

4- S02 ATTACH 4 - SCA Wage Determination VISN3.txt
P07 Wage Determination - NJ -atl-cape-cumb.txt

WD 05-2345 (Rev.-12) was first posted on www.wdol.gov on 09/21/2010

REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION

By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON D.C. 20210

| Wage Determination No.: 2005-2345

Shirley F. Ebbesen Division of | Revision No.: 12

Director Wage Determinations| Date Of Revision: 09/14/2010

State: New Jersey

Area: New Jersey Counties of Atlantic, Cape May, Cumberland

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE FOOTNOTE RATE

01000 - Administrative Support And Clerical Occupations
01011 - Accounting Clerk I 14.53
01012 - Accounting Clerk II 16.31
01013 - Accounting Clerk III 18.24
01020 - Administrative Assistant 27.42
01040 - Court Reporter 20.94
01051 - Data Entry Operator I 14.22
01052 - Data Entry Operator II 15.93
01060 - Dispatcher, Motor Vehicle 17.92
01070 - Document Preparation Clerk 13.66
01090 - Duplicating Machine Operator 13.66
01111 - General Clerk I 13.45
01112 - General Clerk II 14.68
01113 - General Clerk III 16.48
01120 - Housing Referral Assistant 24.11
01141 - Messenger Courier 12.91
01191 - Order Clerk I 14.81
01192 - Order Clerk II 15.68
01261 - Personnel Assistant (Employment) I 16.56
01262 - Personnel Assistant (Employment) II 18.52
01263 - Personnel Assistant (Employment) III 20.64
01270 - Production Control Clerk 22.74
01280 - Receptionist 14.72
01290 - Rental Clerk 16.83
01300 - Scheduler, Maintenance 17.52
01311 - Secretary I 19.12
01312 - Secretary II 21.84
01313 - Secretary III 24.11
01320 - Service Order Dispatcher 16.76
01410 - Supply Technician 27.02
01420 - Survey Worker 17.92

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01531 - Travel Clerk I 12.87
01532 - Travel Clerk II 13.61
01533 - Travel Clerk III 14.53
01611 - Word Processor I 15.91
01612 - Word Processor II 17.86
01613 - Word Processor III 19.98

05000 - Automotive Service Occupations
05005 - Automobile Body Repairer, Fiberglass 22.53
05010 - Automotive Electrician 22.35
05040 - Automotive Glass Installer 20.34
05070 - Automotive Worker 21.67
05110 - Mobile Equipment Servicer 19.63
05130 - Motor Equipment Metal Mechanic 22.81
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05160 - Motor Equipment Metal Worker 21.22
05190 - Motor Vehicle Mechanic 22.83
05220 - Motor Vehicle Mechanic Helper 18.71
05250 - Motor Vehicle Upholstery Worker 20.54
05280 - Motor Vehicle Wrecker 21.22
05310 - Painter, Automotive 22.14
05340 - Radiator Repair Specialist 21.22
05370 - Tire Repairer 13.58
05400 - Transmission Repair Specialist 23.49

07000 - Food Preparation And Service Occupations
07010 - Baker 13.84
07041 - Cook I 12.99
07042 - Cook II 13.84
07070 - Dishwasher 9.86
07130 - Food Service Worker 11.22
07210 - Meat Cutter 19.04
07260 - Waiter/Waitress 11.05

09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 19.42
09040 - Furniture Handler 17.39
09080 - Furniture Refinisher 22.85
09090 - Furniture Refinisher Helper 19.50
09110 - Furniture Repairer, Minor 21.21
09130 - Upholsterer 22.43

11000 - General Services And Support Occupations
11030 - Cleaner, Vehicles 12.81
11060 - Elevator Operator 12.33
11090 - Gardener 16.09
11122 - Housekeeping Aide 12.81
11150 - Janitor 12.81
11210 - Laborer, Grounds Maintenance 13.67
11240 - Maid or Houseman 11.29
11260 - Pruner 12.83
11270 - Tractor Operator 15.33
11330 - Trail Maintenance Worker 13.67
11360 - Window Cleaner 13.61

12000 - Health Occupations
12010 - Ambulance Driver 17.48
12011 - Breath Alcohol Technician 20.44
12012 - Certified Occupational Therapist Assistant 23.94
12015 - Certified Physical Therapist Assistant 22.60

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12020 - Dental Assistant 18.36
12025 - Dental Hygienist 34.74
12030 - EKG Technician 33.35
12035 - Electroneurodiagnostic Technologist 33.35
12040 - Emergency Medical Technician 17.48
12071 - Licensed Practical Nurse I 20.15
12072 - Licensed Practical Nurse II 22.05
12073 - Licensed Practical Nurse III 24.57
12100 - Medical Assistant 14.97
12130 - Medical Laboratory Technician 21.17
12160 - Medical Record Clerk 15.47
12190 - Medical Record Technician 17.31
12195 - Medical Transcriptionist 17.02
12210 - Nuclear Medicine Technologist 36.14
12221 - Nursing Assistant I 10.52
12222 - Nursing Assistant II 11.83
12223 - Nursing Assistant III 12.91
12224 - Nursing Assistant IV 14.49
12235 - Optical Dispenser 21.62
12236 - Optical Technician 16.61
12250 - Pharmacy Technician 15.13
12280 - Phlebotomist 14.49

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12305 - Radiologic Technologist 29.38
12311 - Registered Nurse I 29.51
12312 - Registered Nurse II 32.76
12313 - Registered Nurse II, Specialist 32.76
12314 - Registered Nurse III 39.32
12315 - Registered Nurse III, Anesthetist 39.32
12316 - Registered Nurse IV 47.11
12317 - Scheduler (Drug and Alcohol Testing) 23.50

13000 - Information And Arts Occupations
13011 - Exhibits Specialist I 20.74
13012 - Exhibits Specialist II 25.72
13013 - Exhibits Specialist III 31.69
13041 - Illustrator I 22.72
13042 - Illustrator II 28.29
13043 - Illustrator III 34.79
13047 - Librarian 32.55
13050 - Library Aide/Clerk 16.83
13054 - Library Information Technology Systems 28.26
Administrator

13058 - Library Technician 18.44
13061 - Media Specialist I 17.94
13062 - Media Specialist II 20.06
13063 - Media Specialist III 22.37
13071 - Photographer I 18.07
13072 - Photographer II 20.54
13073 - Photographer III 25.65
13074 - Photographer IV 30.62
13075 - Photographer V 37.06
13110 - Video Teleconference Technician 21.70

14000 - Information Technology Occupations
14041 - Computer Operator I 18.50
14042 - Computer Operator II 20.70
14043 - Computer Operator III 23.07
14044 - Computer Operator IV 25.64
14045 - Computer Operator V 28.39

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14071 - Computer Programmer I (see 1) 27.62
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 18.50
14160 - Personal Computer Support Technician 25.64

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 32.83
15070 - Flight Instructor (Pilot) 48.06
15080 - Graphic Artist 24.99
15090 - Technical Instructor 23.41
15095 - Technical Instructor/Course Developer 29.27
15110 - Test Proctor 19.71
15120 - Tutor 19.32

16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations
16010 - Assembler 9.93
16030 - Counter Attendant 9.93
16040 - Dry Cleaner 12.54
16070 - Finisher, Flatwork, Machine 9.93
16090 - Presser, Hand 9.93
16110 - Presser, Machine, Drycleaning 9.93
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16130 - Presser, Machine, Shirts 9.93
16160 - Presser, Machine, Wearing Apparel, Laundry 9.93
16190 - Sewing Machine Operator 13.44
16220 - Tailor 14.32
16250 - Washer, Machine 10.81

19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.29
19040 - Tool And Die Maker 24.23

21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.21
21030 - Material Coordinator 19.55
21040 - Material Expediter 19.55
21050 - Material Handling Laborer 12.65
21071 - Order Filler 13.73
21080 - Production Line Worker (Food Processing) 19.21
21110 - Shipping Packer 16.45
21130 - Shipping/Receiving Clerk 16.45
21140 - Store Worker I 16.93
21150 - Stock Clerk 19.11
21210 - Tools And Parts Attendant 19.21
21410 - Warehouse Specialist 19.21

23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 28.72
23021 - Aircraft Mechanic I 27.48
23022 - Aircraft Mechanic II 28.72
23023 - Aircraft Mechanic III 30.43

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23040 - Aircraft Mechanic Helper 22.62
 23050 - Aircraft, Painter 25.65
 23060 - Aircraft Servicer 23.98
 23080 - Aircraft Worker 23.30
 23110 - Appliance Mechanic 23.93
 23120 - Bicycle Repairer 15.11
 23125 - Cable Splicer 32.44
 23130 - Carpenter, Maintenance 24.40
 23140 - Carpet Layer 24.83
 23160 - Electrician, Maintenance 27.23
 23181 - Electronics Technician Maintenance I 24.75
 23182 - Electronics Technician Maintenance II 26.66
 23183 - Electronics Technician Maintenance III 27.60
 23260 - Fabric Worker 23.98
 23290 - Fire Alarm System Mechanic 25.51
 23310 - Fire Extinguisher Repairer 23.10
 23311 - Fuel Distribution System Mechanic 26.89
 23312 - Fuel Distribution System Operator 23.16
 23370 - General Maintenance Worker 21.37
 23380 - Ground Support Equipment Mechanic 27.48
 23381 - Ground Support Equipment Servicer 23.98
 23382 - Ground Support Equipment Worker 23.95
 23391 - Gunsmith I 23.10
 23392 - Gunsmith II 24.92
 23393 - Gunsmith III 26.76
 23410 - Heating, Ventilation And Air-Conditioning 25.17
 Mechanic
 23411 - Heating, Ventilation And Air Contditioning 26.15
 Mechanic (Research Facility)
 23430 - Heavy Equipment Mechanic 24.73
 23440 - Heavy Equipment Operator 27.89
 23460 - Instrument Mechanic 26.76
 23465 - Laboratory/Shelter Mechanic 25.83
 23470 - Laborer 15.83
 23510 - Locksmith 23.29
 23530 - Machinery Maintenance Mechanic 24.32
 23550 - Machinist, Maintenance 25.08
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23580 - Maintenance Trades Helper 18.52
 23591 - Metrology Technician I 26.76
 23592 - Metrology Technician II 27.73
 23593 - Metrology Technician III 28.58
 23640 - Millwright 26.76
 23710 - Office Appliance Repairer 23.06
 23760 - Painter, Maintenance 24.18
 23790 - Pipefitter, Maintenance 30.39
 23810 - Plumber, Maintenance 26.93
 23820 - Pneudraulic Systems Mechanic 26.76
 23850 - Rigger 26.76
 23870 - Scale Mechanic 25.73
 23890 - Sheet-Metal Worker, Maintenance 29.49
 23910 - Small Engine Mechanic 21.06
 23931 - Telecommunications Mechanic I 27.82
 23932 - Telecommunications Mechanic II 28.86
 23950 - Telephone Lineman 28.29
 23960 - Welder, Combination, Maintenance 20.91
 23965 - Well Driller 24.36
 23970 - Woodcraft Worker 26.76
 23980 - Woodworker 23.89

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24000 - Personal Needs Occupations
24570 - Child Care Attendant 11.15
24580 - Child Care Center Clerk 13.90
24610 - Chore Aide 13.56
24620 - Family Readiness And Support Services 15.61
Coordinator
24630 - Homemaker 17.02

25000 - Plant And System Operations Occupations
25010 - Boiler Tender 22.28
25040 - Sewage Plant Operator 22.82
25070 - Stationary Engineer 22.28
25190 - Ventilation Equipment Tender 18.37
25210 - Water Treatment Plant Operator 22.82

27000 - Protective Service Occupations
27004 - Alarm Monitor 19.60
27007 - Baggage Inspector 13.48
27008 - Corrections Officer 24.29
27010 - Court Security Officer 27.70
27030 - Detection Dog Handler 18.63
27040 - Detention Officer 24.29
27070 - Firefighter 27.25
27101 - Guard I 13.48
27102 - Guard II 18.63
27131 - Police Officer I 28.28
27132 - Police Officer II 31.43

28000 - Recreation Occupations
28041 - Carnival Equipment Operator 11.46
28042 - Carnival Equipment Repairer 12.02
28043 - Carnival Equipment Worker 9.76
28210 - Gate Attendant/Gate Tender 16.04
28310 - Lifeguard 12.78
28350 - Park Attendant (Aide) 17.94
28510 - Recreation Aide/Health Facility Attendant 11.54
28515 - Recreation Specialist 18.87
28630 - Sports Official 14.29
28690 - Swimming Pool Operator 20.24

29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 24.30
29020 - Hatch Tender 24.30
29030 - Line Handler 24.30
29041 - Stevedore I 23.38
29042 - Stevedore II 25.20
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30000 - Technical Occupations
30010 - Air Traffic Control Specialist, Center (HFO) (see 2) 38.17
30011 - Air Traffic Control Specialist, Station (HFO) (see 2) 26.31
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) 28.98
30021 - Archeological Technician I 19.23
30022 - Archeological Technician II 21.57
30023 - Archeological Technician III 28.14
30030 - Cartographic Technician 28.27
30040 - Civil Engineering Technician 27.94
30061 - Drafter/CAD Operator I 20.33
30062 - Drafter/CAD Operator II 22.75
30063 - Drafter/CAD Operator III 25.36

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30064 - Drafter/CAD Operator IV 31.21
30081 - Engineering Technician I 16.38
30082 - Engineering Technician II 18.19
30083 - Engineering Technician III 24.23
30084 - Engineering Technician IV 29.51
30085 - Engineering Technician V 35.18
30086 - Engineering Technician VI 37.71
30090 - Environmental Technician 26.73
30210 - Laboratory Technician 25.35
30240 - Mathematical Technician 28.72
30361 - Paralegal/Legal Assistant I 18.87
30362 - Paralegal/Legal Assistant II 23.37
30363 - Paralegal/Legal Assistant III 28.59
30364 - Paralegal/Legal Assistant IV 34.58
30390 - Photo-Optics Technician 28.22
30461 - Technical Writer I 21.04
30462 - Technical Writer II 25.74
30463 - Technical Writer III 34.45
30491 - Unexploded Ordnance (UXO) Technician I 24.25
30492 - Unexploded Ordnance (UXO) Technician II 29.35
30493 - Unexploded Ordnance (UXO) Technician III 35.17
30494 - Unexploded (UXO) Safety Escort 24.25
30495 - Unexploded (UXO) Sweep Personnel 24.25
30620 - Weather Observer, Combined Upper Air Or (see 2) 23.26
Surface Programs
30621 - Weather Observer, Senior (see 2) 25.85
31000 - Transportation/Mobile Equipment Operation Occupations
31020 - Bus Aide 15.22
31030 - Bus Driver 18.56
31043 - Driver Courier 18.13
31260 - Parking and Lot Attendant 10.89
31290 - Shuttle Bus Driver 19.00
31310 - Taxi Driver 12.23
31361 - Truckdriver, Light 19.00
31362 - Truckdriver, Medium 19.73
31363 - Truckdriver, Heavy 19.99
31364 - Truckdriver, Tractor-Trailer 19.99
99000 - Miscellaneous Occupations
99030 - Cashier 11.80
99050 - Desk Clerk 12.64
99095 - Embalmer 26.03
99251 - Laboratory Animal Caretaker I 12.64
99252 - Laboratory Animal Caretaker II 13.13
99310 - Mortician 31.70
99410 - Pest Controller 17.02
99510 - Photofinishing Worker 14.65
99710 - Recycling Laborer 18.85
99711 - Recycling Specialist 21.14
99730 - Refuse Collector 17.69
99810 - Sales Clerk 12.66
99820 - School Crossing Guard 14.21
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99830 - Survey Party Chief 19.61
99831 - Surveying Aide 13.27
99832 - Surveying Technician 18.22
99840 - Vending Machine Attendant 16.45
99841 - Vending Machine Repairer 19.22
99842 - Vending Machine Repairer Helper 16.45

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$3.50 per hour or \$140.00 per week or \$606.67 per month

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 nine paid holidays per year: New Year's Day, Washington's Birthday, Memorial 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
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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.

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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 regrading 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.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov>.

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gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} 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 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 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 decision to the contractor.
- 6) The contractor informs the affected employees.

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" (the Directory) should be used to compare job definitions to insure 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.

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By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
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Shirley F. Ebbesen Division of | Revision No.: 10

Director Wage Determinations | Date Of Revision: 09/01/2010

State: New Jersey

Area: New Jersey Counties of Bergen, Passaic

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05040 - Automotive Glass Installer 27.31
05070 - Automotive Worker 27.31
05110 - Mobile Equipment Servicer 24.42
05130 - Motor Equipment Metal Mechanic 29.68
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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 15.13
05400 - Transmission Repair Specialist 29.68

07000 - Food Preparation And Service Occupations

07010 - Baker 18.55
07041 - Cook I 15.07
07042 - Cook II 16.80
07070 - Dishwasher 9.99
07130 - Food Service Worker 12.77
07210 - Meat Cutter 19.20
07260 - Waiter/Waitress 12.67

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

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11000 - General Services And Support Occupations
11030 - Cleaner, Vehicles 12.94
11060 - Elevator Operator 12.94
11090 - Gardener 19.39
11122 - Housekeeping Aide 15.05
11150 - Janitor 15.70
11210 - Laborer, Grounds Maintenance 15.89
11240 - Maid or Houseman 13.34
11260 - Pruner 14.75
11270 - Tractor Operator 18.43
11330 - Trail Maintenance Worker 15.89
11360 - Window Cleaner 16.95

12000 - Health Occupations
12010 - Ambulance Driver 21.77
12011 - Breath Alcohol Technician 22.61
12012 - Certified Occupational Therapist Assistant 24.12
12015 - Certified Physical Therapist Assistant 22.28
12020 - Dental Assistant 16.75
12025 - Dental Hygienist 35.31
12030 - EKG Technician 28.65
12035 - Electroneurodiagnostic Technologist 28.65
12040 - Emergency Medical Technician 21.77
12071 - Licensed Practical Nurse I 21.76
12072 - Licensed Practical Nurse II 24.34
12073 - Licensed Practical Nurse III 24.48
12100 - Medical Assistant 16.66
12130 - Medical Laboratory Technician 20.63
12160 - Medical Record Clerk 18.00
12190 - Medical Record Technician 20.55
12195 - Medical Transcriptionist 19.43
12210 - Nuclear Medicine Technologist 36.93
12221 - Nursing Assistant I 12.37
12222 - Nursing Assistant II 13.91
12223 - Nursing Assistant III 15.82
12224 - Nursing Assistant IV 16.79
12235 - Optical Dispenser 24.64
12236 - Optical Technician 16.64
12250 - Pharmacy Technician 14.58
12280 - Phlebotomist 16.79
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12305 - Radiologic Technologist 28.08
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) 26.17

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12305 - Radiologic Technologist 28.08
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) 26.17

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14000 - Information Technology Occupations
14041 - Computer Operator I 19.00
14042 - Computer Operator II 21.26
14043 - Computer Operator III 23.71
14044 - Computer Operator IV 26.69
14045 - Computer Operator V 29.17
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 19.00
14160 - Personal Computer Support Technician 26.69

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 35.38
15070 - Flight Instructor (Pilot) 52.46
15080 - Graphic Artist 32.91
15090 - Technical Instructor 27.17
15095 - Technical Instructor/Course Developer 32.99
15110 - Test Proctor 21.77
15120 - Tutor 21.77

16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations
16010 - Assembler 11.62
16030 - Counter Attendant 11.62
16040 - Dry Cleaner 14.30
16070 - Finisher, Flatwork, Machine 11.62
16090 - Presser, Hand 11.62
16110 - Presser, Machine, Drycleaning 11.62
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16130 - Presser, Machine, Shirts 11.62
16160 - Presser, Machine, Wearing Apparel, Laundry 11.62
16190 - Sewing Machine Operator 15.19
16220 - Tailor 16.04
16250 - Washer, Machine 12.60

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16130 - Presser, Machine, Shirts 11.62
16160 - Presser, Machine, Wearing Apparel, Laundry 11.62
16190 - Sewing Machine Operator 15.19
16220 - Tailor 16.04
16250 - Washer, Machine 12.60

21000 - Materials Handling And Packing Occupations

21020 - Forklift Operator 16.96
21030 - Material Coordinator 23.51
21040 - Material Expediter 23.51
21050 - Material Handling Laborer 14.62
21071 - Order Filler 14.92
21080 - Production Line Worker (Food Processing) 16.96
21110 - Shipping Packer 15.28
21130 - Shipping/Receiving Clerk 15.28
21140 - Store Worker I 15.06

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21150 - Stock Clerk 18.88
21210 - Tools And Parts Attendant 16.96
21410 - Warehouse Specialist 16.96

23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 29.79
23021 - Aircraft Mechanic I 27.11
23022 - Aircraft Mechanic II 29.58
23023 - Aircraft Mechanic III 30.66
23040 - Aircraft Mechanic Helper 22.71
23050 - Aircraft, Painter 23.71
23060 - Aircraft Servicer 24.80
23080 - Aircraft Worker 25.95
23110 - Appliance Mechanic 20.93
23120 - Bicycle Repairer 16.33
23125 - Cable Splicer 32.14
23130 - Carpenter, Maintenance 29.89
23140 - Carpet Layer 27.98
23160 - Electrician, Maintenance 36.84
23181 - Electronics Technician Maintenance I 24.51
23182 - Electronics Technician Maintenance II 25.26
23183 - Electronics Technician Maintenance III 26.18
23260 - Fabric Worker 28.00
23290 - Fire Alarm System Mechanic 22.77
23310 - Fire Extinguisher Repairer 22.51
23311 - Fuel Distribution System Mechanic 29.00
23312 - Fuel Distribution System Operator 27.20
23370 - General Maintenance Worker 24.49
23380 - Ground Support Equipment Mechanic 27.11
23381 - Ground Support Equipment Servicer 24.80
23382 - Ground Support Equipment Worker 25.95
23391 - Gunsmith I 22.51
23392 - Gunsmith II 25.12
23393 - Gunsmith III 27.25
23410 - Heating, Ventilation And Air-Conditioning 26.97
Mechanic
23411 - Heating, Ventilation And Air Contditioning 28.93
Mechanic (Research Facility)
23430 - Heavy Equipment Mechanic 26.10
23440 - Heavy Equipment Operator 34.30
23460 - Instrument Mechanic 30.86
23465 - Laboratory/Shelter Mechanic 26.21
23470 - Laborer 14.74
23510 - Locksmith 20.70
23530 - Machinery Maintenance Mechanic 23.76
23550 - Machinist, Maintenance 19.74
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23580 - Maintenance Trades Helper 16.13
23591 - Metrology Technician I 30.86
23592 - Metrology Technician II 33.21
23593 - Metrology Technician III 34.43
23640 - Millwright 31.22
23710 - Office Appliance Repairer 21.80
23760 - Painter, Maintenance 32.02
23790 - Pipefitter, Maintenance 32.13
23810 - Plumber, Maintenance 30.02
23820 - Pneudraulic Systems Mechanic 27.25
23850 - Rigger 24.36
23870 - Scale Mechanic 25.12
23890 - Sheet-Metal Worker, Maintenance 29.46
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23910 - Small Engine Mechanic 20.24
23931 - Telecommunications Mechanic I 30.91
23932 - Telecommunications Mechanic II 32.20
23950 - Telephone Lineman 32.15
23960 - Welder, Combination, Maintenance 22.17
23965 - Well Driller 23.31
23970 - Woodcraft Worker 27.25
23980 - Woodworker 18.59

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23580 - Maintenance Trades Helper 16.13
23591 - Metrology Technician I 30.86
23592 - Metrology Technician II 33.21
23593 - Metrology Technician III 34.43
23640 - Millwright 31.22
23710 - Office Appliance Repairer 21.80
23760 - Painter, Maintenance 32.02
23790 - Pipefitter, Maintenance 32.13
23810 - Plumber, Maintenance 30.02
23820 - Pneudraulic Systems Mechanic 27.25
23850 - Rigger 24.36
23870 - Scale Mechanic 25.12
23890 - Sheet-Metal Worker, Maintenance 29.46
23910 - Small Engine Mechanic 20.24
23931 - Telecommunications Mechanic I 30.91
23932 - Telecommunications Mechanic II 32.20
23950 - Telephone Lineman 32.15
23960 - Welder, Combination, Maintenance 22.17
23965 - Well Driller 23.31
23970 - Woodcraft Worker 27.25
23980 - Woodworker 18.59

25000 - Plant And System Operations Occupations
25010 - Boiler Tender 29.03
25040 - Sewage Plant Operator 25.52
25070 - Stationary Engineer 29.03
25190 - Ventilation Equipment Tender 23.71
25210 - Water Treatment Plant Operator 25.81

27000 - Protective Service Occupations

27004 - Alarm Monitor 19.12
27007 - Baggage Inspector 17.98
27008 - Corrections Officer 30.97
27010 - Court Security Officer 30.66
27030 - Detection Dog Handler 20.36
27040 - Detention Officer 30.97
27070 - Firefighter 31.42
27101 - Guard I 17.98
27102 - Guard II 20.36
27131 - Police Officer I 32.54
27132 - Police Officer II 35.94

28000 - Recreation Occupations

28041 - Carnival Equipment Operator 13.29
28042 - Carnival Equipment Repairer 13.84
28043 - Carnival Equipment Worker 10.96
28210 - Gate Attendant/Gate Tender 16.49
28310 - Lifeguard 13.00
28350 - Park Attendant (Aide) 18.46
28510 - Recreation Aide/Health Facility Attendant 13.48
28515 - Recreation Specialist 22.84
28630 - Sports Official 14.69
28690 - Swimming Pool Operator 20.98

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29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 27.64
29020 - Hatch Tender 27.64
29030 - Line Handler 27.64
29041 - Stevedore I 26.22
29042 - Stevedore II 32.84

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30010 - Air Traffic Control Specialist, Center (HFO) (see 2) 40.33
30011 - Air Traffic Control Specialist, Station (HFO) (see 2) 27.82
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) 30.63
30021 - Archeological Technician I 21.25
30022 - Archeological Technician II 24.17
30023 - Archeological Technician III 27.27
30030 - Cartographic Technician 30.02
30040 - Civil Engineering Technician 25.21
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 26.21
30210 - Laboratory Technician 21.37
30240 - Mathematical Technician 30.13
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
30390 - Photo-Optics Technician 27.73
30461 - Technical Writer I 26.41
30462 - Technical Writer II 32.29
30463 - Technical Writer III 39.10
30491 - Unexploded Ordnance (UXO) Technician I 25.63
30492 - Unexploded Ordnance (UXO) Technician II 31.02
30493 - Unexploded Ordnance (UXO) Technician III 37.18
30494 - Unexploded (UXO) Safety Escort 25.63
30495 - Unexploded (UXO) Sweep Personnel 25.63
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
31020 - Bus Aide 16.40
31030 - Bus Driver 19.89
31043 - Driver Courier 16.75
31260 - Parking and Lot Attendant 10.05
31290 - Shuttle Bus Driver 17.80
31310 - Taxi Driver 15.35
31361 - Truckdriver, Light 17.80
31362 - Truckdriver, Medium 20.08
31363 - Truckdriver, Heavy 24.52
31364 - Truckdriver, Tractor-Trailer 24.52
99000 - Miscellaneous Occupations
99030 - Cashier 10.53

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99050 - Desk Clerk 13.34
99095 - Embalmer 31.12
99251 - Laboratory Animal Caretaker I 12.72
99252 - Laboratory Animal Caretaker II 14.70
99310 - Mortician 34.82
99410 - Pest Controller 16.49
99510 - Photofinishing Worker 16.23
99710 - Recycling Laborer 19.78
99711 - Recycling Specialist 24.70
99730 - Refuse Collector 18.50
99810 - Sales Clerk 14.70
99820 - School Crossing Guard 14.08
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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$3.50 per hour or \$140.00 per week or \$606.67 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial 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:

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(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

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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 regrading 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.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

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links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} 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 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

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 decision to the contractor.

6) The contractor informs the affected employees.

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" (the Directory) should be used to compare job definitions to insure 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.

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REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION

By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON D.C. 20210

| Wage Determination No.: 2005-2449

Shirley F. Ebbesen Division of | Revision No.: 10

Director Wage Determinations | Date of Revision: 09/14/2010

States: New Jersey, Pennsylvania

Area: New Jersey Counties of Burlington, Camden, Gloucester
Pennsylvania Counties of Bucks, Chester, Delaware, Lehigh, Montgomery,
Northampton, Philadelphia

Fringe Benefits Required Follow the Occupational Listing

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OCCUPATION CODE - TITLE FOOTNOTE RATE

01000 - Administrative Support And Clerical Occupations
01011 - Accounting Clerk I 14.53
01012 - Accounting Clerk II 16.31
01013 - Accounting Clerk III 18.24
01020 - Administrative Assistant 27.42
01040 - Court Reporter 21.74
01051 - Data Entry Operator I 14.22
01052 - Data Entry Operator II 15.51
01060 - Dispatcher, Motor Vehicle 17.92
01070 - Document Preparation Clerk 13.66
01090 - Duplicating Machine Operator 13.66
01111 - General Clerk I 13.45
01112 - General Clerk II 14.68
01113 - General Clerk III 16.48
01120 - Housing Referral Assistant 24.11
01141 - Messenger Courier 12.91
01191 - Order Clerk I 14.81
01192 - Order Clerk II 15.68
01261 - Personnel Assistant (Employment) I 16.56
01262 - Personnel Assistant (Employment) II 18.52
01263 - Personnel Assistant (Employment) III 20.64
01270 - Production Control Clerk 22.74
01280 - Receptionist 14.72
01290 - Rental Clerk 16.83
01300 - Scheduler, Maintenance 17.52
01311 - Secretary I 19.12
01312 - Secretary II 21.84
01313 - Secretary III 24.11
01320 - Service Order Dispatcher 16.76
01410 - Supply Technician 27.02
01420 - Survey Worker 17.92
01531 - Travel Clerk I 13.42
01532 - Travel Clerk II 14.10
01533 - Travel Clerk III 15.03
01611 - Word Processor I 15.91
01612 - Word Processor II 17.86
01613 - Word Processor III 19.98

05000 - Automotive Service Occupations
05005 - Automobile Body Repairer, Fiberglass 22.83
05010 - Automotive Electrician 22.03
05040 - Automotive Glass Installer 20.34
05070 - Automotive Worker 21.11
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05110 - Mobile Equipment Servicer 19.63
05130 - Motor Equipment Metal Mechanic 22.81
05160 - Motor Equipment Metal Worker 21.22
05190 - Motor Vehicle Mechanic 22.83
05220 - Motor Vehicle Mechanic Helper 18.71
05250 - Motor Vehicle Upholstery Worker 20.54
05280 - Motor Vehicle Wrecker 21.22
05310 - Painter, Automotive 22.14
05340 - Radiator Repair Specialist 21.22
05370 - Tire Repairer 14.89
05400 - Transmission Repair Specialist 23.49

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05110 - Mobile Equipment Servicer 19.63
05130 - Motor Equipment Metal Mechanic 22.81
05160 - Motor Equipment Metal Worker 21.22
05190 - Motor Vehicle Mechanic 22.83
05220 - Motor Vehicle Mechanic Helper 18.71
05250 - Motor Vehicle Upholstery Worker 20.54
05280 - Motor Vehicle Wrecker 21.22
05310 - Painter, Automotive 22.14
05340 - Radiator Repair Specialist 21.22
05370 - Tire Repairer 14.89
05400 - Transmission Repair Specialist 23.49

09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 19.40
09040 - Furniture Handler 17.39
09080 - Furniture Refinisher 22.85
09090 - Furniture Refinisher Helper 19.50
09110 - Furniture Repairer, Minor 21.21
09130 - Upholsterer 19.41

11000 - General Services And Support Occupations
11030 - Cleaner, Vehicles 12.81
11060 - Elevator Operator 12.33
11090 - Gardener 16.09
11122 - Housekeeping Aide 12.81
11150 - Janitor 12.81
11210 - Laborer, Grounds Maintenance 13.67
11240 - Maid or Houseman 11.29
11260 - Pruner 12.83
11270 - Tractor Operator 15.33
11330 - Trail Maintenance Worker 13.76
11360 - Window Cleaner 13.61

12000 - Health Occupations
12010 - Ambulance Driver 17.48
12011 - Breath Alcohol Technician 20.44
12012 - Certified Occupational Therapist Assistant 22.91
12015 - Certified Physical Therapist Assistant 22.60
12020 - Dental Assistant 18.36
12025 - Dental Hygienist 32.95
12030 - EKG Technician 30.31
12035 - Electroneurodiagnostic Technologist 30.31
12040 - Emergency Medical Technician 17.48
12071 - Licensed Practical Nurse I 20.15
12072 - Licensed Practical Nurse II 22.05
12073 - Licensed Practical Nurse III 24.57
12100 - Medical Assistant 14.97
12130 - Medical Laboratory Technician 21.17
12160 - Medical Record Clerk 15.47
12190 - Medical Record Technician 17.00
12195 - Medical Transcriptionist 17.02
12210 - Nuclear Medicine Technologist 34.99
12221 - Nursing Assistant I 10.52
12222 - Nursing Assistant II 11.83
12223 - Nursing Assistant III 12.91
12224 - Nursing Assistant IV 14.49
12235 - Optical Dispenser 21.62
12236 - Optical Technician 16.60

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12250 - Pharmacy Technician 15.13

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12280 - Phlebotomist 14.49
12305 - Radiologic Technologist 28.02
12311 - Registered Nurse I 29.51
12312 - Registered Nurse II 32.76
12313 - Registered Nurse II, Specialist 32.76
12314 - Registered Nurse III 39.32
12315 - Registered Nurse III, Anesthetist 39.32
12316 - Registered Nurse IV 47.11
12317 - Scheduler (Drug and Alcohol Testing) 23.50

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12250 - Pharmacy Technician 15.13
12280 - Phlebotomist 14.49
12305 - Radiologic Technologist 28.02
12311 - Registered Nurse I 29.51
12312 - Registered Nurse II 32.76
12313 - Registered Nurse II, Specialist 32.76
12314 - Registered Nurse III 39.32
12315 - Registered Nurse III, Anesthetist 39.32
12316 - Registered Nurse IV 47.11
12317 - Scheduler (Drug and Alcohol Testing) 23.50

14000 - Information Technology Occupations

14041 - Computer Operator I 18.50
14042 - Computer Operator II 20.70
14043 - Computer Operator III 23.06
14044 - Computer Operator IV 25.64
14045 - Computer Operator V 28.39
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 18.50
14160 - Personal Computer Support Technician 25.64

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 30.33
15070 - Flight Instructor (Pilot) 48.06
15080 - Graphic Artist 24.99
15090 - Technical Instructor 24.41
15095 - Technical Instructor/Course Developer 29.85
15110 - Test Proctor 19.71
15120 - Tutor 19.71

16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations

16010 - Assembler 9.77
16030 - Counter Attendant 9.77
16040 - Dry Cleaner 12.76
16070 - Finisher, Flatwork, Machine 9.77

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16090 - Presser, Hand 9.77
16110 - Presser, Machine, Drycleaning 9.77
16130 - Presser, Machine, Shirts 9.77

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16160 - Presser, Machine, Wearing Apparel, Laundry 9.77
16190 - Sewing Machine Operator 13.65
16220 - Tailor 14.52
16250 - Washer, Machine 10.80

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16090 - Presser, Hand 9.77
16110 - Presser, Machine, Drycleaning 9.77
16130 - Presser, Machine, Shirts 9.77
16160 - Presser, Machine, Wearing Apparel, Laundry 9.77
16190 - Sewing Machine Operator 13.65
16220 - Tailor 14.52
16250 - Washer, Machine 10.80

21000 - Materials Handling And Packing Occupations

21020 - Forklift Operator 19.21
21030 - Material Coordinator 20.91
21040 - Material Expediter 20.91
21050 - Material Handling Laborer 13.92
21071 - Order Filler 13.88
21080 - Production Line Worker (Food Processing) 19.21
21110 - Shipping Packer 16.45
21130 - Shipping/Receiving Clerk 16.45
21140 - Store Worker I 16.93
21150 - Stock Clerk 19.11
21210 - Tools And Parts Attendant 19.21
21410 - Warehouse Specialist 19.21

23000 - Mechanics And Maintenance And Repair Occupations

23010 - Aerospace Structural Welder 26.75
23021 - Aircraft Mechanic I 25.74
23022 - Aircraft Mechanic II 26.75
23023 - Aircraft Mechanic III 28.12
23040 - Aircraft Mechanic Helper 20.97
23050 - Aircraft, Painter 21.66
23060 - Aircraft Servicer 22.92
23080 - Aircraft Worker 23.95
23110 - Appliance Mechanic 21.01
23120 - Bicycle Repairer 15.11
23125 - Cable Splicer 34.08
23130 - Carpenter, Maintenance 24.40
23140 - Carpet Layer 22.57
23160 - Electrician, Maintenance 29.02
23181 - Electronics Technician Maintenance I 25.72
23182 - Electronics Technician Maintenance II 27.03
23183 - Electronics Technician Maintenance III 27.92
23260 - Fabric Worker 21.87
23290 - Fire Alarm System Mechanic 23.71
23310 - Fire Extinguisher Repairer 22.72
23311 - Fuel Distribution System Mechanic 26.86
23312 - Fuel Distribution System Operator 23.17
23370 - General Maintenance Worker 21.37
23380 - Ground Support Equipment Mechanic 25.74
23381 - Ground Support Equipment Servicer 22.92
23382 - Ground Support Equipment Worker 23.95
23391 - Gunsmith I 22.07
23392 - Gunsmith II 23.77
23393 - Gunsmith III 25.51
23410 - Heating, Ventilation And Air-Conditioning 25.17
Mechanic
23411 - Heating, Ventilation And Air Contditioning 26.15
Mechanic (Research Facility)
23430 - Heavy Equipment Mechanic 24.33

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23440 - Heavy Equipment Operator 27.08
23460 - Instrument Mechanic 25.03
23465 - Laboratory/Shelter Mechanic 24.64
23470 - Laborer 15.83
23510 - Locksmith 23.29

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23530 - Machinery Maintenance Mechanic 24.32
23550 - Machinist, Maintenance 21.24
23580 - Maintenance Trades Helper 18.52
23591 - Metrology Technician I 25.03
23592 - Metrology Technician II 26.01
23593 - Metrology Technician III 26.83
23640 - Millwright 25.21
23710 - Office Appliance Repairer 23.06
23760 - Painter, Maintenance 21.97
23790 - Pipefitter, Maintenance 30.24
23810 - Plumber, Maintenance 26.56
23820 - Pneudraulic Systems Mechanic 25.51
23850 - Rigger 25.51
23870 - Scale Mechanic 23.77
23890 - Sheet-Metal Worker, Maintenance 26.51
23910 - Small Engine Mechanic 18.79
23931 - Telecommunications Mechanic I 25.91
23932 - Telecommunications Mechanic II 26.92
23950 - Telephone Lineman 28.29
23960 - welder, Combination, Maintenance 20.91
23965 - well Driller 23.53
23970 - Woodcraft Worker 25.51
23980 - woodworker 19.14

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23530 - Machinery Maintenance Mechanic 24.32
23550 - Machinist, Maintenance 21.24
23580 - Maintenance Trades Helper 18.52
23591 - Metrology Technician I 25.03
23592 - Metrology Technician II 26.01
23593 - Metrology Technician III 26.83
23640 - Millwright 25.21
23710 - Office Appliance Repairer 23.06
23760 - Painter, Maintenance 21.97
23790 - Pipefitter, Maintenance 30.24
23810 - Plumber, Maintenance 26.56
23820 - Pneudraulic Systems Mechanic 25.51
23850 - Rigger 25.51
23870 - Scale Mechanic 23.77
23890 - Sheet-Metal Worker, Maintenance 26.51
23910 - Small Engine Mechanic 18.79
23931 - Telecommunications Mechanic I 25.91
23932 - Telecommunications Mechanic II 26.92
23950 - Telephone Lineman 28.29
23960 - welder, Combination, Maintenance 20.91
23965 - well Driller 23.53
23970 - Woodcraft Worker 25.51
23980 - woodworker 19.14

25000 - Plant And System Operations Occupations
25010 - Boiler Tender 22.73
25040 - Sewage Plant Operator 22.47
25070 - Stationary Engineer 22.73
25190 - Ventilation Equipment Tender 18.74

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25210 - Water Treatment Plant Operator 22.47

27000 - Protective Service Occupations

27004 - Alarm Monitor 20.30

27007 - Baggage Inspector 13.48

27008 - Corrections Officer 24.29

27010 - Court Security Officer 27.70

27030 - Detection Dog Handler 18.81

27040 - Detention Officer 24.29

27070 - Firefighter 27.25

27101 - Guard I 13.48

27102 - Guard II 18.81

27131 - Police Officer I 28.28

27132 - Police Officer II 31.43

28000 - Recreation Occupations

28041 - Carnival Equipment Operator 11.46

28042 - Carnival Equipment Repairer 12.02

28043 - Carnival Equipment Worker 9.59

28210 - Gate Attendant/Gate Tender 16.04

28310 - Lifeguard 12.78

28350 - Park Attendant (Aide) 17.94

28510 - Recreation Aide/Health Facility Attendant 11.54

28515 - Recreation Specialist 22.22

28630 - Sports Official 14.29

28690 - Swimming Pool Operator 17.23

29000 - Stevedoring/Longshoremen Occupational Services

29010 - Blocker And Bracer 24.30

29020 - Hatch Tender 24.30

29030 - Line Handler 24.30

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29042 - Stevedore II 25.20

30000 - Technical Occupations

30010 - Air Traffic Control Specialist, Center (HFO) (see 2) 38.17

30011 - Air Traffic Control Specialist, Station (HFO) (see 2) 26.31

30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) 28.98

30021 - Archeological Technician I 20.33

30022 - Archeological Technician II 22.75

30023 - Archeological Technician III 28.18

30030 - Cartographic Technician 28.27

30040 - Civil Engineering Technician 26.15

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 18.23

30082 - Engineering Technician II 20.47

30083 - Engineering Technician III 23.23

30084 - Engineering Technician IV 28.83

30085 - Engineering Technician V 35.18

30086 - Engineering Technician VI 42.58

30090 - Environmental Technician 21.49

30210 - Laboratory Technician 25.35

30240 - Mathematical Technician 28.18

30361 - Paralegal/Legal Assistant I 19.08

30362 - Paralegal/Legal Assistant II 23.64

30363 - Paralegal/Legal Assistant III 28.92

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30364 - Paralegal/Legal Assistant IV 34.64
30390 - Photo-Optics Technician 28.18
30461 - Technical Writer I 21.76
30462 - Technical Writer II 26.62
30463 - Technical Writer III 34.22
30491 - Unexploded Ordnance (UXO) Technician I 24.25
30492 - Unexploded Ordnance (UXO) Technician II 29.35
30493 - Unexploded Ordnance (UXO) Technician III 35.17
30494 - Unexploded (UXO) Safety Escort 24.25
30495 - Unexploded (UXO) Sweep Personnel 24.25
30620 - Weather Observer, Combined Upper Air Or (see 3) 25.36
Surface Programs
30621 - Weather Observer, Senior (see 3) 28.18
31000 - Transportation/Mobile Equipment Operation Occupations
31020 - Bus Aide 15.22
31030 - Bus Driver 19.16
31043 - Driver Courier 18.13
31260 - Parking and Lot Attendant 10.54
31290 - Shuttle Bus Driver 19.00
31310 - Taxi Driver 12.01
31361 - Truckdriver, Light 19.00
31362 - Truckdriver, Medium 19.28
31363 - Truckdriver, Heavy 19.99
31364 - Truckdriver, Tractor-Trailer 19.99
99000 - Miscellaneous Occupations
99030 - Cashier 11.80
99050 - Desk Clerk 12.64
99095 - Embalmer 33.77
99251 - Laboratory Animal Caretaker I 11.48
99252 - Laboratory Animal Caretaker II 12.25
99310 - Mortician 34.20
99410 - Pest Controller 17.02
99510 - Photofinishing Worker 14.65
99710 - Recycling Laborer 18.72
99711 - Recycling Specialist 21.14
99730 - Refuse Collector 17.57
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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$3.50 per hour or \$140.00 per week or \$606.67 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial 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
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- (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).
- 2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) 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 ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordinance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.

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Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading 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

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there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} 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 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 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 decision to the contractor.
- 6) The contractor informs the affected employees.

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
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Occupations" (the Directory) should be used to compare job definitions to insure

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REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION

By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON D.C. 20210

| Wage Determination No.: 2005-2353

Shirley F. Ebbesen Division of | Revision No.: 10

Director Wage Determinations| Date of Revision: 09/01/2010

State: New Jersey

Area: New Jersey Counties of Essex, Hudson, 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 15.11
01012 - Accounting Clerk II 19.61
01013 - Accounting Clerk III 21.89
01020 - Administrative Assistant 30.93
01040 - Court Reporter 21.64
01051 - Data Entry Operator I 14.71
01052 - Data Entry Operator II 16.05
01060 - Dispatcher, Motor Vehicle 25.79
01070 - Document Preparation Clerk 15.56
01090 - Duplicating Machine Operator 15.56
01111 - General Clerk I 14.82
01112 - General Clerk II 17.49
01113 - General Clerk III 19.01
01120 - Housing Referral Assistant 26.92
01141 - Messenger Courier 12.87
01191 - Order Clerk I 16.49
01192 - Order Clerk II 21.31

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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 23.51
01280 - Receptionist 15.67
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 20.50
01410 - Supply Technician 30.93
01420 - Survey Worker 21.64
01531 - Travel Clerk I 15.98
01532 - Travel Clerk II 17.31
01533 - Travel Clerk III 18.79
01611 - Word Processor I 17.62
01612 - Word Processor II 19.79
01613 - Word Processor III 22.13

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

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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

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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

09000 - Furniture Maintenance And Repair Occupations

09010 - Electrostatic Spray Painter 22.00
09040 - Furniture Handler 16.73
09080 - Furniture Refinisher 22.00
09090 - Furniture Refinisher Helper 18.56
09110 - Furniture Repairer, Minor 20.16
09130 - Upholsterer 22.00

11000 - General Services And Support Occupations

11030 - Cleaner, Vehicles 12.85
11060 - Elevator Operator 12.85

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11090 - Gardener 19.39
11122 - Housekeeping Aide 15.70
11150 - Janitor 15.70
11210 - Laborer, Grounds Maintenance 15.89
11240 - Maid or Houseman 13.34
11260 - Pruner 14.75
11270 - Tractor Operator 19.39
11330 - Trail Maintenance Worker 15.89
11360 - Window Cleaner 16.86

12000 - Health Occupations
12010 - Ambulance Driver 22.53
12011 - Breath Alcohol Technician 22.61
12012 - Certified Occupational Therapist Assistant 24.12
12015 - Certified Physical Therapist Assistant 22.28
12020 - Dental Assistant 16.75
12025 - Dental Hygienist 35.31
12030 - EKG Technician 28.65
12035 - Electroneurodiagnostic Technologist 28.65
12040 - Emergency Medical Technician 22.53
12071 - Licensed Practical Nurse I 20.52
12072 - Licensed Practical Nurse II 24.34
12073 - Licensed Practical Nurse III 24.48
12100 - Medical Assistant 16.66
12130 - Medical Laboratory Technician 20.63
12160 - Medical Record Clerk 18.00
12190 - Medical Record Technician 20.55
12195 - Medical Transcriptionist 19.09
12210 - Nuclear Medicine Technologist 36.93
12221 - Nursing Assistant I 12.37
12222 - Nursing Assistant II 13.91
12223 - Nursing Assistant III 15.82
12224 - Nursing Assistant IV 16.79
12235 - Optical Dispenser 24.64
12236 - Optical Technician 16.64
12250 - Pharmacy Technician 14.58
12280 - Phlebotomist 16.79

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12305 - Radiologic Technologist 28.08
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) 26.17

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12305 - Radiologic Technologist 28.08
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) 26.17

14000 - Information Technology Occupations
14041 - Computer Operator I 19.00
14042 - Computer Operator II 21.26

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14043 - Computer Operator III 23.71
14044 - Computer Operator IV 26.35
14045 - Computer Operator V 29.17
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 19.00
14160 - Personal Computer Support Technician 26.35

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 35.73
15070 - Flight Instructor (Pilot) 52.46
15080 - Graphic Artist 31.85
15090 - Technical Instructor 30.07
15095 - Technical Instructor/Course Developer 36.67
15110 - Test Proctor 23.24
15120 - Tutor 23.24

16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations
16010 - Assembler 11.62
16030 - Counter Attendant 11.62
16040 - Dry Cleaner 14.30
16070 - Finisher, Flatwork, Machine 11.62
16090 - Presser, Hand 11.62
16110 - Presser, Machine, Drycleaning 11.62
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16130 - Presser, Machine, Shirts 11.62
16160 - Presser, Machine, Wearing Apparel, Laundry 11.62
16190 - Sewing Machine Operator 15.19
16220 - Tailor 16.04
16250 - Washer, Machine 12.60

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16130 - Presser, Machine, Shirts 11.62
16160 - Presser, Machine, Wearing Apparel, Laundry 11.62
16190 - Sewing Machine Operator 15.19
16220 - Tailor 16.04
16250 - Washer, Machine 12.60

21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 17.28
21030 - Material Coordinator 23.51
21040 - Material Expediter 23.51
21050 - Material Handling Laborer 13.57
21071 - Order Filler 14.92
21080 - Production Line Worker (Food Processing) 17.28
21110 - Shipping Packer 15.28
21130 - Shipping/Receiving Clerk 15.28
21140 - Store Worker I 15.06
21150 - Stock Clerk 18.88
21210 - Tools And Parts Attendant 18.10
21410 - Warehouse Specialist 18.10

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23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 29.79
23021 - Aircraft Mechanic I 27.11
23022 - Aircraft Mechanic II 29.58
23023 - Aircraft Mechanic III 30.66
23040 - Aircraft Mechanic Helper 22.98
23050 - Aircraft, Painter 26.03
23060 - Aircraft Servicer 24.93
23080 - Aircraft Worker 26.07
23110 - Appliance Mechanic 23.37
23120 - Bicycle Repairer 17.92
23125 - Cable Splicer 36.53
23130 - Carpenter, Maintenance 29.89
23140 - Carpet Layer 27.98
23160 - Electrician, Maintenance 37.18
23181 - Electronics Technician Maintenance I 24.19
23182 - Electronics Technician Maintenance II 25.36
23183 - Electronics Technician Maintenance III 26.40
23260 - Fabric Worker 28.00
23290 - Fire Alarm System Mechanic 23.94
23310 - Fire Extinguisher Repairer 22.51
23311 - Fuel Distribution System Mechanic 29.00
23312 - Fuel Distribution System Operator 26.13
23370 - General Maintenance Worker 23.69
23380 - Ground Support Equipment Mechanic 27.11
23381 - Ground Support Equipment Servicer 24.93
23382 - Ground Support Equipment Worker 26.07
23391 - Gunsmith I 22.51
23392 - Gunsmith II 25.12
23393 - Gunsmith III 27.25
23410 - Heating, Ventilation And Air-Conditioning 26.97
Mechanic
23411 - Heating, Ventilation And Air Contditioning 28.93
Mechanic (Research Facility)
23430 - Heavy Equipment Mechanic 26.10
23440 - Heavy Equipment Operator 34.30
23460 - Instrument Mechanic 30.35
23465 - Laboratory/Shelter Mechanic 26.21
23470 - Laborer 13.74
23510 - Locksmith 20.95
23530 - Machinery Maintenance Mechanic 23.76
23550 - Machinist, Maintenance 19.79
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23580 - Maintenance Trades Helper 15.09
23591 - Metrology Technician I 30.35
23592 - Metrology Technician II 31.54
23593 - Metrology Technician III 32.68
23640 - Millwright 30.87
23710 - Office Appliance Repairer 22.91
23760 - Painter, Maintenance 26.50
23790 - Pipefitter, Maintenance 31.12
23810 - Plumber, Maintenance 31.90
23820 - Pneudraulic Systems Mechanic 27.25
23850 - Rigger 25.59
23870 - Scale Mechanic 25.12
23890 - Sheet-Metal Worker, Maintenance 29.46
23910 - Small Engine Mechanic 20.07
23931 - Telecommunications Mechanic I 30.91
23932 - Telecommunications Mechanic II 32.20

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23950 - Telephone Lineman 32.90
23960 - Welder, Combination, Maintenance 22.17
23965 - Well Driller 25.11
23970 - Woodcraft Worker 27.25
23980 - Woodworker 20.41

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23580 - Maintenance Trades Helper 15.09
23591 - Metrology Technician I 30.35
23592 - Metrology Technician II 31.54
23593 - Metrology Technician III 32.68
23640 - Millwright 30.87
23710 - Office Appliance Repairer 22.91
23760 - Painter, Maintenance 26.50
23790 - Pipefitter, Maintenance 31.12
23810 - Plumber, Maintenance 31.90
23820 - Pneudraulic Systems Mechanic 27.25
23850 - Rigger 25.59
23870 - Scale Mechanic 25.12
23890 - Sheet-Metal Worker, Maintenance 29.46
23910 - Small Engine Mechanic 20.07
23931 - Telecommunications Mechanic I 30.91
23932 - Telecommunications Mechanic II 32.20
23950 - Telephone Lineman 32.90
23960 - Welder, Combination, Maintenance 22.17
23965 - Well Driller 25.11
23970 - Woodcraft Worker 27.25
23980 - Woodworker 20.41

25000 - Plant And System Operations Occupations
25010 - Boiler Tender 29.03
25040 - Sewage Plant Operator 25.19
25070 - Stationary Engineer 29.03
25190 - Ventilation Equipment Tender 23.71
25210 - Water Treatment Plant Operator 25.36

27000 - Protective Service Occupations
27004 - Alarm Monitor 19.12
27007 - Baggage Inspector 17.98
27008 - Corrections Officer 30.97
27010 - Court Security Officer 30.66
27030 - Detection Dog Handler 20.36
27040 - Detention Officer 30.97
27070 - Firefighter 31.42
27101 - Guard I 17.98
27102 - Guard II 20.36
27131 - Police Officer I 32.37
27132 - Police Officer II 35.94

28000 - Recreation Occupations
28041 - Carnival Equipment Operator 13.27
28042 - Carnival Equipment Repairer 13.85
28043 - Carnival Equipment Worker 10.96
28210 - Gate Attendant/Gate Tender 16.49
28310 - Lifeguard 13.40
28350 - Park Attendant (Aide) 18.46
28510 - Recreation Aide/Health Facility Attendant 18.95
28515 - Recreation Specialist 22.88
28630 - Sports Official 14.69
28690 - Swimming Pool Operator 20.05

29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 29.08

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29020 - Hatch Tender 29.08
29030 - Line Handler 29.08
29041 - Stevedore I 27.56
29042 - Stevedore II 32.96
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30010 - Air Traffic Control Specialist, Center (HFO) (see 2) 40.33
30011 - Air Traffic Control Specialist, Station (HFO) (see 2) 27.82
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) 30.63
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 25.21
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 21.65
30210 - Laboratory Technician 21.37
30240 - Mathematical Technician 27.04
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
30390 - Photo-Optics Technician 27.27
30461 - Technical Writer I 26.41
30462 - Technical Writer II 32.29
30463 - Technical Writer III 39.16
30491 - Unexploded Ordnance (UXO) Technician I 25.63
30492 - Unexploded Ordnance (UXO) Technician II 31.02
30493 - Unexploded Ordnance (UXO) Technician III 37.18
30494 - Unexploded (UXO) Safety Escort 25.63
30495 - Unexploded (UXO) Sweep Personnel 25.63
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
31020 - Bus Aide 16.40
31030 - Bus Driver 21.88
31043 - Driver Courier 18.39
31260 - Parking and Lot Attendant 10.05
31290 - Shuttle Bus Driver 17.81
31310 - Taxi Driver 13.23
31361 - Truckdriver, Light 19.53
31362 - Truckdriver, Medium 20.63
31363 - Truckdriver, Heavy 24.52
31364 - Truckdriver, Tractor-Trailer 24.52
99000 - Miscellaneous Occupations
99030 - Cashier 10.53
99050 - Desk Clerk 13.34
99095 - Embalmer 30.19
99251 - Laboratory Animal Caretaker I 12.33

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99252 - Laboratory Animal Caretaker II 13.11
99310 - Mortician 34.82
99410 - Pest Controller 17.08
99510 - Photofinishing Worker 16.23
99710 - Recycling Laborer 19.78
99711 - Recycling Specialist 22.59
99730 - Refuse Collector 18.36
99810 - Sales Clerk 14.70
99820 - School Crossing Guard 14.08
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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$3.50 per hour or \$140.00 per week or \$606.67 per month

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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial 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

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(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 regrading 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.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006,

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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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} 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 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

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of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

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 decision to the contractor.

6) The contractor informs the affected employees.

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" (the Directory) should be used to compare job definitions to insure 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.

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REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION

By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON D.C. 20210

| Wage Determination No.: 2005-2349

Shirley F. Ebbesen Division of | Revision No.: 10

Director Wage Determinations | Date of Revision: 09/01/2010

State: New Jersey

Area: New Jersey Counties of Hunterdon, Middlesex, Somerset, Warren

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE FOOTNOTE RATE

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01000 - Administrative Support And Clerical Occupations
01011 - Accounting Clerk I 15.11
01012 - Accounting Clerk II 19.61
01013 - Accounting Clerk III 21.89
01020 - Administrative Assistant 30.93
01040 - Court Reporter 21.64
01051 - Data Entry Operator I 14.71
01052 - Data Entry Operator II 16.05
01060 - Dispatcher, Motor Vehicle 25.79
01070 - Document Preparation Clerk 15.56
01090 - Duplicating Machine Operator 15.56
01111 - General Clerk I 14.82
01112 - General Clerk II 17.49
01113 - General Clerk III 18.82
01120 - Housing Referral Assistant 26.92
01141 - Messenger Courier 12.34
01191 - Order Clerk I 17.35
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 23.51
01280 - Receptionist 15.67
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 18.55
01410 - Supply Technician 30.93
01420 - Survey Worker 21.64
01531 - Travel Clerk I 14.64
01532 - Travel Clerk II 15.88
01533 - Travel Clerk III 17.17
01611 - Word Processor I 17.62
01612 - Word Processor II 19.79
01613 - Word Processor III 22.13

05000 - Automotive Service Occupations
05005 - Automobile Body Repairer, Fiberglass 29.36
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
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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 17.20
05400 - Transmission Repair Specialist 29.68

07000 - Food Preparation And Service Occupations
07010 - Baker 18.00
07041 - Cook I 15.06

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07042 - Cook II 16.80
07070 - Dishwasher 9.34
07130 - Food Service Worker 12.02
07210 - Meat Cutter 19.20
07260 - Waiter/Waitress 12.67

09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 21.17
09040 - Furniture Handler 16.74
09080 - Furniture Refinisher 21.17
09090 - Furniture Refinisher Helper 17.77
09110 - Furniture Repairer, Minor 19.47
09130 - Upholsterer 21.17

11000 - General Services And Support Occupations
11030 - Cleaner, Vehicles 12.94
11060 - Elevator Operator 12.94
11090 - Gardener 19.34
11122 - Housekeeping Aide 15.14
11150 - Janitor 15.70
11210 - Laborer, Grounds Maintenance 15.89
11240 - Maid or Houseman 13.34
11260 - Pruner 14.75
11270 - Tractor Operator 18.12
11330 - Trail Maintenance Worker 15.89
11360 - Window Cleaner 16.95

12000 - Health Occupations
12010 - Ambulance Driver 22.50
12011 - Breath Alcohol Technician 22.61
12012 - Certified Occupational Therapist Assistant 24.12
12015 - Certified Physical Therapist Assistant 22.28
12020 - Dental Assistant 16.83
12025 - Dental Hygienist 35.31
12030 - EKG Technician 28.65
12035 - Electroneurodiagnostic Technologist 28.65
12040 - Emergency Medical Technician 22.50
12071 - Licensed Practical Nurse I 21.76
12072 - Licensed Practical Nurse II 24.34
12073 - Licensed Practical Nurse III 24.48
12100 - Medical Assistant 16.66
12130 - Medical Laboratory Technician 20.63
12160 - Medical Record Clerk 18.00
12190 - Medical Record Technician 20.55
12195 - Medical Transcriptionist 18.33
12210 - Nuclear Medicine Technologist 36.93
12221 - Nursing Assistant I 12.37
12222 - Nursing Assistant II 13.91
12223 - Nursing Assistant III 15.82
12224 - Nursing Assistant IV 16.79
12235 - Optical Dispenser 24.64
12236 - Optical Technician 16.64
12250 - Pharmacy Technician 14.58
12280 - Phlebotomist 16.79

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12305 - Radiologic Technologist 28.08
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

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12315 - Registered Nurse III, Anesthetist 49.39
12316 - Registered Nurse IV 59.22
12317 - Scheduler (Drug and Alcohol Testing) 26.17

13000 - Information And Arts Occupations
13011 - Exhibits Specialist I 27.03
13012 - Exhibits Specialist II 33.19
13013 - Exhibits Specialist III 35.62
13041 - Illustrator I 25.89
13042 - Illustrator II 32.08
13043 - Illustrator III 35.62
13047 - Librarian 36.42
13050 - Library Aide/Clerk 15.79
13054 - Library Information Technology Systems 32.65
Administrator
13058 - Library Technician 24.10
13061 - Media Specialist I 20.90
13062 - Media Specialist II 21.56
13063 - Media Specialist III 23.95
13071 - Photographer I 21.29
13072 - Photographer II 24.10
13073 - Photographer III 29.53
13074 - Photographer IV 36.11
13075 - Photographer V 43.69
13110 - Video Teleconference Technician 24.33

14000 - Information Technology Occupations
14041 - Computer Operator I 19.00
14042 - Computer Operator II 21.26
14043 - Computer Operator III 23.71
14044 - Computer Operator IV 26.35
14045 - Computer Operator V 29.17
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 19.00
14160 - Personal Computer Support Technician 26.35

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 33.25
15070 - Flight Instructor (Pilot) 52.46
15080 - Graphic Artist 33.72
15090 - Technical Instructor 31.19
15095 - Technical Instructor/Course Developer 38.04
15110 - Test Proctor 25.11
15120 - Tutor 25.11

16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations
16010 - Assembler 10.75
16030 - Counter Attendant 10.75
16040 - Dry Cleaner 13.97
16070 - Finisher, Flatwork, Machine 10.75
16090 - Presser, Hand 10.75
16110 - Presser, Machine, Drycleaning 10.75

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16130 - Presser, Machine, Shirts 10.75
16160 - Presser, Machine, Wearing Apparel, Laundry 10.75
16190 - Sewing Machine Operator 14.96
16220 - Tailor 15.93
16250 - Washer, Machine 12.02

19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.82
19040 - Tool And Die Maker 24.21

21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.96
21030 - Material Coordinator 23.51
21040 - Material Expediter 23.51
21050 - Material Handling Laborer 14.24
21071 - Order Filler 13.99
21080 - Production Line Worker (Food Processing) 16.96
21110 - Shipping Packer 15.28
21130 - Shipping/Receiving Clerk 15.28
21140 - Store Worker I 15.06
21150 - Stock Clerk 18.88
21210 - Tools And Parts Attendant 16.96
21410 - Warehouse Specialist 16.96

23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 29.79
23021 - Aircraft Mechanic I 27.11
23022 - Aircraft Mechanic II 29.58
23023 - Aircraft Mechanic III 30.66
23040 - Aircraft Mechanic Helper 21.15
23050 - Aircraft, Painter 26.03
23060 - Aircraft Servicer 23.86
23080 - Aircraft Worker 24.93
23110 - Appliance Mechanic 23.29
23120 - Bicycle Repairer 17.14
23125 - Cable Splicer 36.53
23130 - Carpenter, Maintenance 29.89
23140 - Carpet Layer 27.98
23160 - Electrician, Maintenance 36.84
23181 - Electronics Technician Maintenance I 24.37
23182 - Electronics Technician Maintenance II 25.26
23183 - Electronics Technician Maintenance III 25.32
23260 - Fabric Worker 28.00
23290 - Fire Alarm System Mechanic 22.02
23310 - Fire Extinguisher Repairer 22.51
23311 - Fuel Distribution System Mechanic 29.05
23312 - Fuel Distribution System Operator 26.70
23370 - General Maintenance Worker 24.67
23380 - Ground Support Equipment Mechanic 27.11
23381 - Ground Support Equipment Servicer 23.86
23382 - Ground Support Equipment Worker 24.93
23391 - Gunsmith I 22.51
23392 - Gunsmith II 25.12
23393 - Gunsmith III 27.25
23410 - Heating, Ventilation And Air-Conditioning 26.97
Mechanic
23411 - Heating, Ventilation And Air Contditioning 28.93
Mechanic (Research Facility)
23430 - Heavy Equipment Mechanic 26.10
23440 - Heavy Equipment Operator 34.30

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23460 - Instrument Mechanic 30.86
23465 - Laboratory/Shelter Mechanic 26.21
23470 - Laborer 14.74
23510 - Locksmith 20.70
23530 - Machinery Maintenance Mechanic 23.95
23550 - Machinist, Maintenance 19.98
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23580 - Maintenance Trades Helper 15.09
23591 - Metrology Technician I 30.34
23592 - Metrology Technician II 31.53
23593 - Metrology Technician III 32.67
23640 - Millwright 31.22
23710 - Office Appliance Repairer 22.16
23760 - Painter, Maintenance 26.69
23790 - Pipefitter, Maintenance 33.20
23810 - Plumber, Maintenance 32.93
23820 - Pneudraulic Systems Mechanic 27.25
23850 - Rigger 24.36
23870 - Scale Mechanic 25.12
23890 - Sheet-Metal Worker, Maintenance 29.46
23910 - Small Engine Mechanic 19.34
23931 - Telecommunications Mechanic I 30.91
23932 - Telecommunications Mechanic II 32.20
23950 - Telephone Lineman 32.90
23960 - Welder, Combination, Maintenance 23.01
23965 - Well Driller 25.57
23970 - Woodcraft Worker 27.25
23980 - Woodworker 21.46

24000 - Personal Needs Occupations
24570 - Child Care Attendant 13.38
24580 - Child Care Center Clerk 16.51
24610 - Chore Aide 11.53
24620 - Family Readiness And Support Services 15.08
Coordinator
24630 - Homemaker 19.66

25000 - Plant And System Operations Occupations
25010 - Boiler Tender 29.03
25040 - Sewage Plant Operator 25.19
25070 - Stationary Engineer 29.03
25190 - Ventilation Equipment Tender 23.71
25210 - Water Treatment Plant Operator 26.43

27000 - Protective Service Occupations
27004 - Alarm Monitor 19.12
27007 - Baggage Inspector 17.98
27008 - Corrections Officer 30.97
27010 - Court Security Officer 30.66
27030 - Detection Dog Handler 19.18
27040 - Detention Officer 30.97
27070 - Firefighter 31.42
27101 - Guard I 17.98
27102 - Guard II 19.18
27131 - Police Officer I 32.37
27132 - Police Officer II 35.94

28000 - Recreation Occupations
28041 - Carnival Equipment Operator 13.28
28042 - Carnival Equipment Repairer 13.84

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28043 - Carnival Equipment Worker 10.96
28210 - Gate Attendant/Gate Tender 16.49
28310 - Lifeguard 13.00
28350 - Park Attendant (Aide) 18.46
28510 - Recreation Aide/Health Facility Attendant 13.48
28515 - Recreation Specialist 22.22
28630 - Sports Official 14.69
28690 - Swimming Pool Operator 12.77

29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 27.64
29020 - Hatch Tender 27.64
29030 - Line Handler 27.64
29041 - Stevedore I 26.22
29042 - Stevedore II 30.32

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30000 - Technical Occupations
30010 - Air Traffic Control Specialist, Center (HFO) (see 2) 40.33
30011 - Air Traffic Control Specialist, Station (HFO) (see 2) 27.82
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) 30.63
30021 - Archeological Technician I 19.73
30022 - Archeological Technician II 22.02
30023 - Archeological Technician III 27.27
30030 - Cartographic Technician 27.27
30040 - Civil Engineering Technician 25.21
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 29.62
30082 - Engineering Technician II 22.24
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 20.55
30210 - Laboratory Technician 21.37
30240 - Mathematical Technician 26.78
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
30390 - Photo-Optics Technician 27.27
30461 - Technical Writer I 26.41
30462 - Technical Writer II 32.29
30463 - Technical Writer III 39.17
30491 - Unexploded Ordnance (UXO) Technician I 25.63
30492 - Unexploded Ordnance (UXO) Technician II 31.02
30493 - Unexploded Ordnance (UXO) Technician III 37.18
30494 - Unexploded (UXO) Safety Escort 25.63
30495 - Unexploded (UXO) Sweep Personnel 25.63
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
31020 - Bus Aide 16.40
31030 - Bus Driver 19.89
31043 - Driver Courier 16.75
31260 - Parking and Lot Attendant 10.05

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31290 - Shuttle Bus Driver 17.80
31310 - Taxi Driver 13.23
31361 - Truckdriver, Light 17.80
31362 - Truckdriver, Medium 18.87
31363 - Truckdriver, Heavy 24.52
31364 - Truckdriver, Tractor-Trailer 24.52
99000 - Miscellaneous Occupations
99030 - Cashier 10.53
99050 - Desk Clerk 13.34
99095 - Embalmer 27.84
99251 - Laboratory Animal Caretaker I 12.33
99252 - Laboratory Animal Caretaker II 13.11
99310 - Mortician 34.44
99410 - Pest Controller 17.74
99510 - Photofinishing Worker 16.23
99710 - Recycling Laborer 19.78
99711 - Recycling Specialist 22.62
99730 - Refuse Collector 18.36
99810 - Sales Clerk 14.70
99820 - School Crossing Guard 14.27
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99830 - Survey Party Chief 25.53
99831 - Surveying Aide 15.48
99832 - Surveying Technician 20.42
99840 - Vending Machine Attendant 13.66
99841 - Vending Machine Repairer 17.44
99842 - Vending Machine Repairer Helper 14.72

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$3.50 per hour or \$140.00 per week or \$606.67 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial 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

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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
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- (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 regrading 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.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

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links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} 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:

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- 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 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 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 decision to the contractor.
- 6) The contractor informs the affected employees.

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" (the Directory) should be used to compare job definitions to insure 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.

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WD 05-2355 (Rev.-10) was first posted on www.wdol.gov on 09/07/2010

REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION

By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON D.C. 20210

|
|
| Wage Determination No.: 2005-2355

Shirley F. Ebbesen Division of | Revision No.: 10

State: New Jersey

Area: New Jersey County of Mercer

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE FOOTNOTE RATE

01000 - Administrative Support And Clerical Occupations
01011 - Accounting Clerk I 15.11
01012 - Accounting Clerk II 19.61
01013 - Accounting Clerk III 21.89
01020 - Administrative Assistant 30.93
01040 - Court Reporter 21.64
01051 - Data Entry Operator I 14.71
01052 - Data Entry Operator II 16.05
01060 - Dispatcher, Motor Vehicle 25.79
01070 - Document Preparation Clerk 15.56
01090 - Duplicating Machine Operator 15.56
01111 - General Clerk I 14.82
01112 - General Clerk II 17.49
01113 - General Clerk III 18.82
01120 - Housing Referral Assistant 26.92
01141 - Messenger Courier 12.46
01191 - Order Clerk I 15.52
01192 - Order Clerk II 17.25
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 23.51
01280 - Receptionist 15.67
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 21.31
01410 - Supply Technician 30.93
01420 - Survey Worker 21.64
01531 - Travel Clerk I 13.50
01532 - Travel Clerk II 14.17
01533 - Travel Clerk III 15.10
01611 - Word Processor I 17.62
01612 - Word Processor II 19.79
01613 - Word Processor III 22.13

05000 - Automotive Service Occupations
05005 - Automobile Body Repairer, Fiberglass 24.21
05010 - Automotive Electrician 28.50
05040 - Automotive Glass Installer 27.61
05070 - Automotive Worker 27.61
05110 - Mobile Equipment Servicer 25.23
05130 - Motor Equipment Metal Mechanic 29.68
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05190 - Motor Vehicle Mechanic 29.68
05220 - Motor Vehicle Mechanic Helper 24.05
05250 - Motor Vehicle Upholstery Worker 26.42
05280 - Motor Vehicle Wrecker 27.61
05310 - Painter, Automotive 28.80
05340 - Radiator Repair Specialist 27.61
05370 - Tire Repairer 14.60
05400 - Transmission Repair Specialist 29.68

07000 - Food Preparation And Service Occupations
07010 - Baker 16.41
07041 - Cook I 15.41
07042 - Cook II 16.80
07070 - Dishwasher 9.86
07130 - Food Service Worker 12.77
07210 - Meat Cutter 19.20
07260 - Waiter/Waitress 12.67

09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 20.59
09040 - Furniture Handler 15.26
09080 - Furniture Refinisher 19.39
09090 - Furniture Refinisher Helper 16.60
09110 - Furniture Repairer, Minor 17.99
09130 - Upholsterer 17.53

11000 - General Services And Support Occupations
11030 - Cleaner, Vehicles 12.94
11060 - Elevator Operator 12.94
11090 - Gardener 18.71
11122 - Housekeeping Aide 15.70
11150 - Janitor 15.70
11210 - Laborer, Grounds Maintenance 15.89
11240 - Maid or Houseman 13.34
11260 - Pruner 14.89
11270 - Tractor Operator 17.68
11330 - Trail Maintenance Worker 15.89
11360 - Window Cleaner 16.80

12000 - Health Occupations
12010 - Ambulance Driver 25.29
12011 - Breath Alcohol Technician 24.87
12012 - Certified Occupational Therapist Assistant 24.12
12015 - Certified Physical Therapist Assistant 22.28
12020 - Dental Assistant 16.75
12025 - Dental Hygienist 35.31
12030 - EKG Technician 28.65
12035 - Electroneurodiagnostic Technologist 28.65
12040 - Emergency Medical Technician 25.29
12071 - Licensed Practical Nurse I 21.76
12072 - Licensed Practical Nurse II 24.34
12073 - Licensed Practical Nurse III 24.48
12100 - Medical Assistant 16.66
12130 - Medical Laboratory Technician 20.63
12160 - Medical Record Clerk 18.71
12190 - Medical Record Technician 20.55
12195 - Medical Transcriptionist 19.01
12210 - Nuclear Medicine Technologist 36.93
12221 - Nursing Assistant I 12.37
12222 - Nursing Assistant II 13.91
12223 - Nursing Assistant III 15.82
12224 - Nursing Assistant IV 16.79
12235 - Optical Dispenser 24.64

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12236 - Optical Technician 16.64
12250 - Pharmacy Technician 14.58
12280 - Phlebotomist 16.79

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12305 - Radiologic Technologist 28.08
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) 26.17

13000 - Information And Arts Occupations
13011 - Exhibits Specialist I 27.03
13012 - Exhibits Specialist II 33.49
13013 - Exhibits Specialist III 40.95
13041 - Illustrator I 26.51
13042 - Illustrator II 33.23
13043 - Illustrator III 40.66
13047 - Librarian 36.15
13050 - Library Aide/Clerk 15.79
13054 - Library Information Technology Systems 32.65

Administrator

13058 - Library Technician 25.05
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 41.76
13075 - Photographer V 45.54
13110 - Video Teleconference Technician 24.33

14000 - Information Technology Occupations
14041 - Computer Operator I 19.00
14042 - Computer Operator II 21.26
14043 - Computer Operator III 23.71
14044 - Computer Operator IV 26.35
14045 - Computer Operator V 29.17
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 19.00
14160 - Personal Computer Support Technician 28.75

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 34.57
15070 - Flight Instructor (Pilot) 52.46
15080 - Graphic Artist 35.27
15090 - Technical Instructor 27.17

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15095 - Technical Instructor/Course Developer 32.84
15110 - Test Proctor 21.67
15120 - Tutor 21.67

16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations
16010 - Assembler 9.82
16030 - Counter Attendant 9.82
16040 - Dry Cleaner 12.95
16070 - Finisher, Flatwork, Machine 9.82
16090 - Presser, Hand 9.82
16110 - Presser, Machine, Drycleaning 9.82
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16130 - Presser, Machine, Shirts 9.82
16160 - Presser, Machine, Wearing Apparel, Laundry 9.82
16190 - Sewing Machine Operator 13.89
16220 - Tailor 14.75
16250 - Washer, Machine 10.83

19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 22.45
19040 - Tool And Die Maker 25.59

21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.96
21030 - Material Coordinator 23.51
21040 - Material Expediter 23.51
21050 - Material Handling Laborer 14.07
21071 - Order Filler 15.41
21080 - Production Line Worker (Food Processing) 19.96
21110 - Shipping Packer 15.28
21130 - Shipping/Receiving Clerk 15.28
21140 - Store Worker I 15.37
21150 - Stock Clerk 18.56
21210 - Tools And Parts Attendant 18.66
21410 - Warehouse Specialist 18.66

23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 31.75
23021 - Aircraft Mechanic I 27.11
23022 - Aircraft Mechanic II 29.84
23023 - Aircraft Mechanic III 30.71
23040 - Aircraft Mechanic Helper 21.96
23050 - Aircraft, Painter 23.33
23060 - Aircraft Servicer 23.86
23080 - Aircraft Worker 24.93
23110 - Appliance Mechanic 21.33
23120 - Bicycle Repairer 14.60
23125 - Cable Splicer 31.92
23130 - Carpenter, Maintenance 29.55
23140 - Carpet Layer 27.05
23160 - Electrician, Maintenance 36.84
23181 - Electronics Technician Maintenance I 24.19
23182 - Electronics Technician Maintenance II 25.39
23183 - Electronics Technician Maintenance III 26.96
23260 - Fabric Worker 28.00
23290 - Fire Alarm System Mechanic 21.80
23310 - Fire Extinguisher Repairer 22.94
23311 - Fuel Distribution System Mechanic 29.02
23312 - Fuel Distribution System Operator 27.37
23370 - General Maintenance Worker 22.57

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23380 - Ground Support Equipment Mechanic 27.11
23381 - Ground Support Equipment Servicer 23.86
23382 - Ground Support Equipment Worker 24.93
23391 - Gunsmith I 22.94
23392 - Gunsmith II 25.04
23393 - Gunsmith III 27.25
23410 - Heating, Ventilation And Air-Conditioning 26.97
Mechanic
23411 - Heating, Ventilation And Air Contditioning 28.93
Mechanic (Research Facility)
23430 - Heavy Equipment Mechanic 26.10
23440 - Heavy Equipment Operator 34.30
23460 - Instrument Mechanic 30.86
23465 - Laboratory/Shelter Mechanic 26.21
23470 - Laborer 13.99
23510 - Locksmith 20.70
23530 - Machinery Maintenance Mechanic 23.95
23550 - Machinist, Maintenance 19.74
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23580 - Maintenance Trades Helper 15.98
23591 - Metrology Technician I 30.86
23592 - Metrology Technician II 33.37
23593 - Metrology Technician III 34.09
23640 - Millwright 29.72
23710 - Office Appliance Repairer 21.80
23760 - Painter, Maintenance 22.59
23790 - Pipefitter, Maintenance 31.75
23810 - Plumber, Maintenance 29.96
23820 - Pneudraulic Systems Mechanic 27.25
23850 - Rigger 24.36
23870 - Scale Mechanic 25.04
23890 - Sheet-Metal Worker, Maintenance 29.46
23910 - Small Engine Mechanic 20.32
23931 - Telecommunications Mechanic I 30.03
23932 - Telecommunications Mechanic II 31.10
23950 - Telephone Lineman 30.03
23960 - Welder, Combination, Maintenance 22.17
23965 - Well Driller 23.98
23970 - Woodcraft Worker 26.38
23980 - Woodworker 20.56

24000 - Personal Needs Occupations
24570 - Child Care Attendant 13.05
24580 - Child Care Center Clerk 16.27
24610 - Chore Aide 11.33
24620 - Family Readiness And Support Services 16.30
Coordinator
24630 - Homemaker 18.08

25000 - Plant And System Operations Occupations
25010 - Boiler Tender 29.03
25040 - Sewage Plant Operator 25.19
25070 - Stationary Engineer 29.03
25190 - Ventilation Equipment Tender 24.54
25210 - Water Treatment Plant Operator 25.31

27000 - Protective Service Occupations
27004 - Alarm Monitor 19.12
27007 - Baggage Inspector 17.98
27008 - Corrections Officer 30.97

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27010 - Court Security Officer 30.66
27030 - Detection Dog Handler 20.36
27040 - Detention Officer 30.97
27070 - Firefighter 31.42
27101 - Guard I 17.98
27102 - Guard II 20.36
27131 - Police Officer I 32.37
27132 - Police Officer II 35.94

28000 - Recreation Occupations
28041 - Carnival Equipment Operator 12.91
28042 - Carnival Equipment Repairer 13.49
28043 - Carnival Equipment Worker 10.96
28210 - Gate Attendant/Gate Tender 16.49
28310 - Lifeguard 13.00
28350 - Park Attendant (Aide) 18.46
28510 - Recreation Aide/Health Facility Attendant 14.69
28515 - Recreation Specialist 19.56
28630 - Sports Official 14.69
28690 - Swimming Pool Operator 18.46

29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 27.55
29020 - Hatch Tender 27.55
29030 - Line Handler 27.55
29041 - Stevedore I 26.15
29042 - Stevedore II 28.31

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30000 - Technical Occupations
30010 - Air Traffic Control Specialist, Center (HFO) (see 2) 40.33
30011 - Air Traffic Control Specialist, Station (HFO) (see 2) 27.82
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) 30.63
30021 - Archeological Technician I 20.00
30022 - Archeological Technician II 22.02
30023 - Archeological Technician III 27.27
30030 - Cartographic Technician 27.27
30040 - Civil Engineering Technician 25.21
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 22.74
30210 - Laboratory Technician 21.37
30240 - Mathematical Technician 26.78
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
30390 - Photo-Optics Technician 27.27
30461 - Technical Writer I 26.41
30462 - Technical Writer II 32.29
30463 - Technical Writer III 39.10
30491 - Unexploded Ordnance (UXO) Technician I 25.63

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30492 - Unexploded Ordnance (UXO) Technician II 31.02
30493 - Unexploded Ordnance (UXO) Technician III 37.18
30494 - Unexploded (UXO) Safety Escort 25.63
30495 - Unexploded (UXO) Sweep Personnel 25.63
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
31020 - Bus Aide 16.06
31030 - Bus Driver 18.97
31043 - Driver Courier 17.02
31260 - Parking and Lot Attendant 10.05
31290 - Shuttle Bus Driver 17.80
31310 - Taxi Driver 18.60
31361 - Truckdriver, Light 17.80
31362 - Truckdriver, Medium 18.62
31363 - Truckdriver, Heavy 24.52
31364 - Truckdriver, Tractor-Trailer 24.52
99000 - Miscellaneous Occupations
99030 - Cashier 10.53
99050 - Desk Clerk 13.34
99095 - Embalmer 30.19
99251 - Laboratory Animal Caretaker I 12.33
99252 - Laboratory Animal Caretaker II 12.91
99310 - Mortician 34.44
99410 - Pest Controller 16.49
99510 - Photofinishing Worker 16.23
99710 - Recycling Laborer 19.55
99711 - Recycling Specialist 21.96
99730 - Refuse Collector 18.36
99810 - Sales Clerk 14.70
99820 - School Crossing Guard 15.37
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99830 - Survey Party Chief 23.67
99831 - Surveying Aide 15.50
99832 - Surveying Technician 20.42
99840 - Vending Machine Attendant 20.17
99841 - Vending Machine Repairer 22.36
99842 - Vending Machine Repairer Helper 20.04

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$3.50 per hour or \$140.00 per week or \$606.67 per month

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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial 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
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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 ordinance, 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

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on sensitive ordnance, explosives and incendiary materials. All operations involving regrading 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.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006,

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unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} 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 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 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 decision to the contractor.
- 6) The contractor informs the affected employees.

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" (the Directory) should be used to compare job definitions to insure 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.

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WD 05-2351 (Rev.-9) was first posted on www.wdol.gov on 09/07/2010

REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION

By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON D.C. 20210

| Wage Determination No.: 2005-2351

Shirley F. Ebbesen Division of | Revision No.: 9

Director Wage Determinations | Date Of Revision: 09/01/2010

State: New Jersey

Area: New Jersey Counties of Monmouth, Ocean

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

OCCUPATION CODE - TITLE FOOTNOTE RATE

01000 - Administrative Support And Clerical Occupations
01011 - Accounting Clerk I 15.11
01012 - Accounting Clerk II 19.61
01013 - Accounting Clerk III 21.89
01020 - Administrative Assistant 30.93
01040 - Court Reporter 21.64
01051 - Data Entry Operator I 14.71
01052 - Data Entry Operator II 16.05
01060 - Dispatcher, Motor Vehicle 25.79
01070 - Document Preparation Clerk 15.56
01090 - Duplicating Machine Operator 15.56
01111 - General Clerk I 14.82
01112 - General Clerk II 17.49
01113 - General Clerk III 18.82
01120 - Housing Referral Assistant 26.92
01141 - Messenger Courier 12.87
01191 - Order Clerk I 15.29
01192 - Order Clerk II 17.07
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 23.51
01280 - Receptionist 15.67
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 19.99
01410 - Supply Technician 30.93

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01420 - Survey Worker 21.64
01531 - Travel Clerk I 13.20
01532 - Travel Clerk II 14.05
01533 - Travel Clerk III 14.85
01611 - Word Processor I 17.62
01612 - Word Processor II 19.79
01613 - Word Processor III 22.13

05000 - Automotive Service Occupations
05005 - Automobile Body Repairer, Fiberglass 27.95
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

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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 14.59
05400 - Transmission Repair Specialist 29.68

07000 - Food Preparation And Service Occupations
07010 - Baker 18.55
07041 - Cook I 15.07
07042 - Cook II 16.80
07070 - Dishwasher 11.19
07130 - Food Service Worker 12.77
07210 - Meat Cutter 19.44
07260 - Waiter/Waitress 12.67

09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 18.44
09040 - Furniture Handler 15.61
09080 - Furniture Refinisher 18.44
09090 - Furniture Refinisher Helper 15.48
09110 - Furniture Repairer, Minor 16.96
09130 - Upholsterer 19.06

11000 - General Services And Support Occupations
11030 - Cleaner, Vehicles 12.94
11060 - Elevator Operator 12.94
11090 - Gardener 19.39
11122 - Housekeeping Aide 15.70
11150 - Janitor 15.70
11210 - Laborer, Grounds Maintenance 15.89
11240 - Maid or Houseman 13.34
11260 - Pruner 14.75
11270 - Tractor Operator 18.27
11330 - Trail Maintenance Worker 15.89
11360 - Window Cleaner 16.95

12000 - Health Occupations
12010 - Ambulance Driver 22.17
12011 - Breath Alcohol Technician 22.17
12012 - Certified Occupational Therapist Assistant 24.12

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12015 - Certified Physical Therapist Assistant 22.28
12020 - Dental Assistant 16.75
12025 - Dental Hygienist 35.31
12030 - EKG Technician 28.65
12035 - Electroneurodiagnostic Technologist 28.65
12040 - Emergency Medical Technician 22.17
12071 - Licensed Practical Nurse I 19.53
12072 - Licensed Practical Nurse II 24.34
12073 - Licensed Practical Nurse III 24.48
12100 - Medical Assistant 16.66
12130 - Medical Laboratory Technician 20.63
12160 - Medical Record Clerk 18.00
12190 - Medical Record Technician 20.55
12195 - Medical Transcriptionist 18.33
12210 - Nuclear Medicine Technologist 36.93
12221 - Nursing Assistant I 12.37
12222 - Nursing Assistant II 13.91
12223 - Nursing Assistant III 15.82
12224 - Nursing Assistant IV 16.79
12235 - Optical Dispenser 24.64
12236 - Optical Technician 16.64
12250 - Pharmacy Technician 14.58
12280 - Phlebotomist 16.79

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12305 - Radiologic Technologist 28.08
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) 26.17

13000 - Information And Arts Occupations
13011 - Exhibits Specialist I 27.03
13012 - Exhibits Specialist II 33.49
13013 - Exhibits Specialist III 40.95
13041 - Illustrator I 27.04
13042 - Illustrator II 33.23
13043 - Illustrator III 40.66
13047 - Librarian 36.42
13050 - Library Aide/Clerk 15.79
13054 - Library Information Technology Systems 32.65

Administrator

13058 - Library Technician 23.36
13061 - Media Specialist I 22.39
13062 - Media Specialist II 25.16
13063 - Media Specialist III 27.93
13071 - Photographer I 20.06
13072 - Photographer II 24.10
13073 - Photographer III 31.90
13074 - Photographer IV 37.88
13075 - Photographer V 43.69
13110 - Video Teleconference Technician 24.33

14000 - Information Technology Occupations
14041 - Computer Operator I 19.00
14042 - Computer Operator II 21.26
14043 - Computer Operator III 23.71
14044 - Computer Operator IV 26.35

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14045 - Computer Operator V 29.17
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 19.00
14160 - Personal Computer Support Technician 28.75

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 36.60
15070 - Flight Instructor (Pilot) 52.46
15080 - Graphic Artist 30.86
15090 - Technical Instructor 27.17
15095 - Technical Instructor/Course Developer 31.35
15110 - Test Proctor 21.13
15120 - Tutor 21.13

16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations
16010 - Assembler 10.29
16030 - Counter Attendant 10.29
16040 - Dry Cleaner 12.75
16070 - Finisher, Flatwork, Machine 10.29
16090 - Presser, Hand 10.29
16110 - Presser, Machine, Drycleaning 10.29
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16130 - Presser, Machine, Shirts 10.29
16160 - Presser, Machine, Wearing Apparel, Laundry 10.29
16190 - Sewing Machine Operator 13.58
16220 - Tailor 14.40
16250 - Washer, Machine 11.12

19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 21.74
19040 - Tool And Die Maker 24.21

21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.96
21030 - Material Coordinator 23.51
21040 - Material Expediter 23.51
21050 - Material Handling Laborer 13.99
21071 - Order Filler 14.00
21080 - Production Line Worker (Food Processing) 16.96
21110 - Shipping Packer 15.28
21130 - Shipping/Receiving Clerk 15.28
21140 - Store Worker I 15.06
21150 - Stock Clerk 18.88
21210 - Tools And Parts Attendant 16.96
21410 - Warehouse Specialist 16.96

23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural welder 29.63
23021 - Aircraft Mechanic I 27.11
23022 - Aircraft Mechanic II 29.58

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23023 - Aircraft Mechanic III 30.66
 23040 - Aircraft Mechanic Helper 22.60
 23050 - Aircraft, Painter 25.97
 23060 - Aircraft Servicer 23.73
 23080 - Aircraft Worker 24.95
 23110 - Appliance Mechanic 24.11
 23120 - Bicycle Repairer 14.93
 23125 - Cable Splicer 36.53
 23130 - Carpenter, Maintenance 29.56
 23140 - Carpet Layer 27.62
 23160 - Electrician, Maintenance 36.84
 23181 - Electronics Technician Maintenance I 24.19
 23182 - Electronics Technician Maintenance II 27.62
 23183 - Electronics Technician Maintenance III 28.68
 23260 - Fabric Worker 25.86
 23290 - Fire Alarm System Mechanic 22.64
 23310 - Fire Extinguisher Repairer 22.51
 23311 - Fuel Distribution System Mechanic 29.00
 23312 - Fuel Distribution System Operator 24.41
 23370 - General Maintenance Worker 23.33
 23380 - Ground Support Equipment Mechanic 27.11
 23381 - Ground Support Equipment Servicer 23.73
 23382 - Ground Support Equipment Worker 24.95
 23391 - Gunsmith I 22.51
 23392 - Gunsmith II 25.12
 23393 - Gunsmith III 27.25
 23410 - Heating, Ventilation And Air-Conditioning 26.97
 Mechanic
 23411 - Heating, Ventilation And Air Contditioning 28.93
 Mechanic (Research Facility)
 23430 - Heavy Equipment Mechanic 26.10
 23440 - Heavy Equipment Operator 34.10
 23460 - Instrument Mechanic 30.86
 23465 - Laboratory/Shelter Mechanic 26.21
 23470 - Laborer 13.74
 23510 - Locksmith 20.70
 23530 - Machinery Maintenance Mechanic 23.76
 23550 - Machinist, Maintenance 19.74
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23580 - Maintenance Trades Helper 16.11
 23591 - Metrology Technician I 30.35
 23592 - Metrology Technician II 31.54
 23593 - Metrology Technician III 32.62
 23640 - Millwright 30.36
 23710 - Office Appliance Repairer 21.80
 23760 - Painter, Maintenance 22.59
 23790 - Pipefitter, Maintenance 28.93
 23810 - Plumber, Maintenance 29.26
 23820 - Pneudraulic Systems Mechanic 27.25
 23850 - Rigger 24.36
 23870 - Scale Mechanic 25.12
 23890 - Sheet-Metal Worker, Maintenance 29.46
 23910 - Small Engine Mechanic 18.88
 23931 - Telecommunications Mechanic I 29.87
 23932 - Telecommunications Mechanic II 31.05
 23950 - Telephone Lineman 29.40
 23960 - Welder, Combination, Maintenance 22.17
 23965 - Well Driller 22.73
 23970 - Woodcraft Worker 25.89
 23980 - Woodworker 17.56

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24000 - Personal Needs Occupations
24570 - Child Care Attendant 13.05
24580 - Child Care Center Clerk 16.27
24610 - Chore Aide 10.49
24620 - Family Readiness And Support Services 14.89
Coordinator
24630 - Homemaker 14.99

25000 - Plant And System Operations Occupations
25010 - Boiler Tender 29.03
25040 - Sewage Plant Operator 25.19
25070 - Stationary Engineer 29.03
25190 - Ventilation Equipment Tender 23.71
25210 - Water Treatment Plant Operator 25.19

27000 - Protective Service Occupations
27004 - Alarm Monitor 19.12
27007 - Baggage Inspector 17.98
27008 - Corrections Officer 30.97
27010 - Court Security Officer 30.66
27030 - Detection Dog Handler 20.36
27040 - Detention Officer 30.97
27070 - Firefighter 31.42
27101 - Guard I 17.98
27102 - Guard II 20.36
27131 - Police Officer I 32.37
27132 - Police Officer II 35.94

28000 - Recreation Occupations
28041 - Carnival Equipment Operator 13.45
28042 - Carnival Equipment Repairer 14.22
28043 - Carnival Equipment Worker 11.19
28210 - Gate Attendant/Gate Tender 16.49
28310 - Lifeguard 13.00
28350 - Park Attendant (Aide) 18.46
28510 - Recreation Aide/Health Facility Attendant 14.91
28515 - Recreation Specialist 19.84
28630 - Sports Official 14.69
28690 - Swimming Pool Operator 21.52

29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 27.64
29020 - Hatch Tender 27.64
29030 - Line Handler 27.64
29041 - Stevedore I 25.53
29042 - Stevedore II 27.61
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30000 - Technical Occupations
30010 - Air Traffic Control Specialist, Center (HFO) (see 2) 40.33
30011 - Air Traffic Control Specialist, Station (HFO) (see 2) 27.82
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) 30.63
30021 - Archeological Technician I 19.69
30022 - Archeological Technician II 20.44
30023 - Archeological Technician III 27.27
30030 - Cartographic Technician 27.27
30040 - Civil Engineering Technician 25.21
30061 - Drafter/CAD Operator I 19.69
30062 - Drafter/CAD Operator II 22.02

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30063 - Drafter/CAD Operator III 24.55
30064 - Drafter/CAD Operator IV 30.20
30081 - Engineering Technician I 19.28
30082 - Engineering Technician II 22.03
30083 - Engineering Technician III 24.65
30084 - Engineering Technician IV 31.22
30085 - Engineering Technician V 38.08
30086 - Engineering Technician VI 46.20
30090 - Environmental Technician 22.50
30210 - Laboratory Technician 21.37
30240 - Mathematical Technician 26.78
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
30390 - Photo-Optics Technician 27.27
30461 - Technical Writer I 26.46
30462 - Technical Writer II 32.35
30463 - Technical Writer III 39.92
30491 - Unexploded Ordnance (UXO) Technician I 25.63
30492 - Unexploded Ordnance (UXO) Technician II 31.02
30493 - Unexploded Ordnance (UXO) Technician III 37.18
30494 - Unexploded (UXO) Safety Escort 25.63
30495 - Unexploded (UXO) Sweep Personnel 25.63
30620 - Weather Observer, Combined Upper Air Or (see 3) 24.55
Surface Programs
30621 - Weather Observer, Senior (see 3) 27.27
31000 - Transportation/Mobile Equipment Operation Occupations
31020 - Bus Aide 16.40
31030 - Bus Driver 19.89
31043 - Driver Courier 16.75
31260 - Parking and Lot Attendant 12.93
31290 - Shuttle Bus Driver 17.80
31310 - Taxi Driver 13.51
31361 - Truckdriver, Light 17.80
31362 - Truckdriver, Medium 18.87
31363 - Truckdriver, Heavy 24.52
31364 - Truckdriver, Tractor-Trailer 24.52
99000 - Miscellaneous Occupations
99030 - Cashier 10.53
99050 - Desk Clerk 13.34
99095 - Embalmer 30.19
99251 - Laboratory Animal Caretaker I 13.64
99252 - Laboratory Animal Caretaker II 14.32
99310 - Mortician 34.82
99410 - Pest Controller 16.49
99510 - Photofinishing Worker 16.23
99710 - Recycling Laborer 22.08
99711 - Recycling Specialist 23.50
99730 - Refuse Collector 19.82
99810 - Sales Clerk 14.70
99820 - School Crossing Guard 14.08
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99830 - Survey Party Chief 21.47
99831 - Surveying Aide 12.78
99832 - Surveying Technician 20.42
99840 - Vending Machine Attendant 16.40
99841 - Vending Machine Repairer 19.12
99842 - Vending Machine Repairer Helper 16.40

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$3.50 per hour or \$140.00 per week or \$606.67 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial 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
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(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M.

at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) 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 regrading 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,

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there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} 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

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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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

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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 decision to the contractor.

6) The contractor informs the affected employees.

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" (the Directory) should be used to compare job definitions to insure 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.

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WD 05-2097 (Rev.-12) was first posted on www.wdol.gov on 09/21/2010

REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION

By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON D.C. 20210

| Wage Determination No.: 2005-2097

Director Wage Determinations| Date Of Revision: 09/14/2010

States: Delaware, Maryland, New Jersey

Area: Delaware Counties of Kent, New Castle
Maryland Counties of Caroline, Cecil, Dorchester, Kent, Talbot
New Jersey County of Salem

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

OCCUPATION CODE - TITLE FOOTNOTE RATE

01000 - Administrative Support And Clerical Occupations
01011 - Accounting Clerk I 14.53
01012 - Accounting Clerk II 16.31
01013 - Accounting Clerk III 18.24
01020 - Administrative Assistant 27.42
01040 - Court Reporter 21.74
01051 - Data Entry Operator I 14.22
01052 - Data Entry Operator II 15.51
01060 - Dispatcher, Motor Vehicle 17.92
01070 - Document Preparation Clerk 13.66
01090 - Duplicating Machine Operator 13.66
01111 - General Clerk I 13.45
01112 - General Clerk II 14.68
01113 - General Clerk III 16.48
01120 - Housing Referral Assistant 24.11
01141 - Messenger Courier 12.91
01191 - Order Clerk I 14.81
01192 - Order Clerk II 15.68
01261 - Personnel Assistant (Employment) I 16.56
01262 - Personnel Assistant (Employment) II 18.52
01263 - Personnel Assistant (Employment) III 20.64
01270 - Production Control Clerk 22.74
01280 - Receptionist 14.72
01290 - Rental Clerk 16.83
01300 - Scheduler, Maintenance 17.52
01311 - Secretary I 19.12
01312 - Secretary II 21.84
01313 - Secretary III 24.11
01320 - Service Order Dispatcher 16.76
01410 - Supply Technician 27.02
01420 - Survey Worker 17.92
01531 - Travel Clerk I 13.22
01532 - Travel Clerk II 14.16
01533 - Travel Clerk III 15.16
01611 - Word Processor I 15.91
01612 - Word Processor II 17.86
01613 - Word Processor III 19.98

05000 - Automotive Service Occupations
05005 - Automobile Body Repairer, Fiberglass 22.36
05010 - Automotive Electrician 22.35
05040 - Automotive Glass Installer 20.34
05070 - Automotive Worker 21.19

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05110 - Mobile Equipment Servicer 19.63
05130 - Motor Equipment Metal Mechanic 22.81
05160 - Motor Equipment Metal Worker 21.22
05190 - Motor Vehicle Mechanic 22.83
05220 - Motor Vehicle Mechanic Helper 18.71
05250 - Motor Vehicle Upholstery Worker 20.54
05280 - Motor Vehicle Wrecker 21.22
05310 - Painter, Automotive 22.14
05340 - Radiator Repair Specialist 21.22
05370 - Tire Repairer 13.58
05400 - Transmission Repair Specialist 23.49

07000 - Food Preparation And Service Occupations
07010 - Baker 13.05
07041 - Cook I 12.99
07042 - Cook II 13.84
07070 - Dishwasher 9.76
07130 - Food Service Worker 11.55
07210 - Meat Cutter 19.04
07260 - Waiter/Waitress 10.10

09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 19.40
09040 - Furniture Handler 17.39
09080 - Furniture Refinisher 22.85
09090 - Furniture Refinisher Helper 19.50
09110 - Furniture Repairer, Minor 21.21
09130 - Upholsterer 19.41

11000 - General Services And Support Occupations
11030 - Cleaner, Vehicles 12.81
11060 - Elevator Operator 12.33
11090 - Gardener 16.09
11122 - Housekeeping Aide 12.81
11150 - Janitor 12.81
11210 - Laborer, Grounds Maintenance 13.67
11240 - Maid or Houseman 11.29
11260 - Pruner 12.83
11270 - Tractor Operator 15.33
11330 - Trail Maintenance Worker 13.76
11360 - Window Cleaner 13.61

12000 - Health Occupations
12010 - Ambulance Driver 17.48
12011 - Breath Alcohol Technician 20.44
12012 - Certified Occupational Therapist Assistant 22.91
12015 - Certified Physical Therapist Assistant 22.60
12020 - Dental Assistant 18.36
12025 - Dental Hygienist 32.95
12030 - EKG Technician 30.31
12035 - Electroneurodiagnostic Technologist 30.31
12040 - Emergency Medical Technician 17.48
12071 - Licensed Practical Nurse I 20.15
12072 - Licensed Practical Nurse II 22.05
12073 - Licensed Practical Nurse III 24.57
12100 - Medical Assistant 14.97
12130 - Medical Laboratory Technician 21.14
12160 - Medical Record Clerk 15.47
12190 - Medical Record Technician 17.31
12195 - Medical Transcriptionist 17.02
12210 - Nuclear Medicine Technologist 34.99
12221 - Nursing Assistant I 10.52

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12222 - Nursing Assistant II 11.83
12223 - Nursing Assistant III 12.91
12224 - Nursing Assistant IV 14.49
12235 - Optical Dispenser 21.62
12236 - Optical Technician 16.60

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12250 - Pharmacy Technician 15.13
12280 - Phlebotomist 14.49
12305 - Radiologic Technologist 26.93
12311 - Registered Nurse I 29.51
12312 - Registered Nurse II 32.76
12313 - Registered Nurse II, Specialist 32.76
12314 - Registered Nurse III 39.32
12315 - Registered Nurse III, Anesthetist 39.32
12316 - Registered Nurse IV 47.11
12317 - Scheduler (Drug and Alcohol Testing) 23.50

13000 - Information And Arts Occupations

13011 - Exhibits Specialist I 21.66
13012 - Exhibits Specialist II 26.74
13013 - Exhibits Specialist III 31.85
13041 - Illustrator I 22.72
13042 - Illustrator II 28.98
13043 - Illustrator III 33.08
13047 - Librarian 32.55
13050 - Library Aide/Clerk 16.83
13054 - Library Information Technology Systems Administrator 28.66

13058 - Library Technician 18.32
13061 - Media Specialist I 18.36
13062 - Media Specialist II 20.56
13063 - Media Specialist III 22.88
13071 - Photographer I 17.96
13072 - Photographer II 20.21
13073 - Photographer III 25.04
13074 - Photographer IV 30.62
13075 - Photographer V 37.06
13110 - Video Teleconference Technician 21.03

14000 - Information Technology Occupations

14041 - Computer Operator I 18.50
14042 - Computer Operator II 20.70
14043 - Computer Operator III 23.06
14044 - Computer Operator IV 25.64
14045 - Computer Operator V 28.39
14071 - Computer Programmer I (see 1) 27.62
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 18.50
14160 - Personal Computer Support Technician 25.64

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

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15060 - Educational Technologist 30.33
15070 - Flight Instructor (Pilot) 48.06
15080 - Graphic Artist 24.99
15090 - Technical Instructor 24.41
15095 - Technical Instructor/Course Developer 29.85
15110 - Test Proctor 19.71
15120 - Tutor 19.71

16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations
16010 - Assembler 9.07
16030 - Counter Attendant 9.07
16040 - Dry Cleaner 10.99
16070 - Finisher, Flatwork, Machine 9.07
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16090 - Presser, Hand 9.07
16110 - Presser, Machine, Drycleaning 9.07
16130 - Presser, Machine, Shirts 9.07
16160 - Presser, Machine, Wearing Apparel, Laundry 9.07
16190 - Sewing Machine Operator 11.71
16220 - Tailor 12.51
16250 - Washer, Machine 9.79

19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.94
19040 - Tool And Die Maker 24.29

21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 19.21
21030 - Material Coordinator 20.91
21040 - Material Expediter 20.91
21050 - Material Handling Laborer 12.78
21071 - Order Filler 13.73
21080 - Production Line Worker (Food Processing) 19.21
21110 - Shipping Packer 16.45
21130 - Shipping/Receiving Clerk 16.45
21140 - Store Worker I 14.39
21150 - Stock Clerk 19.11
21210 - Tools And Parts Attendant 19.21
21410 - Warehouse Specialist 19.21

23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 26.75
23021 - Aircraft Mechanic I 25.74
23022 - Aircraft Mechanic II 26.75
23023 - Aircraft Mechanic III 28.06
23040 - Aircraft Mechanic Helper 19.86
23050 - Aircraft, Painter 23.81
23060 - Aircraft Servicer 22.76
23080 - Aircraft Worker 21.61
23110 - Appliance Mechanic 21.01
23120 - Bicycle Repairer 16.17
23125 - Cable splicer 31.33
23130 - Carpenter, Maintenance 24.40
23140 - Carpet Layer 22.57
23160 - Electrician, Maintenance 28.70
23181 - Electronics Technician Maintenance I 25.72
23182 - Electronics Technician Maintenance II 27.79
23183 - Electronics Technician Maintenance III 29.80
23260 - Fabric Worker 20.10
23290 - Fire Alarm System Mechanic 23.71

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23310 - Fire Extinguisher Repairer 21.37
23311 - Fuel Distribution System Mechanic 26.89
23312 - Fuel Distribution System Operator 22.07
23370 - General Maintenance Worker 21.37
23380 - Ground Support Equipment Mechanic 25.74
23381 - Ground Support Equipment Servicer 22.76
23382 - Ground Support Equipment Worker 21.61
23391 - Gunsmith I 21.37
23392 - Gunsmith II 23.77
23393 - Gunsmith III 25.51
23410 - Heating, Ventilation And Air-Conditioning 25.17
Mechanic
23411 - Heating, Ventilation And Air Contditioning 26.15
Mechanic (Research Facility)
23430 - Heavy Equipment Mechanic 24.33
23440 - Heavy Equipment Operator 27.08
23460 - Instrument Mechanic 25.03
23465 - Laboratory/Shelter Mechanic 24.46
23470 - Laborer 15.44
23510 - Locksmith 23.29
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23530 - Machinery Maintenance Mechanic 24.32
23550 - Machinist, Maintenance 23.37
23580 - Maintenance Trades Helper 18.52
23591 - Metrology Technician I 25.03
23592 - Metrology Technician II 26.01
23593 - Metrology Technician III 26.83
23640 - Millwright 25.21
23710 - Office Appliance Repairer 23.06
23760 - Painter, Maintenance 21.97
23790 - Pipefitter, Maintenance 30.24
23810 - Plumber, Maintenance 26.77
23820 - Pneudraulic Systems Mechanic 25.51
23850 - Rigger 25.51
23870 - Scale Mechanic 23.77
23890 - Sheet-Metal Worker, Maintenance 26.51
23910 - Small Engine Mechanic 18.79
23931 - Telecommunications Mechanic I 25.91
23932 - Telecommunications Mechanic II 26.92
23950 - Telephone Lineman 28.29
23960 - Welder, Combination, Maintenance 20.91
23965 - Well Driller 23.10
23970 - Woodcraft Worker 25.51
23980 - Woodworker 19.28

24000 - Personal Needs Occupations
24570 - Child Care Attendant 12.00
24580 - Child Care Center Clerk 14.97
24610 - Chore Aide 10.88
24620 - Family Readiness And Support Services 14.06
Coordinator
24630 - Homemaker 16.64

25000 - Plant And System Operations Occupations
25010 - Boiler Tender 23.83
25040 - Sewage Plant Operator 22.82
25070 - Stationary Engineer 23.83
25190 - Ventilation Equipment Tender 18.03
25210 - Water Treatment Plant Operator 22.82

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27000 - Protective Service Occupations
27004 - Alarm Monitor 20.30
27007 - Baggage Inspector 13.48
27008 - Corrections Officer 24.29
27010 - Court Security Officer 27.70
27030 - Detection Dog Handler 19.14
27040 - Detention Officer 24.29
27070 - Firefighter 27.25
27101 - Guard I 13.48
27102 - Guard II 19.14
27131 - Police Officer I 28.28
27132 - Police Officer II 31.43

28000 - Recreation Occupations
28041 - Carnival Equipment Operator 11.43
28042 - Carnival Equipment Repairer 12.02
28043 - Carnival Equipment Worker 9.59
28210 - Gate Attendant/Gate Tender 16.04
28310 - Lifeguard 12.78
28350 - Park Attendant (Aide) 17.94
28510 - Recreation Aide/Health Facility Attendant 11.54
28515 - Recreation Specialist 22.22
28630 - Sports Official 14.29
28690 - Swimming Pool Operator 16.68

29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 24.30
29020 - Hatch Tender 24.30
29030 - Line Handler 24.30
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29041 - Stevedore I 23.38
29042 - Stevedore II 25.20
30000 - Technical Occupations
30010 - Air Traffic Control Specialist, Center (HFO) (see 2) 38.17
30011 - Air Traffic Control Specialist, Station (HFO) (see 2) 26.31
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) 28.98
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30082 - Engineering Technician II 21.23
30083 - Engineering Technician III 26.18
30084 - Engineering Technician IV 31.87
30085 - Engineering Technician V 38.78
30086 - Engineering Technician VI 42.58
30090 - Environmental Technician 25.50
30210 - Laboratory Technician 25.35
30240 - Mathematical Technician 28.72
30361 - Paralegal/Legal Assistant I 19.08
30362 - Paralegal/Legal Assistant II 23.64
30363 - Paralegal/Legal Assistant III 28.92
30364 - Paralegal/Legal Assistant IV 34.98
30390 - Photo-Optics Technician 28.27

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30461 - Technical Writer I 21.76
30462 - Technical Writer II 26.62
30463 - Technical Writer III 32.20
30491 - Unexploded Ordnance (UXO) Technician I 24.25
30492 - Unexploded Ordnance (UXO) Technician II 29.35
30493 - Unexploded Ordnance (UXO) Technician III 35.17
30494 - Unexploded (UXO) Safety Escort 24.25
30495 - Unexploded (UXO) Sweep Personnel 24.25
30620 - Weather Observer, Combined Upper Air Or (see 2) 24.19
Surface Programs
30621 - Weather Observer, Senior (see 2) 28.18
31000 - Transportation/Mobile Equipment Operation Occupations
31020 - Bus Aide 14.29
31030 - Bus Driver 18.56
31043 - Driver Courier 17.63
31260 - Parking and Lot Attendant 13.52
31290 - Shuttle Bus Driver 19.00
31310 - Taxi Driver 12.09
31361 - Truckdriver, Light 19.00
31362 - Truckdriver, Medium 19.28
31363 - Truckdriver, Heavy 19.99
31364 - Truckdriver, Tractor-Trailer 19.99
99000 - Miscellaneous Occupations
99030 - Cashier 11.80
99050 - Desk Clerk 12.64
99095 - Embalmer 28.63
99251 - Laboratory Animal Caretaker I 11.48
99252 - Laboratory Animal Caretaker II 12.37
99310 - Mortician 33.98
99410 - Pest Controller 17.02
99510 - Photofinishing Worker 14.65
99710 - Recycling Laborer 18.85
99711 - Recycling Specialist 21.14
99730 - Refuse Collector 17.57
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99810 - Sales Clerk 12.68
99820 - School Crossing Guard 11.57
99830 - Survey Party Chief 19.84
99831 - Surveying Aide 13.14
99832 - Surveying Technician 18.07
99840 - Vending Machine Attendant 14.61
99841 - Vending Machine Repairer 16.98
99842 - Vending Machine Repairer Helper 14.61

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$3.50 per hour or \$140.00 per week or \$606.67 per month

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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and

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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) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 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 regrading 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

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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.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} 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
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occupation(s) and computes a proposed rate(s).

- 2) After contract award, the contractor prepares a written report listing in order 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

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 decision to the contractor.

6) The contractor informs the affected employees.

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" (the Directory) should be used to compare job definitions to insure 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.

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WD 05-2373 (Rev.-10) was first posted on www.wdol.gov on 09/07/2010

REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION

By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON D.C. 20210

| Wage Determination No.: 2005-2373

Shirley F. Ebbesen Division of | Revision No.: 10

Director Wage Determinations | Date of Revision: 09/01/2010

State: New York

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Area: New York Counties of Nassau, Suffolk

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

OCCUPATION CODE - TITLE FOOTNOTE RATE

01000 - Administrative Support And Clerical Occupations
01011 - Accounting Clerk I 15.11
01012 - Accounting Clerk II 19.61
01013 - Accounting Clerk III 21.89
01020 - Administrative Assistant 30.93
01040 - Court Reporter 21.64
01051 - Data Entry Operator I 14.71
01052 - Data Entry Operator II 16.05
01060 - Dispatcher, Motor Vehicle 25.79
01070 - Document Preparation Clerk 15.56
01090 - Duplicating Machine Operator 15.56
01111 - General Clerk I 14.82
01112 - General Clerk II 17.49
01113 - General Clerk III 18.82
01120 - Housing Referral Assistant 26.92
01141 - Messenger Courier 12.92
01191 - Order Clerk I 19.59
01192 - Order Clerk II 20.45
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 23.51
01280 - Receptionist 15.67
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 20.50
01410 - Supply Technician 30.93
01420 - Survey Worker 21.64
01531 - Travel Clerk I 15.98
01532 - Travel Clerk II 17.31
01533 - Travel Clerk III 18.79
01611 - Word Processor I 17.62
01612 - Word Processor II 20.16
01613 - Word Processor III 22.13

05000 - Automotive Service Occupations
05005 - Automobile Body Repairer, Fiberglass 28.50
05010 - Automotive Electrician 28.50
05040 - Automotive Glass Installer 27.31
05070 - Automotive Worker 27.31
05110 - Mobile Equipment Servicer 20.80
05130 - Motor Equipment Metal Mechanic 29.80
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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 16.69

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05400 - Transmission Repair Specialist 29.68

07000 - Food Preparation And Service Occupations

07010 - Baker 18.55

07041 - Cook I 16.75

07042 - Cook II 18.23

07070 - Dishwasher 13.67

07130 - Food Service Worker 13.67

07210 - Meat Cutter 22.64

07260 - Waiter/Waitress 14.45

09000 - Furniture Maintenance And Repair Occupations

09010 - Electrostatic Spray Painter 22.16

09040 - Furniture Handler 16.83

09080 - Furniture Refinisher 22.16

09090 - Furniture Refinisher Helper 18.01

09110 - Furniture Repairer, Minor 20.37

09130 - Upholsterer 22.16

11000 - General Services And Support Occupations

11030 - Cleaner, Vehicles 13.67

11060 - Elevator Operator 13.67

11090 - Gardener 18.74

11122 - Housekeeping Aide 15.70

11150 - Janitor 15.70

11210 - Laborer, Grounds Maintenance 15.89

11240 - Maid or Houseman 13.68

11260 - Pruner 14.75

11270 - Tractor Operator 18.02

11330 - Trail Maintenance Worker 15.89

11360 - Window Cleaner 18.07

12000 - Health Occupations

12010 - Ambulance Driver 25.29

12011 - Breath Alcohol Technician 24.87

12012 - Certified Occupational Therapist Assistant 24.12

12015 - Certified Physical Therapist Assistant 22.28

12020 - Dental Assistant 16.75

12025 - Dental Hygienist 35.31

12030 - EKG Technician 28.65

12035 - Electroneurodiagnostic Technologist 28.65

12040 - Emergency Medical Technician 25.29

12071 - Licensed Practical Nurse I 23.69

12072 - Licensed Practical Nurse II 24.34

12073 - Licensed Practical Nurse III 24.48

12100 - Medical Assistant 16.66

12130 - Medical Laboratory Technician 23.34

12160 - Medical Record Clerk 18.71

12190 - Medical Record Technician 20.55

12195 - Medical Transcriptionist 19.43

12210 - Nuclear Medicine Technologist 36.93

12221 - Nursing Assistant I 13.17

12222 - Nursing Assistant II 14.72

12223 - Nursing Assistant III 15.82

12224 - Nursing Assistant IV 16.79

12235 - Optical Dispenser 24.64

12236 - Optical Technician 16.64

12250 - Pharmacy Technician 15.87

12280 - Phlebotomist 23.02

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12305 - Radiologic Technologist 28.08
 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) 26.17

 13000 - Information And Arts Occupations
 13011 - Exhibits Specialist I 27.03
 13012 - Exhibits Specialist II 33.49
 13013 - Exhibits Specialist III 40.95
 13041 - Illustrator I 28.35
 13042 - Illustrator II 33.23
 13043 - Illustrator III 40.66
 13047 - Librarian 37.25
 13050 - Library Aide/Clerk 15.79
 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 24.62
 13073 - Photographer III 32.88
 13074 - Photographer IV 44.26
 13075 - Photographer V 50.85
 13110 - Video Teleconference Technician 24.33

 14000 - Information Technology Occupations
 14041 - Computer Operator I 19.00
 14042 - Computer Operator II 21.26
 14043 - Computer Operator III 23.71
 14044 - Computer Operator IV 26.35
 14045 - Computer Operator V 29.17
 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 19.00
 14160 - Personal Computer Support Technician 26.35

 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 35.73
 15070 - Flight Instructor (Pilot) 52.46
 15080 - Graphic Artist 33.31
 15090 - Technical Instructor 32.16
 15095 - Technical Instructor/Course Developer 39.22
 15110 - Test Proctor 25.56
 15120 - Tutor 25.56

 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations
 16010 - Assembler 11.62
 16030 - Counter Attendant 11.62

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16040 - Dry Cleaner 14.30
16070 - Finisher, Flatwork, Machine 11.62
16090 - Presser, Hand 11.62
16110 - Presser, Machine, Drycleaning 11.62
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16130 - Presser, Machine, Shirts 11.62
16160 - Presser, Machine, Wearing Apparel, Laundry 11.62
16190 - Sewing Machine Operator 15.19
16220 - Tailor 16.04
16250 - Washer, Machine 12.60

19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.89
19040 - Tool And Die Maker 24.46

21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.96
21030 - Material Coordinator 23.51
21040 - Material Expediter 23.51
21050 - Material Handling Laborer 14.62
21071 - Order Filler 16.34
21080 - Production Line Worker (Food Processing) 16.96
21110 - Shipping Packer 15.28
21130 - Shipping/Receiving Clerk 15.28
21140 - Store Worker I 15.06
21150 - Stock Clerk 18.88
21210 - Tools And Parts Attendant 16.96
21410 - Warehouse Specialist 16.96

23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 29.63
23021 - Aircraft Mechanic I 27.11
23022 - Aircraft Mechanic II 29.58
23023 - Aircraft Mechanic III 30.72
23040 - Aircraft Mechanic Helper 21.90
23050 - Aircraft, Painter 25.88
23060 - Aircraft Servicer 24.23
23080 - Aircraft Worker 25.00
23110 - Appliance Mechanic 22.16
23120 - Bicycle Repairer 17.94
23125 - Cable Splicer 35.97
23130 - Carpenter, Maintenance 30.97
23140 - Carpet Layer 27.24
23160 - Electrician, Maintenance 37.18
23181 - Electronics Technician Maintenance I 24.19
23182 - Electronics Technician Maintenance II 27.39
23183 - Electronics Technician Maintenance III 28.51
23260 - Fabric Worker 25.82
23290 - Fire Alarm System Mechanic 21.92
23310 - Fire Extinguisher Repairer 22.51
23311 - Fuel Distribution System Mechanic 29.94
23312 - Fuel Distribution System Operator 27.20
23370 - General Maintenance Worker 24.67
23380 - Ground Support Equipment Mechanic 27.11
23381 - Ground Support Equipment Servicer 24.23
23382 - Ground Support Equipment Worker 25.00
23391 - Gunsmith I 22.51
23392 - Gunsmith II 25.12
23393 - Gunsmith III 27.25
23410 - Heating, Ventilation And Air-Conditioning 26.97

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Mechanic

23411 - Heating, Ventilation And Air Contditioning 28.93

Mechanic (Research Facility)

23430 - Heavy Equipment Mechanic 26.10

23440 - Heavy Equipment Operator 34.30

23460 - Instrument Mechanic 30.86

23465 - Laboratory/Shelter Mechanic 26.21

23470 - Laborer 15.95

23510 - Locksmith 21.10

23530 - Machinery Maintenance Mechanic 23.95

23550 - Machinist, Maintenance 21.92

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23580 - Maintenance Trades Helper 17.71

23591 - Metrology Technician I 30.86

23592 - Metrology Technician II 33.34

23593 - Metrology Technician III 32.75

23640 - Millwright 29.17

23710 - Office Appliance Repairer 21.80

23760 - Painter, Maintenance 26.70

23790 - Pipefitter, Maintenance 32.44

23810 - Plumber, Maintenance 31.23

23820 - Pneudraulic Systems Mechanic 27.25

23850 - Rigger 24.36

23870 - Scale Mechanic 25.12

23890 - Sheet-Metal Worker, Maintenance 29.81

23910 - Small Engine Mechanic 20.92

23931 - Telecommunications Mechanic I 30.91

23932 - Telecommunications Mechanic II 32.20

23950 - Telephone Lineman 33.44

23960 - Welder, Combination, Maintenance 24.11

23965 - Well Driller 22.73

23970 - Woodcraft Worker 27.25

23980 - Woodworker 20.43

24000 - Personal Needs Occupations

24570 - Child Care Attendant 13.05

24580 - Child Care Center Clerk 16.30

24610 - Chore Aide 12.79

24620 - Family Readiness And Support Services 14.89

Coordinator

24630 - Homemaker 16.85

25000 - Plant And System Operations Occupations

25010 - Boiler Tender 29.03

25040 - Sewage Plant Operator 25.19

25070 - Stationary Engineer 29.03

25190 - Ventilation Equipment Tender 23.71

25210 - Water Treatment Plant Operator 25.53

27000 - Protective Service Occupations

27004 - Alarm Monitor 19.12

27007 - Baggage Inspector 17.98

27008 - Corrections Officer 30.97

27010 - Court Security Officer 30.66

27030 - Detection Dog Handler 20.36

27040 - Detention Officer 30.97

27070 - Firefighter 31.42

27101 - Guard I 17.98

27102 - Guard II 20.36

27131 - Police Officer I 32.37

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27132 - Police Officer II 35.94

28000 - Recreation Occupations

28041 - Carnival Equipment Operator 15.96

28042 - Carnival Equipment Repairer 16.75

28043 - Carnival Equipment Worker 13.67

28210 - Gate Attendant/Gate Tender 16.49

28310 - Lifeguard 14.63

28350 - Park Attendant (Aide) 18.46

28510 - Recreation Aide/Health Facility Attendant 18.95

28515 - Recreation Specialist 22.88

28630 - Sports Official 14.69

28690 - Swimming Pool Operator 20.98

29000 - Stevedoring/Longshoremen Occupational Services

29010 - Blocker And Bracer 27.64

29020 - Hatch Tender 27.64

29030 - Line Handler 27.64

29041 - Stevedore I 26.22

29042 - Stevedore II 32.85

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30000 - Technical Occupations

30010 - Air Traffic Control Specialist, Center (HFO) (see 2) 40.33

30011 - Air Traffic Control Specialist, Station (HFO) (see 2) 27.82

30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) 30.63

30021 - Archeological Technician I 22.43

30022 - Archeological Technician II 26.50

30023 - Archeological Technician III 31.09

30030 - Cartographic Technician 29.15

30040 - Civil Engineering Technician 25.21

30061 - Drafter/CAD Operator I 19.69

30062 - Drafter/CAD Operator II 26.50

30063 - Drafter/CAD Operator III 29.42

30064 - Drafter/CAD Operator IV 31.09

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 21.10

30210 - Laboratory Technician 21.37

30240 - Mathematical Technician 31.09

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

30390 - Photo-Optics Technician 28.11

30461 - Technical Writer I 26.41

30462 - Technical Writer II 32.29

30463 - Technical Writer III 39.84

30491 - Unexploded Ordnance (UXO) Technician I 25.63

30492 - Unexploded Ordnance (UXO) Technician II 31.02

30493 - Unexploded Ordnance (UXO) Technician III 37.18

30494 - Unexploded (UXO) Safety Escort 25.63

30495 - Unexploded (UXO) Sweep Personnel 25.63

30620 - Weather Observer, Combined Upper Air Or (see 2) 29.42

Surface Programs

30621 - Weather Observer, Senior (see 2) 27.27

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31000 - Transportation/Mobile Equipment Operation Occupations

31020 - Bus Aide 16.40

31030 - Bus Driver 19.89

31043 - Driver Courier 16.75

31260 - Parking and Lot Attendant 10.05

31290 - Shuttle Bus Driver 17.80

31310 - Taxi Driver 13.37

31361 - Truckdriver, Light 17.80

31362 - Truckdriver, Medium 18.87

31363 - Truckdriver, Heavy 24.52

31364 - Truckdriver, Tractor-Trailer 24.52

99000 - Miscellaneous Occupations

99030 - Cashier 18.74

99050 - Desk Clerk 13.34

99095 - Embalmer 27.84

99251 - Laboratory Animal Caretaker I 15.21

99252 - Laboratory Animal Caretaker II 15.97

99310 - Mortician 34.64

99410 - Pest Controller 18.15

99510 - Photofinishing Worker 16.23

99710 - Recycling Laborer 19.78

99711 - Recycling Specialist 22.36

99730 - Refuse Collector 21.17

99810 - Sales Clerk 14.70

99820 - School Crossing Guard 15.04

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99830 - Survey Party Chief 26.35

99831 - Surveying Aide 15.48

99832 - Surveying Technician 20.42

99840 - Vending Machine Attendant 23.41

99841 - Vending Machine Repairer 25.44

99842 - Vending Machine Repairer Helper 21.46

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$3.50 per hour or \$140.00 per week or \$606.67 per month

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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial 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
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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 regrading 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.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006,

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unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by

the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} 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 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 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 decision to the contractor.
- 6) The contractor informs the affected employees.

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" (the Directory) should be used to compare job definitions to insure 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.

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WD 05-2375 (Rev.-10) was first posted on www.wdol.gov on 09/07/2010

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REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION

By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON D.C. 20210

| Wage Determination No.: 2005-2375

Shirley F. Ebbesen Division of | Revision No.: 10

Director Wage Determinations | Date Of Revision: 09/01/2010

State: New York

Area: New York Counties of Bronx, Kings, New York, Putnam, Queens, Richmond,
Rockland, Westchester
OCCUPATION NOTE:

Janitor: The rate for the Janitor occupation applies to Putnam, Rockland, and
Weschester Counties only. See Wage Determination 1977-0225 for wage rates and
fringe benefits for Bronx, Kings, New York, Queens, and Richmond Counties.

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

OCCUPATION CODE - TITLE FOOTNOTE RATE

01000 - Administrative Support And Clerical Occupations
01011 - Accounting Clerk I 15.11
01012 - Accounting Clerk II 19.61
01013 - Accounting Clerk III 21.89
01020 - Administrative Assistant 30.93
01040 - Court Reporter 21.64
01051 - Data Entry Operator I 14.71
01052 - Data Entry Operator II 16.05
01060 - Dispatcher, Motor Vehicle 25.79
01070 - Document Preparation Clerk 15.56
01090 - Duplicating Machine Operator 15.56
01111 - General Clerk I 14.82
01112 - General Clerk II 17.49
01113 - General Clerk III 18.82
01120 - Housing Referral Assistant 26.92
01141 - Messenger Courier 12.92
01191 - Order Clerk I 18.05
01192 - Order Clerk II 21.67
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 23.51
01280 - Receptionist 15.67
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 20.50
01410 - Supply Technician 30.93

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01420 - Survey Worker 21.64
01531 - Travel Clerk I 15.98
01532 - Travel Clerk II 17.31
01533 - Travel Clerk III 18.79
01611 - Word Processor I 17.62
01612 - Word Processor II 19.79
01613 - Word Processor III 22.13

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05000 - Automotive Service Occupations
05005 - Automobile Body Repairer, Fiberglass 28.29
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 30.31
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 18.22
05400 - Transmission Repair Specialist 29.68

07000 - Food Preparation And Service Occupations
07010 - Baker 19.55
07041 - Cook I 17.97
07042 - Cook II 19.55
07070 - Dishwasher 14.67
07130 - Food Service Worker 14.67
07210 - Meat Cutter 19.55
07260 - Waiter/Waitress 15.50

09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 21.14
09040 - Furniture Handler 16.07
09080 - Furniture Refinisher 21.14
09090 - Furniture Refinisher Helper 17.75
09110 - Furniture Repairer, Minor 19.44
09130 - Upholsterer 21.14

11000 - General Services And Support Occupations
11030 - Cleaner, Vehicles 14.92
11060 - Elevator Operator 14.92
11090 - Gardener 18.74
11122 - Housekeeping Aide 15.70
11150 - Janitor 15.70
11210 - Laborer, Grounds Maintenance 15.89
11240 - Maid or Houseman 13.98
11260 - Pruner 14.75
11270 - Tractor Operator 18.02
11330 - Trail Maintenance Worker 15.89
11360 - Window Cleaner 16.95

12000 - Health Occupations
12010 - Ambulance Driver 24.99
12011 - Breath Alcohol Technician 24.87
12012 - Certified Occupational Therapist Assistant 24.12

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12015 - Certified Physical Therapist Assistant 22.28
12020 - Dental Assistant 16.75
12025 - Dental Hygienist 35.31
12030 - EKG Technician 28.65
12035 - Electroneurodiagnostic Technologist 28.65
12040 - Emergency Medical Technician 24.99
12071 - Licensed Practical Nurse I 21.76
12072 - Licensed Practical Nurse II 24.34
12073 - Licensed Practical Nurse III 24.48
12100 - Medical Assistant 16.66
12130 - Medical Laboratory Technician 20.63
12160 - Medical Record Clerk 18.00
12190 - Medical Record Technician 20.55
12195 - Medical Transcriptionist 19.01
12210 - Nuclear Medicine Technologist 36.93
12221 - Nursing Assistant I 12.37

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12222 - Nursing Assistant II 14.72
12223 - Nursing Assistant III 15.82
12224 - Nursing Assistant IV 16.79
12235 - Optical Dispenser 24.64
12236 - Optical Technician 16.64
12250 - Pharmacy Technician 14.58
12280 - Phlebotomist 16.79
12305 - Radiologic Technologist 28.08
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) 26.17

13000 - Information And Arts Occupations
13011 - Exhibits Specialist I 27.03
13012 - Exhibits Specialist II 33.49
13013 - Exhibits Specialist III 40.95
13041 - Illustrator I 26.51
13042 - Illustrator II 32.31
13043 - Illustrator III 39.22
13047 - Librarian 37.25
13050 - Library Aide/Clerk 15.79
13054 - Library Information Technology Systems 32.65

Administrator

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 38.49
13075 - Photographer V 46.55
13110 - Video Teleconference Technician 24.33

14000 - Information Technology Occupations
14041 - Computer Operator I 19.00
14042 - Computer Operator II 21.26
14043 - Computer Operator III 23.71
14044 - Computer Operator IV 26.94

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14045 - Computer Operator V 29.17
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 19.00
14160 - Personal Computer Support Technician 26.94

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 33.02
15070 - Flight Instructor (Pilot) 52.46
15080 - Graphic Artist 35.27
15090 - Technical Instructor 31.44
15095 - Technical Instructor/Course Developer 38.34
15110 - Test Proctor 25.30
15120 - Tutor 25.30

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16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations
16010 - Assembler 11.62
16030 - Counter Attendant 11.62
16040 - Dry Cleaner 14.30
16070 - Finisher, Flatwork, Machine 11.62
16090 - Presser, Hand 11.62
16110 - Presser, Machine, Drycleaning 11.62
16130 - Presser, Machine, Shirts 11.62
16160 - Presser, Machine, Wearing Apparel, Laundry 11.62
16190 - Sewing Machine Operator 15.19
16220 - Tailor 16.04
16250 - Washer, Machine 12.60

19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.89
19040 - Tool And Die Maker 24.21

21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.96
21030 - Material Coordinator 23.51
21040 - Material Expediter 23.51
21050 - Material Handling Laborer 16.41
21071 - Order Filler 15.58
21080 - Production Line Worker (Food Processing) 16.96
21110 - Shipping Packer 15.28
21130 - Shipping/Receiving Clerk 15.28
21140 - Store Worker I 15.06
21150 - Stock Clerk 18.88
21210 - Tools And Parts Attendant 16.96
21410 - Warehouse Specialist 16.96

23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural welder 29.79
23021 - Aircraft Mechanic I 27.11
23022 - Aircraft Mechanic II 29.58

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23023 - Aircraft Mechanic III 30.66
 23040 - Aircraft Mechanic Helper 21.89
 23050 - Aircraft, Painter 24.18
 23060 - Aircraft Servicer 23.97
 23080 - Aircraft Worker 25.01
 23110 - Appliance Mechanic 21.38
 23120 - Bicycle Repairer 17.13
 23125 - Cable Splicer 36.53
 23130 - Carpenter, Maintenance 29.89
 23140 - Carpet Layer 27.98
 23160 - Electrician, Maintenance 37.18
 23181 - Electronics Technician Maintenance I 24.19
 23182 - Electronics Technician Maintenance II 29.17
 23183 - Electronics Technician Maintenance III 31.14
 23260 - Fabric Worker 28.00
 23290 - Fire Alarm System Mechanic 21.67
 23310 - Fire Extinguisher Repairer 22.51
 23311 - Fuel Distribution System Mechanic 29.94
 23312 - Fuel Distribution System Operator 27.20
 23370 - General Maintenance Worker 24.67
 23380 - Ground Support Equipment Mechanic 27.11
 23381 - Ground Support Equipment Servicer 23.97
 23382 - Ground Support Equipment Worker 25.01
 23391 - Gunsmith I 22.51
 23392 - Gunsmith II 25.12
 23393 - Gunsmith III 27.25
 23410 - Heating, Ventilation And Air-Conditioning 26.97
 Mechanic
 23411 - Heating, Ventilation And Air Contditioning 28.93
 Mechanic (Research Facility)
 23430 - Heavy Equipment Mechanic 26.10
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23440 - Heavy Equipment Operator 34.38
 23460 - Instrument Mechanic 30.86
 23465 - Laboratory/Shelter Mechanic 26.21
 23470 - Laborer 15.95
 23510 - Locksmith 20.70
 23530 - Machinery Maintenance Mechanic 23.95
 23550 - Machinist, Maintenance 20.81
 23580 - Maintenance Trades Helper 16.90
 23591 - Metrology Technician I 30.86
 23592 - Metrology Technician II 33.34
 23593 - Metrology Technician III 34.56
 23640 - Millwright 31.22
 23710 - Office Appliance Repairer 22.95
 23760 - Painter, Maintenance 25.47
 23790 - Pipefitter, Maintenance 32.88
 23810 - Plumber, Maintenance 32.93
 23820 - Pneudraulic Systems Mechanic 27.25
 23850 - Rigger 24.36
 23870 - Scale Mechanic 25.12
 23890 - Sheet-Metal Worker, Maintenance 30.55
 23910 - Small Engine Mechanic 19.30
 23931 - Telecommunications Mechanic I 30.91
 23932 - Telecommunications Mechanic II 32.20
 23950 - Telephone Lineman 32.90
 23960 - Welder, Combination, Maintenance 23.02
 23965 - well Driller 24.89
 23970 - Woodcraft Worker 25.89
 23980 - Woodworker 19.50

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24000 - Personal Needs Occupations
24570 - Child Care Attendant 13.87
24580 - Child Care Center Clerk 17.30
24610 - Chore Aide 12.67
24620 - Family Readiness And Support Services 14.89
Coordinator
24630 - Homemaker 19.21

25000 - Plant And System Operations Occupations
25010 - Boiler Tender 29.03
25040 - Sewage Plant Operator 27.01
25070 - Stationary Engineer 29.03
25190 - Ventilation Equipment Tender 23.71
25210 - Water Treatment Plant Operator 27.01

27000 - Protective Service Occupations
27004 - Alarm Monitor 19.12
27007 - Baggage Inspector 17.98
27008 - Corrections Officer 30.97
27010 - Court Security Officer 30.66
27030 - Detection Dog Handler 20.36
27040 - Detention Officer 30.97
27070 - Firefighter 31.42
27101 - Guard I 17.98
27102 - Guard II 20.36
27131 - Police Officer I 32.37
27132 - Police Officer II 35.94

28000 - Recreation Occupations
28041 - Carnival Equipment Operator 17.13
28042 - Carnival Equipment Repairer 17.97
28043 - Carnival Equipment Worker 14.67
28210 - Gate Attendant/Gate Tender 16.49
28310 - Lifeguard 13.13
28350 - Park Attendant (Aide) 18.46
28510 - Recreation Aide/Health Facility Attendant 18.95
28515 - Recreation Specialist 22.88
28630 - Sports Official 14.69
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28690 - Swimming Pool Operator 20.98

29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 29.90
29020 - Hatch Tender 29.90
29030 - Line Handler 29.90
29041 - Stevedore I 26.22
29042 - Stevedore II 32.85

30000 - Technical Occupations
30010 - Air Traffic Control Specialist, Center (HFO) (see 2) 40.33
30011 - Air Traffic Control Specialist, Station (HFO) (see 2) 27.82
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) 30.63
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 25.21
30061 - Drafter/CAD Operator I 19.69
30062 - Drafter/CAD Operator II 22.02

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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 46.07
30090 - Environmental Technician 22.90
30210 - Laboratory Technician 21.67
30240 - Mathematical Technician 26.78
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
30390 - Photo-Optics Technician 27.27
30461 - Technical Writer I 27.81
30462 - Technical Writer II 33.91
30463 - Technical Writer III 41.04
30491 - Unexploded Ordnance (UXO) Technician I 25.63
30492 - Unexploded Ordnance (UXO) Technician II 31.02
30493 - Unexploded Ordnance (UXO) Technician III 37.18
30494 - Unexploded (UXO) Safety Escort 25.63
30495 - Unexploded (UXO) Sweep Personnel 25.63
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
31020 - Bus Aide 16.40
31030 - Bus Driver 19.89
31043 - Driver Courier 16.75
31260 - Parking and Lot Attendant 10.97
31290 - Shuttle Bus Driver 17.80
31310 - Taxi Driver 15.21
31361 - Truckdriver, Light 17.80
31362 - Truckdriver, Medium 18.87
31363 - Truckdriver, Heavy 24.52
31364 - Truckdriver, Tractor-Trailer 24.52

99000 - Miscellaneous Occupations
99030 - Cashier 10.95
99050 - Desk Clerk 16.69
99095 - Embalmer 28.51
99251 - Laboratory Animal Caretaker I 16.32
99252 - Laboratory Animal Caretaker II 17.14
99310 - Mortician 34.64

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99410 - Pest Controller 18.75
99510 - Photofinishing Worker 16.23
99710 - Recycling Laborer 19.78
99711 - Recycling Specialist 22.59
99730 - Refuse Collector 18.36
99810 - Sales Clerk 14.70
99820 - School Crossing Guard 15.07
99830 - Survey Party Chief 23.68
99831 - Surveying Aide 15.48
99832 - Surveying Technician 20.42
99840 - Vending Machine Attendant 19.20

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99841 - Vending Machine Repairer 23.47

99842 - Vending Machine Repairer Helper 18.98

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$3.50 per hour or \$140.00 per week or \$606.67 per month

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 ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial 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 4174)

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.

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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 regrading 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

laundrying 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.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} 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 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor,

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for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

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 decision to the contractor.

6) The contractor informs the affected employees.

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
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Occupations" (the Directory) should be used to compare job definitions to insure 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.

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WD 05-2375 (Rev.-10) was first posted on www.wdol.gov on 09/07/2010

REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION

By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON D.C. 20210

| Wage Determination No.: 2005-2375

Shirley F. Ebbesen Division of | Revision No.: 10

Director Wage Determinations | Date Of Revision: 09/01/2010

State: New York

Area: New York Counties of Bronx, Kings, New York, Putnam, Queens, Richmond,
Rockland, Westchester
OCCUPATION NOTE:

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Janitor: The rate for the Janitor occupation applies to Putnam, Rockland, and Westchester Counties only. See Wage Determination 1977-0225 for wage rates and fringe benefits for Bronx, Kings, New York, Queens, and Richmond Counties.

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

OCCUPATION CODE - TITLE FOOTNOTE RATE

01000 - Administrative Support And Clerical Occupations
01011 - Accounting Clerk I 15.11
01012 - Accounting Clerk II 19.61
01013 - Accounting Clerk III 21.89
01020 - Administrative Assistant 30.93
01040 - Court Reporter 21.64
01051 - Data Entry Operator I 14.71
01052 - Data Entry Operator II 16.05
01060 - Dispatcher, Motor Vehicle 25.79
01070 - Document Preparation Clerk 15.56
01090 - Duplicating Machine Operator 15.56
01111 - General Clerk I 14.82
01112 - General Clerk II 17.49
01113 - General Clerk III 18.82
01120 - Housing Referral Assistant 26.92
01141 - Messenger Courier 12.92
01191 - Order Clerk I 18.05
01192 - Order Clerk II 21.67
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 23.51
01280 - Receptionist 15.67
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 20.50
01410 - Supply Technician 30.93
01420 - Survey Worker 21.64
01531 - Travel Clerk I 15.98
01532 - Travel Clerk II 17.31
01533 - Travel Clerk III 18.79
01611 - Word Processor I 17.62
01612 - Word Processor II 19.79
01613 - Word Processor III 22.13

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05000 - Automotive Service Occupations
05005 - Automobile Body Repairer, Fiberglass 28.29
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 30.31
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

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05280 - Motor Vehicle Wrecker 27.31
05310 - Painter, Automotive 28.50
05340 - Radiator Repair Specialist 27.31
05370 - Tire Repairer 18.22
05400 - Transmission Repair Specialist 29.68

07000 - Food Preparation And Service Occupations
07010 - Baker 19.55
07041 - Cook I 17.97
07042 - Cook II 19.55
07070 - Dishwasher 14.67
07130 - Food Service Worker 14.67
07210 - Meat Cutter 19.55
07260 - Waiter/Waitress 15.50

09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 21.14
09040 - Furniture Handler 16.07
09080 - Furniture Refinisher 21.14
09090 - Furniture Refinisher Helper 17.75
09110 - Furniture Repairer, Minor 19.44
09130 - Upholsterer 21.14

11000 - General Services And Support Occupations
11030 - Cleaner, Vehicles 14.92
11060 - Elevator Operator 14.92
11090 - Gardener 18.74
11122 - Housekeeping Aide 15.70
11150 - Janitor 15.70
11210 - Laborer, Grounds Maintenance 15.89
11240 - Maid or Houseman 13.98
11260 - Pruner 14.75
11270 - Tractor Operator 18.02
11330 - Trail Maintenance Worker 15.89
11360 - Window Cleaner 16.95

12000 - Health Occupations
12010 - Ambulance Driver 24.99
12011 - Breath Alcohol Technician 24.87
12012 - Certified Occupational Therapist Assistant 24.12
12015 - Certified Physical Therapist Assistant 22.28
12020 - Dental Assistant 16.75
12025 - Dental Hygienist 35.31
12030 - EKG Technician 28.65
12035 - Electroneurodiagnostic Technologist 28.65
12040 - Emergency Medical Technician 24.99
12071 - Licensed Practical Nurse I 21.76
12072 - Licensed Practical Nurse II 24.34
12073 - Licensed Practical Nurse III 24.48
12100 - Medical Assistant 16.66
12130 - Medical Laboratory Technician 20.63
12160 - Medical Record Clerk 18.00
12190 - Medical Record Technician 20.55
12195 - Medical Transcriptionist 19.01
12210 - Nuclear Medicine Technologist 36.93
12221 - Nursing Assistant I 12.37

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12222 - Nursing Assistant II 14.72
12223 - Nursing Assistant III 15.82
12224 - Nursing Assistant IV 16.79

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12235 - Optical Dispenser 24.64
 12236 - Optical Technician 16.64
 12250 - Pharmacy Technician 14.58
 12280 - Phlebotomist 16.79
 12305 - Radiologic Technologist 28.08
 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) 26.17

 13000 - Information And Arts Occupations
 13011 - Exhibits Specialist I 27.03
 13012 - Exhibits Specialist II 33.49
 13013 - Exhibits Specialist III 40.95
 13041 - Illustrator I 26.51
 13042 - Illustrator II 32.31
 13043 - Illustrator III 39.22
 13047 - Librarian 37.25
 13050 - Library Aide/Clerk 15.79
 13054 - Library Information Technology Systems 32.65
 Administrator
 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 38.49
 13075 - Photographer V 46.55
 13110 - Video Teleconference Technician 24.33

 14000 - Information Technology Occupations
 14041 - Computer Operator I 19.00
 14042 - Computer Operator II 21.26
 14043 - Computer Operator III 23.71
 14044 - Computer Operator IV 26.94
 14045 - Computer Operator V 29.17
 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 19.00
 14160 - Personal Computer Support Technician 26.94

 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 33.02
 15070 - Flight Instructor (Pilot) 52.46
 15080 - Graphic Artist 35.27
 15090 - Technical Instructor 31.44
 15095 - Technical Instructor/Course Developer 38.34
 15110 - Test Proctor 25.30
 15120 - Tutor 25.30

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16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations
 16010 - Assembler 11.62
 16030 - Counter Attendant 11.62
 16040 - Dry Cleaner 14.30
 16070 - Finisher, Flatwork, Machine 11.62
 16090 - Presser, Hand 11.62
 16110 - Presser, Machine, Drycleaning 11.62
 16130 - Presser, Machine, Shirts 11.62
 16160 - Presser, Machine, Wearing Apparel, Laundry 11.62
 16190 - Sewing Machine Operator 15.19
 16220 - Tailor 16.04
 16250 - Washer, Machine 12.60

 19000 - Machine Tool Operation And Repair Occupations
 19010 - Machine-Tool Operator (Tool Room) 20.89
 19040 - Tool And Die Maker 24.21

 21000 - Materials Handling And Packing Occupations
 21020 - Forklift Operator 16.96
 21030 - Material Coordinator 23.51
 21040 - Material Expediter 23.51
 21050 - Material Handling Laborer 16.41
 21071 - Order Filler 15.58
 21080 - Production Line Worker (Food Processing) 16.96
 21110 - Shipping Packer 15.28
 21130 - Shipping/Receiving Clerk 15.28
 21140 - Store Worker I 15.06
 21150 - Stock Clerk 18.88
 21210 - Tools And Parts Attendant 16.96
 21410 - Warehouse Specialist 16.96

 23000 - Mechanics And Maintenance And Repair Occupations
 23010 - Aerospace Structural welder 29.79
 23021 - Aircraft Mechanic I 27.11
 23022 - Aircraft Mechanic II 29.58
 23023 - Aircraft Mechanic III 30.66
 23040 - Aircraft Mechanic Helper 21.89
 23050 - Aircraft, Painter 24.18
 23060 - Aircraft Servicer 23.97
 23080 - Aircraft Worker 25.01
 23110 - Appliance Mechanic 21.38
 23120 - Bicycle Repairer 17.13
 23125 - Cable Splicer 36.53
 23130 - Carpenter, Maintenance 29.89
 23140 - Carpet Layer 27.98
 23160 - Electrician, Maintenance 37.18
 23181 - Electronics Technician Maintenance I 24.19
 23182 - Electronics Technician Maintenance II 29.17
 23183 - Electronics Technician Maintenance III 31.14
 23260 - Fabric Worker 28.00
 23290 - Fire Alarm System Mechanic 21.67
 23310 - Fire Extinguisher Repairer 22.51
 23311 - Fuel Distribution System Mechanic 29.94
 23312 - Fuel Distribution System Operator 27.20
 23370 - General Maintenance Worker 24.67
 23380 - Ground Support Equipment Mechanic 27.11
 23381 - Ground Support Equipment Servicer 23.97
 23382 - Ground Support Equipment Worker 25.01

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23391 - Gunsmith I 22.51
23392 - Gunsmith II 25.12
23393 - Gunsmith III 27.25
23410 - Heating, Ventilation And Air-Conditioning 26.97
Mechanic
23411 - Heating, Ventilation And Air Contditioning 28.93
Mechanic (Research Facility)
23430 - Heavy Equipment Mechanic 26.10
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23440 - Heavy Equipment Operator 34.38
23460 - Instrument Mechanic 30.86
23465 - Laboratory/Shelter Mechanic 26.21
23470 - Laborer 15.95
23510 - Locksmith 20.70
23530 - Machinery Maintenance Mechanic 23.95
23550 - Machinist, Maintenance 20.81
23580 - Maintenance Trades Helper 16.90
23591 - Metrology Technician I 30.86
23592 - Metrology Technician II 33.34
23593 - Metrology Technician III 34.56
23640 - Millwright 31.22
23710 - Office Appliance Repairer 22.95
23760 - Painter, Maintenance 25.47
23790 - Pipefitter, Maintenance 32.88
23810 - Plumber, Maintenance 32.93
23820 - Pneudraulic Systems Mechanic 27.25
23850 - Rigger 24.36
23870 - Scale Mechanic 25.12
23890 - Sheet-Metal Worker, Maintenance 30.55
23910 - Small Engine Mechanic 19.30
23931 - Telecommunications Mechanic I 30.91
23932 - Telecommunications Mechanic II 32.20
23950 - Telephone Lineman 32.90
23960 - Welder, Combination, Maintenance 23.02
23965 - Well Driller 24.89
23970 - Woodcraft Worker 25.89
23980 - Woodworker 19.50

24000 - Personal Needs Occupations
24570 - Child Care Attendant 13.87
24580 - Child Care Center Clerk 17.30
24610 - Chore Aide 12.67
24620 - Family Readiness And Support Services 14.89
Coordinator
24630 - Homemaker 19.21

25000 - Plant And System Operations Occupations
25010 - Boiler Tender 29.03
25040 - Sewage Plant Operator 27.01
25070 - Stationary Engineer 29.03
25190 - Ventilation Equipment Tender 23.71
25210 - Water Treatment Plant Operator 27.01

27000 - Protective Service Occupations
27004 - Alarm Monitor 19.12
27007 - Baggage Inspector 17.98
27008 - Corrections Officer 30.97
27010 - Court Security Officer 30.66
27030 - Detection Dog Handler 20.36
27040 - Detention Officer 30.97

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27070 - Firefighter 31.42
27101 - Guard I 17.98
27102 - Guard II 20.36
27131 - Police Officer I 32.37
27132 - Police Officer II 35.94

28000 - Recreation Occupations
28041 - Carnival Equipment Operator 17.13
28042 - Carnival Equipment Repairer 17.97
28043 - Carnival Equipment Worker 14.67
28210 - Gate Attendant/Gate Tender 16.49
28310 - Lifeguard 13.13
28350 - Park Attendant (Aide) 18.46
28510 - Recreation Aide/Health Facility Attendant 18.95
28515 - Recreation Specialist 22.88
28630 - Sports Official 14.69
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28690 - Swimming Pool Operator 20.98

29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 29.90
29020 - Hatch Tender 29.90
29030 - Line Handler 29.90
29041 - Stevedore I 26.22
29042 - Stevedore II 32.85

30000 - Technical Occupations
30010 - Air Traffic Control Specialist, Center (HFO) (see 2) 40.33
30011 - Air Traffic Control Specialist, Station (HFO) (see 2) 27.82
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) 30.63
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 25.21
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 46.07
30090 - Environmental Technician 22.90
30210 - Laboratory Technician 21.67
30240 - Mathematical Technician 26.78
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
30390 - Photo-Optics Technician 27.27
30461 - Technical writer I 27.81
30462 - Technical writer II 33.91
30463 - Technical writer III 41.04
30491 - Unexploded Ordnance (UXO) Technician I 25.63
30492 - Unexploded Ordnance (UXO) Technician II 31.02
30493 - Unexploded Ordnance (UXO) Technician III 37.18
30494 - Unexploded (UXO) Safety Escort 25.63

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30495 - Unexploded (UXO) Sweep Personnel 25.63
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
31020 - Bus Aide 16.40
31030 - Bus Driver 19.89
31043 - Driver Courier 16.75
31260 - Parking and Lot Attendant 10.97
31290 - Shuttle Bus Driver 17.80
31310 - Taxi Driver 15.21
31361 - Truckdriver, Light 17.80
31362 - Truckdriver, Medium 18.87
31363 - Truckdriver, Heavy 24.52
31364 - Truckdriver, Tractor-Trailer 24.52

99000 - Miscellaneous Occupations
99030 - Cashier 10.95
99050 - Desk Clerk 16.69
99095 - Embalmer 28.51
99251 - Laboratory Animal Caretaker I 16.32
99252 - Laboratory Animal Caretaker II 17.14
99310 - Mortician 34.64
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99410 - Pest Controller 18.75
99510 - Photofinishing Worker 16.23
99710 - Recycling Laborer 19.78
99711 - Recycling Specialist 22.59
99730 - Refuse Collector 18.36
99810 - Sales Clerk 14.70
99820 - School Crossing Guard 15.07
99830 - Survey Party Chief 23.68
99831 - Surveying Aide 15.48
99832 - Surveying Technician 20.42
99840 - Vending Machine Attendant 19.20
99841 - Vending Machine Repairer 23.47
99842 - Vending Machine Repairer Helper 18.98

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$3.50 per hour or \$140.00 per week or \$606.67 per month

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 ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial 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 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

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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
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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 ordinance, 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 regrading and cleaning of artillery ranges.

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**** 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

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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.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) web site at <http://wdol.gov/>.

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. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} 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 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 Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 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 decision to the contractor.
- 6) The contractor informs the affected employees.

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
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occupations" (the Directory) should be used to compare job definitions to insure 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.

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WD 05-2373 (Rev.-10) was first posted on www.wdol.gov on 09/07/2010

REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION

By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON D.C. 20210

| Wage Determination No.: 2005-2373

Shirley F. Ebbesen Division of | Revision No.: 10

Director Wage Determinations | Date of Revision: 09/01/2010

State: New York

Area: New York Counties of Nassau, Suffolk

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE FOOTNOTE RATE

01000 - Administrative Support And Clerical Occupations
01011 - Accounting Clerk I 15.11
01012 - Accounting Clerk II 19.61
01013 - Accounting Clerk III 21.89
01020 - Administrative Assistant 30.93
01040 - Court Reporter 21.64
01051 - Data Entry Operator I 14.71
01052 - Data Entry Operator II 16.05
01060 - Dispatcher, Motor Vehicle 25.79
01070 - Document Preparation Clerk 15.56
01090 - Duplicating Machine Operator 15.56
01111 - General Clerk I 14.82
01112 - General Clerk II 17.49
01113 - General Clerk III 18.82
01120 - Housing Referral Assistant 26.92
01141 - Messenger Courier 12.92
01191 - Order Clerk I 19.59
01192 - Order Clerk II 20.45
01261 - Personnel Assistant (Employment) I 18.96
01262 - Personnel Assistant (Employment) II 21.22

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01263 - Personnel Assistant (Employment) III 23.66
01270 - Production Control Clerk 23.51
01280 - Receptionist 15.67
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 20.50
01410 - Supply Technician 30.93
01420 - Survey Worker 21.64
01531 - Travel Clerk I 15.98
01532 - Travel Clerk II 17.31
01533 - Travel Clerk III 18.79
01611 - Word Processor I 17.62
01612 - Word Processor II 20.16
01613 - Word Processor III 22.13

05000 - Automotive Service Occupations
05005 - Automobile Body Repairer, Fiberglass 28.50
05010 - Automotive Electrician 28.50
05040 - Automotive Glass Installer 27.31
05070 - Automotive Worker 27.31
05110 - Mobile Equipment Servicer 20.80
05130 - Motor Equipment Metal Mechanic 29.80
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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 16.69
05400 - Transmission Repair Specialist 29.68

07000 - Food Preparation And Service Occupations
07010 - Baker 18.55
07041 - Cook I 16.75
07042 - Cook II 18.23
07070 - Dishwasher 13.67
07130 - Food Service Worker 13.67
07210 - Meat Cutter 22.64
07260 - Waiter/Waitress 14.45

09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 22.16
09040 - Furniture Handler 16.83
09080 - Furniture Refinisher 22.16
09090 - Furniture Refinisher Helper 18.01
09110 - Furniture Repairer, Minor 20.37
09130 - Upholsterer 22.16

11000 - General Services And Support Occupations
11030 - Cleaner, Vehicles 13.67
11060 - Elevator Operator 13.67
11090 - Gardener 18.74
11122 - Housekeeping Aide 15.70
11150 - Janitor 15.70
11210 - Laborer, Grounds Maintenance 15.89

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11240 - Maid or Houseman 13.68
11260 - Pruner 14.75
11270 - Tractor Operator 18.02
11330 - Trail Maintenance Worker 15.89
11360 - Window Cleaner 18.07

12000 - Health Occupations
12010 - Ambulance Driver 25.29
12011 - Breath Alcohol Technician 24.87
12012 - Certified Occupational Therapist Assistant 24.12
12015 - Certified Physical Therapist Assistant 22.28
12020 - Dental Assistant 16.75
12025 - Dental Hygienist 35.31
12030 - EKG Technician 28.65
12035 - Electroneurodiagnostic Technologist 28.65
12040 - Emergency Medical Technician 25.29
12071 - Licensed Practical Nurse I 23.69
12072 - Licensed Practical Nurse II 24.34
12073 - Licensed Practical Nurse III 24.48
12100 - Medical Assistant 16.66
12130 - Medical Laboratory Technician 23.34
12160 - Medical Record Clerk 18.71
12190 - Medical Record Technician 20.55
12195 - Medical Transcriptionist 19.43
12210 - Nuclear Medicine Technologist 36.93
12221 - Nursing Assistant I 13.17
12222 - Nursing Assistant II 14.72
12223 - Nursing Assistant III 15.82
12224 - Nursing Assistant IV 16.79
12235 - Optical Dispenser 24.64
12236 - Optical Technician 16.64
12250 - Pharmacy Technician 15.87
12280 - Phlebotomist 23.02

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12305 - Radiologic Technologist 28.08
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) 26.17

13000 - Information And Arts Occupations
13011 - Exhibits Specialist I 27.03
13012 - Exhibits Specialist II 33.49
13013 - Exhibits Specialist III 40.95
13041 - Illustrator I 28.35
13042 - Illustrator II 33.23
13043 - Illustrator III 40.66
13047 - Librarian 37.25
13050 - Library Aide/Clerk 15.79
13054 - Library Information Technology Systems 32.65
Administrator
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 24.62

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13073 - Photographer III 32.88
13074 - Photographer IV 44.26
13075 - Photographer V 50.85
13110 - Video Teleconference Technician 24.33

14000 - Information Technology Occupations
14041 - Computer Operator I 19.00
14042 - Computer Operator II 21.26
14043 - Computer Operator III 23.71
14044 - Computer Operator IV 26.35
14045 - Computer Operator V 29.17
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 19.00
14160 - Personal Computer Support Technician 26.35

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 35.73
15070 - Flight Instructor (Pilot) 52.46
15080 - Graphic Artist 33.31
15090 - Technical Instructor 32.16
15095 - Technical Instructor/Course Developer 39.22
15110 - Test Proctor 25.56
15120 - Tutor 25.56

16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations
16010 - Assembler 11.62
16030 - Counter Attendant 11.62
16040 - Dry Cleaner 14.30
16070 - Finisher, Flatwork, Machine 11.62
16090 - Presser, Hand 11.62
16110 - Presser, Machine, Drycleaning 11.62
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16130 - Presser, Machine, Shirts 11.62
16160 - Presser, Machine, Wearing Apparel, Laundry 11.62
16190 - Sewing Machine Operator 15.19
16220 - Tailor 16.04
16250 - Washer, Machine 12.60

19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 20.89
19040 - Tool And Die Maker 24.46

21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 16.96
21030 - Material Coordinator 23.51
21040 - Material Expediter 23.51
21050 - Material Handling Laborer 14.62
21071 - Order Filler 16.34
21080 - Production Line Worker (Food Processing) 16.96
21110 - Shipping Packer 15.28

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21130 - Shipping/Receiving Clerk 15.28
21140 - Store Worker I 15.06
21150 - Stock Clerk 18.88
21210 - Tools And Parts Attendant 16.96
21410 - Warehouse Specialist 16.96

23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 29.63
23021 - Aircraft Mechanic I 27.11
23022 - Aircraft Mechanic II 29.58
23023 - Aircraft Mechanic III 30.72
23040 - Aircraft Mechanic Helper 21.90
23050 - Aircraft, Painter 25.88
23060 - Aircraft Servicer 24.23
23080 - Aircraft Worker 25.00
23110 - Appliance Mechanic 22.16
23120 - Bicycle Repairer 17.94
23125 - Cable Splicer 35.97
23130 - Carpenter, Maintenance 30.97
23140 - Carpet Layer 27.24
23160 - Electrician, Maintenance 37.18
23181 - Electronics Technician Maintenance I 24.19
23182 - Electronics Technician Maintenance II 27.39
23183 - Electronics Technician Maintenance III 28.51
23260 - Fabric Worker 25.82
23290 - Fire Alarm System Mechanic 21.92
23310 - Fire Extinguisher Repairer 22.51
23311 - Fuel Distribution System Mechanic 29.94
23312 - Fuel Distribution System Operator 27.20
23370 - General Maintenance Worker 24.67
23380 - Ground Support Equipment Mechanic 27.11
23381 - Ground Support Equipment Servicer 24.23
23382 - Ground Support Equipment Worker 25.00
23391 - Gunsmith I 22.51
23392 - Gunsmith II 25.12
23393 - Gunsmith III 27.25
23410 - Heating, Ventilation And Air-Conditioning 26.97
Mechanic
23411 - Heating, Ventilation And Air Contditioning 28.93
Mechanic (Research Facility)
23430 - Heavy Equipment Mechanic 26.10
23440 - Heavy Equipment Operator 34.30
23460 - Instrument Mechanic 30.86
23465 - Laboratory/Shelter Mechanic 26.21
23470 - Laborer 15.95
23510 - Locksmith 21.10
23530 - Machinery Maintenance Mechanic 23.95
23550 - Machinist, Maintenance 21.92

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23580 - Maintenance Trades Helper 17.71
23591 - Metrology Technician I 30.86
23592 - Metrology Technician II 33.34
23593 - Metrology Technician III 32.75
23640 - Millwright 29.17
23710 - Office Appliance Repairer 21.80
23760 - Painter, Maintenance 26.70
23790 - Pipefitter, Maintenance 32.44
23810 - Plumber, Maintenance 31.23
23820 - Pneudraulic Systems Mechanic 27.25
23850 - Rigger 24.36

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23870 - Scale Mechanic 25.12
23890 - Sheet-Metal Worker, Maintenance 29.81
23910 - Small Engine Mechanic 20.92
23931 - Telecommunications Mechanic I 30.91
23932 - Telecommunications Mechanic II 32.20
23950 - Telephone Lineman 33.44
23960 - Welder, Combination, Maintenance 24.11
23965 - Well Driller 22.73
23970 - Woodcraft Worker 27.25
23980 - Woodworker 20.43

24000 - Personal Needs Occupations
24570 - Child Care Attendant 13.05
24580 - Child Care Center Clerk 16.30
24610 - Chore Aide 12.79
24620 - Family Readiness And Support Services 14.89
Coordinator
24630 - Homemaker 16.85

25000 - Plant And System Operations Occupations
25010 - Boiler Tender 29.03
25040 - Sewage Plant Operator 25.19
25070 - Stationary Engineer 29.03
25190 - Ventilation Equipment Tender 23.71
25210 - Water Treatment Plant Operator 25.53

27000 - Protective Service Occupations
27004 - Alarm Monitor 19.12
27007 - Baggage Inspector 17.98
27008 - Corrections Officer 30.97
27010 - Court Security Officer 30.66
27030 - Detection Dog Handler 20.36
27040 - Detention Officer 30.97
27070 - Firefighter 31.42
27101 - Guard I 17.98
27102 - Guard II 20.36
27131 - Police Officer I 32.37
27132 - Police Officer II 35.94

28000 - Recreation Occupations
28041 - Carnival Equipment Operator 15.96
28042 - Carnival Equipment Repairer 16.75
28043 - Carnival Equipment Worker 13.67
28210 - Gate Attendant/Gate Tender 16.49
28310 - Lifeguard 14.63
28350 - Park Attendant (Aide) 18.46
28510 - Recreation Aide/Health Facility Attendant 18.95
28515 - Recreation Specialist 22.88
28630 - Sports Official 14.69
28690 - Swimming Pool Operator 20.98

29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 27.64
29020 - Hatch Tender 27.64
29030 - Line Handler 27.64
29041 - Stevedore I 26.22
29042 - Stevedore II 32.85
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30000 - Technical Occupations

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30010 - Air Traffic Control Specialist, Center (HFO) (see 2) 40.33
 30011 - Air Traffic Control Specialist, Station (HFO) (see 2) 27.82
 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2) 30.63
 30021 - Archeological Technician I 22.43
 30022 - Archeological Technician II 26.50
 30023 - Archeological Technician III 31.09
 30030 - Cartographic Technician 29.15
 30040 - Civil Engineering Technician 25.21
 30061 - Drafter/CAD Operator I 19.69
 30062 - Drafter/CAD Operator II 26.50
 30063 - Drafter/CAD Operator III 29.42
 30064 - Drafter/CAD Operator IV 31.09
 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 21.10
 30210 - Laboratory Technician 21.37
 30240 - Mathematical Technician 31.09
 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
 30390 - Photo-Optics Technician 28.11
 30461 - Technical Writer I 26.41
 30462 - Technical Writer II 32.29
 30463 - Technical Writer III 39.84
 30491 - Unexploded Ordnance (UXO) Technician I 25.63
 30492 - Unexploded Ordnance (UXO) Technician II 31.02
 30493 - Unexploded Ordnance (UXO) Technician III 37.18
 30494 - Unexploded (UXO) Safety Escort 25.63
 30495 - Unexploded (UXO) Sweep Personnel 25.63
 30620 - Weather Observer, Combined Upper Air Or (see 2) 29.42
 Surface Programs
 30621 - Weather Observer, Senior (see 2) 27.27
 31000 - Transportation/Mobile Equipment Operation Occupations
 31020 - Bus Aide 16.40
 31030 - Bus Driver 19.89
 31043 - Driver Courier 16.75
 31260 - Parking and Lot Attendant 10.05
 31290 - Shuttle Bus Driver 17.80
 31310 - Taxi Driver 13.37
 31361 - Truckdriver, Light 17.80
 31362 - Truckdriver, Medium 18.87
 31363 - Truckdriver, Heavy 24.52
 31364 - Truckdriver, Tractor-Trailer 24.52
 99000 - Miscellaneous Occupations
 99030 - Cashier 18.74
 99050 - Desk Clerk 13.34
 99095 - Embalmer 27.84
 99251 - Laboratory Animal Caretaker I 15.21
 99252 - Laboratory Animal Caretaker II 15.97
 99310 - Mortician 34.64
 99410 - Pest Controller 18.15
 99510 - Photofinishing Worker 16.23
 99710 - Recycling Laborer 19.78
 99711 - Recycling Specialist 22.36
 99730 - Refuse Collector 21.17
 99810 - Sales Clerk 14.70
 99820 - School Crossing Guard 15.04

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99830 - Survey Party Chief 26.35
99831 - Surveying Aide 15.48
99832 - Surveying Technician 20.42
99840 - Vending Machine Attendant 23.41
99841 - Vending Machine Repairer 25.44
99842 - Vending Machine Repairer Helper 21.46

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$3.50 per hour or \$140.00 per week or \$606.67 per month

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 eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial 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

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related to user or system design specifications;
(3) The design, documentation, testing, creation or modification of computer
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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 regrading 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

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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. The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006,

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unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

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- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent

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information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

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.

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6) The contractor informs the affected employees.

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" (the Directory) should be used to compare job definitions to insure 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.

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