	16.28
99820 - School Crossing Guard	18.85
99830 - Survey Party Chief	31.69
99831 - Surveying Aide	22.99
99832 - Surveying Technician	28.73
99840 - Vending Machine Attendant	24.40
99841 - Vending Machine Repairer	28.93
99842 - Vending Machine Repairer Helper	24.40

\*\*\*Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$15.00 per hour) or 13658 (\$11.25 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: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years 4 weeks after 15 years and 5 weeks after 25 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 twelve paid holidays per year: New Year's Day Martin Luther King Jr's Birthday Washington's Birthday Good Friday 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))."