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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

Daniel W. Simms	Division of		Wage Determination No.: 2015-4211
Director	Wage Determinations		Revision No.: 8
			Date Of Revision: 07/03/2018

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 Essex, Morris, Sussex, Union

**Fringe Benefits Required Follow the Occupational Listing**		
OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		17.84
01012 - Accounting Clerk II		20.03
01013 - Accounting Clerk III		22.41
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		16.45
01052 - Data Entry Operator II		17.95
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		16.38
01191 - Order Clerk I		16.49
01192 - Order Clerk II		21.31
01261 - Personnel Assistant (Employment) I		18.96
01262 - Personnel Assistant (Employment) II		21.22
01263 - Personnel Assistant (Employment) III		23.66
01270 - Production Control Clerk		25.22
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	31.31
01420 - Survey Worker	21.64
01460 - Switchboard Operator/Receptionist	15.79
01531 - Travel Clerk I	17.28
01532 - Travel Clerk II	18.75
01533 - Travel Clerk III	20.27
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
05160 - Motor Equipment Metal Worker	27.31
05190 - Motor Vehicle Mechanic	29.68
05220 - Motor Vehicle Mechanic Helper	23.15
05250 - Motor Vehicle Upholstery Worker	26.12
05280 - Motor Vehicle Wrecker	27.31
05310 - Painter, Automotive	28.50
05340 - Radiator Repair Specialist	27.31
05370 - Tire Repairer	17.92
05400 - Transmission Repair Specialist	29.68
07000 - Food Preparation And Service Occupations	
07010 - Baker	17.64
07041 - Cook I	15.37
07042 - Cook II	17.16
07070 - Dishwasher	10.38
07130 - Food Service Worker	12.58
07210 - Meat Cutter	19.20
07260 - Waiter/Waitress	13.44
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	14.07
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	24.12
12012 - Certified Occupational Therapist Assistant	31.17
12015 - Certified Physical Therapist Assistant	29.66
12020 - Dental Assistant	20.81
12025 - Dental Hygienist	43.36
12030 - EKG Technician	35.58
12035 - Electroneurodiagnostic Technologist	35.58
12040 - Emergency Medical Technician	22.53

12071 - Licensed Practical Nurse I	22.02
12072 - Licensed Practical Nurse II	24.64
12073 - Licensed Practical Nurse III	27.46
12100 - Medical Assistant	17.39
12130 - Medical Laboratory Technician	26.48
12160 - Medical Record Clerk	23.96
12190 - Medical Record Technician	27.36
12195 - Medical Transcriptionist	20.65
12210 - Nuclear Medicine Technologist	46.71
12221 - Nursing Assistant I	12.42
12222 - Nursing Assistant II	13.97
12223 - Nursing Assistant III	16.42
12224 - Nursing Assistant IV	17.12
12235 - Optical Dispenser	27.46
12236 - Optical Technician	17.11
12250 - Pharmacy Technician	15.34
12280 - Phlebotomist	18.66
12305 - Radiologic Technologist	31.99
12311 - Registered Nurse I	32.76
12312 - Registered Nurse II	38.41
12313 - Registered Nurse II, Specialist	38.41
12314 - Registered Nurse III	49.39
12315 - Registered Nurse III, Anesthetist	49.39
12316 - Registered Nurse IV	59.22
12317 - Scheduler (Drug and Alcohol Testing)	30.51
12320 - Substance Abuse Treatment Counselor	25.36
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	40.60
13047 - Librarian	36.42
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	24.10
13073 - Photographer III	32.88
13074 - Photographer IV	41.88
13075 - Photographer V	50.02
13090 - Technical Order Library Clerk	18.34
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	39.24
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	31.85
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	31.05
15095 - Technical Instructor/Course Developer	37.98
15110 - Test Proctor	25.07
15120 - Tutor	25.07
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	11.66
16030 - Counter Attendant	11.66
16040 - Dry Cleaner	15.16
16070 - Finisher, Flatwork, Machine	11.66
16090 - Presser, Hand	11.66
16110 - Presser, Machine, Drycleaning	11.66
16130 - Presser, Machine, Shirts	11.66
16160 - Presser, Machine, Wearing Apparel, Laundry	11.66
16190 - Sewing Machine Operator	16.23
16220 - Tailor	17.28
16250 - Washer, Machine	13.05
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	25.35
19040 - Tool And Die Maker	30.07
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	17.28
21030 - Material Coordinator	25.22
21040 - Material Expediter	25.22
21050 - Material Handling Laborer	13.57
21071 - Order Filler	14.92
21080 - Production Line Worker (Food Processing)	17.28
21110 - Shipping Packer	15.80
21130 - Shipping/Receiving Clerk	15.80
21140 - Store Worker I	16.69
21150 - Stock Clerk	20.92
21210 - Tools And Parts Attendant	18.10
21410 - Warehouse Specialist	18.10
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	34.68
23019 - Aircraft Logs and Records Technician	29.23
23021 - Aircraft Mechanic I	33.38
23022 - Aircraft Mechanic II	34.68
23023 - Aircraft Mechanic III	35.98
23040 - Aircraft Mechanic Helper	25.96
23050 - Aircraft, Painter	32.12
23060 - Aircraft Servicer	29.23
23070 - Aircraft Survival Flight Equipment Technician	32.12
23080 - Aircraft Worker	30.81
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	30.81
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	33.38
23110 - Appliance Mechanic	27.79
23120 - Bicycle Repairer	23.85

23125 - Cable Splicer	43.26
23130 - Carpenter, Maintenance	31.10
23140 - Carpet Layer	27.98
23160 - Electrician, Maintenance	37.18
23181 - Electronics Technician Maintenance I	31.04
23182 - Electronics Technician Maintenance II	32.37
23183 - Electronics Technician Maintenance III	33.64
23260 - Fabric Worker	28.00
23290 - Fire Alarm System Mechanic	28.04
23310 - Fire Extinguisher Repairer	24.90
23311 - Fuel Distribution System Mechanic	33.34
23312 - Fuel Distribution System Operator	27.56
23370 - General Maintenance Worker	23.69
23380 - Ground Support Equipment Mechanic	33.38
23381 - Ground Support Equipment Servicer	29.23
23382 - Ground Support Equipment Worker	30.81
23391 - Gunsmith I	24.90
23392 - Gunsmith II	27.80
23393 - Gunsmith III	30.12
23410 - Heating, Ventilation And Air-Conditioning Mechanic	28.16
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	29.26
23430 - Heavy Equipment Mechanic	28.67
23440 - Heavy Equipment Operator	34.30
23460 - Instrument Mechanic	32.42
23465 - Laboratory/Shelter Mechanic	28.98
23470 - Laborer	13.74
23510 - Locksmith	24.78
23530 - Machinery Maintenance Mechanic	28.06
23550 - Machinist, Maintenance	23.84
23580 - Maintenance Trades Helper	15.09
23591 - Metrology Technician I	32.42
23592 - Metrology Technician II	33.69
23593 - Metrology Technician III	34.94
23640 - Millwright	33.96
23710 - Office Appliance Repairer	25.20
23760 - Painter, Maintenance	26.50
23790 - Pipefitter, Maintenance	31.12
23810 - Plumber, Maintenance	31.90
23820 - Pneudraulic Systems Mechanic	30.12
23850 - Rigger	30.12
23870 - Scale Mechanic	27.80
23890 - Sheet-Metal Worker, Maintenance	29.46
23910 - Small Engine Mechanic	22.51
23931 - Telecommunications Mechanic I	32.01
23932 - Telecommunications Mechanic II	33.25
23950 - Telephone Lineman	37.03
23960 - Welder, Combination, Maintenance	22.17
23965 - Well Driller	31.70
23970 - Woodcraft Worker	30.12
23980 - Woodworker	24.90
24000 - Personal Needs Occupations	
24550 - Case Manager	16.55
24570 - Child Care Attendant	13.05
24580 - Child Care Center Clerk	16.41
24610 - Chore Aide	13.14
24620 - Family Readiness And Support Services Coordinator	16.55
24630 - Homemaker	20.13
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	29.99

25040 - Sewage Plant Operator	29.27
25070 - Stationary Engineer	29.99
25190 - Ventilation Equipment Tender	23.71
25210 - Water Treatment Plant Operator	29.27
27000 - Protective Service Occupations	
27004 - Alarm Monitor	23.03
27007 - Baggage Inspector	17.98
27008 - Corrections Officer	34.40
27010 - Court Security Officer	37.96
27030 - Detection Dog Handler	20.36
27040 - Detention Officer	34.40
27070 - Firefighter	41.61
27101 - Guard I	17.98
27102 - Guard II	20.36
27131 - Police Officer I	39.17
27132 - Police Officer II	43.48
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	13.27
28042 - Carnival Equipment Repairer	13.85
28043 - Carnival 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	33.67
29020 - Hatch Tender	33.67
29030 - Line Handler	33.67
29041 - Stevedore I	31.95
29042 - Stevedore II	36.26
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	43.69
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	30.12
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	33.18
30021 - Archeological Technician I	19.69
30022 - Archeological Technician II	22.02
30023 - Archeological Technician III	27.27
30030 - Cartographic Technician	27.27
30040 - Civil Engineering Technician	30.71
30051 - Cryogenic Technician I	30.08
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	19.98
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	23.82
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	29.88
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	39.16
30491 - Unexploded Ordnance (UXO) Technician I	27.77
30492 - Unexploded Ordnance (UXO) Technician II	33.59
30493 - Unexploded Ordnance (UXO) Technician III	40.27
30494 - Unexploded (UXO) Safety Escort	27.77
30495 - Unexploded (UXO) Sweep Personnel	27.77
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	33.59
31020 - Bus Aide	19.54
31030 - Bus Driver	25.18
31043 - Driver Courier	18.39
31260 - Parking and Lot Attendant	10.96
31290 - Shuttle Bus Driver	19.53
31310 - Taxi Driver	14.52
31361 - Truckdriver, Light	19.53
31362 - Truckdriver, Medium	20.63
31363 - Truckdriver, Heavy	24.52
31364 - Truckdriver, Tractor-Trailer	24.52
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	16.38
99030 - Cashier	10.53
99050 - Desk Clerk	13.34
99095 - Embalmer	35.47
99130 - Flight Follower	27.77
99251 - Laboratory Animal Caretaker I	13.56
99252 - Laboratory Animal Caretaker II	14.42
99260 - Marketing Analyst	40.19
99310 - Mortician	35.47
99410 - Pest Controller	22.35
99510 - Photofinishing Worker	16.33
99710 - Recycling Laborer	19.78
99711 - Recycling Specialist	22.59
99730 - Refuse Collector	18.36
99810 - Sales Clerk	14.70
99820 - School Crossing Guard	16.65
99830 - Survey Party Chief	26.00
99831 - Surveying Aide	18.85
99832 - Surveying Technician	23.57
99840 - Vending Machine Attendant	19.31
99841 - Vending Machine Repairer	22.06
99842 - Vending Machine Repairer Helper	19.31

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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: \$4.48 per hour or \$179.20 per week or \$776.53 per month

HEALTH & WELFARE EO 13706: \$4.18 per hour, or \$167.20 per week, or \$724.53 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)).