Attachment 5

"REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2015-4193
Revision No.: 26
Date Of Last Revision: 07/22/2024

Note: Contracts subject to the Service Contract Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022:	Executive Order 14026 generally applies to the contract. The contractor must pay all covered workers at least $17.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2024.
If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022:	Executive Order 13658 generally applies to the contract. The contractor must pay all covered workers at least $12.90 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 2024.

The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the Executive Orders is available at www.dol.gov/whd/govcontracts.

State: New Jersey

Area: New Jersey County of Middlesex

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		21.79
01012 - Accounting Clerk II		24.45
01013 - Accounting Clerk III		27.35
01020 - Administrative Assistant		39.46
01035 - Court Reporter		46.39
01041 - Customer Service Representative I		18.64
01042 - Customer Service Representative II		20.34
01043 - Customer Service Representative III		22.82
01051 - Data Entry Operator I		19.66
01052 - Data Entry Operator II		21.45
01060 - Dispatcher, Motor Vehicle		28.37
01070 - Document Preparation Clerk		19.81
01090 - Duplicating Machine Operator		19.81
01111 - General Clerk I		18.55
01112 - General Clerk II		20.24
01113 - General Clerk III		22.72

01120 - Housing Referral Assistant	28.42
01141 - Messenger Courier	20.10
01191 - Order Clerk I	19.09
01192 - Order Clerk II	21.37
01261 - Personnel Assistant (Employment) I	21.74
01262 - Personnel Assistant (Employment) II	24.32
01263 - Personnel Assistant (Employment) III	27.11
01270 - Production Control Clerk	28.91
01290 - Rental Clerk	20.00
01300 - Scheduler, Maintenance	22.79
01311 - Secretary I	22.79
01312 - Secretary II	25.50
01313 - Secretary III	28.42
01320 - Service Order Dispatcher	24.37
01410 - Supply Technician	39.46
01420 - Survey Worker	24.16
01460 - Switchboard Operator/Receptionist	19.02
01531 - Travel Clerk I	21.18
01532 - Travel Clerk II	23.49
01533 - Travel Clerk III	25.53
01611 - Word Processor I	18.82
01612 - Word Processor II	21.14
01613 - Word Processor III	23.64
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	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	18.73
05400 - Transmission Repair Specialist	29.68
07000 - Food Preparation And Service Occupations	
07010 - Baker	18.00
07041 - Cook I	21.38
07042 - Cook II	23.86
07070 - Dishwasher	16.75***
07130 - Food Service Worker	17.65
07210 - Meat Cutter	21.33
07260 - Waiter/Waitress	18.32
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	23.22
09040 - Furniture Handler	16.74***
09080 - Furniture Refinisher	23.24
09090 - Furniture Refinisher Helper	18.79
09110 - Furniture Repairer, Minor	21.14
09130 - Upholsterer	23.10
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	19.29
11060 - Elevator Operator	18.86
11090 - Gardener	24.90
11122 - Housekeeping Aide	18.86
11150 - Janitor	18.86
11210 - Laborer, Grounds Maintenance	20.48
11240 - Maid or Houseman	19.18
11260 - Pruner	19.04
11270 - Tractor Operator	23.44
11330 - Trail Maintenance Worker	20.48

11360 - Window Cleaner	20.29
12000 - Health Occupations	
12010 - Ambulance Driver	24.60
12011 - Breath Alcohol Technician	28.59
12012 - Certified Occupational Therapist Assistant	35.79
12015 - Certified Physical Therapist Assistant	33.14
12020 - Dental Assistant	22.74
12025 - Dental Hygienist	47.61
12030 - EKG Technician	40.00
12035 - Electroneurodiagnostic Technologist	40.00
12040 - Emergency Medical Technician	24.60
12071 - Licensed Practical Nurse I	25.56
12072 - Licensed Practical Nurse II	28.59
12073 - Licensed Practical Nurse III	31.88
12100 - Medical Assistant	22.37
12130 - Medical Laboratory Technician	38.55
12160 - Medical Record Clerk	26.36
12190 - Medical Record Technician	29.49
12195 - Medical Transcriptionist	21.99
12210 - Nuclear Medicine Technologist	51.30
12221 - Nursing Assistant I	16.26***
12222 - Nursing Assistant II	18.29
12223 - Nursing Assistant III	20.01
12224 - Nursing Assistant IV	22.40
12235 - Optical Dispenser	29.67
12236 - Optical Technician	20.31
12250 - Pharmacy Technician	19.98
12280 - Phlebotomist	23.30
12305 - Radiologic Technologist	42.76
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)	35.42
12320 - Substance Abuse Treatment Counselor	29.83
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	27.27
13012 - Exhibits Specialist II	33.78
13013 - Exhibits Specialist III	41.32
13041 - Illustrator I	31.66
13042 - Illustrator II	39.22
13043 - Illustrator III	47.41
13047 - Librarian	37.84
13050 - Library Aide/Clerk	17.78
13054 - Library Information Technology Systems Administrator	34.17
13058 - Library Technician	24.10
13061 - Media Specialist I	24.65
13062 - Media Specialist II	27.58
13063 - Media Specialist III	30.75
13071 - Photographer I	22.76
13072 - Photographer II	25.46
13073 - Photographer III	31.55
13074 - Photographer IV	38.59
13075 - Photographer V	46.69
13090 - Technical Order Library Clerk	22.32
13110 - Video Teleconference Technician	30.64
14000 - Information Technology Occupations	
14041 - Computer Operator I	26.87
14042 - Computer Operator II	30.06
14043 - Computer Operator III	33.52
14044 - Computer Operator IV	37.24
14045 - Computer Operator V	41.24

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	26.87
14160 - Personal Computer Support Technician	37.24
14170 - System Support Specialist	41.24
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	42.02
15020 - Aircrew Training Devices Instructor (Rated)	50.83
15030 - Air Crew Training Devices Instructor (Pilot)	60.93
15050 - Computer Based Training Specialist / Instructor	42.02
15060 - Educational Technologist	38.90
15070 - Flight Instructor (Pilot)	60.93
15080 - Graphic Artist	37.28
15085 - Maintenance Test Pilot, Fixed, Jet/Prop	60.93
15086 - Maintenance Test Pilot, Rotary Wing	60.93
15088 - Non-Maintenance Test/Co-Pilot	60.93
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	19.56
16030 - Counter Attendant	19.56
16040 - Dry Cleaner	22.36
16070 - Finisher, Flatwork, Machine	19.56
16090 - Presser, Hand	19.56
16110 - Presser, Machine, Drycleaning	19.56
16130 - Presser, Machine, Shirts	19.56
16160 - Presser, Machine, Wearing Apparel, Laundry	19.56
16190 - Sewing Machine Operator	23.27
16220 - Tailor	24.21
16250 - Washer, Machine	20.49
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	28.84
19040 - Tool And Die Maker	33.42
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	21.86
21030 - Material Coordinator	28.91
21040 - Material Expediter	28.91
21050 - Material Handling Laborer	18.72
21071 - Order Filler	17.74
21080 - Production Line Worker (Food Processing)	21.86
21110 - Shipping Packer	21.73
21130 - Shipping/Receiving Clerk	21.73
21140 - Store Worker I	20.32
21150 - Stock Clerk	25.47
21210 - Tools And Parts Attendant	21.86
21410 - Warehouse Specialist	21.86
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	44.73
23019 - Aircraft Logs and Records Technician	37.70
23021 - Aircraft Mechanic I	43.05
23022 - Aircraft Mechanic II	44.73
23023 - Aircraft Mechanic III	46.40
23040 - Aircraft Mechanic Helper	33.51
23050 - Aircraft, Painter	41.44
23060 - Aircraft Servicer	37.70
23070 - Aircraft Survival Flight Equipment Technician	41.44
23080 - Aircraft Worker	39.73
23091 - Aircrew Life Support Equipment (ALSE) Mechanic	39.73

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23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	43.05
23110 - Appliance Mechanic	27.41
23120 - Bicycle Repairer	21.24
23125 - Cable Splicer	55.07
23130 - Carpenter, Maintenance	32.74
23140 - Carpet Layer	28.96
23160 - Electrician, Maintenance	40.52
23181 - Electronics Technician Maintenance I	33.59
23182 - Electronics Technician Maintenance II	35.04
23183 - Electronics Technician Maintenance III	36.40
23260 - Fabric Worker	41.90
23290 - Fire Alarm System Mechanic	29.60
23310 - Fire Extinguisher Repairer	31.03
23311 - Fuel Distribution System Mechanic	48.19
23312 - Fuel Distribution System Operator	39.84
23370 - General Maintenance Worker	26.87
23380 - Ground Support Equipment Mechanic	43.05
23381 - Ground Support Equipment Servicer	37.70
23382 - Ground Support Equipment Worker	39.73
23391 - Gunsmith I	31.03
23392 - Gunsmith II	34.63
23393 - Gunsmith III	37.53
23410 - Heating, Ventilation And Air-Conditioning Mechanic	35.25
23411 - Heating, Ventilation And Air Contidioning Mechanic (Research Facility)	36.62
23430 - Heavy Equipment Mechanic	36.87
23440 - Heavy Equipment Operator	42.64
23460 - Instrument Mechanic	31.98
23465 - Laboratory/Shelter Mechanic	36.12
23470 - Laborer	18.72
23510 - Locksmith	28.26
23530 - Machinery Maintenance Mechanic	31.74
23550 - Machinist, Maintenance	28.52
23580 - Maintenance Trades Helper	21.32
23591 - Metrology Technician I	32.42
23592 - Metrology Technician II	33.69
23593 - Metrology Technician III	34.95
23640 - Millwright	40.73
23710 - Office Appliance Repairer	29.06
23760 - Painter, Maintenance	28.45
23790 - Pipefitter, Maintenance	38.07
23810 - Plumber, Maintenance	36.64
23820 - Pneudraulic Systems Mechanic	37.53
23850 - Rigger	41.61
23870 - Scale Mechanic	34.63
23890 - Sheet-Metal Worker, Maintenance	35.65
23910 - Small Engine Mechanic	23.98
23931 - Telecommunications Mechanic I	35.34
23932 - Telecommunications Mechanic II	36.72
23950 - Telephone Lineman	49.52
23960 - Welder, Combination, Maintenance	27.65
23965 - Well Driller	37.06
23970 - Woodcraft Worker	37.53
23980 - Woodworker	31.03
24000 - Personal Needs Occupations	
24550 - Case Manager	22.52
24570 - Child Care Attendant	17.34
24580 - Child Care Center Clerk	21.63
24610 - Chore Aide	17.56
24620 - Family Readiness And Support Services Coordinator	22.52
24630 - Homemaker	22.63

25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	46.63
25040 - Sewage Plant Operator	37.04
25070 - Stationary Engineer	46.63
25190 - Ventilation Equipment Tender	36.29
25210 - Water Treatment Plant Operator	37.04
27000 - Protective Service Occupations	
27004 - Alarm Monitor	28.40
27007 - Baggage Inspector	19.12
27008 - Corrections Officer	38.62
27010 - Court Security Officer	39.73
27030 - Detection Dog Handler	21.39
27040 - Detention Officer	38.62
27070 - Firefighter	44.02
27101 - Guard I	19.12
27102 - Guard II	21.39
27131 - Police Officer I	41.60
27132 - Police Officer II	46.22
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	20.44
28042 - Carnival Equipment Repairer	21.71
28043 - Carnival Worker	16.60***
28210 - Gate Attendant/Gate Tender	22.60
28310 - Lifeguard	16.58***
28350 - Park Attendant (Aide)	25.28
28510 - Recreation Aide/Health Facility Attendant	18.46
28515 - Recreation Specialist	31.33
28630 - Sports Official	20.14
28690 - Swimming Pool Operator	24.24
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	44.51
29020 - Hatch Tender	44.51
29030 - Line Handler	44.51
29041 - Stevedore I	42.22
29042 - Stevedore II	48.84
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)	53.11
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)	36.62
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)	40.33
30021 - Archeological Technician I	22.17
30022 - Archeological Technician II	24.79
30023 - Archeological Technician III	30.72
30030 - Cartographic Technician	30.72
30040 - Civil Engineering Technician	32.63
30051 - Cryogenic Technician I	34.02
30052 - Cryogenic Technician II	37.58
30061 - Drafter/CAD Operator I	22.17
30062 - Drafter/CAD Operator II	24.79
30063 - Drafter/CAD Operator III	27.64
30064 - Drafter/CAD Operator IV	34.02
30081 - Engineering Technician I	19.46
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	26.97
30095 - Evidence Control Specialist	30.72
30210 - Laboratory Technician	28.48
30221 - Latent Fingerprint Technician I	34.45
30222 - Latent Fingerprint Technician II	38.05
30240 - Mathematical Technician	36.98
30361 - Paralegal/Legal Assistant I	25.38
30362 - Paralegal/Legal Assistant II	31.45
30363 - Paralegal/Legal Assistant III	38.46

30364 - Paralegal/Legal Assistant IV		46.53
30375 - Petroleum Supply Specialist		37.58
30390 - Photo-Optics Technician		30.72
30395 - Radiation Control Technician		37.58
30461 - Technical Writer I		30.50
30462 - Technical Writer II		37.31
30463 - Technical Writer III		45.13
30491 - Unexploded Ordnance (UXO) Technician I		33.76
30492 - Unexploded Ordnance (UXO) Technician II		40.84
30493 - Unexploded Ordnance (UXO) Technician III		48.95
30494 - Unexploded (UXO) Safety Escort		33.76
30495 - Unexploded (UXO) Sweep Personnel		33.76
30501 - Weather Forecaster I		34.02
30502 - Weather Forecaster II		41.38
30620 - Weather Observer, Combined Upper Air Or Surface Programs	(see 2)	27.64
30621 - Weather Observer, Senior	(see 2)	30.72
31000 - Transportation/Mobile Equipment Operation Occupations		
31010 - Airplane Pilot		40.84
31020 - Bus Aide		29.58
31030 - Bus Driver		38.09
31043 - Driver Courier		20.42
31260 - Parking and Lot Attendant		17.08***
31290 - Shuttle Bus Driver		19.88
31310 - Taxi Driver		17.64
31361 - Truckdriver, Light		21.69
31362 - Truckdriver, Medium		22.97
31363 - Truckdriver, Heavy		29.91
31364 - Truckdriver, Tractor-Trailer		29.91
99000 - Miscellaneous Occupations		
99020 - Cabin Safety Specialist		19.91
99030 - Cashier		16.72***
99050 - Desk Clerk		18.28
99095 - Embalmer		39.23
99130 - Flight Follower		33.76
99251 - Laboratory Animal Caretaker I		19.89
99252 - Laboratory Animal Caretaker II		21.13
99260 - Marketing Analyst		44.95
99310 - Mortician		36.79
99410 - Pest Controller		22.37
99510 - Photofinishing Worker		25.17
99710 - Recycling Laborer		33.83
99711 - Recycling Specialist		38.72
99730 - Refuse Collector		31.43
99810 - Sales Clerk		17.41
99820 - School Crossing Guard		19.12
99830 - Survey Party Chief		37.74
99831 - Surveying Aide		22.87
99832 - Surveying Technician		30.18
99840 - Vending Machine Attendant		25.78
99841 - Vending Machine Repairer		30.89
99842 - Vending Machine Repairer Helper		26.08

***Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 ($17.20 per hour) or 13658 ($12.90 per hour). Please see the Note at the top of the wage determination for more information. Please also note that the minimum wage requirements of Executive Order 14026 and 13658 are not currently being enforced as to contracts or contract-like instruments entered into with the federal government in connection with seasonal recreational services or seasonal recreational equipment rental for the general public on federal lands. The minimum wage requirements of Executive Order 14026 also are not currently being

enforced as to any contract or subcontract to which the states of Texas, Louisiana, or Mississippi, including their agencies, are a party.

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

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: $5.36 per hour, up to 40 hours per week, or $214.40 per week or $929.07 per month

HEALTH & WELFARE EO 13706: $4.93 per hour, up to 40 hours per week, or $197.20 per week, or $854.53 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, 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 twelve paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Juneteenth National Independence Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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

1) COMPUTER EMPLOYEES: This wage determination does not apply to any individual employed in a bona fide executive, administrative, or professional capacity, as defined in 29 C.F.R. Part 541. (See 41 C.F.R. 6701(3)). Because most Computer Systems Analysts and Computer Programmers who are paid at least $27.63 per hour (or at least $684 per week if paid on a salary or fee basis) likely qualify as exempt computer professionals under 29 U.S.C. 213(a)(1) and 29 U.S.C. 213(a)(17), this wage determination may not include wage rates for all occupations within those job families. In such instances, a conformance will be necessary if there are nonexempt employees in these job families working on the contract.

Job titles vary widely and change quickly in the computer industry, and are not determinative of whether an employee is an exempt computer professional. To be exempt, computer employees who satisfy the compensation requirements must also have a primary duty that consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

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

Any computer employee who meets the applicable compensation requirements and the above duties test qualifies as an exempt computer professional under both section 13(a)(1) and section 13(a)(17) of the Fair Labor Standards Act. (Field Assistance Bulletin No. 2006-3 (Dec. 14, 2006)). Accordingly, this wage determination will not apply to any exempt computer employee regardless of which of these two exemptions is utilized.

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

** HAZARDOUS PAY DIFFERENTIAL **

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

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

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to

this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of $3.35 per week (or $.67 cents per day). However, in those instances where the uniforms furnished are made of ""wash and wear"" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS **

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

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

Conformance Process:

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

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order the proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the U.S. Department of Labor, Wage and Hour Division, for review (See 29 CFR 4.6(b)(2)(ii)).

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

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

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

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

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