

"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.: 2015-4211 Revision No.: 24 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 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		19.90
01012 - Accounting Clerk II		22.35
01013 - Accounting Clerk III		25.00
01020 - Administrative Assistant		38.71
01035 - Court Reporter		31.68
01041 - Customer Service Representative I		18.12
01042 - Customer Service Representative II		19.77
01043 - Customer Service Representative III		22.21
01051 - Data Entry Operator I		18.71
01052 - Data Entry Operator II		20.41
01060 - Dispatcher, Motor Vehicle		25.79
01070 - Document Preparation Clerk		19.81
01090 - Duplicating Machine Operator		19.81
01111 - General Clerk I		18.55
01112 - General Clerk II		20.24
01113 - General Clerk III		22.72

01120 - Housing Referral Assistant	28.42
01141 - Messenger Courier	19.30
01191 - Order Clerk I	16.49
01192 - Order Clerk II	21.31
01261 - Personnel Assistant (Employment) I	21.74
01262 - Personnel Assistant (Employment) II	24.32
01263 - Personnel Assistant (Employment) III	27.11
01270 - Production Control Clerk	28.02
01290 - Rental Clerk	18.29
01300 - Scheduler, Maintenance	22.79
01311 - Secretary I	22.79
01312 - Secretary II	25.50
01313 - Secretary III	28.42
01320 - Service Order Dispatcher	22.15
01410 - Supply Technician	38.71
01420 - Survey Worker	23.16
01460 - Switchboard Operator/Receptionist	18.31
01531 - Travel Clerk I	19.70
01532 - Travel Clerk II	21.35
01533 - Travel Clerk III	23.21
01611 - Word Processor I	18.82
01612 - Word Processor II	21.14
01613 - Word Processor III	23.64
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	18.57
05400 - Transmission Repair Specialist	29.68
07000 - Food Preparation And Service Occupations	
07010 - Baker	17.64
07041 - Cook I	20.55
07042 - Cook II	22.94
07070 - Dishwasher	16.30
07130 - Food Service Worker	16.64
07210 - Meat Cutter	19.39
07260 - Waiter/Waitress	16.65
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	22.40
09040 - Furniture Handler	16.73
09080 - Furniture Refinisher	23.24
09090 - Furniture Refinisher Helper	18.79
09110 - Furniture Repairer, Minor	21.14
09130 - Upholsterer	23.10
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	17.54
11060 - Elevator Operator	18.04
11090 - Gardener	22.64
11122 - Housekeeping Aide	18.04
11150 - Janitor	18.04
11210 - Laborer, Grounds Maintenance	18.62
11240 - Maid or Houseman	18.01
11260 - Pruner	17.31
11270 - Tractor Operator	21.31
11330 - Trail Maintenance Worker	18.62

11360 - Window Cleaner	19.41
12000 - Health Occupations	
12010 - Ambulance Driver	24.60
12011 - Breath Alcohol Technician	27.04
12012 - Certified Occupational Therapist Assistant	35.10
12015 - Certified Physical Therapist Assistant	33.14
12020 - Dental Assistant	22.74
12025 - Dental Hygienist	47.70
12030 - EKG Technician	38.68
12035 - Electroneurodiagnostic Technologist	38.68
12040 - Emergency Medical Technician	24.60
12071 - Licensed Practical Nurse I	24.17
12072 - Licensed Practical Nurse II	27.04
12073 - Licensed Practical Nurse III	30.14
12100 - Medical Assistant	20.58
12130 - Medical Laboratory Technician	38.55
12160 - Medical Record Clerk	25.42
12190 - Medical Record Technician	28.44
12195 - Medical Transcriptionist	21.49
12210 - Nuclear Medicine Technologist	48.88
12221 - Nursing Assistant I	15.87***
12222 - Nursing Assistant II	17.85
12223 - Nursing Assistant III	19.47
12224 - Nursing Assistant IV	21.87
12235 - Optical Dispenser	29.21
12236 - Optical Technician	19.13
12250 - Pharmacy Technician	18.16
12280 - Phlebotomist	22.22
12305 - Radiologic Technologist	39.65
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)	33.51
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	32.08
13042 - Illustrator II	40.20
13043 - Illustrator III	49.13
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	30.64
14000 - Information Technology Occupations	
14041 - Computer Operator I	25.29
14042 - Computer Operator II	28.30
14043 - Computer Operator III	31.56
14044 - Computer Operator IV	35.08
14045 - Computer Operator V	38.83

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		25.29
14160 - Personal Computer Support Technician		35.08
14170 - System Support Specialist		40.71
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		40.97
15020 - Aircrew Training Devices Instructor (Rated)		48.13
15030 - Air Crew Training Devices Instructor (Pilot)		57.71
15050 - Computer Based Training Specialist / Instructor		40.97
15060 - Educational Technologist		38.23
15070 - Flight Instructor (Pilot)		57.71
15080 - Graphic Artist		37.28
15085 - Maintenance Test Pilot, Fixed, Jet/Prop		56.57
15086 - Maintenance Test Pilot, Rotary Wing		56.57
15088 - Non-Maintenance Test/Co-Pilot		56.57
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		18.53
16030 - Counter Attendant		18.53
16040 - Dry Cleaner		21.18
16070 - Finisher, Flatwork, Machine		18.53
16090 - Presser, Hand		18.53
16110 - Presser, Machine, Drycleaning		18.53
16130 - Presser, Machine, Shirts		18.53
16160 - Presser, Machine, Wearing Apparel, Laundry		18.53
16190 - Sewing Machine Operator		22.05
16220 - Tailor		22.94
16250 - Washer, Machine		19.41
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		26.96
19040 - Tool And Die Maker		31.24
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		21.54
21030 - Material Coordinator		28.02
21040 - Material Expediter		28.02
21050 - Material Handling Laborer		17.76
21071 - Order Filler		17.22
21080 - Production Line Worker (Food Processing)		21.54
21110 - Shipping Packer		20.34
21130 - Shipping/Receiving Clerk		20.34
21140 - Store Worker I		19.25
21150 - Stock Clerk		24.13
21210 - Tools And Parts Attendant		21.54
21410 - Warehouse Specialist		21.54
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		40.66
23019 - Aircraft Logs and Records Technician		34.27
23021 - Aircraft Mechanic I		39.14
23022 - Aircraft Mechanic II		40.66
23023 - Aircraft Mechanic III		42.18
23040 - Aircraft Mechanic Helper		30.46
23050 - Aircraft, Painter		37.67
23060 - Aircraft Servicer		34.27
23070 - Aircraft Survival Flight Equipment Technician		37.67
23080 - Aircraft Worker		36.12
23091 - Aircrew Life Support Equipment (ALSE) Mechanic		36.12

I		
23092	- Aircrew Life Support Equipment (ALSE) Mechanic	39.14
II		
23110	- Appliance Mechanic	27.79
23120	- Bicycle Repairer	23.85
23125	- Cable Splicer	53.71
23130	- Carpenter, Maintenance	32.74
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	41.90
23290	- Fire Alarm System Mechanic	28.97
23310	- Fire Extinguisher Repairer	29.73
23311	- Fuel Distribution System Mechanic	47.17
23312	- Fuel Distribution System Operator	39.00
23370	- General Maintenance Worker	24.23
23380	- Ground Support Equipment Mechanic	39.14
23381	- Ground Support Equipment Servicer	34.27
23382	- Ground Support Equipment Worker	36.12
23391	- Gunsmith I	29.73
23392	- Gunsmith II	33.19
23393	- Gunsmith III	35.96
23410	- Heating, Ventilation And Air-Conditioning Mechanic	35.25
23411	- Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	36.62
23430	- Heavy Equipment Mechanic	36.87
23440	- Heavy Equipment Operator	42.64
23460	- Instrument Mechanic	32.42
23465	- Laboratory/Shelter Mechanic	34.61
23470	- Laborer	17.76
23510	- Locksmith	27.60
23530	- Machinery Maintenance Mechanic	30.69
23550	- Machinist, Maintenance	27.49
23580	- Maintenance Trades Helper	19.70
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	27.87
23760	- Painter, Maintenance	28.45
23790	- Pipefitter, Maintenance	37.30
23810	- Plumber, Maintenance	35.90
23820	- Pneudraulic Systems Mechanic	35.96
23850	- Rigger	39.93
23870	- Scale Mechanic	33.19
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	47.42
23960	- Welder, Combination, Maintenance	26.94
23965	- Well Driller	36.84
23970	- Woodcraft Worker	35.96
23980	- Woodworker	29.73
24000	- Personal Needs Occupations	
24550	- Case Manager	20.47
24570	- Child Care Attendant	16.08***
24580	- Child Care Center Clerk	20.05
24610	- Chore Aide	16.08***
24620	- Family Readiness And Support Services Coordinator	20.47
24630	- Homemaker	21.25

25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	43.36
25040 - Sewage Plant Operator	37.04
25070 - Stationary Engineer	43.36
25190 - Ventilation Equipment Tender	33.74
25210 - Water Treatment Plant Operator	37.04
27000 - Protective Service Occupations	
27004 - Alarm Monitor	28.05
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	18.81
28042 - Carnival Equipment Repairer	19.99
28043 - Carnival Worker	15.28***
28210 - Gate Attendant/Gate Tender	21.16
28310 - Lifeguard	15.07***
28350 - Park Attendant (Aide)	23.67
28510 - Recreation Aide/Health Facility Attendant	18.95
28515 - Recreation Specialist	29.33
28630 - Sports Official	18.84
28690 - Swimming Pool Operator	22.31
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	40.74
29020 - Hatch Tender	40.74
29030 - Line Handler	40.74
29041 - Stevedore I	38.66
29042 - Stevedore II	43.88
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	50.33
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	34.70
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	38.22
30021 - Archeological Technician I	20.15
30022 - Archeological Technician II	22.54
30023 - Archeological Technician III	27.93
30030 - Cartographic Technician	27.93
30040 - Civil Engineering Technician	32.63
30051 - Cryogenic Technician I	30.93
30052 - Cryogenic Technician II	34.16
30061 - Drafter/CAD Operator I	20.15
30062 - Drafter/CAD Operator II	22.54
30063 - Drafter/CAD Operator III	25.13
30064 - Drafter/CAD Operator IV	30.93
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	27.93
30210 - Laboratory Technician	27.78
30221 - Latent Fingerprint Technician I	34.38
30222 - Latent Fingerprint Technician II	37.97
30240 - Mathematical Technician	36.98
30361 - Paralegal/Legal Assistant I	25.38
30362 - Paralegal/Legal Assistant II	31.45
30363 - Paralegal/Legal Assistant III	38.46

30364 - Paralegal/Legal Assistant IV	46.53
30375 - Petroleum Supply Specialist	34.16
30390 - Photo-Optics Technician	27.93
30395 - Radiation Control Technician	34.16
30461 - Technical Writer I	30.30
30462 - Technical Writer II	37.05
30463 - Technical Writer III	44.82
30491 - Unexploded Ordnance (UXO) Technician I	31.99
30492 - Unexploded Ordnance (UXO) Technician II	38.70
30493 - Unexploded Ordnance (UXO) Technician III	46.39
30494 - Unexploded (UXO) Safety Escort	31.99
30495 - Unexploded (UXO) Sweep Personnel	31.99
30501 - Weather Forecaster I	30.93
30502 - Weather Forecaster II	37.62
30620 - Weather Observer, Combined Upper Air Or (see 2)	25.13
Surface Programs	
30621 - Weather Observer, Senior (see 2)	27.93
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	38.70
31020 - Bus Aide	26.00
31030 - Bus Driver	33.52
31043 - Driver Courier	20.37
31260 - Parking and Lot Attendant	16.03***
31290 - Shuttle Bus Driver	19.65
31310 - Taxi Driver	17.57
31361 - Truckdriver, Light	21.64
31362 - Truckdriver, Medium	22.92
31363 - Truckdriver, Heavy	28.38
31364 - Truckdriver, Tractor-Trailer	28.38
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	18.87
99030 - Cashier	15.55***
99050 - Desk Clerk	17.55
99095 - Embalmer	39.23
99130 - Flight Follower	31.99
99251 - Laboratory Animal Caretaker I	18.37
99252 - Laboratory Animal Caretaker II	19.51
99260 - Marketing Analyst	41.76
99310 - Mortician	36.79
99410 - Pest Controller	22.37
99510 - Photofinishing Worker	22.78
99710 - Recycling Laborer	31.86
99711 - Recycling Specialist	36.39
99730 - Refuse Collector	29.57
99810 - Sales Clerk	16.72
99820 - School Crossing Guard	18.85
99830 - Survey Party Chief	33.29
99831 - Surveying Aide	24.15
99832 - Surveying Technician	30.18
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 (\$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 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))."