

WD 15-4209 (Rev.-6) was first posted on [www.wdol.gov](http://www.wdol.gov) on 01/16/2018

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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.: 2015-4209
Daniel W. Simms		Revision No.: 6
Director		Date Of Revision: 01/10/2018
Division of		
Wage Determinations		

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.35 for calendar year 2018 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.35 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract

in calendar year 2018. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts)

State: New Jersey

Area: New Jersey Counties of Hunterdon, Somerset

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

OCCUPATION CODE - TITLE	FOOTNOTE
01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	
17.29	
01012 - Accounting Clerk II	
19.61	
01013 - Accounting Clerk III	
21.89	
01020 - Administrative Assistant	
31.31	
01035 - Court Reporter	
21.64	
01041 - Customer Service Representative I	
15.20	
01042 - Customer Service Representative II	
17.10	
01043 - Customer Service Representative III	
18.65	
01051 - Data Entry Operator I	
16.23	

01052 - Data Entry Operator II  
17.70  
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  
14.93  
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  
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  
31.31  
01420 - Survey Worker  
21.64  
01460 - Switchboard Operator/Receptionist  
15.71  
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  
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  
07042 - Cook II  
16.80  
07070 - Dishwasher  
9.49  
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  
14.23  
11090 - Gardener  
19.34  
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  
18.12  
11330 - Trail Maintenance Worker  
15.89  
11360 - Window Cleaner  
16.95  
12000 - Health Occupations  
12010 - Ambulance Driver  
22.50  
12011 - Breath Alcohol Technician  
24.12  
12012 - Certified Occupational Therapist Assistant  
28.34  
12015 - Certified Physical Therapist Assistant  
26.96  
12020 - Dental Assistant  
19.85  
12025 - Dental Hygienist  
42.72  
12030 - EKG Technician  
34.67  
12035 - Electroneurodiagnostic Technologist  
34.67  
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  
26.89  
12100 - Medical Assistant  
17.39

12130 - Medical Laboratory Technician  
24.07  
12160 - Medical Record Clerk  
21.78  
12190 - Medical Record Technician  
24.87  
12195 - Medical Transcriptionist  
20.16  
12210 - Nuclear Medicine Technologist  
44.68  
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  
26.89  
12236 - Optical Technician  
16.64  
12250 - Pharmacy Technician  
15.34  
12280 - Phlebotomist  
17.84  
12305 - Radiologic Technologist  
31.56  
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)  
29.87  
12320 - Substance Abuse Treatment Counselor  
24.43  
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  
 23.14  
 13063 - Media Specialist III  
 25.80  
 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  
 13090 - Technical Order Library Clerk  
 17.38  
 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  
 14170 - System Support Specialist  
 38.86  
 15000 - Instructional Occupations  
 15010 - Aircrew Training Devices Instructor (Non-Rated)  
 39.54

15020 - Aircrew Training Devices Instructor (Rated)  
43.75  
15030 - Air Crew Training Devices Instructor (Pilot)  
52.46  
15050 - Computer Based Training Specialist / Instructor  
39.54  
15060 - Educational Technologist  
38.15  
15070 - Flight Instructor (Pilot)  
52.46  
15080 - Graphic Artist  
33.72  
15085 - Maintenance Test Pilot, Fixed, Jet/Prop  
46.16  
15086 - Maintenance Test Pilot, Rotary Wing  
46.16  
15088 - Non-Maintenance Test/Co-Pilot  
46.16  
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  
11.42  
16030 - Counter Attendant  
11.42  
16040 - Dry Cleaner  
14.84  
16070 - Finisher, Flatwork, Machine  
11.42  
16090 - Presser, Hand  
11.42  
16110 - Presser, Machine, Drycleaning  
11.42  
16130 - Presser, Machine, Shirts  
11.42  
16160 - Presser, Machine, Wearing Apparel, Laundry  
11.42  
16190 - Sewing Machine Operator  
15.89  
16220 - Tailor  
16.92  
16250 - Washer, Machine  
12.78  
19000 - Machine Tool Operation And Repair Occupations  
19010 - Machine-Tool Operator (Tool Room)  
24.26  
19040 - Tool And Die Maker  
28.12  
21000 - Materials Handling And Packing Occupations  
21020 - Forklift Operator  
17.20

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)  
17.20  
21110 - Shipping Packer  
15.80  
21130 - Shipping/Receiving Clerk  
15.80  
21140 - Store Worker I  
16.34  
21150 - Stock Clerk  
20.48  
21210 - Tools And Parts Attendant  
17.20  
21410 - Warehouse Specialist  
17.20  
23000 - Mechanics And Maintenance And Repair Occupations  
23010 - Aerospace Structural Welder  
32.89  
23019 - Aircraft Logs and Records Technician  
27.73  
23021 - Aircraft Mechanic I  
31.67  
23022 - Aircraft Mechanic II  
32.89  
23023 - Aircraft Mechanic III  
34.12  
23040 - Aircraft Mechanic Helper  
24.63  
23050 - Aircraft, Painter  
30.47  
23060 - Aircraft Servicer  
27.73  
23070 - Aircraft Survival Flight Equipment Technician  
30.47  
23080 - Aircraft Worker  
29.22  
23091 - Aircrew Life Support Equipment (ALSE) Mechanic  
29.22  
I  
23092 - Aircrew Life Support Equipment (ALSE) Mechanic  
31.67  
II  
23110 - Appliance Mechanic  
27.79  
23120 - Bicycle Repairer  
20.74  
23125 - Cable Splicer  
43.26  
23130 - Carpenter, Maintenance  
29.89



23140 - Carpet Layer  
27.98  
23160 - Electrician, Maintenance  
36.84  
23181 - Electronics Technician Maintenance I  
28.22  
23182 - Electronics Technician Maintenance II  
29.43  
23183 - Electronics Technician Maintenance III  
30.58  
23260 - Fabric Worker  
28.00  
23290 - Fire Alarm System Mechanic  
24.43  
23310 - Fire Extinguisher Repairer  
24.81  
23311 - Fuel Distribution System Mechanic  
33.34  
23312 - Fuel Distribution System Operator  
27.56  
23370 - General Maintenance Worker  
24.67  
23380 - Ground Support Equipment Mechanic  
31.67  
23381 - Ground Support Equipment Servicer  
27.73  
23382 - Ground Support Equipment Worker  
29.22  
23391 - Gunsmith I  
24.81  
23392 - Gunsmith II  
27.70  
23393 - Gunsmith III  
30.02  
23410 - Heating, Ventilation And Air-Conditioning  
27.97  
Mechanic  
23411 - Heating, Ventilation And Air Contidioning  
29.06  
Mechanic (Research Facility)  
23430 - Heavy Equipment Mechanic  
28.16  
23440 - Heavy Equipment Operator  
34.30  
23460 - Instrument Mechanic  
32.42  
23465 - Laboratory/Shelter Mechanic  
28.88  
23470 - Laborer  
14.74  
23510 - Locksmith  
24.78  
23530 - Machinery Maintenance Mechanic  
27.42  
23550 - Machinist, Maintenance  
22.82

23580 - Maintenance Trades Helper  
15.09  
23591 - Metrology Technician I  
32.42  
23592 - Metrology Technician II  
33.68  
23593 - Metrology Technician III  
34.94  
23640 - Millwright  
34.04  
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  
30.02  
23850 - Rigger  
29.48  
23870 - Scale Mechanic  
27.70  
23890 - Sheet-Metal Worker, Maintenance  
29.46  
23910 - Small Engine Mechanic  
21.27  
23931 - Telecommunications Mechanic I  
32.01  
23932 - Telecommunications Mechanic II  
33.25  
23950 - Telephone Lineman  
33.66  
23960 - Welder, Combination, Maintenance  
23.01  
23965 - Well Driller  
28.88  
23970 - Woodcraft Worker  
30.02  
23980 - Woodworker  
24.81  
24000 - Personal Needs Occupations  
24550 - Case Manager  
16.55  
24570 - Child Care Attendant  
13.38  
24580 - Child Care Center Clerk  
16.51  
24610 - Chore Aide  
12.24  
24620 - Family Readiness And Support Services  
16.55  
Coordinator  
24630 - Homemaker  
19.66  
25000 - Plant And System Operations Occupations

25010 - Boiler Tender  
29.03  
25040 - Sewage Plant Operator  
29.27  
25070 - Stationary Engineer  
29.03  
25190 - Ventilation Equipment Tender  
23.71  
25210 - Water Treatment Plant Operator  
29.27  
27000 - Protective Service Occupations  
27004 - Alarm Monitor  
22.55  
27007 - Baggage Inspector  
17.98  
27008 - Corrections Officer  
34.40  
27010 - Court Security Officer  
37.10  
27030 - Detection Dog Handler  
19.18  
27040 - Detention Officer  
34.40  
27070 - Firefighter  
38.02  
27101 - Guard I  
17.98  
27102 - Guard II  
19.18  
27131 - Police Officer I  
39.17  
27132 - Police Officer II  
43.48  
28000 - Recreation Occupations  
28041 - Carnival Equipment Operator  
13.28  
28042 - Carnival Equipment Repairer  
13.84  
28043 - Carnival 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  
13.78  
29000 - Stevedoring/Longshoremen Occupational Services  
29010 - Blocker And Bracer  
33.44

29020 - Hatch Tender  
33.44  
29030 - Line Handler  
33.44  
29041 - Stevedore I  
31.72  
29042 - Stevedore II  
35.11  
30000 - Technical Occupations  
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)  
42.79  
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)  
29.51  
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)  
32.50  
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  
27.92  
30051 - Cryogenic Technician I  
30.08  
30052 - Cryogenic Technician II  
33.22  
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  
19.16  
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  
23.65  
30095 - Evidence Control Specialist  
27.16  
30210 - Laboratory Technician  
24.45  
30221 - Latent Fingerprint Technician I  
27.86

30222 - Latent Fingerprint Technician II  
 30.78  
 30240 - Mathematical Technician  
 27.16  
 30361 - Paralegal/Legal Assistant I  
 23.36  
 30362 - Paralegal/Legal Assistant II  
 28.94  
 30363 - Paralegal/Legal Assistant III  
 35.39  
 30364 - Paralegal/Legal Assistant IV  
 42.84  
 30375 - Petroleum Supply Specialist  
 33.22  
 30390 - Photo-Optics Technician  
 27.27  
 30395 - Radiation Control Technician  
 33.22  
 30461 - Technical Writer I  
 26.41  
 30462 - Technical Writer II  
 32.29  
 30463 - Technical Writer III  
 39.17  
 30491 - Unexploded Ordnance (UXO) Technician I  
 27.19  
 30492 - Unexploded Ordnance (UXO) Technician II  
 32.90  
 30493 - Unexploded Ordnance (UXO) Technician III  
 39.44  
 30494 - Unexploded (UXO) Safety Escort  
 27.19  
 30495 - Unexploded (UXO) Sweep Personnel  
 27.19  
 30501 - Weather Forecaster I  
 30.08  
 30502 - Weather Forecaster II  
 36.60  
 30620 - Weather Observer, Combined Upper Air Or (see 2)  
 24.55  
 Surface Programs  
 30621 - Weather Observer, Senior (see 2)  
 27.27  
 31000 - Transportation/Mobile Equipment Operation Occupations  
 31010 - Airplane Pilot  
 32.90  
 31020 - Bus Aide  
 19.12  
 31030 - Bus Driver  
 24.07  
 31043 - Driver Courier  
 16.75  
 31260 - Parking and Lot Attendant  
 10.71  
 31290 - Shuttle Bus Driver  
 17.80

31310 - Taxi Driver  
13.87  
31361 - Truckdriver, Light  
17.80  
31362 - Truckdriver, Medium  
18.87  
31363 - Truckdriver, Heavy  
24.52  
31364 - Truckdriver, Tractor-Trailer  
24.52  
99000 - Miscellaneous Occupations  
99020 - Cabin Safety Specialist  
16.04  
99030 - Cashier  
10.53  
99050 - Desk Clerk  
13.34  
99095 - Embalmer  
33.68  
99130 - Flight Follower  
27.19  
99251 - Laboratory Animal Caretaker I  
13.56  
99252 - Laboratory Animal Caretaker II  
14.42  
99260 - Marketing Analyst  
36.54  
99310 - Mortician  
35.47  
99410 - Pest Controller  
20.32  
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  
15.82  
99830 - Survey Party Chief  
29.47  
99831 - Surveying Aide  
17.87  
99832 - Surveying Technician  
23.57  
99840 - Vending Machine Attendant  
13.66  
99841 - Vending Machine Repairer  
17.44  
99842 - Vending Machine Repairer Helper  
14.72

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Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors, applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is the victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.41 per hour or \$176.40 per week or \$764.40 per month

HEALTH & WELFARE EO 13706: \$4.13 per hour, or \$165.20 per week, or \$715.87 per month\*

\*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706, Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 25 years.

Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of 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

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

## 2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:

If you

work at night as part of a regular tour of duty, you will earn a night differential

and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

## \*\* HAZARDOUS PAY DIFFERENTIAL \*\*

An 8 percent differential is applicable to employees employed in a position that

represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder.

All dry-house activities involving propellants or explosives.

Demilitarization,

modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading

and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that

represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials

which involves potential injury such as laceration of hands, face, or arms of the

employee engaged in the operation, irritation of the skin, minor burns and the like;

minimal damage to immediate or adjacent work area or equipment being used.

All

operations involving, unloading, storage, and hauling of ordnance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials

are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**\*\* SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS \*\***

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition (Revision 1), dated September 2015, unless otherwise indicated.

**\*\* REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE, Standard Form 1444 (SF-1444) \*\***

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification, wage rate, and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract, a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S.

Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.

6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1)).