

"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.: 2015-4183 Revision No.: 19 Date Of Last Revision: 12/27/2021
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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 Executive Order 14026 generally 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 that contract in 2022.

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 \$11.25 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on that 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 [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

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State: New Jersey

Area: New Jersey Counties of Bergen Passaic

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**\*\*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		36.15
01035 - Court Reporter		38.34
01041 - Customer Service Representative I		16.76
01042 - Customer Service Representative II		18.29
01043 - Customer Service Representative III		20.54
01051 - Data Entry Operator I		17.08
01052 - Data Entry Operator II		18.63
01060 - Dispatcher Motor Vehicle		25.79
01070 - Document Preparation Clerk		17.13

01090 - Duplicating Machine Operator	17.13
01111 - General Clerk I	15.53
01112 - General Clerk II	17.49
01113 - General Clerk III	19.02
01120 - Housing Referral Assistant	26.92
01141 - Messenger Courier	16.63
01191 - Order Clerk I	17.78
01192 - Order Clerk II	21.37
01261 - Personnel Assistant (Employment) I	18.96
01262 - Personnel Assistant (Employment) II	21.22
01263 - Personnel Assistant (Employment) III	23.66
01270 - Production Control Clerk	25.78
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	20.44
01410 - Supply Technician	36.15
01420 - Survey Worker	21.68
01460 - Switchboard Operator/Receptionist	17.45
01531 - Travel Clerk I	17.80
01532 - Travel Clerk II	19.28
01533 - Travel Clerk III	20.93
01611 - Word Processor I	17.91
01612 - Word Processor II	20.12
01613 - Word Processor III	22.50
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	26.89
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	23.29
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	16.34
05400 - Transmission Repair Specialist	29.68
07000 - Food Preparation And Service Occupations	
07010 - Baker	18.55
07041 - Cook I	18.13
07042 - Cook II	20.24
07070 - Dishwasher	13.78
07130 - Food Service Worker	14.12
07210 - Meat Cutter	19.20
07260 - Waiter/Waitress	15.14
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.17
09040 - Furniture Handler	15.44
09080 - Furniture Refinisher	20.17
09090 - Furniture Refinisher Helper	16.94
09110 - Furniture Repairer Minor	18.54
09130 - Upholsterer	20.17
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	15.24
11060 - Elevator Operator	17.27
11090 - Gardener	21.29
11122 - Housekeeping Aide	17.27
11150 - Janitor	17.27
11210 - Laborer Grounds Maintenance	17.51

11240 - Maid or Houseman	15.74
11260 - Pruner	16.27
11270 - Tractor Operator	20.04
11330 - Trail Maintenance Worker	17.51
11360 - Window Cleaner	18.59
12000 - Health Occupations	
12010 - Ambulance Driver	23.95
12011 - Breath Alcohol Technician	24.91
12012 - Certified Occupational Therapist Assistant	33.97
12015 - Certified Physical Therapist Assistant	30.02
12020 - Dental Assistant	21.30
12025 - Dental Hygienist	47.43
12030 - EKG Technician	35.71
12035 - Electroneurodiagnostic Technologist	35.71
12040 - Emergency Medical Technician	23.95
12071 - Licensed Practical Nurse I	22.28
12072 - Licensed Practical Nurse II	24.91
12073 - Licensed Practical Nurse III	27.77
12100 - Medical Assistant	18.71
12130 - Medical Laboratory Technician	34.18
12160 - Medical Record Clerk	22.19
12190 - Medical Record Technician	24.81
12195 - Medical Transcriptionist	21.99
12210 - Nuclear Medicine Technologist	44.71
12221 - Nursing Assistant I	13.95
12222 - Nursing Assistant II	15.69
12223 - Nursing Assistant III	20.01
12224 - Nursing Assistant IV	19.23
12235 - Optical Dispenser	28.70
12236 - Optical Technician	18.46
12250 - Pharmacy Technician	17.20
12280 - Phlebotomist	20.69
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)	30.85
12320 - Substance Abuse Treatment Counselor	27.76
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	26.16
13042 - Illustrator II	32.88
13043 - Illustrator III	39.64
13047 - Librarian	37.25
13050 - Library Aide/Clerk	16.95
13054 - Library Information Technology Systems Administrator	32.65
13058 - Library Technician	25.62
13061 - Media Specialist I	23.57
13062 - Media Specialist II	26.35
13063 - Media Specialist III	29.39
13071 - Photographer I	21.29
13072 - Photographer II	24.10
13073 - Photographer III	32.88
13074 - Photographer IV	36.91
13075 - Photographer V	50.36
13090 - Technical Order Library Clerk	21.29
13110 - Video Teleconference Technician	27.98
14000 - Information Technology Occupations	
14041 - Computer Operator I	20.90

14042 - Computer Operator II	23.39
14043 - Computer Operator III	26.08
14044 - Computer Operator IV	29.36
14045 - Computer Operator V	32.09
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	20.90
14160 - Personal Computer Support Technician	29.36
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	32.91
15085 - Maintenance Test Pilot Fixed Jet/Prop	51.99
15086 - Maintenance Test Pilot Rotary Wing	51.99
15088 - Non-Maintenance Test/Co-Pilot	51.99
15090 - Technical Instructor	29.88
15095 - Technical Instructor/Course Developer	36.55
15110 - Test Proctor	24.12
15120 - Tutor	24.12
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	17.13
16030 - Counter Attendant	17.13
16040 - Dry Cleaner	19.58
16070 - Finisher Flatwork Machine	17.13
16090 - Presser Hand	17.13
16110 - Presser Machine Drycleaning	17.13
16130 - Presser Machine Shirts	17.13
16160 - Presser Machine Wearing Apparel Laundry	17.13
16190 - Sewing Machine Operator	20.39
16220 - Tailor	21.20
16250 - Washer Machine	17.94
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	25.23
19040 - Tool And Die Maker	29.24
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	19.02
21030 - Material Coordinator	25.78
21040 - Material Expediter	25.78
21050 - Material Handling Laborer	15.67
21071 - Order Filler	16.41
21080 - Production Line Worker (Food Processing)	19.02
21110 - Shipping Packer	18.49
21130 - Shipping/Receiving Clerk	18.49
21140 - Store Worker I	17.62
21150 - Stock Clerk	22.08
21210 - Tools And Parts Attendant	19.02
21410 - Warehouse Specialist	19.02
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 I	35.20
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	38.14
23110 - Appliance Mechanic	23.65
23120 - Bicycle Repairer	16.57
23125 - Cable Splicer	46.85
23130 - Carpenter Maintenance	29.97
23140 - Carpet Layer	27.98
23160 - Electrician Maintenance	40.52
23181 - Electronics Technician Maintenance I	29.09
23182 - Electronics Technician Maintenance II	30.34
23183 - Electronics Technician Maintenance III	31.52
23260 - Fabric Worker	34.90
23290 - Fire Alarm System Mechanic	28.97
23310 - Fire Extinguisher Repairer	27.72
23311 - Fuel Distribution System Mechanic	38.98
23312 - Fuel Distribution System Operator	33.08
23370 - General Maintenance Worker	24.49
23380 - Ground Support Equipment Mechanic	38.14
23381 - Ground Support Equipment Servicer	33.40
23382 - Ground Support Equipment Worker	35.20
23391 - Gunsmith I	27.72
23392 - Gunsmith II	30.94
23393 - Gunsmith III	33.53
23410 - Heating Ventilation And Air-Conditioning Mechanic	31.91
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	33.16
23430 - Heavy Equipment Mechanic	32.77
23440 - Heavy Equipment Operator	42.64
23460 - Instrument Mechanic	31.98
23465 - Laboratory/Shelter Mechanic	32.27
23470 - Laborer	15.67
23510 - Locksmith	26.59
23530 - Machinery Maintenance Mechanic	29.57
23550 - Machinist Maintenance	24.04
23580 - Maintenance Trades Helper	16.98
23591 - Metrology Technician I	31.98
23592 - Metrology Technician II	33.23
23593 - Metrology Technician III	34.48
23640 - Millwright	40.73
23710 - Office Appliance Repairer	23.55
23760 - Painter Maintenance	32.02
23790 - Pipefitter Maintenance	33.83
23810 - Plumber Maintenance	32.56
23820 - Pneudraulic Systems Mechanic	33.53
23850 - Rigger	35.67
23870 - Scale Mechanic	30.94
23890 - Sheet-Metal Worker Maintenance	32.41
23910 - Small Engine Mechanic	23.31
23931 - Telecommunications Mechanic I	35.34
23932 - Telecommunications Mechanic II	36.72
23950 - Telephone Lineman	43.55
23960 - Welder Combination Maintenance	23.20
23965 - Well Driller	32.44
23970 - Woodcraft Worker	33.53
23980 - Woodworker	27.72
24000 - Personal Needs Occupations	
24550 - Case Manager	18.40
24570 - Child Care Attendant	14.62
24580 - Child Care Center Clerk	18.22

24610 - Chore Aide	13.83
24620 - Family Readiness And Support Services Coordinator	18.40
24630 - Homemaker	18.40
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	42.23
25040 - Sewage Plant Operator	36.48
25070 - Stationary Engineer	42.23
25190 - Ventilation Equipment Tender	32.86
25210 - Water Treatment Plant Operator	36.48
27000 - Protective Service Occupations	
27004 - Alarm Monitor	23.18
27007 - Baggage Inspector	17.98
27008 - Corrections Officer	35.44
27010 - Court Security Officer	39.73
27030 - Detection Dog Handler	20.36
27040 - Detention Officer	35.44
27070 - Firefighter	44.02
27101 - Guard I	17.98
27102 - Guard II	20.36
27131 - Police Officer I	39.72
27132 - Police Officer II	44.15
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	16.59
28042 - Carnival Equipment Repairer	17.63
28043 - Carnival Worker	13.47
28210 - Gate Attendant/Gate Tender	19.09
28310 - Lifeguard	13.56
28350 - Park Attendant (Aide)	21.34
28510 - Recreation Aide/Health Facility Attendant	15.57
28515 - Recreation Specialist	26.44
28630 - Sports Official	16.99
28690 - Swimming Pool Operator	20.98
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	40.46
29020 - Hatch Tender	40.46
29030 - Line Handler	40.46
29041 - Stevedore I	38.38
29042 - Stevedore II	48.07
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	46.55
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	32.10
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	35.35
30021 - Archeological Technician I	21.25
30022 - Archeological Technician II	25.50
30023 - Archeological Technician III	27.27
30030 - Cartographic Technician	30.02
30040 - Civil Engineering Technician	29.82
30051 - Cryogenic Technician I	30.19
30052 - Cryogenic Technician II	33.35
30061 - Drafter/CAD Operator I	21.25
30062 - Drafter/CAD Operator II	25.50
30063 - Drafter/CAD Operator III	28.31
30064 - Drafter/CAD Operator IV	33.24
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	24.89
30221 - Latent Fingerprint Technician I	29.77
30222 - Latent Fingerprint Technician II	32.88

30240 - Mathematical Technician	40.10
30361 - Paralegal/Legal Assistant I	23.36
30362 - Paralegal/Legal Assistant II	28.94
30363 - Paralegal/Legal Assistant III	35.39
30364 - Paralegal/Legal Assistant IV	42.84
30375 - Petroleum Supply Specialist	33.35
30390 - Photo-Optics Technician	27.73
30395 - Radiation Control Technician	33.35
30461 - Technical Writer I	28.45
30462 - Technical Writer II	34.80
30463 - Technical Writer III	42.11
30491 - Unexploded Ordnance (UXO) Technician I	29.58
30492 - Unexploded Ordnance (UXO) Technician II	35.79
30493 - Unexploded Ordnance (UXO) Technician III	42.90
30494 - Unexploded (UXO) Safety Escort	29.58
30495 - Unexploded (UXO) Sweep Personnel	29.58
30501 - Weather Forecaster I	30.19
30502 - Weather Forecaster II	36.73
30620 - Weather Observer Combined Upper Air Or	(see 2) 27.96
Surface Programs	
30621 - Weather Observer Senior	(see 2) 27.27
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	35.79
31020 - Bus Aide	24.62
31030 - Bus Driver	31.71
31043 - Driver Courier	18.42
31260 - Parking and Lot Attendant	14.16
31290 - Shuttle Bus Driver	19.65
31310 - Taxi Driver	18.58
31361 - Truckdriver Light	19.57
31362 - Truckdriver Medium	20.73
31363 - Truckdriver Heavy	26.73
31364 - Truckdriver Tractor-Trailer	26.73
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	17.45
99030 - Cashier	13.09
99050 - Desk Clerk	15.36
99095 - Embalmer	35.95
99130 - Flight Follower	29.58
99251 - Laboratory Animal Caretaker I	16.38
99252 - Laboratory Animal Caretaker II	17.40
99260 - Marketing Analyst	39.07
99310 - Mortician	35.95
99410 - Pest Controller	20.56
99510 - Photofinishing Worker	18.91
99710 - Recycling Laborer	33.83
99711 - Recycling Specialist	38.72
99730 - Refuse Collector	31.43
99810 - Sales Clerk	14.80
99820 - School Crossing Guard	18.85
99830 - Survey Party Chief	32.48
99831 - Surveying Aide	19.33
99832 - Surveying Technician	28.46
99840 - Vending Machine Attendant	23.51
99841 - Vending Machine Repairer	27.93
99842 - Vending Machine Repairer Helper	23.51

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: \$4.60 per hour up to 40 hours per week or \$184.00 per week or \$797.33 per month

HEALTH & WELFARE EO 13706: \$4.23 per hour up to 40 hours per week or \$169.20 per week or \$733.20 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 10 years and 5 weeks after 20 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: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive



administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty 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).

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))."